



Summer Career Placement 2022 (SCP)

Criteria and procedures for students and promoters

PURPOSE

Enable young people to gain work experience related to their field of study with the help of a wage subsidy.

DESCRIPTION

Intervention designed to provide employment for students to work in their field of study during the summer. Students get the opportunity to develop their employability and work skills by gaining practical experience in the workplace. In return, employers receive a wage subsidy, which encourages them to hire these students. Students can work during the summer months and must study full-time during the winter and fall terms (before and after).

SERVICES OFFERED

The FNHRDCQ offers the SCP program during the summer period by providing a wage subsidy to integrate full-time secondary or post-secondary students into the labour market to acquire relevant experience in their chosen field of study.

ELIGIBILITY CRITERIA

The **promoter** (employer) must meet the following criteria:

- The funding of an SCP measure must be agreed upon between the promoter, the participant and the FNHRDCQ;
- The project promoter must have physical premises from which it operates, and the project activities must be carried out on the premises of the company;
- Be a private sector or a legally recognized non-profit organization;
- Provide work experience, enriching training experience and positive supervision;
- Be able to contribute to the participant's salary as described in grid below according to the type of organization;
- Submit a copy of the job description for each requested position on official employer letterhead;
- Provide work experience relating to the student's field of study.

The **participant** (student) must meet the following criteria:

- Be a student and be enrolled full-time education¹ for the following fall (written proof required);
- The minimum eligible age is fifteen (15) years old (before July 1st of the current year);
- Be a high school (minimum Sec IV), college or university student;
- The summer job must be relevant to the participant's field of study;
- Students must provide a copy of their most recent report card.

FNHRDCQ FINANCIAL CONTRIBUTION

TYPE OF ORGANISATION	URBAN STRATEGY CONTRIBUTION
Non-profit Organisation	NPO: The Urban Strategy will contribute 90% of the participant's hourly rate (18.00\$/hr), up to a maximum contribution of current minimum wage + one (1) dollar, i.e., \$15.25/hour.
Private company	Private: The Urban Strategy will contribute 75% of the participant's hourly rate (18.00\$/hr), up to a maximum contribution of current minimum wage + one (1) dollar, i.e., \$15.25/hour.

SCP GENERAL CONDITIONS

Project Duration

The duration of the project should be a maximum of 16 weeks (between May 9th and August 26th, 2022).

Work Hours

Employment is a minimum of thirty (30) hours per week and must not exceed forty (40) hours per week.

Terms & Conditions

- Jobs must not result in the dismissal of a current employee or volunteer, or the replacement of an employee who has been laid off and is awaiting recall, or is absent due to a work stoppage or labour-management dispute;
- The jobs created must not be subject to duplicate funding or other government contributions or grant;
- All applications will be reviewed using a client-centred approach;
- The contribution is conditional on the acceptance of the community of origin of the client participating in the measure;
- Cannot extend beyond the beginning of the current school year.

¹ Postsecondary students must be enrolled in four (4) courses or more.