




CITY OF HAMILTON
PLANNING AND ECONOMIC DEVELOPMENT DEPARTMENT
Economic Development Division

TO:	Mayor and Members General Issues Committee
COMMITTEE DATE:	September 22, 2021
SUBJECT/REPORT NO:	Workforce Development - McMaster Humanities Career Apprenticeship Program (PED21174) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Karol Murillo (905) 546-2424 Ext. 7859
SUBMITTED BY:	Norm Schleeahn Director, Economic Development Planning and Economic Development Department
SIGNATURE:	

RECOMMENDATION

- (a) That the Humanities Career Apprenticeship Program Collaboration Agreement be approved with such other terms and conditions deemed appropriate by the General Manager of the Planning and Economic Development Department, and in a form satisfactory to the City Solicitor;
- (b) That the City Solicitor be authorized and directed to complete any related or ancillary steps set out in the Humanities Career Apprenticeship Program Collaboration Agreement, including authorizing an extension of the Term;
- (c) That the Mayor and City Clerk be authorized and directed to execute a Humanities Career Apprenticeship Program Collaboration Agreement together with any ancillary documentation required, in a form satisfactory to the City Solicitor.

EXECUTIVE SUMMARY

The Humanities Career Apprenticeship Program is an exciting new program focused on matching soon-to-be graduating undergraduate arts and humanities students with Hamilton local employers. The Program consists of a one-year, full-time paid, career apprenticeship where students gain an opportunity to complete meaningful Projects and to accelerate their first year employed post-graduation. This innovative Program is

OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

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being led by McMaster University and funded by the Rottenberg Family Foundation. Council approval is being sought to enter into the necessary agreements with McMaster University at the request of the donor to confirm Economic Development's participation in the Program.

In 2020/2021, the pilot year of the Program, McMaster Humanities partnered with Hamilton Economic Development with the goal of placing up to ten positions with local employers. The result was a resounding success with 13 positions fully funded for graduating students who will begin their careers working in Hamilton. For 2021/2022, the donor will be funding up to 20 positions based on the success of the Pilot.

Alternatives for Consideration – See Page 3

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: N/A

Staffing: The promotion of this Program aligns with Economic Development Development's current outreach efforts to Industry Partners.

Legal: N/A

HISTORICAL BACKGROUND

The Humanities Career Apprenticeship Program connects new graduates with Hamilton employers, who provide 12-month, full-time paid apprenticeship positions. The Program is funded through a generous gift from philanthropist Alan Rottenberg and the Rottenberg Family Foundation. The Program has also been piloted in Kingston and Guelph, Ontario with post-secondary partners in those respective communities. The Rottenberg Family Foundation donation covers four months' salary to a maximum of \$4,000 per month, with the employers paying the remaining eight months.

In 2020, McMaster Faculty of Humanities reached out and began working with the City of Hamilton Economic Development Division to discuss ways to collaborate on this innovative Program. Over the course of the Pilot, Hamilton Economic Development launched a series of Communication Initiatives to promote the Program targeting Hamilton employers. In spite of COVID-19 pandemic restrictions in the pilot year, 13 graduates were hired for 13 positions exceeding the initial target of ten positions. The Pilot also exceeded the results from other Ontario communities.

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Due to the response from local Hamilton employers, who have shared the breadth of skills and experiences from McMaster students, the donor will be funding 20 positions for the 2021/2022 Program offering.

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS – N/A

RELEVANT CONSULTATION

Staff from the Legal Services Division was consulted, and the advice received is incorporated into Report PED21174.

ANALYSIS AND RATIONALE FOR RECOMMENDATION

The City of Hamilton's Economic Development Division will be releasing its 2021-2025 Economic Development Action Plan in the Fall of 2021. This City-Wide document will outline key Priorities for the next four years. One of the Priorities will be focused on advancing working Development Initiatives including continued collaboration with Post-Secondary Institutions. The Humanities Career Apprenticeship Program aligns and reflects how Economic Development can support new innovative Programming benefitting Industry and retaining talent within the City.

Council approval is being sought to enter into the necessary agreements with McMaster University at the request of the donor to confirm Economic Development's participation in the Program. The Collaboration Agreement details Economic Development's role which includes the following:

- Promotion and marketing;
- Industry outreach and employer engagement; and,
- Participation in all advisory and consultation meetings.

ALTERNATIVES FOR CONSIDERATION

If the recommendation for Report PED21174 is not approved, staff would not be able to assist promoting the Program to the Hamilton Business Community. Staff do not recommend this alternative as this Initiative aligns with Economic Development's Workforce Development Actions and Priorities.

Financial: There is no financial impact associated with this Report. All costs related to the McMaster Humanities Career Apprenticeship Program will be paid by the Rottenberg Family Foundation.

Staffing: There is no staffing impact as administration of the Program will be done by existing staff.

Legal: N/A

ALIGNMENT TO THE 2016 – 2025 STRATEGIC PLAN

Economic Prosperity and Growth

Hamilton has a prosperous and diverse local economy where people have opportunities to grow and develop.

APPENDICES AND SCHEDULES ATTACHED

Appendix “A” to Report PED21174 - Humanities Career Apprenticeship Program
Collaboration Agreement

KM/jrb