



# Guidelines Overview

## Department of Health and Wellness (DHW)

The Equity Youth Health Experience Program (EYHEP) is an initiative within the Department of Health and Wellness (DHW) under the Equity and Engagement Division that supports nonprofit organizations to recruit student interns from Mi'kmaw, Indigenous, and equity communities across Nova Scotia.

The Internship (EYHEP) program provides youth and students from underrepresented communities with the opportunity to gain hands on experience in the health-related professions. Aligned with the cooperate [All Together Strategy](#), it ensures equitable access to career opportunities. Through the [Health Equity Framework](#), the program focuses on removing barriers to career advancement (or professional development) in healthcare, fostering inclusivity, and supporting equity youth. It also aligns with [Action for Health Plan](#), addressing social determinants and preparing future health leaders. Committed to the principles of [Dismantling Racism and Hate Act](#), the program creates an inclusive and respectful environment, while following the [Nova Scotia Accessibility Plan](#) to ensure all participants have the necessary support and resources to succeed.

## Program Objectives

- Providing youth from Mi'kmaw, Indigenous, and equity community's internship opportunities in health-related professions.
- This program provides funding to help eligible organizations build capacity by hiring an intern to support health related initiatives.
- Responding to community identified need for specific pathway programs that support underrepresented communities to advance within health-related professions
- Setting the foundation for a diverse workforce within the healthcare system in Nova Scotia by removing barriers to education, professional development, and recruitment.

## Who can Apply?

- ✓ Health associations and regulators
- ✓ Health services organizations (e.g., clinics, bodies under NSH or IWK)
- ✓ Mi'kmaw and additional Indigenous organizations
- ✓ Non-profit organization with health-related initiatives, registered with the Nova Scotia Registry of Joint Stock Companies.
- ✓ Post-secondary institutions and health research bodies

## Entities that are NOT eligible for this program include:

- × Organizations located outside of Nova Scotia
- × Businesses and sole proprietorships
- × Non-profits and community organizations that are not registered with Nova Scotia Registry of Joint Stock Companies

## Requirements:

- Your organization has a health-related initiative that could benefit from the support of an intern.
- You have a commitment to hiring a student from an underrepresented community (Mi'kmaw[FR3.1], Indigenous, 2SLGBTQIA+, African Nova Scotian,[FR4.1] A person of African Ancestry, Persons with Disabilities and Racially visible person) who has completed Grade 11, 12 or their first year of post-secondary education and who currently resides in Nova Scotia.
- You ensure that the student has an accessible workspace in the office that complies with the Nova Scotia Accessibility Act.
- It is up to the managers discretion to accommodate the student where necessary.
- You ensure that the student has all the essential tools and materials needed for their work (e.g. computer, internet access, safety materials, etc.)
- There is a manager or supervisor with the capacity to interview, onboard, train, mentor, provide feedback and off-board interns ensuring their success throughout internship.
- The student will be hired full time for 320 hours over an 8-week period, or part-time with the 320 hours spread over a mutually agreed period if longer than 8 weeks.
- All 320 hours of work must be completed between 2026-2027.
- Your organization has a payroll system that can process payments to the intern and manage remittances to Revenue Canada, which are then reimbursed by DHW to the organization.

## Funding Amount

### Department of Health and Wellness provides:

- Re-imbusement of salary and Mandatory Employment Related Costs (MERCs) specifically for the hired intern for a **maximum total of 320 working hours**.
- Additionally, the organization will be given fringe benefits of ~ 5.81% to be used towards the intern's employment costs i.e. worker's compensation insurance, equipment/technology costs, and accessibility needs.

These 320 working hours can be full-time or part-time and will be paid out in accordance with *Government Student Pay Plan 2026*. If an organization would like to pay the student more than DHW's stipulated hourly wage, they are welcome to pay the difference between DHW's hourly wage and their desired hourly rate:

## Student Pay

The following table contains the updated rates for **Student Pay Plans for 2026**:

2026	Academic Level	Step 1	Step 2	Step 3	Step 4	Step 5
	High School	16.75	17.27	18.14		
	College	\$19.03	\$19.98	\$20.99		
	University Undergraduate	\$20.99	\$22.04	\$23.15	\$24.31	\$25.52
	Graduate	\$26.80	\$28.13	\$29.54	\$31.02	

All rates above are hourly. Effective Date: April 1, 2026.

## Guiding Principles for Student Pay

1. Each student's rate of pay is established on initial appointment or reappointment based on the student's current academic level.
2. Typically, the number of years of relevant study at an academic level determines placement on the appropriate step. Students are placed in the level for the year of study most recently completed.

High School	College	Undergraduate	Graduate
Grade 10 = Step 1 Grade 11 = Step 2 Grade 12 = Step 3	Year 1 = Step 1 Year 2 = Step 2 Year 3 = Step 3	Year 1 = Step 1 Year 2 = Step 2 Year 3 = Step 3 Year 4 = Step 4	<b>Masters</b> Year 1 = Step 1 Year 2 = Step 2 <b>Doctorate</b> Year 1 = Step 3 or above

Example Scenarios	Applicable NS Pay Plan	
	Academic Level	Step
Currently completing or has completed year one of study towards a bachelor's degree with no previous, relevant experience (work placement may be part of the co-op program)	University Undergraduate	Step 1
Currently completing or has completed year two of study towards a bachelor's degree, has some relevant experience (work placement may be part of a co-op program)	University Undergraduate	Step 2
Completed high school and attending university in the fall	High School	Step 3

## Ineligible funding activities

Any costs that are not related to the internship wages are not applicable to this program and will not be reimbursed by Department of Health and Wellness.

## Start and End Date

The internship opportunity can start anywhere from May 1, 2026 for a total of 320 hours that can be allocated either full-time or part-time. All internship opportunities must be concluded by March 31, 2027.

## Deadline

Applications will be accepted on an ongoing basis from opening date of April 1, 2026 until all spots are filled.

## Application Procedure

- Application submissions must include the completed application form, job description and work plan as detailed in the application.
- Completed application forms must be signed, preferably by the organization's lead and dated. Incomplete applications will be considered ineligible.
- Applicants should read, understand, and intend to comply with the contribution agreement. Approved applicants will then be required to sign the contribution agreement.
- Applicants are welcome to reach out to the Program Officer to discuss their proposed activity and the requirements for application.
- Submit full application package by e-mail to [health.equity@novascotia.ca](mailto:health.equity@novascotia.ca)

### **Application available online at:**

<https://novascotia.ca/dhw/equity-youth-health-experience-program/eyhep-program-application.pdf>

## After Application

Once your application has been received, you will receive a confirmation e-mail from our team. Thereafter a selection panel will review all applications and you will be advised on the status of your application after 3-5 weeks.

## Further Inquiries

### **For more information, questions, or concerns, contact:**

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