

EDICT Program Cost

Participation in EDICT requires employers to hire their interns (as W2 employees or 1099 contractors) and compensate through payroll. This document reviews the EDICT program costs.

Total cost = Intern compensation + program fee + *taxes (and other company specific costs)*

Intern Compensation

- 3 hours of professional development per week is included in their compensation and as part of their 30 - 40 hour work week i.e,
 - 27 hours of work + 3 hours of professional development
 - or 37 hours of work + 3 hours of professional development
- Additional taxes, worker's comp, insurance, etc. may apply
- Financial aid available for eligible organizations, details below.

Program fee

- Covers sourcing & screening (recruiting), management training and support, and intern support throughout the summer with a robust professional development curriculum, coaching, and industry-specific workshops
- This is paid directly to Elemental Excelsior via check or Quickbooks invoice and put back into the program as financial aid
- Program fees can be waived if requested in financial aid application, details below.

Sliding Scale Pricing

Type of Org	Annual operating budget of...	Program Fee per intern	Minimum (\$/hr) per intern	10 week wage cost (<i>excluding taxes and other costs</i>)	Total EDICT Program Cost
Government /Public Utility	N/A	\$500	\$16	\$4,800 (30 hrs/wk) \$6,400 (40 hrs/wk)	=
Micro Nonprofit	Less than \$250K	\$250	\$16	\$4,800 (30 hrs/wk) \$6,400 (40 hrs/wk)	10 week wage
Small Nonprofit	Between \$250K - \$1M	\$500	\$16	\$4,800 (30 hrs/wk) \$6,400 (40 hrs/wk)	+
Large Nonprofit	Greater than \$1M	\$1000	\$16	\$4,800 (30 hrs/wk) \$6,400 (40 hrs/wk)	Program Fee x # of interns
Small For-Profit	Less than \$1M	\$1000	\$22	\$6,600 (30 hrs/wk) \$8,800 (40 hrs/wk)	+
Large For-Profit	Greater than \$1M	\$2500	\$22	\$6,600 (30 hrs/wk) \$8,800 (40 hrs/wk)	taxes & other company specific costs

Financial Aid

Organizations with a demonstrated financial aid need will be able to apply for financial aid through the EDICT Employer Application. Priority is given to non-profit organizations and for profits that are new, small and/or pre-revenue. Financial aid requests are the following:

Cost-Share Aid

- This option seeks to support companies who have funds budgeted for the internship, but need some assistance covering the full wage. Employers would cover a minimum of 25% of the wage and EDICT covers 75% max of wage.

Full Financial Aid

- EDICT will cover the full wage for 2 interns (max) for 10 weeks, at the ## hrs/wk and designated \$\$/hr (usually at \$22/hr)

Pay Equity

- This is for organizations who have budgeted for an intern, but at a lower hourly rate and would need support meeting our minimum wage requirement. EDICT will cover the gap to get the intern's wage to \$16/hr or \$22/hr.

Waive Program Fee

- This aid is for companies that can cover the intern's wage but cannot cover the program fee.
- Companies receiving financial aid aren't obligated to pay the program fee, but they are welcome to do so. The bulk of our program fees contribute to the program's financial aid fund!

In addition to making the specific requests you will need to explain your current financial situation and how financial aid would help you participate in this program or further pay equity at your organization.

Unique Entity ID

The majority of EDICT Financial Aid is provided through a Federal Grant, so a Unique Entity ID number is required for our financial aid recipients. The Unique Entity ID is a 12-character alphanumeric ID assigned to an entity by SAM.gov, formally known as DUNS. It is free to get one and the information required is minimal to validate your organization's legal business name and address. Learn more [here](#), we recommend registering now to make the process quicker.

A limited amount of funding is provided through private funds if your organization is unable to get a Unique Entity ID.

Returning Employers

Returning Employers can also request financial aid, but must answer the following questions:

If you received financial aid in the past, please describe any progress that has been made since receiving financial aid last year.

1. How have you progressed in supporting diversity in climate talent organization-wide?
2. How are you thinking of building programs like this into your budget in the future?

This is meant to capture the progress of our financial aid recipients, and prioritize those who are making financial commitments and developing strategies to empower diverse climate talent.