

# YOUTH INTERNSHIP INCENTIVE PROGRAM (YIIP) INFORMATION



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The Youth Internship Incentive Program (YiIP) is designed to increase the number of employers supporting work-integrated learning internships in trades, technologies, and in-demand occupations. By providing **a financial incentive for employers**, this program expands an employer's ability to achieve their business goals while providing youth opportunities to build Alberta's skilled workforce.

## FUNDING OPTIONS

### \$900

Employers must commit to **a minimum of 125 hours** of on-the-job training and mentorship for high school or post high school youth.  
**Only 1 internship is required for this incentive.**

### \$1,800

Employers must commit to **a minimum of 240 hours** of on-the-job training and mentorship for high school or post high school youth.  
**At least 1 internship is required for this incentive.**

### \$4,000

Employers must commit to **a minimum of 480 hours** of on-the-job training and mentorship for high school or post high school youth.  
**At least 2 internships are required for this incentive.**

### \$7,500

Employers must commit to **a minimum of 720 hours** of on-the-job training and mentorship for high school and post high school youth.  
**At least 3 internships are required for this incentive.**

**Internships must start no earlier than September 1, 2022 and be completed by September 15, 2023. All hours must be completed within 20 weeks of the internship start date.** Internship hours can be part-time or full-time. At the end of the required hours, extending the internship or offering employment is at the employer's discretion. The maximum funding for any location in one annual cycle is \$7500, and the maximum amount per organization across all locations is \$15,000.

## INTERNSHIP INCENTIVES ARE AVAILABLE FOR CAREERS PROGRAMS

High School Internships in:

- Skilled Trades
- Information & Communications Technology
- Agriculture and Forestry
- Health Services
- Power Engineering and Non-Destructive Testing
- Indigenous Youth Internship Program

Post High School Internships for youth age 20 or under in:

- Select programs focused on in-demand occupations, varies across Alberta.
- Skilled Trades
- CO-OP Apprenticeship Program, maximum start age 25; exclusive to the Regional Municipality of Wood Buffalo.

## APPLY NOW

[careersnextgen.ca/yiip](https://careersnextgen.ca/yiip)

Applications are evaluated on first-come, first-served basis.

- The YiIP payment is provided to employers at the conclusion of the minimum required hours.
- Employers may utilize the incentive to offset expenses incurred in providing an internship such as student wages, safety training, mentorship support, or student personal protective equipment.

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## INTERNSHIPS

CAREERS works with organizations to create internships that support youth on their path to rewarding careers resulting in vibrant communities where organizations and youth succeed.

An internship is a short-term work experience integrated with learning, offered by companies and other organizations for youth (usually high school students, but not always) to get entry-level exposure to a particular industry. An internship is as much a learning experience that provides high school credits as it is an opportunity for a student to experience the work world. Ideally, interns spend their time on relevant projects, learning about the field, and developing both hard and soft skills. At times internships lead to full-time job offers.

### Elements

- Internships align with CAREERS programming for in-demand occupations in Alberta.
- Internships must be completed within a 20-week period from the internship start date.
- All internships must be paid minimum wage or higher.
- Internships must be within Alberta.
- Employers designate strong mentors to support youth learning about the industry, career opportunities, as well as technical and soft skills.
- Internships can be part time or full time and anytime during the calendar year.
- High school students are supported by their school's Off-campus Coordinator.
- For Skilled Trades positions, employers are encouraged to register the student as an apprentice with Alberta Apprenticeship and Industry Training (AIT). Apprenticeship learning plans help guide mentorship and training.
- Internships must be offered in a safe and youth appropriate work environment.

### Employers

- Employers offering an eligible internship position(s) apply to CAREERS to participate in the program.
- Employers must be incorporated by or registered as a legal operating organization in Alberta.
- Eligible employers include businesses, non-profit organizations, municipalities, and Indigenous community organizations operating within Alberta. See Eligibility fact sheet for more information.

## FAQ

### What happens if the internship is terminated early?

If the student internship is terminated or the student leaves the internship prior to the minimum required hours, the employer must notify CAREERS immediately. It is at CAREERS sole discretion to determine funding eligibility should the internship end prior to the minimum committed hours.

### What would disqualify my application?

- The employer does not meet the required criteria.
- The employer is a federal or provincial government agency.
- The employer submits an incomplete application.
- The position does not align with CAREERS' programs.
- The position has already started (positions can only start after the application has been approved).  
*Note: Youth must apply to CAREERS Internship Programming to be eligible.*
- The position is already subsidized through another program.

THIS PROGRAM WAS MADE POSSIBLE  
WITH FUNDING FROM THE ALBERTA  
GOVERNMENT AND OTHER PARTNERS.

