

## **Attract and secure quality, graduating talent to sustain and grow your business through the new Social Science Career Apprenticeship (SSCA) Program.**

The SSCA is a pilot program, which connects new graduates from the Faculty of Social Science at Western University with local employment opportunities. The objective is to retain skilled talent within our community and help new graduates launch their career in the London Region. Employers who commit to a 12-month contract with a program participant are reimbursed for four months of salary to a maximum of \$4,000 per month. This program is a partnership between Western University and the London Economic Development Corporation and is made possible by guidance and financial support from Alan Rottenberg.

### **About the Program**

The SSCA is an innovative program, which connects new graduates from the Faculty of Social Science at Western University with a London Region employer.

The Faculty of Social Science includes the following streams:

- American Studies, Anthropology, Economics, Gender & Women's Studies, Geography & Environmental Studies, History, Indigenous Studies, International Relations, Linguistics, Neuroscience, Political Science, Philosophy & Economics, Psychology, Sociology, Transitional Justice & Post-Conflict Resolution, and Urban Development
- Department of Management & Organizational Studies which includes Accounting, Commercial Aviation Management, Consumer Behaviour, Finance, Human Resources Management, Management & Legal Studies, and Public Administration

In 2021, the program will provide funding for 10 positions. Graduating students will have access to job postings on the Western's job portal, Western Connect, commencing March 2021. Successful candidates will be eligible to start their careers in May 2021.

### **Employer Requirements:**

- Employers require a working location within the London Region
- Employers must offer a minimum 12-month\* contract
- Employers should provide meaningful employment and career development for the new apprentice
- Job opportunities must meet a minimum salary of \$35K
- One apprentice per company will be considered

- Employers will have been in business for two years and have a minimum company size of five
- Apprenticeship positions should not be displacing any full time employees
- Public sector organizations are eligible if the roles being filled are new positions

### Program Benefits

- Access a competitive pool of extraordinary new talent that can bring energy, creativity and critical thinking to your business operation
- Hire a university graduate that has received specialized one-on-one coaching in order to adapt quickly to a working environment
- On-campus support for interview space available

### Funding Model

- The London Economic Development Corporation will reimburse the participating SSCA businesses based on an invoice submitted by the company as follows
- The grant will cover the apprentice salary for 4-months up to a maximum of \$4,000 per month and be paid out in months 1, 2, 11 and 12
- Businesses are eligible to receive funding for one apprentice per year

### Important Dates

- **March - April:** Interviewing and job offers
- **May:** Apprenticeship begins

### Job Postings

Interested employers are welcome to **apply now and will be considered on a first come, first serve basis**

To submit a job posting to the SSCA Program, please contact the London Economic Development Corporation to discuss the position and your ideal candidate.

Kendra Tobin  
Coordinator, Business Development

London Economic Development Corporation  
[ktobin@ledc.com](mailto:ktobin@ledc.com)  
519-661-5009

Robert Collins  
Director, Workforce Development  
London Economic Development Corporation  
[rcollins@ledc.com](mailto:rcollins@ledc.com)  
519-661-4526

Following the completion of the [Job Posting Form](#), your posting will be uploaded to the Western job portal, Western Connect, where students can start applying.

Below are tips to get your job noticed and increase the number of applications received:

- Include as much detail as possible in your job description
- Talk about your company! What do you do? What is different about your organization?
- What type of candidate are you looking for? Use descriptive words that students can identify with
- How does this role fit into your organization? Do you have a team this individual will be a part of? What are they working towards?
- What are the responsibilities associated with this position? Provide as many as possible!
- What are the qualifications? Do not overload on technical skills. REMEMBER: Students are new to the job market but are very willing to learn!

*Please be aware that only graduating students of the Faculty of Social Science at Western University within the 2020/2021 academic year will be eligible to apply to positions in the Social Science Career Apprenticeship.*

### **Interview Logistics**

Due to concerns around COVID-19, we will not be offering on-campus interviews at this time. We encourage all employers and students to move to a virtual format. If you would like our assistance in arranging these interviews, please use the [Interview Request Form](#). If you choose to contact students directly, please email [ssca@uwo.ca](mailto:ssca@uwo.ca) of the selected candidates so that we can track this information in our database.

## Job Offers

All job offers for the Social Science Career Apprenticeship program are submitted through the [Job Offer Form](#). Students have two business days to accept or decline an offer.

### **Internships for Current Students**

In addition to the SSCA, the Faculty of Social Science offers internship programs designed to provide career-related opportunities to 2<sup>nd</sup> & 3<sup>rd</sup> year students. If you're looking to hire a student for a \*paid, full-time internship (i.e. the student returns to school after the work term), please contact [HireSocialSci@uwo.ca](mailto:HireSocialSci@uwo.ca) to learn more.

\*Internship programs are not eligible for SSCA funding.