

## What is Pijunnaqunga?

- α An internship program within Nunavik Regional Organizations initiated by the Kativik Regional Government for Nunavimmiut over 18 years old.
- α Internships are new, temporary, full-time (35 hr/week) positions created specifically for the program. Pijunnaqunga internships are usually **between 8 to 10 weeks** (subsidized up to 12 weeks) and are designed to offer hands-on experience within an office setting. They should exclude manual labor and secretarial only positions.

## Mission

- α Encourage the next generation of Nunavimmiut to obtain significant positions in Nunavik organizations. Our mandate is to **empower** youth by giving them an opportunity to gain transferable skills and self-confidence to apply in any management position.

## Investment

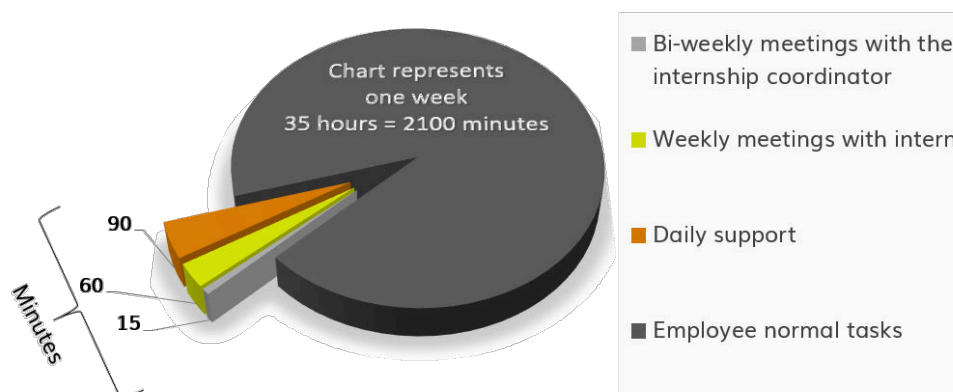
### Organization

- α Identify departments that lend themselves to this type of project;
- α Identify mentors and internship opportunities;
- α Allow flexibility in mentor's schedule to integrate intern (about 3 hours a week).

### Mentors

- α Develop an internship description (2 to 3 hours) in collaboration with the internship coordinator;
- α Time to supervise the intern:

### **Weekly time investment by the mentor (suggested)**



### Financially

- α The intern must be paid a **minimum of 20\$ / hour**;
  - Pijunnaqunga **subsidizes HALF** of the salary up to 25\$/ hr + 16.5% MERCs

- α **IF** the intern comes from another community and does **NOT** have housing, the organization is asked to look into their housing possibilities. Pijunnaqunga will reimburse 1/3 of housing costs, including phone or internet service. (*Temporary arrangement: max. of 3 months*).

**Why should your organization participate in the project?**

- ✓ Opportunity to join an ongoing regional project in which other Regional Organizations are participating;
- ✓ Hassle-free recruitment for Inuit staff (rigorous 5-step selection process by Pijunnaqunga) and subsidies for participating in the program, i.e. minimal cost to get involved.

BENEFITS	DRAWBACKS
Low cost trial run for potential future Inuit employees <ul style="list-style-type: none"> <li>▪ Better retention odds</li> <li>▪ Decreased training time</li> <li>▪ Bank of candidates</li> </ul>	Partial financial obligations (half of salary and two thirds housing if applicable)
Improves the skills of current employees <ul style="list-style-type: none"> <li>▪ Boosted motivation</li> <li>▪ Enhanced understanding of workload</li> <li>▪ Greater sense of purpose</li> </ul>	Mentors will have to invest time in helping the intern integrate the workplace (3 hours a week)
Promotes of the organization within the region <ul style="list-style-type: none"> <li>▪ Appearance of your logo as a partner of Pijunnaqunga</li> <li>▪ Recognition in reports to Government funding officials</li> </ul>	
Investing in the local workforce <ul style="list-style-type: none"> <li>▪ By training next generation of Inuit workers</li> <li>▪ By integrating local workers</li> </ul>	

For more detailed information, please consult the document: *Handout for organizations*.

To get started, or for any additional information, please contact Isabelle Picard, Project Manager, at [ipicard@pijunnaqunga.org](mailto:ipicard@pijunnaqunga.org) or by phone at 514-379-3797.

Nakurmiik / Thank you / Merci