

Indigenous Internship Program – Cold Lake

Hands-on work experience. Paid training. Pathways to long-term careers.

Imperial's Cold Lake Operations offers paid internships for Indigenous community members interested in learning skilled trades or gaining office experience. This is a chance to build your skills, earn while you learn, and work alongside experienced mentors.



Calvin, Cold Lake

What's the program about?

- 1-year paid internship (with the possibility of an extension to a 2-year term)
- Mentorship and real-world training in trades
- Some roles may lead to full-time employment at Imperial after successful completion

Positions available:

- Field Operator
- Plant Operator
- Millwright
- Instrumentation/Electrical Technician
- Environmental Technician

Some roles may require training toward a 4th or 3rd Class Power Engineering Certificate, a Journeyman/Millwright ticket, or an Instrumentation and/or Electrical ticket.



Who can apply?

To be eligible, you:

- Must be a member of one of these Indigenous communities:

First Nations

Beaver Lake Cree Nation
Cold Lake First Nations
Frog Lake First Nation
Heart Lake First Nation
Kehewin Cree Nation
Onion Lake Cree Nation
Saddle Lake Cree Nation
Whitefish (Goodfish) Lake First Nation

Métis

Buffalo Lake Métis Settlement
Elizabeth Métis Settlement
Fishing Lake Métis Settlement
Kikino Métis Settlement
Otipemisiwak Métis Government

- St. Paul–Cold Lake Métis District 12
- Lac La Biche Métis District 19



Cold Lake Network Mentor Elder Fred Cardinal

What to include in your application

- Proof of Indigenous community citizenship/membership
- Grade 12 diploma or General Educational Development (GED)/Canadian Adult Education Credential (CAEC)
- Recent 5-year driver's abstract (within 6 months of application)
- Resume and cover letter

Why this program matters

This internship is part of Imperial's commitment to working in partnership with Indigenous communities: creating meaningful job opportunities, supporting skill development, and building a stronger, more inclusive workforce.

Apply online at imperialoil.ca/careers
or scan the QR code.

