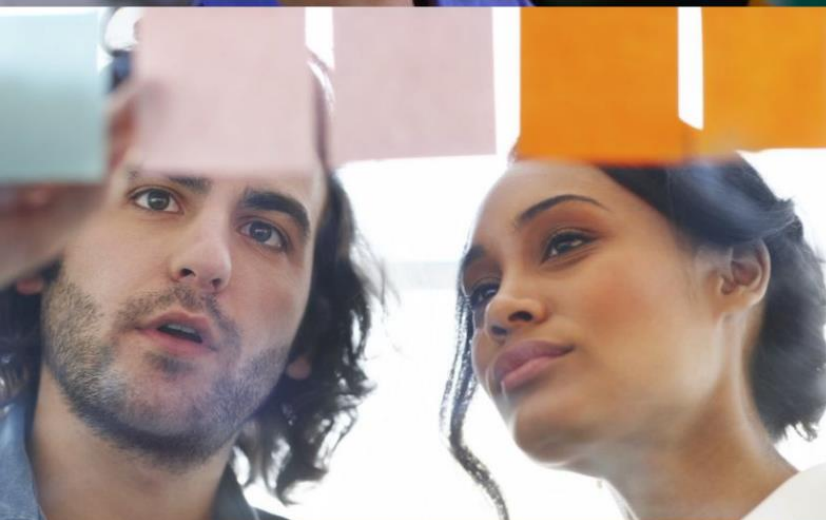


B.C. CO-OP & WORK- INTEGRATED LEARNING INITIATIVE



FINAL REPORT

2019 - 2022

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TABLE OF CONTENTS

Executive Summary.....	3
Overview and Process.....	4
Reporting.....	6
COVID-19 Pandemic.....	7
Work-Integrated Learning Placements.....	8
Impacts, Legacy, and Sustainability	10
Impacts.....	10
Legacy.....	13
Sustainability.....	16
Conclusion.....	17
Appendix 1: List of Initiative Projects	18
Appendix 2: List of Supernumerary Projects	29
Appendix 3: Work-Integrated Learning Definitions.....	30
Appendix 4: ACE-WIL Resource Hub Guide	32

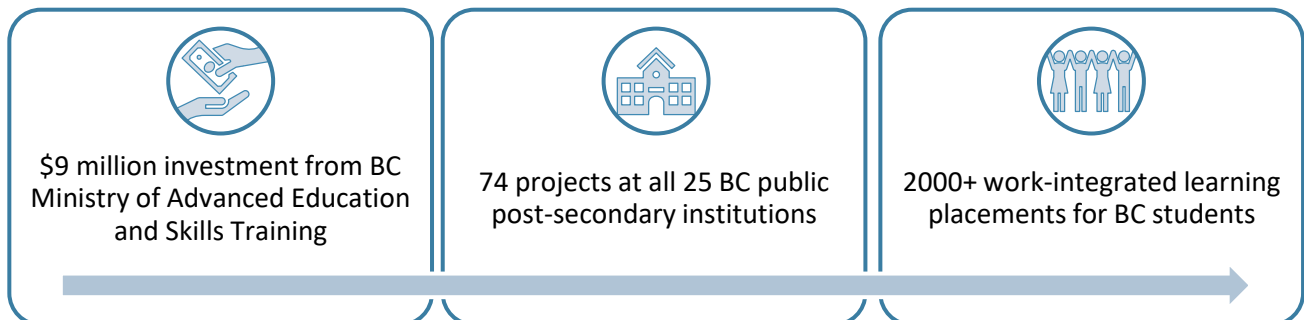
EXECUTIVE SUMMARY

This report provides an overview of the outcomes of the Co-op and Work-Integrated Learning (COWIL) Initiative, a \$9 million investment provided by the British Columbia Ministry of Advanced Education and Skills Training between 2019 – 2022. The primary goal of the Initiative was to increase the quantity and quality of opportunities for students to participate in work-integrated learning (WIL), which is a proven way to help students apply what they learn in the classroom, get relevant work experience, and make connections with employers.

The COWIL Initiative will leave a strong legacy on the WIL ecosystem in B.C.. Thousands of new WIL placements and new connections with potential employers have been made, and many new resources to support students, employers, practitioners and faculty have been created. In addition, the funding has led to more inclusive, diverse, flexible and creative WIL opportunities for students in British Columbia.

Quick Facts:

- 74 projects at all 25 public-post secondary institutions in B.C.
 - 66% of projects focused on developing WIL *at the institution level*
 - 7% of projects were *regional* consortiums of multiple institutions
 - 27% of projects conducted project work for *pan-provincial* benefit
 - 35% of projects focused primarily on supporting *small and medium employers*
 - 45% of projects focused primarily on *improving existing or adding new WIL programs*
 - 20% of projects focused primarily on *system-level WIL initiatives*
 - 19% of projects focused primarily on supporting *targeted student groups* (Indigenous students, students with disabilities, students in rural regions, international students, and general equity/diversity/inclusion initiatives)
 - 16% of projects focused on *engaging or recruiting employers*
- Over 2,000 new WIL placements of various types for students in B.C.
 - Northern B.C.: 918 WIL placements
 - Interior B.C.: 281 WIL placements
 - Lower Mainland: 451 WIL Placements
 - Vancouver Island: 671 WIL Placements
- Legacy of more than 100 new resources, toolkits and publications, now housed on the new provincial-wide ACE-WIL Resource Hub: <https://acewilbc.ca/resource-hub/>
- 63% of projects received institutional support to continue project work beyond the Initiative or are able to absorb project work into existing internal budgets



OVERVIEW AND PROCESS

In March 2019, the Ministry of Advanced Education and Skills Training (the Ministry) secured \$9 million in one-time funding through the federal-provincial Labour Market Development Agreement for a proposal-based program to support pilot projects to expand co-op education and work-integrated learning opportunities (WIL) for students.

Funding was provided to the University of Victoria to hold and administer on behalf of the [BC Work-Integrated Learning Council](#) (BC WIL Council¹). The Council worked with the Ministry to supply expertise on project proposals and determine funding decisions. A Memorandum of Understanding between the Ministry, the University of Victoria and the BC WIL Council clarified the roles and responsibilities of these three parties.

In June 2019 the Ministry [formally announced](#) the Co-op and Work-Integrated Learning (COWIL) Initiative, with a focus on addressing provincial challenges related to:

- Student demand outstripping supply of co-op and work-integrated learning placements.
- Limited access to co-op and work-integrated learning outside the major urban areas and specific programs.
- Under-representation of some student groups in these programs, such as Indigenous students and students with disabilities.

To address these challenges, the Ministry funded projects under one or more of four themes:

- Employer engagement and recruitment including support for targeted employers such as first-time employers, the not-for-profit sector and small businesses.
- Supports for targeted student groups, including Indigenous students and students with disabilities.
- Program design and development at public post-secondary institutions.
- Strategic system support across the post-secondary system.

Five members of the BC WIL Council volunteered to form the Joint Working Group (JWG) to collaborate with the Ministry to review applications and allocate funding. The JWG membership was intended to be diverse in both institutional types represented as well as geographical regions. Two Ministry staff members completed the roster.

Representation on the Joint Working Group

Institution	Type	Region
British Columbia Institute of Technology	Institute	Lower Mainland
Vancouver Island University	Teaching University	Vancouver Island
University of British Columbia	Research University	Lower Mainland
College of the Rockies	College	Interior
University of Northern British Columbia	Research University	North
Ministry of Advanced Education and Skills Training	N/A	N/A

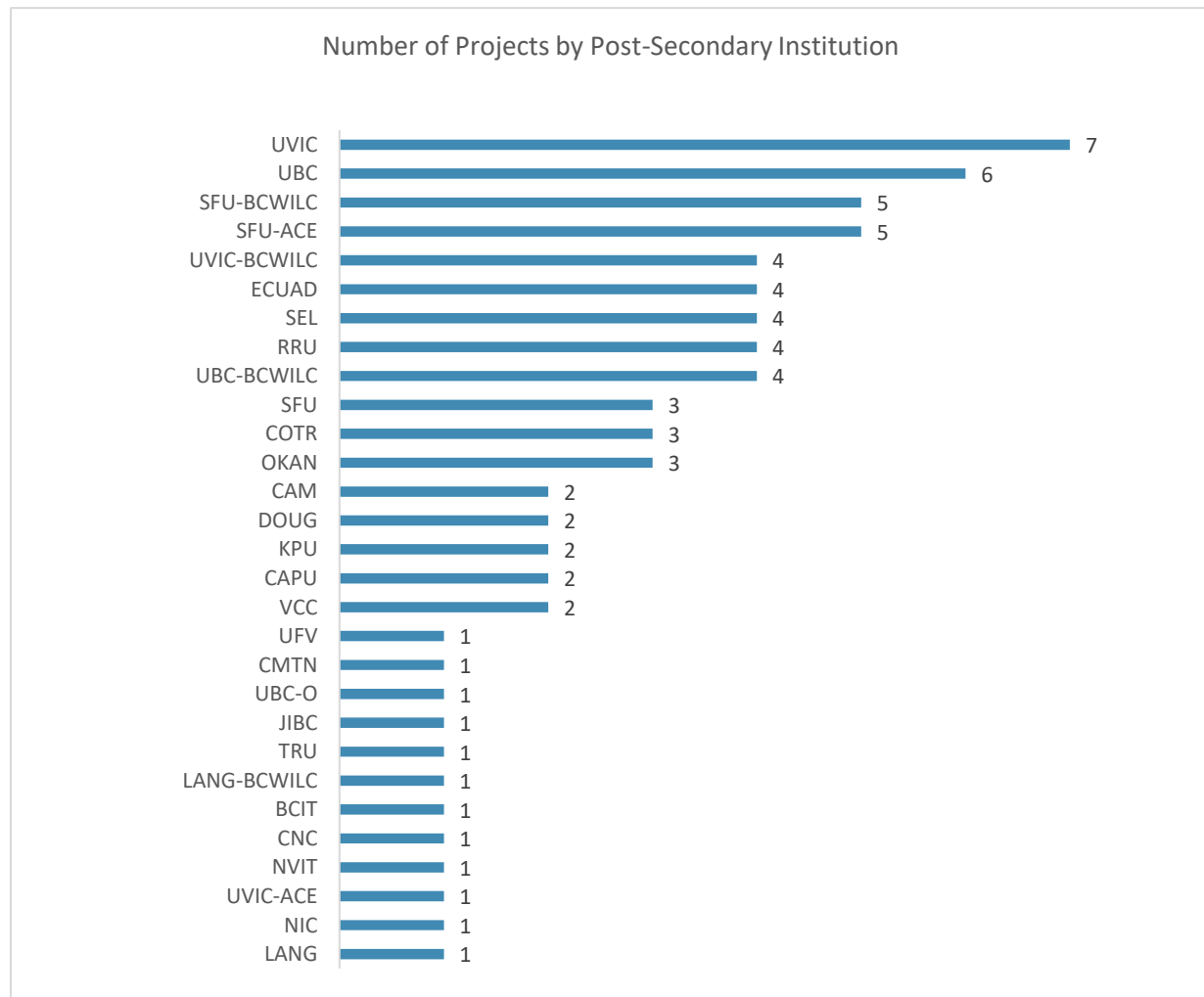
¹ At the time the Initiative began, the BC Work-Integrated Learning Council was then known as the Accountability Council for Co-op Education and Work-Integrated Learning or ACCE-WIL. The BC WIL Council is a subsidiary of the Association for Co-operative Education and Work-Integrated Learning BC/Yukon (ACE-WIL) and is comprised of one representative from each public post-secondary institution in BC, appointed by its president. In 2021 ACCE-WIL was renamed as the BC Work-Integrated Learning Council.

