



# MASI

## MENTOR A STUDENT INTERN PROGRAM

PROGRAM GUIDELINES

2025-2026



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# Program Objective



The objective of the Mentor-A-Student Intern (MASI) Program is to provide senior High-School and Post-Secondary students with part-time employment opportunities to support their personal and professional growth, and increase their financial autonomy.

Participating employers are typically made up of community organizations and independent businesses, as well as organizations outside of the community, and they provide students with on-site mentorship and job-related tasks. Employers are encouraged to provide students with experiential employment opportunities that are related to their selected candidates' program of study or professional interests, and consequently, gain an additional employee who can assist their organization or businesses' mandate, project development and/or goals.

The MASI Program is mutually beneficial for both students and employers, and supports the early networking between the two parties, with the goal of enhancing employment opportunities for students.



## Program Contacts:

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&

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# Student Eligibility & Recruitment

In order to be eligible for the MASI Program, the student must meet one of the following criteria:

## Eligibility

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- High School students in grade 10 or above;
- Students enrolled in Kanien'kéha Ratiwennahnírats;
- Be enrolled in a full-time CEGEP or University program;
- Successfully completed at least one full semester of post-secondary studies;
- Be listed on the Kahnawà:ke Kanien'kehá:ka Registry or the Federal Registry for Mohawks of Kahnawà:ke;
- Demonstrate an academic average of a 70% or higher, which is a GPA of 2.8 on a 4.0 scale, or a GPA of 3.0 on a 4.3 scale.

## Recruitment

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Recruitment for the MASI Program is encouraged to be done selectively between the Employer and Student. Students are encouraged to approach employers who offer positions within their business or organization that are relevant to the students' field of study. Employers are also encouraged to seek out students who are studying in a relevant field and can contribute to the mandate, goals and/or projects and tasks of the business or organization.

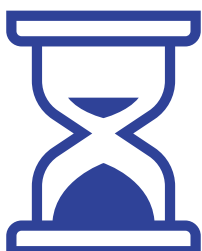
# Required Application Documents

## Employers

- 1 Complete the full Employer Application online at [Tewa.ca/MASI](http://Tewa.ca/MASI)
- 2 Submit a Letter of Support detailing the name of the student's proposed supervisor, start and end dates, salary and how the employment will complement the students' studies. A Job Description must also be submitted to the application.
- 3 Await formal decision on Application from Program Manager.

## Students

- 1 Ensure that you have the following requirements:
  - SIN Number
  - Band Number (must be on the Federal Registry or the Kahnawà:ke Kanien'kehá:ka Registry).
- 2 Complete the MASI Student Application Form online at [Tewa.ca/MASI](http://Tewa.ca/MASI). Your application must include your Resume, Letter of Intent, most recent transcript and current semester schedule.
- 3 Await formal decision on Application from Program Manager.



### **Application Deadlines:**

Fall 2025: September 19, 2025

Winter 2026: January 23, 2026

# Employer Responsibilities



## Timesheets

Students are required to submit weekly timesheets to their employer to ensure a high degree of accountability for all funds administered. Both the student and employer are required to verify and sign off on timesheets, and submit to the Program Manager at the end of the employment contract. Should students work less than the approved number of hours in their MASI Program contract, Employers are responsible to reimburse Tewatohnhi'saktha for all unused funds.

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## Human Resources

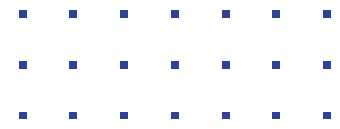
All human resource matters, such as payroll, scheduling, recording of hours and attendance, are the responsibility of the employer. The human resource policies and procedures that apply to your regular employees must be applied to the student intern.

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## Training and Staff

If there are special certifications or qualifications required for the position, the employer must ensure that the student they hire possesses the proper credentials or have a plan for the student to gain them. Additionally, the student that is hired must not displace existing staff or volunteers within the business/organization.

# Wages & MERCs



## Base Wage



Wage subsidies for approved employment measures will be at 100% of the current minimum wage (**\$16.10 as of May 1, 2025**), along with 100% of associated MERCs (i.e. E.I., QPIP, MSI/CSST).

## Higher Wage



Should the student request a higher wage than what is provided through the program, employers are encouraged to top-up the subsidized hourly rate. Employers should consider the nature of the job, educational background, and employment experience of the student. Subject to approval, if an employer chooses to top-up the subsidized hourly rate, Tewatohnhi'saktha's Workforce Development will cover 100% of MERCs based on the top-up rate.

## Funding



Student's wages and MERCs are paid directly by the employer, in accordance with the employer's regular accounting procedures. Tewatohnhi'saktha Workforce Development is responsible for the administration and payment of Mohawk Self-Insurance premiums based on the full salary.

In order to be reimbursed for the student's wages and MERCs, the employer must submit the following documents to the Workforce Development Program Manager:

- Mentor a Student Intern Program Employment Agreement (signed by both the student and employer);
- Timesheets (signed by both the student and employer) on a bi-weekly or monthly basis and/or the Record of Employment (R.O.E).

# Program Details



## 1 Program Duration

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The MASI Program is offered during the fall and winter academic semesters only. Undergraduate student interns may work a **maximum** of 10 hours per week, and graduate student interns may work a **maximum** of 15 hours per week, for a **maximum** of 15 weeks per semester. Both the student and employer are encouraged to be mindful of course load and exam schedule when setting the employment term and details.

## 2 Repeatability

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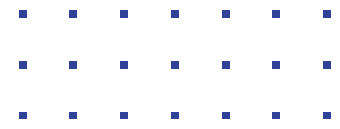
Students are encouraged to explore new opportunities after 4 consecutive semesters in the same position with the same employer. However, should the employer and student demonstrate that the student's position through the MASI Program is serving as a pathway to a long-term career for the student and the employer's succession planning, the student may continue their employment through the MASI Program past 4 semesters.

## 3 Professional Development Workshops

Students will be required to attend 1 Professional Development Workshop organized and hosted by Tewatohnhi'saktha per semester. The purpose of the Workshops is to allow for students to network and gain professional or personal skills that may not otherwise be acquired in their everyday work. Employers will be required to permit their student(s) to attend the Workshops and consider it paid work time.



# Deadlines and Submission



## 1 Application Deadlines

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The following deadlines have been set for the 2025/2026 academic year:

- Fall: September 19, 2025
- Winter: January 23, 2026

**Complete applications submitted before these dates may be submitted and approved earlier.**

## 2 Application Submission

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Employers and students must submit their MASI Program application form and supporting documents online at [Tewa.ca/MASI](https://Tewa.ca/MASI)

## 3 Approval Process

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After all required student and employer application documents are received, the Program Manager will bring the request to the Workforce Development Committee at the next possible proposal meeting. The committee will discuss the request and approve, defer, or refuse it, depending on the nature of the request, link to student's field of study, letters of request, and available financial resources.

*Note that the applicants must receive a written approval notice from Tewatohnhi'saktha before proceeding with any type of activity related to this program.*

# Contact Information




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