



**46<sup>th</sup> ANNUAL MEETING – SEPTEMBER 2024**

**NAFO Internship Program – Comprehensive Review  
(Prepared by the NAFO Secretariat)**

**Comprehensive Review of the NAFO Internship Program**

At the 2011 Annual Meeting, a NAFO internship program was adopted.

The NAFO Secretariat continues to strive for excellence in our internship program. As a review of the NAFO internship program has not been undertaken in a number of years, a comprehensive review of the internship program may be required to ensure the program remains mutually beneficial for the NAFO Secretariat and interns.

In recent years, the Halifax area has experienced a significant increase in living costs as well as a significant decrease in the availability of affordable accommodations. In response to the recent COVID-19 pandemic and staff changes, the focus of work at the Secretariat has shifted to accommodate the increase in hybrid meetings and to integrate new staff members, ensuring smooth and efficient operations.

An internship review could focus on:

- A review of the monthly stipend available to interns

NAFO interns are responsible for their travel costs to and from their place of residence and the NAFO Secretariat and for the cost of travel/medical insurance as well as all living costs while in Halifax. The current stipend of CAD \$2,250 per month may not be able to support the living costs (accommodations, food, transportation, etc.) while in Halifax.

- A review of the work projects available for interns

In response to the recent COVID-19 pandemic and staff changes, the focus of work at the Secretariat has shifted to accommodate the increase in hybrid meetings and to integrate new staff members, ensuring smooth and efficient operations.

The NAFO Secretariat continues to explore meaningful work projects available for interns considering recent transitions in the NAFO Secretariat. At the Scientific Council Meeting in June 2023, the internship program was discussed to identify future project(s) that the intern may assist with and that would also be beneficial to the work of the Scientific Council.

**The NAFO Secretariat suggests:**

- **To undertake a comprehensive review of the internship program, including the monthly stipend and meaningful work projects available to interns, to ensure it remains be mutually beneficial for the NAFO Secretariat.**
- **The results of the comprehensive review be presented to STACFAD for consideration and review at the 2025 Annual Meeting of NAFO.**