

Parliamentary Internship Programme 2024-25 Annual Report



Annual General Meeting
Canadian Political Science Association

Dr. Paul Thomas
Director

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In memorium



The PIP's founding Director, James Ross Hurely, passed away on March 24, 2025 at the age of 83. James laid the ground work for the Programme's success, developing the model for placements and study tours that continues to this day. He also secured the initial support for the PIP from the Donner Foundation and then attracted the PIP's first sponsor organization – the Canadian Life Health Insurance Association – which has supported the PIP ever since.

James left the Director position in 1975 to begin a distinguished career as a constitutional affairs advisor within the Privy Council Office. However, he remained a continual supporter of the Programme, mentoring generations of Interns and helping many to begin careers in the public service. In 2017, he also helped to establish the Hales and Hurley Parliamentary Foundation, which fundraises to create an endowment for the Programme.

James was connected to the Programme to the end, attending a celebration for the 50th installment of the Interns' annual exchange with the Congressional Fellows in May 2024 and the Programme's 55th Anniversary celebration in December 2024. He will be deeply missed.



Director's Message

The 2024-25 year was one of mixed blessings for the Parliamentary Internship Programme. In December 2024, we celebrated the Programme's 55th anniversary at an event which saw the presentation of the inaugural Alumni Achievement awards to those three alumni who had gone on to be elected as Members of Parliament: Judy Wasylycia-Leis (1976-77), Arif Virani (1995-95), and Brad Vis (2010-11). That each had been elected to represent a different political party was a testimony to the PIP's non-partisanship. We were also incredibly glad that the Programme's founding Director, James Ross Hurley, could be with us to mark the occasion. However, just a few months later we were forced to say our farewells to James after his passing on March 24, 2025. James' legacy will live on through the Programme and especially through the Hales and Hurley Parliamentary Foundation, which he helped to establish in 2017 to raise funds for the Programme.

While their experience turned out differently than initially envisioned, the 2024-25 Interns had a front seat to history as Canada changed Prime Ministers, found itself on the front lines of a trade war, and then entered a pivotal federal election. Being placed with different parties, the Interns could see these events from multiple perspectives and share their insights with each other in our weekly "PIP caucus" sessions. The Interns made the most of this time by working on their research papers and learning from Programme sponsors about how the trade situation was impacting different industries. The 2025 election also saw two new PIP alumni, Dominique O'Rourke (1995-96) and Chi Nguyen (2003-04), return to Parliament as MPs.

Considerable progress was also made to ensure the PIP is ready to move to its new organizational home with the University of Ottawa. After operating the PIP since its 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 PIPs administrative host after the current agreement with the House of Commons comes to an end. In May 2024, the House of Commons selected the University of Ottawa as the new host organization, and the Programme will officially be transferred to the University on July 1, 2025. This move will not only give the PIP access to broader range of administrative supports, but will also significantly enhance the Intern experience, with future cohorts having official student status and receiving a graduate certificate in Public Administration upon completing the Programme. I would like to express my enormous gratitude to all those who have worked tireless to advance the transition, including Deputy Principal Clerk Caroline Bosc at the House of Commons, Dean Vicky Barham, Nada Nagy, and Frédéric Variel at the University of Ottawa, and CPSA President Jonathan Malloy.

Despite ongoing economic uncertainty, the PIP's financial position remains strong. The Programme welcomed seven new partners in 2024-25 and will again finish the year with a surplus. The Programme's reserves also continue to grow, and now stand at over \$450,000.

House of Commons Speaker Greg Fergus remained an enthusiastic supporter of the Programme, hosting our Welcome luncheon in October and the 55th anniversary celebration in December. The Programme will reach out to the next Speaker once they are elected in hopes that they will continue the long tradition of serving as the Patrons of the Programme. 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 Members of Parliament who hosted the 2024-25 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 despite the unusual circumstances caused by the prorogation of Parliament and the 2025 election. 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 – Anjana Balachandran, Quinlan Cho, Abinash Kaur Dhaliwal, Noah Fon, Christina Koikaran, Jesse Lafontaine, Michelle Lewis, Maya Mohammed, Justin Myers, and Emily Wheaton – for adapting to the continually changing circumstances that confronted you this year and for seizing the most of every opportunity. I look forward to seeing how you will shape Canada's history yourselves as your careers unfold.

Sincerely,

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 540 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 in November 2023 to identify a Canadian University that could service as the host. A Call for Interest was then issued in February 2024, with the Board of Internal Economy selecting the University of Ottawa as the new host organization in May 2024.



The CPSA has agreed to extend its management of the PIP to June 30, 2025, so that the transition can take place at the end of an internship cycle and financial year. The House of Commons and the University of Ottawa have reached a new Service Agreement for operation of the Programme, and the University of Ottawa is now completing a transition agreement with the CPSA. As discussed in Part II, the move to University of Ottawa will significantly enhance the Intern experience, with future cohorts having full access to the student support services at the university and receiving a graduate certificate in Public Administration for their participation in the Programme.

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 2024-25 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 2024-25 sponsors.

The PIP Director serves 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.

Further oversight and guidance is provided by the PIP Advisory Board, comprising representatives of the House of Commons, 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.



Part I: 2024-25 Intern Activities

The 2024-25 PIP Cohort

The PIP's 55th cohort is one of the most diverse in the Programme's history, featuring four men and seven women from six provinces. All completed at least one degree in Political Science, International Relations, or Public Policy. Five of the Interns identify as racialized and two as indigenous. Two are francophones. The 2024-25 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
- 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

Emily Wheaton – Moncton, NB

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



Notably, twelve interns were initially selected for the cohort. However, one withdrew shortly before the start of the Programme, by which time all of the alternates had already committed to other activities for the year. Justin Langan also resigned from the Programme prior to beginning his second placement. The PIP will return to twelve interns for 2025-26.

Interns in the House of Commons

Orientation Program

From September 3 to 17, 2024, the Interns completed an intensive orientation program with more than 30 meetings and other activities. The orientation's primary components were an introduction to PIP as well as a series of training sessions from House of Commons clerks on all aspects of parliamentary procedure and operations. We are indebted to Procedural Clerks Eric Glavin and Vicky Sedhya Maurice-Sevigny for organizing the House of Commons training, and to Dominique Valiquet for organizing presentations about the Library of Parliament and its resources.

Beyond this introduction to the House of Commons and its operations, the orientation featured sessions on the practical skills they would need to succeed in MPs' offices. These sessions included an overview of speechwriting with Astrid Krizus (a PIP alumna and past lead speech writer for Prime Minister Trudeau), 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), and a panel on the work of political staff with long-time legislative assistants from each major party. The interns also completed security awareness, respectful workplace, and conflict de-escalation training from the House of Commons.

Beyond formal training sessions, the Interns met with then Speaker Greg Fergus 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
- Hon. Arif Virani (PIP 1994-95) – Liberal MP for Hull Aylmer

The "Senate Day" also continued this year to introduce the Interns to the Upper Chamber. This included a panel on the Senate's changing role with Senators Robert Black, Rebecca Patterson, and David Wells. They also met Senator Mark Gold to learn about the role of the Government Representative in the Senate as well as Greg Peters, the Usher of the Black Rod.

