

Parliamentary Internship Programme 2023-24 Annual Report



Annual General Meeting
Canadian Political Science Association

Dr. Paul Thomas
Director

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Director's Message

I am delighted to present the Parliamentary Internship Programme's 2023-24 Annual Report. The 2023-24 Programme year saw the start of a major new investment in the PIP by the House of Commons. In November 2022, the Commons' Board of Internal Economy approved \$930,000 in funding over five years to increase the Intern salary to \$35,000 and to completely fund two new positions, marking the PIP's first expansion since its founding in 1969. The addition of two new Interns this year not only enabled more young people to benefit from the life-changing experience of working at Parliament in a non-partisan capacity, but also allowed the Interns to support more Members of Parliament and organize additional activities.

Considerable progress was also made towards identifying a new host organization for the Internship. After operating the PIP since the Programme's founding in 1969, the the Board of the Canadian Political Science Association (CPSA) decided in April 2023 that it would not renew the its role as the Programme's administrative host after the current agreement with the House of Commons comes to an end. The House of Commons immediately launched a process to develop a new administrative model for the Programme, and in February 2024 issued a call for interest to identify a Canadian university to serve as the Programme's host. The successful organization will be identified by summer 2024, enabling a smooth transition to the new host to take place at the start of the PIP's 2025-26 financial year. I would like to express my enormous gratitude to Deputy Principal Clerks Stéphanie Haché and Caroline Bosc, who respectively are the PIP's past and present House of Commons Liaisons, who have worked tirelessly to advance the transition process while juggling the many other demands on their time.

Despite ongoing economic uncertainty and inflation, the PIP's financial position remains strong, both thanks to the new funding from the House of Commons as well as dedicated support from the sponsors and the friends of the Programme. Indeed, the 2024-25 year saw the 50th anniversary of the PIP's relationship with the Canadian Life and Health Insurance Association, which became the Programme's first-ever private sector sponsor in the 1973-74.

While his new role meant that incoming House of Commons Speaker Greg Fergus was not eligible to host an intern this year, he enthusiastically embraced the Speaker's role as Patron of the PIP, hosting not only the Programme's usual series of luncheons and receptions, but also a special reception (pictured on the cover) to celebrate the 50th anniversary of the annual exchange between the Parliamentary Interns and their counterparts in the Congressional Fellowship Program. Eric Janse, the Clerk of the House of Commons, has also been very engaged with the Interns and will be the keynote Speaker at the Programme's Jean-Pierre Gaboury Research Symposium in June.

Many thanks must also go to the 24 Members of Parliament who hosted the 2023-24 Interns. Despite the intense demands on their time, these Members went out of their way to help the Interns integrate into their offices, learn about their constituencies, and develop new skills. The Programme simply could not operate without their dedication. I am also very grateful for the ongoing support of the CPSA Administrator Chimène Woktcheu Financial Coordinator Tim Howard.

Last, but certainly not least, I would also like to thank this year's Interns – Jared Borgersen, Katie Campbell, Paulina Chan, Camille Cournoyer, Catherine Despatie, Sahib Dhaliwal, Jean-



Samuel Houle, Cynthia Huo, Michael Nolan, Arianne Joyce Padillo, Rodney Stehr, and Ahdithya Rajan Visweswaran. You have already made history as the first PIP cohort with 12 interns, and I cannot wait to see everything that you will achieve as your lives unfold.

Sincerely,

Paul Thomas

Dr. Paul Thomas
Director, Parliamentary Internship Programme



Foreword: A brief overview of the PIP

The Parliamentary Internship Programme (PIP) is a unique non-partisan work-study initiative that each year gives a group of recent university graduates the opportunity to work for Canadian Members of Parliament (MPs) and undertake a program of academic study and professional development. The Programme has three objectives:

- to provide an educational opportunity for young Canadians;
- to provide highly qualified assistants for MP;
- and to contribute to public knowledge of Parliament.

Each intern works with one government MP and one opposition MP during the Programme, with opposition placements divided based on the parties' standing in Parliament. They also participate in weekly academic seminars, prepare original research papers, and undertake study tours to other legislatures, both within Canada and internationally. Interns receive a modest salary while in the Programme, which runs from September to June. Over 530 Interns have completed the Programme, with many going on to distinguished careers in public service, politics, academia, business, journalism, and the charitable sector.

The late MP Alfred Hales first proposed the creation of the Programme in a House of Commons motion introduced in 1969. MPs unanimously referred the matter to the Standing Committee on Procedure and Operation, [which recommended](#) that the PIP be jointly operated by the House of Commons and the [Canadian Political Science Association](#) (CPSA), a charitable organization dedicated to promoting the study of government and politics in Canada. The Speakers of the House of Commons serve as the Patrons of PIP to ensure its non-partisan position within the House. This tradition was most recently continued in 2023 with the Honourable Greg Fergus, the 39th Speaker of the House, agreeing to serve as Patron following his election to the role. The Clerks of the House also regularly engage with the Interns.

The partnership between the House and the CPSA is governed by a Service Agreement under which the House facilitates the Interns' placements with MPs and provides administrative support through a half-time Programme Assistant. The Assistant supports a range of activities, including PIP meetings, events, recruitment, orientation, and correspondence. The Service Agreement also allows the PIP to utilize a range of House resources, such as meeting space, translation services, and language training courses. The House of Commons' [Members By-Law](#) further provides Interns with several of the same supports afforded to MPs' staff, such as access to travel funding for riding visits. The House designates a senior staff person, currently Stéphanie Haché, to serve as the House of Commons Liaison to the Programme to help navigate any issues that may arise.

The Service Agreement between the House and the CPSA was renewed on January 1, 2022 for a three year period until December 31, 2024. The Board of the CPSA decided in April 2023 that it would not continue to operate the PIP after the end of the current agreement. Following this decision the House of Commons began a process to explore new management models for the Programme, with the Board of Internal Economy ultimately deciding to identify a Canadian University that could service as the host. The House of Commons administration is now working to identify a specific university to host the Programme beginning with the 2025-26 Programme year, and the CPSA has agreed to the House of Commons' request to continue



operating the Programme until June 30, 2025 so that the transition to the new host can happen at the end of an internship cycle and financial year.

Funding for the Interns' salary and Programme activities is currently provided by a range of external partners who provide varying levels of support. In recognition of the PIP's role in building knowledge of Parliament and training future researchers, the Social Sciences and Humanities Research Council (SSHRC) has been a core funding partner for the Internship Programme since 1977. SSHRC remained the PIP's single largest contributor until 2022-23, when the House of Commons – which had always provided in-kind support to the PIP – announced in November 2022 that it would also commit \$186,000 per year from 2023-24 to 2027-28 to enable an increase in the Intern stipend and to fully fund two new Intern placements. Together, SSHRC and the House provide more than one-third of the Programme's core budget.

The rest of the PIP's core funding is provided by a group of nearly 40 sponsors, who represent a diverse cross-section of Canadian businesses, industry associations, and government agencies. The Programme is especially indebted to our Platinum sponsor, BMO Financial Group. Several "Friends" of the PIP also provide in-kind assistance, such as advertising, or funding for specific projects, such as the study tours. Please see Appendix I for a full list of the PIP's 2023-24 sponsors.

The CPSA employs the PIP Director as the Programme's full-time administrative and academic head. The Director organizes and chairs the intern selection committee; plans the orientation program; teaches and oversees the weekly academic seminars and "Intern Caucus"; advises Interns regarding their placements; supervises the intern research papers; liaises with Programme stakeholders (sponsors, alumni, academics, House staff, MPs); organizes annual events (luncheons, receptions, etc.). The Director is also responsible for the PIP's budget, fundraising, grant-writing, stakeholder agreements, annual report, communications, human resources management, and supporting the Interns in securing employment following the Programme. The CPSA Administrator and CPSA Financial Coordinator support the PIP Director with financial administration, while the CPSA Board provides overall governance and accountability for the PIP.

Further oversight and guidance is provided by the PIP Advisory Board, comprising representatives of the CPSA, sponsors, the Parliamentary Internship Alumni Association (PIAA), and Friends of the Programme. The Advisory Board meets twice annually to review the draft annual and semi-annual reports and provide feedback and support to the Programme Director. Many PIP alumni also volunteer their time to promote the Programme, fundraise, guide potential applicants, provide advice to new Interns moving to Ottawa, and support current Interns through networking and their post-internship job search.



Introduction

The 2023-24 PIP cohort year saw the Programme's expansion from 10 to 12 Interns for the first time in its history. The expansion allowed the Interns to serve more Members of Parliament than ever before, and to more widely share the work of organizing the Programme's many other activities, such as the study tours to other legislatures, the Brown Bag lunch series, and the visits to Ottawa by counterpart internship and fellowship programs. The Interns also demonstrated that there is no shortage of interesting questions to explore, with their research papers examining topics such as MPs' views on Canada's place in the world, the use of AI by parliamentary staff, and how MPs' past careers shape their work as parliamentarians.

In terms of Programme management, the expansion of support by the House of Commons did not lead to a reduction in funding from sponsors. Instead, several partners actually made additional contributions to support the Interns' policy learning field trips as well as a reception at the Canadian Embassy in Washington to celebrate the 50th anniversary of the annual exchange between the Interns and the Congressional Fellows. With support from the PIP Director, the House of Commons also pushed forward with work to identify a new organization to house the PIP once its relationship with the CPSA concludes.

Part I of this 2023-24 annual report provides an introduction to the Interns and reviews their many activities throughout the year. Part II of the report is devoted to PIP administration, including a financial update and a review of strategic planning for the coming year. Finally, Part III reviews recruitment process for the 2024-25 cohort and presents the Interns selected.



Part I: 2023-24 Intern Activities

The 2023-24 PIP Cohort

The 54th intern cohort reflects Canada's diversity, with seven women and five men from six provinces. All completed at least one degree in Political Science, International Relations, or Public Policy and half have graduate degrees. Six of the Interns identify as racialized and one as indigenous. Four are francophones. Below are the 2023-24 Interns and their previous studies.

