



Sustainability Catalyst Internship Program

Graduate student opportunity: Summer 2025

The Sustainability Catalyst Internship Program offers University of Toronto graduate students paid opportunities to work with partners on real-world sustainability solutions faced by their organizations. The internships run part-time from May to September and are managed by the President's Advisory Committee on the Environment, Climate Change, and Sustainability (CECCS) for students in the Greater Toronto Area. Students will move through the internship as a cohort and will receive career development and project management support from a dedicated mentor within the partner organization, as well as from the CECCS Sustainability Catalyst Project Manager.

The pay rate for the summer 2025 program is \$32.31/hour for a 250-hour project. Internships are open to all graduate students enrolled in a full-time program in the 2024-2025 academic year at U of T. This is a non-appointed role with the University of Toronto.

Visit sustainability.utoronto.ca/catalyst to learn how the program works and be sure to confirm your eligibility before applying.

Applications close at 11:59 PM on Sunday March 30, 2025.

Project Title: *Engagement for a Toronto Green Jobs Strategy*

Organization: [Toronto Community Benefits Network](#)

Work Location: Hybrid - remote and onsite at 2 Champagne Drive, North York, ON

Work term:

This is a 250-hour position. The intern is expected to work an average of 15 hours per week (2 or 3 days per week) between May 1 and August 29, 2025, with core office hours from 9:00 am-6:00 pm Monday to Friday, with a combination of in-office and remote work.

Project Description:

Green industries are one of the fastest growing sectors of Toronto's economy. The sectors' employment continues to grow twice as fast as the overall employment in Toronto (3.9 per cent vs. 1.6 per cent annually between 2015 and 2019) and contributed an estimated \$6.55 billion to the local GDP in 2018. Technical modelling shows that pursuing the Net Zero by 2040 pathway will add approximately 40,000-50,000 jobs annually.

For years, the TCBN has advocated for the City of Toronto to develop a Green Jobs Strategy as part of its 2040 Net-Zero Climate Action Plan. The strategy will be informed by best practices and learnings from case

studies locally, nationally and internationally, and will also need to be equitable, ensuring that it creates good jobs and opportunities for people who face employment barriers or are otherwise disadvantaged.

Project Activities and Deliverables:

The intern will help to develop a report with recommendations on a Green Jobs Strategy for Toronto. As part of this project, the intern will:

- Conduct an environmental scan of municipal green jobs programs, strategies and policies
- Research case studies - identify and analyze two case studies and document best practices and learnings
- Conduct a policy scan of existing policies and strategies locally, provincially and nationally
- Help develop engagement tools for network members and key stakeholders (survey and focus group questions)
- Support the development of a final report to be shared with network members, key stakeholders, decision makers, and on TCBNs website

Preferred Background and Skills:

- Interest in green jobs transition, employment, human resources, equity, diversity and inclusion an asset
- Demonstrated research and writing skills
- Familiarity with research methodologies and survey techniques
- Community engagement experience
- Familiarity conducting focus group research
- Project management and organizational skills
- Familiarity and experience working with vulnerable populations
- Ability to travel to North York for regular office work

Sustainability Catalyst Internship Program Requirements:

- Students are enrolled in a full-time graduate program at U of T in the 2024-2025 academic year
- Students are in good academic standing and not on academic probation
- Students are legally entitled to work in Canada and will be residing within the Greater Toronto Area during the internship
- Students have confirmed their eligibility to work the required hours by checking the guidelines of any graduate student funding they hold. It is the award recipient's responsibility to comply with the rules and regulations of their award(s).

Application Procedure:

Applicants should email their cover letter including why this internship is of interest to them, and their resume highlighting relevant skills and experience, as a single PDF document to keagan.urbanowicz@utoronto.ca no later than 11:59 PM on March 30, 2025, noting the project title in the email subject line. Only applicants selected for an interview will be contacted. Applications will be reviewed on a rolling basis. Early applications are encouraged.

If you are applying for more than one Sustainability Catalyst Internship position, you must also [fill out this internship project ranking form](#) by the application deadline to indicate your preferred projects.

Resources:

CECCS and U of T Career Exploration & Education invite prospective Catalyst intern applicants to participate in the following workshops (participation in the workshops is not a requirement to apply):

- **Friday March 21, 1:00-2:30 PM - Job Applications Workshop (online).** This workshop will provide students with tips on how to highlight relevant skills and experience and tailor your application to the position(s) you are applying for. [Please register for the March 21 Job Applications workshop here.](#)
- **Monday April 7, 12:00-1:30 PM – Job Interviews Workshop (online).** This workshop will provide students with the opportunity to practice their interview skills and prepare for the internship roles they have applied to. [Please register for the April 7 Interview Workshop here.](#)

Diversity Statement

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

Accessibility Statement

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities. If you require any accommodations at any point during the application and hiring process, please contact hruniversityoperations@utoronto.ca.