



Clean Leadership

Summer Internships

2024

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) in both rural and urban regions, so they can make meaningful impact in their local communities.



Summer Highlights

131

Interns

68

Employer organizations

100%

Virtual site visits

held with every intern and employer

In-person site visits:

59

Interns

31

Employer organizations

2024 Clean Leadership Conference

- Three-day conference held from May 13 to 15.
- Offered virtually and in-person (92 attended in-person, 8 online and 10 hybrid).
- 10 training and workshop sessions.
- 37 guest speakers (industry professionals, presenters and facilitators).
- \$17,000 obtained through sponsorship to help support the costs of the conference.
 - Some of the presentations included:
 - Mi'kmaw Moons, The Seasons in Mi'kma'ki by David and Cathy Chapman
 - Confronting the Unknown and Changing the Narrative in the Clean Sector by Ruvi Magara and,
 - Mentorship and Networking – Importance of Connections by Charlene Boyce
- Popular workshops included:
 - Career breakout session with industry professionals;
 - Opening Ceremony with Drummers from Home and Traditional Welcome & Smudge by Alanna Sylliboy and Elder Don; and,
 - Youth Climate Council Panel Discussion



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.

92

of Mentors

17

of industries
Mentors worked in

65

of organizations
Mentors worked at



Top skills

Top skills interns identified gaining during their summer internships.

Soft skills



Professional Communication



Collaboration



Problem Solving

Hard skills



Conducting professional research

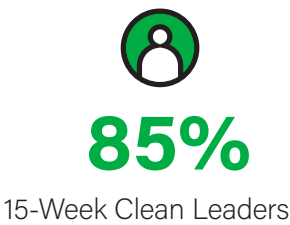


Report Writing



Data Collection & Analysis

Intern statistics



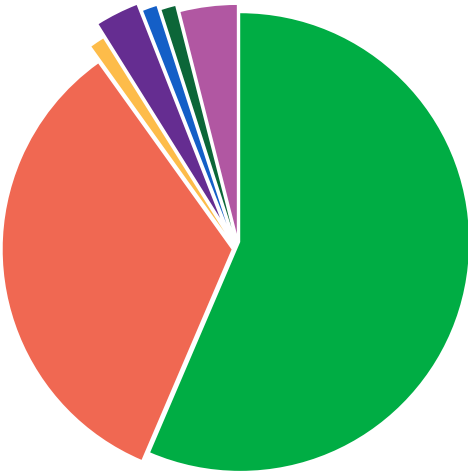
Indigenous



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

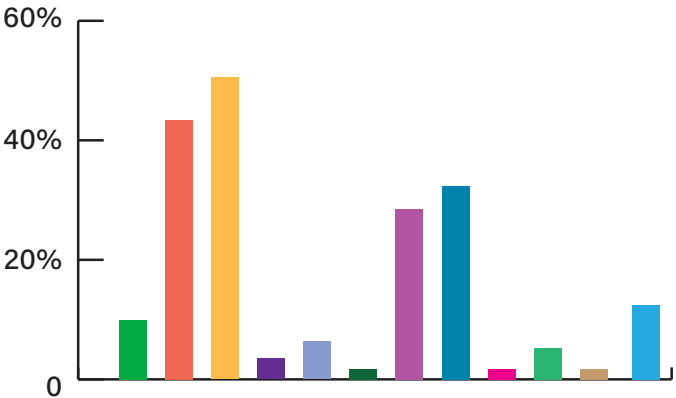


Person with disabilities



Gender self-identification

- 57%** Female
- 34%** Male
- 1%** Two-Spirit Male
- 3%** Non-binary
- 1%** Gender queer
- 1%** Transfeminine
- 4%** Gender N/A



Diversity self-identification

- 10%** International student
- 44%** Racialized youth
- 50%** Lives in rural area
- 3%** East Asian
- 5%** South Asian
- 1%** Southeast Asian
- 27%** 2SLGBTQIA+
- 34%** Woman in STEM
- 1%** Middle Eastern
- 4%** Newcomer
- 1%** Latin American
- 12%** Undisclosed

