# ACE-WIL PROFESSIONAL DEVELOPMENT RESOURCES

## Report on ACE-WIL Provincial Project #111: Using data and feedback effectively

## Prepared by:

## Paran Jyoti Sarma

## Program Coordinator, ACE-WIL Professional Development Hub

## Context & Background

This report provides an in-depth analysis of the data and feedback practices of the ACE-WIL BC/Yukon post-secondary institutions that responded to this project. The analysis shows that several approaches are used to obtain data about various stakeholders and practices regarding Work-Integrated Learning. The survey was carried out as part of the Provincial Project #111 under the supervision of Andrea Sator, Curriculum Manager at ACE-WIL, SFU, BC. The survey preparation and analysis were supported by Justin Lau, Co-op student at SFU.

The survey consisted of 25 questions to help determine the practices of data management and feedback over the entire lifecycle of WIL. The survey questionnaire is listed in Appendix A. Participants were asked to share how data is collected and feedback is solicited for effective utilization across the three categories:

* Pre-WIL Experience: orientation, job development, advising, quality assurance of experience.
* During the WIL Experience: reviewing work term reports, monitoring progress and providing support.
* Post-WIL Experience: debriefing the experience, capturing student and employer feedback on experiences, using feedback and data effectively.

The survey was kept open for entry for a period of 6 weeks receiving over 34 responses from the ACE-WIL BC institutions.

## Summary of Results

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| 34Responses to the survey | **15 out of 25**Unique institutions that participated |
| **8**University Participants | **7**College Participants |

Out of the 34 responses, there were a few participants from the same university/college. 15 responses were selected as part of a unique institutional response. These unique responses are compared against the 34 responses obtained during the survey. The survey results are also analyzed for responses from university and the college perspective. 8 universities and 7 college responses are compared and the results are detailed below.

For confidentiality, the questions Question 1 – 4 are not included in the report.

A few survey questions ask the participant to respond with personal perspectives. As such, these responses have been grouped to maintain confidentiality and the important aspects are reported for each question. The following sections show a detailed analysis of two categories:

1. Comparison of all responses and unique institutions.
2. Comparison of university and college response.

**Comparison of all responses and Unique Institutions**

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| Q5. What type of student information do you collect? |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Demographics (domestic/international/permanent resident)** | 94.12% | 32 | 100.00% | 15 |
| **Prior experience (jobs and other)** | 61.76% | 21 | 53.33% | 8 |
| **Language** | 47.06% | 16 | 33.33% | 5 |
| **Other (please specify)** | 26.47% | 9 | 13.33% | 2 |

Other responses:

* Preferred pronoun, dream job.
* Residency status.
* Equity, diversity and inclusion.
* Disability, First Nations, immigration status.

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| **Q6. We collect student feedback about the WIL preparatory curriculum.** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Pre-WIL experience** | 41.18% | 14 | 33.33% | 5 |
| **During the WIL experience** | 35.29% | 12 | 26.67% | 4 |
| **Post-WIL experience** | 50.00% | 17 | 46.67% | 7 |
| **We do not collect student feedback about the WIL preparatory curriculum** | 26.47% | 9 | 26.67% | 4 |
| **Other (please specify)** | 8.82% | 3 | 6.67% | 1 |

Other responses:

* We have anonymous feedback surveys/course evaluations that are distributed at the end of each prep course, in addition to asking "do you feel you were prepared" in a post-work term survey.
* We collect feedback about the WIL preparation, but not specific to pre, during or post WIL experience. We survey students on what they learned in order to make changes to the preparatory course and ensure that it is a quality experience.

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| **Q7. We collect student feedback regarding their WIL supervisor.** |
|    | **All responses** | 34 | **Unique** **Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **During the WIL experience** | 64.71% | 22 | 60.00% | 9 |
| **Post WIL experience** | 44.12% | 15 | 60.00% | 9 |
| **We do not collect student feedback regarding their WIL supervisor** | 20.59% | 7 | 20.00% | 3 |
| **Other (please specify)** | 8.82% | 3 | 0.00% | 0 |

Other responses:

* Informally, during the work site visit, at a time when the supervisor is not present. We don't necessarily keep that information, though.

