



Johnson Shoyama Graduate School of Public Policy – Executive Internship Program

Date	August 4, 2021
To	Executive Committee
From	People & Transformation
Service Area	People & Organizational Culture
Item No.	EX21-53

RECOMMENDATION

The Executive Committee recommends that City Council:

1. Delegate authority to the Executive Director, People and Transformation, or their designate to negotiate and approve agreements, including amendments to agreements and any ancillary agreements or documents, with the Johnson Shoyama Graduate School of Public Policy, at the University of Regina and the University of Saskatchewan, as well as with the individual interns, to provide up to two internship opportunities on an annual basis for the period of September 1, 2021 to April 30, 2026.
2. Authorize the City Clerk to execute the necessary agreements after review and approval by the City Solicitor.
3. Approve these recommendations at its meeting on August 11, 2021.

ISSUE

The City of Regina has participated in the Johnson Shoyama Graduate School of Public Policy (JSGS) Executive Internship Program since 2010. The City benefits by having access to a resource with the latest thinking in public policy and by gaining a new perspective in the analysis of policy. The interns gain valuable career preparation, experience and accelerated professional growth and advancement. Overall, the JSGS Executive Internship Program provides for smart succession

planning as it provides the City with access to potential future employees. For these reasons we are recommending that the City continue its partnership with the JSGS. The most recent memorandum of agreement with JSGS expired on April 30, 2021. City Council approval is required to enter into a new multi-year agreement.

IMPACTS

Financial Implications

The recommendation is for up to two internship opportunities on an annual basis over the period September 1, 2021 to April 30, 2026. Under the agreement, the City's contribution is expected to be a maximum of \$50,000 per year. The funding is currently available in the operating budget.

Policy and/or Strategic Implications

The Internship Program provides the City with an opportunity to secure the talents of high performing students from the JSGS. The City benefits from the students' skills over the course of the eight-month internship and can draw on this pool of talent in future hiring. Participation in the program also highlights the City's ongoing efforts to be seen as an employer of choice.

OTHER OPTIONS

No alternative options have been identified.

COMMUNICATIONS

JSGS and the respective Boards of Governors of the Universities of Regina and Saskatchewan will be notified of our ongoing commitment to the Internship Program and provided with copies of the executed contracts.

DISCUSSION

The JSGS Internship Program was launched in 2005 with a partnership between JSGS and the Saskatchewan Public Service Commission. The program has since grown to include current partnerships with the federal and provincial public service, eHealth Saskatchewan, Elections Saskatchewan, Saskatchewan Liquor and Gaming Authority, SaskBuilds, the Saskatchewan School Boards Association, the Provincial Auditor of Saskatchewan, the City of Saskatoon and the City of Regina.

These partnerships provide students in the Master of Public Administration (MPA) and the Master of Public Policy (MPP) programs the option of enhancing their postgraduate experience work with a public service internship component.

Since partnering with JSGS, the City has hosted a total of 18 interns, four of which have been hired into the City's permanent workforce and one into a term position, filling roles such as Policy Advisor, Business Systems Analyst, Policy & Procedure Analyst, Strategy and Performance Consultant and Manager, Transportation & Utilities. In previous years, it has been typical for the City to take two interns, with internships lasting eight months starting in September and ending at the end of April in the following year. One graduate student enrolled in the JSGS Program at the University of Regina was offered an internship for the 2021-2022 term in the People & Transformation Division.

The Internship Program is one of the leading programs of its kind in Canada and its reputation continues to grow. It is the only program in Canada that pairs student interns with mentors who are at middle to senior levels of government and focuses on the development of a high-quality mentorship experience. In order to qualify for an internship, applicants must undergo a comprehensive assessment process.

The internships are intended to expose interns to and give them hands-on experience with a broad range of activities and issues related to public administration and public policy. It is anticipated that an intern's work plan should generally include:

- Opportunities to learn firsthand the nature of government, including the internal workings of government, the reporting and governance structure, legislation and interface with the political structure (federal, provincial and municipal)
- Exposure to or direct involvement in budget development, strategic planning and reporting, policy and program development and the migration of this development to the implementation, monitoring and evaluation stages
- The opportunity to develop an appreciation of effective working relationships between and within various levels of government
- Opportunities to learn about government process and government management
- Firsthand experience in the day-to-day activities of public servants, such as preparing briefing notes, preparing decision items, analyzing policy issues and conducting research

The Internship Program serves as a valuable recruitment tool. Interns have the opportunity to demonstrate the various contributions they can make within their respective placements while it provides the organization a unique avenue by which to recruit, and potentially retain, high performing talent. There is no guarantee of ongoing or future employment after a successful internship, though the internship does set interns up to be more competitive in future staffing competitions and, as noted, some interns have joined the City as permanent staff.

In addition, the program enhances the City's presence in the community as an employer of choice for Johnson Shoyama graduates and further strengthens the relationship between JSGS and the City of Regina.

DECISION HISTORY

The City of Regina entered in multi-year agreements with JSGS in 2012 and 2016.

On July 23, 2011, City Council authorized the City Clerk to enter into agreement with the JSGS for the period of September 1, 2012 to April 30, 2016.

On June 27, 2016, City Council approved the City of Regina's partnership with the JSGS for the period of September 1, 2016 to April 30, 2021.

The recommendation in this report requires City Council approval.

Respectfully Submitted,



Shawn Chaudhary, Director
People & Organizational Culture

Respectfully Submitted,



Louise Folk, Executive Director
People & Transformation

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