



Young SDG Innovators Program Frequently Asked Questions

Q: What is the Young SDG Innovators Program?

A: The Young SDG Innovators Program (YSIP) is an exciting accelerator program designed to engage young professionals ('Innovators'), who work at companies that are a part of the UN Global Compact, in advancing the Sustainable Development Goals (SDGs). YSIP aims to equip them with the skills and tools needed to drive sustainable innovation, and deliver tangible solutions/projects that solve SDG challenges in their companies. Interested companies can take part in the program through Global Compact Network Canada. In addition to Canada, nearly a dozen other Local Networks - Brazil, UK, Bangladesh, South Africa, Turkey, Denmark, Lebanon, Mexico, Ukraine, and the US - will be participating in the inaugural version of the program this year.

Q: What does the program involve?

A: In YSIP, young professional participants ('Innovators') explore new methods and learn from leading sustainability experts about how to advance the SDGs through development of breakthrough projects or solutions. These solutions will be geared towards the SDG challenges experienced by the Innovators' own respective companies and industries. The program will involve a range of blended learning opportunities including:

- **5 Innovation Camps** where Innovators will learn online about SDG innovation & project development in a multi-team environment;
- **Virtual Learning Hub** with a range of online resources, webinars, and exercises;
- **Mentoring & Coaching** with external Mentors for each team;
- **Leadership development** and opportunities to present ideas/projects to management;
- **Chance to showcase final project** at Local/Global Solutions Summit event.

Using the tools and training from the program, Innovators will work in teams to identify an SDG-related challenge relevant to their company and, over the course of the program, develop a project to address that challenge directly. To learn more about the program structure, please take a look at the [Program Outline](#).

Q: What is the duration of the program?

A: YSIP will run over a course of 10 months from October 2020 to July 2021.

Q: What are the benefits of participation for companies?

A: The program offers companies the opportunity to engage their top talent, at the junior and middle professional level, in advancing SDG integration into business strategy. By participating in YSIP, companies are fuelling a new generation of employees that think at the intersection of corporate sustainability and innovation. Companies also benefit from the development of real business solutions that have the potential to provide value for both the company and society.

Q: Which companies are eligible to participate in the program?

A: Companies who meet the below eligibility criteria can participate in the program through Global Compact Network Canada (GCNC). Please note that there will be a one-time registration fee for participation, details of which are provided in the next question.

- The program is open to companies who are members (Signatories/Participants) of the UN Global Compact and are based in Canada.

- Companies who are not members of the UN Global Compact are required to join the UN Global Compact before they can apply for the program; in lieu of this decision, the program registration fees will be waived. *Conditions apply - see question below.
- UN Global Compact companies who are not located in Canada but have subsidiaries in Canada can encourage their subsidiaries to participate.
- Subsidiaries who are not members of the local network (GCNC), are required to join the network before they can participate in the program. For subsidiaries who join the local network, the program registration fees will be waived.

Q: Is there a cost of participation?

A: Participation in the program will involve a one-time registration fee for UN Global Compact companies, tiered by membership level as below:

- **Signatory: \$900 + HST (CAD)**
- **Participant: \$600 + HST (CAD)**

The registration fee will be waived for supporters for the Global Compact Network Canada local network.

The above fees will help us cover the logistics of the 10-month program, and ensure a value-added program is delivered to all participants.

For UN Global Compact companies or subsidiaries in Canada who decide to join the local network (Global Compact Network Canada), we will waive program registration fees. Please note that subsidiaries are required to join the local network before they can participate in the program.

Program registration fees will also be waived for interested non-Global Compact companies who decide to join the UN Global Compact. Please note that this discount will not apply in those cases where companies are not required to make mandatory contributions to the UN Global Compact; registration fees will apply as usual in these cases, tiered by membership level as above.

Learn more about joining the UN Global Compact or the local network here: [Application Process](#) or contact us at programs@globalcompact.ca

Q: My company is not a Global Compact member, how can we take part in the program?

A: Unfortunately, only companies who are members of the UN Global Compact are eligible to participate. For companies who decide to join the UN Global Compact, we will waive program registration fees as highlighted above.

