



Clean Leadership

Summer Internships

2023

FINAL REPORT



Program Year in Review

The Clean Leadership Summer Internship Program provides paid employment opportunities for youth looking to gain skills and work within the clean economy. The program is more than a summer job; emphasis is placed on developing leadership skills, providing opportunities for networking, mentorship and career exploration. Clean Foundation focuses on providing equitable access to a wide range of opportunities which fosters applications from individuals of diverse backgrounds. Interns are hired by participating employers across Nova Scotia (NS), so they can make meaningful impact in their local communities.



Summer Highlights

150

Clean Leadership
Summer Interns

85

Employer organizations

100%

Virtual site visits

held with every intern and employer

In-person site visits:

59

Interns

31

Employer organizations



2023 Clean Leadership Conference

- Three-day conference held from May 15 to 17.
- Offered virtually and in-person (87 attended in-person, 19 online).
- 16 training and workshop sessions.
- 48 guest speakers (industry professionals, presenters and facilitators).
- \$43,250 obtained through sponsors to help support the costs of the conference.
 - Some of the presentations included:
 - Two-eyed Seeing by Elder Albert Marshall;
 - Communicating Climate Change into Climate Solutions by Zabrina Prescott; and,
 - Mentorship and Networking – Careers in the Clean Sector by Lauren Murphy.
- Popular workshops included:
 - Career breakout session with industry professionals;
 - Drummers from Home and Smudge by Alanna Sylliboy and Elder Don; and,
 - Youth Climate Council Kick-off Art Workshop.

Mentorship Program

The Clean Leadership Summer Internship Program offers an in-depth mentorship program. This program connects interns with industry professionals who help them explore career options, develop skills, achieve educational goals and establish a professional network.

122

of Mentors

22

of industries
Mentors were from

95

of organizations
Mentors were from



Top skills

Top skills interns identified gaining during their summer internships.

Soft skills



Communication



Teamwork



Time management

Hard skills



Field work techniques

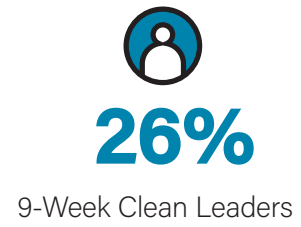


Data analysis/Data management



Research and reporting

Intern statistics



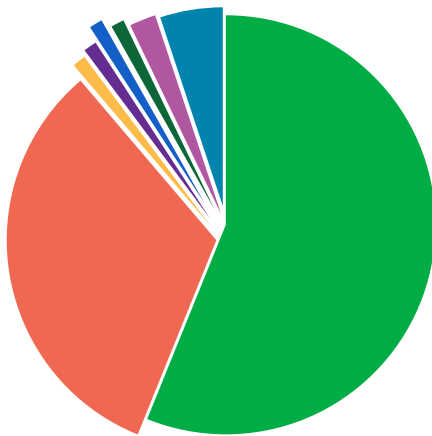
Indigenous



Black, African Nova Scotia and/or person of African descent

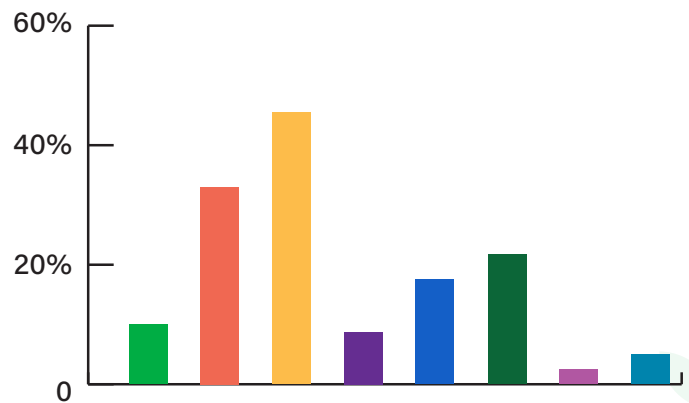


Persons with disabilities



Gender self-identification

- 50%** Female
- 32%** Male
- 1%** Non-binary
- 1%** Cisgender female
- 1%** Transfemme
- 1%** Gender fluid
- 2%** Queer
- 5%** N/A