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. For the second year, the Canadian Canola Growers Association and the Canadian Cattle Association sponsored the Interns' tour to Bonnechere Haven Farms and Spring Valley Farm to learn about agriculture issues, and the Interns attended briefings with Food, Health and Consumer Products Canada, the Forest Products Association of Canada, CN Rail, and Innovative Medicines Canada, as well as a session on the banking sector with the Canadian Bankers Association and representatives from BMO, CIBC, TD, and RBC.



MP Allocations

Each Intern works with one government and one opposition MP in two separate placements, with half of the Interns working on either side of the House during each placement period. 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 and be interviewed by the Interns to be considered for a placement. Fifty-seven MPs applied to host for the 2024-25 cohort, including three BQ members, 18 Conservatives, 29 Liberals, and seven from the NDP. The Interns worked to arrange meetings with every MP who applied before choosing their placements through a collective process. While each Intern had different objectives, they generally prioritized working with MPs who offered them the chance to work on engaging projects, experience different regional perspectives, and be part of a constructive work environment. The Interns' placements are listed in Table I below.

Adapting to the prorogation and election periods

For 2024-25, the placement periods ran from October 3, 2024 to February 7, 2025 and February 10 to June 17, 2025. While Parliamentary activity was paused during the prorogation, the Interns remained with their host MPs through the final weeks of their first placements and the beginning weeks of their second placements, with most Interns supporting their MPs with constituency work during this period. However, the dissolution of Parliament for the 45th Canadian general election required Interns to pause all work for their host placements during the election period from March 23 to April 29, 2025.

Originally, the Programme had planned for the Interns to undertake placements with the House of Commons administration, Library of Parliament, or the various officers of Parliament throughout the election period. A call for proposals for potential placements issued in early March 2025 received responses for more than a dozen positions a possible election period. However, when the dates of the election were confirmed, it quickly became evident that the placements would not be viable given both the short duration of the campaign and the fact that the Interns would miss two of the five weeks in the campaign with the study tours to Washington. Instead, the Interns focused on their research papers and meetings with sponsors during the election period in addition to the travel. The call for placements did nevertheless demonstrate the range of opportunities that might be available to the Interns during the subsequent election, and identified potential challenges, such as the need for specialized security clearances, that should be taken into account when the need for election placements rises again.

Post-election period

While the election brought a range of new MPs to Ottawa and changed the parties' standing in the House of Commons, the short window of time available between the end of election (April 28)



and the end of the Interns' time in Ottawa (Jun 30) made it impractical for the Interns to solicit a new round of applications and conduct interviews with potential host MPs. As such, the House of Commons permitted those Interns whose second placement MPs had been re-elected to return to their offices, while those Interns who were unable to return to host offices would select a new MP from the same party from those who had applied in fall 2024.

Table I – Intern Placements 2024-25

Intern	First Allocation	Second Allocation
Anjana Balachandran	Terry Duguid (LIB) Winnipeg South, MB	Raquel Dancho (CPC) Kildonan—St. Paul, MB
Quinlan Cho	Emmanuella Lambropoulos (LIB) Saint Laurent, QC	Greg McLean (CPC) Calgary Centre, AB
Abinash Kaur Dhaliwal	Kody Blois (LIB) Kings—Hants, NS	Melissa Lantsman (CPC) Thornhill, ON
Noah Fon	Stéphane Bergeron (BQ) Montarville, QC	Julie Dabrusin (LIB) Toronto—Danforth, ON
Christina Koikaran	Heather McPherson (NDP) Edmonton Strathcona, AB	Jenica Atwin (LIB) Fredericton, NB
Jesse Lafontaine	Helena Jaczek (LIB) Markham—Stouffville, ON	Dan Mazier (CPC) Dauphin—Swan River—Neepawa, MB
Justin Langan	Patrick Weiler (LIB) West Vancouver—Sunshine Coast—Sea to Sky Country, BC	<i>(Resigned from Programme)</i>
Michelle Lewis	Michelle Rempel Garner (CPC) Calgary Nose Hill, AB	Adam van Koeverden (LIB) Milton, ON
Maya Mohammed	Larry Brock (CPC) Brantford—Brant, ON	Yasir Naqvi (LIB) Ottawa Centre, ON
Justin Myers	James Bezan (CPC) Selkirk—Interlake—Eastman, MB	Sameer Zuberi (LIB) Pierrefonds—Dollard, QC
Emily Wheaton	Ben Carr (LIB) Winnipeg South Centre, MB	Andréanne Larouche (BQ) Shefford, QC

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 2024-25 included: the functions and operation of Parliament, representation in Parliament, party discipline and the legislative process, the role of backbench MPs, the courts and Parliament, indigenous politics, the executive, political parties, and the politics of the United Kingdom, Wales, the 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 methods – *Feodor Snagovsky (University of Alberta, PIP 2015-16)*
- Politics of Nunavut – *Graham White (University of Toronto)*
- Politics of Wales – *Sean Haughey (University of Liverpool)*
- Race and Politics – *Erin Tolley (Carleton University)*
- Gender and Politics – *Melanee Thomas (University of Calgary)*
- Federalism – *Daniel Béland (McGill University) and Jennifer Wallner (University of Ottawa)*
- Political Communication – *Alex Marland (Acadia University)*
- New Brunswick Politics – *JP Lewis (University of New Brunswick Saint John) and Tom Bateman (St. Thomas University)*
- Conservatism in Canada – *Ian Brodie (University of Calgary) and Sean Speer (University of Toronto)*
- Alberta Politics – *Frédéric Boily (Campus Saint Jean, University of Alberta) and Jared Wesley (University 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 2024-25 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 Air Canada, FedNav, VIA Rail, the Canadian Mission to the European Union, the British High Commission, the UK Foreign, Commonwealth and Development Office, the Welsh 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 Nunavut – *November 3-6, 2024*
- European Parliament, Belgian Parliament, and NATO – *January 12-18, 2025*



- Parliament of Wales – *January 18-21, 2025*
- United Kingdom Parliament – *January 22-26, 2025*
- United States Congress – *April 5-10, 2025*
- National Assembly of Québec – *April 22-25, 2025*
- Legislative Assembly of Ontario and Congress of the Humanities and Social Sciences – *June 2-6, 2025*

The Interns also conducted an overnight study tour to Montreal to visit the International Civil Aviation Organization, tour the Danone Canada factory in Boucherville, and meet with the government relations teams at BDC and Desjardins. We are grateful to Food, Health, and Consumer Products Canada for arranging the Danone visit.

