WIL Impacts Framework

Questionnaire for Host Organizations

## Talent Development Domain

#### In this Module:

What follows is the full survey covering the **Talent Development** domain, for you to take and use. It includes a suggested introduction to kick-off the survey and demographic questions. By implementing the survey as-is, without editing the questions or responses, your data will be comparable with any future BC-wide surveys conducted by the BC WIL Council, which will provide additional context when evaluating your WIL programs.

# Start of Survey

# SECTION: Introduction to survey

**Impact of Work-Integrated Learning - Community Partners & Employers Perspective**

This survey aims to identify the ways in which work-integrated learning (WIL)\* has an impact on talent development, productivity, innovation capacities, diversity and equity, and community development and economic aspects.

This survey was created in 2022 by the British Columbia Work-Integrated Learning Council, an independent council of the Association for Co-operative Education and Work-Integrated Learning BC/Yukon. The Council is comprised of one member from each public, post-secondary co-operative education and work-integrated learning institution in BC as appointed by the President of the institution.

[add sentence unique to your institution, for example:] [*name of school*] is implementing this survey to [*add purpose, e.g.: to better understand the impacts of work-integrated learning programs on various socio-economic areas*]

This survey is anonymous. Your participation is voluntary. You may skip any questions you do not wish to answer.

The data from this survey will be encrypted and stored in a secure location. Only the Survey Administrator, [*institution/program/office*], will have access to these data in order to analyze trends. Responses collected will be protected in accordance with the terms of the Freedom of Information and Protection of Privacy Act (FIPPA). Results of the survey will be reported in statistically aggregated form only, without identifying individuals.

Thank you in advance for sharing your experiences as a WIL employer/community partner. Any questions about this survey may be directed to the Survey Administrator at [*email address*].

\*Work-Integrated Learning (WIL) programs considered in this survey (and endorsed by Co-operative Education and Work-Integrated Learning Canada - [CEWIL](https://cewilcanada.ca/CEWIL/Resources/Resource-Hub/Types%20of%20WIL.aspx)): Apprenticeship, Co-operative Education (co-op alternating and co-op internship models), Internships, Entrepreneurship, Service Learning, Applied Research Project, Mandatory Professional Practicum / Clinical Placement, Field Placement, Work Experience.

## End of Section: Introduction to survey

### Page Break

# Section: Impacts

In general, thinking about your experiences with students from work-integrated learning programs, please rate how impactful these experiences were in:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Very impactful | Somewhat impactful | Not very impactful | Not at all impactful | I do not know | Not applicable |
| Strengthening the organizational talent pipeline  |  |  |  |  |  |  |
| Pre-screening potential new hires  |  |  |  |  |  |  |
| Contributing to cost-effective training and recruitment  |  |  |  |  |  |  |
| Providing leadership development opportunities to the existing team  |  |  |  |  |  |  |
| Contributing to students/graduates having higher levels of performance and being promoted faster  |  |  |  |  |  |  |
| Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |  |  |  |  |

How do you measure these impacts?
(open ended)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### Page Break

How often do you hire WIL students after they graduate from their programs?
(please select one)

* Very often
* Somewhat often
* Not very often
* Never
* I do not know
* Not applicable

Once they graduate, how many of the WIL students hired by your organization hold (or previously held) a position related to their post-secondary program?
(please select one)

* All of them
* Most of them
* Some of them
* None of them
* I do not know
* Not applicable

## End of Section: Impacts

### Page Break

# Start of Section: Relevance

How important are the following benefits of working with a post-secondary student (via a WIL placement) for your organization?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Very important | Somewhat important | Not very important | Not at all important | I do not know | Not applicable |
| Strengthening the organizational talent pipeline  |  |  |  |  |  |  |
| Pre-screening potential new hires  |  |  |  |  |  |  |
| Contributing to cost-effective training and recruitment  |  |  |  |  |  |  |
| Providing leadership development opportunities to the existing team  |  |  |  |  |  |  |
| Contributing to students/graduates having higher levels of performance and being promoted faster  |  |  |  |  |  |  |
| Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |  |  |  |  |

## End of Section: Relevance

### Page Break

# Start of Section: Reporting

Is your organization required to report back on the work performed by WIL students that you hire (e.g., to assess their progress in the position, to measure their organizational impact, etc.)?
(please select all that apply)

