



Federal Internship for Newcomers Program

Need skilled workers? Hire FIN graduates!

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What is the FIN Program?

- The Federal Internship for Newcomers (FIN) Program provides newcomers with opportunities to gain valuable Canadian work experience and integrate into the labour market.
- The program is open to permanent residents and Canadian citizens who have been in Canada for less than 10 years. The program selects candidates to work in fields such as:

policy	computer science
administration	communications
project management	science
	finance

- Private sector employers can fill skilled labour shortages by hiring FIN graduates.

Who are FIN graduates?

- FIN graduates are skilled newcomers who have been referred to CIC by immigrant serving organizations. They have been screened for job readiness and working level language skills.
- CIC selects FIN participants based on an assessment of their education, knowledge and abilities, their personal suitability and their references.
- All FIN graduates have had access to cross-cultural training and a mentor.
- FIN graduates participated as interns in a federal department for up to eight months. The majority of interns graduate from the FIN Program in May. However, interns can be hired at any time throughout the year.

How do I hire a FIN graduate?

- Contact the manager of the program to start the process.
- As the employer, you will sign a partnership agreement with CIC, outlining the roles and responsibilities of the partnership.
- You will identify and define positions within your organization that can be filled with FIN graduates.
- CIC will send you résumés of qualified candidates.
- You will conduct interviews (to ensure the “right fit”) and check references.
- You will work with Human Resources in your organization to complete a letter of offer to the selected candidate(s).
- Salary is paid by the hiring organization.

What support is offered?

Managers of FIN graduates are eligible to attend a cross-cultural training course.

What organizations can partner with FIN?

Companies are eligible for partnership in the FIN Program as long as they:

- are committed to diversity, inclusion and employment equity in hiring practices and the workplace;
- provide paid employment opportunities that correspond with the skills and experience of qualified FIN candidates;
- provide direct hiring within the organization; and
- operate in locations where the FIN Program is offered: Ottawa, Toronto, Vancouver, and Victoria. New locations may be added based on demand.

For more information contact:

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