



---

## **Intern***SHIFT*:

*How Internships Increasingly Contribute to Socio-economic Sustainability*

**2015 CACEE National Conference**

Monday, June 8, 2015

**Naguib Gouda**

President, Career Edge



# Agenda

- ✿ Introduction
- ✿ History of Internships
- ✿ Internships Today
- ✿ Youth Unemployment
- ✿ Precarious Employment
- ✿ Amendments to Legislation
- ✿ Socio-economic Sustainability
- ✿ Discussion Period

# Introduction

- ✿ Today's Focus: Intern*SHIFT*
- ✿ Audience Poll
- ✿ Open Discussion



# Quick Poll

- ✿ How many of you have worked with interns?
- ✿ Paid or unpaid?
- ✿ Where did internships originate?

# History of Internships

- ✿ Originated in the medical profession
- ✿ Became term for “physician-in-training”
- ✿ Migrated to politics
- ✿ Apprenticeships for “knowledge work”

# Internships Today

ORIGINAL FRAMEWORK		ALTERNATE FRAMEWORK
 <ul style="list-style-type: none"><li>○ <b>Paid</b></li><li>○ <b>Training-focused</b></li><li>○ <b>Mentor</b></li><li>○ <b>Turned into real jobs</b></li></ul>	<p>→</p> <p>→</p> <p>→</p> <p>→</p>	 <ul style="list-style-type: none"><li>○ <b>Unpaid</b></li><li>○ <b>Performance-focused</b></li><li>○ <b>Manager</b></li><li>○ <b>Replace real jobs</b></li></ul>

# Youth Unemployment in Canada



🌸 **Job creation:** Part-time, temporary, low paying, lack benefits

🌸 **Unemployment rates exclude:** “Discouraged workers”, under-employment, involuntary part-time, precarious positions

# Unpaid Internships

- ✿ Employment trends affect youth, as well as:
  - ┌ People with Disabilities
  - ┌ Newcomers to Canada
- ✿ Unpaid Internship Cycle
- ✿ Restricted Opportunities



# Risking Socio-Economic Sustainability

- ✿ Risks of not investing in more permanent, full-time employment opportunities for unemployed and under-employed:
  - ┌ Weakened social infrastructure
  - ┌ Diminished ability to compete in global marketplace

# Protecting Interns' Rights

**CBCnews** | Edmonton

Home World **Canada** Politics Business Health Arts & Entertainment Technology & Science

**Canada** **Edmonton** Photo Galleries

## Andy Ferguson's family hopes federal budget will save interns' lives

Amendment to Canada Labour Code a surprise, says brother of intern killed after working long hours

CBC News Posted: Apr 22, 2015 11:23 AM MT | Last Updated: Apr 22, 2015 1:54 PM MT



Andy Ferguson died in 2011 after an overnight shift at an Alberta radio station where he was interning. (CBC)

**5 shares**

-  Facebook
-  Twitter
-  Reddit

An Edmonton family hopes the new federal budget will save the lives of young workers in Canada.

The budget introduced by federal Finance Minister Joe Oliver on Tuesday proposes to amend the Canada Labour Code to place interns under federal jurisdiction, whether they are paid or not, and clarify the circumstances under which unpaid internships are offered.

"I hope this will lead to better protection for interns and students working

# Protecting Interns' Rights

## CAREERS

TRENDING Apple | Bank of Canada | China | Oil | Tax Season | Housing Market

### Ontario's unpaid internship crackdown leads to closure of Toronto Life, The Walrus programs

ARMINA LIGAYA | March 27, 2014 3:48 PM ET  
More from Armina Ligaya | @arminaligaya

Republ  
Reprint



The Ontario Ministry of Labour has shut down unpaid internships at The Walrus and Toronto Life magazines.

Twitter Google+ LinkedIn Email Typo? More

The Ontario Ministry of Labour has begun cracking down on unpaid internships at magazines, prompting both the publisher of Toronto Life and The Walrus to shut down their programs.

## Global NEWS

Toronto Change Location TV News Programs Newscasts & Videos


World Canada Local Politics Money Entertainment Health Lifestyle Tech Science Sports Video

UNPAID INTERNSHIPS April 4, 2014 5:09 pm Updated: April 4, 2014 6:29 pm

### More unpaid internships bite the dust amid government crackdown

By Staff The Canadian Press

Comments Facebook 74 Twitter 19 Email Print



Rogers-owned Flare and Chatelaine terminated their interns earlier this week.

Matt Dunham/AP Photo

OTTAWA - Unpaid interns could soon be a thing of the past after two more prominent Canadian magazines ended their programs in the midst of an Ontario

# Private Member's Bills

- ✿ Bill C-636: Intern Protection Act
- ✿ Bill 64: Protecting Interns and Creating a Learning Economy Act

# Why These Bills Are Important

- ✿ Ensuring fairness and equity for interns
- ✿ Creating taxpayers, not tax burdens
  - ✿ Support social infrastructure
  - ✿ Sustain and grow economy