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 2024-25 include:

- The "clipification" of Parliament
- Parliamentary priorities in the Era of Digital and Social Media
- Strengthening parliamentary oversight of national security and intelligence activities in Canada
- Le rôle des comités dans les gouvernements
- The role of "exempt" staff in Canadian federal politics
- The rhetoric of polarization in the Canadian House of Commons
- The impact of elected life on the personal lives of Members of Parliament
- Foreign Interference in Canada's Democracy: Challenges and Solutions
- The impact of constituency characteristics on MPs' attitudes to the Middle East
- The Impact of Foreign Interference on the Role of MPs in Canada

The Interns will present their research at George Brown College on June 5 as part of the Congress of the Humanities and Social Sciences and the Annual Conference of the Canadian Political Science Association. The Interns will also present to the Library of Parliament staff as part of its Food for Thought series, and on June 25, 2025, they will share their research with Parliamentarians, alumni, sponsors, Library of Parliament researchers and political scientists at the 15th 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 2025 Gaboury Symposium in June.

In addition to the Director, the selection committee for the 2023-24 prize includes:



- Caroline Bosc – House of Commons
- Simone Rivers – Social Science and Humanities Research Council
- Dr. Feodor Snagovsky – Alumni representative (PIP 2015-16)
- Rhonda Moore – Institute on Governance

The 2025 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.

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 2024-25 Brown Bag lunch guests were:

- Shelley Bruce – *Former Director of the Canadian Security Establishment*
- David Cochrane – *Host of CBC Power and Politics*
- Brian Lee Cowley – *PIP Alumni and Founder of the Macdonald-Laurier Institute*
- Jean Charest – *Former MP and Premier of Quebec*
- Ruby Dhalla – *Former MP and contestant for the 2025 Liberal Leadership race*
- Brian Gallant – *Former Premier of New Brunswick and President of Space Canada*
- Vassy Kapelos – *Host of CTV Question Period and Power Play*
- Mitch Monette – *Head of the Parliamentary Protective Service*
- Jason Nickerson – *Humanitarian Representative to Canada, Doctors Without Borders*
- Roland Paris – *PIP Alumni, Director of the Graduate School of Public and International Affairs, University of Ottawa*
- Bob Rae – *Canadian Ambassador to the United Nations*
- Richard Wagner – *Chief Justice of Canada*

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

- Air Canada – *Briefing With Joanne Dobson, Senior Director of Government Relations*
- BDC – *Briefing with Sylvain Bouffard, Assistant Vice-President of Corporate and Government Relations and Tristan Masson, Senior Government Relations Advisor*
- British High Commission – *Attendance at St. Andrew's Day celebration*
- Business Council of Canada – *Briefing with Daniela Lombardo, Trade Policy Analyst*
- BIOTEC Canada – *Attendance at BIOTENation reception*
- CAE – *Briefing with Daniel Lauzon, Senior Director Public Affairs and Policy*
- Canadian Automobile Dealers Association – *Briefing with Chief Economist Charles Bernard*
- Canadian Bankers Association – *Briefing with CBA staff and government relations representatives from BMO, CIBC, and RBC*
- Canadian Canola Growers Association and Grain Growers of Canada – *trade briefing with CCGA Vice-President Dave Carey and GGC Executive Director Kyle Larkin*
- Canadian Life and Health Insurance Association – *Attendance at the CLHIA stakeholder breakfast*
- Canadian Real Estate Association – *Attendance at CREA Political Action Committee Days*
- Canadian Veterinary Medical Association – *Briefing with CEO Joel Neuheimer*
- Conference for Advanced Life Underwriting – *Briefing with CALU President Guy Legault and Vice-President Francesca Iacurto*
- CN Rail – *Briefing session with Melissa Cotton, Director of Governmental Relations, and Benjamin Hooker, Government Affairs Manager*
- Federation of the Humanities and Social Sciences – *Briefing with President and CEO Karine Morin, Director of Policy Dianne Lalonde, and Policy Office Bailee Dobson*
- Food, Health, and Consumer Products of Canada – *Briefing with Dennis Prouse, Vice-President of Government Relations*
- Forest Products Association of Canada – *Briefing with FPAC staff and participation in National Forest Week events*
- Innovative Medicines Canada – *Briefing with IMC government relations team*
- Rogers – *Briefing with Hardave Birk, Director of Government Relations*
- Social Science and Humanities Research Council – *Attendance at SSHRC Impact Awards (November) and briefing with President Ted Hewitt and Vice-President Sylvie Lamoureux (April)*
- Suncor – *Briefing with Daniel Goodwin, Director of Government Relations, and Aaron Henry, Senior Government Relations Advisor*
- United States Embassy in Ottawa – *Election Day brunch with Ambassador Cohen (November), pre-study tour briefing (April), and reception in honour of the Congressional Fellows (May)*

Site and headquarters visits

- BDC – *Visit to BDC headquarters and briefing CEO Isabelle Hudon in Montréal, QC*
- BMO – *Briefing with Michael Gregory, Deputy Chief Economist in Toronto, ON*
- Bombardier – *Visit to the Bombardier Laurent Beaudoin Global Jet Completion Centre, Dorval, QC*
- Canadian Canola Growers Association – *Visit to Bonechere Haven Farms in Douglas, ON*
- Canadian Cattle Association – *Visit to Spring Valley Farm in Carleton Place, ON*
- Canadian Real Estate Association – *Visit to ProFab modular home construction in Chelsea, QC*



- Chicken Farmers of Canada – *Farm tour with CFC government relations team*
- Canadian Agrifood Trade Alliance – *Participation in CATA reception in Washington, DC*
- Food, Health, and Consumer Products of Canada – *Visit to the Danone Canada factory, Boucherville, QC*
- Fondation Desjardins – *Briefing at the Desjardins HQ in Montréal, QC*
- TD Financial Group – *Visit to the TD trading floor in Toronto, ON*

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 2024-25 Interns continued to use social media to share their experiences with Programme stakeholders, Canadians, and the world at large. As shown in Table II, these efforts have driven continued growth in followers on all platforms except X. The PIP’s LinkedIn page in particular gained nearly 1,000 followers in 2024-25, a development that will support future recruitment efforts.

Table II – Growth in PIP’s Social Media Following

Platform	2022	2023	2024	2025	Growth since 2022
Facebook	1,922	1,952	1,983	2,000	4%
X	1,356	1,404	1,439	1,359	0%
Instagram	674	822	1,022	1,265	88%
LinkedIn	787	1,330	2,070	3,000	281%

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. BGC Canada has also scaled back its



engagement at the federal level. As is a result, there have been far fewer opportunities for the PIP to support youth activities than in the pre-pandemic. However, the Programme is in discussions to support the Canada Youth Parliament being organized by CIVIX, a non-governmental organization the promotes political engagement by youth.



Part II – Programme Management and Governance

In addition to celebrating the PIP's 55th Anniversary, the 2024-25 year saw the PIP's partners and stakeholders lay the groundwork for the Programme's upcoming move from the Canadian Political Science Association, where it has been housed since 1969, to its new organizational home in the School of Political Studies at the University of Ottawa. This transition will lead to significant improvements in the Intern experience, with the Interns receiving a graduate certificate for their participation in the Programme and having access to the full range of student supports at the University of Ottawa.

