



# GOVERNMENT OF NUNAVUT

## SUMMER STUDENT

## EMPLOYMENT EQUITY PROGRAM

### PROGRAM OVERVIEW

The Government of Nunavut (GN) Summer Student Employment Equity Program (SSEEP) is designed to provide opportunities for Nunavummiut students to gain meaningful work experience or training within the Nunavut Public Service. It is an integral part of the GN's goals to foster youth development and encourage continuous learning.

The objectives of this program are:

1. To provide employment or training opportunities for students that will:
  - o Develop their skills and improve employability after graduation;
  - o Help fund their education and encourage them to complete their studies;
  - o Enrich their academic programs; and
  - o Help them evaluate their career options within the territorial Public Service.
  
2. To facilitate the hiring of students by departments in order to develop a pool of qualified candidates for future Public Service appointments.  
(Note: "department" is intended to include all GN corporations and agencies, as appropriate).

In support of the goals of Article 23 of the Nunavut Land Claims Agreement (NLCA), priority hiring consideration will be given to beneficiary students. The Program also includes orientation and evaluation components to ensure that the students are provided with the necessary support and the program is continuously refined.

Between April and September each year, summer students will be hired and compensated according to the provisions of the SSEEP.

**The application deadline for students' submission is Friday, April 17, 2009 for positions starting April 27, 2009. Departments are urged to submit their requests by Thursday, April 9, 2009, to prevent program delays, although departmental submissions will be accepted up to Friday, May 15, 2009. Departments may determine applications to be employment or training based. Applications for any uncommitted funding may continue after the deadline if the budget is not fully committed. Departmental applications will be reviewed on a first come first served basis. The budgeted program funding will be allocated on the percentages consistent with Article 23 and a representative work force.**

The wage subsidy provided to the GN Departments by the Department of Human Resources is limited by the budget of this program.

## **ELIGIBILITY**

For the purpose of the 100% wage subsidy to departments under the SSEEP, hiring priorities will be applied in the following order:

1. Students, who are Beneficiaries of the NLCA; and
2. Other Nunavut Students.

**A Nunavut Student** is defined as a student:

- a) Who is a dependent of his/her parent(s) or legal guardian(s). The parent(s) or guardian(s) must currently reside in Nunavut, must have resided in Nunavut for the past 12 consecutive months, and must have a valid Nunavut Health Card.

**OR**

- b) Who is a mature student (age 21 years or older), has lived in Nunavut for the last 12 months, and has a valid Nunavut Health Card.

**OR**

- c) Who has lived in Nunavut for at least the last 12 consecutive months (not including any time spent as a full-time student in a post secondary institution), has a valid Nunavut Health Card, and is not eligible for financial assistance from another province or territory.

### **To be eligible for this program,**

- **A Nunavut Student must be enrolled in a post secondary program with a designated College, University or Institute for the following term/semester. Students who have completed a minimum of Grade10 will be eligible for this program and must be in attendance in a full-time high school program for the current year. (2008/09)**
- **Former apprenticeship students who have withdrawn from their apprenticeship program to pursue an alternative career path and who have attended a recognized apprenticeship trade school within one calendar year before the April 17, 2009 student application deadline will be eligible for the Summer Student Employment Equity Program.**

### **Notes:**

- The list of designated Colleges, Universities and Institutes may be obtained from your regional Summer Student Coordinator (SSC).

- A proof of application to or enrolment in a post secondary institution, school certificate, Nunavut residency (such as, health card), etc, will be required, as applicable. Please consult your regional SSC for any clarifications. The eligibility for enrolment and residency will be verified.
- A student is allowed a maximum of 5 years in this program.

## **PROCEDURES**

### **Applications**

#### **Students**

Students' applications must be sent to the regional or HQ SSC by Friday, April 17, 2009. An electronic application form can also be obtained and forwarded directly to the SSC from the GN website at [www.gov.nu.ca](http://www.gov.nu.ca) (link: "Job Opportunities, SSEEP").

#### **Participating Departments**

Cabinet Extract # 03-134 (7)1627 (dated March 27, 2003) restricts departmental ability to hire casual staff between April 1<sup>st</sup> and August 15<sup>th</sup>. Therefore, any casual employment applications and Casual Staffing Actions submitted for employment between those dates will be reviewed to determine if the job must be performed by a summer student. The casual employment request may continue only where the work requires a higher education and experience than a summer student will have, or if there is no available eligible summer student. Otherwise, the department will be required to cancel that casual employment request and submit a Work/Training Plan under the SSEEP.

