

COVE

INTERNSHIP REPORT  
2023



## OVERVIEW

In summer 2023, COVE's Workforce Development team entered the fourth year of delivering the internship program. To continue the momentum from previous years, the program was offered to students to work in host companies based in both Nova Scotia and Newfoundland. With over 500 student applicants coming from across Canada, the reach and exposure of the program continues to grow year after year; this broad reach allows a diverse and robust candidate pool which is ideal for filling the identified roles.

# NOTABLE UPDATES IN SUMMER 2023

1. An increase in EDI representation by **20% from 2022**. **74% of the interns** were from **underrepresented groups** (female-identifying, international students, and BIPOC individuals).

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2. **42% of host companies** were new to the program in 2023.

3. Held an **in-person onboarding day** for the Newfoundland interns.

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4. **Mentorship Training** was provided to both the interns and the mentors

5. COVE hosted an **inaugural Capstone Presentation Series** event where interns shared their projects with their peers and host companies.

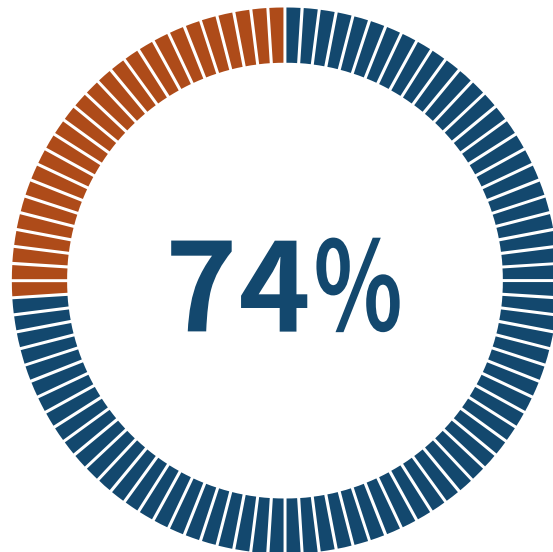
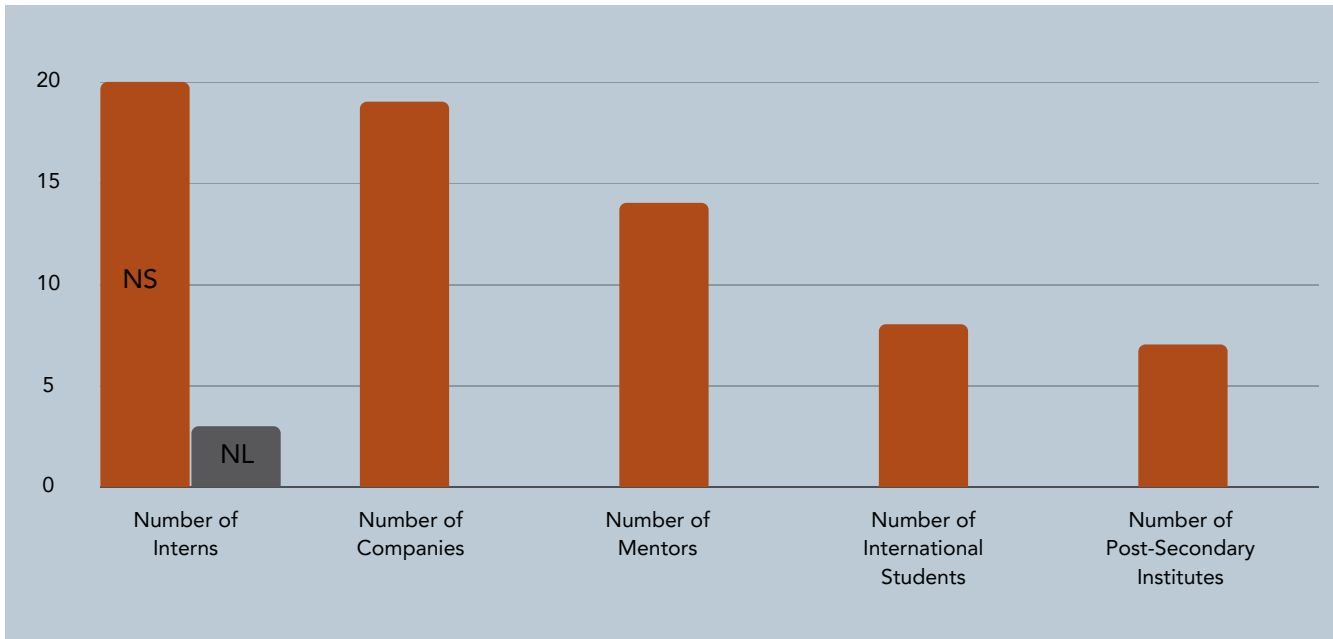