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| **Q8. We collect WIL Employer/Supervisor feedback about student performance.** |
|     | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **During the WIL experience** | 76.47% | 26 | 73.33% | 11 |
| **Post WIL experience** | 64.71% | 22 | 86.67% | 13 |
| **We do not collect WIL Employer/Supervisor feedback about student performance** | 8.82% | 3 | 0.00% | 0 |
| **Other (please specify)** | 5.88% | 2 | 0.00% | 0 |

Other responses:

* If received, we forward to Coordinators. Email is saved.

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| **Q9. Do you collect information from supervisors about other methods (in-addition-to or in-place-of the cover letter and resume) they use to aid the application selection process.** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 32.35% | 11 | 20.00% | 3 |
| **No** | 67.65% | 23 | 80.00% | 12 |
| **If yes, please specify** | 14.71% | 5 | 13.33% | 2 |

Other responses:

* Through our job board we have record of portfolio requests.
* We ask employers to rank the importance of job search skills (incl. resume, cover letter, interview, social media, & networking) with a follow-up asking if there are suggestions of other job search training we should provide to students.
* Organization website, key word scanners.
* If hiring managers want to see a project portfolio, students are advised that this a mandatory part of the application.

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| **Q10. Do you use any of the following methods to parse job descriptions?** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| Answered: 22 Skipped: 12 | Answered: 10 Skipped: 5 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Text mining method** | 9.09% | 2 | 10.00% | 1 |
| **Data mining method** | 0.00% | 0 | 0.00% | 0 |
| **None of the above** | 50.00% | 11 | 50.00% | 5 |
| **Other (please specify)** | 45.45% | 10 | 40.00% | 4 |

Other responses:

* We do have the ability to tag job postings by multiple subjects.
* Staff manually scan job descriptions to segregate to appropriate programs.
* Set qualifiers to meet funding requirements and differentiate between grad/undergrad students.
* We don't redefine the job descriptions, but we do use the information to help students.

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| **Q11. To what end are the data (collected in Q10) used?** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| Answered: 15 Skipped: 19 | Answered: 9 Skipped: 6 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Simplifying job descriptions for students** | 20.00% | 3 | 11.11% | 1 |
| **Aiding students in selection of jobs** | 53.33% | 8 | 44.44% | 4 |
| **Segregation of jobs with respect to student expertise** | 33.33% | 5 | 33.33% | 3 |
| **Other (please specify)** | 53.33% | 8 | 55.56% | 5 |

Other responses:

* Identifying jobs that can be used for WIL, also job trends.
* Segregating jobs per student's program of study.
* Making the job more appealing or attenable for students.

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| **Q12. Do you collect data about student learning preferences (Online, In person, etc.) in WIL?** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 5.88% | 2 | 6.67% | 1 |
| **No** | 76.47% | 26 | 80.00% | 12 |
| **If yes, please specify (briefly)** | 17.65% | 6 | 13.33% | 2 |

Other responses:

* Surveys post-prep-course ask for feedback on format, teaching methods, resources, etc.
* This year we surveyed our students to see if they prefer virtual or in person workshops.
* I and my team do not but our WIL department does.

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| **Q13. Student feedback about the WIL preparatory curriculum is collected for:** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Quality assurance of WIL Program** | 58.82% | 20 | 60.00% | 9 |
| **Quality assurance of WIL experiences** | 44.12% | 15 | 53.33% | 8 |
| **WIL Program enhancement** | 50.00% | 17 | 53.33% | 8 |
| **WIL curriculum enhancement** | 52.94% | 18 | 46.67% | 7 |
| **Job development** | 20.59% | 7 | 13.33% | 2 |
| **We do not collect student feedback about the WIL preparatory curriculum** | 20.59% | 7 | 26.67% | 4 |
| **No, but I intend to collect and analyze data in the future** | 8.82% | 3 | 0.00% | 0 |