Jared Borgersen – Surrey, BC

- Master of Management (Business), University of British Columbia
- BA (Political Science), University of British Columbia

Katie Campbell – Winnipeg, MB

- BA (Political Science), Western University

Paulina Chan – St. Catharines, ON

- Masters of Management (Public Policy), Fudan University
- MSc (International Social and Public Policy), London School of Economics
- BA (Political Science and East Asian Studies), University of Toronto

Camille Cournoyer – Sainte-Cécile-de-Whitton, QC

- MA (International Development and Globalization), University of Ottawa
- BA (International Studies), Bishop's University

Catherine Despatie – Ottawa, ON

- Master of Global Affairs, University of Toronto
- BA (Global Development Studies), Queen's University

Sahib Dhaliwal – Abbotsford, BC

- Bachelor of Social Science (Economics and Public Policy), University of Ottawa

Jean-Samuel Houle – Sherbrooke, QC

- MA (Public and International Affairs), University of Ottawa
- BA (International Relations and International Law), Université du Québec à Montréal

Cynthia (Changxin) Huo – Markham, ON

- BA (Political Science), Western University

Michael Nolan – Valley, NS

- MA (Political Science), McMaster University
- BA (Philosophy, Politics, and Economics), Mount Allison University

Arienne Joyce Padillo – Mississauga, ON

- BA (Political Science and French Studies), University of Toronto



Rodney Stehr – Coquitlam, BC

- MSc (Interdisciplinary Studies), University of British Columbia
- BA (Political Science), Simon Fraser University

Ahdithya Rajan Visweswaran – Edmonton, AB

- BA (Political Science and History), University of Alberta - Campus Saint-Jean

Interns in the House of Commons

Orientation Program

From September 5 to 19, 2023, the Interns received an intensive orientation consisting of more than 30 meetings and activities. The orientation's primary components included an introduction to PIP and the expectations for Interns as well as a series of training sessions from Commons clerks on parliamentary procedure and operations. Procedural Clerk Eric Glavin organized the House of Commons training sessions, while Dominique Valiquet and his colleagues organized two presentations about the Library of Parliament and its resources.

In addition to procedure and research service, the Interns also completed respectful workplace training and bystander intervention training as part of their orientation, as well as a session on speechwriting with Astrid Krizus, a PIP alumna and past lead speech writer for Prime Minister Trudeau, and a session on political writing with R. Paul Wilson, a Professor of Political Management at Carleton University and former Director of Policy for Prime Minister Stephen Harper.

Beyond formal training sessions, the Interns met with then Speaker Anthony Rota and Clerk of the House Eric Janse to learn about the many different facets of House operations. The PIP's annual "Meet the Parties" series also introduced the Interns to the values and organization of each party and their differences from each other. This year's party representatives were:

- Brad Vis (PIP 2010-11) – Conservative MP for Mission–Matsqui–Fraser Canyon
- Anne McGrath – National Director, NDP
- Joanie Riopel – Press Secretary, Office of the Leader of the Bloc Québécois
- Greg Fergus – then Liberal MP for Hull Aylmer

The Senate Communications team also organized a "Senate Day" to introduce the Interns to the Upper Chamber. This included a panel about the changing role of the Senate with Senators Kim Pate and Rebecca Patterson.

The orientation program further allowed the Interns to meet some of the many partners who support the PIP. Over 30 PIP stakeholders attended the annual Welcome Reception, held on the Interns' second day in the Programme. The Canadian Canola Growers Association and the Canadian Cattle Association also sponsored the Interns' tour to Bonnechere Haven Farms and Foster Family Grain and Beef Farm to learn about agriculture issues, and the Interns attended briefings with BMO, the Canadian Bankers Association, Forest Products Association of Canada, and the Parliamentary Centre.



MP Allocations

Each intern works with one government MP and one opposition MP during the Programme. After the first allocation, which ran from October 4, 2023 to February 9, 2024, those Interns working with opposition MPs moved to work with government MPs, and vice versa. The second allocation began February 12 and ends June 18, 2024.

After the Programme's expansion to 12 Interns for the 2023-24 year, the Clerk of the House of Commons approved the following distribution of Interns during each allocation to reflect official party representation in the 44th Parliament:

- 6 Interns with Liberal (Government) MPs
- 4 Interns with Conservative (Opposition) MPs
- 1 intern with Bloc Québécois (Opposition) MPs
- 1 intern with NDP (Opposition) MPs

MPs from all officially recognized parties are eligible to host an intern except for the Speaker, cabinet ministers, and party leaders. However, MPs must apply to host an intern to be considered for a placement. The Interns interviewed the three Bloc Québécois, 17 Conservative, 31 Liberal, and 10 NDP members who applied as hosts before choosing their placements on October 2, 2023. While each intern has different objectives in the Programme, they generally prioritized working with MPs and offices that will provide them with mentorship, different regional perspectives, engaging projects, and a constructive work environment. The Interns' placements are listed in Table I below.

Table I – Intern Placements 2023-24

Intern	First Allocation	Second Allocation
Jared Borgersen	Vance Badawey (LIB) Niagara Centre, ON	Melissa Lantsman (CPC) Thornhill, ON
Katie Campbell	Valerie Bradford (LIB) Kitchener South—Hespeler, ON	Matt Jeneroux (CPC) Edmonton Riverbend, AB
Paulina Chan	Heather McPherson (NDP) Edmonton Strathcona, AB	Terry Duguid (LIB) Winnipeg South, MB
Camille Cournoyer	Frank Caputo (CPC) Kamloops-Thompson-Cariboo, BC	Andy Fillmore (LIB) Halifax, NS
Catherine Despatie	Michelle Rempel Garner (CPC) Calgary Nose Hill, AB	Jenica Atwin (LIB) Fredericton, NB
Sahib Dhaliwal	Kody Blois (LIB) Kings—Hants, NS	Jasraj Singh Hallan (CPC) Calgary Forest Lawn, AB
Jean-Samuel Houle	Luc Berthold (CPC) Mégantic—L'Érable, QC	Marie-France Lalonde (LIB) Orléans, ON
Cynthia Huo	Iqwinder Gaheer (LIB) Mississauga—Malton, ON	Michael Chong (CPC) Wellington—Halton Hills, ON
Michael Nolan	Branden Leslie (CPC) Portage—Lisgar, MB	Charles Sousa (LIB) Mississauga—Lakeshore, ON



Arianne Joyce Padillo	Adam van Koeverden (LIB) Milton, ON	Taylor Bachrach (NDP) Skeena—Bulkley Valley, BC
Rodney Stehr	Pam Damoff (LIB) Oakville North—Burlington, ON	Marilène Gill (BQ) Manicouagan, QC
Ahdithya Rajan Visweswaran	Sébastien Lemire (BQ) Abitibi—Témiscamingue, QC	Patrick Weiler (LIB) West Vancouver—Sunshine Coast —Sea to Sky Country, BC

Academic training and Research

Weekly PIP Caucus and Seminars

The Interns meet for a weekly three-hour “PIP Caucus” on Wednesday mornings. Half of each session is devoted to a graduate level seminars on topics related to parliamentary studies or Canadian politics. The balance of the time is spent coordinating PIP’s many activities (Brown Bag Lunches, study tours, sponsor meetings, etc.) and sharing about their experiences in MPs’ offices. Interns can participate in either English or French during PIP Caucus, with the final caucus of each month designated for all participants to try speaking in French only.

Seminars topics presented by the Director in 2023-24 included: the functions and operation of Parliament, representation in Parliament, party discipline and the legislative process, the role of back bench MPs, the courts and Parliament, indigenous politics, the executive, political parties, and the politics of the United Kingdom, European Union, and the United States. In addition, many leading academics and practitioners also generously shared expertise during guest lectures. The Interns and Director are deeply grateful to all those who took time to meet with us:

- Research on Parliament – *Jonathan Malloy (Carleton U)*
- Research methods in Political Science – *Feodor Snagovsky (U of Alberta, PIP 2015-16)*
- Politics of Ontario – *Jonathan Malloy (Carleton U)*
- Cabinet and the Privy Council Office – *Michael Vandergrift (Deputy Minister of Intergovernmental Affairs, PIP 1993-94)*
- Politics of Northern Ireland – *Sean Haughey (U of Liverpool)*
- Race and Politics – *Debra Thompson (McGill)*
- Politics of Nunavut – *Graham White (U of Toronto)*
- Gender and Politics – *Melanee Thomas (U of Calgary) and Erin Tolley (Carleton U)*
- Federalism – *Daniel Béland (McGill) and Jennifer Wallner (U of Ottawa)*
- Political Communication – *Tamara Small (U of Guelph) and Alex Marland (Acadia)*
- Minority Language Politics in Canada – *Stéphanie Chouinard (Queens U)*
- Conservatism in Canada – *Ian Brodie (U of Calgary) and Sean Speer (U of Toronto)*
- Alberta Politics – *Frédéric Boily, (Campus Saint Jean, U of Alberta)*

Comparative Legislative Study Tours

Comparative study tours to other legislatures both within Canada and beyond give the Interns new insights into democratic government, the function of political institutions, and different solutions to pressing policy issues. The Interns organize these visits and produce detailed reports about the trips.



This 2023-24 Programme year marked a substantial milestone for the PIP's study tours, namely the 50th anniversary of the PIP's annual exchange with the American Political Science Association (APSA) Congressional Fellowship Program. Thanks to support from BMO Financial Group and RBC Financial Group, the Interns and the Fellows were able to celebrate the occasion with an event at the Canadian Embassy in Washington during the Interns visit to Congress and an event with Speaker Fergus and U.S. Ambassador David Cohen during the Fellows' visit to Ottawa.

We are incredibly grateful to our partners, including VIA Rail, FedNav, the Delegation of the European Union to Canada, the Canadian Mission to the European Union, the British High Commission, the UK Foreign, Commonwealth and Development Office, the Scottish Government, the United States Embassy in Ottawa, the Canadian Embassy in Washington, and the the U.S. State Department for continuing to support us in conducting these visits. We are also indebted to the Ontario Legislative Internship Programme, les Stagiaires de la Fondation Jean-Charles Bonenfant, and the American Political Science Association Congressional Fellows for all their efforts in organizing our visits to their respective legislatures.