A student who is not eligible under the residency criterion of the SSEEP will not be allowed to work on casual employment during the summer months. The departments may also hire on their own budget, a summer student who satisfies the SSEEP eligibility criteria.

#### **Hiring**

Departmental Human Resources Practitioners for participating departments will submit a Work/Training Plan and a Staffing Action - Summer Student Form (Part A only) to the SSC. The SSC will review all student applications/resumes received and screen them for eligibility. The participating department, in conjunction with the SSC, will review the eligible candidates and prepare a short-list of candidates matching the department's Work/Training Plan. The participating department, along with the SSC, will interview the short-listed candidates and make a joint selection decision. The SSC will ensure compliance with all requirements of the SSEEP program, including priority hiring. Only the Department of Human Resources will have the authority to employ summer students under this program.

Criminal Record Checks, an Oath of Office and Secrecy and/or WHIMS training may be required for students age 18 and older, depending on the nature of their position. The Deputy Minister of the participating department will sign indicating if any or all of these requirements are necessary in the Staffing Action form.

## **Financial**

### ***Budget***

The annual budget for the SSEE program will be limited to the approved amount by Cabinet for that year.

After providing for advertising and administration expenses, the Department of Human Resources will allocate funding to departmental applications on a first come first served basis. The budgeted program funding will be allocated to eligible students on the percentages consistent with Article 23 and a representative work force. (85%/15%)

The Department of Human Resources will make every attempt to ensure that the program dollars are distributed to departments in a fair equitable manner.

The participating departments are expected to ensure equitable representation of regions and communities within their departmental submissions.

### ***Pay Rates***

All students that fit within the definition of an eligible summer student will be paid as per the summer student pay rates, regardless of the funding source of their pay (This includes students hired on the department's own budget.) Any dispute in this matter may be referred to the SSEE Appeal Committee.

In addition to the work pay rate, each student will be paid a Northern Allowance based on the assigned normal place of work and main community of employment. The allowance will be pro-rated to an hourly rate by dividing the annual rate for the community by the standard yearly hours.

### ***Journal Vouchers***

The participating department will invoice Human Resources up to the allocated budget amount for the hired summer students. This will include only the salary and the northern allowance. No overtime will be included.

The participating department is responsible for all costs associated with the students who are not on the SSEE budget, but on the department's budget.

The participating department must send all Journal Vouchers for students hired under this program to the SSC before **October 15<sup>th</sup>** of that year's SSEE program.

## **Evaluation**

- Students under this program are required to complete the attached evaluation form at the end of the work period. Other students (on the department's budget) are also encouraged to complete the form.
- The supervisor of the assigned student is required to complete the evaluation for that student as per the attached form. The Human Resources Practitioner of the participating department must coordinate and send the completed forms to the Department of Human Resources either before or along with the journal vouchers.
- The participating department is expected to provide overall feedback to the Department of Human Resources as to how the program was handled and how it can be improved further.
- All evaluation forms and information should be forwarded to the Training and Development division of the Department of Human Resources.

## **Appeals**

- Any appeals regarding the eligibility criteria, policies and processes of the program may be sent to the Staffing Appeal Committee (SAC).
- The SAC will also handle the cases of disputes regarding casual employment during the summer period.
- The SAC will study the individual cases and make decisions based on the merits of each case, without creating a precedent.

## **ROLES & RESPONSIBILITIES**

### **Deputy heads or their delegates (Participating Department)**

- To identify appropriate employment training assignments.
- To create a working environment that facilitates and encourages students to perform at their highest level.
- To ensure that all summer students are provided the opportunity to improve their employability skills.
- To decide whether the position is a position of trust and will require a Criminal Record Check, an Oath of Office and Secrecy and/or WHIMS training.

### **Human Resources Practitioner (Participating Department)**

- To coordinate and complete all required documents and forms and forward them to the Department of Human Resources by the program deadlines. The documents and forms include, Work/Training Plan, Staffing Action form, Evaluation by the Supervisor, Journal Vouchers and overall feedback from the department.
- To coordinate between the department personnel and the SSC to ensure compliance with the SSEEPP policy in the selection of the summer students.
- To arrange for and ensure that the WHMIS training, Criminal Record Check and Oath of Office and Secrecy for the summer students have been completed, as necessary.
- To maintain Attendance Register of the summer students.

