

## ICTC's The Youth Dividend – Eligibility Checklist

### Candidate Eligibility:

1. Between 18 and 30 years old.
2. Canadian Citizen, Permanent Resident, or a person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act 2, who are legally entitled to work in Canada.
3. Have completed a post-secondary education, and are not pursuing any post-secondary studies at the time of the program. \*
4. Currently unemployed or under-employed (employed below their level of education, or outside their field of study, or hold part-time employment).
5. Ability to participate for the duration of the program (this fiscal end date: March 31st, 2021), including a paid internship, online soft skills training and hard skills training in one of the following streams: Software development, Data analysis/Data science, Business analysis or Digital marketing/Sales.
6. Ability to communicate fluently in one of Canada's official languages (at least CLB 7).
7. Good analytical and logical skills that are necessary in completing project-based and scenario-based training exercises.
8. Ability to manage multiple competing priorities and deliver program requirements successfully.
9. If interested in taking training courses in software development or data science, aptitude in mathematics and knowledge in computer technologies will be required.

\*Residents in Northern Territories (Yukon NWT, Nunavut) are not required to have a post-secondary degree

### Employer Eligibility:

1. Canadian profit or non-profit organization with less than 500 employees and legal status in Canada.
2. Able to provide internship for the duration of the program (this fiscal end date: March 31st, 2021), with minimum 35 hours a week. (35 hours are covered under the wage subsidy, anything in excess must be covered by the employer).
3. Must have proper insurance coverage (appropriate comprehensive general liability insurance coverage).
4. Must employ the Intern on payroll.
5. Must have the appropriate administrative support and capacity to train and mentor the participants to enhance and maximize their experience.
6. Must provide a meaningful on the job training and work experience for interns in the development and implementation of work activities.