Diversity self-identification

- 9%** International student
- 34%** Racialized youth
- 44%** Lives in rural area
- 8%** East or South Asian
- 18%** 2SLGBTQIA+
- 21%** Woman in STEM
- 2%** Middle Eastern
- 4%** Newcomer

Intern statistics

Education levels



1%
Post-Graduate Studies



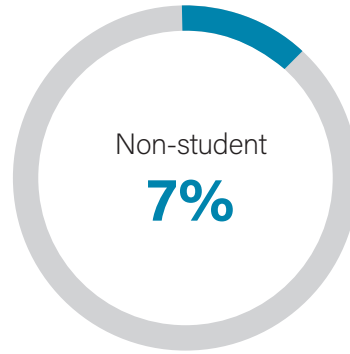
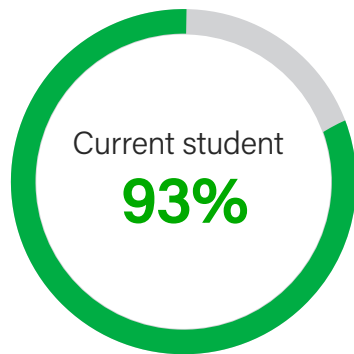
7%
Graduate Studies



67%
Undergraduate/College



16%
High School



Educational institutions

Acadia University
10%

Cape Breton University
6%

Dalhousie University
28%

University of King's College
1%

Mount Saint
Vincent University
1%

NSCC
7%

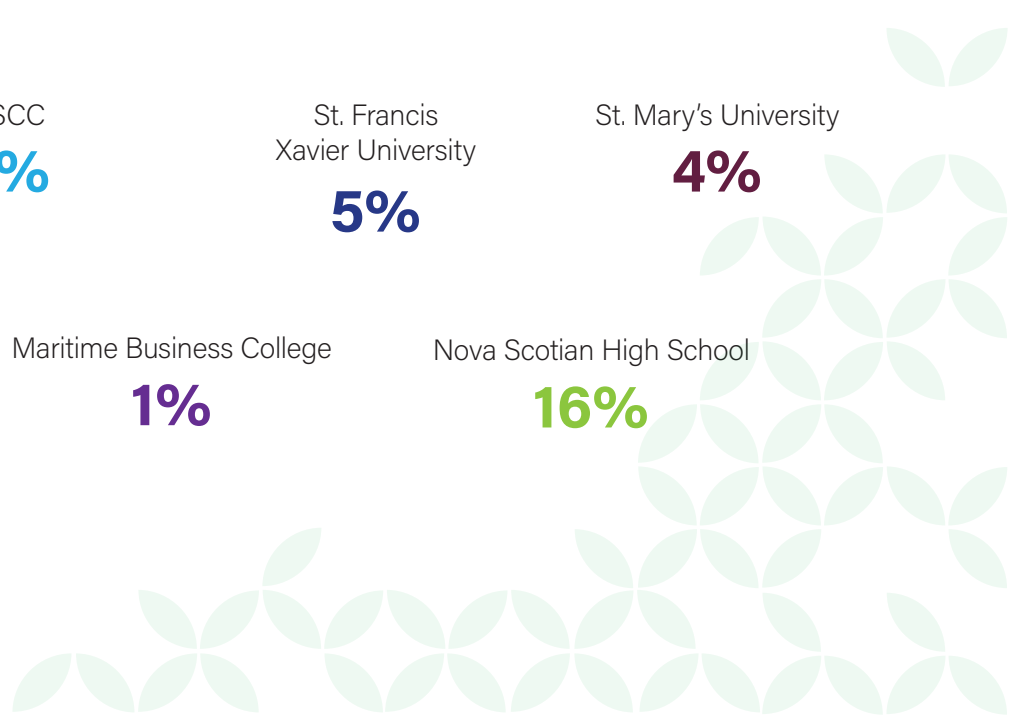
St. Francis
Xavier University
5%

St. Mary's University
4%

Atlantic Police Academy
1%

Maritime Business College
1%

Nova Scotian High School
16%



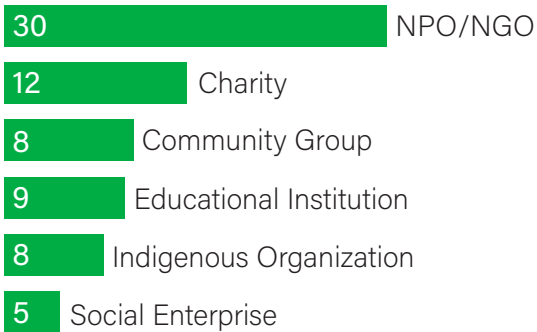
Employer statistics

Small Business
 <30 Staff
54

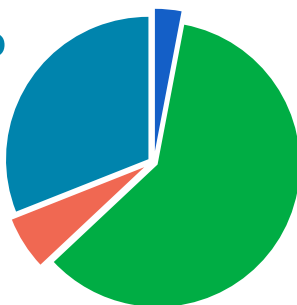


Medium Business
 30-70 Staff
13

Large Business
 >70 Staff
18



First-time
 host employer
25%

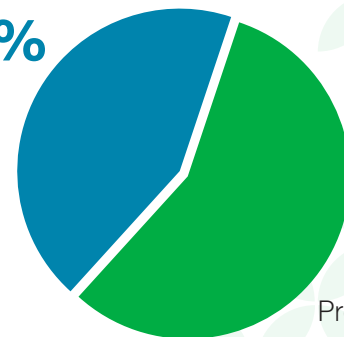


Uncertain
2%

Previous
 program applicant
4%

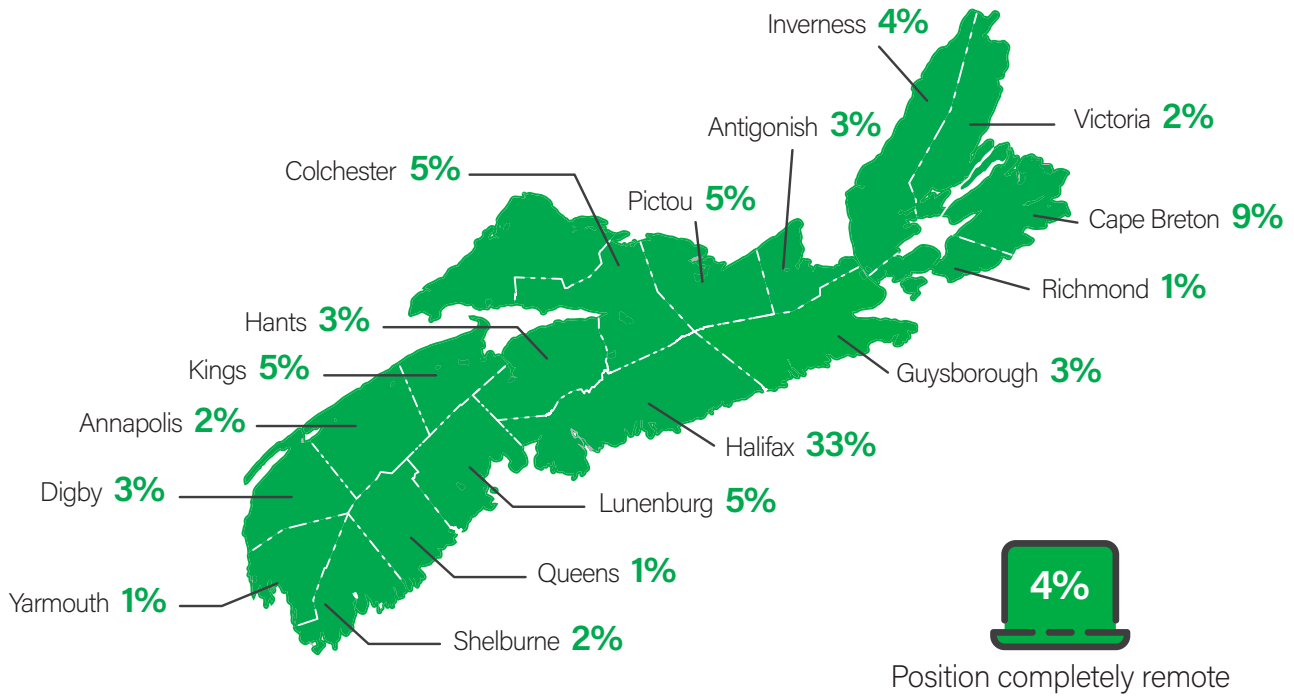
Returning
 host employer
69%