### **Summer Student Supervisor (Participating Department)**

- To develop a structured learning plan, defining what the assigned summer student should accomplish during the employment period. The learning plan may specify details beyond the duties and responsibilities mentioned in the work plan.
- To provide an orientation to the student regarding the job, the workplace and workplace safety (including WHMIS, as applicable). It should cover the departments' and/or the GN's policies and standards of conduct.
- To guide the student on employment or training tasks and responsibilities, and review the student's on-going progress.
- To evaluate the student's progress at the end of the employment period by completing the attached form.

**Note:** There is no mentorship allowance or any other type of allowance applicable with this program.

### **Summer Student Coordinator (Department of Human Resources)**

- To receive employment or training plans and Staffing Action forms from the participating departments, check their completeness and forward them to the Job Evaluation division for assigning pay rates.
- To receive applications and resumes from the students, review them to check their completeness and determine eligibility.
- To advise applicants about their eligibility and selection status.
- To ensure that Criminal Record Check requirements are satisfied, as necessary, if the applicant has a criminal record (as shown on the application form).
- To screen and prepare a shortlist of candidates matching the requirements in the employment or training plans.
- To participate in interview and selection processes in coordination with the Human Resources Practitioners of the participating departments.

- To maintain files and record of all summer students and forms submitted by students, as well as, the participating departments.
- To prepare a summary document on a monthly basis and submit it to the Director of Staffing.

#### **Director of Staffing (Department of Human Resources)**

- To address and resolve any issues pertaining to this program.
- To forward unresolved issues and appeals to the SAC.
- To compile all monthly reports and forward them to DM and ADM of the Department of Human Resources.
- To prepare a report for the NEU of all summer students included in the NEU bargaining unit.
- To prepare a final report after the end of the summer period including summary points, evaluation and recommendations for the next year.
- To ensure that all Summer Student – Staffing Actions are processed and forwarded to Payroll.

#### **Job Evaluation (Department of Human Resources)**

- To assess Work/Training plans and assigns pay rates to the summer jobs.
- To maintains summary of all work plans and pay rates.

#### **Training & Development (Department of Human Resources)**

- To analyze feedback received from the students, supervisors and the participating departments and prepare their summary.
- To make appropriate recommendations on improvement based on the feedback.

#### **Appeal Committee**

- To investigate and study the appeals received from stakeholders.
- To make a joint decision (including an exception, in all fairness) based on the circumstances.

#### **APPLCIATIONS & FORMS**

##### ***To be completed by Participating Department/Supervisor:***

- Staffing Action – Summer Student (before Friday, May 15, 2009)
- Summer Student employment or training plan (before Friday May 15, 2009)
- Evaluation by Supervisor (end of summer period)
- Overall Feedback (end of summer period)
- Attendance Register for the summer students.

***To be completed by Student:***

- Application for Summer Employment, along with the documents of proof, as mentioned in the Application form (before Friday, April 17, 2009)
- Evaluation by Student (end of summer assignment)

**Note:** Criminal Record Check and the Oath of Office and Secrecy forms may need to be completed, as applicable.

**CONTACT INFORMATION**

**Summer Student Coordinators:**

HQ and Regional Summer Student Coordinators (SSC) may be contacted for any information and/or assistance pertaining to this program. The contact phone numbers are as under:

Kitikmeot Region	983-4056 or toll free 1 866 667-6624
Kivalliq Region	645-3072 or toll free 1 800 933-3072
Qikiqtaaluk Region	934-2025 or toll free 1 800 682-9033
Iqaluit (HQ)	975-6224 or toll free 1 888 668-9993

**Director of Staffing:**

The Director of Staffing may be contacted for any clarification or explanation on Eligibility criteria and/or disputes pertaining to the handling of the process.

Iqaluit (HQ)	975-6223
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**Appeal Committee:**

The Assistant Deputy Minister, Human Resources may be contacted for any appeals or complaints regarding the program

Iqaluit (HQ)	975-6204
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**On-Line:**

The SSEP Application form and Information are also available on the GN website [www.gov.nu.ca](http://www.gov.nu.ca).