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| **Q14. We collect student perspectives on their preparedness for theworkplace (or practice setting).** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Quality assurance of WIL Program** | 50.00% | 17 | 60.00% | 9 |
| **Quality assurance of WIL experiences** | 50.00% | 17 | 60.00% | 9 |
| **WIL Program enhancement** | 50.00% | 17 | 60.00% | 9 |
| **WIL curriculum enhancement** | 52.94% | 18 | 60.00% | 9 |
| **Job development** | 17.65% | 6 | 13.33% | 2 |
| **We do not collect student feedback about the WIL preparatory curriculum** | 5.88% | 2 | 6.67% | 1 |
| **No, but I intend to collect and analyze data in the future** | 26.47% | 9 | 13.33% | 2 |
| **Other (please specify)** | 5.88% | 2 | 6.67% | 1 |

Other responses:

* Through a series of workshops designed for graduates.
* More through the one-on-one discussions in search phase.

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| **Q15. WIL Supervisor feedback on student preparedness for the workplace (or practice setting).** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| Answered: 33 Skipped: 1 | Answered: 15Skipped: 0 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Quality assurance of WIL Program** | 60.61% | 20 | 53.33% | 8 |
| **Quality assurance of WIL experiences** | 60.61% | 20 | 53.33% | 8 |
| **WIL Program enhancement** | 66.67% | 22 | 73.33% | 11 |
| **WIL curriculum enhancement** | 45.45% | 15 | 40.00% | 6 |
| **Job development** | 33.33% | 11 | 26.67% | 4 |
| **We do not collect student feedback about the WIL preparatory curriculum** | 12.12% | 4 | 0.00% | 0 |
| **No, but I intend to collect and analyze data in the future** | 0.00% | 0 | 6.67% | 1 |
| **Other (please specify)** | 12.12% | 4 | 6.67% | 1 |

Other responses:

* Quality assurance of bachelor program.
* General feedback on student preparedness.

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| **Q16. Feedback from equity-seeking groups related to the WIL Program/curricula?** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| Answered: 32 Skipped: 2 | Answered: 14 Skipped: 1 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 18.75% | 6 | 14.29% | 2 |
| **No** | 81.25% | 26 | 85.71% | 12 |
| **If yes, please specify** | 9.38% | 3 | 7.14% | 1 |

Other responses:

* Recently piloted prep course specialized for students with a disability, which had its own version of the aforementioned prep course survey.
* Accessibility of online learning curriculum.

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| **Q17. Do you track work term extensions (more than one work term with the same employer)?** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| Answered: 33 Skipped: 1 | Answered: 14 Skipped: 1 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 81.82% | 27 | 78.57% | 11 |
| **No** | 18.18% | 6 | 21.43% | 3 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 36.36% | 12 | 35.71% | 5 |

Other responses:

* Yes and no. This is tracked to the extent that we track any work term and can see if placements are extended, but is not tracked as an aggregate data point. Job postings will indicate extended/multiple work terms if that is known in advance. [data usually used anecdotally when advising students].
* To inform academic course offering planned - should they be based on 4-month or 8-month work term?
* Extensions will result in a different Midterm evaluation being utilized for extended students. Extended students are placed in a Canvas course for students that are not on their first co-op experience and the content shifts from introductory workplace to an audience that has some co-op knowledge. It also informs how a Coordinator might approach learning objectives and the site visit.
* We tailor their learning objective questions based on what work term they are on with the same employer.

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| **Q18. Do you track if students repeat placements with the same employer/ organization (when not on an extension) that they have worked with before?** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 64.71% | 22 | 60.00% | 9 |
| **No** | 35.29% | 12 | 40.00% | 6 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 44.12% | 15 | 40.00% | 6 |

Other responses:

* To ensure that student is progressing with competencies and skills instead of repeating them.
* Students are not to go to the same place twice, provides diversity in experience.
* We want to ensure that the second work term has different or enhanced learning goals for the student.
* This is not information the is reviewed but can be sourced. I have a clear understanding of which employers my students have worked with so if they do return to a same employer (or even supervisor) we can ensure that the learning is continuing.