The Programme's financial position remains strong, with seven new organizations joining the sponsor community in 2024-25 and longstanding partners renewing their support. The PIP is projected to finish 2024-25 with a small surplus, which will continue its record of balanced budgets that stretches back more than a decade.

Programme Stakeholders and Partners

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 Director and Interns are grateful to House of Commons Speaker Greg Fergus for his heartfelt support and encouragement. Mr. Fergus welcomed the Interns to Parliament with a meeting during the orientation. He then hosted both the PIP's "Welcome luncheon" for the Interns, host MPs, and partners in October as well as the PIP's 55th Anniversary celebration in December. He also met with most of the visiting delegations from the PIP's counterpart programs. The Programme deeply grateful to 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 2025 to discuss both his role and research on Parliament, and remains source of guidance to the PIP Director. Mr. Janse will share his reflections on the current parliamentary session as the keynote speaker at the 2025 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 2025-26 recruitment campaign.



Deputy Principal Clerk Caroline Bosc continued to serve as the Programme's House of Commons Liaison. 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 2025-26 selection committee, and the Hales Prize Committee.

House of Commons support

While the House of Commons has long offered generous in-kind support to the Programme, in November 2022 the Board of Internal Economy agreed to provide the PIP with \$186,400 per year for five years 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.

This support began in 2023-24 and has already had a transformative impact on the Intern experience and has made the Programme much more competitive with other graduate programs and legislative internships in Canada.

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.

University of Ottawa

Following the CPSA's decision to end its role in administering the Programme, the House of Commons explored different models for managing the PIP. In November 2023, the House of Commons' Board of Internal economy ultimately selected a university-based model, and in February 2024 it issued a Call for Interest to identify a specific university to serve as the host. Submissions were due on March 15, 2024, and on May 23, 2024 the Board of Internal Economy ratified the selection of the University of Ottawa as the PIP's new host organization.

While the PIP will not officially move to uOttawa until July 1, 2025, work is well underway to ensure that the transition proceeds smoothly. The House of Commons and the University of Ottawa completed a service agreement for the delivery of the Programme earlier in 2025, and the Director has been working with the School of Political Studies to structure the PIP's various components into the courses required to obtain a graduate certificate in Public Administration upon completion of the Programme. The University of Ottawa is now working to complete a transition agreement with the CPSA.

Programme partners, sponsors and friends

As noted in the Foreword, 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, the Programme welcomed seven new partner organizations in 2024-25. Most joined at the Bronze level, with the overall number of Bronze sponsors more than doubling from eight to 18 between 2019-20 and 2024-25. The full list of Programme sponsors is attached in Appendix I.

Table III – Change in PIP sponsors in 2024-25

Category	Departed	Joined
Gold	<ul style="list-style-type: none"> RBC (<i>moved to Silver</i>) 	
Silver	<ul style="list-style-type: none"> CN (<i>moved to Bronze</i>) 	<ul style="list-style-type: none"> RBC (<i>previously Gold</i>) Food, Health, and Consumer Products Canada (<i>new</i>)
Bronze	<ul style="list-style-type: none"> Vox Pop Labs 	<ul style="list-style-type: none"> Canadian Dental Association (<i>new</i>) Canadian Veterinary Medical Association (<i>new</i>) CAE (<i>new</i>) CN Rail (<i>moved from Silver</i>) Ericsson (<i>new</i>) Grain Growers of Canada (<i>new</i>)
Friends	<ul style="list-style-type: none"> European Union Delegation in Canada 	<ul style="list-style-type: none"> Air Canada (<i>new</i>)

Looking forward, SSHRC has renewed its support for PIP for the period 2025-26 to 2028-29 and the Director is in renewal discussions with BMO as well. However, FedNav has indicated that it will no longer be able to provide support for the study tour to Nunavut. The Director is seeking organizations to support the study tours to both Europe and Nunavut.

Parliamentary Internship Alumni Association (PIAA)

PIAA continued to build ties among Programme alumni and mobilize in support of the Programme throughout the 2024-25 year. PIAA held a gathering for alumni and the current interns in Ottawa in September and supported a pub night for alumni and current Interns during the study tour to Montréal in March. There will also be an alumni gathering in Toronto during the Interns' study tour to Toronto which will coincide with the Congress of the Social Sciences and Humanities.

This year the annual fall alumni reception was transformed into the PIP's 55th Anniversary Celebration. The event also saw the presentation of PIAA's inaugural Alumni Achievement Awards, which recognize alumni who have made outstanding contributions to Canadian society



after completing the Programme. For 2024-25, the award selection committee unanimously decided to honour three alumni who were elected to the Commons after their time as Interns: former New Democrat MP Judy Wasylycia-Leis (PIP 1976-77), and two sitting MPs, Liberal Justice Minister Arif Virani (PIP 1994-95) and Conservative MP Brad Vis (PIP 2010-11). The award committee will develop a nomination process for future installments.

PIAA was also deeply involved in organizing tributes for James Ross Hurley, the Programme's Founding Director, who passed away in March 2025. Speaker Fergus issued condolences for Mr. Hurley on social media, and an obituary about his life by PIP alumni Alan Freeman was published in the Globe and Mail.

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, who passed away in March 2025. 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 over \$200,000, and provided PIP with a 2023-24 grant of \$5,034.

Programme Finances and Operations

2024-25 Finances

The budget update in Appendix II includes both the original projections for the 2024-25 financial year as well as updated projections as of May 2025. The original 2024-25 budget projected a break-even scenario with expenses of \$711,813 versus \$711,914 in revenue. This tight situation reflected the unexpected end of the European Union Delegation's support for the Interns' study tour to Brussels, which eliminated the larger surplus projected in spring 2024.

The updated budget projections in Appendix II indicate that 2024-25 spending will be substantially lower than forecast at approximately \$692,754. This drop reflects cost savings following Justin Langan's resignation as well as lower spending on the study tour to Washington following uncertainty over the U.S. Embassy's support for the trip. By comparison, revenues are on track to largely meet the original projections, and so the PIP should post a modest surplus of roughly \$17,000 for the year.

2025-26 Projections

As can be seen in the Budget Update in Appendix II, the Programme should maintain a strong financial position in 2025-26, with anticipated surplus of over \$20,000. To put these numbers in perspective, Figure I presents the PIP's income by source from 2014-15 to 2025-26, while Figure II presents the PIP's expenses by category over the same period.