Projects located
 in HRM
53%



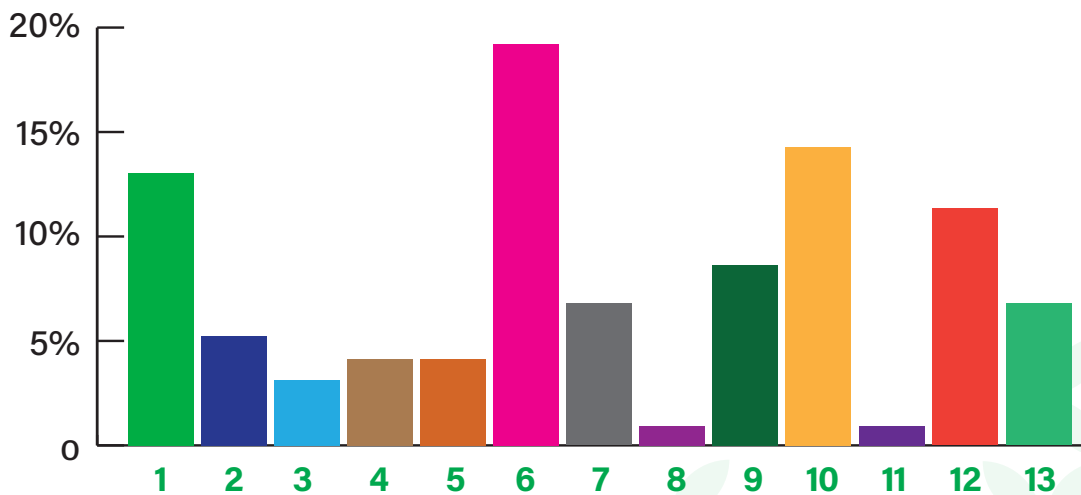
Projects located in
 rural Nova Scotia
47%

Projects by location



Project primary focus

- | | | |
|---|--|--------------------------|
| 1. Agro-Ecology | 6. Education and Engagement | 11. Sustainable Planning |
| 2. Alternative/Sustainable Transportation | 7. Energy | 12. Waste |
| 3. Carbon and Climate Change Mitigation | 8. Information and Communications Technology | 13. Water |
| 4. Clean Tech R&D | 9. Research | |
| 5. Eco-Tourism | 10. Resource Conservation | |



Quotes

Intern quotes

The Clean Leadership Program is a one-of-a-kind experience that truly increased my confidence in networking, finding employment post-graduation and pursuing my career goals. It offers an experience that most young people rarely have before they are well into their professional career. It challenges young leaders to think clearly about the future we want and fosters a collaborative environment where we can make it a reality.

- Maggie Milette, Aerial Insectivore Field Technician, Birds Canada

This is my third year as a Clean Intern. I have enjoyed each internship very much. The work that I've done as a Clean Intern has left me feeling like I have contributed to making the world a healthier place for all. The opportunities I've been exposed to are so valuable for my personal life, career and education. I can foresee myself being a Clean Intern for many more years.

- Savanna Francis, Climate Adaptation & Monitoring Intern, The Confederacy of Mainland Mi'kmaq

I wish there were more programs like this one that brought in young people and connected them to the professional world. The experience is invaluable and a great way to get a better understanding of the workforce and all the options available to you during and after you graduate from university.

- Morgan MacEachern, Campaign and Outreach Coordinator, Mind Your Plastic

Employer quotes

Cycling Nova Scotia always looks forward to having Clean Leadership Interns join our organization for the summer months. The interns walk in our door with unique experiences, backgrounds, creativity and positivity that compliment and add value to our work. The Clean Leadership Internship program is well organized, and Clean Foundation team is very supportive, making the application and implementation of the program seamless for host employers. We highly recommend the program!