Intern statistics

Education levels



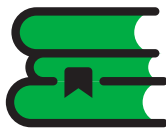
2%
Post-Graduate Studies



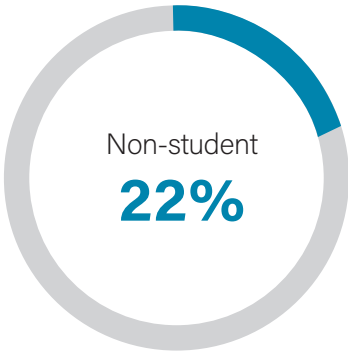
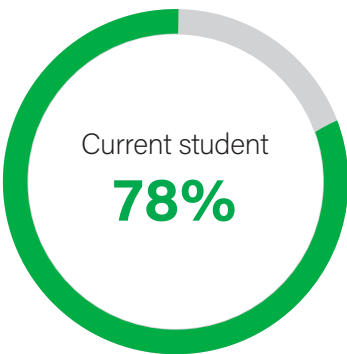
11%
Graduate Studies



72%
Undergraduate/College



15%
High School



Educational institutions

Acadia University
5%

Cape Breton University
6%

Dalhousie University
31%

CBBC Career College
1%

Mount Saint
Vincent University
1%

Nova Scotia
Community College
11%

St. Francis
Xavier University
3%

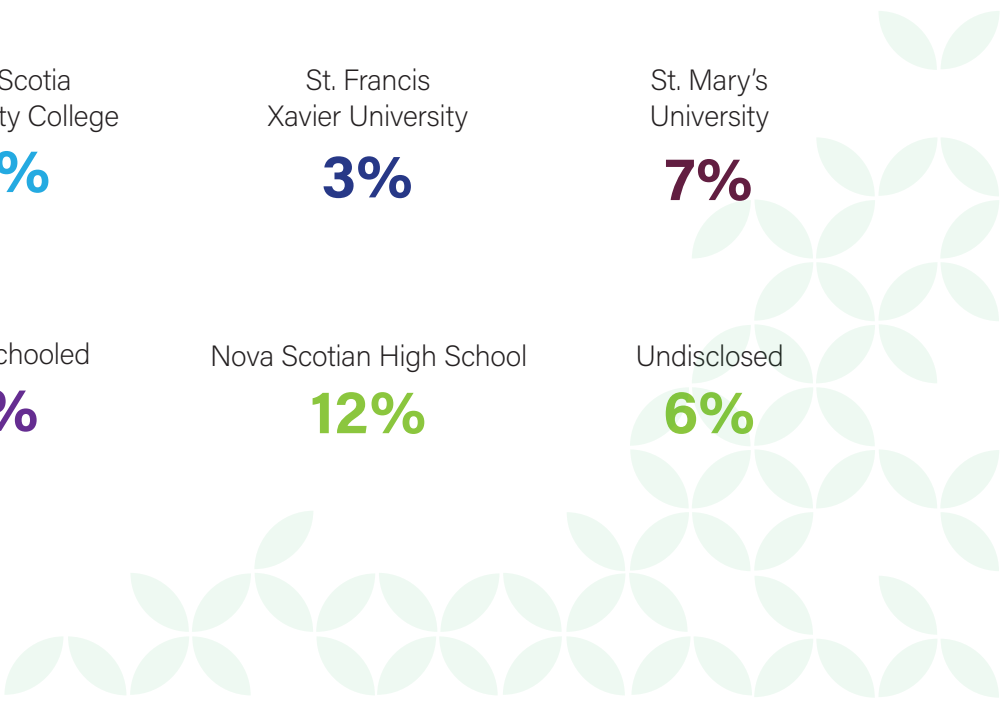
St. Mary's
University
7%

Out of Province
Post-Secondary Institutions
16%

Homeschooled
1%

Nova Scotian High School
12%

Undisclosed
6%



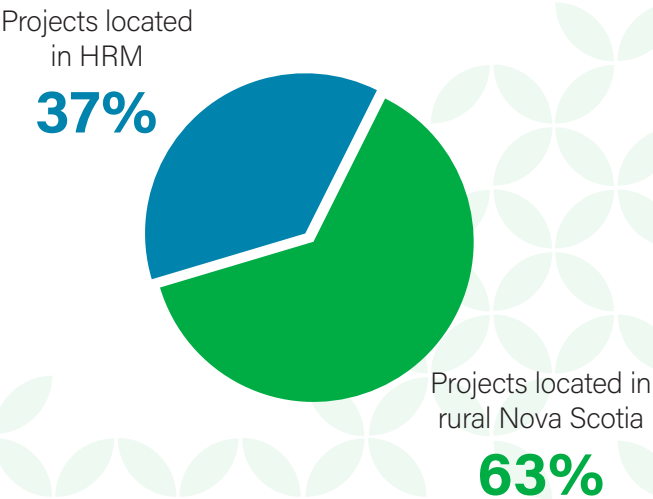
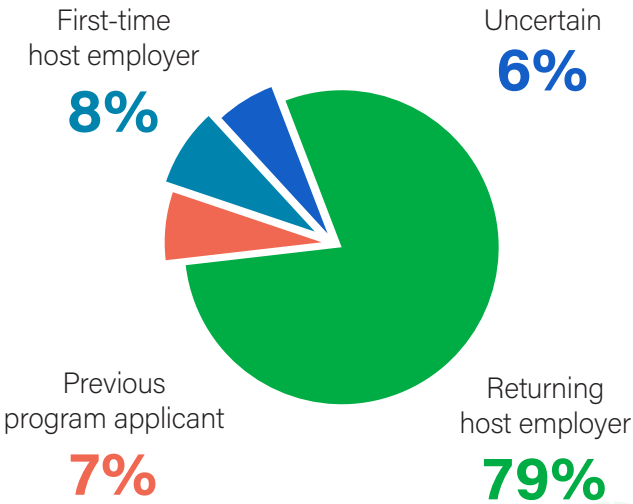
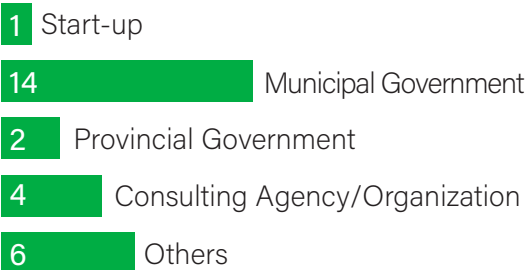
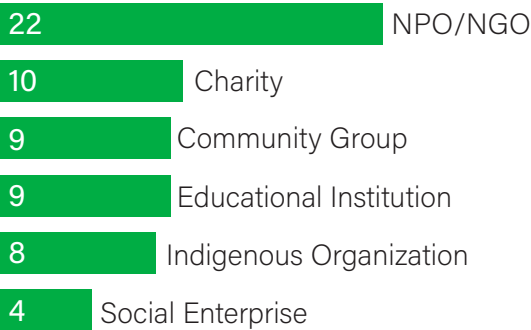
Employer statistics

