

# PAVING THE WAY

## Scholarship Program



Impala Canada's "Paving the Way" Scholarship  
2023 Program Guidelines

### Objective

The purpose of this scholarship is to encourage the pursuit of, and remove barriers to, post-secondary education for the children and dependents of Impala Canada employees.

### Number, Value and Duration of Scholarships

Scholarships will be available at the bachelor or diploma level.

These scholarships are valued at \$2,500 CAD per academic year, available for up to 4 years, per lifetime, per scholarship recipient.

### Eligibility

Eligible applicants must:

- be the dependent child of a permanent full-time employee of Impala Canada as of the application deadline date. Dependent children are described as biological or legally adopted children, wards in legal guardianship and stepchildren;
- be planning to enter, or already enrolled in, full-time studies towards a bachelor degree, diploma or associate's degree program;
- have a minimum cumulative average of 60% (or equivalent) over the last three terms of available marks\*. Non-academic courses such as career or personal development related courses will not be considered.

\*Universities Canada's policy on calculation of average has been developed in consultation with university and college admissions and financial aid officers from across the country. There is enormous diversity among the applicants for this scholarship program. The applicants come from different geographical regions and have reached various levels of studies. Furthermore, and of great significance, is the fact that grading systems differ among educational institutions. It is Universities Canada's policy to calculate the academic average of applicants so that it reflects an academically well-rounded individual, while recognizing the differences in programs of study. For this purpose, the most recent, followed by the highest available grades of four courses will be considered. In the case of high school transcripts, the following categories will be considered: Language, Social Sciences, Mathematics and Sciences. Six courses are chosen for each applicant, with no more than two in each category. If there are not enough available courses, the calculation of academic average may be based on four or five courses.

Eligible institutions:

- Canadian educational institutions which have recognized degree/diploma-granting powers, or their affiliates (e.g. universities, colleges/CEGEPs - technical diploma).

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### Field of Study/Program Requirements

- There are no restrictions on the program of study or discipline,
- Program must be of a minimum of two years in duration,
- University preparatory programs in any jurisdiction are not eligible (e.g. CEGEP, pre-university diploma).

### Conditions / Restrictions

- Students who have commenced their post-secondary studies in January are eligible for the summer competition of the same year.
- The scholarship will terminate at the end of any academic year in which the parent or guardian of the scholarship holder ceases to be an employee of Impala Canada.
- Requests for one-year deferrals will be considered for unusual circumstances such as illness, accident, death in the family, etc. Deferral requests must be sent to Universities Canada immediately when the emergency situation arises. Supporting documentation may be requested by Universities Canada before the deferral is approved.

### Selection Process

The selection of scholarship recipients is made by a committee of Canadian university and college representatives chosen by Scholarship Partners Canada (SPC). Impala Canada exercises no influence in the adjudication process. Once complete, the selection committee's decision is irrevocable.

Evaluation criteria:

- Academic performance,
- Work experience, volunteer/community involvement and/or extracurricular activities,
- Quality and relevance of the essay.

All applicants will receive confirmation by email of the results of the selection process, once available.

### Successful Applicants

Successful applicants will receive confirmation of their scholarship in August. Recipients will be required to complete the online scholarship acceptance process and forward any required documentation such as proof of registration from the educational institution they will be attending. It is the responsibility of the recipient to keep SPC informed of any changes to their contact information through the online portal.

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### Payment

- Scholarship payment(s) will only be issued upon completion of the scholarship acceptance process and review and acceptance of all required supporting documentation by SPC,
- SPC will forward payment of the scholarship to the educational institution on behalf of Impala Canada,
- It is the student's responsibility to ensure that payment of tuition fees is made within the defined time frame set by the educational institution regardless of the timing of the scholarship payment,
- Payment by the institution to the student will be made in accordance with the normal practice of the educational institution,
- Note that, depending on method of payment, receipt of payment can take 6-8 weeks following the applicant's acceptance of the award or submission of the online renewal.