This year's legislative study tours were:

- Legislative Assembly of Ontario – *November 14-17, 2023*
- Northern Ireland Assembly – *January 12-16, 2024*
- United Kingdom Parliament – *January 16-20, 2024*
- European Parliament, Belgian Parliament, and NATO – *January 21-27, 2024*
- Legislative Assembly of Nunavut – *March 5-7, 2024*
- United States Congress – *April 20-26, 2024*
- National Assembly of Québec – *May 21-24, 2024*
- Montreal (Congress of the Humanities and Social Sciences) – *June 12-14, 2024*

Research Papers

Each intern must produce a research paper during their time in the Programme. The papers are informed by the Interns' experiences on the Hill, and are the product of in-depth participant observation, interviews, textual research, and comparative and quantitative analysis. Interns undertaking interviews, surveys, or similar activities must complete an ethics protocol. Paper topics for 2023-24 include:

- Canadian Nationalism, Patriotism, and Identity in Federal Parliament
- The impact of AI on the work of Political Staff in Canada
- The current challenges and future possibilities of achieving a more sovereign and internationalist Canadian foreign policy
- Conceptualizations of Canada's engagement with Taiwan by Canadian Members of Parliament
- The role of diaspora advocacy in shaping Canadian foreign policy
- Parliamentarians' approaches to open banking
- Members of Parliament's perceptions of Canada's role in the world
- Committees as a Cooperative Workplace? Analyzing the Effect of Partisanship and Party Discipline on Committee Operations
- Crumbling Consensus: Understanding the Notwithstanding Clause
- From Ballot to Bubble: How MPs' political motivation shapes their approach to representation



- A Pacific Nation? MPs' conceptualizations of the Pacific and Canada in the Indo-Pacific Strategy
- Une étude sur la culture anglo-normative de la Chambre des communes

The Interns will present their research as part of the Congress of the Humanities and Social Sciences at McGill University on June 13. The Interns will also present to the Library of Parliament staff as part of its Food for Thought series, and on June 21, 2024, they will share their research with Parliamentarians, alumni, sponsors, Library of Parliament researchers and political scientists at the 14th Annual Jean-Pierre Gaboury Symposium.

The Alf Hales Prize

Each year, a prize is given to the top research paper produced by an intern from the previous cohort. The prize is named for the late former MP Alfred Hales, whose motion in the House of Commons led to the PIP's founding. The winning paper receives \$1,000 and the runners up each receive \$500. The prizes will be awarded at the 2024 Gaboury Symposium in June.

In addition to the Director, the selection committee for the 2021-22 prize includes:

- Caroline Bosc – House of Commons
- Dr. Olaf Ellefson – Social Science and Humanities Research Council
- Dr. Feodor Snagovsky – Alumni representative (PIP 2015-16)
- Caroline Woodward – Institute on Governance (PIP 2019-20)

The 2024 Hales Prize winner and runners up will be decided in early June.

Other learning opportunities

Beyond the formal seminars, study tours, and research, the Interns' learning in the PIP is also enriched by an extensive series of meetings and discussions with key figures in Canadian politics and Programme sponsors. Some sponsors have even sought to enrich these learning opportunities by facilitating field visits so the Interns can see first hand how their industries function and how their operations are shaped by legislative and policy choices.

Party Leader and MP discussions

Each year, the Interns meet with the leaders of the officially recognized parties at Parliament to learn more about their work and their policy priorities. This year's meetings included Yves-François Blachet (Bloc Québécois), Pierre Poilievre (Conservative), Jagmeet Singh (NDP), and Justin Trudeau (Liberal).

Several of the PIP's host MPs also organized informal sessions so that all of the Interns could learn more about their experiences in politics, work as an MP, and career paths. The Programme is grateful to Kody Blois, Michelle Rempel Garner, Jasraj Singh Hallan, and Adam Van Koevenden for taking the time to invest not only in their own Interns, but in the cohort as a whole.

Brown Bag Lunches

The Brown Bag Lunch series allows the Interns to meet informally with policy makers, political



actors, and other distinguished Canadians of their own choosing. This year's Interns took advantage of the virtual format to connect with several speakers outside of Ottawa, but the majority were held in person. The PIP's 2023-24 Brown Bag lunch guests were:

- Mel Cappe – *Former Clerk of the Privy Council*
- Brian Gallant – *Former Premier of New Brunswick and President of Space Canada*
- Raymonde Gagné – *Speaker of the Senate*
- Vassy Kapelos – *Host of CTV Question Period and Power Play*
- Jason Kenney – *Former Federal MP and Cabinet Minister, Former Premier of Alberta*
- Tobi Nussbaum – *CEO of the National Capital Commission*
- Erin O'Toole – *former MP for Durham and former Leader of the Conservative Party*
- Kim Pate – *Senator and Former Director of the Association of Elizabeth Fry Societies*
- Dennis Patterson – *Former Premier of the Northwest Territories and Senator for Nunavut*
- Althia Raj – *Columnist with the Toronto Star and CBC, PIP 2004-05*
- Scott Simms – *former MP, President of the Pearson Centre*
- Katie Telford – *Chief of Staff to Prime Minister Trudeau*
- Richard Wagner – *Chief Justice of Canada*

In addition to these sessions, the Interns also received a briefing regarding the Centre Block rehabilitation program and a tour of the building.

Sponsor engagement and policy discussions

All PIP supporters can arrange briefing sessions with the Interns to introduce their organizations and describe their policy priorities. This year a wide range of Programme partners took up that opportunity, allowing the Interns to learn more about different industries and how they adapt to policy and economic changes. Several sponsors also arranged for the Interns to visit their head offices, production facilities, or member sites, enabling the Interns to meet with key officials and better understand the scale and scope of different manufacturing or agricultural operations. The Programme would like to thank the following partners who took the time to organize sessions with the Interns or invite the Interns to their events.

Meetings and events in Ottawa

- Abacus Data – *Briefing with CEO David Coletto and Oksana Kishchuk*
- BMO – *Briefing with Kimberly Goode, Chief Communications and Social Impact Officer*
- British High Commission – *Meeting with British MP David Rutley, Parliamentary Under-Secretary of State for the Americas and the Caribbean; Participation in the St. Andrew's Day reception*
- Canadian Bankers Association – *Briefing with CBA staff*
- Chicken Farmers of Canada – *Virtual Farm Tour and briefing with CFC Board members*
- Conference for Advanced Life Underwriting – *Briefing with CALU staff; participation in the CALU annual conference*
- CN Rail – *Briefing session with Melissa Cotton, Director of Governmental Relations*
- European Union Delegation – *Briefing with Delegation staff ahead of the EU study tour*
- Forest Products Association of Canada – *Briefing with FPAC staff and participation in National Forest Week events*
- Hill Times – *Tour of Hill Times newsroom and briefing with staff*
- Parliamentary Centre – *Briefing with Parliamentary Centre staff*



- RBC Financial Group – *Briefing with Brooklyn Mattinson, Associate Director of Government and Regulatory Affairs*
- Social Science and Humanities Research Council – *Attendance at the SSHRC Impact Awards*
- Universities Canada – *Briefing with Annie Barette, Director of Policy and External Relations*
- Suncor – *Briefing with Daniel Goodwin, Director of Government Relations, and Aaron Henry, Senior Government Relations Advisor*

Site and headquarters visits

- BMO – *Briefing with Michael Gregory, Deputy Chief Economist, at BMO HQ in Toronto*
- Bombardier – *Visit to the Bombardier jet factory, Dorval Québec*
- Canadian Canola Growers Association – *Visit to Bonechere Haven Farms*
- Canadian Cattle Association – *Visit to North Gower Grains and Feedlot*
- Chemical Industry Association of Canada – *Visit to ERCO Worldwide Chlorate and Chlorite plant, Buckingham, Québec*
- Fondation Desjardins – *Briefing at the Desjardins HQ in Montréal*
- TD Financial Group – *Visit to the TD trading floor in Toronto*
- Tech-Access Canada – *Visit to the Tech-Access Canada supported Food Innovation and Research Studio (FIRSt) at George Brown College in Toronto*
- VIA Rail – *Tour of the VIA station in Montréal*

Sharing Knowledge of Parliament

Incoming Legislative Study Tours

The Interns were delighted to welcome four partner programs to Ottawa for in-person study tours. The Parliamentary Interns were wholly responsible for planning these visits and arranged dozens of meetings with MPs, ministers, journalists, and policy experts for their counterparts.

The incoming legislative study tours this year were:

- Boursiers de la Fondation Jean-Charles-Bonenfant (National Assembly of Québec) – December 13-15, 2023
- American Political Science Association Congressional Fellows – May 6-10, 2024
- British Columbia Legislative Internship Program – June 3-7, 2024
- Ontario Legislative Internship Programme – June 10-12, 2024

The Interns enjoyed these opportunities to learn about provincial and American politics and to connect with their intern “cousins” who have had similar experiences working with elected representatives in a non-partisan capacity.

Social Media

The 2023-24 Interns continued to use social media to share their experiences with Programme stakeholders, Canadians, and the world at large. As can be seen in Table II, these efforts were rewarded with continued growth in followers, especially on LinkedIn, a development that will support future recruitment efforts.



Table II – Growth in PIP’s Social Media Following

Platform	2022	2023	2024	Growth since 2022
Facebook	1,922	1,952	1,983	3%
Twitter	1,356	1,404	1,439	6%
Instagram	674	822	1,022	52%
LinkedIn	787	1,330	2,070	163%

Educational activities for youth

Several of the large civic education initiatives for youth that the PIP supported before the pandemic, including Encounters with Canada and Daughters of the Vote, have encountered financial difficulties and will not resume operations. Those that have continued, such as the Forum for Young Canadians, have also yet to return to in-person events at Parliament. As a result, there have been far fewer opportunities for the PIP to support youth activities than in the pre-pandemic.

Nevertheless, the Interns did meet with participants in the BGC Canada Lead UP program at Parliament in October to share about their experiences on the Hill and the work of political staff.



Part II – Programme Management and Governance

The 2023-24 year saw the beginning of major changes to the PIP's operations and administrative arrangements. The implementation of new support from the House of Commons enabled the Programme to expand to 12 Interns and significantly increase the Intern salary. The House also moved quickly to first identify a new administrative model for the PIP and then to undertake a process to select the next host organization. As such, the PIP will be positioned to make a smooth transition to a new host organization when the current arrangement with the Canadian Political Science Association is completed at the end of the 2024-25 Programme year.

In the midst of these changes, the PIP continues to enjoy strong support from its sponsors and other partners. A new partnership with Parliamentary Centre has also given the Interns access to a new accessible space for meetings, while a collaboration with the Federation for the Humanities and Social Sciences will provide the Interns with greater visibility for their research.

Programme Stakeholders and Partners

The Canadian Political Science Association

The CPSA has been the PIP's administrative "home" since its creation in 1969, providing both academic expertise as well as practical bookkeeping and financial services. In April 2023, the CPSA Board decided that the organization would not renew its role in administering the PIP once its current service agreement with the House of Commons ends in December 2024. However, the organization has since agreed to a request from the House of Commons to continue managing the Programme for a further six months until June 30, 2025. As described in the Foreword, this means that the CPSA Administrator and Financial Administrator will continue to provide bookkeeping and accounting support throughout the 2024-25 Programme year, while the CPSA Board of Directors will provide governance and oversight.