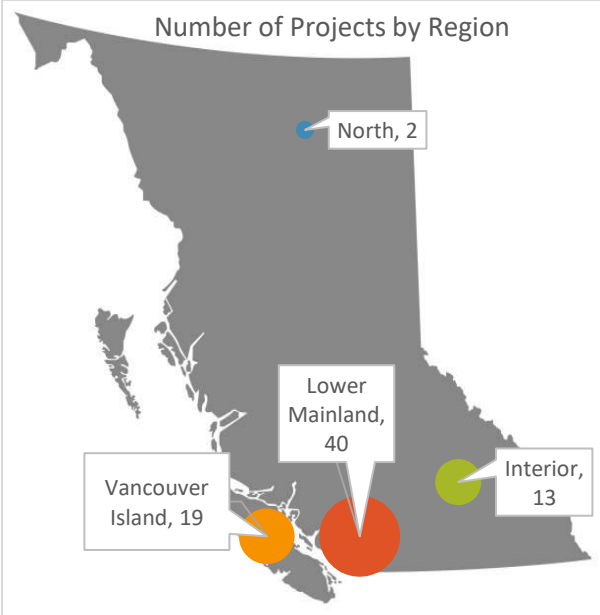
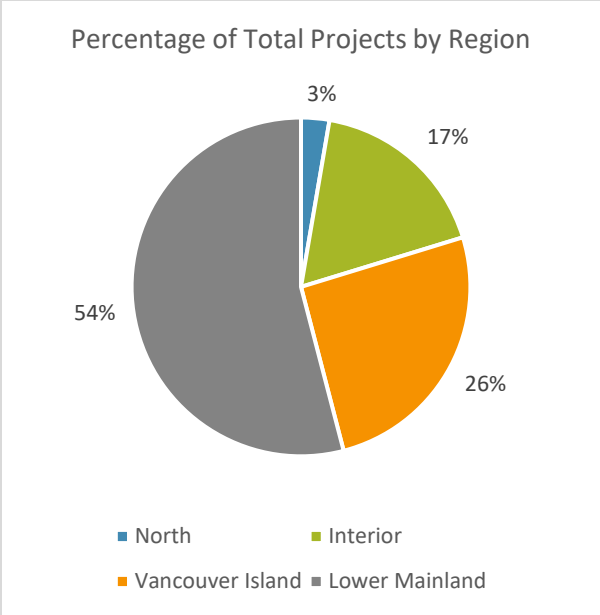
Two supplementary members representing employers (a volunteer was sought from the BC Chamber of Commerce) and students (the winner of the 2018 ACE-WIL Co-op student of the Year award) were also invited to the JWG; the initial expressions of interest were shared with these members for review.

There were three Requests for Proposals from institutions, with deadlines of July 2019, November 2019 and May 2020. Proposals were approved through a two-step process: if an initial brief expression of interest from an institution was approved by the JWG, the institution would be invited to submit a formal application with greater detail. Final approval of all projects rested with the JWG.

The JWG received 110 expressions of interest among the three rounds, and a total of about \$8.7 million was allocated to 68 institutional projects through this process. Among these 68 projects, 12 had a system-wide focus and were undertaken by institutions on behalf of ACE-WIL or the BC WIL Council, leaving 56 projects dedicated to improving WIL opportunities for students at particular institutions. The remaining funding of about \$236,000 was allocated to six 'supernumerary projects' on behalf of BC WIL Council that targeted specific issues or areas of priority in WIL related to the COVID-19 pandemic.

The JWG approved a total of 74 Initiative projects that involved all 25 public post-secondary institutions across British Columbia.





Note that the number of projects delivered by an institution does not necessarily align with the number of WIL placements created. For example, while there were only two projects in Northern B.C., they nevertheless accounted for more than 900 of the over 2,000 WIL experiences under the Initiative.

For a full list of all 74 COWIL Initiative Projects with project descriptions and budgets, see Appendix 1.

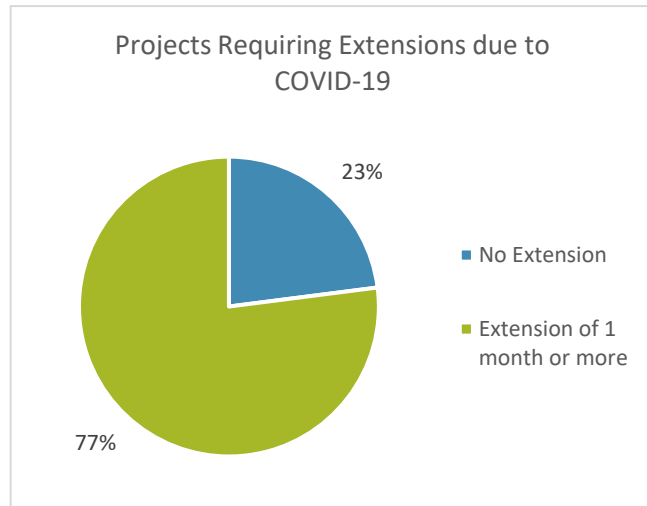
REPORTING

Representatives from the BC WIL Council acted as points of contact on all projects at their respective institutions and were accountable to fulfill reporting requirements to the Ministry halfway through the project timeline (interim report) and one month after the project end date (final report). Due to disruptions in project timelines as a result of the COVID-19 pandemic, deadlines were modified. Almost all projects had expended their entire budget and submitted a final report by February 2022. Information gleaned from the interim and final reports was compiled and used to write this report.

COVID-19 PANDEMIC

On March 18, 2020, the Province of British Columbia declared a State of Emergency as a result of the COVID-19 pandemic that lasted until June 30, 2021. At post-secondary institutions, the summer and fall of 2020 were extremely hectic as the efforts of many institutional staff were diverted to supporting students to find WIL placements in a chaotic labour market and to implementing the general pivot to online learning.

There were 14,303 co-op work term placements in 2020/21, a reduction of 2,517 or almost 15% from the 16,820 placements in 2019/20. Data for other forms of WIL is lacking but it is known that some sectors and program areas – for example, tourism and hospitality – were severely affected by the pandemic.



Soon after the declaration of the state of emergency, the Ministry communicated to institutions that there would be flexibility with timelines and deliverables for projects funded through the Initiative, as the 68 institutional projects funded were to have been completed by March 2021. A total of 57 institutional projects requested extensions, most for less than six months. No projects were cancelled. Two projects had to be significantly revised due to restrictions on international travel and one project was only partly completed due to institutional staff and time shortages. Many institutions also reported adjustments on project outcomes and deliverables due to constraints brought about by the pandemic. Institutions were often prompted to pivot from the original stated outcomes to instead focus on changing in-person events to virtual, recruiting employers/WIL partners virtually, focusing on the creation of resources, expanding technological capacity and researching ways to engage in WIL virtually.

ACE-WIL developed and distributed a COVID-19 toolkit with resources and tip sheets to help employers with the special challenges of hiring, onboarding and supervising students during pandemic conditions, and held a series of online virtual town halls with the technical support of BCcampus to inform practitioners of issues, to discuss common problems and to maintain morale. ACE-WIL also held a contest called [IMPACT 2020](#) where students wrote short accounts of how COVID-19 affected their ability to perform their job and how they were able to adjust to these difficulties, or to continue with work that benefitted the larger community.

COVID-RESPONSIVE PROJECTS

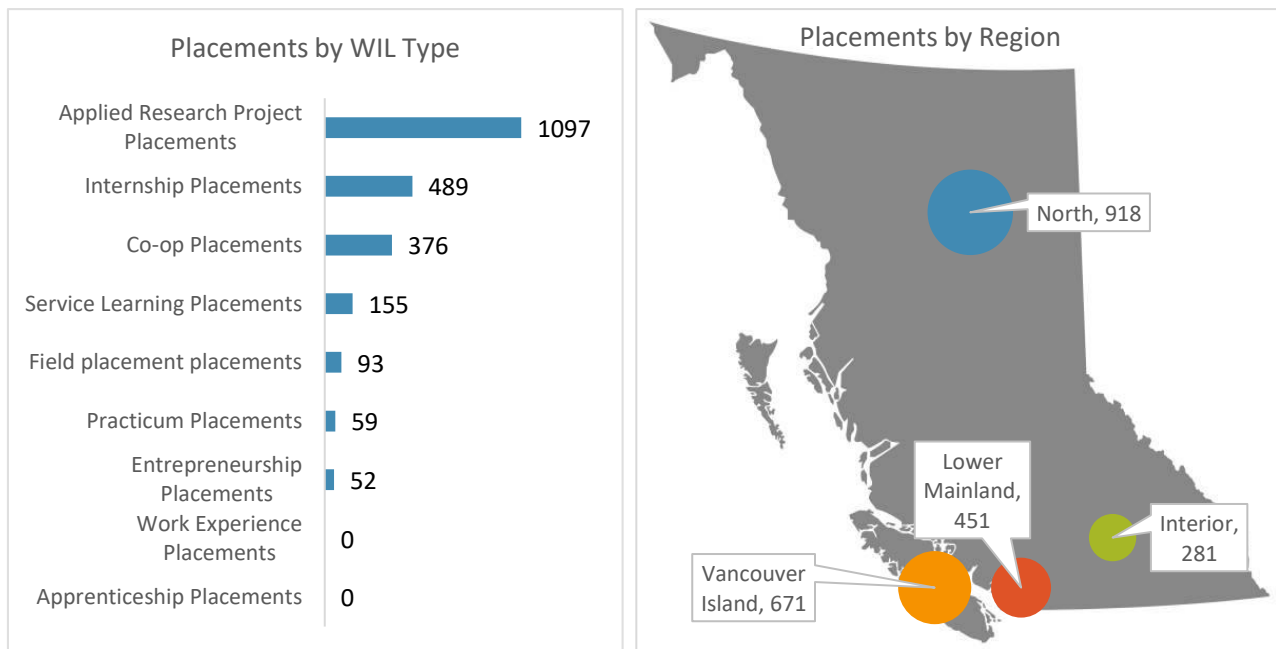
At the end of the third Call for Proposals in July 2020, approximately \$236,000 remained unallocated of the \$9 million. Instead of holding a fourth Call, the Joint Working Group decided to use the funding to support 'Supernumerary Projects' that were specifically responsive to both the short-term effects of the pandemic on student placements and to the longer-term challenges posed by the processes of economic recovery and workplace adjustment over the next few post-pandemic years. After consultation with Ministry staff and the executive membership of the BC WIL Council, six projects were supported. See Appendix 2 for a list of the COVID-Responsive Supernumerary Projects.