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| **Q19. Do you track employers/organizations re-hiring from your programs?** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 76.47% | 26 | 80.00% | 12 |
| **No** | 23.53% | 8 | 20.00% | 3 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 47.06% | 16 | 46.67% | 7 |

Other responses:

* We try to target employers who have hired in previous terms but not yet posted for current/next term during job development.
* We are able to identify high engagement employers with this data.
* We cross reference Excel sheets of participating employers to see if further follow up is necessary to bring in job postings or to find out why an employer may not be participating as of late.
* We rank our employers by their hiring history. Employers who continuously hire from our program are in our "tier 1" of employers. We make sure these employers are continually engaged by a member of our team.

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| **Q20. Do you track information related to your communications with the employer/organization to maintain the relationship?** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 76.47% | 26 | 86.67% | 13 |
| **No** | 20.59% | 7 | 6.67% | 1 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 52.94% | 18 | 53.33% | 8 |

Other responses:

* We use this database for enhanced programming and to re-engage each semester for re-hiring.
* This is primarily so that other members of our team are aware of the previous communication/relationship with the employer.
* Useful for CRM - building long term relationships.
* There's no point in communicating with employers if you don't note what it is that you might have learned in your communication that may be helpful going forward.

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| **Q21. Do you collect information from students about barriers toparticipation in WIL?** |
|    | **All responses** | 34 | **Unique Institutions**  | 15 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 14.18% | 14 | 33.33% | 5 |
| **No** | 55.88% | 19 | 60.00% | 9 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 35.29% | 12 | 40.00% | 6 |

Other responses:

* Survey all graduating students - ask whether they participated in Co-op and/or other WIL, and if not then why? Used to remove barriers where possible.
* I will make a note in a student file if they share with me that they identify as a particular group or are experiencing mental health issues, etc.
* Better understand what the students are challenged with and help mitigate the issue.
* Have not experienced any barriers yet.

**Comparison of University and College response**

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| **Q5. What type of student information do you collect?** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Demographics (domestic/international/permanent resident)** | 100.00% | 8 | 100.00% | 7 |
| **Prior experience (jobs and other)** | 62.50% | 5 | 42.86% | 3 |
| **Language** | 37.50% | 3 | 28.57% | 2 |
| **Other (please specify)** | 12.50% | 1 | 14.29% | 1 |

Other responses:

* Disability, First Nations, immigration status.
* Degree program.

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| **Q6. We collect student feedback about the WIL preparatory curriculum.** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Pre-WIL experience** | 50.00% | 4 | 14.29% | 1 |
| **During the WIL experience** | 37.50% | 3 | 14.29% | 1 |
| **Post-WIL experience** | 50.00% | 4 | 42.86% | 3 |
| **We do not collect student feedback about the WIL preparatory curriculum** | 25.00% | 2 | 28.57% | 2 |
| **Other (please specify)** | 0.00% | 0 | 14.29% | 1 |

Other responses:

* We collect feedback about the WIL prep, but not specific to pre, during or post WIL experience. We survey students on what they learned in order to make changes to the prep course and ensure that it is a quality experience

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| **Q7. We collect student feedback regarding their WIL supervisor.** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **During the WIL experience** | 87.50% | 7 | 28.57% | 2 |
| **Post WIL experience** | 75.00% | 6 | 42.86% | 3 |
| **We do not collect student feedback regarding their WIL supervisor** | 0.00% | 0 | 42.86% | 3 |

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| **Q8. We collect WIL Employer/Supervisor feedback about student performance.** |
|     | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **During the WIL experience** | 87.50% | 7 | 57.14% | 4 |
| **Post WIL experience** | 75.00% | 6 | 100.00% | 7 |
| **We do not collect WIL Employer/Supervisor feedback about student performance** | 0.00% | 0 | 0.00% | 0 |
| **Other (please specify)** | 0.00% | 0 | 0.00% | 0 |

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| **Q9. Do you collect information from supervisors about other methods (in-addition-to or in-place-of the cover letter and resume) they use to aid the application selection process?** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 37.50% | 3 | 0.00% | 0 |
| **No** | 62.50% | 5 | 100.00% | 7 |
| **If yes, please specify** | 25.00% | 2 | 0.00% | 0 |

Other responses:

* If hiring managers want to see a project portfolio, students are advised that this a mandatory part of the application.
* Through our job board we have record of portfolio requests.