The House of Commons

The House of Commons is a founding partner of the PIP and remains its largest supporter. The Speaker of the House serves as the Programme's Patron, and the House has long provided PIP with extensive in-kind support, including the services of a half-time Programme Assistant, access to meeting rooms, translation services, language training, and access to travel funding for constituency visits.

Relations with House of Commons officials and staff

The Interns are grateful to House of Commons Speaker Greg Fergus and his predecessor Anthony Rota for their heartfelt support and encouragement. Mr. Rota welcomed the Interns to Parliament with a meeting in the fall. Speaker Fergus then hosted each of the Programme's series of luncheons and receptions – including the special reception for the 50th anniversary of the exchange between the PIPs and the Congressional Fellows. He also met with most of the visiting delegations from the PIP's counterpart programs. The Programme would also like to recognize Anthony Caricato, the Director of Outreach in the Speaker's Office, and Amélie Crosson, the Speaker's Director of Communications, for their dedication in coordinating the PIP's many activities with Speaker Fergus.



The Clerk of the House of Commons, Eric Janse, likewise remains deeply engaged with Programme. Mr. Janse met with the Interns in fall 2022 to discuss both his role and research on Parliament, and has been a continued source of guidance to the PIP Director. Mr. Janse will share his reflections on the current parliamentary session as the keynote speaker at the 2024 Gaboury Symposium in June.

Cynthia Verner, a Senior Administrative Assistant with the House of Commons, began serving as the Programme Assistant in September 2023. Ms. Verner has been an incredible resource throughout the year, helping to organize the Programme's series of luncheons and receptions, facilitate the interns' onboarding into their MP placements, and to support the 2024-25 recruitment campaign.

Deputy Principal Clerk Stéphanie Haché continued to serve as the Programme's House of Commons Liaison until November 2023, at which time Deputy Principal Clerk Caroline Bosc took over the position. Further details on their work can be found below in the discussion of the transition to a new host, but the Programme is deeply grateful for both of their efforts to support the PIP through that process. Ms. Bosc also served as a member of the 2024-25 selection committee, and the Hales Prize Committee.

Enhanced House of Commons support

While the House of Commons has long offered generous in-kind support to the Programme, the PIP was long the only post-graduate legislative internship program in Canada that did not receive financial support from its host legislature. This changed in November 2022, when the Board of Internal Economy agreed to provide the PIP with \$186,400 per year for five years beginning in 2023-24 to raise the stipend for the existing Interns from \$29,000 to \$35,000 and to fund the entire cost of two additional Intern positions, including the associated stipend, travel, and administration costs. This expansion sought to improve the ratio of Interns to MPs, which has declined as the House added 70 MPs over the past 50 years. In addition, the Board also approved a proposal to issue the Interns with House of Commons computers.

It is difficult to overstate the transformative impact of this new support. Raising the Intern salary to \$35,000 meant that the 2023-24 Interns enjoyed a \$6,000 raise over their 2022-23 predecessors, helping them to cope with the rising cost of living and to make the Programme more accessible to those with financial obligations, such as student debt or caring responsibilities. The two additional Intern positions has also allowed both more Canadian youth and more MPs to benefit from the Programme, facilitating efforts to increase dialogue across parties and regions within Canada. Finally, having access to House of Commons computers has greatly increased the Interns' ability to seamlessly move between MPs' offices.

Transition to a new host institution

The House of Commons has been seized with the need to find a new host institution for the PIP ever since April 2023 when the CPSA decided that it would not renew its role as the institutional host of the Programme once its agreement with the House of Commons concluded on 31 December 2024. To ensure the transition created the least disruption possible, in September 2023, the House of Commons asked the CPSA to extend its role in managing the PIP until the end of June 2025, which would enable to happen at the end of a Programme year rather than midway through. The CPSA has agreed to the request, greatly simplifying the transition process.



With support from the PIP Director, the Programme’s House of Commons Liaison Stephanie Haché developed a submission for the Commons’ Board of Internal economy presenting different options for how the PIP could be operated following the end of its relationship with the CPSA. The Board ultimately selected a university-based model at its meeting in November 2023, and Ms. Bosc then led the development of a Call for Interest, published in February 2024, to identify a specific university to be the new host. Submissions were due on March 15, 2024, and Ms. Bosc is now leading negotiations with a potential host. The agreement with the new host will hopefully be ratified by the Board of Internal Economy before the House of Commons adjourns for its summer recess.

Programme partners, sponsors and friends

As noted in the Forewad, the PIP has two core partners, the House of Commons and the Social Science and Humanities Research Council, which together provide roughly one-third of the Programme’s core funding. The remainder of the PIP’s core funding is provided by dedicated sponsors, which make contributions at one of four levels: Platinum: \$50,000+, Gold: \$22,000+, Silver: \$11,000+, Bronze: \$2,750+. In addition, the PIP also has a number of “Friends of the Programme” that provide in-kind or project-specific support.

As shown in Table III, 2023-24 saw considerable movement within the PIP sponsor community, with several past partners departing, a range of new sponsors joining, and several switching between contribution levels. The full list of Programme sponsors is attached in Appendix I.

Table III – Change in PIP sponsors in 2023-24

Category	Departed	Joined
Gold	<ul style="list-style-type: none"> • CN (<i>moved to Silver</i>) • CropLife Canada (<i>moved to Bronze</i>) 	<ul style="list-style-type: none"> • BDC (<i>previously Silver</i>) • RBC (<i>previously Silver</i>)
Silver	<ul style="list-style-type: none"> • BDC (<i>moved to Gold</i>) • College of Citizenship and Immigration Consultants • Estee Lauder (<i>moved to Bronze</i>) • RBC (<i>moved to Gold</i>) 	<ul style="list-style-type: none"> • CN (<i>previously Gold</i>) • Dairy Farmers of Canada (<i>new</i>) • Suncor (<i>new</i>) • Tech-Access Canada (<i>previously Bronze</i>)
Bronze	<ul style="list-style-type: none"> • Canadian Association of Petroleum Producers • CPA Canada • Genome Canada • Tech Access Canada (<i>moved to Silver</i>) 	<ul style="list-style-type: none"> • Amazon Web Services (<i>new</i>) • Canada’s Building Trades Unions (<i>new</i>) • Chemical Industry Association of Canada (<i>new</i>) • Estee Lauder (<i>previously Silver</i>) • CropLife Canada (<i>previously Gold</i>) • Vox Pop Labs (<i>new</i>)
Friends		<ul style="list-style-type: none"> • Parliamentary Centre • Federation of the Humanities and Social Sciences



Looking forward to 2024-25, there are no sponsors who have indicated they will leave the Programme. However, RBC will be returning to the Silver level, leaving a Gold position open. Filling this position will be the Director's top financial priority as the next fiscal year approaches. Thankfully, Food, Health and Consumer Products Canada (FHPC) will be rejoining as a Silver sponsor for fiscal 2024-25 and Air Canada will be coming on board as a Friend of the Programme, providing free airline tickets for the Interns for their study tour to Washington DC as well as discounts on additional flights in Canada.

Parliamentary Internship Alumni Association (PIAA)

PIAA continued to build ties among Programme alumni and mobilize in support of the Programme throughout the 2023-24 year. PIAA held a gathering for alumni and the current interns in Ottawa in September and supported a Programme event for alumni and sponsors during the Interns' study tour to Toronto. The PIP Alumni Celebration in November 2023 then saw over 50 alumni from 30 different cohorts gather to share their experiences and connect with the 2023-24 Interns. Another gathering between the current Interns and alumni will take place during their visit to Montreal in June.

The PIAA mentorship Programme continued for a third year, matching current and recently completed Interns with more experienced alumni, and the Association supported the 2024-25 PIP recruitment process by connecting potential applicants with alumni volunteers who could provide first hand descriptions of life in the Programme and guidance on the application process. Importantly, this recruitment support by alumni is a key element of the PIP's Inclusive Recruitment initiative, and serves to reduce the gap between those who might have family or social ties to past Interns and those without the benefit of such networks. PIAA also began work on a new initiative, the Alumni Achievement award, which will recognize outstanding contributions by PIP Alumni. The criteria and award structure are being finalized, with the goal of opening nominations in summer 2024 and presenting the first awards at the 2024 Alumni Celebration this November.

Hales and Hurley Parliamentary Foundation (HHPF)

PIAA's fundraising efforts for PIP are now centred on the HHPF, which was launched in May 2017 and is managed by the Ottawa Community Foundation. The Foundation is named for Alfred Hales, the late MP who spearheaded the launch of the Programme in 1969, and James Ross Hurley, PIP's founding director. The launch of the HHPF was shortly followed by PIAA's fundraising campaign for the PIP's 50th anniversary, which raised over \$50,000. The PIAA Fundraising Committee, led by Chair Alan Freeman, has continued these fundraising efforts, and in 2022 launched a new "250 in 2025" campaign with the goal growing the HHPF to \$250,000 in total assets by 2025. The campaign has already reached half its first year target, receiving 26 pledges of \$2,500, plus many smaller donations. The fund now has a total value of \$170,000, and provided PIP with a 2023-24 grant of \$5,034.

