

SEI Impact Internship Program - Call for 2018 Partner Organizations

The [Social Economy Initiative \(SEI\)](#) is an important vehicle through which McGill University's Desautels Faculty of Management integrates social entrepreneurship and social innovation into its teaching, research and outreach activities. The SEI is an undertaking of the [Marcel Desautels Institute for Integrated Management \(MDIIM\)](#). The Institute's mandate is to foster an integrated approach to management.

The goals of the SEI are threefold:

- **Teaching:** to prepare a dynamic workforce to lead and serve organizations within the social economy by providing a world-class education.
- **Research:** to conduct leading-edge research into the social economy for the purpose of actionable knowledge.
- **Outreach:** to provide catalyzing experiential learning opportunities outside the classroom for our students by engaging with individuals and organizations active in the social economy.

What is an Impact Internship?

A high-quality internship is a carefully monitored work or service experience in which a student has intentional learning goals and reflects actively on what she or he is learning throughout the experience. Internships promote academic, career and/or personal development and are a proven way for students to gain relevant knowledge, skills and experience while establishing important connections within their field of interest. They also greatly increase the chances that a student will gain full-time employment after graduation. An "impact internship" does all of the aforementioned, with one notable exception: **the work contributes to social impact and positive social change.**

About the SEI Impact Internship Program

The [SEI Impact Internship Program \(SEI IIP\)](#) is a high-quality, carefully monitored internship program in which a group of exceptional students are selected through a competitive process to apply what they have learned in the classroom to professional settings and projects within the social economy. **Students are expected to take on meaningful and challenging tasks throughout their internship.** Their mandate should utilize skills and knowledge developed during their studies and is not intended to be clerical in nature.

The **objectives** of the Impact Internship Program are to:

- Help students gain relevant knowledge, skills and experience while establishing important connections within their field of interest;
- Enhance the capacity of our partner organizations to deliver on their respective missions, thereby increasing their social impact;
- Provide paid internships to students, thereby diminishing the risk of forfeiting an opportunity to work in the social economy as a result of financial pressure(s); and
- Forge new relationships and deepen existing ties between Desautels/McGill and the community

Now in its fifth year, the SEI IIP has supported 58 internships with 34 organizations, primarily based in Montreal. There has been enthusiastic demand from both students and social economy organizations to maintain and grow this program.

- Interns have reported that the experience has allowed them to be more proactive, assertive, and confident in their skillsets throughout the course of their mandates.
- In turn, host organizations have benefitted from the concrete management skills and youthful enthusiasm which interns bring to their operations.
- Previous partner organizations have included: [Apathy is Boring](#), [Artistri Sud](#), [Ashoka Canada](#), [Auberge de Jeunesse du Saint-Laurent](#), [Centre for Social Innovation \(CSI\)](#), [Chantier de l'Économie Sociale](#), [Communautique](#), [CoPower](#), [Decode Global](#), [Donald Berman UP House](#), [Équitas](#), [Esplanade](#), [Fondation Montreal](#), [Fondation AXCS](#), [Formétal](#), [Grameen Creative Lab](#), [Kiffin](#), [La Gaillarde](#), [Les Ateliers Sept à Nous](#), [LOVE – Leave Out Violence](#), [The J. W. McConnell Family Foundation](#), [The Jeanne Sauvé Foundation](#), [Made in Montreal](#), [MotherFood International](#), [Pro-Vert Sud-Ouest](#), [Salon 1861](#), [Share the Warmth](#), [Suspicious Fish Creative Arts & Literacy Program](#), [The SWAP Team](#), [Tyndale St-Georges Community Centre](#), and [World Wide Hearing](#).

The 2018 SEI Impact Internship Program

To expand the reach and scope of the SEI IIP, the MDIIM is seeking new and existing partner organizations to offer exceptional learning opportunities for McGill students in 2018.

Program Overview

- 8-10 full-time impact internships total across all partners, depending on interest and funding.
- 10-week internship commitment (35h/week), to be completed anytime between April 30 and August 10, 2018 (dates to be agreed upon by the Impact Intern and partner organization).
- Student award value of \$5,000 (paid in equal installments every two (2) weeks), of which the partner organization contributes \$500.
- Organizations who have participated in the SEI Impact Internship Program for three (3) consecutive years if selected will cover the full internship cost (\$5,000) in 2018 OR will be eligible to apply for a fully funded position in 2018.

In order to host an SEI Impact Intern, a partner organization must:

- Complete the [Impact Internship Offer online form](#) by **Friday, January 19, 2018**
- Availability for follow-up questions in **February - March 2018**
- Be available to interview and approve an Impact Intern upon confirmation from the SEI IIP selection committee **throughout March 2018**
- Contribute 500\$ towards the program with a cheque made payable to McGill University **upon successful partner matching and prior to the start-date of the internship**
- Complete a mid-internship evaluation **at the end of week 5 of the student's internship**

Successful organizations can also arrange an optional 10 hours of on-boarding “pre-work” prior to the internship start-date. The pre-work expectations can be communicated directly to the intern and hours may be used for background reading, site visits to meet with staff, etc.



An optional exit survey and interview with the SEI team is available to supervisors to provide overall feedback on the program and their intern's performance.

Selection Process

1. Following the application closing date, the SEI IIP selection committee will evaluate the organization submissions received. Please note that the number of organization placements is contingent on a variety of factors, including funding availability and resource capacity.
2. The SEI IIP selection committee will meet to review all student applications and determine which candidates will advance to the second round (partner ranking stage).
3. Student candidates invited to the second round will be asked to rank partner organizations mandates.
4. The SEI will conduct a preliminary matching process and the partner organization will be invited to interview their matched student and approve/decline his or her candidacy. **Please note that submitting an application to the SEI Impact Internship Program does not guarantee that a student will be placed in your organization. During the ranking process, students indicate which mandates they are capable of fulfilling and willing to accept.**
5. If, after the interview, the partner organization wishes to decline the student's candidacy, another student may be matched and the process repeated until a match is approved or until no eligible students remain. **Decisions about accepting/rejecting candidates at the matching stage should be made carefully, as there is no guarantee that another student will be willing and available to match your mandate.**
6. Once a partner organization approves its Impact Intern, the partner organization and student will determine the dates of the internship and inform the SEI's Project Manager.

Additional notes

Student interns will participate in 2-3 "meet-ups" during their mandate to share and reflect on their experiences. It is anticipated that these meet-ups will occur between two and four times throughout the internship period, with each session lasting two hours. Dates and locations of the meet-ups will be announced prior to the internship start-dates.

Timeline

- **November 30, 2017:** Applications open
- **January 19, 2018:** Deadline to submit applications
- **February 2018:** Selection Committee review student candidates and conduct first-round interviews
- **March 2018:** Organizations with matches are contacted to conduct an interview with their intern
- **April 2018:** Placements are finalized and a pre-placement workshop is conducted
- **May – August 2018:** Interns fulfill 10-week placements, participate in 2-3 cohort meet-ups, and attend a donor reception

For any questions related to the SEI Impact Internship Program, please contact the MDIIM Project Manager at megan.poss@mcgill.ca.