

# BRIEFING

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Chief Financial Officer's Briefing to  
Priorities and Finance Committee  
2020 February 11

ISC: UNRESTRICTED  
PFC2020-0166

## **Summer Student Program – Response to NOM C2019-0297**

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### **PURPOSE OF BRIEFING**

On 2019 March 4, Council directed Administration (Notice of Motion C2019-0297) to *“restore summer student hiring as soon as this is viable, and to report back through the Priorities and Finance Committee by Q1 2020 on the outcomes and learnings.”*

Administration has restored summer student hiring for 2020.

The City of Calgary's (The City's) Summer Student Program (the Program) falls under the parameters of a Letter of Understanding (LOU) with the CUPE Local 38 Union (Local 38). This LOU has been in place since 2002, and specifically addresses work experience opportunities for students and youth that resembles unionized work falling under Local 38 jurisdiction. The LOU allows The City to hire students into temporary positions at a set student pay rate and using coordinated timelines outside of the regular job posting process. In addition to summer students, the LOU also provides provisions for the hiring of interns, practicum students, and co-op work experience students. As per The City's agreement with Local 38, students are defined as individuals who are “enrolled in school full time within the current year with the intent to return to school on a full time basis in the next academic year”.

In 2018 and 2019, Local 38 did not support the Program due to budget cuts, layoffs and workload impacts. However, outside of student positions which fall under the provisions of the LOU, The City also regularly hires students and youth (defined as individuals between the ages of 15 to 29) into positions such as: swim instructors, assessment assistants, recreation programmers, seasonal labourers and law articling students. These are standard temporary positions that are not formal student positions, but are typically filled by students and youth due to their minimum qualifications. As such, in 2018 and 2019 The City continued to hire students and youth despite the suspension to the Program.

Administration has continued to work closely with Local 38, and in early 2020 January, Local 38 agreed to support the Program, for a commitment of up to 70 summer students. As such, Administration has restored summer student hiring for 2020. The Program was launched on January 14, 2020, and business units are submitting their student position requests to Human Resources.

### **SUPPORTING INFORMATION**

Employing students and youth enables them to develop their skills and gain meaningful experience. It also exposes this future workforce to careers in public service, while assisting The City in service delivery to citizens.

The City has hired over 1,300 summer students since 2002. An analysis of past summer students demonstrates that 15% of students return to work at The City at some point in their

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career. As well, of the 15% of students who return, data shows that many are either immediately or eventually hired into hard-to-fill positions, or progress into leadership positions.

## Financial Highlights

To defray the cost of summer student placements, The City has regularly applied for and received funding from the provincial Summer Temporary Employment Program (STEP) and the Federal Canada Summer Jobs (CSJ) Program. In 2017, we received approximately \$139,000 in funding from STEP and \$30,000 in funding from CSJ. The provincial government has announced that STEP funding will no longer be available for positions in summer, 2020.

For 2020, The City estimates a total cost of \$1,102,000 for approximately 70 students hired through the Program. This is based on the average gross salaries per student of \$15,750 before funding. With CSJ funding estimated at \$35,000, this will reduce The City's total cost for summer students to \$1,068,000. Student salaries are not funded through a corporate budget. Rather, each business unit funds the cost of hiring students from their existing budgets.

## Learnings

- Hiring of students under the provisions of the LOU will not be supported by Local 38 in years when there are significant layoffs of Local 38 staff, as was the case in 2018 and 2019.
- Despite not having a summer student program in 2018 and 2019, The City was still able to offer opportunities to students and youth.
- Business Unit interest in the summer student program continues to be high even in times of budget reductions, with several business units submitting student positions for summer 2020.
- With the cancellation of the STEP funding program, The City must be able to support the hiring of students within existing budgets.
- The City should continue to grow the opportunities for students and youth, while sourcing and leveraging available funding from other levels of government for which The City may be eligible.

## **ATTACHMENT(S)**

None.