THANK YOU TO OUR  
2023 INTERNSHIP PROGRAM  
FUNDERS:



Irving Shipbuilding, Inc.

# 2023 INTERNSHIP BY THE NUMBERS



Participants from underrepresented groups

# HOST COMPANIES

The ongoing success of the internship program begins with the continued partnerships and collaboration with host companies to support the professional development of post-secondary level talent as they enter the workforce.

This year, COVE supported 19 host companies in Nova Scotia and Newfoundland, 42% were new to the program this year, demonstrating the support and continued interest in securing quality employees. These companies operate in various markets, from marine defense and security to marine transportation, and academic institutions.

The full list of host companies enrolled in the program in 2023 can be found in Table 2 below.

Nova Scotia	Newfoundland
Ashored* Centre for Marine Applied Research Coastal Environmental Observation Technology and Research (Dalhousie University) COVE DeepSense Geospectrum Hawboldt Industries J-Squared Jasco Kraken Robotics Lockheed Martin Merinov/ NRC Ocean Startup Project/ Creative Destruction Lab RIMOT SEATAC (NSCC) Sensor Technology	The Launch (Marine Institute) Kraken Robotics Edgewise Environmental

# THE INTERNS

COVE was able to offer the program to a total of 23 interns with 20 students located in Nova Scotia and 3 in Newfoundland. Interns were recruited from seven post-secondary institutions across Nova Scotia, Newfoundland, and Ontario. Based on the needs of host companies in the sector, students represented a wide range of skill sets and academic disciplines as demonstrated in Figure 1.

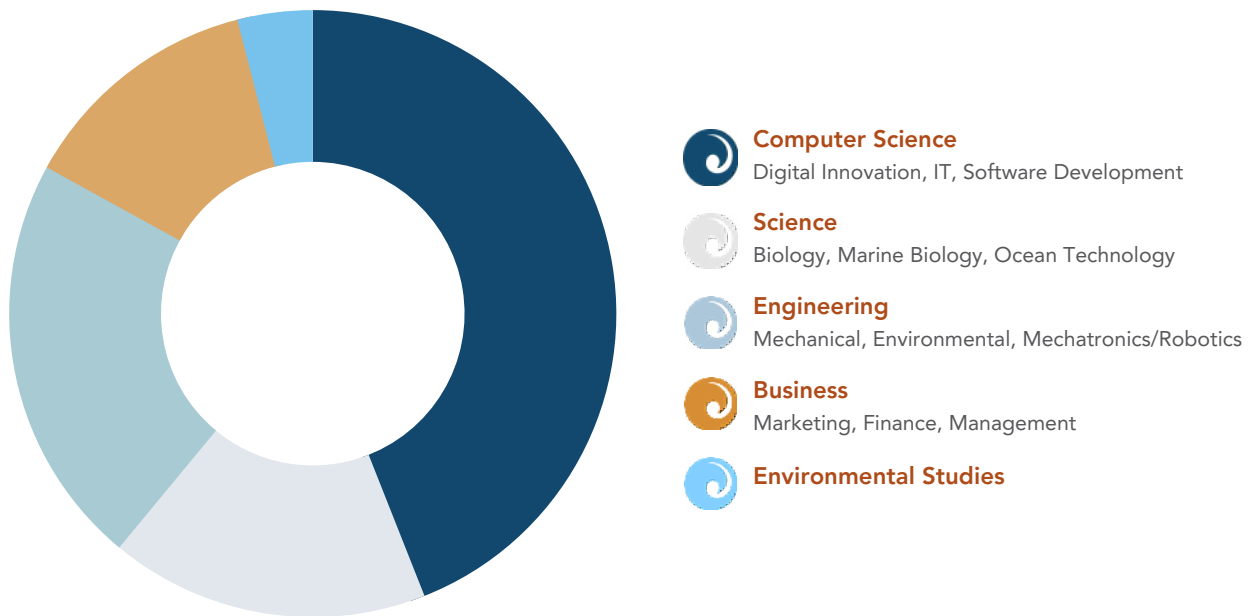


Figure 1- An overview of the educational backgrounds of COVE interns from 2023.