Programme Finances and Operations

2023-24 Finances

The budget update in Appendix II includes both the original projections for the 2023-24 financial year as well as updated projections as of May 2024. The original 2023-24 budget projected



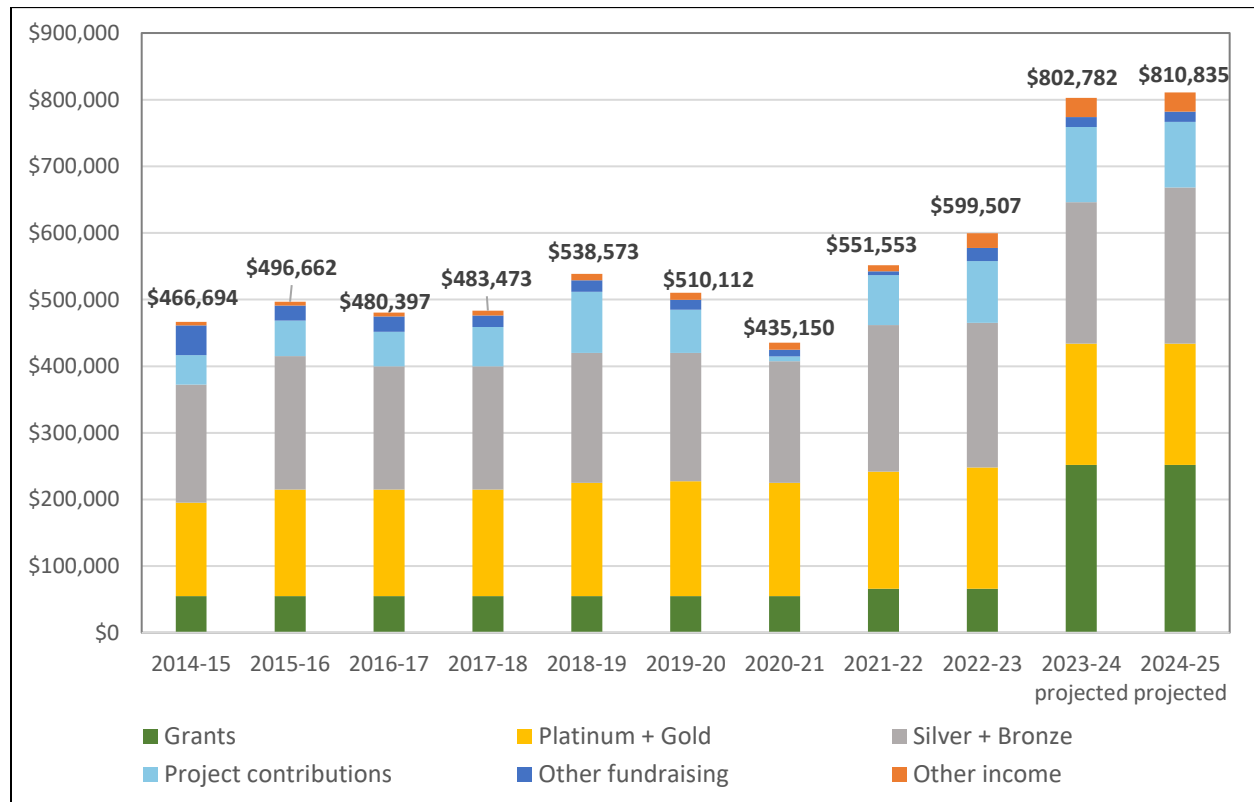
\$764,754 in expenses versus \$780,180 in revenue. This spending was a third higher than in 2022-23 thanks to the increase in the intern salary from \$29,000 to \$35,000 and the addition of two new intern positions. This growth in the number of interns and their compensation was possible thanks to \$186,400 per year in new funding from the House of Commons. The PIP is deeply grateful to the House and our sponsors for their continued support.

The updated budget projections in Appendix II predict that the PIP’s 2023-24 spending and both be higher than forecast due to unforeseen administrative costs transferred by the CPSA, higher costs for the Washington and Montreal study tours, and the costs for the receptions to celebrate the 50th anniversary of the annual exchange between the Interns and the Congressional Fellows. However, revenues are also forecast to be higher than originally expected thanks to increased sponsor contributions and interest from the accumulated surplus. The PIP is projected to have a surplus of approximately \$6,000 for 2023-24.

2024-25 Projections

As can be seen in the Budget Update in Appendix II, the Programme should maintain a strong financial position in 2024-25, with an anticipated surplus of more than \$50,000. To put these numbers in perspective, Figure I presents the PIP’s income by source from 2014-15 to 2024-25, while Figure II presents the PIP’s expenses by category over the same period.

Figure I – PIP revenue by source: 2014-15 to 2024-25



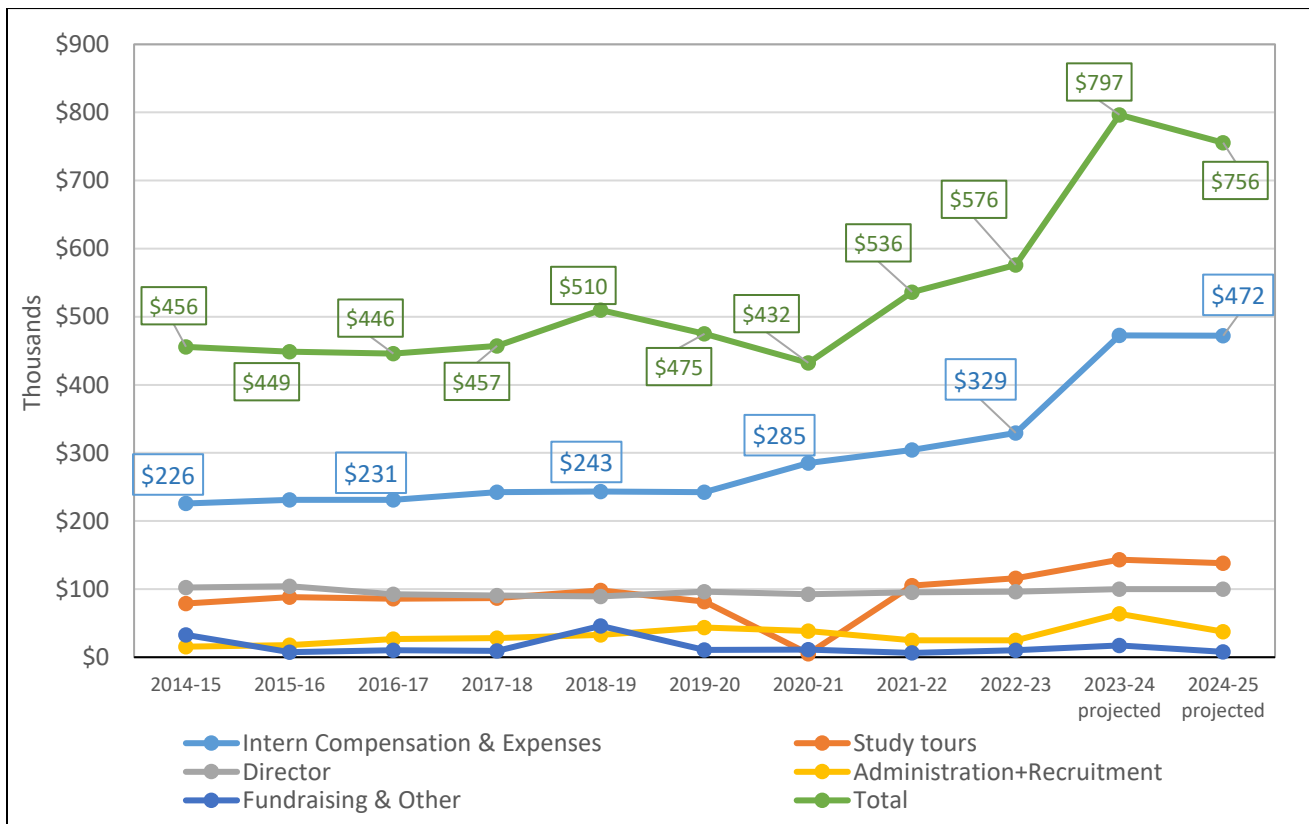
While the most obvious trend in Figure I is the sharp jump in revenue resulting from the new House of Commons funding beginning in 2023-24, nearly all other funding sources also



increased through this period. The lone exception is “Other fundraising,” which used to include ticket sales for the annual Alumni Dinner. However, this income did not significantly exceed the costs for the event, leading to its discontinuation after 2014-15. Excluding the House of Commons grant, the PIP’s 2024-25 revenues will be 34 percent higher than in 2014-15.

By comparison, Figure II demonstrates that the vast majority of the new revenues provided by the House of Commons and other Programme partners have been devoted to increases in Intern compensation and other related expenses. In 2024-25, Intern compensation, expenses, and study tours are projected to make up 81 percent of PIP’s spending, up from just 67 percent in 2014-15. By comparison, spending on the Director’s compensation and expenses not only declined from 22 percent to 13 percent of expenses from 2014-15 to 2023-24, but were also lower in absolute terms as well.

Figure II - PIP Expenses by Category: 2014-15 to 2024-25



While uncertainties remain regarding to the potential cost of the move to new administrative arrangements, the forecasted surplus of \$55,216 on expenses of \$755,619 will allow considerable room to respond to such contingencies or changes in participation by sponsors. Should this level of surplus remain likely once the 2024-25 Programme sponsors are confirmed and there is greater clarity regarding potential transition costs, then the Director will recommend increasing the salary for the 2024-25 Interns to at least \$36,000.



PIP Accumulated Surplus and Legacy Fund

The PIP's financial reserves are projected to reach nearly \$440,000 by the end of 2023-24. This includes approximately \$381,000 in accumulated surplus as well as over \$58,000 in the PIP Legacy Fund invested with the Ottawa Community Foundation.¹ These reserves also support the PIP's ongoing operations, with the accumulated surplus generating over \$20,000 in interest throughout 2023-24, while a grant of close to \$2,500 was generated by the Legacy Fund.

Human Resources

Harassment Prevention and Security

In February 2023 the Director convened a committee of alumni volunteers who reviewed and made recommendations to update the Programme's *Anti-Harassment and Discrimination Policy*. In particular, updates to the *Policy* were required following guidance from the House of Commons' legal advisors that the Interns' interactions with their host MPs and the other staff in those offices were covered by the [Members of the House of Commons Workplace Harassment and Violence Prevention Policy](#) that was approved by the House of Commons' Board of Internal Economy in 2021. Additional work was also needed to ensure that the *Policy*, which pre-dated the Interns' transition to be employees of the CPSA, better reflected the structure and language laid out in the Ontario *Occupational Health and Safety Act*.

Work to make such changes to the PIP *Anti-Harassment and Discrimination Policy* was paused while the CPSA developed its own policy. That policy was completed in Spring 2024, and work will now take place to harmonize the two documents.

As per the PIP's *Policy*, the Interns received training, guidance, and support in their work on the Hill. In 2023-23, this included an overview of the *Anti-Harassment and Discrimination Policy* from the Alumni Liaison (Clare Boychuk). The Interns also received bystander intervention training and completed the House of Commons Respectful Workplace training as part of their orientation program. In recognition of the security issues that come with working at Parliament, the Interns also completed a security training session from the House of Commons Corporate Security Office in September as well.