WORK-INTEGRATED LEARNING PLACEMENTS

Co-operative Education and Work-Integrated Learning Canada (CEWIL) defines WIL as “a form of curricular experiential education that formally integrates a student’s academic studies with quality experiences within a workplace or practice setting.” CEWIL further divides WIL into nine distinct forms, listed below (see Appendix 3 for more detail):



Between 2019 – 2022, the Initiative resulted in 2,321 WIL placements across various WIL types and regions in B.C..



NORTH

In the North, there were an estimated 918 WIL placements. One partnership project between College of New Caledonia, Coast Mountain College and Northern Lights College aimed to expand WIL opportunities in the region through partnerships with local Chambers of Commerce. The project engaged students in short-term or “micro” applied work-integrated learning projects with local businesses in the region. By working with faculty to embed the WIL in existing course offerings, the project resulted in 556 micro-WIL experiences that were able to be completed virtually, providing a unique opportunity for student WIL engagement throughout the course of the pandemic.

INTERIOR

In the Interior, there were an estimated 281 WIL placements. One project at Selkirk College sought to establish a “WIL Hub” to increase the quality and quantity of WIL happening at the College. As a smaller institution, Selkirk worked creatively to enhance the course offerings by working closely with faculty to add more field experience and applied research project WIL experiences to existing courses. The outcomes of this project will sustain themselves and leave a legacy for students in the region.

LOWER MAINLAND

In the Lower Mainland, there were an estimated 451 WIL placements that resulted from this funding. At Douglas College, a project focused on expanding Child and Youth Care practicum opportunities generated 25 new practicum placements of 150 hours each. By establishing educational affiliations with organizations across the province that are able to offer practicum placements on an ongoing basis, the work done through this project will leave a lasting legacy in the region.

VANCOUVER ISLAND

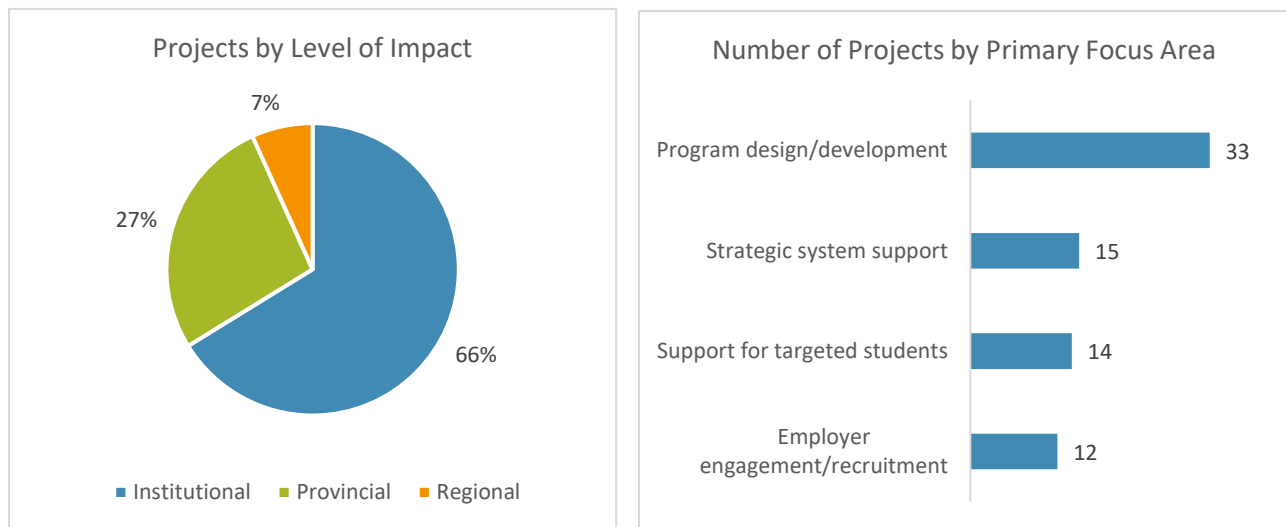
In the Vancouver Island region, there were an estimated 671 WIL placements, 194 of which are attributed to North Island College and Vancouver Island University, which established the [Vancouver Island WIL Hub](#) connecting students and partners across central and northern Vancouver Island. The regional hub project created its own working job portal which enabled host organizations to post their opportunities in the hub which would then be sent to the individual institution’s job boards. The VIWIL Hub team worked closely with local chambers of commerce to educate businesses on what WIL is and offer them support in bringing students into their organizations for WIL experiences. The work done on this project resulted in a significant increase in internship and co-op WIL opportunities for students in the region and led to long-term partnerships and institutional support to keep the hub running on an ongoing basis.

IMPACTS, LEGACY, AND SUSTAINABILITY

IMPACTS

The \$9 million dollar investment from the Ministry left long-term positive impacts on the WIL ecosystem in British Columbia. Whether the projects were on behalf of the entire WIL system in B.C., a partnership of institutions in a particular region, or focused efforts at the institutional level, the Initiative developed the quality and quantity of WIL experiences available to students in B.C..

Four focus areas of impact were identified for the COWIL Initiative projects: program design/development, support for targeted students, employer engagement/recruitment, and strategic system support.



PROGRAM DESIGN/DEVELOPMENT

The largest percentage of projects (45%) focused primarily on program design or development. These included projects implementing new WIL programs or improving the quality of WIL programs already offered at an institution.

An example of a project that focused on developing a new WIL program was a project at Nicola Valley Institute of Technology (NVIT). NVIT successfully implemented new comprehensive co-op programs in Business, Environmental Resources Technology, Renewable Energies Technology, Professional Cook and Associate of Arts. The work done on this project also aimed to address the underrepresentation of Indigenous people in the workplace and to build capacity in Indigenous organizations, First Nations and rural communities. Around 120 new relationships with potential employers, multiple co-op recruitment sessions for students and employers, résumé writing skills workshops and mock interview clinics for students were achieved under the funding. The impacts of the COWIL Initiative funding on surrounding communities were also extensive. For instance, one of the NVIT co-op students was hired for a project with the local school district to distribute over 200 iPads to Elders in the Nicola Valley and train them in how to use the devices so they could remain in contact with family despite the COVID-19 restrictions.

SUPPORT FOR TARGETED STUDENTS

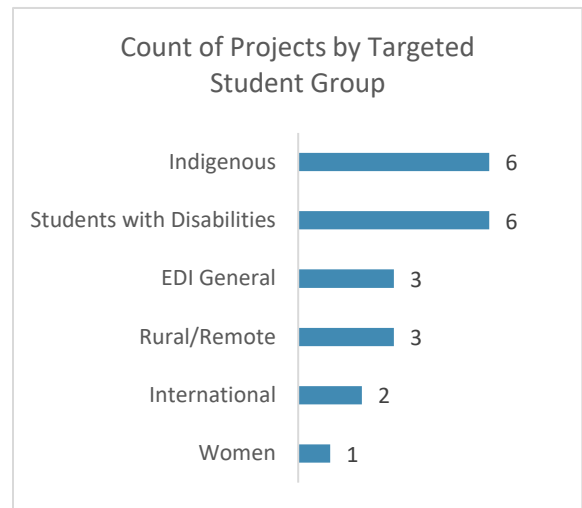
Around 19% of projects had the primary goal of improving WIL offerings for targeted student groups including Indigenous students, students with disabilities, students in rural locations, international students, and women.

Several COWIL Initiative projects focused on supporting **Indigenous students** in WIL. One project at Okanagan College sought to remove barriers for Indigenous students who have self-selected not to participate in WIL, identify partnerships with the community, and work with existing departments to develop culturally relevant approaches to support Indigenous learners to access WIL programming. The project work resulted in a library of resources for recruiting Indigenous students to enroll in WIL programs, and guides for best practices for employers looking to recruit and retain Indigenous employees.

The CanWork project at the University of Victoria sought to develop a WIL program that supports **students with disabilities** and mental health challenges. Students in the program had access to one-on-one support sessions with job coaches and participated in an enhanced pre-employment preparation course. The program successfully delivered the enhanced course to 45 students, eventually resulting in 25 WIL placements for students with disabilities.

One project at the College of the Rockies focused on developing a mentorship program for **women in trades**. The project produced a database of women enrolled as trades students at the college, generated a list of inclusive employers, connected 74 mentors and mentees through the program, offered presentations to female trades students from Red Seal journeypersons and ran several networking events for women trades students.

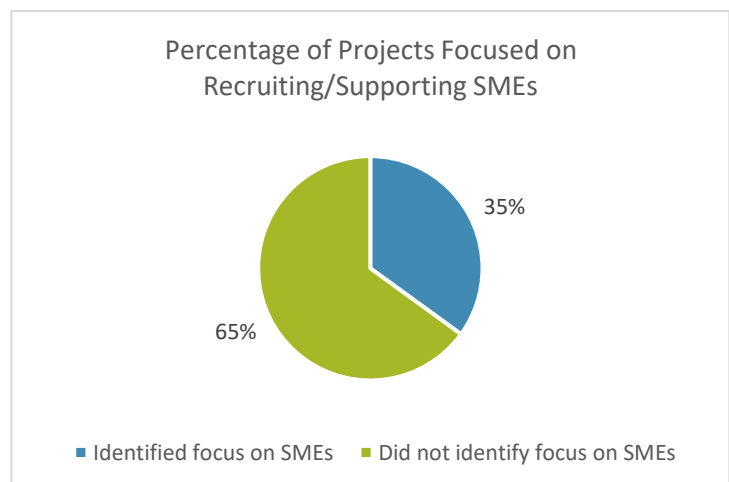
Data related to the demographics of the more than 2,000 students who completed WIL placements through this Initiative, including gender and Indigenous identity, is currently unavailable. However, the Ministry and public post-secondary sector are currently working on a project to improve data collection and reporting for all forms of WIL.



