

Careers on the Grow 2023

Internship and Application Information



With Careers on the Grow internship placements, 4-H'ers can participate in hands-on learning opportunities within companies, on farms, with social enterprises, and in rural and urban communities across Canada and abroad.

Careers on the Grow helps senior 4-H members and alumni build upon their technical and employable skills while gaining meaningful work experience that expands their professional network. 4-H'ers will "Learn To Do By Doing" through these placements, which will take place through a variety of delivery methods.

Careers on the Grow internships are made possible thanks to the generous support of RBC and the Government of Canada.

2023 placements

Given ongoing COVID-19 pandemic health and safety measures and for the protection of participants, all internships offered in 2023 will take place domestically within Canada. Placements range from six to 14 weeks and will take place either in-person, virtually, or through a hybrid format depending on the internship. If exact placement dates are not provided on the role description, they will be determined collaboratively by selected member and the partner organizations.

Internships placements available

Below is an overview of each placement available. To learn more about each of the placements, please visit 4-h-canada.ca/growingcareers/internships.

- **BASF Canada – option for in-person, or virtual placement (1 position)**
BASF is a global company with 12 divisions including agriculture. This intern position will work within the Canadian Human Resources team.
- **Canadian Cattle Association – virtual placement (1 position)**
The Canadian Cattle Association (CCA) is a not-for-profit organization that works as the national voice of Canada's 60,000 beef farms and feedlots. This intern position will support the CCA's two industry-leading youth leadership programs, specifically designed to further the next generation of Canada's beef industry.
- **Canadian Federation of Agriculture – option for in-person, hybrid or virtual placement (2 positions)**
The Canadian Federation of Agriculture is a not-for-profit association and is the national voice for over 190,000 Canadian farmers and farm families. One intern position will support in coordinating/event planning for CFA's two significant conferences in Summer 2023. A second intern position will analyze current and proposed policy pertaining to environmental sustainability.
- **Canadian Red Cross – virtual/hybrid placement (1 position)**

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Red Cross Canada is committed to helping people before, during, and after disasters, in Canada and overseas. This intern position will work in volunteer engagement and experience and community health.

- **Canadian Sugar Beet Producers – mixture of in-person and hybrid placement (1 position)**
The Canadian Sugar Beet Producers (CSBPA) represents the farmers in Canada who produce sugar beets, the last source of 100% Canadian Sugar. This role will involve a combination of work related to communication and stakeholder engagement.
- **Cargill – in-person placement (1 position)**
Cargill draws together the worlds of food, agriculture, nutrition, and risk management. This intern position will work in the grain/crop inputs sector.
- **Dalhousie University, Faculty of Agriculture – in-person placement (1 position)**
Located in Nova Scotia, with four campuses with a broad range of academic programs, students, scholars, researchers and staff work together with interdisciplinary perspective and a focus on service. This intern will support the Community Education Manager to develop and deliver educational programming.
- **Food Banks Canada – virtual placements (2 positions)**
Food Banks Canada (FBC) provides national leadership to relieve hunger today and prevent hunger tomorrow in collaboration with the food bank network from coast-to-coast-to-coast. One position will support the Expanded Network Penetration of Marketplace program while a second inter will support the Launch of Greenhouse Gas (GHG) Calculator & Food Donation Strategy.
- **Second Harvest – virtual and hybrid placements (2 positions)**
Second Harvest is Canada’s largest food rescue organization and expert in perishable food recovery. The first intern position will work as an Education and Training intern supporting the development and facilitation of core training to various audiences nationally. The second intern position will work as the Operations Program intern working with stakeholders, auditing donations, identifying policy barriers and other work supporting the operations team.
- **Syngenta Canada – virtual placement (1 position)**
Syngenta is a global leader in agriculture; rooted in science and dedicated to bringing plant potential to life. This position will support the Canadian Corporate Affairs team in a communications internship role.

Registration fees and compensation

There is no registration fee for this program. **Participants will receive a \$500 honorarium for each week worked upon completion of the internship.** (The same honorarium applies regardless of how the internship is delivered.) This is given to recognize your contributions and to help compensate for possible summer employment that may be missed out on during the time of your placement.

For in-person internships

4-H Canada provides:

- The cost of air transportation
- Help in identifying host family
- A host family stipend
- A weekly honorarium paid to the 4-H participant following the program



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Members should be prepared to pay for:

- Any checked luggage during travel
- Some ground transportation, particularly to/from the job site and airport
- Some meals (some should be covered by hosts)
- Spending money while on placement

For virtual internships

4-H Canada provides:

- A weekly honorarium paid to the 4-H participant following the program

Delegates should be prepared to provide:

- Personal computer with audio and video conferencing capabilities
- Reliable internet connection

For hybrid internships

- A combination of both the in-person and virtual internship aspects above apply

Accommodation (in-person placements only)

4-H Canada works with partner organizations and the 4-H participant to arrange a host family near their placement, which helps to minimize living expenses.

All host families will be screened. Screening requirements include:

- Providing Criminal Record Checks for all adults over 18 years of age in the home
- Providing three family and home references
- Completing an online application form, including photos verifying the suitability of the home

Selected host families will receive a stipend to help cover the costs of hosting, which will be paid at the end of the placement.

Application and selection

The Careers on the Grow program is open to 4-H members and alumni aged 18 to 25 years who are in good standing with their province. Please reach each role overview carefully for specific requirements of each internship role.

Applications will be received online at apply.4-h-canada.ca from Nov. 23, 2022 - Jan. 13, 2023.

A 4-H Canada selection committee will review each application submitted. Applications will be reviewed based on written answers provided in the application form and the applicant's resume and cover letter which should highlight applicable skills and experience. The committee will shortlist delegates for phone or video conference interviews. Placement partners will be offered the opportunity to participate in the interview process and review applications.



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Skills and qualifications 4-H Canada looks for in applicants include:

- Maturity and ability to describe why the placement will help them professionally
- Experience, including work, education, and/or volunteer experience
- An interest in the product or service associated with the placement that they are pursuing, whether it is healthy living, food security, working in a non-profit organization, or other
- The capability of working independently and with a team
- Strong contributions to 4-H in their club, province, and country

For more information

Have a question about the Careers on the Grow internships? Contact Elizabeth Blaauwendraat, Adult Learning Manager at eblaauwendraat@4-h-canada.ca.