### Application Process

The student is considered the owner of the application and must be eligible for the scholarship according to the program guidelines. The application must be completed and submitted by the student, and not the employee of Impala Canada. The student will need to add [awards@univcan.ca](mailto:awards@univcan.ca) to their safe senders in their junk email options so that they can continue to receive important messages from SPC.

**Note:** In compliance with Privacy Law, information about a student's application will not be released to anyone who has not been specifically authorized by the student. Third parties (parents, guardians, etc.) may contact SPC on behalf of the student, in person, by phone, or by email, to receive information about the application but only if authorized on the account. To add an individual to the file, the student must complete the "Access to File" section of the application.

1. Submit an online application by visiting [https://portal.scholarshippartners.ca/welcome/Impala\\_EN/](https://portal.scholarshippartners.ca/welcome/Impala_EN/)
2. Access the dependent scholarship program using the company code: **396IMP2023**
3. The Impala Canada employee is required to complete and sign the Employee Consent Form to provide details such as an employee number and consent to the collection of this information for the purpose of verifying eligibility to the dependent scholarship program. The applicant is required to upload this form as part of the application.
4. The application, including all supporting documentation, must be submitted to SPC no later than the application deadline of **1:00 PM EST, May 10, 2023**
5. Documents will be reviewed by SPC staff to ensure all requirements have been met.
6. Receipt of applications will be acknowledged by email following processing by SPC.
7. It is the applicant's responsibility to ensure that all supporting documents have been received and accepted by visiting [https://portal.scholarshippartners.ca/welcome/Impala\\_EN/](https://portal.scholarshippartners.ca/welcome/Impala_EN/) to review their scholarship application status.
8. Award renewals and account maintenance will be conducted online.

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### Supporting Documentation

The supporting documentation described below is required as part of this application. If any of these documents are not received and accepted, the application will be considered incomplete and will not be evaluated. SPC will send a final follow-up email to the applicant on May 8, 2023 requesting any missing or incomplete documentation. Any applicant submitting supporting documents after this date will not receive a follow-up email.

#### Employee Consent

The Impala Canada employee must complete the Employee Consent Form and include it with the application. The information is required to confirm that the applicant is an eligible scholarship candidate under the terms of the program. This information will not be used or disclosed for any other purpose unless required or authorized by law.

#### Essays

Applicants will be asked to write the following essays as part of their application:

Impala Canada's core values are Respect, Care and Deliver, and we want to see how you demonstrate these values in your everyday life.

1. Tell us about someone you **respect** and explain why. (250 words or less)
2. Tell us about a time when you demonstrated **care** – describe the situation. (250 words or less)
3. Provide an example of when you have **delivered** results (250 words or less)
4. Explain how a scholarship from Impala Canada can help you realize your educational goals. (250 words or less)

#### Transcript

Provide a transcript of the last three terms of available marks, that is, marks for the period of September 2021 to December 2022. If the applicant was not enrolled during this time, marks for the last three available terms will be accepted. Home school grades will only be accepted if they have been validated through a recognized, independent evaluation process.

**Documents must be uploaded by submitting an online application or sent by email to [awards@univcan.ca](mailto:awards@univcan.ca) by 1:00 PM EST May 10, 2023.**

**PLEASE NOTE: If any of the requirements noted above are not met, the application will be considered incomplete. Deadline extensions will not be granted.**

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### Administrator

Scholarship Partners Canada (SPC), a division of Universities Canada, administers the scholarship program on behalf of Impala Canada. Universities Canada's mandate is to facilitate the development of public policy on higher education and to encourage cooperation among universities and governments, industry, communities, and institutions in other countries. Universities Canada is associated with leading firms in nearly every sector of the economy through its provision of scholarship services and management of more than 130 different scholarships programs on behalf of corporations, government agencies and private foundations throughout North America. For additional information, please visit [www.univcan.ca](http://www.univcan.ca).

Impala Canada retains the right to change and/or end the sponsorship of the scholarship plan without notice.

### Contact Us

**Scholarship  
Partners Canada.**  
**Partenaires en bourses  
d'études Canada.**

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