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| **Q10. Do you use any of the following methods to parse job descriptions?** |
|    | **Universities** | 8 | **Colleges** | 7 |
| Answered: 6 Skipped: 2 | Answered: 4 Skipped: 3 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **None of the above** | 50.00% | 3 | 50.00% | 2 |
| **Text mining method** | 0.00% | 0 | 25.00% | 1 |
| **Data mining method** | 0.00% | 0 | 0.00% | 0 |
| **Other (please specify)** | 50.00% | 3 | 25.00% | 1 |

Other responses:

* We do have the ability to tag job postings by multiple subjects.
* We don't redefine the job descriptions, but we do use the information to help students.

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| **Q11. To what end are the data (collected in Q10) used?** |
|    | **Universities** | 8 | **Colleges** | 7 |
| Answered: 5 Skipped: 3 | Answered: 4 Skipped: 3 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Simplifying job descriptions for students** | 0.00% | 0 | 25.00% | 1 |
| **Aiding students in selection of jobs** | 40.00% | 2 | 50.00% | 2 |
| **Segregation of jobs with respect to student expertise** | 20.00% | 1 | 50.00% | 2 |
| **Other (please specify)** | 80.00% | 4 | 25.00% | 1 |

Other responses:

* Segregating jobs per student's program of study
* Identifying jobs that can be used for WIL, also job trends

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| **Q12. Do you collect data about student learning preferences (Online, In person, etc.) in WIL.** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 12.50% | 1 | 0.00% | 0 |
| **No** | 75.00% | 6 | 85.71% | 6 |
| **If yes, please specify (briefly)** | 12.50% | 1 | 14.29% | 1 |

Other responses:

* This year we surveyed our students to see if they prefer virtual or in person workshops.
* As part of institutional survey, not specific to Co-op.

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| **Q13. Student feedback about the WIL preparatory curriculum is collected for:** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Quality assurance of WIL Program** | 75.00% | 6 | 42.86% | 3 |
| **Quality assurance of WIL experiences** | 50.00% | 4 | 57.14% | 4 |
| **WIL Program enhancement** | 62.50% | 5 | 42.86% | 3 |
| **WIL curriculum enhancement** | 62.50% | 5 | 28.57% | 2 |
| **Job development** | 0.00% | 0 | 28.57% | 2 |
| **We do not collect student feedback about the WIL preparatory curriculum** | 25.00% | 2 | 28.57% | 2 |
| **No, but I intend to collect and analyze data in the future** | 0.00% | 0 | 0.00% | 0 |

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| **Q14. We collect student perspectives on their preparedness for the workplace (or practice setting).** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Quality assurance of WIL Program** | 75.00% | 6 | 42.86% | 3 |
| **Quality assurance of WIL experiences** | 75.00% | 6 | 42.86% | 3 |
| **WIL Program enhancement** | 75.00% | 6 | 42.86% | 3 |
| **WIL curriculum enhancement** | 75.00% | 6 | 42.86% | 3 |
| **Job development** | 12.50% | 1 | 14.29% | 1 |
| **We do not collect student feedback about the WIL preparatory curriculum** | 12.50% | 1 | 0.00% | 0 |
| **No, but I intend to collect and analyze data in the future** | 12.50% | 1 | 14.29% | 1 |
| **Other (please specify)** | 0.00% | 0 | 14.29% | 1 |

Other responses:

* Through a series of workshops designed for Grad's.

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| **Q15. WIL Supervisor feedback on student preparedness for the workplace (or practice setting).** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Quality assurance of WIL Program** | 75.00% | 6 | 28.57% | 2 |
| **Quality assurance of WIL experiences** | 62.50% | 5 | 42.86% | 3 |
| **WIL Program enhancement** | 87.50% | 7 | 57.14% | 4 |
| **WIL curriculum enhancement** | 62.50% | 5 | 14.29% | 1 |
| **Job development** | 37.50% | 3 | 14.29% | 1 |
| **We do not collect student feedback about the WIL preparatory curriculum** | 0.00% | 0 | 0.00% | 0 |
| **No, but I intend to collect and analyze data in the future** | 0.00% | 0 | 14.29% | 1 |
| **Other (please specify)** | 12.50% | 1 | 0.00% | 0 |

Other responses:

* General feedback on student preparedness.

