

## Supplementary Budget – Briefing Note

## 2019 Budget

## New Grad Internship

**Briefing Note required for:**

- items >\$50,000
- changes in FTE
- Corporate Strategic Initiatives

Dept	Division	Business Unit	Item	Base Supp	Amount	FTE Impact
CS	HROD	Learning & Organizational Development	2 one-year internships for 2 new grads with wages estimated at 70% of Grade 9.6 of the FT Non-union Salary Grid plus 4% vacation pay and Labour Burden	S	\$275,445	4.0
CS	HROD	Learning & Organizational Development	Annual Software Maintenance	S	<u>\$1,800</u>	
			Total		\$277,245	
CS	HROD	Learning & Organizational Development	Recommended funding from OW Corporate Initiatives Reserves #17261		<u>(\$277,245)</u>	
			Total		<u>\$0</u>	

**Background:**

In 2017, Council approved a New Grad Internship pilot for two years. The pilot has been successful, with several new grads completing one year internships in technical/professional positions prioritized for succession development.

It is recommended that this program continue for another two years with funding coming from OW Corporate Initiatives reserves.

**Comment:**

With the extension of this program, EMT will continue to select annually two technical/professional positions prioritized for succession development. Selected positions will be posted externally as one-year new grad internships and will be open to those graduating from a related college or university program within the last two years.

New grad interns will be compensated at a rate of 70% of related full-time positions, plus 4% in lieu of benefits.