



Commitment to Student Employment

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Company Background

- **Owned by the City of Markham – for profit**
- **In operation since 2000**
- **Own and operate two District Energy Systems within Markham** (with a third in design)
- **Deliver thermal energy to buildings totaling over 10M sq. ft.**
- **Service reliability of over 99.9%**
- **Full-time staff count of 23 - 2017**

Benefits

- **Encourages interest and growth within the industry and profession**
- **Helps to identify future candidates**
- **Supports students**
- **Provides extra support to Ops. Team**
- **Economical solution for managing high demand times**
- **Promotes communication between educator and employer**
- **Great for networking**
- **Rewarding to mentor students**

Challenges

- **Time consuming**
- **More people to be responsible for**
- **HR – intake, orientation, reviews & forms**



Incentive Programs for Student Employment

- **Co-op Tax Credit**
- **Canada Summer Jobs**

Student Stats.

- **Taken in over 30 students since 2008**
- **Received over \$30k in incentives**
- **Over 5 repeat students**
- **Hired 4 students full-time**

Thank you, Group Discussion

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