



## 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](https://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.**

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**Project Title:** *The Future of Cycling: Engaging with Children and Youth to Enhance the Cycling Experience in Toronto*

**Organization:** [City of Toronto - Cycling and Pedestrian Projects, Transportation Services](#)

**Work Location:** Hybrid – remote and onsite at Union Station, 65 Front Street, 3rd Floor East Wing, Toronto

**Work term:**

This is a 250-hour position. The intern will be expected to work an average of 20 hours per week (3 days per week with at least one day a week onsite) for a total of 12 weeks. The intern will work between the core hours of 9:00 a.m. to 5:00 p.m. Some early or later hours may be required (such as during site visits), but the intern may adjust their schedule accordingly, with the approval of the project mentor. Fewer days per week spread over a longer period of time may also be possible depending on the intern's needs, such as for vacation.

**Project Description:**

Creating bikeways and multi-use trails for all ages and abilities is a key focus and guiding principle of the City of Toronto's Cycling Network Plan and is included in Toronto's On-street Bikeway Design Guidelines.

Since 2016, the City has added 95 km of multi-use trails or separated bikeways to its cycling network, which provide safe and comfortable spaces for children and youth to learn how to cycle.

Many of the City's cycling outreach events, consultation sessions and cycling skills workshops are geared toward adults. However, engaging with children and youth about bikeway design offers the following benefits:

- Creating dedicated spaces and programs that teach young children to cycle safely
- Involving youth in public consultations or activities help them to choose cycling as a mode of travel to school, extracurricular sports/activities, part-time jobs or to visit friends. The City's Youth Research Team consulted with youth in Toronto and found that access to convenient, safe and affordable transportation options was one issue that mattered to youth, which includes cycling infrastructure
- Helping youth navigate the city and foster a sense of independence
- Teaching children and youth about the environmental benefits of cycling

The Cycling and Pedestrian Projects unit has identified “working with children and youth” as a 2025 goal. The student intern could play a valuable role in identifying opportunities for collaboration with community groups, agencies or external partners to build connections with youth and children in enhancing the cycling experience in Toronto.

### **Project Activities:**

There are two primary deliverables associated with the intern's role:

1. Prepare a best practice review and feasibility study for implementing a children's bicycle garden within Toronto's parks or other spaces, where children can practice cycling skills and learn to ride safely. Project activities include researching existing children's bicycle gardens, identifying/visiting potential sites in Toronto, consulting with staff from various City divisions, and collaborating with Cycle Toronto, an external partner.
  - Output: The student will produce a report about the feasibility of implementing the first children's bicycle garden in Toronto.
  - Outcome: The report would include information about the benefits, challenges and recommendations for a children's bicycle garden that would provide guidance to City of Toronto and Cycle Toronto staff in creating a business case.
2. Co-conduct a one-time site visit with youth (with an emphasis on those with disabilities) to obtain their feedback on navigating accessibility features within the city's bikeways and sidewalks. The student will work closely with the accessibility site visit initiatives team.
  - Output: The student will identify potential site locations, create a project plan for the site visit, recruit participants through external agencies, prepare focus group questions, record feedback and compile key findings in a briefing note or report.
  - Outcome: The site visit will provide a unique perspective into how youth navigate existing accessibility features, particularly for those with physical or cognitive disabilities. Engaging youth (particularly those with disabilities) prior to building new bikeways may give them a

sense of pride in knowing they contributed to safe and accessible infrastructure, which may make them feel more comfortable and likely to cycle.

### **Preferred Background and Skills:**

- Demonstrated research and writing skills
- Familiarity with research methodologies and survey techniques
- Community engagement experience
- Familiarity conducting focus group research
- Familiarity preparing feasibility studies
- Project management and organizational skills

### **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 explaining 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](mailto: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](mailto:hruniversityoperations@utoronto.ca).*