Health insurance

As noted below, individuals with significant ongoing medical costs may be unable to participate in the PIP due to the absence of supplementary healthcare insurance. In 2022-23, the PIP took a small step to improve the Interns' access to health coverage by partnering with Sarah Crosby, a PIP alumna who is now a practicing psychotherapist, to enable the Interns to access mental health counselling. To ensure anonymity, the Interns can refer themselves to Ms. Crosby directly, with the PIP paying the heavily reduced price that she has agreed. The Director will continue to explore options for health coverage and particularly may be enabled by the move to a new host organization.

¹ The PIP Legacy Fund was established in 2017-18 using a portion of the PIP's accumulated surplus. It is distinct from the Hales and Hurley Parliamentary Foundation.



Strategic Planning

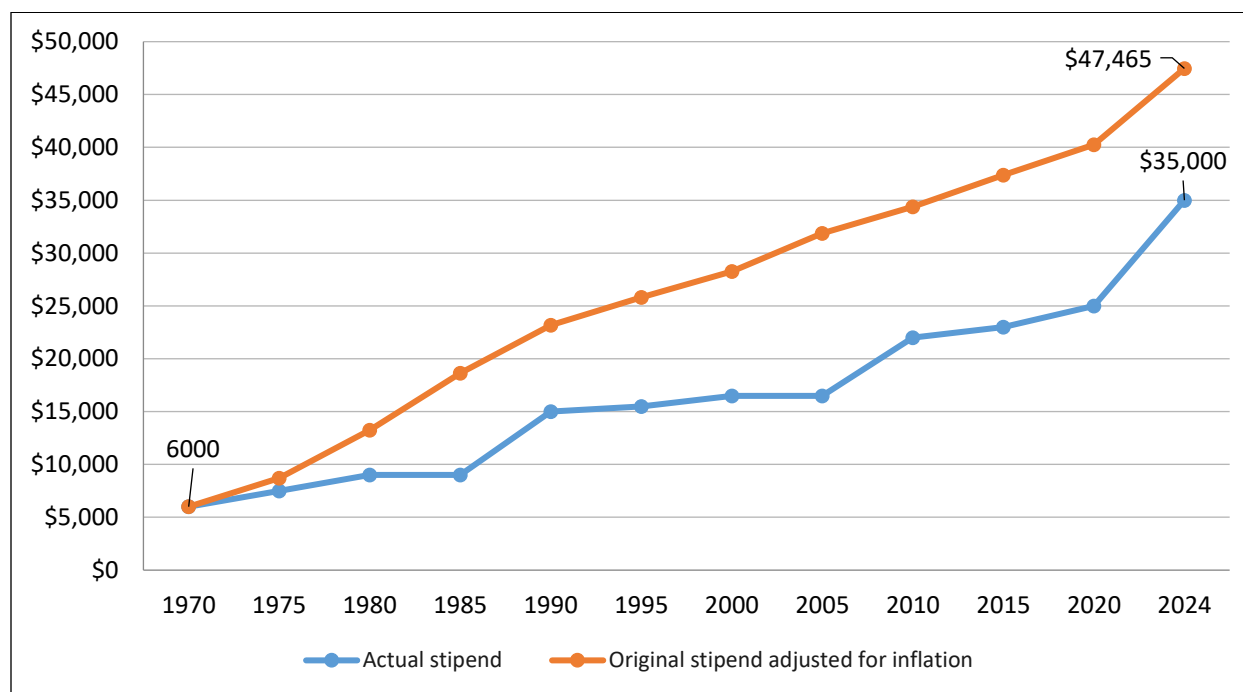
Transition to new administrative arrangements

As noted above, the House of Commons has launched a process that should identify a new host organization for the Parliamentary Internship Programme by the summer of 2024. However, considerable work will still be required to implement the transition and particularly to ensure that the Programme is able to launch the recruitment process for the 2025-26 Interns by December 1, 2024 as per usual. The Canadian Political Science Association will also need to reach an agreement with the new host to transfer the Programme’s accumulated surplus and intellectual property. It is also currently unclear whether the Programme Director will be able to transition to the new host organization along with the Programme.

Increasing the Intern Stipend

As can be seen in Figure III, the PIP stipend has failed to keep with inflation since the Programme’s founding in 1970. Moreover, while increased support from sponsors and the House of Commons has enabled the PIP to significantly increase the Intern stipend in recent years, the recent increases in inflation has already eroded those gains. Furthermore Table IV demonstrates that even with the rise to \$35,000, the PIP salary will still trail that offered by Manitoba and BC legislative internships. Indeed, during the Programme’s 2024-25 recruitment campaign, many potential applicants indicated that they would still find it difficult to live on the new salary of \$35,000 given the high cost of rent, food, and other expenses.

Figure III – Value of the PIP Stipend since 1970²



² Inflation adjusted data obtained through the Bank of Canada Inflation Calculator.



While generally hindering the PIP's efforts to attract the most qualified candidates, financial considerations also remain a substantial barrier to improving participation in the Programme by persons from disadvantaged groups. In particular, many students from marginalized backgrounds must take on considerable debt to complete their studies, forcing them to seek higher-paying employment opportunities upon graduation so they can repay debt while maintaining a reasonable standard of living. Those with medical conditions also face pressure to find employment that is better compensated or that includes health-care insurance.

Figure III also shows the tendency for the PIP stipend to remain constant for extended periods, leading its value to erode with inflation. Once the PIP's new administrative arrangements have been decided, the Director will work with the Programme Advisory Board to develop a system for regular incremental increases in the stipend for future years. As noted above, the Director will recommend raising the Intern stipend to \$36,000 should the PIP's 2024-25 finances permit.

Table IV – Internship Compensation Comparison

Program	Duration	Salary	Annualized salary
Parliamentary Internship Programme (2024-25)	10 months	\$35,000	\$42,000
British Columbia Legislative Internship Program (2023)	25 weeks	\$29,325	\$60,996
Manitoba Legislative Assembly Internship Program (2024-25)	10 months	\$1786.40 biweekly	\$46,446
Ontario Legislative Internship Program (2024-25)	10 months	\$28,000	\$33,600
Stages de la Fondation Bonenfant de l'Assemblée Nationale du Québec (2024-25)	10 months	\$24,000	\$28,800

Increasing Programme Funding

With the implementation of direct House of Commons funding in the 2023-24 Programme year, the PIP has now begun a new financial model that includes grants from the House and SSHRC, contributions from sponsors at the Platinum, Gold, Silver, and Bronze levels, as well as project funding from diplomatic and other partners in support of our legislative study tours.

The 2022-23 year should have seen the regular three-year review of the PIP's sponsor levels. However, this process was paused given that the Programme is currently fully funded and in recognition of the uncertainty surrounding the additional costs that may emerge with the move to a new host organization. Nevertheless, the need for regular increases in the Intern stipend means the sponsorship levels should be revisited once the transition takes place.

Communications

Given the uncertainty created by the pending transition to a new host organization, the Programme introduced a new newsletter for stakeholders to ensure they were kept up to date on the process and general PIP events and activities. Newsletters were distributed at the start



of November, end of December, and the beginning of May. The PIP's usual "Blues" newsletter for both stakeholders and alumni was distributed at the start of March, and a further stakeholder-specific newsletter will be published at the end of June. Going forward, the PIP publish newsletters roughly every two months as follows:

- *August* – Stakeholder newsletter with Intern biographies and annual calendar.
- *October* – Stakeholder newsletter with placement selection and orientation recap.
- *December* – Stakeholder newsletter with review of fall activities and holiday greetings.
- *February* – "Blues" newsletter for all alumni and stakeholders marking completion of the Interns first placement and study tours to Europe.
- *April* – Stakeholder newsletter reviewing winter activities and year-end events.
- *June* – Stakeholder newsletter thanking sponsors and sharing images from the PIP year-end events.

The Programme is reviewing whether to continue the production of the PIP "Bulletin", its original publication which served as a long-form year in review for Programme alumni and stakeholders. While the Bulletin serves as a tremendous record of all that each cohort accomplishes, it is unclear if it remains well adapted to the current media consumption habits of partners, stakeholders, and alumni.



Part III: Looking Forward to 2024-25

The 2024-25 Recruitment Campaign

The online application system opened December 1, 2023 with submissions due by January 31, 2024. Given its effectiveness during the pandemic and significantly lower cost, the Programme continued to focus on distributing the call for applications through electronic advertising, social media and via our stakeholders, partners, and alumni.

Inclusive recruitment

As can be seen in Table V, the Programme has made considerable progress in increasing the diversity of applicants. In 2018, PIP launched an Inclusive Recruitment Initiative that seeks to 1) better target recruitment advertising to a more diverse audience; 2) address barriers to participation by historically disadvantaged groups, such as financial concerns or second language skills; and 3) allow applicants to self-identify as a member of a historically disadvantaged group within the recruitment process.

Recruitment targeting has been improved through the development of lists of organizations engaged with racialized and Indigenous youth. At the same time, PIP has sought to relieve financial anxieties among potential Interns by compensating their moving expenses and increasing the stipend. Financial support is also available to those otherwise qualified Interns who require second language training before beginning the Programme.

While normally forbidding organizations from asking applicants to self-identify as members of disadvantaged groups, the *Ontario Human Rights Code* does permit organizations to create a “Special Program” permitting self-identification if they can demonstrate that the information is necessary to address such groups’ previous under-representation. In 2018, the previous Director built the rationale for the PIP’s Special Program through a survey of alumni, which confirmed that members of disadvantaged groups have been under-represented among participants. As such, the Special Program now permits PIP applicants to identify as Indigenous, members of racialized groups, or as persons with visible or visible disabilities. Selection committee members are briefed on the Special Program’s objectives, giving them the information needed to build candidate pools that reflect the Canadian population.

The PIP Alumni Association also supports the inclusive recruitment initiative through a mentorship program that connects potential applicants directly to alumni volunteers. This strategy helps to level the playing field between applicants inside the “Ottawa Bubble” with detailed knowledge of the PIP and those who are learning of the internship for the first time. The Director would like to thank all alumni volunteers who participated and the Alumni Association for managing this unique initiative.

Engaging with partners and stakeholders

The CPSA’s POLCAN2 newsletter remained the primary channel for distributing the call for applications among the country’s political science programs. PowerPoint slides advertising the PIP were developed in English and French for professors to include in their class lectures, with longer presentations available to professors and organizations wishing to make full presentations about the Programme. The several Interns were also invited to present to a number of political science classes.



In addition to posting on POLCAN, the PIP also actively maintains its own contact database so that it can reach out directly to a large number of potential recruitment partners, including political science and public policy departments, university career offices, schools of graduate studies, and civil society organizations engaged in political awareness initiatives. A further list of organizations engaged with racialized and Indigenous youth as well as Indigenous studies programs has also been developed to support the Programme's Inclusive Recruitment Initiative.