All COVE projects and initiatives aim to support and sponsor diverse groups to enter the marine sector and the internship program has continued to make strides in this development. In 2023, underrepresented individuals (including female-identifying, international students, and BIPOC) made up 74% of the COVE internship cohort, an increase of 20% from the previous year.

COVE Internship ran for a four-month period from May to August 2023, the overarching goal of the internship program is; to develop a skilled talent pipeline from post-secondary level, students are exposed to quality work placements where they gain skills and confidence to be successful in their future career paths. Having a project-based internship placement allows students to take ownership of their work and feel valued for their contribution to their host company.

The COVE Internship program continues to offer mentoring and professional development opportunities, with the goal of setting students up for success and build valuable skills required for the industry. As a result, this year 39% of the students have continued working in the sector, as part-time employees as they complete their studies, or as full-time employees upon graduation. One Intern graduated upon completion of the internship program, and within one month of completing the internship, has secured full time employment in the marine sector.

## MENTORSHIP

To strengthen the professional network of interns, COVE continued to provide a mentorship component. Interns were matched with 14 mid-career and senior-career professionals related to their fields. The coaching and mentoring interns received allowed them to develop confidence and expand their network in the sector, the mentoring relationships established will serve interns beyond the internship program once they begin their careers.

Following last year's internship program, COVE continued the partnership with Oceans Advance in Newfoundland to support peer-to-peer mentorship. The Ocean Careers Immersion Program led by Oceans Advance in St. John's, NL, runs a summer internship for high school-level youth to participate in work placements within the marine sector in NL. To support the career exploration goals of the program, an online virtual meeting was held to connect the high school students with COVE interns. This platform allowed the Newfoundland students to meet COVE interns who introduced themselves to share their backgrounds and experiences. This peer mentoring has been invaluable for the high school students as it gave a current snapshot of opportunities in the sector and allowed them to ask questions to guide them in making academic and career choices.





# PROFESSIONAL DEVELOPMENT

To further facilitate a positive learning experience and skill acquisition relevant to the sector and workplace, COVE hosted five professional development sessions for the interns throughout the summer. The topics offered were based on feedback we received in previous years from both interns and host companies. Sessions were a mix of in-person and virtual for both NS and NL interns, which was an added benefit of having interns come together as a cohort.

A new addition to the program in Summer 2023, we implemented a Capstone Presentation Series. This event was hosted by COVE to provide interns an opportunity to share their projects with their fellow interns and host companies. This showcase was a great opportunity to spark new ideas around career paths as they shared innovative initiatives and an overview of their work and progress over the summer period.