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| **Q16. Feedback from equity-seeking groups related to the WIL Program/curricula.** |
|    | **Universities** | 8 | **Colleges** | 7 |
| Answered: 8 Skipped: 0 | Answered: 6 Skipped: 1 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 25.00% | 2 | 0.00% | 0 |
| **No** | 75.00% | 6 | 100.00% | 6 |
| **If yes, please specify** | 12.50% | 1 | 0.00% | 0 |

Other responses:

* E.g., Accessibility of online learning curriculum.

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| **Q17. Do you track work term extensions (more than one work term with the same employer)?** |
|    | **Universities** | 8 | **Colleges** | 7 |
| Answered: 8 Skipped: 0 | Answered: 6 Skipped: 1 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 75.00% | 6 | 83.33% | 5 |
| **No** | 25.00% | 2 | 16.67% | 1 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 37.50% | 3 | 33.33% | 2 |

Other responses:

* We tailor their learning objective questions based on what work term they are on with the same employer.
* We have the students submit an additional report and have additional check-ins.
* Treat a second work term the same as the first.

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| **Q18. Do you track if students repeat placements with the same employer/ organization (when not on an extension) that they have worked with before?** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 87.50% | 7 | 28.57% | 2 |
| **No** | 12.50% | 1 | 71.43% | 5 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 37.50% | 3 | 42.86% | 3 |

Other responses:

* We want to ensure that the second work term has different or enhanced learning goals for the student.
* We tailor their learning objective questions based on what work term they are on with the same employer.
* Students are not to go to the same place twice, provides diversity in experience.

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| **Q19. Do you track employers/organizations re-hiring from your programs?** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 87.50% | 7 | 71.43% | 5 |
| **No** | 12.50% | 1 | 28.57% | 2 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 37.50% | 3 | 57.14% | 4 |

Other responses:

* We rank our employers by their hiring history. Employers who continuously hire from our program are in our "tier 1" of employers. We make sure these employers are continually engaged by a member of our team.
* We have an employer master sheet and we reengage with previous employers.
* We are able to identify high engagement employers with this data.

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| **Q20. Do you track information related to your communications with the employer/organization to maintain the relationship?** |
|  | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 87.50% | 7 | 85.71% | 6 |
| **No** | 0.00% | 0 | 14.29% | 1 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 62.50% | 5 | 42.86% | 3 |

Other responses:

* We use this database for enhanced programming and to re-engage each semester for re-hiring.
* There's no point in communicating with employers if you don't note what it is that you might have learned in your communication that may be helpful going forward.
* The better the relationship the easier the process flows.
* In database so all instructors can access.

|  |
| --- |
| **Q21. Do you collect information from students about barriers toparticipation in WIL?** |
|    | **Universities** | 8 | **Colleges** | 7 |
| **Percentage** | **Actual** | **Percentage** | **Actual** |
| **Yes** | 25.00% | 2 | 42.86% | 3 |
| **No** | 62.50% | 5 | 57.14% | 4 |
| **Please explain your choice (If yes, what do you do with the information, and If no, why not?)** | 37.50% | 3 | 42.86% | 3 |

Other responses:

* We don't formally but we do note it and work to address inequity.
* Knowing the barriers helps to address the barriers in order to remove them.
* Anecdotally - we check in with potential and current students.
* Have not experienced any barriers yet.