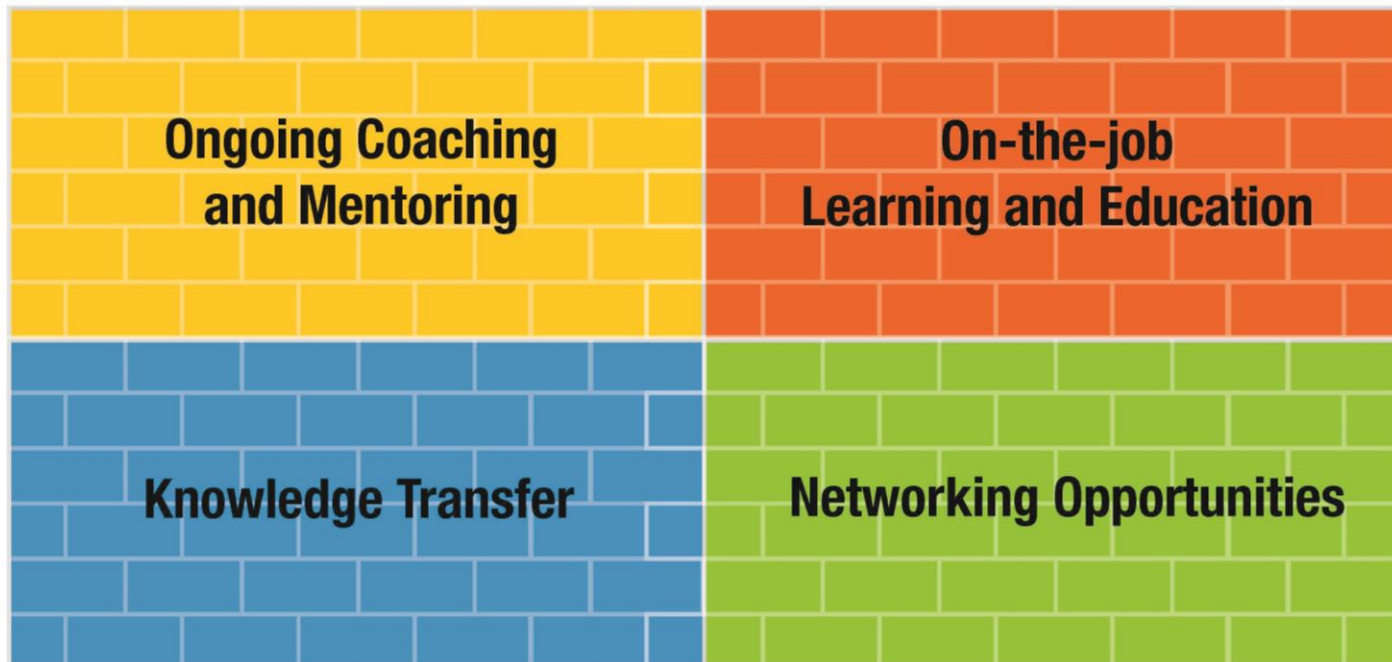
# Shifting the Way We Think About Internships

✿ “Hands-on, real-world work experience”

## INTERNSHIPS

- **Paid**
- **Training-focused**
- **Mentor**
- **Turned into real jobs**

# The Building Blocks of Success



# Socio-economic Sustainability

- ✿ Smoother school-to-work transition
- ✿ Stronger, more productive workforce
- ✿ Supported succession planning





# ***Guidelines for Group Discussion***

# Guidelines for Group Discussions

1. Participate fully
2. Listen actively
3. Ask challenging questions
4. Respect different points of view

# Questions for Groups

1. When – in your opinion – are unpaid internships acceptable?
2. Which of the four elements of “original” internship framework do you think are the most important?
3. Why do paid internships matter to you, personally?



# *Conclusion*



# Career Edge

*Launching careers through paid internships.*

Career Edge  
2323 Yonge Street, Suite 500  
Toronto, ON Canada M4P 2C9

*Naguib Gouda*

tel: (416) 977.3343, Ext. 270

fax: (416) 977.4090

e-mail: [ngouda@careeredge.ca](mailto:ngouda@careeredge.ca)

website: [www.careeredge.ca](http://www.careeredge.ca)

blog: [www.careeredge.ca/ceoblog](http://www.careeredge.ca/ceoblog)

LinkedIn: [linked.com/company/career-edge-organization](http://linked.com/company/career-edge-organization)

Facebook: [facebook.com/careeredgeorg](http://facebook.com/careeredgeorg)

Twitter: <http://twitter.com/CareerEdgeOrg>

# The Building Blocks of Success

The Coach's Role	The Intern's Role
<ul style="list-style-type: none"><li>✦ Ensure performance expectations and business goals are met;</li><li>✦ Ensure intern is gaining the right employment experience and the skills required to improve their employability beyond the internship;</li><li>✦ Assist interns with setting and reaching goals;</li><li>✦ Give constructive feedback on strengths and weaknesses;</li><li>✦ Provide insight and inspiration;</li><li>✦ Answer questions, no matter how basic they may seem.</li></ul>	<ul style="list-style-type: none"><li>✦ Have a clear understanding of your organization's expectations of the internship;</li><li>✦ Commit to, and participate in, the coaching relationship;</li><li>✦ Be honest and open;</li><li>✦ Make it easy for the coach to provide constructive feedback;</li><li>✦ Prepare for meetings or other activities organized by the coach;</li><li>✦ Be a flexible and adaptable team player;</li><li>✦ Take an active role in the learning process;</li><li>✦ Be assertive and show initiative.</li></ul>