## Session Title

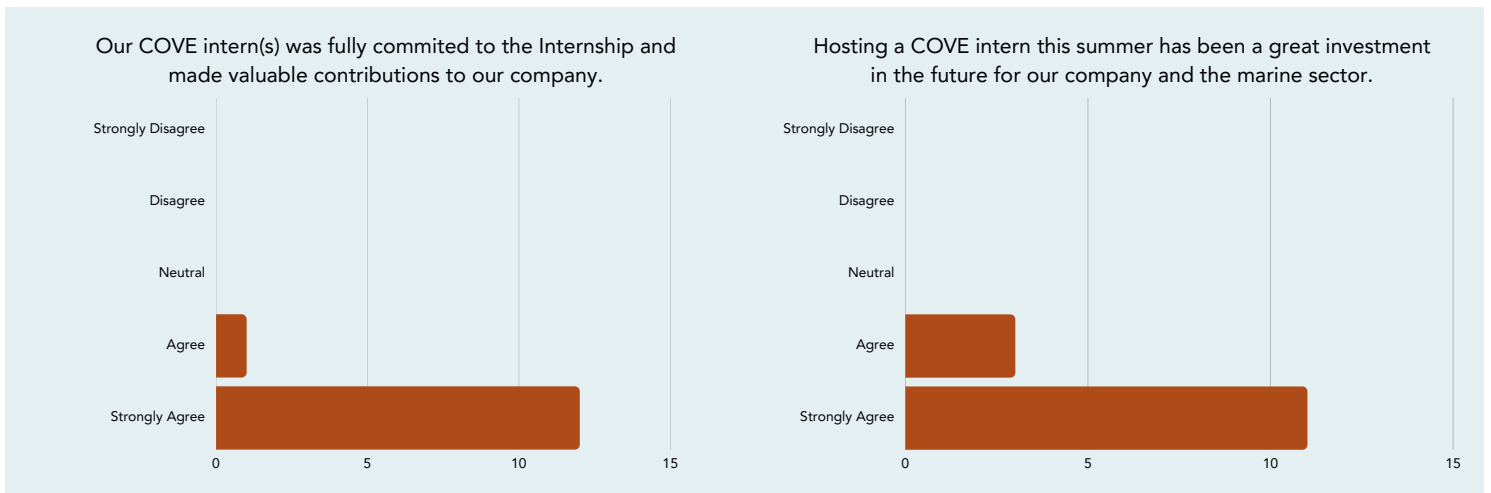
## Presenter

Principles of Menteeship	Erin Wynn	Mindframe Connect
Introduction to Project Management (NS)	Levi Morrison	Director of Innovation at COVE
Introduction to Project Management (NL)	Ogaga Johnson	Project Management Educator and Consultant
Workplace Communication Skills (NS)	Justine Gelevan	Career Coach
Workplace Communication Skills (NL)	David Tipton	Program Coordinator at Oceans Advance
Design Thinking Foundations	Ramy Nassar	1000days out
Data Collection	Kennedy Sittler Riley Kennedy	Marine Technical Specialist at COVE Database Administrator at DeepSense
Capstone Presentation Series	All Interns	

# FEEDBACK

Throughout the duration of the internship program, feedback was collected via survey from interns, host companies, and mentors. An overview of the responses was compiled and summarized below:

## HOST COMPANIES:



\*Survey results of host companies upon program completion. Results obtained in August 2023 from 68% of the host companies.



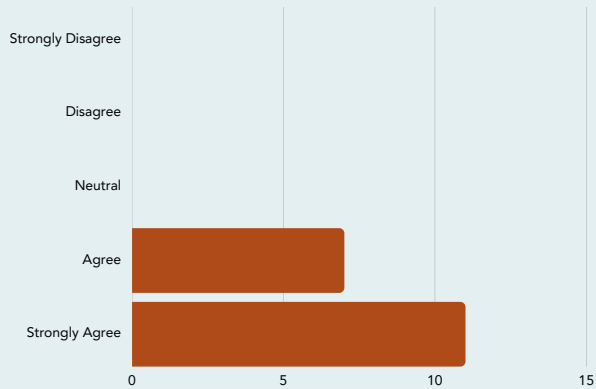
Assisted us in starting and/or completing marketing and business development projects that we did not have time to complete without their assistance. As well, they provided a "youth" perspective when we had questions as to how students might engage with us on various marketing opportunities. - Host company

## INTERNS:

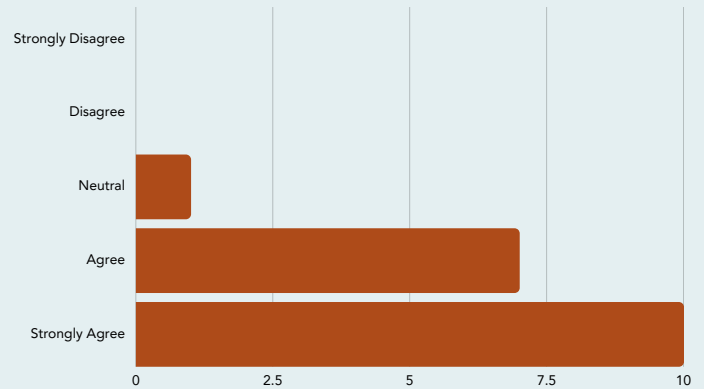


As a Software Developer, I got an opportunity to apply skills and techniques to a software application used by our customers. It was so meaningful and valuable to have an impact on the product in the real world. None of the course projects I've done at school can compare to this! - Intern 2023

