

June 7, 2016

To: Members,
Finance and Administration Committee

Re: Johnson Shoyama Graduate School of Public Policy – Executive Internship Program

RECOMMENDATION

1. That the City Clerk be authorized to enter into agreements with the Johnson Shoyama Graduate School of Public Policy (JSGS), at the University of Regina and the University of Saskatchewan, as well as with the individual interns, to provide a select number of internship opportunities on an annual basis for the period September 1, 2016 to April 30, 2021.
2. That this report be forwarded to the June 27, 2016 City Council meeting for approval.

CONCLUSION

The City of Regina has partnered in the JSGS Executive Internship Program since 2010. By continuing this multi-year agreement the organization 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 and experience, and accelerated professional growth and advancement. Overall, the JSGS Executive Internship Program provides for smart succession planning as it provides the city access to potential future employees. For these reasons we are recommending that the city continue its' partnership with the Johnson Shoyama Graduate School of Public Policy. As the renewal of this agreement with JSGS will result in a duration exceeding five years, The Regina Administration Bylaw requires City Council approval to enter into a new multi-year agreement.

BACKGROUND

The Johnson Shoyama Executive 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 sixteen interns of which four have been hired into the City's permanent workforce and one into a term position. The positions these individuals currently occupy include: Corporate Policy Advisor, Business Systems Analyst, Policy & Procedure Analyst, Strategy and Performance Consultant and Manager, Transportation & Utilities.

It has been current practice 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. Two graduate students enrolled in the JSGS Program at the University of Regina have been offered internships for the 2016-17 term: one in Strategy Management, Corporate Services Group and one in Policy Support Branch, City Planning and Development.

DISCUSSION

The Johnson Shoyama Executive 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 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 first-hand 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; and
- 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. However, as a result of the opportunity to showcase their talents, as noted some interns have been successful in competing for post-internship employment.

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.

RECOMMENDATION IMPLICATIONS

Financial Implications

The value of each internship over the eight month term is \$25,000, for a total cost of the 2016-17 term of \$50,000.

The City of Regina will pay the total cost of \$50,000 from the current approved budget to the University for the purposes of the internship program. In turn, the University will grant a scholarship to each intern in regular instalments as determined by the University.

Environmental Implications

There are none associated with this report.

Policy and/or Strategic Implications

The Internship Program provides the City with an opportunity to secure the talents of high-performing students from the Johnson Shoyama Graduate School of Public Policy. The City of Regina benefits from the students' skills over the course of the eight month internship and can draw on this pool of talent in the competitive and at times tight labour market. Participation in the program also highlights our ongoing efforts to be seen as an employer of choice.

Other Implications

There are none associated with this report.

Accessibility Implications

There are none associated with this report.

COMMUNICATIONS

The Johnson Shoyama Graduate School of Public Policy, 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 contract.

DELEGATED AUTHORITY

The recommendations contained in this report require City Council approval.

Respectfully submitted,



Pat Gartner, Executive Director
Human Resources

Respectfully submitted,



Ian Rea,
Chief Financial Officer