EMPLOYER ENGAGEMENT/RECRUITMENT

Engaging and recruiting employers/partners directly contributes to the amount of WIL placements available to students and was thus an important focus area for projects funded under the Initiative. Recruitment events and outreach into communities to recruit local or small and medium sized employers (SMEs) were some of the common intended impacts under this theme.

Many projects achieved this impact through creating hubs that strategically connected employers with institutions and students. For



example, one project at the University of British Columbia saw the creation of a virtual coordination hub for clinical placements for students with health care providers in rural/remote areas. The project brought together health partners who have a role in facilitating WIL in northern and rural areas in B.C. through a virtual education symposium and a new advisory committee of representatives that will continue to meet regularly beyond the end of project funding.

Another employer focused project with a pan-provincial approach was the Talent MATCH project which focused on recruiting and engaging employers/partners in the museum, arts, culture, tourism and hospitality sectors – sectors hard-hit by the COVID-19 pandemic. The project resulted in a 46% increase in job postings from organizations in these sectors, many from small and medium sized enterprises.

STRATEGIC SYSTEM SUPPORT

Several projects operated in partnership with sectoral organizations ACE-WIL or the BC WIL Council to provide strategic support to the entire WIL ecosystem in B.C.. Projects focused on providing professional development to faculty/practitioners across B.C., conducting research on topics of interest across the province, and providing support to projects funded under the Initiative.

An example of a professional development project was the creation of a self-contained professional development course for experiential education/WIL practitioners and educators to build their own course in WIL Teaching and Learning. This project included building an online Community of Practice, with a longer-term goal of working on WIL certification/practitioner curriculum.

A project that identified and discussed gaps in risk, safety and liability coverage for students engaged in different forms of WIL across B.C. is an example of coherent research on an important and urgent topic that was long overdue. The project developed recommendations for improvement and provided professional development for practitioners on this issue.

A list of some of the key projects that provided strategic system support are listed in the following table:

Project Title	Description
<i>Strategic Equity, Diversity and Inclusion Initiatives</i>	
Indigenous Co-op Resource Hub	Established resource hub for practitioners, students and employers: training modules and other materials; resources for Indigenous student engagement; and support resources for employers.
Hiring and Supporting Students from International Pathways	Developed an online toolkit for employers and organizations to assist in hiring international students.
<i>Strategic Support for WIL Practitioners</i>	
Professional Development Course Modules	Created Professional Development course for Experiential Education/WIL practitioners and educators to build their own course in WIL Teaching and Learning. This project included building an online Community of Practice, with a longer-term goal of working on WIL certification/ practitioner curriculum.

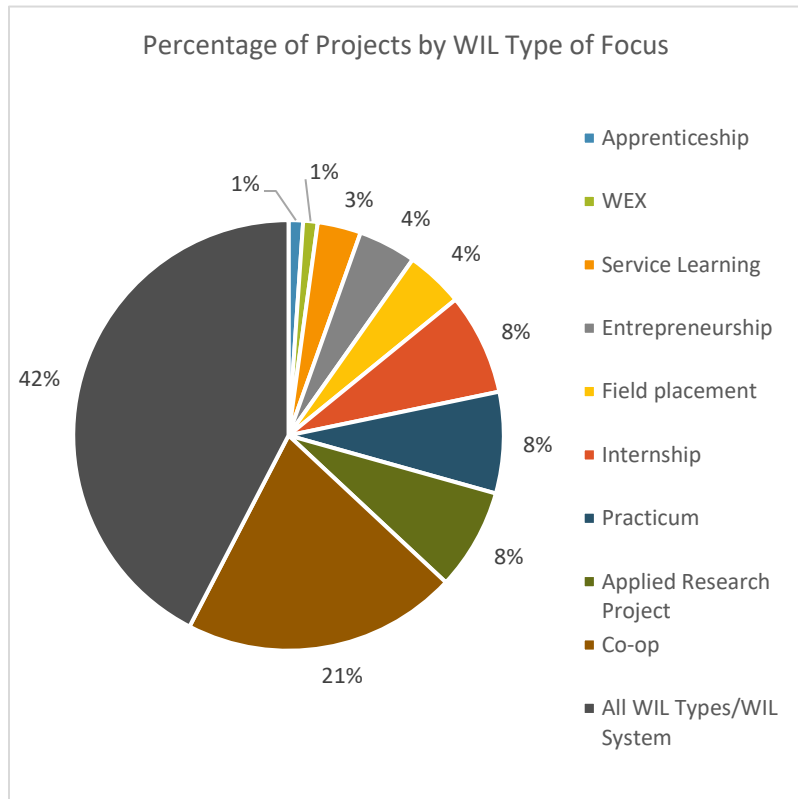
Pre-employment curriculum quality assurance	Conducted an inventory of co-op and WIL pre-employment curricula in use across the B.C. system, including the articulation of learning outcomes, and the development of quality assurance guidelines for pre-employment curricula.
<i>Strategic System-Level Research</i>	
Risk Management, Legal, Safety and Liability Coverage for WIL Students	Articulated gaps in risk, safety and liability coverage for students engaged in different forms of WIL across B.C.. Developed recommendations for improvement and provided professional development for practitioners on this issue.
WIL Outcomes Project	Assessed the outcomes of WIL to demonstrate the value of this model of experiential education in supporting a post-pandemic recovery.
Provincial Technology Inventory and Analysis	Curated an inventory of Information Management Software and Customer Relations Management software used by all B.C. public post-secondary institutions and provided an analysis for effective software utilization.
<i>Strategic System Engagement of WIL Employers/Partners</i>	
“What is WIL” Communication Plan/Campaign	Developed a communication plan to engage and inform B.C. stakeholders (students, employers, organizations) in all forms of WIL, while highlighting how to recruit, choosing the right type of WIL for employer needs, and funding sources.
Partnership with BC Chamber of Commerce	Developed a partnership affiliation between ACE-WIL and the BC Chamber of Commerce to raise awareness of co-op and WIL among employers.
WIL in the tourism and arts/culture sectors	Supported project-based and other innovative forms of WIL in the tourism and arts/culture sectors through the creation of a Human Resources position embedded with three sectoral organizations.
<i>Strategic and System-Level Support for COWIL Initiative</i>	
Impact of WIL funding on post-secondary programs and ACE-WIL Resource Hub	Organized and delivered symposia to showcase the outcomes of the projects funded under the Co-op and WIL Initiative. Expanded the capacity of the Association website to store and make available to users the resources, research, videos, and other artifacts that were developed by projects funded by the Co-op and WIL Initiative.

LEGACY

The COWIL Initiative’s legacy on the WIL system in B.C. is shown by the variety of new and enhanced WIL opportunities for students of all backgrounds and in the lasting resources that have come out of the Initiative.

BEYOND A CO-OP CENTRED MODEL

Co-op receives a lot of visibility as a program providing students with hands-on experiential learning opportunities during their post-secondary education. However, other forms of WIL can offer more specialized, flexible and creative opportunities for students as well. With funding from the COWIL Initiative, almost half of projects focused on growing WIL opportunities generally through providing multiple new or improved WIL programs of various types. Another 36% of projects focused on building up WIL programs in applied research, apprenticeship, entrepreneurship, field placement, internship, practicum or service learning. These projects will leave a lasting legacy in the B.C. WIL ecosystem as institutions, employers/partners and students continue to see the benefit expanded types of WIL offerings.



For example, one project at Emily Carr University of Art and Design developed an entrepreneurial WIL program that created opportunities for student artists and designers to engage in an entrepreneurship training hub called the “Satellite Incubator.” Students in the program received resources, space and mentorship to engage in the early-stage development of creative sector start-ups and projects to develop design-led solutions to real world problems. The work on this project demonstrated the great benefit that piloting new and creative WIL programming can have on the quality of student learning.

EQUITY, DIVERSITY, AND INCLUSION

Providing opportunities for students in historically underrepresented groups to participate in WIL was a priority for many projects funded under the COWIL Initiative. The work done to support these students impacted the WIL ecosystem in B.C. through such measures as: targeted resources for students, faculty/practitioners, and employers; targeted student support positions piloted under the Initiative that are now institutionally funded; and programs with enhanced curriculum on equity, diversity, and inclusion.

For example, at Thompson Rivers University, the Indigenous Experiential Learning Coordinator position that was piloted through the COWIL Initiative is now an institutionally funded role. The Indigenous EL Coordinator was able to continue to offer the Indigenous focused service-learning program that was also developed through COWIL Initiative funding. Successes like this exemplified the legacy that the COWIL Initiative has had in addressing equity, diversity, and inclusion.

RESOURCES

The hundreds of resources developed to support students, employers/partners and faculty demonstrate the significant legacy of the COWIL Initiative. One of the projects that completed work for the benefit of the entire WIL system in B.C. created the new ACE-WIL Resource Hub: <https://acewilbc.ca/resource-hub/>. This project also supported the organization of two symposia where every COWIL Initiative project lead was given the opportunity to present on their project outcomes and lessons learned. Over 50 project teams presented on their project outcomes and shared what they had learned with WIL practitioners across the province. The symposia presentation recordings as well as all shareable resources are now on the ACE-WIL Resource Hub.

More than half (64%) of projects sought to develop resources to support students, employers/community partners and WIL practitioners/faculty. These resources covered topics such as toolkits for employers interested in hiring WIL students, guides for students navigating the workplace, and research exploring different models of curriculum for faculty. These resources are housed and maintained through the publicly available ACE-WIL Resource Hub.

The ACE-WIL Resource Hub also houses several smaller resource hubs that explore equity, diversity, and inclusion (EDI) topics:

- Indigenous WIL Resource Hub
- Equity, Diversity and Inclusion Resource Hub
- Employer Toolkit for Hiring Students from International Pathways

For a list of key resources developed from COWIL Initiative projects and now on the ACE-WIL Resource Hub, see Appendix 4.