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



Figure I – PIP revenue by source: 2014-15 to 2025-26

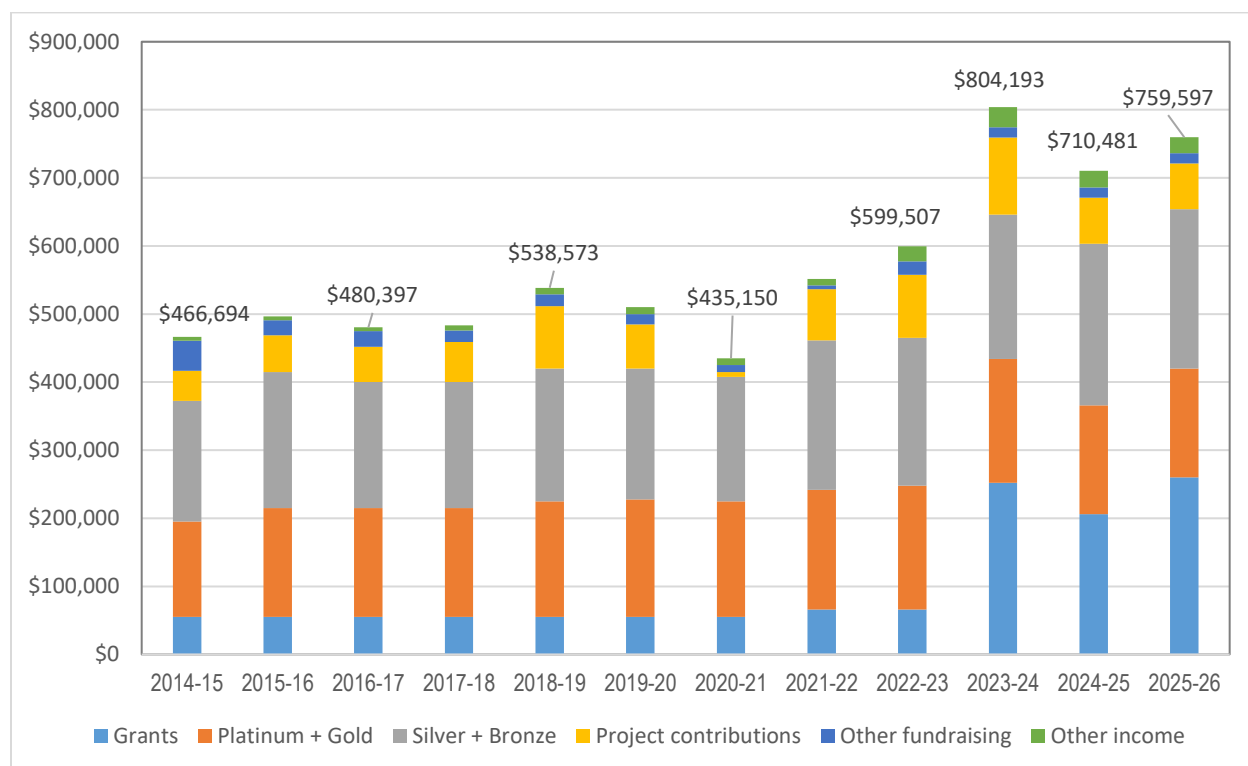
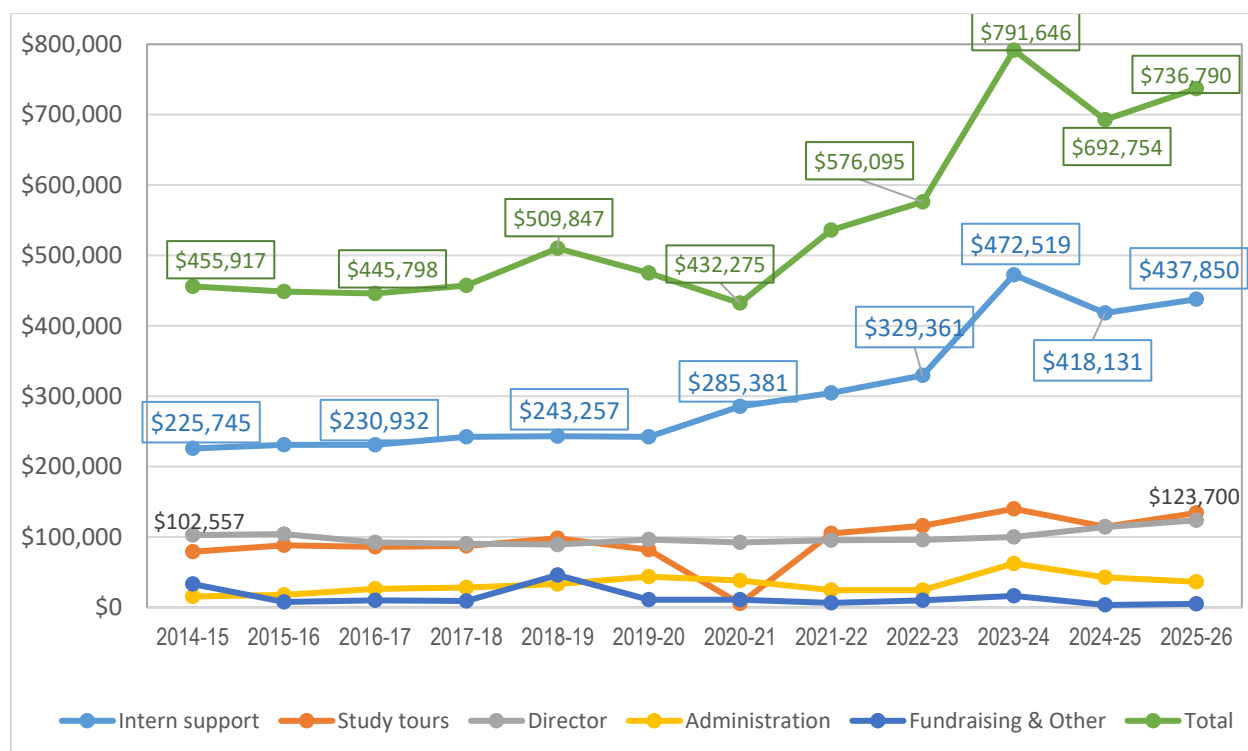


Figure II - PIP Expenses by Category: 2014-15 to 2025-26





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. Should additional support be secured for the study tours to the European Union and Nunavut, then the Director will recommend using the funds currently devoted to those trips increase the Interns’ 2025-26 scholarship to at least \$36,000.

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 2025-26, Intern compensation, expenses, and study tours are projected make up 78 percent of PIP’s spending, up from just 67 percent in 2014-15. By comparison, spending on the Director’s compensation and expenses declined from 22 percent to 17 percent of expenses from 2014-15 to 2025-26.

While a few uncertainties remain regarding the exact of the move uOttawa, the forecasted surplus of \$22,000 will allow room to respond to such contingencies or changes in participation by sponsors.

PIP Accumulated Surplus and Legacy Fund

The PIP’s financial reserves are projected to reach nearly \$470,000 by the end of 2024-25. This includes approximately \$412,000 in accumulated surplus as well as over \$58,000 in the PIP Legacy Fund, which was established within the Ottawa Community Foundation in 2017-18 using a portion of the PIP’s accumulated surplus (although they are both housed within the Ottawa Community Foundation, the Legacy Fund is distinct from the Hales and Hurley Parliamentary Foundation). These reserves also support the PIP’s ongoing operations, with the accumulated surplus generating over \$22,000 in interest throughout 2023-24, while the Legacy Fund generated a grant of more than \$2,400.

