



2016 – 2019 CITY OF LONDON STRATEGIC MULTI-YEAR BUDGET

ADDITIONAL INVESTMENTS BUSINESS CASE #23

STRATEGIC AREA OF FOCUS:	GROWING OUR ECONOMY
SUB-PRIORITY:	DIVERSE EMPLOYMENT OPPORTUNITIES
STRATEGY:	ATTRACT AND RETAIN NEWCOMERS, INCLUDING INTERNATIONAL STUDENTS, FOREIGN TRAINED PROFESSIONALS, AND MULTI-GENERATIONAL IMMIGRANTS TO STRENGTHEN LONDON'S WORKFORCE
INITIATIVE:	CITY OF LONDON INTERNSHIP PROGRAM (TO INCLUDE FOREIGN TRAINED PROFESSIONALS)
INITIATIVE LEAD(S):	VERONICA MCALEA MAJOR
SERVICE(S):	HUMAN RESOURCES
TOTAL 2016 – 2019 NET INVESTMENT REQUESTED (\$000'S):	\$360
TOTAL 2016 – 2019 NET BUDGET REQUESTED (\$000'S):	\$360

WHAT IS INCLUDED IN THE BASE BUDGET?

BASE BUDGET (\$000'S):	2015	2016-2019 TOTAL
Civic Service Areas:		
Operating	75	300
Full-Time Equivalents	0	0
Capital		
Total Capital	0	0

Base Budget Summary:

The City of London introduced a fifteen-week paid internship program in 2013 which provides work experience for foreign trained professionals, persons with disabilities and local post-secondary graduates. The program supports the Corporation's efforts in attracting, engaging, developing and celebrating exceptional people in public service who are representative of our community. It also contributes to the City's efforts to develop the skills and retain young talent in our community.

The City of London Internship Program provides up to six internships per year; each of a four month duration.

BASE BUDGET METRICS	2015	2016	2017	2018	2019
# of interns (4 month duration)	6	6	6	6	6
# of interns (12 month duration)	0	0	0	0	0

WHAT INVESTMENT IS REQUIRED FROM PROPERTY TAX?

TAX LEVY IMPACT (\$000'S):	2016	2017	2018	2019	2016-2019 TOTAL	2020-2025
Net Requested Tax Levy (Cumulative)	0	120	120	120	360	720
Net Incremental Tax Levy	0	120	0	0		
Annual Tax Levy Impact	0.0%	0.02%	0.0%	0.0%		

INITIATIVE DELIVERABLES

This funding will expand the existing program to provide for the addition of two full time internships of up to 12 months duration. This will provide an opportunity for foreign trained professionals, who require longer term placements, to obtain accreditation in their chosen profession.

The expansion of the program aligns with key results as identified in the City of London Strategic Plan, specifically as it relates to “Growing Our Economy”. By expanding the existing internship program permanently, the Corporation has the ability to work as an active participant within the community, breaking down barriers to employment for those that are traditionally marginalized in the job market. Those who have had the opportunity to participate to date, from both an employer and employee perspective, have had a shared positive experience. The Internship Program provides for a win-win situation in which the Intern is provided the opportunity and exposure while the Corporation and the larger community benefits from the intern’s experience, perspective and assistance.

CUMULATIVE OPERATING BUDGET (\$000'S):	2016	2017	2018	2019	2016-2019 TOTAL	2020-2025
Expenditure	0	120	120	120	360	720
Source of Funding:						
Grants						
User Fees						
Savings from Existing Budget						
Other						
Net Tax Levy	0	120	120	120	360	720
Additional Full-time Equivalents	0	0	0	0	0	0

METRICS (CUMULATIVE CHANGES)	2016	2017	2018	2019
# of interns (4 month duration)	0	0	0	0
# of interns (12 month duration)		2	0	0

WHAT ARE THE RISKS OF NOT PROCEEDING?

Some other specific risks include:

It would not be in keeping with our governance principle to provide for a supportive and diverse workplace.

Result in the loss of future recruitment and retention of exceptional employees for the City of London.

OTHER INFORMATION TO REFER TO

CITY OF LONDON INTERNSHIP PROGRAM – Corporate Services Committee – September 10, 2013

<http://sire.london.ca/mtgviewer.aspx?meetid=551&doctype=agenda&itemid=21924>