

Aboriginal Youth Internship Program

Jurisdiction: Manitoba

Contact: Veronica Dyck

Level: Transitions

Theme: Transitions and Linkages

Description of Practice:

This program provides Aboriginal students, throughout the province at the Grade 12 level, with internships in the financial and business sectors to encourage them to stay in school. The program includes cultural awareness workshops, mentorship and summer jobs with host employers. The program is designed as a 22 week, half-day on-the-job work experience during the school year, with full-time summer employment at the end of their work placement.

Background:

The program started in 1996 with the need for more Aboriginal people in the private sector. Also, the private sector was interested in training more Aboriginal frontline workers in the financial area.

Development:

The program was initiated as a means of countering the low number of Aboriginal people in the private sector which came out from national surveys on employment and training for Aboriginal people in Canada. Ideas were generated from the Department of Education, schools, and the private sector on how to develop and administer the program.

Evidence:

Students, employers, government and the community benefit from this program. Students get valuable work experience, positive mentoring and learn how to make the transition from school to work or post-secondary. They also learn how to make healthy lifestyle choices for their future from interacting with positive role models. The community sees more Aboriginal young people in workplaces that are new to many in our community. In turn, this instils pride and more role models in our community.

Adaptability:

This program can be adapted to any minority group and it has been through the development of our Black Youth Internship Program. In adapting it though, it is important to ensure students, youth, employers and funders are engaged in the process.

Further information:

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