PROJECTS

All resources and insights for a particular initiative

INDIGENOUS WIL RESOURCE HUB

Through funding provided by the BC Ministry of Advanced Education and Skills Training, and in partnership with the BC WIL Council and six post-secondary institutions around British Columbia, the University of Victoria led this provincial initiative to develop resources to support Indigenous student access, retention, and success in WIL programs.

[View Project →](#)

EQUITY DIVERSITY INCLUSION RESOURCE HUB – ADDRESSING DISCRIMINATION AND BARRIERS TO INCLUSION

This project examines the barriers in WIL specifically faced by marginalized student groups such as international, refugee, LGBTQ2S+ students, students with disabilities, and students from low socio-economic status backgrounds. The project explores tools and resources to help WIL employers and staff effectively address student barriers around discrimination and inclusion.

[View Project →](#)

REVIEW OF RISK MANAGEMENT: LEGAL, SAFETY AND LIABILITY COVERAGE FOR STUDENTS WORKING IN DIVERSE TYPES OF WORK-INTEGRATED LEARNING

Risk is inherent in all Work-Integrated Learning experiences due to the complexities and uncertainties involved; these may include legal, financial, reputational, ethical, social, strategic and operational. Key issues as they pertain to Risk Management and WIL within the BC landscape will be the project's focus.

[View Project →](#)

EMPLOYER TOOLKIT FOR HIRING STUDENTS FROM INTERNATIONAL PATHWAYS

Students from International Pathways bring diverse and global perspectives to the workplace that can lead to an increase in revenue, innovation, and productivity. This project includes a curated package of resources to help you discover how to access this untapped talent pool to fill work-integrated learning (WIL) opportunities in your organization.

[View Project →](#)

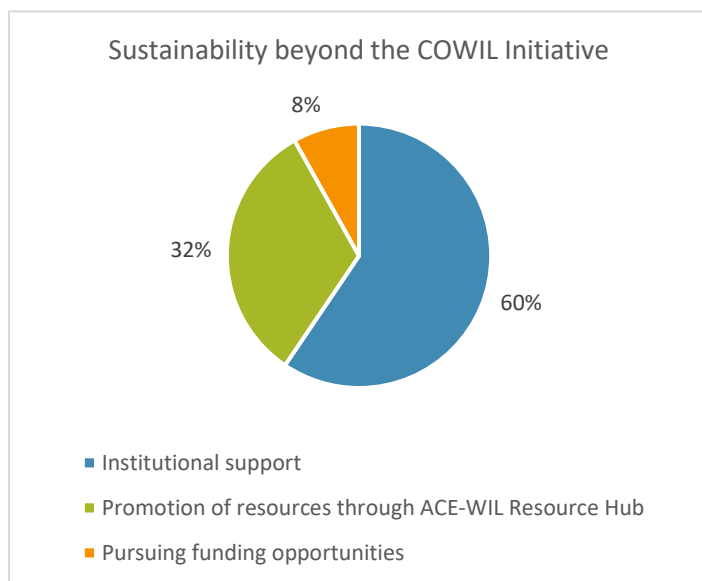
[View All Projects →](#)

SUSTAINABILITY

The majority of projects (60%) have secured institutional funding or absorbed project work into existing courses or positions.

For example, Capilano University established a WIL Regional Hub which resulted in 100 new WIL placements and is now permanently maintained through the university budget.

Approximately 32% of projects developed stable resources that will be perpetually available through the ACE-WIL Resource Hub. Finally, 8% of projects aimed to continue work after the end of the Initiative and pursued funding opportunities to do so. In their project reports, several smaller institutions that serve rural regions commented on the challenge of continuing project work beyond the initial pilot project funding provided under the Initiative without some form of change in the institution's budget.



As part of Budget 2021, the Ministry allocated an additional \$5.5 million in one-time funding to offset the loss of WIL placements due to COVID-19 and help post-secondary students acquire effective work experience, with a target of 3,000 new placements in Academic Year 2021/22 (to be complete by August 31, 2022). This was treated as Phase 2 of the COWIL Initiative.

As before, a Joint Working Group of Ministry staff and subject matter experts from the post-secondary sector reviewed the proposals and made recommendations. All funding was allocated by the end of October 2021. The Ministry selected and issued funding letters for 46 projects. Many projects were explicit continuations of pilot projects, or used resources developed in projects begun under Phase 1 of the COWIL Initiative.

CONCLUSION

Co-op education and other forms of WIL have been a feature offering of most B.C. public post-secondary institutions for many years. For example, co-op education options have been offered at Simon Fraser University and the University of Victoria since 1974. However, the injection of \$9 million into the public post-secondary education system to increase the number of opportunities open to students throughout the province and to strengthen the support and professionalism of WIL practitioners was unprecedented. Despite the disruption and uncertainty inflicted by the global COVID-19 pandemic, the work accomplished under the projects funded by the Initiative has had a marked effect on institutional cultures and attitudes toward WIL.

It is not possible to completely quantify the significant impacts of the COWIL Initiative on the B.C. WIL ecosystem. Nonetheless it has left a legacy through thousands of new WIL placements, thousands of new connections with employers, and hundreds of new resources to support WIL students, faculty, practitioners, employers and other partners. In addition, the funding has led to more inclusive, diverse, flexible and creative WIL opportunities for students.

APPENDIX 1: LIST OF INITIATIVE PROJECTS

Institution/ Partner	Project Title	Project Description	Budget
British Columbia Institute of Technology	BCIT Trades and Curriculum Project	Curriculum developer to develop new trades-related resources for students and employers, including an online employer toolkit on how to recruit, mentor and retain students; create interactive online material and videos targeting students in the trades, newcomers to Canada and those with limited experience in the workplace.	\$82,780
Camosun College	Job Development Initiative	Job development officer to work with Camosun departments and program areas to develop and implement a "Job Development Plan" for building stronger connections with business and industry. Provide training to current staff to build capacity to continue work once funding has been expended.	\$120,000
Camosun College	Experiential learning catalogue	Purchase experiential learning modules from Orbis Communications to create a catalogue of WIL opportunities available to Camosun students and develop shareable transcripts and learning records that will provide students with a tool to showcase their learning to employers.	\$149,000
Capilano University	CAPU WIL Regional Hub	Project to develop WIL courses for programs in Arts & Sciences, Communications, and Business; and to build lasting partnerships with chambers of commerce, local governments and First Nations to increase number of WIL opportunities for students.	\$292,500
Capilano University	Arts & Sciences Futures Project	Incorporate WIL into eight new degree majors and minors under development in Capilano University's Faculty of Arts and Sciences, and support faculty to develop curriculum so each new Arts and Sciences degree will have a minimum of 2 required courses with mandatory WIL components.	\$218,500
Coast Mountain College	WIL Centre Development	Project to establish a new centre to coordinate WIL at Coast Mountain College.	\$204,273

College of New Caledonia – in partnership with Coast Mountain College and Northern Lights College	Expansion of WIL via Riipen and Chambers of Commerce	Joint project with Coast Mountain College and Northern Lights College to expand WIL at the three northern colleges through use of Riipen software and partnerships with local Chambers of Commerce.	\$174,167
College of the Rockies	Engage East Kootenay employers to build WIL opportunities at COTR	Employer outreach in the College of the Rockies region to engage new employers.	\$137,000
College of the Rockies	Mentoring Women in Trades at COTR	Build a mentoring and networking program at College of the Rockies to support women enrolled as students in trades programs.	\$65,000
College of the Rockies	Institutional orientation and capacity building	Coordinator to develop orientation handbooks and training materials; update institutional policies and procedures; and create informational and promotional materials.	\$124,250
Douglas College	Therapeutic Recreation - WIL Initiative	Establish advisory board with regional representation to identify opportunities for practicum placements and service learning for therapeutic recreation diploma students in rural communities.	\$120,400
Douglas College	Expanding Child and Youth Care Practicum Opportunities	Project to create more practicum sites in rural and remote communities outside the Lower Mainland for students enrolled in Douglas College's online child and youth care program.	\$120,400
Emily Carr University of Art + Design	Online and interactive employment/career toolkit	Hire co-op students in the Interactive Design program to develop online digital toolkit to help students decide on WIL and career development options.	\$28,212
Emily Carr University of Art + Design – in partnership with Simon Fraser University	Fibreshed Field School	Collaboration between SFU School of Business and Emily Carr University of Art and Design's Shumka Centre. Cohort of students to work with farms and ranches in rural B.C. to create ventures in regional textile manufacturing.	\$109,150

Emily Carr University of Art + Design	Satellite Incubator	Create entrepreneurship training hub that provides students with resources, space, and mentorship to launch projects and gain entrepreneurial skills.	\$140,000
Emily Carr University of Art + Design	WIL for Creative Ecosystems	Build a new model at Emily Carr University of Art + Design that will support faculty to develop curriculum that incorporates WIL; build connections with employers and other partners; and create digital resources that will advance WIL.	\$242,000
Justice Institute of British Columbia	WIL Framework and Resources	Develop a framework to introduce and enhance WIL in programs across the JIBC; introduce an "e-portfolio" so that students can better document their work experiences; and build infrastructure for creating and assessing curriculum related to WIL.	\$200,000
Kwantlen Polytechnic University	Co-op curriculum redesign for inclusivity	Offer additional sections of an employment readiness course specifically targeting under-represented student groups, and re-design co-op curriculum to include e-portfolio concept, Indigenous perspectives and open education resources.	\$82,000
Kwantlen Polytechnic University	Emotional Intelligence and WIL Success	Provide Emotional Intelligence certification/training at KPU with educators/facilitators from KPU and other B.C. public institutions; conduct individualized assessments and coaching with KPU students; develop resources and curriculum exploring impact of assessment and coaching on student engagement and experience of WIL.	\$141,199
Langara College	Expanding WIL at Langara	Hire WIL coordinator to; adopt new organizational structure to support multiple models of WIL across institution; train faculty/staff to deliver WIL programming; develop communications/marketing materials targeting industry/business; and develop resources to improve participation of Indigenous students and students with disabilities.	\$176,500