Non-eligible companies may also take part in the program as Mentors or Facilitators. Please refer to the page [here](#) for more information on these roles, or contact us at programs@globalcompact.ca

Q: Can subsidiaries of UN Global Compact companies take part in the program?

A: As long as the parent company is a UN Global Compact participating company and the subsidiary is based in Canada, the company is eligible to participate. However, the subsidiary should join the local network (Global Compact Network Canada) before they can apply for the program. Additionally, we would also need to confirm that subsidiaries have their parent companies' assent to take part in the program through Global Compact Network Canada.

Q: What is the commitment my company has to make to take part in the program?

A: As a participating company, you would commit to:

- **Select up to three (3) young professionals ('Innovators')** to take part in the program for the full duration of 10-months;
- **Allow Innovators the time and resources needed for full participation** in the program
- **Identify a Champion** (please see below) who will support the Innovator team internally within the company

Q: What is the difference between Innovators, Champions and Mentors?

A: **Innovators are the young professional participants** that are nominated by companies to form teams to take part in the program.

Champions are senior-level executives from the same company as Innovators, who are nominated by companies to ensure their teams have high-level support within their companies and that the SDG business solutions that the Innovators come up with, are aligned with the company's strategic goals and objectives. Each Innovator team must have a designated Champion throughout the program. To learn more about being a Champion, click [here](#).

Mentors are individuals outside of the Innovators' company with technical knowledge and expertise in areas such as sustainability, innovation, product design and breakthrough technologies. Mentors are matched to Innovator teams to shepherd the team throughout the program and provide guidance in their training and project development.

Q: What are the eligibility criteria for Innovators?

A: While there are no set requirements, the program is designed to target employees aged 35 years and under, who have a passion for sustainability, creativity, and demonstrate strong teamwork skills. Employees from diverse functions such as Business Innovation, R&D, Marketing, Logistics, Procurement, Customer Experience/service and Sustainability units, are encouraged to participate. Additionally, we recommend that companies carefully consider a gender and diversity balance when nominating Innovators. For more detail on desired qualifications and expectations for Innovators, please refer to the material highlighted [here](#).

Q: Why is the program only for young professionals?

A: The program is designed to target employees that do not yet have senior management responsibilities and therefore have more time to dedicate to a 10-month professional development program.

Q: Why do you categorize young professionals as 35 and under?

A: Although there is no set definition for the age of a young professional, 35 years was selected as the upper limit since many demographic statistical organizations recognize young adulthood at being between the ages of 18 and 34. Young professionals can be categorized as working individuals anywhere between the ages of 21 to 40. Candidates within this age bracket are welcome to apply; we recommend, however, that first consideration be given to employees 35 years or younger.

Q: How many Innovators and Champions can my company select for the program?

A: Companies can select up to 3 young professionals/Innovators to participate in the program. We recommend a minimum of 2 professionals per company so as to make up a team. Companies will select 1 Champion to oversee their Innovator team over the course of the program.

Q: Does the Global Compact have to approve Innovator and Champion candidates from my company before they are selected?

A: No, we encourage companies to choose individuals who best fit the Innovator/Champion profile to ensure diversity among the candidate pool in terms of business unit and background.

Q: How can my company ensure the protection of our intellectual property if we take part in the program?

A: While the program is designed to facilitate cross-pollination of knowledge, new skills and ideas across project teams, we recognize the importance for companies to safeguard proprietary information and ideas. Companies may wish to have all program participants sign a non-disclosure agreement (NDA) to cover any intellectual property being used or discussed as part of the programme. Should your company require NDAs to be signed, please inform your Global Compact Local Network in advance. It is the responsibility of your company to ensure that all NDAs are signed by the relevant parties. As supporting participants, Mentors and Experts will also be required to sign confidentiality agreements to take part in the program.

Q: When does application open? What are some important dates to remember?

A: Some important dates to remember:

- **Call for company applications opens: June 2020**
- **Company application deadline: October 2020**
- **Program start: January 2021**
- **Program end: October 2021**

For more information on program timeline and structure please see [Program Outline](#).

Q: How do I apply?

A. Companies interested in joining the program can apply using the Company Application Form [here](#). Due to demand and limited spots in the program, we will review and confirm company applications before approved companies are able to nominate Innovators and Champion teams to represent them.