



CANADA'S LARGEST
MANUFACTURING CONSORTIUM

NB YOUTH IN MANUFACTURING (17-29)

PARTICIPANT FREQUENTLY ASKED QUESTIONS

Funded by the Government of New Brunswick's WorkingNB (PETL)

Who is EMC?

The Excellence in Manufacturing Consortium (EMC) is a non-profit organization formed by manufacturers to support industrial growth across Canada. As one of Canada's largest manufacturing networks, we partner with provincial governments and local businesses to create paid pathways for youth to start stable, rewarding careers.

What is the NB Youth in Manufacturing program?

Supported by the Government of New Brunswick through WorkingNB, the program is designed to help local youth (ages 17–29) break into the modern manufacturing sector. The program supports you during a paid job placement, ensures you are paired with an onsite mentor, and includes self-paced online training courses to build your professional skills. To ensure your success, your employer provides you with approximately 10 hours of paid working time on shift to complete these courses, earning you official digital badges to boost your resume.

Why should I consider a career in the manufacturing industry?

Imagine shaping Canada's future by creating everyday essentials. Picture yourself at the heart of cutting-edge tech, crafting items that touch daily lives, things you buy and use daily. Engage in dynamic work that keeps both your mind and body in action. If digital tech excites you and you are drawn to hands-on work, this program is your gateway. And the best part? A rewarding, stable career awaits. If this sparks your curiosity, the manufacturing world is calling your name.

Check out EMC's article [10 Reasons Why Manufacturing Careers are Awesome for Youth](#)

What Are the Eligibility Requirements for participants?

To qualify for the program, you must meet the following criteria at the time of your hire:

- Between 17 and 29 years old* on your day of hire
- A current resident of New Brunswick
- Legally authorized to work in Canada

Exclusions: You must not be completing an active post-secondary co-op or work-integrated learning (WIL) term, and you must not be a registered apprentice.

*Applications for high school students will be reviewed on a case-by-case basis



CANADA'S LARGEST
MANUFACTURING CONSORTIUM

Can university or college students participate?

Yes. If you are a college or university student looking for a summer job, a part-time job, or a short-term position, you are fully eligible to participate; as long as the work placement is not a formal, academic co-op or work-integrated learning term required for your graduation credit.

Can high school students participate?

We do offer a stream for hiring high school students, but each application will be reviewed on a case-by-case basis.

Can I participate if I have worked for the company before?

Yes. If you worked for the manufacturer in the past in a temporary capacity (like a past summer job) and they are rehiring you on payroll for a new placement, you are eligible. However, your employer must apply for the program within one month of your start date — existing, continuous long-term employees are not eligible.

Who is Eligible to Join the NB Youth in Manufacturing program as an Employer?

To be eligible for funding, an employer must be

- A registered, active business operating in New Brunswick
- A member of Canada's manufacturing sector (NAICS 31–33) or Manufacturing Allied Industries
- Have active, valid WorkSafeNB coverage
- Offering a position with the intention of creating full-time employment
- Will provide a target of 320 working hours for non-students for a maximum duration of six months and/or 240 working hours for high school students; participants must be hired as direct payroll employees (independent contractor arrangements are ineligible)
- Commitment to a minimum of 10 hours of participant training during the period

How long do work placements last, and what are the working hours?

Placements can be full-time or part-time and can run for up to 6 months. The total required hours are based on your enrollment stream:

- Non-Student Youth / Post-Secondary Students: Target of 320 working hours per placement
- High School Youth: Target of 240 working hours per placement

These hours are paid directly by your employer at your agreed hourly wage.



CANADA'S LARGEST
MANUFACTURING CONSORTIUM

What training do I need to finish, and do I get paid for it?

You are required to complete mandatory, self-paced online training courses (approximately 10 hours) on our skills portal. Employers will be notified that they need to allow this time to complete the training. Remember, this boosts your knowledge but won't replace any training your employer gives.

- MEC Manufacturing Foundations: Workplace communication, accountability, adaptability, and teamwork.
- Health & Safety 101: Workplace rights, responsibilities, hazard recognition, and safe practices.
- Introduction to Green Manufacturing: Energy, water, and waste reduction, and sustainable manufacturing.
- Lean Fundamentals: Continuous improvement, 5S, and a hands-on lean project.

Upon completing these modules and your placement, you will earn digital badges and certificates to boost your resume!

How do I find a job or get involved in the program?

Already know and are interested in working for a manufacturer? Tell them about the NB Youth in Manufacturing program!

- The manufacturer is eligible to receive up to \$3500 incentive for every qualified participant they hire to offset payroll.
- Top-notch mentorship training for their current team.
- You get access to EMC's Micro-credentials training, setting you up for success in both work and life.

Share the program information with your employer and ask them to apply! They can access the 50/50 cost-matched wage subsidy, and we will enroll you in the program.

Who Selects the Participant for the Placement/Hire?

The employer is responsible for the recruitment and selection of eligible participants.

What support can I expect during my placement?

You are never left to figure things out on your own. Your employer will pair you with a dedicated onsite mentor.

In addition, EMC's local New Brunswick Project Coordinator will do regular virtual check-ins with you to support your progress, help you navigate the training portal, and ensure a smooth school-to-work transition.

**EMC****CANADA'S LARGEST
MANUFACTURING CONSORTIUM****Is There an Opportunity for Permanent Employment After My Placement?**

That depends on your employer. While some employers may offer permanent full-time employment upon program completion, it's not guaranteed for all. The decision lies with the employer based on their human resource needs and their evaluation of whether the role was a good fit for you and the company. There is no guarantee that the placement will turn into a full-time permanent position.

How do I find out more?

Contact April at april@emccanada.org