Langara College - BC WIL Council	WorkSafe BC Resources	Information resources complementing existing WorkSafe BC resources to help students return safely to workplaces, distributed to employers and institutions. No budget.	\$0
North Island College – in partnership with Vancouver Island University	Central-North VI Regional Hub	North Island College jointly with Vancouver Island University. Establish a "regional hub" to recruit and engage employers and business organizations across central and northern Vancouver Island to create lasting partnerships and more WIL opportunities.	\$426,200
Nicola Valley Institute of Technology	Implement co-op at NVIT	Implement co-op program at NVIT including developing curriculum, hiring a co-ordinator, installing an information management system, and recruiting students and employers.	\$200,808
Okanagan College	Indigenous Student Initiative	Increase participation of Indigenous students in co-op programs by conducting environmental scan of current initiatives offering services to Indigenous students, interviewing Indigenous co-op students to better understand barriers, and raising awareness of co-op programs among Indigenous students.	\$129,750
Okanagan College	Accessibility Initiative	Project to increase participation of students with disabilities (SWD) in co-op programs by conducting environmental scan of current accessibility initiatives at Okanagan College and in wider community, interviewing SWD enrolled in co-op to better understand barriers, and raising awareness of co-op programs among SWD.	\$125,750
Okanagan College	Access to WIL for Students and Employers in Rural Regions	Hire two part-time coordinators to expand relationships with employers beyond Kelowna and the surrounding area, and provide students enrolled in programs at the Penticton, Vernon, Salmon Arm and Revelstoke campuses with opportunities for WIL.	\$137,510

Royal Roads University	WIL Skills and School to Work Transition Platform	Review of existing curriculum and course redesign/development of new curriculum to help students to articulate their experiences and work skills, and to improve school to work transition and career management.	\$60,875
Royal Roads University	Job Developer, Diversity and Inclusion	Position to engage and recruit employers, and to develop WIL and job opportunities for Royal Roads University's diverse student population.	\$106,000
Royal Roads University	Community Service Leadership Project Intern	Expand opportunities for Royal Roads students to complete community service-learning experiences by engaging and recruiting new partners in the Capital Regional District and other parts of B.C., with a focus on not-for-profit organizations. Workshop series for students to reinforce connections between volunteering, skills development and career planning.	\$55,098
Royal Roads University	Co-op Education and Work-Integrated Learning Canada (CEWIL) Accreditation Project	Develop an altered program structure for RRU's baccalaureate programs in hospitality and tourism management and submit accreditation package to CEWIL (national accreditation organization).	\$34,427
Selkirk College	Selkirk WIL Hub	Create hub to co-ordinate and support WIL activities in all departments across Selkirk College.	\$265,000
Selkirk College	Street Nursing WIL Initiative	Expand Selkirk College's Nursing Street Outreach program to provide nursing students with opportunities to work with people with mental health and other challenges in Castlegar through partnerships with community service agencies in that area.	\$24,835
Selkirk College	Career Passport	Standardize pre-employment curriculum at Selkirk and package as mandatory "Career Passport" graduation requirement for all students in School of Business.	\$48,300
Selkirk College	Co-op Employer Engagement and Recruitment	Create an Employer Engagement and Recruitment Officer position at Selkirk to coordinate and expand network of employers for students.	\$68,814

Simon Fraser University – ACE-WIL	Hiring and Supporting Students from International Pathways	Develop an online toolkit to assist employers and organizations to hire students from international pathways.	\$24,500
Simon Fraser University – in partnership with UVic and ACE-WIL	Professional Development Course modules	Develop curriculum for co-op practitioners covering a wide range of topics, facilitate online community of practice sessions for co-op practitioners to share best practices.	\$197,402 (shared budget)
Simon Fraser University – in partnership UVic and ACE-WIL	Ace-WIL Professional Development	Professional development for all co-op/WIL practitioners, including build online Community of Practice; begin work on WIL practitioner certification curriculum; and produce training materials and webinars.	
Simon Fraser University – ACE-WIL	Resources for Employers, organizations and programs to support students from International Pathways	Develop resources to assist employers in hiring and preparing students from international pathways for work-integrated learning placements. These resources will be made available to all institutions across the B.C. public post-secondary system.	\$31,285
Simon Fraser University – BC WIL Council	Provincial Technology Inventory and analysis	Conduct inventory and cost analysis of current and emerging technology platforms for co-op and WIL information management and customer relations management.	\$31,500
Simon Fraser University – BC WIL Council	Equity Diversity Inclusion Resource Hub	Create province-wide resource hub to share existing and create new materials, tools, curriculum and research for institutions and employers to work with under-represented student groups.	\$199,602
Simon Fraser University – in partnership with UVic and BC WIL Council	"What is WIL" communication plan/campaign	Organize regional/sectoral forums in Lower Mainland, North, and Interior to share best practices with students, employers, and federal government. Work with employer organizations and student societies to raise awareness on benefits of co-op and WIL.	\$166,515 (shared budget)
Simon Fraser University – in partnership with UVic and ACE-WIL	ACE-WIL External Relations	Outreach, communications, resources for employers, sharing of best practices, regional/ sector forums.	

Simon Fraser University – BC WIL Council	Pre-employment curriculum quality assurance	Conduct an inventory of co-op and WIL pre-employment curriculum currently in use across the B.C. public post-secondary system, undertake a gap analysis, and develop quality assurance guidelines for colleges establishing new co-op and WIL programs and related curriculum.	\$52,000
Simon Fraser University – BC WIL Council	Review: Risk Management, Legal, Safety and Liability Coverage for WIL Students	Identify gaps in risk, safety and liability coverage for students engaged in different forms of WIL across B.C., provide recommendations for improvement, and offer professional development for practitioners.	\$40,000
Simon Fraser University	WIL Indigenous Student Engagement	Hire coordinator to conduct inventory of WIL resources; develop curriculum that engages Indigenous students; build relationships with Indigenous communities; conduct gap analysis to understand barriers Indigenous learners face; and support Indigenous students in securing work placements.	\$196,601
Simon Fraser University	Expanding WIL Opportunities with an Accessibility approach	Hire an Accessibility Coordinator to identify WIL opportunities for SWD, create resources for recruitment and support for these students, and secure co-op placements for a pilot group of students.	\$162,233
Simon Fraser University	Research on Virtual Co-op Work Terms	Investigate nature of remotely worked international co-op terms and create a guide for work term supervisors	\$38,010
Thompson Rivers University	Three Experiential and Work-Integrated Learning Initiatives	Hire Indigenous coordinator to create Indigenous Career Ambassador program and Indigenous-focused WIL program; hire employer liaison coordinator to increase number of businesses participating in WIL programs; and launch virtual reality video project to better prepare students for the workplace.	\$310,000
University of British Columbia	Pre-employment curriculum for the 21C Workplace	Develop common pre-employment curriculum that can be used across various faculties at UBC's Vancouver and Okanagan campuses, to prepare co-op students for their first work term.	\$104,852

University of British Columbia	Effective WIL Programs for Indigenous Students	Coordinator to work with Indigenous communities and businesses to explore barriers to Indigenous students' participation in co-op and WIL programs, and to develop a sustainable plan and resources to increase participation levels.	\$186,000
University of British Columbia	Co-op for Arts PhD Students	Engage with faculty from Humanities and Social Sciences to demonstrate value of graduate-level co-op work and increase participation of PhD students in co-op programs.	\$19,376
University of British Columbia	Non-STEM stream for the Canada-Japan Co-op Program	Business development position in Canada-Japan Co-op Program to create and support co-op work terms in Japan for students in non-STEM program areas.	\$77,418
University of British Columbia	UBC Faculty of Arts Impact Internships and Incubator	Develop a new internship program for graduate programs in social science departments (Anthropology, Asian Studies, Geography, Political Science, Sociology); and create a new "Faculty of Arts Incubator" that will leverage students' WIL experiences into self-directed projects that may include applied research, entrepreneurship, and social innovation work.	\$150,582
University of British Columbia	Virtual Coordination Hub for Clinical Placements in Rural/Remote areas	Partnership between UBC, UNBC and the College of New Caledonia to create "virtual coordination hub" to support healthcare practitioners supervising students pursuing clinical placements in rural and remote communities in the District of Bulkley-Nechako.	\$116,000
University of British Columbia - BC WIL Council	BC WIL Council Stakeholder Survey Project	Data collection to understand the labour market's ability to engage WIL students in 2021-2022.	\$44,550
University of British Columbia - BC WIL Council	WIL Outcomes Project	Assess the outcomes of WIL to demonstrate the value of this model of experiential education in supporting a post-pandemic recovery.	\$103,063
University of British Columbia - BC WIL Council	Webinars on project evaluation	Webinars on project assessment and evaluation conducted by UBC Teaching and Learning Centre staff to assist institutional	\$5,394

		staff in reporting on projects funded through the Initiative.	
University of British Columbia - Okanagan – in partnership with Okanagan College and Thompson Rivers University	Tri-Universities Regional Partner Engagement Strategy	Project to recruit regionally based co-ordinators to engage with stakeholders across central and northern B.C. to identify barriers and create more WIL opportunities through regional marketing and engagement campaign.	\$160,000
University of the Fraser Valley	Arts Co-op at UFV	Expand WIL opportunities in UFV College of the Arts using an adaptation of a successful partnership project implemented at the University of Saskatchewan.	\$78,000
University of Victoria	Expand Indigenous International WIL Exchange program	Feasibility study to expand UVic's Indigenous International Work-Integrated Learning Exchange Program to other forms of WIL at UVic, and to other public post-secondary institutions in B.C.	\$45,500
University of Victoria	CanWork Internship Program	Pilot project to support students with disabilities in UVic's Summer Internship Program, modelled on CanAssist's TeenWork program.	\$221,000
University of Victoria	Partnership with Digital Technology Supercluster	Project to explore ways to partner with employers involved in the Digital Supercluster initiative and to develop a student competency framework related to employment in the digital technology sector.	\$184,500
University of Victoria – ACE-WIL	Partnership with BC Chamber of Commerce	Partnership between ACE-WIL and BC Chamber of Commerce to raise awareness of co-op and WIL.	\$140,040
University of Victoria	Nursing Practice Education - Transition to Practice model	Develop a new model to support new Nursing graduates into practice in complex care settings, reduce high attrition in Nursing workforce, and address Nursing faculty shortages.	\$290,000
University of Victoria	Uvic Co-op and Career/WIL Web Curriculum Accessibility Project	Review, assess, adapt and redesign UVic's existing Co-op and Career web-based curriculum to meet future provincially legislated accessibility standards for digital resources.	\$52,100