Strategic Planning

Changes to the Intern status and supports at uOttawa

While the internship experience will stay largely constant, there will be major changes in the Interns’ legal status and the supports they receive once the Programme relocates to uOttawa. The current Interns are legally considered as employees of the CPSA. Despite offering the protection of employment law, this status means that the Interns are paid through a taxable salary and must begin repaying their student loans after starting the Programme. They also receive no academic credit for their experience.

Beginning in 2025-26, the PIP interns will:

- Be enrolled as full-time students at uOttawa;
- Receive a Graduate Certificate in public policy upon completion of the Programme;
- Receive a tax-free scholarship instead of a salary;
- Be exempt from beginning repayment of student loans;
- Be part of the uOttawa student health plan; and
- Have access to the university’s academic resources.



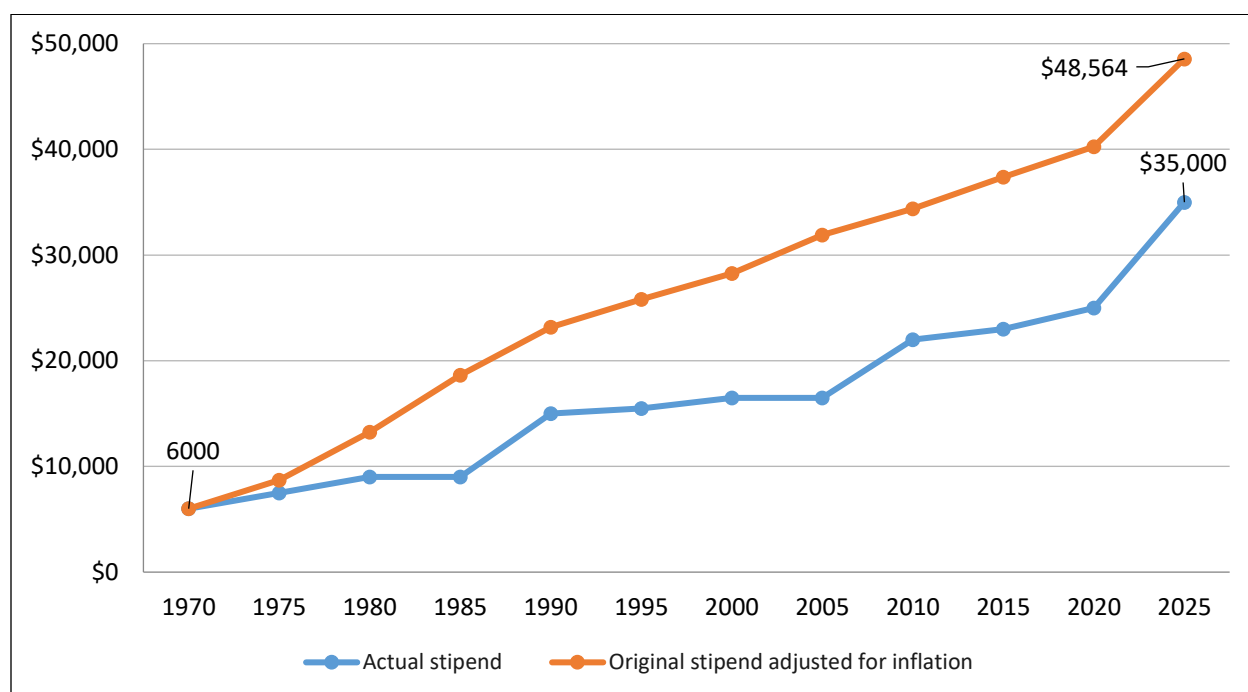
By allowing Interns to keep more of their compensation, postponing the repayment of student debt, and ensuring that all Interns have access to a health plan, these changes will greatly reduce the financial anxieties facing prospective Interns, and especially those from disadvantaged backgrounds who may have taken on more student debt or those with long-term medical conditions. The receipt of a graduate certificate for completing the Programme will also help those going on to further studies by ensuring that they receive the full credit for Programme's academic components. This is especially true for those who may choose to study abroad in jurisdictions where the Parliamentary Internship Programme itself is less well known.

While the interns will no longer be employees and hence no longer subject to protections in the *Ontario Occupational Health and Safety Act*, they will continue to be covered by the antiharassment and violence prevention policies that exist within the University itself.

Increasing the Intern scholarship

As can be seen in Figure III, the PIP stipend has failed to keep with inflation since the Programme's founding in 1970. While increased support from sponsors and the House of Commons has enabled significant increases in the Intern stipend in recent years, the spike in inflation following the COVID-19 pandemic has already begun to eat away at these gains. Table IV also demonstrates that even with the rise to \$35,000, the PIP scholarship will still trail the support offered by the Manitoba and BC legislative internships.

Figure III – Value of the PIP Stipend since 1970¹



While the Interns' new student status will help the existing support to go further, Figure III also shows the tendency for the PIP stipend to remain constant for extended periods, leading its

¹ Inflation adjusted data obtained through the Bank of Canada Inflation Calculator.



value to erode with inflation. Once the PIP's transition to the University of Ottawa is complete, 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 2025-26 finances permit.

Table IV – Internship Compensation Comparison

Program	Duration	Stipend	Annualized Stipend
Parliamentary Internship Programme (2025-26)	10 months	\$35,000	\$42,000
British Columbia Legislative Internship Program (2023)	25 weeks	\$29,325	\$60,996
Manitoba Legislative Assembly Internship Program (2025-26)	10 months	\$1881.38 biweekly	\$48,915
Ontario Legislative Internship Program (2025-26)	10 months	\$32,000	\$38,400
Stages de la Fondation Bonenfant de l'Assemblée Nationale du Québec (2025-26)	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 regular newsletters for stakeholders to ensure they were kept up to date on the management of the Programme as well as general PIP events and activities. Going forward, the PIP will publish sponsor newsletters roughly every two months, in addition to the Blues newsletter for all partners and alumni in December and the PIP "Bulletin" magazine each summer.



Part III: Looking Forward to 2025-26

The 2025-26 Recruitment Campaign

The online application system opened December 1, 2024 with submissions due by January 31, 2025. The Programme continued to distribute 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.

In addition to posting on POLCAN, the PIP maintains a large database of 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 Instagram posts. The Interns also 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 80 potential applicants. The presentations were also posted on the PIP website for those who were unable to attend.

Results

Applications to the 2026-26 cohort increased by nearly 50% from 2024-25. As shown in Table V, the proportion of applicants who identify as racialized remained consistent with that from the two previous years. 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 did not rise despite increased efforts to reach Indigenous youth. The Director will consult with the Indigenous Affairs office at the University of Ottawa for guidance ahead of the 2026-27 recruitment.