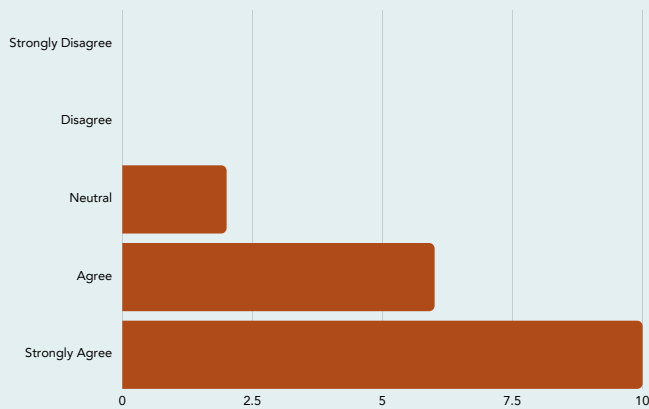
I gained new soft and hard skills to set me up for success in my future career



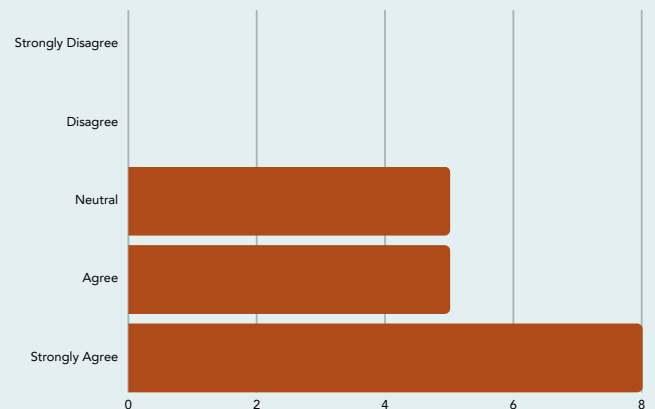
I have made new and long-lasting connections with professionals in the ocean sector



This experience has given me new ideas and opportunities for my career pathway.



After this internship, I am now considering a career within the marine sector



\*Survey results of intern upon program completion in August 2023 from 78% of the interns.

I'd like to express my sincere gratitude for this internship experience. I'm truly grateful for the support and help I've received from COVE and my host company. This experience has not only equipped me with practical skills but has also opened doors to future opportunities in my career. - Intern 2023