University of Victoria	Recognizing contributions and outcomes of WIL through student portfolios	Explore and evaluate use of student portfolios across different WIL types and disciplines to let students more clearly identify, document and articulate knowledge, skills and attributes developed through WIL experiences.	\$85,050
University of Victoria	Bridging diverse bodies of knowledge and practice in WIL at Uvic	Project to undertake an environmental scan on how institutions integrate WIL into their programming, and to establish a community of practice at UVic that reflects the entire spectrum of WIL available.	\$35,750
University of Victoria – BC WIL Council	Indigenous co-op resource hub	Establish a central resource hub to support all 25 public post-secondary institutions to increase the participation of Indigenous students in co-op and WIL programs.	\$154,900
University of Victoria – BC WIL Council	Support for Co-op and WIL Initiative	Conduct audit of co-op and WIL offered across the public post-secondary education system. Provide accountability and project management support for the Initiative, including oversight for funded projects.	\$90,000
University of Victoria – BC WIL Council	Impact of WIL funding on post-secondary programs	Organize symposia for co-op and WIL practitioners across B.C. to showcase recently completed projects and highlight outcomes, best practices and lessons learned.	\$82,795
University of Victoria - BC WIL Council	Support WIL in the tourism, arts, culture sectors	Support project-based and other innovative forms of WIL in the tourism and arts/culture sectors through a human resources position embedded with 3 sectoral organizations (BC Alliance for Arts and Culture, BC Museums Association, Go2HR).	\$73,657
University of Victoria - BC WIL Council	Researching impact of projects, reporting out	Researching the impact of WIL projects and reporting out at President/VP Academic level; information sharing with federal and international WIL related organizations.	\$9,635
Vancouver Community College	Stepping up WIL @ VCC	Implement outreach campaign to recruit new employers; develop guidelines and standards to improve diversity and inclusivity in WIL programs; develop new WIL stream focused on entrepreneurship; and purchase new WIL software program.	\$282,590

Vancouver Community College	Exploring WIL Instruction at VCC	Conduct audit of existing WIL related curriculum and teaching practices at VCC, and support WIL practitioners/ instructors as career influencers	\$146,902
		Total of 74 projects, including 6 supernumerary projects: total project funding = \$9,000,000	

APPENDIX 2: LIST OF SUPERNUMERARY PROJECTS*

Lead Institution	Project Title	Project Description	Budget
University of British Columbia - BC WIL Council	BC WIL Council Stakeholder Survey Project	Data collection to understand the labour market's ability to engage WIL students in 2021-2022.	\$44,550
Langara College - BC WIL Council	WorkSafe BC Resources	Information resources complementing existing WorkSafe BC resources to help students return safely to workplaces, distributed to employers and institutions. No budget.	\$0
University of Victoria - BC WIL Council	Support WIL in the tourism, arts, culture sectors	Support project-based and other innovative forms of WIL in the tourism and arts/culture sectors through an human resources position embedded with 3 sectoral organizations (BC Alliance for Arts and Culture, BC Museums Association, Go2HR).	\$73,657
University of British Columbia - BC WIL Council	WIL Outcomes Project	Assess the outcomes of WIL to demonstrate the value of this model of experiential education in supporting a post-pandemic recovery.	\$103,063
University of British Columbia - BC WIL Council	Webinars on project evaluation	Webinars on project assessment and evaluation conducted by UBC Teaching and Learning Centre staff to assist institutional staff in reporting on projects funded through the Initiative.	\$5,394
University of Victoria - BC WIL Council	Researching impact of projects, reporting out	Researching the impact of WIL projects and reporting out at President/VP Academic level; information sharing with federal and international WIL related organizations.	\$9,635
		Total of 6 projects: total project funding = \$236,299	

*These projects are also listed in Appendix 1.

APPENDIX 3: WORK-INTEGRATED LEARNING DEFINITIONS

Work-integrated learning is a form of curricular experiential education that formally integrates a student's academic studies with quality experiences within a workplace or practice setting. WIL experiences include an engaged partnership of at least: an academic institution, a host organization, and a student. WIL can occur at the course or program level and includes the development of student learning objectives and outcomes related to: employability, agency, knowledge and skill mobility and life-long learning.

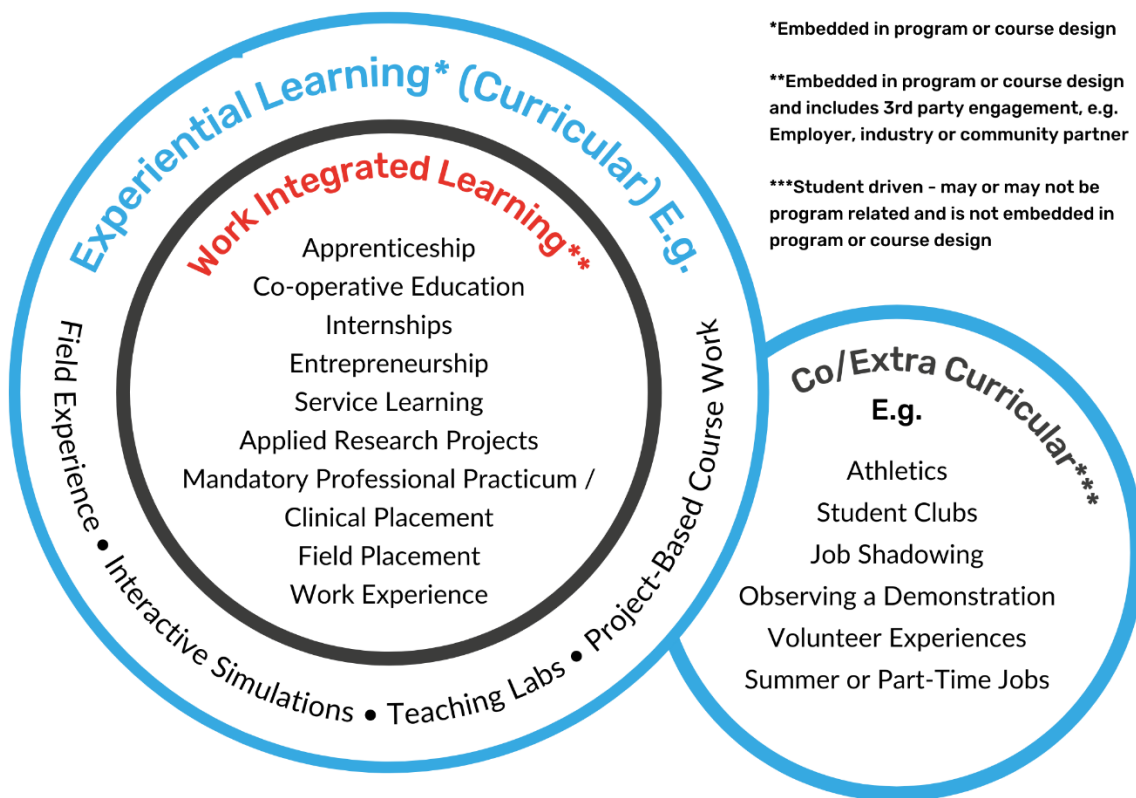
(Note: approved by Co-operative Education and Work-Integrated Learning Canada membership on November 3, 2021)

Below are the various types of WIL and their typical attributes:

- 1. Community and Industry Research & Projects (formerly Applied Research Projects):** Students are engaged in research that occurs primarily in workplaces, which includes consulting projects, design projects, and community-based research projects.
- 2. Apprenticeship:** Apprenticeship is an agreement between a person (an apprentice) who wants to learn a skill and an employer who needs a skilled worker and who is willing to sponsor the apprentice and provide paid related practical experience under the direction of a certified journey person in a work environment conducive to learning the tasks, activities and functions of a skilled worker. Apprenticeship combines about 80% at-the-workplace experience with 20% technical classroom training, and depending on the trade, takes about 2-5 years to complete. Both the workplace experience and the technical training are essential components of the learning experience.
- 3. Co-operative Education (co-op alternating and co-op internship models):** Co-op alternating consists of alternating academic terms and paid work terms. Co-op internship consists of several co-op work terms back-to-back. In both models, work terms provide experience in a workplace setting related to the student's field of study. The number of required work terms varies by program; however, the time spent in work terms must be at least 30% of the time spent in academic study for programs over 2 years in length and 25% of time for programs 2 years and shorter in length.
- 4. Entrepreneurship:** Allows a student to leverage resources, space, mentorship and/or funding to engage in the early-stage development of business start-ups and/or to advance external ideas that address real-world needs for academic credit.
- 5. Field Placement:** Provides students with an intensive part-time/short term intensive hands-on practical experience in a setting relevant to their subject of study. Field placements may not require supervision of a registered or licensed professional and the completed work experience hours are not required for professional certification. Field placements account for work-integrated educational experiences not encompassed by other forms, such as co-op, clinic, practicum, and internship.
- 6. Internships:** Offers usually one discipline-specific, supervised, structured paid or unpaid, and for academic credit work experience or practice placement. Internships may occur in the middle of an academic program or after all academic coursework has been completed and prior to graduation. Internships can be of any length but are typically 12 to 16 months long.
- 7. Mandatory Professional Practicum/Clinical Placement:** Involves work experience under the supervision of an experienced registered or licensed professional (e.g. preceptor) in any discipline that requires practice-based work experience for professional licensure or

certification. Practica are generally unpaid and, as the work is done in a supervised setting, typically students do not have their own workload/caseload.

8. **Service Learning:** Community Service Learning (CSL) integrates meaningful community service with classroom instruction and critical reflection to enrich the learning experience and strengthen communities. In practice, students work in partnership with a community-based organization to apply their disciplinary knowledge to a challenge identified by the community.
9. **Work Experience:** Intersperses one or two work terms (typically full-time) into an academic program, where work terms provide experience in a workplace setting related to the student's field of study and/or career goals.



APPENDIX 4: ACE-WIL RESOURCE HUB GUIDE

The following table lists the public-facing resources uploaded to the ACE-WIL Resource Hub. A select few resources on this list were only made available to ACE-WIL members that log-in to the ACE-WIL website. This was usually for privacy reasons or because the resources were made for ACE-WIL members specifically.