Small Business
<30 Staff
39

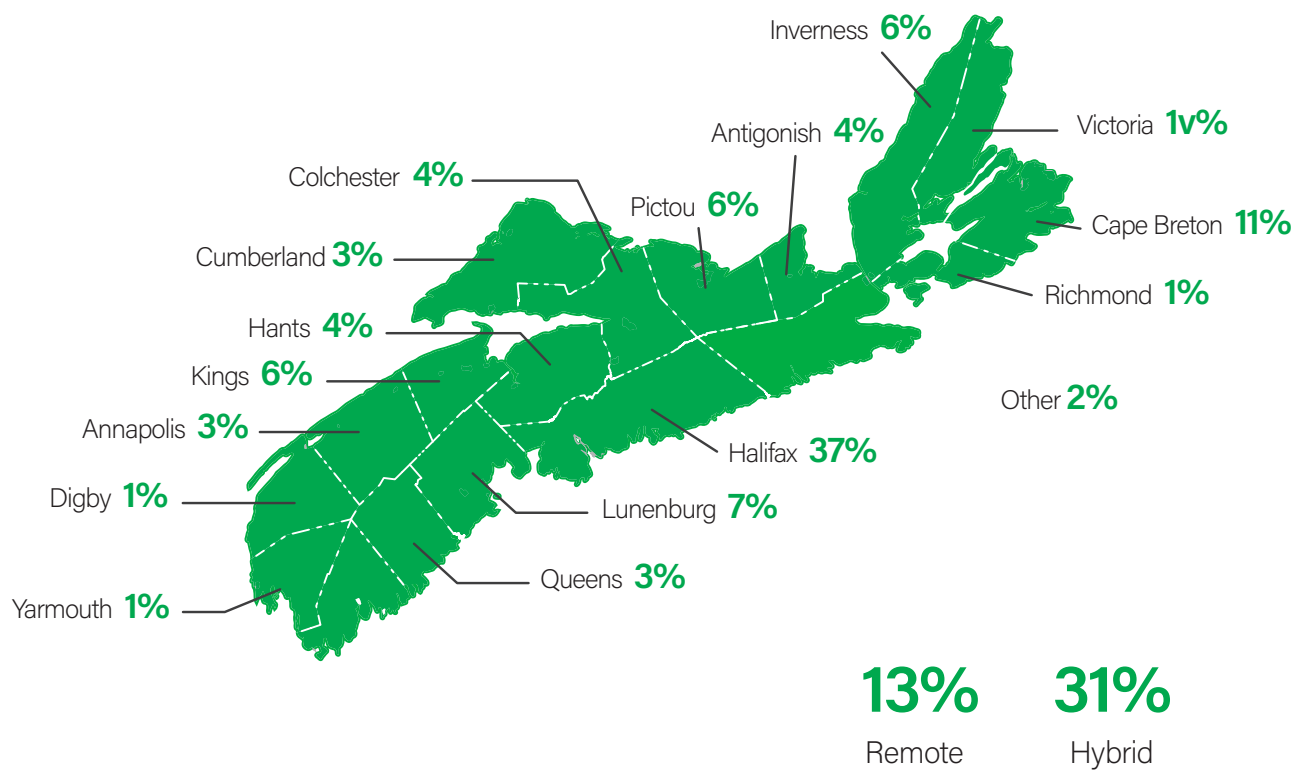


Medium Business
30-70 Staff
7

Large Business
>70 Staff
22



Projects by location



Project primary focus

1. Agro-Ecology

2. Alternative/Sustainable Transportation

3. Carbon and Climate Change Mitigation

4. Clean Tech R&D
5. Eco-Tourism

6. Education and Engagement

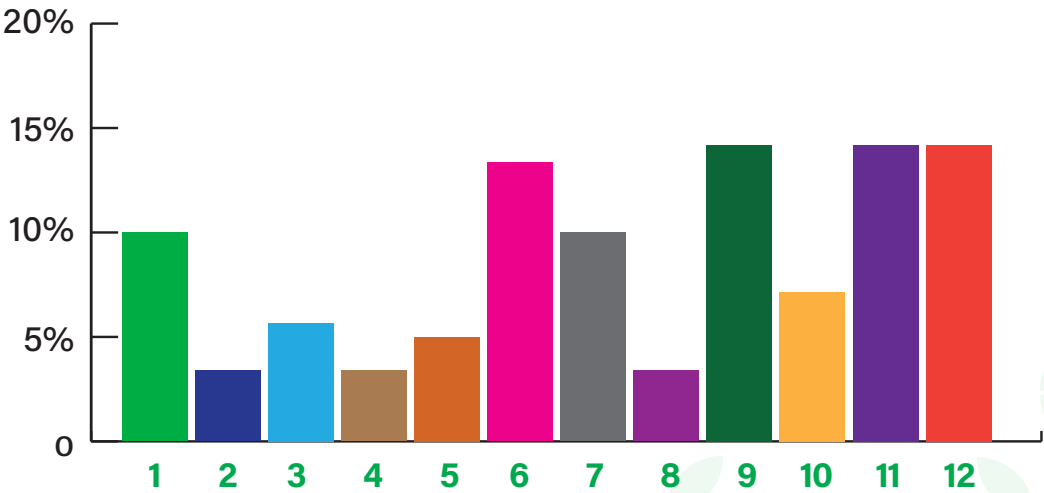
7. Energy

8. Research
9. Resource Conservation

10. Sustainable Planning

11. Waste

12. Water



Quotes

Intern quotes

As a Sustainability, and Environmental Studies student it is difficult to not be overwhelmed by the doom and gloom of the sector; the Clean Leadership Program and my placement with Clean Foundation has changed my perspective on Climate Change from one of anxiety and guilt, to hope and excitement

– Darby Haysom, Climate Support Intern, Clean Foundation

Taking part in the Clean Leadership Program was such a transformational experience that allowed me to strengthen my passions, enact climate action in my community, and develop professional skills. I feel equipped to be in the work force now. What a fantastic summer! If you're thinking about applying, DO IT!