Advertising and social media

The Programme produced the usual recruitment posters as well as advertising images that were optimized for use on social media. These images were shared on the PIP's four social media channels as well as through paid Facebook and Instagram posts. Unfortunately, changes in Facebook's ad-targeting for job postings meant that this year's ads were less targeted than in past, and attracted more negative or harassing comments than in previous years. Going forward, the Programme will devote more advertising to Instagram. In this vein, the Interns hosted several "Instagram takeovers" to answer questions about the Programme during the recruitment period.

The PIP's media sponsor, the Hill Times, once again generously provided several weeks of banner advertising in their daily newsletters throughout December and January. These posts the call for applications was circulated among politicians, senior public servants, lobbyists, diplomats, and politically engaged Canadians.

Webinars

The Director, Recruitment Coordinator, and intern volunteers organized information webinars for potential applicants. Two sessions were held in early January, one in English and one in French. Several PIP alumni volunteered their time to share their experiences and advice in each session. The two events attracted over 50 potential applicants. The presentations were also posted on the PIP website for those who were unable to attend.

Results

Applications to the Programme grew slightly to 148 from 141 in 2023-24. As shown in Table V, the proportion of applicants who identify as racialized rose to a new high of 47 percent and remains over 50 percent above 2020-21 levels. The proportion of individuals identifying as having a visible or invisible disability similarly remained well above 2020-21 levels. However, while the number of indigenous applicants rose slightly, more work is needed to attract indigenous candidates in hopes of reaching at least five percent of total applicants.

Table V – Applicant Diversity 2020-21 to 2024-25

Category	2020-21	2021-22	2022-23	2023-24	2024-25
Indigenous	4 (2%)	5 (2%)	5 (4%)	2 (1%)	5 (3%)
Racialized	51 (31%)	95 (31%)	42 (33%)	64 (45%)	70 (47%)
Persons with visible or invisible disabilities	11 (7%)	23 (10%)	19 (15%)	20 (14%)	24 (16%)
Total in group	165	237	128	141	148



The 2024-25 Selection Process

The selection committee is traditionally made up of the Director (who serves as committee chair), Interns from recent cohorts, political scientists, and a representative of the House of Commons. In addition to the Director, this year the selection committee included:

- Caroline Bosc – *Deputy Principal Clerk, House of Commons*
- Enya Bouchard – *PIP 2019-20*
- Janique Dubois – *Professor of Political Studies, University of Ottawa*
- Nikhil Pandeya – *PIP 2022-23*
- Alison Smith – *Assistant Professor of Political Science, University of Toronto Mississauga*

The selection committee reviewed the applications in February to develop a shortlist of 25 candidates who were interviewed in March, 2023. The interviews were conducted by Zoom, but without the use of video to reduce the likelihood of personal bias and the chance of a bandwidth failure. The Director is grateful for the selection committee's dedication, professionalism, and insights.

The 2024-25 Parliamentary Interns

The Programme is looking forward to welcoming the 54th cohort of Parliamentary Interns to Ottawa starting September 1, 2024. Next year's Interns are:

Anjana Balachandran – Ottawa, ON

- BA (Political Science and International Security), University of Ottawa

Quinlan Cho – Toronto, ON

- BA (Political Science, History, and Writing and Rhetoric), University of Toronto

Abinash Kaur Dhaliwal – Abbotsford, BC

- BSS (International Development and Globalization), University of Ottawa

Noah Fon – Montréal, QC

- MA (Public and International Affairs), Université de Montréal
- BA (International Relations and International Law), Université du Québec à Montréal

Christina Koikaran – Montréal, QC

- BA (Political Science, Gender, Sexuality, Feminism and Social Justice and Indigenous Studies), McGill University

Jesse Lafontaine – Kelowna, BC

- MPP (Public Policy), University of Oxford
- MSc (Applied Digital Health), University of Oxford
- Doctor of Medicine, University of Alberta
- BA (Chemistry), University of British Columbia

Justin Langan – Winnipeg, MB

- BA (Political Studies), University of Manitoba
- Diploma (Communications and Journalism), Assiniboine Community College



Michelle Lewis – Markham, ON

- BSS (Political Science), University of Ottawa

Maya Mohammed – Edmonton, AB

- BA (Political Science and Sociology), University of Alberta Campus Saint-Jean

Justin Myers – Barrie, ON

- MA (Global Governance), University of Waterloo
- BA (Political Science and Economics), McMaster University

Jasdeep Sidhu – Brampton, ON

- BA (Political Science), Western University

Emily Wheaton – Moncton, NB

- BA (Politics), University of New Brunswick Saint John



Appendix I – Sponsors and Friends 2023-24

Partners

- House of Commons
- Hales and Hurley Parliamentary Foundation
- Social Sciences and Humanities Research Council

Platinum sponsor

- BMO Financial Group

Gold sponsors

- Business Development Bank of Canada
- Bombardier Inc.
- Canadian Bankers Association
- Canadian Life and Health Insurance Association
- Canadian Real Estate Association
- RBC Financial Group

Silver sponsors

- BIOTECanada
- Canadian Automobile Dealers Association
- Canadian Canola Growers Association
- Canadian Media Producers Association
- Chicken Farmers of Canada
- CIBC
- CN
- Dairy Farmers of Canada
- Fondation Desjardins
- Forest Products Association of Canada
- Innovative Medicines Canada
- Suncor
- Tech-Access Canada
- TD Bank Financial Group
- Universities Canada

Bronze sponsors

- Abacus Data
- Amazon Web Services
- Business Council of Canada
- Canadian Association of Broadcasters
- Canada's Building Trades Unions
- Canadian Cattle Association
- Canadian Credit Union Association
- Canadian Telecommunications Association
- Chemistry Industry Association of Canada
- Conference for Advanced Life Underwriting
- Civic Engagement Foundation
- CropLife Canada
- Estée Lauder Inc.
- Federation of Canadian Municipalities
- Sagen
- Rogers
- Vox Pop Labs

Friends of the Programme

- British High Commission Ottawa
- Clayton H. Riddell Graduate Program in Political Management, Carleton University
- European Union Delegation to Canada
- Embassy of the United States in Ottawa
- Fednav
- Federation of the Humanities and Social Sciences
- Institute on Government
- Metropolitan Brasserie
- Parliamentary Centre
- Parliamentary Internship Alumni Association
- The Hill Times
- VIA Rail Canada

Budget 2023-24 and forecast spending

Fiscal Year: July 1 to June 30; Updated 1/5/2024

CASH ACCOUNT

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2023-24	2024-25
	Actual	Actual	Actual	Actual	Actual	Presented Nov. 2023	Projected 1-5-2024	Tentative
REVENUES (* January invoice)								
Grants								
SSHRC	55,000	55,000	55,000	66,000	66,000	66,000	66,000	66,000
House of Commons						186,047	186,047	186,047
Platinum								
BMO Financial Group*	40,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Gold								
Bombardier Inc.	20,000	20,000	20,000	20,000	22,000	22,000	22,000	22,000
Canadian Bankers Association	20,000	20,000	20,000	22,000	22,000	22,000	22,000	22,000
Canadian Life and Health Insurance Association	20,000	22,500	20,000	22,000	22,000	22,000	22,000	22,000
Canadian Real Estate Association	20,000	20,000	20,000	22,000	22,000	22,000	22,000	22,000
BDC (moved from Silver in 2023-24)						22,000	22,000	22,000
To be confirmed								22,000
RBC Financial Group (moved from Silver for 2023-24)						22,000	22,000	
CropLife Canada (Moved to Bronze in 2023-24)	20,000	20,000	20,000	20,000	22,000			
CN (Moved to silver in 2023-24)	20,000	20,000	20,000	20,000	22,000			
Total Gold	120,000	122,500	120,000	126,000	132,000	132,000	132,000	132,000
Silver								
BIOTECanada	10,000	10,000	10,000	10,000	11,000	11,000	11,000	11,000
Canadian Automobile Dealers Association	10,000	10,000	10,000	11,000	11,000	11,000	11,000	11,000
Canadian Canola Growers Association (moved from Bronze in 2022-23)					11,000	11,000	11,000	11,000
CIBC*	10,000	10,000	10,000	11,000	11,000	11,000	11,000	11,000
Canadian Media Producers Association	10,000	10,000	5,000	10,000	11,000	11,000	11,000	11,000
CN (Moved to silver in 2023-24)						11,000	11,000	11,000
Chicken Farmers of Canada	10,000	10,000	10,000	10,000	11,000	11,000	11,000	11,000
Dairy Farmers of Canada						11,000	11,000	11,000
Fondation Desjardins	10,000	10,000	10,000	11,000	11,000	11,000	11,000	11,000
Forest Products Association of Canada	10,000	10,000	10,000	11,000	11,000	11,000	11,000	11,000
Innovative Medicines Canada	10,000	10,000	10,000	10,000	11,000	11,000	11,000	11,000
Suncor						11,000	11,000	11,000
TD Bank Financial Group	10,000	10,000	10,000	11,000	11,000	11,000	11,000	11,000
Tech-Access Canada (moved from Bronze in 2023-24)							11,000	11,000
Universities Canada*	10,000	10,000	10,000	10,000	11,000	11,000	11,000	11,000
RBC Financial Group (moved to Gold for 2023-24)	10,000	10,000	10,000	10,000	11,000			11,000
Food, Health, and Consumer Products Canada	10,000	10,000	10,000					11,000
BDC (moved to Gold in 2023-24)	10,000	10,000	10,000	11,000	20,000			
Estee Lauder (Silver for 2022-23)					12,750			
CICC (new 2021-22; ended 2022-23)				10,000	11,000			
Amazon (2021-22 only)				14,000				
CPA Canada (moved to Bronze 2022-23)	10,000	10,000	10,000	11,000				
Microsoft (new 2019)		10,000	10,000	10,000				
Unifor (ended 2021-22)	10,000	10,000	10,000	10,000				
Canadian Health Food Association	10,000	10,000						
International Union of Operating Engineers	10,000							
Total Silver	170,000	170,000	155,000	181,000	175,750	154,000	165,000	187,000
Bronze								
Abacus Data (New 2021-22)				2,500	2,750	2,750	2,750	2,750
Amazon Web Services (new 2023-24)						2,750	2,750	2,750
Business Council of Canada (new 2022)					2,750	2,750	2,750	2,750
Canadian Association of Broadcasters (new 2022)					2,750	2,750	2,750	2,750
Canada's Building Trades Unions (new 2023-24)						2,750	2,750	2,750
Canadian Cattle Association (new 2020)			2,500	2,750	2,750	2,750	2,750	2,750
Canadian Credit Union Association (previously Silver)	2,500	2,500	2,500	2,750	2,750	2,750	2,750	2,750
Chemistry Industry Association of Canada (returning 2023-24)	2,500					2,750	2,750	2,750
Cdn Telecommunications Assn (new 2021)				2,500	2,750	2,750	2,750	2,750
Civic Engagement Foundation*	2,500	2,500	2,500	2,500	2,750	2,750	2,750	2,750
Conference for Advanced Life Underwriting (new 2022)					2,750	2,750	2,750	2,750
CropLife Canada (Moved from gold in 2023-24)						2,750	2,750	2,750
Estée Lauder Companies (Silver for 2022-23)	2,500	2,500	2,500	2,500		2,750	2,750	2,750
Federation of Canadian Municipalities (new 2022)					2,750	2,750	2,750	2,750
Rogers Communications*	2,500	2,500	2,500	2,750	2,750	2,750	2,750	2,750
Sagen (previously Silver)	2,500	2,500	2,500	2,500	2,750	2,750	2,750	2,750
VoxPop Labs (New 2023-24)						3,000	3,000	3,000
Tech-Access Canada (new 2021)				2,500	2,750	2,750		
CPA Canada (previously Silver)					2,750			