Table V – Applicant Diversity 2020-21 to 2025-26

Category	2021-22	2022-23	2023-24	2024-25	2025-26
Indigenous	5 (2%)	5 (4%)	2 (1%)	5 (3%)	5 (2%)
Racialized	95 (31%)	42 (33%)	64 (45%)	70 (47%)	102 (45%)
Persons with visible or invisible disabilities	23 (10%)	19 (15%)	20 (14%)	24 (16%)	38 (17%)
Total in group	237	128	141	148	229

The 2025-26 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*
- Erin Crandall – *Assistant Professor of Political Science, Acadia University*
- Nikhil Pandeya – *PIP 2022–23*
- Luc Turgeon – *Professor of Political Studies, University of Ottawa*
- Ahdithya Visweswaran – *PIP 2023–24*

The selection committee reviewed the applications in February to develop a shortlist of 25 candidates who were interviewed in March 2025. The Director is grateful for the selection committee's dedication, professionalism, and insights.

The 2025-26 Parliamentary Interns

The Programme is looking forward to welcoming the 56th cohort of Parliamentary Interns to Ottawa starting September 1, 2025. Next year's Interns are:

Shane Atienza – *Burnaby, BC*

- BA (History and French), University of British Columbia
- MA (History), University of British Columbia

Oliver Batchilder – *Cornwall, PEI*

- BA (Philosophy, Politics, and Economics), Mount Allison University

Logan Breen – *Saint John, NB*

- BA (Political Science and Economics), Carleton University

Lily Collier – *Portage la Prairie, MB*

- BA (Political Science), University of New Brunswick

Divya Dey – *Toronto, ON*

- BSc (International Development and Environmental Sciences), University of Toronto
- MSc (Sustainable Management), University of Toronto

Bridget Duimering – *Moorefield, ON*

- BA (Political Science and Business Administration), Western University

Mathis Filiatrault – *Ottawa, ON*

- BSocSc (Political Science), University of Ottawa

Emily Gough – *Dartmouth, NS*

- BSocSc (Political Science and History), University of Ottawa
- MA (Political Science), McGill University

Yara Idris – *Ottawa, ON*

- BSocSc (Political Science), University of Ottawa

Alexandre Moreau – *Montréal, QC*

- BA (Political Science), Université du Québec à Montréal
- MA (Political Science), Université de Montréal



Amy Topshee – Victoria, BC

- BA (Political Science and International Relations), University of British Columbia

Cloé Tourigny – Drummondville, QC

- BA (Political Science, Law, and Economy), Université Laval



Appendix I – Sponsors and Friends 2024-25

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

Silver sponsors

- BIOTECCanada
- Canadian Automobile Dealers Association
- Canadian Canola Growers Association
- Canadian Media Producers Association
- Chicken Farmers of Canada
- CIBC
- 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
- CAE
- Canadian Association of Broadcasters
- Canada's Building Trades Unions
- Canadian Cattle Association
- Canadian Credit Union Association
- Canadian Dental Association
- Canadian Telecommunications Association
- Canadian Veterinary Medical Association
- Chemistry Industry Association of Canada
- CN
- Conference for Advanced Life Underwriting
- Civic Engagement Foundation
- CropLife Canada
- Estée Lauder Inc.
- Ericsson
- Federation of Canadian Municipalities
- Grain Growers of Canada
- Sagen
- Rogers

Friends of the Programme

- Air Canada
- British High Commission Ottawa
- European Union Delegation to Canada
- Embassy of the United States in Ottawa
- Fednav
- Federation of the Humanities and Social Sciences
- Institute on Governance
- Metropolitan Brasserie
- Parliamentary Centre
- Parliamentary Internship Alumni Association
- The Hill Times
- VIA Rail Canada

Budget 2024-25 and forecast spending

Fiscal Year: July 1 to June 30; Updated 30/4/2025

CASH ACCOUNT

	2021-22	2022-23	2023-24	2024-25	2025-26
	Actual	Actual	Projected 11 14-2024	Projected 30- 4-2025	Proposed
REVENUES (* January invoice)					
Grants					
SSHRC	66,000	66,000	66,000	66,000	74,000
House of Commons			186,047	140,047	186,047
Platinum					
BMO Financial Group*	50,000	50,000	50,000	50,000	50,000
Gold					
Bombardier Inc.	20,000	22,000	22,000	22,000	22,000
Canadian Bankers Association	22,000	22,000	22,000	22,000	22,000
Canadian Life and Health Insurance Association	22,000	22,000	22,000	22,000	22,000
Canadian Real Estate Association	22,000	22,000	22,000	22,000	22,000
BDC (moved from Silver in 2023-24)			22,000	22,000	22,000
RBC Financial Group (moved from Silver for 2023-24)			22,000		
CropLife Canada (Moved to Bronze in 2023–24)	20,000	22,000			
CN (Moved to silver in 2023–24)	20,000	22,000			
Total Gold	126,000	132,000	132,000	110,000	110,000
Silver					
BIOTECanada	10,000	11,000	11,000	11,000	11,000
Canadian Automobile Dealers Association	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*	11,000	11,000	11,000	11,000	11,000
Canadian Media Producers Association	10,000	11,000	11,000	11,000	11,000
Chicken Farmers of Canada	10,000	11,000	11,000	11,000	11,000
Dairy Farmers of Canada			11,000	11,000	11,000
Fondation Desjardins	11,000	11,000	11,000	11,000	11,000
Food, Health, and Consumer Products Canada				11,000	11,000
Forest Products Association of Canada	11,000	11,000	11,000	11,000	11,000
Innovative Medicines Canada	10,000	11,000	11,000	11,000	11,000
RBC Financial Group (moved to Gold for 2023-24)	10,000	11,000		11,000	11,000
Suncor			11,000	11,000	11,000
TD Bank Financial Group	11,000	11,000	11,000	11,000	11,000
Tech-Access Canada (moved from Bronze in 2023-24)			11,000	11,000	11,000
Universities Canada*	10,000	11,000	11,000	11,000	11,000
CN (Moved to Bronze in 2024–25)			11,000		
BDC (moved to Gold in 2023-24)	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)	11,000				
Microsoft (new 2019)	10,000				
Unifor (ended 2021-22)	10,000				
Total Silver	181,000	175,750	165,000	176,000	176,000
Bronze					
Abacus Data (New 2021-22)	2,500	2,750	2,750	2,750	2,750
Amazon Web Services (new 2023-24)			2,750	3,000	2,750
Business Council of Canada (new 2022)		2,750	2,750	2,750	2,750
Canada's Building Trades Unions (new 2023-24)			2,750	2,750	2,750
CAE				3,000	
Canadian Association of Broadcasters (new 2022)		2,750	2,750	2,750	2,750
Canadian Cattle Association (new 2020)	2,750	2,750	2,750	2,750	2,750
Canadian Credit Union Association (previously Silver)	2,750	2,750	2,750	2,750	2,750
Canadian Dental Association (new 2024-25)				2,750	2,750
Canadian Veterinary Medical Association (New 2024-25)				2,750	2,750
Chemistry Industry Association of Canada (returning 2023-24)			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	2,750	2,750	2,750	2,750
CN (Moved from Silver in 2024–25)				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
Grain Growers of Canada (new 2024-25)				2,750	2,750
Ericsson (new 2024-25)				2,750	2,750
Estée Lauder Companies (Silver for 2022-23)	2,500		2,750	2,750	2,750
Federation of Canadian Municipalities (new 2022)		2,750	2,750	2,750	2,750
Rogers Communications*	2,750	2,750	2,750	2,750	2,750
Sagen (previously Silver)	2,500	2,750	2,750	2,750	2,750
VoxPop Labs (New 2023-24)			3,000		