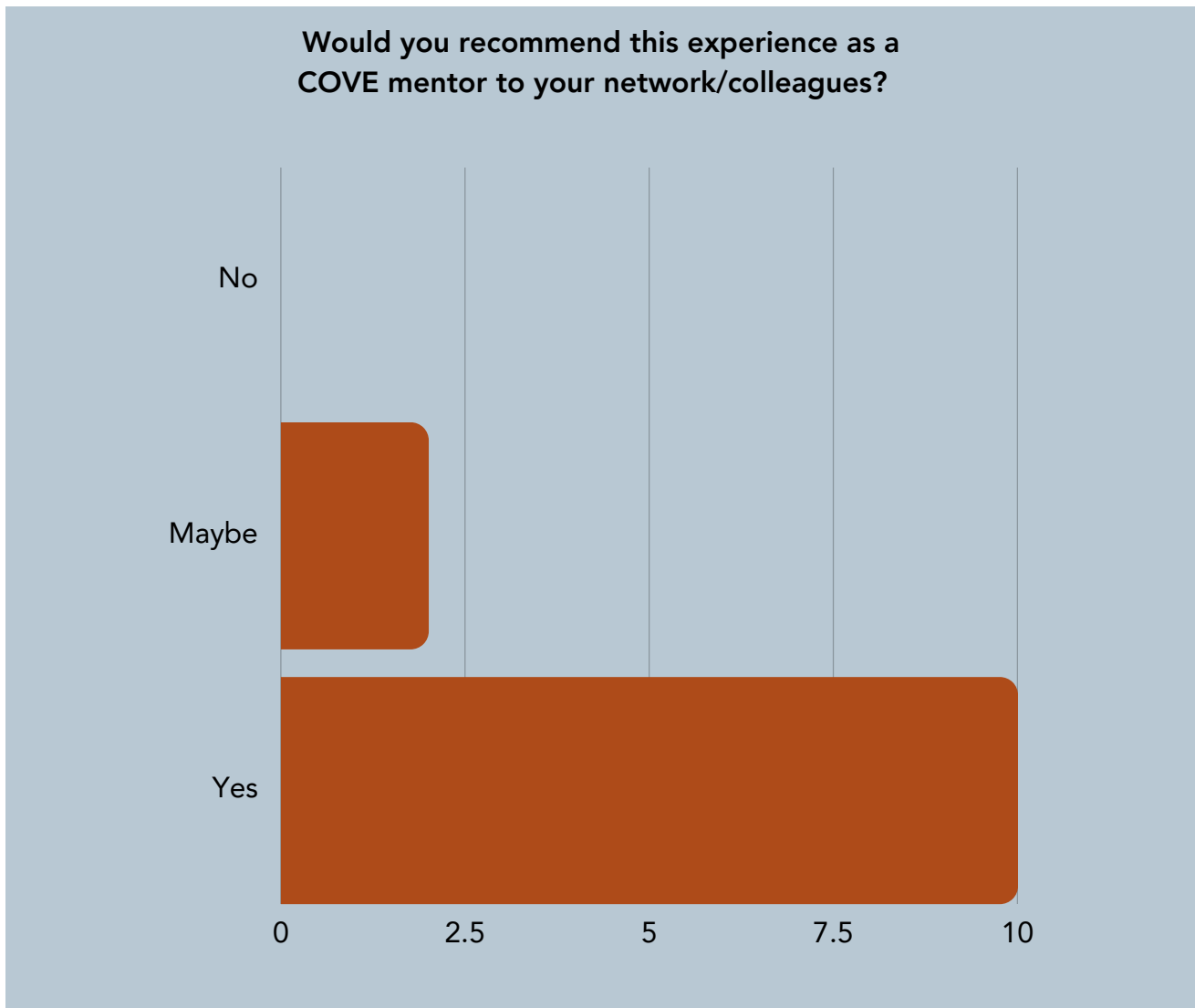


## MENTORS:

Total number of mentorship hours - 48.5 hours with an average of four hours per mentor.



It was great to see my mentee's confidence grow over the term. It was a challenging project and new for many of the staff in the company so it was fantastic to see him take ownership of aspects and help guide some areas where he was less sure. - Mentor 2023



\*Survey results of host companies upon program completion. Results were obtained in August 2023 from 86% of the mentors.

# LOOKING FORWARD

To ensure the COVE Internship program is attentive to and considers the current labour market and talent needs of the sector, the program is re-evaluated, and stakeholder feedback is considered yearly to ensure the program continues to meet the goal of supporting new and early career professionals entering the growing marine sector.

## **Continued Efforts to Support Equity, Diversity & Inclusion**

COVE will continue to drive recruitment and hiring practices that support attracting and employing diverse students entering the sector. Through additional outreach efforts, eliminating identified barriers, and diversifying funding from partners, COVE Internship will continue to be an exemplary model of EDI to support talent growth for the sector.

## **Provincial Expansion**

COVE plans to continue to offer internship placements in Newfoundland for the summer of 2024. With other COVE education and workforce initiatives reaching other regions in Canada, there is an interest and potential to expand the internship program into Ontario and British Columbia for Summer 2024.

## **Intern Alumni Follow-up**

With four cohorts of interns completed and interns beginning to graduate, COVE aims to follow up with the alumni to track their whereabouts as they enter the workforce. Through issuing this survey, the hope is to get a long-term understanding of the impact of the program and allow us to measure retention within the sector over the years. The program's goal is to assist new talent to enter the sector. However, we want to ensure that.

## **Capstone Presentation Series Continuation**

In the Summer of 2023, we introduced the Capstone Presentation as the pinnacle professional development opportunity for Interns. Based on the positive feedback and interest from both interns and companies, we will include the Capstone Presentation as a permanent addition to the closing week activities moving forward.





COVE

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