Genome Canada (new 2020-21)			2,500	2,500	2,750			
Canadian Association of Petroleum Producers	2,500	2,500	2,500	2,500	2,750			
Canadian Assn of Professional Employees (one-time 2021-22)				2,500				
Canadian Canola Growers Association (moved to Silver)	2,500	2,500	2,500	5,000				
Co-operatives and Mutuals Canada	0	2,500	2,500	2,750				
Arcadia Advisory Services Ltd (new 2020)			2,500					
Scotiabank	2,500	2,500						
Nelligan O'Brien Payne	2,500							
Total Bronze	25,000	22,500	27,500	38,500	41,250	49,750	47,000	47,000
Total Grants and Sponsorship	410,000	420,000	407,500	461,500	465,000	637,797	646,047	668,047
Project Contributions								
British High Commission/FCO (exchange rate var.)	13,507	13,422		22,650	22,894	28,559	28,559	28,559
Delegation of the European Union (exchange rate var.)	21,983	22,161		25,433	28,274	29,000	28,409	28,409
Embassy of the USA/US State Department (exchange rate var.)	26,032	29,089	5,266	21,814	34,230	33,000	33,500	33,500
Institute on Governance - Hales Prize Sponsorship					2,300	2,300	2,300	2,300
Special Contribution - NU Study Tour (Fednav)	5,000			5,000	5,000	6,000	6,000	6,000
RBC - 50th Anniversary of Canada-U.S. Parliamentary Exchange						2,500	2,500	
Sponsor contributions to Interns' policy learning activities						1,504	1,504	
BMO - PIP-Fellows Exchange 50th anniversary reception sponsorship							7,500	
RBC - PIP-Fellows Exchange 50th anniversary reception sponsorship							2,500	
Samara Centre for Democracy - Hales Prize Sponsorship			2,000					
One-time Special Contributions - 50th Anniversary	25,000							
Total Project Contributions	91,522	64,672	7,266	74,897	92,698	102,863	112,772	98,768
Other Revenues								
PIAA Hales and Hurley Parliamentary Foundation (est. 2017)	500	1,931	2,133	4,000	3,958	4,000	5,043	5,100
Interest (bank account and PIP Legacy Fund)	5,432	4,364	2,180	2,634	18,006	20,400	23,800	22,000
Recovery of prior year expenses	0	0						
Candidates' administration fees (reduced to \$10 in 2023; ended 2023)	3,500	4,025	5,950	2,540				
Miscellaneous	0		2	131				
Total Other Revenues	9,432	10,320	10,265	9,305	21,964	24,400	28,843	27,100
Fundraising Activities								
BMO Financial Group (Annual Reception Sponsorship)	10,000	10,000	10,000		10,000	10,000	10,000	10,000
Bombardier (Annual Reception Sponsorship)	7,500	5,000		3,000	5,000	5,000	5,000	5,000
Direct Donations	120	120	120	120	110	120	120	120
CropLife Canada (Annual reception Sponsorship)				2,731	4,735			
Total Fundraising Activities	17,620	15,120	10,120	5,851	19,845	15,120	15,120	15,120
TOTAL REVENUES	528,573	510,112	435,150	551,553	599,507	780,180	802,782	809,035
EXPENDITURES	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2023-24	2023-24
	Actual	Actual	Actual	Actual	Actual	Presented Nov. 2023	Projected 1-5-2024	Tentative
Programme Committees								
Anti-harassment and Discrimination Advisory Committee			500	400				
Selection Committee Meeting Expenses	962	775	250	200	250	350	200	200
Selection Committee Honoraria	800	600	1,200	1,200	1,200	1,200	1,200	1,200
Total Program Committees	1,762	1,375	1,950	1,800	1,450	1,550	1,400	1,400
Internships								
Orientation program and training	1,481	3,038	2,318	2,046	2,594	2,915	2,499	2,499
Brown Bag Lunches	109	83	150	139	1,364	300	300	300
Interns' stipends	240,000	225,800	250,000	268,818	290,012	420,000	420,000	420,000
Employers' EI and CPP contributions for Interns			18,232	19,374	21,796	32,492	32,492	32,492
Interns' non-travel expenses	150	2,836	5,087	5,018	3,659	4,000	4,000	4,000
Interns' travel (included moving expenses in 2019-20)	1,301	5,534	682	131	139	500		
Interns moving expenses to Ottawa (separated from travel 2020-21)			5,373	6,373	5,696	9,600	9,044	9,044
Interns' academic and training expenses	216	2,926	1,539	463		600		
Interns' CPSA Conference registration/posters/Hill reception	0	0	0	250	2,100			
Alf Hales Prize/Travel Expenses for Winner	0	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Interns' policy learning activities						3,004	2,254	1,200
Total Internships	243,257	242,217	285,381	304,613	329,360	475,411	472,589	471,535
Fundraising								
Annual Alumni Celebration and Other Fundraising	12,431	5,867	29	5,287	8,772	5,000	3,429	3,728
Total Fundraising	12,431	5,867	29	5,287	8,772	5,000	3,429	3,728
Special Events and Projects								
Year end bonus for pandemic cohorts		4,500	11,000					
Former Prime Ministers	0	218						
50th Anniversary Celebration May 2019	32,299							
50th Anniversary of the Canada-US Parliamentary Exchange						2,500	12,500	
Total Special Events	32,299	4,718	11,000	0	0	2,500	12,500	0
Study Tours - Outgoing								
Montréal (previously Former Prime Ministers)	1,001				1,453	1,800	4,500	2,000
Nunavut	21,496			9,216	16,546	21,000	21,500	22,500

Ontario	4,965			4,343	5,733	8,982	8,244	8,000
Québec	6,028	9,292		7,157	6,353	9,000	8,000	8,500
UK (did not include air travel pre-2019-20; now includes one flight)	13,793	13,626		31,278	24,058	31,204	31,500	31,500
EU (included round trip travel pre-2019-20; now includes one flight)	26,580	32,519		29,191	29,371	32,000	32,000	32,000
US	24,458	26,347		23,847	32,323	35,000	37,500	33,500
US Embassy Speaker Series Honoraria			5,266					
Total Study Tours - Outgoing	98,320	81,784	5,266	105,032	115,838	138,986	143,244	138,000
Study Tours - Incoming								
British Columbia Interns	112	0		295	240	405	405	405
Manitoba Interns	0	0			247	312		312
Ontario Interns	390	131		453	160	374	374	374
Québec Interns	307	0			160	281	190	265
US Congressional Fellows	442	0		276	484	405	240	405
Total Study Tours - Incoming	1,252	131	0	1,023	1,291	1,778	1,210	1,762
Directorship								
Salary (includes unrecovered HST prior to 1 Jan. 2021)	88,349	88,349	88,964	90,497	90,515	94,163	94,163	94,163
Director CPP + EI contributions (from 1 January 2021)			3,257	4,774	4,836	5,200	5,200	5,200
Expenses	170	394	136	221	750	700	500	700
Transition period for new Director	0	7,661						
CPSA Annual Conf/Board Meeting	778	50						
Total Directorship	89,296	96,454	92,357	95,492	96,101	100,063	99,863	100,063
Administration								
Audit	4,853	4,648	5,164	6,971	6,200	7,000	7,000	7,000
Legal and other professional services	313	7,915	8,768			10,000	32,597	
Bank Fees and Financial Services Charges	163	225	548	282	195	300	300	300
Insurance	0	0				1,366	1,366	1,366
Office Supplies (non-HOC)	164	1,151	189	158		200		200
Printing/Publications (non-HOC)	1,392	1,142		658	1,570	1,800	1,500	1,800
Promotion/Recruitment	7,722	6,585	1,357	827	1,783	1,800	1,500	1,800
Stakeholder Relations (PIAA, Youth Outreach, Event Support)	2,966	7,270	489	2,735	2,021	3,000	2,750	3,000
Electronic communications						1,500	937	937
Website (separated from electronic communications 2023-24)	3,965	3,743	3,257	1,268	1,154	0	2,972	900
Reconciliation (prior years)	0			0	0		0	0
Misc. Administration (included Prog. Asst. overtime until 2019-20)	692	758	7,145	637	1,359	1,000	400	1,000
Programme Assistant (includes overtime from 2020-21 onward)			374	419		500		
Total Administration	22,230	33,437	27,292	13,955	14,282	28,466	51,322	18,303
CPSA Management Fee	9,000	9,000	9,000	9,000	9,000	11,000	11,000	18,000
TOTAL OPERATING EXPENDITURES	509,847	474,984	432,275	536,202	576,095	764,754	796,556	752,790
Operating Surplus	18,727	35,128	2,875	15,351	23,412	15,426	6,227	56,245
Transfers to reserve fund								
Investment - PIP Legacy Foundation (reserve fund)	20,900							
Total Annual Surplus	-2,173	35,128	2,875	15,351	23,412	15,426	6,227	56,245
Accumulated Surplus	304,862	339,990	342,865	358,217	381,629	397,055	387,855	444,100