##### Appendix A

##### SURVEY QUESTIONNAIRE:

The survey was sent out to all the members of the ACE-WIL BC-Yukon members. The list of questions and its multiple-choice options are as follows:

 Q1 Full Name

* Open ended answers

Q2 Email

* Open ended answers

Q3 Position

* Coordinator
* Advisor
* Faculty member
* WIL Educator/Instructor
* Program Manager
* Program Director
* Career practitioner
* Other (please specify)

Q4 Institution

* Open ended answers

Q5 What type of student information do you collect

* Demographics (domestic/international/permanent resident)
* Prior experience (jobs and other)
* Language
* Other (please specify)

Q6 We collect student feedback about the WIL preparatory curriculum

* Pre-WIL experience
* During the WIL experience
* Post-WIL experience
* We do not collect student feedback about the WIL preparatory curriculum
* Other (please specify)

Q7 We collect student feedback regarding their WIL supervisor

* During the WIL experience
* Post-WIL experience
* We do not collect student feedback about the WIL preparatory curriculum
* Other (please specify)

Q8 We collect WIL Employer/Supervisor feedback about student performance

* During the WIL experience
* Post-WIL experience
* We do not collect student feedback about the WIL preparatory curriculum
* Other (please specify)

Q9 Do you collect information from supervisors about other methods (in-addition-to or in-place-of the cover letter and resume) they use to aid the application selection process

* Yes
* No
* If yes, please specify

Q10 Do you use any of the following methods to parse job descriptions?

* Text mining method
* Data mining method
* Other (please specify)
* None of the above

Q11 To what end are the data (collected in Q10) used?

* Simplifying job descriptions for students
* Aiding students in selection of jobs
* Segregation of jobs with respect to student expertise
* Other (please specify)

Q12 Do you collect data about student learning preferences (Online, In-person,

etc.) in WIL

* Yes
* No
* If yes, please specify

Q13 Student feedback about the WIL preparatory curriculum is collected for

* Quality assurance of WIL Program
* Quality assurance of WIL experiences
* WIL Program enhancement
* WIL curriculum enhancement
* Job development
* We do not collect student feedback about the WIL preparatory curriculum
* No, but I intend to collect and analyze data in the future
* Other (please specify)

Q14 We collect student perspectives on their preparedness for the workplace (or practice setting)

* Quality assurance of WIL Program
* Quality assurance of WIL experiences
* WIL Program enhancement
* WIL curriculum enhancement
* Job development
* We do not collect student feedback about the WIL preparatory curriculum
* No, but I intend to collect and analyze data in the future
* Other (please specify)

Q15 WIL Supervisor feedback on student preparedness for the workplace (or practice setting)

* Quality assurance of WIL Program
* Quality assurance of WIL experiences
* WIL Program enhancement
* WIL curriculum enhancement
* Job development
* We do not collect student feedback about the WIL preparatory curriculum
* No, but I intend to collect and analyze data in the future
* Other (please specify)

Q16 Feedback from equity-seeking groups related to the WIL Program/curricula

* Yes
* No
* If yes, please specify

Q17 Do you track work term extensions (more than one work term with the same employer)?

* Yes
* No
* Please explain your choice (If yes, what do you do with the information, and if no, why not?)

Q18 Do you track if students repeat placements with the same employer/organization (when not on an extension) that they have worked with before?

* Yes
* No
* Please explain your choice (If yes, what do you do with the information, and if no, why not?)

Q19 Do you track employers/organizations re-hiring from your programs?

* Yes
* No
* Please explain your choice (If yes, what do you do with the information, and if no, why not?)

Q20 Do you track information related to your communications with the employer/organization to maintain the relationship?

* Yes
* No
* Please explain your choice (If yes, what do you do with the information, and if no, why not?)

Q21 Do you collect information from students about barriers to participation in WIL?

* Yes
* No
* Please explain your choice (If yes, what do you do with the information, and if no, why not?)

Q22 Would you be willing to share your data collection tools (e.g. surveys, evaluations, questionnaires, etc.) with ACE-WIL members? (If yes, we shall get in touch with you)

* Yes
* No

Q23 Would you be willing to participate in a focus group to discuss your nuanced uses of data and your decision-making processes?

* Yes
* No

Q24 Would you be interested in attending an ACE-WIL Town Hall about Using Data Effectively

* Yes
* No
* Maybe

Q25 Would you be interested in presenting at an ACE-WIL Town Hall about how you use data effectively?

* Yes
* No
* Maybe