Post-Secondary Institution	Resource Pack or Project Title and Link	Description of Resources
Equity, Diversity, and Inclusion		
University of Victoria	Indigenous WIL Resource Hub	<p>The Indigenous WIL Resource Hub (IRH) was developed to support Indigenous student access, retention, and success in WIL programs and placements. E- resources available through the IRH address: (1) self-identifying on a job application, (2) tokenism, (3) partnership and representation, (4) program accessibility, and (5) responding to the Truth and Reconciliation Commission of Canada (TRC) Calls to Action.</p> <p><u>Resources:</u></p> <p>Self-Locating & Self-Identifying</p> <ul style="list-style-type: none"> • Self-Locating & Self-Identifying Information Sheet • Self-Locating & Self-Identifying Poster <p>Addressing Tokenism</p> <ul style="list-style-type: none"> • Strategies for Recognizing and Addressing Tokenism • Questions from Indigenous Students to Prospective Employers • Hiring Indigenous Students: The Job Posting and Beyond • Post-Work Term Reflection and Employer Assessment Worksheet • Employer Self-Assessment Worksheet <p>Partnership & Representation</p> <ul style="list-style-type: none"> • Storytelling and Celebrating Successful WIL Placements • Campus Cousins: Building Community on Campus <p>Accessibility</p> <ul style="list-style-type: none"> • Co-op & Indigenous Third-Party Sponsorship Funding • Job Posting and Application Breakdown <p>Calls to Action</p> <ul style="list-style-type: none"> • Responding to the TRC’s Calls to Action • Recommendations for Indigenous WIL: Literature Review Findings Summary

		<p>Partner Institution Resources</p> <ul style="list-style-type: none"> Supporting Aboriginal Student Success: Report of the LE,NONET Research Project Work Integrated Learning Guide for Indigenous Students (UBC) Work Integrated Learning Guide for Indigenous Students (UBC-O) The ‘Deep’ Map: A Community Resource Hub (TRU) <p><i>The IRH is a living resource, with useful information and resources being added as they are shared and become available.</i></p>
Simon Fraser University	Employer Toolkit for Hiring Students from International Pathways	<p>Students from International Pathways bring diverse and global perspectives to the workplace that can lead to an increase in revenue, innovation, and productivity. This project includes a curated package of resources to help employers discover how to access this untapped talent pool to fill work-integrated learning (WIL) opportunities in their organizations.</p> <p>Resources:</p> <ul style="list-style-type: none"> Employer Toolkit for Hiring Students from International Pathways Detailed Report for Hiring Students from International Pathways 5 videos to support the toolkit
Simon Fraser University	Equity, Diversity and Inclusion Resource Hub – Addressing Discrimination and Barriers to Inclusion	<p>This project examines the barriers in WIL specifically faced by marginalized student groups such as international students, refugees, LGBTQ2S+ students, students with disabilities, and students from low socio-economic status backgrounds. The project explores tools and resources to help WIL employers and staff effectively address student barriers around discrimination and inclusion.</p> <p>Resources:</p> <ul style="list-style-type: none"> Final Report Understanding Diverse Needs of Diverse Students Supporting Diverse Needs of Diverse Students Recognizing Discrimination: Examples of Discrimination in Action Expanding WIL Opportunities with an Accessibility Approach Understanding Power Dynamics, Cross Cultural Communication, Biases and Assumptions
Okanagan College	Improving Access to Co-op/WIL Among Students with Disabilities	<p>This project brings together awareness raising of Co-op and WIL, addressing the need for process changes within current Co-op and WIL programs, identification of available student services supports, as well as educating employers on the benefits of diversity in their workforce.</p>

		<p>Resources:</p> <ul style="list-style-type: none"> • Accessible Virtual Events Guide for Co-op and WIL • Accessible Social Media Guide for Co-op and WIL
Provincial WIL System Support/Research		
Simon Fraser University	ACE-WIL Professional Development Resources	<p>In order to increase the ability of practitioners, educators and faculty outside the Lower Mainland to access professional development acumen and opportunities, this project seeks to identify, curate and develop a set of resources in the following: pre-WIL experience, during the WIL experience, post-WIL experience, and remote work and learning.</p> <p>Resources:</p> <ul style="list-style-type: none"> • Report on Professional Development Interests and Needs • ACE-WIL Professional Development Resource Collection • Pre-WIL Experience • During WIL Experience • Post-WIL Experience • Remote Work & Learning
Simon Fraser University & University of Victoria	ACE-WIL Communications and External Relations	<p>The combined ACE-WIL External Relations and WIL Communications project involved the creation and implementation of a BC WIL Communications Plan to increase brand awareness, and a knowledge and understanding of WIL amongst employers and community partners. Tactics included advertising, website updates, events and developing legacy tools to assist ACE-WIL volunteers.</p> <p>Resources:</p> <p>ACE-WIL Symposium Presentation May 2021</p> <ul style="list-style-type: none"> • Communicating the Power of WIL: Tools, Techniques and Structures for Success <p>Advertising Campaign</p> <ul style="list-style-type: none"> • ACE-WIL Print Advertising • Sponsored Content Advertising <p>Employer Events – Webinar Recordings</p> <ul style="list-style-type: none"> • How B.C. Businesses are Using Students to Help them Remain Vital During the Recovery • Opportunities for Healthcare Sector Organizations Looking to Add Student Talent <p>Resources – Select Examples</p> <ul style="list-style-type: none"> • ACE-WIL COVID-19 Workplace Toolkit • ACE-WIL COVID-19 Student Tips • Get Funding – Program Details
Simon Fraser University	Work-Integrated Learning	<p>This project developed: an inventory of information management system and customer relations management software used by all B.C. public post-secondary institutions, an analysis for effective</p>

	Technology Survey	<p>software, explored a partnership with BCNET and developed recommendations for negotiating sector-wide software buy.</p> <p>Resources:</p> <ul style="list-style-type: none"> • WIL Technology Survey Part 1 – Summary of Survey Responses • WIL Technology Survey Part 2 – Analysis and Recommendations
Simon Fraser University	ACE-WIL BC/Yukon WIL Preparatory Curriculum: Quality Framework	<p>This project aimed to support B.C./ Yukon post-secondary institutions in the development, implementation, and evaluation of work-integrated learning (WIL) educational programs designed to prepare students prior to entering their workplace or practice setting.</p> <p>Resources:</p> <ul style="list-style-type: none"> • WIL Preparatory Curriculum Framework – Full Report • Quality WIL Preparatory Curriculum Conceptual Framework • Program Baselines • Program Quality Indicators • Institutional Models • ACE-WIL BC/Yukon WIL Preparatory Curriculum Learning Outcomes
Simon Fraser University	Review of Risk Management: Legal, Safety and Liability Coverage	<p>Risk is inherent in all work-integrated learning experiences due to the complexities and uncertainties involved; these may include legal, financial, reputational, ethical, social, strategic and operational. Key issues as they pertain to risk management and WIL within B.C. were this project’s focus.</p> <p>Resources:</p> <ul style="list-style-type: none"> • Review of Risk Management: Legal, Safety and Liability Coverage for Students Working in Diverse Types of Work-Integrated Learning • Agreements, Contracts and Waivers • Health and Safety • Student Access/Human Rights • Students on an International WIL Experience • International Students on a WIL Experience
University of British Columbia	B.C. WIL Employer/Community Partner Survey	<p>The B.C. WIL Employer and Community Partner survey collected data from WIL partners at 19 post-secondary institutions in B.C. between Fall 2020 and Spring 2021, to better understand the labour market’s ability to engage WIL students during the pandemic and post-pandemic. The survey provides insight on WIL employer/community partner’s experiences, interests and needs.</p> <p>Resources:</p> <ul style="list-style-type: none"> • B.C. WIL Employer and Community Partner Survey Project – Key Findings

		<ul style="list-style-type: none"> • B.C. WIL Survey Key Findings – Focus for WIL • B.C. WIL Survey Key Findings – Focus for Employers • B.C. WIL Survey Key Findings – Focus for Government • B.C. WIL Employer and Community Partner Survey Project – Full Report
Employer Engagement/Recruitment		
Camosun College	Industry Engagement Toolkit	<p>The Job Development Initiative involved conducting a job development plan targeting specific Camosun programs and related industries, training employment facilitators and developing an industry engagement toolkit to support WIL practitioners in making regular, timely connections with business and industry in order to build a plethora of WIL opportunities.</p> <p>Resources:</p> <ul style="list-style-type: none"> • Industry Engagement Toolkit
–British Columbia Institute of Technology	Toolkit and Training Plan Template to Support Co-op Supervisors in Trades	<p>Focusing on the skills shortages within the trades industry, a key part of this project developed a toolkit to support employers and supervisors in BCIT Trades Co-op programs with recruiting, mentoring and retaining students. With the majority of trades co-op employers being small businesses, the accessible toolkit, training plan template and associated videos provide best practices for successful outcomes for both students and employers.</p> <p>Resources:</p> <ul style="list-style-type: none"> • Supervisor Toolkit • Training Plan Template • Video: Employer Perspective: Why Hire a BCIT Trades Co-op Student • Video: Employer Perspective: Supporting a BCIT Trades Co-op Student • Video: Employer Perspective: Generational Differences in the Workplace
University of British Columbia - Okanagan	Interior and Northern Work-Integrated Learning Project (INWIL)	<p>A collaboration between Thompson Rivers University (TRU), the University of British Columbia Okanagan (UBCO), and University of Northern British Columbia (UNBC). INWIL aims to engage emerging talent within the Interior and Northern regions with opportunities that support the changing needs and development of local small and medium sized organizations.</p> <p>Resources:</p> <ul style="list-style-type: none"> • Employer Guide to Hiring & Onboarding WIL Students • Employer Guide to Engaging in WIL • Employer Guide to WIL Grants and Funding
University of Victoria	Bridging Diverse Bodies of Knowledge and	<p>This project explored how WIL and Community Engaged Learning literature intersect and diverge and completed an environmental scan of how other institutions integrate the WIL types. The</p>

	Practice in WIL at UVIC: Forging a UVIC WIL Community of Practice	<p>project highlighted pathways and modes of participation for community partners (across the WIL types). UVic used this process of exploration to further build a WIL Community of Practice at the institution that includes the full spectrum of WIL.</p> <p>Resources:</p> <ul style="list-style-type: none"> • Video: Work Integrated Learning at UVIC • Video: Bridging Diverse Bodies of Knowledge and Practice in WIL at UVIC • Types of Work-Integrated Learning at UVIC • Opportunities to Engage with UVIC Students • Preparing Yourself for Work-Integrated Learning
<p>Simon Fraser University & ACE-WIL</p>	Talent Forward	<p>This project produced resources on hiring a WIL student and getting started with student talent. These resources are developed by Talent Forward, a BC Chamber of Commerce program.</p> <p>Resources:</p> <p>Hiring a Student</p> <ul style="list-style-type: none"> • What Can Students Do? • Recruiting Student Talent • Incorporating Diversity and Inclusion when Hiring a Student <p>Getting Started with Student Talent</p> <ul style="list-style-type: none"> • Onboarding Student Talent • Working with Chambers and Employers Toolkit