



# HUMAN RESOURCES MEMORANDUM

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**TO: MAYOR A. NUTTALL AND MEMBERS OF COUNCIL**

**FROM: C. GIANINO, DIRECTOR OF HUMAN RESOURCES EXT. 4366**

**WARD: ALL**

**NOTED: M. PROWSE, CHIEF ADMINISTRATIVE OFFICER**

**RE: SUMMER STUDENT RECRUITMENT**

**DATE: DECEMBER 5, 2023**

The purpose of this Memorandum is to provide members of Council with an update regarding questions raised at the November 29, 2023 General Committee Meeting on summer student recruitment, specifically how many summer students were hired using funding from the Canada Summer Jobs Federal Wage Subsidy Program, and comparisons of requests for funding provided in recent years.

Under the Canada Summer Jobs Wage Subsidy Program, public and private sector employers are eligible to receive funding for up to 50% of the provincial minimum hourly wage.

Each year, applications for funding exceed the available funding. Funds are distributed among the successful applicants based on the results of Service Canada’s assessment of applications, and from feedback provided by Members of Parliament during their review of the list of projects eligible for funding in each constituency. The website does not indicate any limits on the number of positions that can be requested.

Applications are assessed against the following criteria:

- Provide quality work experiences for youth
- Provide youth with opportunity to develop and improve their skills
- Respond to national and local priorities to improve access to the labour market for youth who face unique barriers

The deadline to apply for this Program for 2024 is January 10, 2024. For more information on this Program please visit [Canada Summer Jobs wage subsidies - Canada.ca](https://www.canada.ca/en/canada-sommer-jobs-program/).

The below chart outlines the number of summer students hired by the City in 2022 and 2023 and those that received funding through the Canada Summer Jobs Federal Wage Subsidy Program.

Year	Number of summer students hired*	Departments that applied for and received federal funding from the Canada Summer Jobs Federal Wage Subsidy Program.	Total Number of Positions Funded
2022	215	Economic and Creative Development: 6 positions Recreation and Culture Services: 38 positions Transit and Parking: 1 position	45 positions
2023	200	Economic and Creative Development: 3 positions Recreation and Culture Services: 27 positions Transit and Parking: 1 position Communications and Customer Service: 1 position	32 positions

\* does not include co-op placements with a post secondary institution

Moving forward, to ensure we are maximizing our opportunities for funding through Canada Summer Jobs Wage Subsidy, Human Resources will work with the departments to share information and assist with the application process.