Tech-Access Canada (new 2021)	2,500	2,750			
CPA Canada (previously Silver)		2,750			
Genome Canada (new 2020-21)	2,500	2,750			
Canadian Association of Petroleum Producers	2,500	2,750			
Canadian Assn of Professional Employees (one-time 2021-22)	2,500				
Canadian Canola Growers Association (moved to Silver)	5,000				
Co-operatives and Mutuals Canada	2,750				
Total Bronze	38,500	41,250	47,000	61,000	57,750
Total Grants and Sponsorship	461,500	465,000	646,047	603,047	653,797
Study Tour Contributions					
British High Commission/FCO (exchange rate var.)	22,650	22,894	28,559	35,261	33,000
Embassy of the USA/US State Department (exchange rate var.)	21,814	34,230	33,875	22,500	32,000
Delegation of the European Union (exchange rate var.)	25,433	28,274	28,409		
Special Contribution - NU Study Tour (Fednav)	5,000	5,000	6,000	6,000	
Total Study Tour Contributions	74,897	90,398	96,843	63,761	65,000
Project Contributions					
Institute on Governance - Hales Prize Sponsorship		2,300	2,300	2,300	2,300
Sponsor contributions to Interns' policy learning activities			1,504	1,873	
RBC - 50th Anniversary of Canada-U.S. Parliamentary Exchange			2,500		
BMO - PIP-Fellows Exchange 50th anniversary reception sponsorship			7,500		
RBC - PIP-Fellows Exchange 50th anniversary reception sponsorship			2,500		
Total Project Contributions	0	2,300	16,304	4,173	2,300
Other Revenues					
PIAA Hales and Hurley Parliamentary Foundation	4,000	3,958	5,043	6,500	5,500
Interest (bank account and PIP Legacy Fund)	2,634	18,006	24,956	18,000	18,000
Candidates' administration fees (ended 2022-23)	2,540				
Miscellaneous	131				
Total Other Revenues	9,305	21,964	29,999	24,500	23,500
Fundraising Activities					
BMO Financial Group (Annual Reception Sponsorship)		10,000	10,000	10,000	10,000
Bombardier (Annual Reception Sponsorship)	3,000	5,000	5,000	5,000	5,000
Direct Donations	120	110			
CropLife Canada (Annual reception Sponsorship)	2,731	4,735			
Total Fundraising Activities	5,851	19,845	15,000	15,000	15,000
TOTAL REVENUES	551,553	599,507	804,193	710,481	759,597
EXPENDITURES	2021-22	2022-23	2023-24	2024-25	2025-26
	Actual	Actual	Projected 11-14-2024	Proposed	Proposed
Programme Committees					
Anti-harassment and Discrimination Advisory Committee	400				
Selection Committee Meeting Expenses	200	250	200	100	200
Selection Committee Honoraria	1,200	1,200	1,200	1,000	1,200
Total Program Committees	1,800	1,450	1,400	1,100	1,400
Internships					
Orientation program and training	2,046	2,594	2,499	2,233	1,200
Brown Bag Lunches	139	1,364	230	300	300
Interns' salary / scholarship	268,818	290,012	420,000	371,000	420,000
Interns' non-travel expenses	5,018	3,659	3,898	3,200	4,000
Interns' travel	131	139	45	200	200
Interns moving expenses to Ottawa	6,373	5,696	9,044	7,975	9,600
Interns' CPSA Conference registration/posters/Hill reception	250	2,100	550	500	550
Alf Hales Prize/Travel Expenses for Winner	2,000	2,000	2,000	2,000	2,000
Interns' policy learning activities			1,654	1722.80	
Employers' EI and CPP contributions for Interns	19,374	21,796	32,599	29,000	
Interns' academic and training expenses	463				
Total Internships	304,150	329,360	472,519	418,131	437,850
Fundraising					
Annual Alumni Celebration and Other Fundraising	5,287	8,772	3,531	3,416	5,000
Total Fundraising	5,287	8,772	3,531	3,416	5,000
Special Events and Projects					
50th Anniversary of the Canada-US Parliamentary Exchange			12,987		
Total Special Events	0	0	12,987	0	0
Study Tours - Outgoing					
Montréal		1,453	3,672	3,100	3,600
Nunavut	9,216	16,546	21,303	21,528	25,000
Ontario	4,343	5,733	8,257	10,000	8,500
Québec	7,157	6,353	7,641	6,250	8,000
UK (includes one flight)	31,278	24,058	31,388	31,612	33,000
EU (includes one flight)	29,191	29,371	32,057	19,573	24,000
US	23,847	32,323	35,711	22,500	32,000

Total Study Tours - Outgoing	105,032	115,838	140,030	114,563	134,100
Study Tours - Incoming					
British Columbia Interns	295	240			405
Manitoba Interns		247			265
Ontario Interns	453	160	215	279	299
Québec Interns		160	190	265	265
US Congressional Fellows	276	484	141	300	405
Total Study Tours - Incoming	1,023	1,291	546	844	1,640
Directorship					
Salary (includes unrecovered HST prior to 1 Jan. 2021)	90,497	90,515	94,162	107,797	116,000
Director CPP + EI contributions (from 1 January 2021)	4,774	4,836	5,366	5,500	7,000
Expenses	221	750	440	500	500
CPSA Annual Conference			200	200	200
Total Directorship	95,492	96,101	100,168	113,997	123,700
Administration					
Audit	6,971	6,200	7,000	7,000	7,000
Office Supplies (non-HOC)	158			200	200
Printing/Publications (non-HOC)	658	1,570	748	700	800
Promotion/Recruitment	827	1,783	1,092	1,500	1,500
Stakeholder Relations (PIAA, Youth Outreach, Event Support)	2,735	2,021	2,663	2,700	2,700
Electronic communications			915	1,000	1,000
Website (separated from electronic communications 2023-24)	1,268	1,154	2,772	900	900
Misc. Administration (included Prog. Asst. overtime until 2019-20)	637	1,359		1,000	1,000
Programme Assistant (includes overtime from 2020-21 onward)	419				
Legal and other professional services			32,597	6,000	
Bank Fees and Financial Services Charges	282	195	312	325	
Insurance			1,366	1,378	
Total Administration	13,955	14,282	49,465	22,703	15,100
CPSA Management Fee	9,000	9,000	11,000	18,000	18,000
TOTAL OPERATING EXPENDITURES	535,739	576,095	791,646	692,754	736,790
Operating Surplus (deficit)	15,814	23,412	12,547	17,727	22,807
Accumulated Surplus (not including OCF reserve fund)	358,217	381,629	394,176	411,903	434,710