– Charlotte Peng, Waste Education Programmer, Valley Waste Resource Management

Without the Clean Leadership Program creating jobs, I wouldn't have been able to stay in my hometown for the summer and work to make it a better and cleaner place for my community.

– Season Brennan, River Technician, Pictou County Rivers Association

Employer quotes

Clean Leadership program is an exceptional opportunity for both employers and student interns. We have been hosting Clean Leadership interns for several years and must highlight the quality of the resources and tools, including the networking and the skills development opportunities provided by the program as well as exceptional supportive staff that are pleasure to work with.

– Zuzana Istvankova, Verschuren Centre Inc.

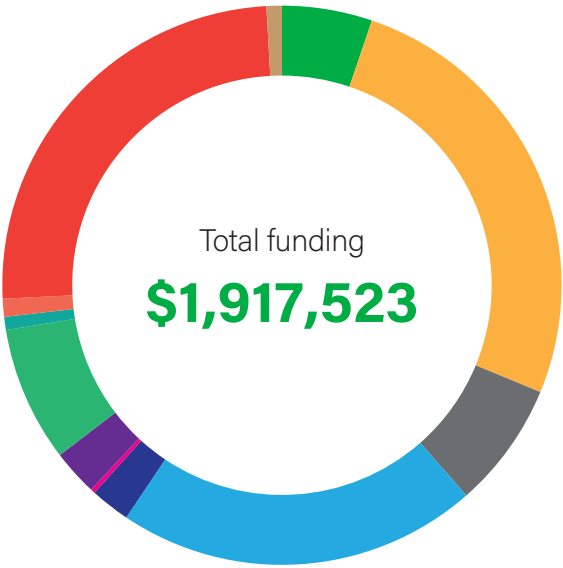
The Clean summer internship is much more than a summer job. The support, preparation, and learning opportunities provided by Clean as part of the program are incredibly valuable to students as they prepare for careers. The skills and connections they gain during their placements can set them up beautifully for future success. Mentoring Clean interns as a community partner is a wonderful opportunity. This is the third time I have been a partner/employer with this program and I have learned so much through experiences working with these emerging leaders. 100% recommend it!

– Sally O'Neil, Town of Pictou

The Clean Leadership Internship Program is truly a win-win for all involved. The wage subsidies support organizations in achieving their mandates, while providing valuable experience and opportunities for young professionals

– Shanna Fredericks, Atlantic Water Network

Funders



<div></div> <div>\$100,000</div> <div>Nova Scotia Department of Environment and Climate Change</div>	<div></div> <div>\$51,000</div> <div>Nova Scotia Office of L'nu Affairs (OLA)</div>
<div></div> <div>\$499,000</div> <div>Nova Scotia Department of Environment and Climate Change - GHG Cohort</div>	<div></div> <div>\$150,000</div> <div>Divert NS</div>
<div></div> <div>\$140,000</div> <div>Nova Scotia Department of Natural Resources and Renewables</div>	<div></div> <div>\$14,520</div> <div>Employment and Social Development Canada (Canada Summer Jobs)</div>
<div></div> <div>\$400,000</div> <div>Nova Scotia Department of Labour, Skills and Immigration Special Funding</div>	<div></div> <div>\$20,000</div> <div>Trottier Foundation</div>
<div></div> <div>\$44,100</div> <div>Nova Scotia Department of Labour, Skills and Immigration SKILLS Funding</div>	<div></div> <div>\$477,052</div> <div>Host Employers*</div>
<div></div> <div>\$4,851</div> <div>Nova Scotia Department of Labour, Skills and Immigration CEI Funding</div>	<div></div> <div>\$17,000</div> <div>Conference Sponsorship</div>

Funding amount listed is based on estimated numbers as of December 2024.

Projected expenses

Below is a simplified budget representing actual expenses incurred up until December 31st, 2024, and projected expenses to March 31st, 2025.



\$1,178,953

Clean Leadership Interns - Wages & MERCs

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



\$216,071

Administration

Overhead Allocation



\$522,499

Program delivery

Program team, HR & Finance Support,
Management Oversight

