

Committee of the Whole (2) Report

DATE: Tuesday, May 13, 2025

WARD(S): ALL

TITLE: STUDENT PLACEMENT OPPORTUNITIES

FROM:

Zoran Postic, City Manager

ACTION: DECISION

Purpose

To provide administrative authority to staff regarding agreements for student placements.

Report Highlights

- The City has long recognized the significant advantages afforded by student placements, including workforce development, innovation, increased municipal capacity and community engagement.
- The cost of these placements would be covered by Council-approved budgets.
- Staff seek authority to enter into agreements with educational institutes to govern the relationships between the City and the institution with respect to student placement and internship opportunities.

Recommendations

1. That the City Manager or the Deputy City Manager of the relevant department, together with the Chief Human Resources Officer be authorized to enter into, renew, amend and terminate agreements with educational institutions related to the provision of student placements and internships; and
2. That all necessary by-laws be enacted.

Background

Occasionally, staff enter into agreements with educational institutions for student placements within the City's administration. Student placements offer several advantages to students, educational institutions and organizations.

For students, they allow for real-world experiences, offer skill development, career clarity, career exploration with local government, professional confidence and allow them the opportunity to transition into the workplace. This allows organizations to create stronger industry ties and pathways for future collaborations and research.

For organizations such as Vaughan, this helps to gain access to emerging talent. Students have the potential to assist in short-term projects or day-to-day tasks, bringing current academic knowledge which can inspire new ways of thinking and doing things while providing cost-effective support.

These student placement and internship authorities often require agreements between the City and the educational institution to govern roles and responsibilities. Staff seek authority to enter into these agreements to enable the delivery of high-impact learning opportunities and contribute to an inclusive and progressive learning organization.

Previous Reports/Authority

N/A

Analysis and Options

The City can leverage significant benefits from establishing relationship agreements with colleges, universities, and training institutes for student placements and internships. Below are several key rationales for pursuing these partnerships:

1. Workforce Development & Talent Pipeline

- Provides a structured pathway for students to gain practical experience in municipal governance and operations.
- Helps municipalities identify and attract top talent for future full-time employment.
- Addresses skills shortages by training students in high-demand municipal roles such as urban planning, engineering, environmental services, and public administration.

2. Innovation & Fresh Perspectives

- Students can bring new ideas, innovative thinking, and the latest academic research to municipal challenges.

- New perspectives often encourage creative problem-solving and modern approaches to service delivery.

3. Enhanced Municipal Capacity

- Interns provide additional support to municipal projects and services, helping staff manage workloads.
- Offers cost-effective assistance for research, policy analysis, and program development.

4. Community Engagement & Social Responsibility

- Strengthens community ties by fostering collaboration between the municipality and local educational institutions.
- Demonstrates the municipality's commitment to supporting youth, education, and workforce readiness.

5. Knowledge Transfer & Professional Development

- Encourages mentorship opportunities between experienced municipal employees and students.
- Helps municipal staff stay updated on evolving industry trends and best practices through engagement with academic institutions.

6. Operational Efficiency & Project Support

- Interns can assist with short-term projects, research initiatives, and pilot programs that might not otherwise be feasible due to resource constraints.
- Enhances service delivery by leveraging student skills in areas such as data analysis, GIS mapping, environmental planning, and communications.

7. Economic & Financial Benefits

- May reduce recruitment and training costs by cultivating a pool of job-ready candidates.
- Some internship programs are partially funded by government grants or educational institutions, lowering municipal expenses.

The agreements between the City and the educational institutions provide clarity on roles and responsibilities, such as supervision, applicable policies, evaluation, term, insurance, and remuneration. By entering into formal relationship agreements, municipalities can create structured, long-term collaborations with academic institutions, ensuring consistency, mutual benefits, and sustainable workforce development.

Section 23.1 of the *Municipal Act*, 2001 provides that a municipality may delegate certain powers and duties to staff. Staff are recommending that it be delegated authority for the execution of agreements between the City and academic institutions related to student placements and internships. The proposed authority for the execution of agreements related to student placements would be delegated to the City Manager or the Deputy City Manager of the relevant department, together with the Chief Human Resources Officer. The conditions on these authorities would be that sufficient funds are available within approved budgets.

Financial Impact

The cost of student placements and internships, varies depending on the type of placement, the term of the placement and the expertise of the student/intern. All costs will be covered by Council-approved budgets.

Operational Impact

Providing staff with administrative authority for these agreements improves business efficiency.

Broader Regional Impacts/Considerations

N/A

Conclusion

Establishing formal relationship agreements with colleges, universities, and training institutes for student placements and internships presents a valuable opportunity for the City to enhance its workforce, drive innovation, and strengthen community engagement. By delegating authority for these agreements, the City can streamline the process, ensuring consistency and efficiency in facilitating high-impact learning experiences. With all associated costs managed within Council-approved budgets, these partnerships will support a sustainable talent pipeline while reinforcing the City's commitment to professional development, operational excellence, and long-term municipal success.

For more information, please contact: Mark Bond, Chief Human Resources Officer.

Attachments

N/A

Prepared by

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