- Brittney MacLean, Cycling Nova Scotia

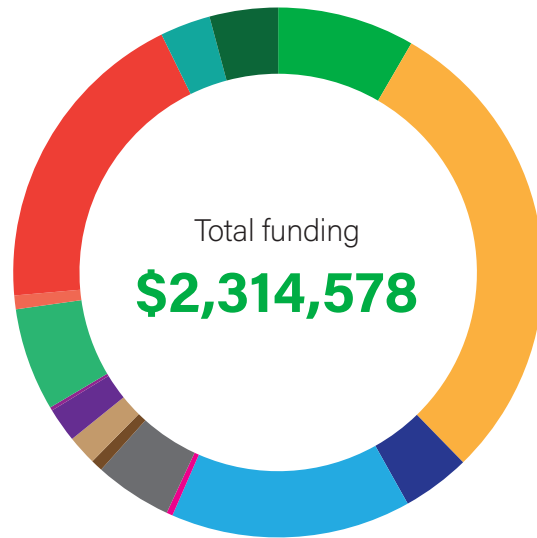
The Clean Leadership Summer Internship program has been instrumental in providing youth with leadership opportunities through meaningful experiential work experiences. Climate change will be on the agenda for years to come and young adults need to be provided with a locus of control to initiate meaningful action. Translating environmental concerns into meaningful action is a shared vision.

- Paul Schwartz, Pitu'paq

I have lots of great things to say about the Clean Leadership Program. Interns hired through this program are consistently engaged, dedicated and involved with the work. The training and the annual conference provide the interns with useful knowledge and networking opportunities.

- Linda Campbell, Saint Mary's University

Funders



\$200,000
Nova Scotia Department of Environment and Climate Change

\$700,000
Nova Scotia Department of Environment and Climate Change - GHG Cohort

\$112,958
Nova Scotia Department of Natural Resources and Renewables

\$350,000
Nova Scotia Department of Labour, Skills and Immigration Special Funding

\$99,372
Nova Scotia Department of Labour, Skills and Immigration SKILLS Funding

\$9,000
Nova Scotia Department of Labour, Skills and Immigration CEI Funding

\$50,000
Nova Scotia Office of Lnu Affairs (OLA)

\$150,000
Divert NS

\$73,457
Information and Communications Technology Council (ICTC)

\$20,000
Trottier Foundation

\$5,000
Loran Scholarship

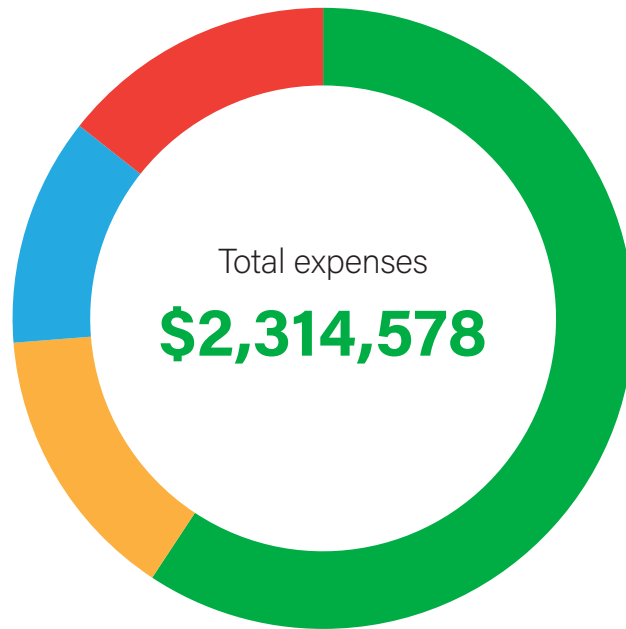
\$501,541
Host Employers*

\$43,250
Conference Sponsorship

*Funding amount listed is based on estimated numbers as of October 2023.

Projected expenses

Below is a simplified budget representing actual expenses incurred up until October 2023 and projected expenses March 31, 2024.



\$1,360,886

Clean Leadership Interns - Wages & MERCs

98 interns in 15-week Clean Leaders positions
26 interns in 9-week Clean Leaders positions



\$270,135

Program expenses

Materials and Supplies, Events, Travel,
Training and Development



\$351,946

Program delivery

Program team, HR & Finance Support,
Management Oversight



\$331,611

Administration

Overhead Allocation

Thank you to the funders of the Clean Leadership Summer Internship Program for their continued support. We are very excited for the upcoming season!

