



# Citizenship and Immigration Canada

**The Federal Internship for Newcomers (FIN)  
Program**

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**Ottawa Local Immigration Partnership (OLIP)  
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## OBJECTIVES

- Provide an Overview of the FIN Program
- Highlight Success to date
- Next steps





## WHY A FEDERAL INTERNSHIP FOR NEWCOMERS (FIN) PROGRAM?

- Newcomers to Canada require valuable Canadian work experience in order to improve their integration into the labour market.
- Requirement for Canadian work experience continues to be one of the primary barriers immigrants confront upon arrival in Canada.
  - In the Longitudinal Survey of Immigrants to Canada, conducted by Statistics Canada, the number one barrier to employment reported was lack of Canadian work experience.
  - Studies show that overall, immigrants found employment within their field in only four out of ten cases.





## BACKGROUND

- Previously a CIC/HRSDC pilot, The Federal Internship for Newcomers (FIN) Program has been in place since April 2010 and delivered through the Foreign Credential Referral Office (FCRO) of CIC.
- Program provides newcomers with the opportunity to gain Canadian work experience within the federal government and private sector organizations, with a view to improving integration into the Canadian labour market.
- Program is currently delivered in partnership with Immigrant Serving Organizations (ISOs) in Ottawa, Toronto, and Vancouver that screen for employment readiness.






## BACKGROUND (Cont'd)

- The FIN Program is open to:
  - Permanent residents and Canadian citizens who have been in Canada less than 10 years
  - Candidates with a post secondary degree (Assessment of Foreign Credentials not mandatory but recommended throughout the duration of the internship)
- Placements range from 4 to 8 months
- The salary is paid by the hiring department
- Internship fields identified according to departmental demand include: policy, administration, project management, computer science, communications, scientific fields, and finance.





## SUCCESS TO DATE

- 21 participating Federal Departments and Agencies and growing interest from additional organizations.
  - 130 interns placed across various departments and agencies since the Program's launch in 2010.
  - Successful expansion to Toronto and Vancouver
    - Partnerships were developed with 13 additional ISOs and various departments and agencies.
    - Exploring a possible pilot in Calgary for the 2012/13 year subject to demand
  - Expansion to the private sector announced in May 2012
    - Current private sector partners include: CGI, Canadian Imperial Bank of Commerce, Royal Bank of Canada and Scotia Bank.
  - Recent interns exit survey to assess employment outcomes found the majority (75%) of interns found work after completing their internship, and the vast majority felt that their work was commensurate with their skills, experience and education.
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# BENEFITS

## Participants:

- Gain valuable Canadian work experience that will enhance career opportunities.
- Enhance employability skills to apply for long term employment.
- Build networks through a mentoring relationship for the duration of the internship.
- Participate in orientation sessions and access essential training including cross-cultural awareness.
- Are better placed to integrate into the Canadian labour market.

## Organizations:

- Opportunity to meet hiring requirements through a pool of highly qualified candidates
- Increase workplace performance
- Enhance productivity and creativity through diverse approaches and perspectives
- Increase organizational performance
- Better respond to diverse customers and expand local and global networks.
- Participate in career development opportunities (cross cultural training and mentoring).



# Success stories from our graduates...





# Ha: Trade Policy Analyst, Agriculture

## His Story:

- Immigrated to Canada with his family from Vietnam as a doctoral student in 2005 and became a permanent resident in 2008.
- Studied at the University of Manchester, University of Vietnam, Ukraine and he is currently completing his doctorate in public policy at Carleton University in Ottawa.
- Obtained bachelor's of Law and International Studies, and Masters of public policy.
- Obtained a term position at Agriculture Canada



## His Internship Experience:

*“The FINP internships have enabled me to acquire not only technical, work-related skills but also improve my soft, transferable skills such as communication, interpersonal and problem-solving skills ...that would definitely be vital in my next phase of securing a permanent position.”*



## Jean-Marie: Finance/Program Officer, CIC



### His Story:

- Immigrated to Canada through the World University Service of Canada's (WUSC) Student Refugee Program in 2006 after spending 12 years in refugee camp in Malawi.
- Studied at Algoma University at Sault Ste-Marie, Ontario.
- Obtained a Bachelor's degree in Finance and Economics in 2010.
- Obtained a position as a financial analyst in the private sector – has since returned to school for further studies.

### His Internship Experience:

*"The opportunity equipped me with valuable, career-boosting experience...The internship at CIC has been a life-transforming experience and shaped my professional identity and approach for many years to come."*



## Here's what employers are saying

- "We have had an excellent experience with our intern – from day one a real team player with a strong work ethic and capacity as well as an all-around fun person to work with and lead. Over the last eight months we have learned much and hope we have provided a good introduction to the fast moving and high intensity environment of a policy shop." - CIC Manager*



*"I find that our interns quickly understand what we are trying to accomplish and are not only motivated to do good work, but are motivated to improve our program and help families. The Interns arrive with an open mind; a willingness and eagerness to learn while working; and bring with them an array of skills and abilities that complement our own." - HRSD Manager*



# Next steps

- Continued expansion to additional departments/agencies and crown corporations.
- Development of partnerships with additional private sector partners.
- Organized sector specific employer roundtables and networking events.





## CONTACT INFORMATION

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## Annex – A list of partnering and prospective hiring organizations

### Federal Departments/Agencies

1. Citizenship and Immigration Canada
2. Human Resources and Skills Development Canada
3. Department of Foreign Affairs and International Trade
4. Canadian Border Service Agency
5. Public Works and Government Services Canada
6. Health Canada
7. Public Service Commission
8. Canadian Intelligence and Security Service
9. Agriculture Canada
10. Department of National Defence – Victoria
11. Natural Resources Canada
12. Public Health Agency of Canada
13. Public Safety and Emergency Preparedness
14. Canada Revenue Agency - Montreal
15. Atlantic Canada Opportunities Agency
16. Public Safety
17. Canada Economic Development for Quebec Region
18. Statistics Canada
19. Western Economic Development (BC)
20. Registry of the Specific Claims Tribunal of Canada
21. Canada Mortgage and Housing Corporation.

### Private sector organizations

1. CGI
2. Canadian Imperial Bank of Commerce
3. Royal Bank of Canada
4. Scotia Bank
5. Halogen - Software development IT Company
6. Pythian – IT company
7. Bank of Montreal
8. Hydro Ottawa
9. GGFL Chartered Accountants
10. The City of Ottawa
11. Export Development Canada
12. Canadian Institutes of Health Research
13. Business Development Canada

