



Federal Internship for Newcomers Program

Information for Candidates

Foreign Credentials Referral Office

credentials.gc.ca

What is the Federal Internship for Newcomers Program?

- The Federal Internship for Newcomers (FIN) Program, delivered through the Foreign Credentials Referral Office (FCRO) of Citizenship and Immigration Canada (CIC), is designed to provide eligible newcomers with the opportunity to gain valuable Canadian work experience within the federal government for a specified period of time. The FIN Program is open to permanent residents and Canadian citizens who have been in Canada less than 10 years.
- The Program is currently delivered in partnership with Ottawa/Gatineau organizations: Local Agencies Serving Immigrants (LASI); Service Integration Travel Outreach (SITE); Greater Toronto Area (GTA) organizations; members of the Consortium of Agencies Serving Internationally Trained Persons (CASIP); current members include COSE, Immigrant Services, ACCESS, Skills for Change, JVS, Micro Skills, Job Start, Humber College and Seneca College; Vancouver/Victoria organizations: Immigrant Services Society of British Columbia (ISSBC), Back in Action, INOSAC, ASPECT, SUCCESS, Training Innovations, Victoria Immigrant and Refugee Centre Society and Douglas College; and national organizations: World University Services Canada (WUSC).

What are the objectives of the FIN Program?

- To improve newcomers' integration into the Canadian labour market by providing them with valuable work experience.
- To promote diversity in federal departments and support public service renewal across the federal government.

How are the FIN interns selected?

- Applicants must be registered with one of FIN's partners as listed above.
- Applicants must be screened by the partners for job readiness (functional language capacity in English or French (minimum Canadian Language Benchmark of 4-E), referral to appropriate learning or assessment body for credential assessment, and referral to additional training for résumé writing and job coaching courses if needed).
- If deemed job ready, the candidate applies online at www.jobs.gc.ca on June 13-14, 2011 (please check with your immigrant-serving organization (ISO) for further details on the application process).
- The application is screened against the posted statement of merit criteria.
- Formal interviews are conducted with the screened candidates.
- Pools of qualified candidates are created and résumés are referred to hiring managers.
- Hiring managers conduct reference checks and informal interviews of one or more candidates for a position.

How does the FIN Program work?

- Interns are offered a 90-day appointment and, where possible, a second 90-day appointment in the same group to maximize their learning opportunity in the Government of Canada. The majority of interns begin their placements in September.
- Each intern is paired with a mentor for the duration of the internship and provided with various training (e.g., cross-cultural training).