* Yes, to the PSI where the student is registered
* Yes, internally within the organization
* Yes, to a sponsor or grant agency
* Yes, to the government
* Yes, to another organization: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* No
* I do not know

Please provide more details about the type of report(s) used by your organization:
(open ended)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### Page Break

Are WIL students hired by your organization required to report back on their work performed throughout their placement (e.g., to assess their progress in the position, to measure their organizational impact, etc.)?
(please select all that apply)

* Yes, to the PSI where the student is registered
* Yes, internally within the organization
* Yes, to a sponsor or grant agency
* Yes, to the government
* Yes, to another organization: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* No
* I do not know

Please provide more details about the type of report(s) used by WIL students at your organization:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## End of Section: Reporting

# Start of Section: Demographics

From the following list, please indicate your organization's industrial classification. (Note: To confirm your organization's classification, please refer to the North American Industry Classification System (NAICS) [here](https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&amp;TVD=1181553).)
(please select one)

* Agriculture, forestry, fishing and hunting
* Mining, quarrying, and oil and gas extraction
* Utilities
* Construction
* Manufacturing
* Wholesale trade
* Retail trade
* Transportation and warehousing
* Information and cultural industries
* Finance and insurance
* Real estate and rental and leasing
* Professional, scientific and technical services
* Management of companies and enterprises
* Administrative and support, waste management and remediation services
* Educational services
* Health care and social assistance
* Arts, entertainment and recreation
* Accommodation and food services
* Other services (except public administration)
* Public administration
* Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### Page Break

Your organization is best described as:
(please select one)

* Federal Government
* Provincial Government
* Municipal Government
* Federal Agency
* Provincial Agency
* Non-profit Organization
* Private Business
* Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### Page Break

How many full-time equivalent (FTE) employees are employed by your organization?
(please do not include independent contractors)
(please select one)

* 1-49
* 50-99
* 100-249
* 250-499
* 500-1,499
* 1,500-2,499
* 2,500-4,999
* 5,000-9,999
* 10,000-19,999
* 20,000+
* Not sure
* Prefer not to answer

### Page Break

From the following job categories, which one best describes your role in your organization?
(please select one)

* President, CEO, Owner, or Executive Director
* Vice President or equivalent
* C-Suite Executive (CFO, CMO, CTO, CXO)
* Partner, Advisor, or Associate
* Manager, Supervisor, or equivalent
* Coordinator, Supervisor, or equivalent
* Coordinator, Assistant, or equivalent
* Self-employed or contractor
* Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Prefer not to answer

### Page Break

Select the main provinces, territories, or countries from where you hire/engage work-integrated learning (WIL) students?
(please select all that apply)

* Alberta
* British Columbia: Vancouver Island / Coast
* British Columbia: Mainland / Southwest
* British Columbia: Thompson-Okanagan
* British Columbia: Kootenay
* British Columbia: Cariboo
* British Columbia: North Coast & Nechako
* British Columbia: Northeast
* New Brunswick
* Manitoba
* Newfoundland and Labrador
* Northwest Territories
* Nova Scotia
* Nunavut
* Ontario
* Prince Edward Island
* Quebec
* Saskatchewan
* Yukon
* Outside of Canada: (please specify country) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Not Applicable

### Page Break

Does your organization hire/engage paid or unpaid Work-Integrated Learning (WIL) students?
(please select one)

* Paid WIL placements
* Unpaid WIL placements
* Both paid and unpaid WIL placements
* Not sure
* Prefer not to answer

How long has your organization been a partner of WIL programs?
(please select one)

* Less than a year
* Between 1-5 years
* Between 5-10 years
* Over 10 years
* Not sure

### Page Break

There are nine types of work-integrated learning endorsed by [Co-operative Education and Work-Integrated Learning (CEWIL) Canada (2021)](https://cewilcanada.ca/CEWIL/About%20Us/Work-Integrated-Learning/CEWIL/About-Us/Work-Integrated-Learning.aspx?hkey=ed772be2-00d0-46cd-a5b8-873000a18b41).

 What types of work-integrated learning programs have you engaged?
(Please select all that apply)

* Apprenticeship
* Co-operative Education (co-op alternating and co-op internship models)
* Internships
* Entrepreneurship
* Service Learning
* Applied Research Project
* Mandatory Professional Practicum / Clinical Placement
* Field Placement
* Work Experience
* Not sure
* I have not been part of WIL programs

## End of Section: Demographics

# End of Survey: Thank you.