

WIL Impacts Framework

Overview



The WIL Impacts Framework was developed by the BC Work Integrated Learning Council, which is composed of WIL leaders from each of BC's 25 public, post-secondary institutions (PSIs). The objective of the Council was to develop a framework that PSIs could use to gather valuable data regarding the impacts of work-integrated learning (WIL) experiences on host organizations and the local BC economy.

About the Framework

The WIL Impacts Framework has been designed to capture data beyond the numbers of students and organizations participating in WIL. The Framework is focused on the impacts and benefits of WIL programs and allows PSIs to benchmark their WIL programs across five domains: talent development, productivity, innovation capacities, diversity and equity, and community development and economic impacts.

Impact data has several benefits: it allows PSIs to tell the story of their WIL programs beyond just student participation numbers, with a focus on the socio-economic benefits to employers and the economy more generally. This data has the potential to allow individual programs and/or PSIs to advocate more effectively for support for their WIL programs, greater integration with institutional priorities, and to be clearer on the value proposition of WIL engagement with employers and community partners, ultimately creating more WIL experiences for students. (See the *Analytic Best Practices* module for suggestions about how to use the data once collected).

In future, the Council hopes to use the framework periodically across multiple PSIs to capture snapshots of the socio-economic impacts of post-secondary WIL in BC, which will be valuable when advocating for WIL with senior PSI leaders, government, and other external stakeholders, advocacy which will benefit all PSIs in BC.

Development process

The WIL Impacts Framework is the result of primary and secondary data collection: the former consisting of interviews and focus groups with WIL experts and host organizations and the latter consisting of a literature review of academic/practitioner documents as well as local regional WIL projects.

The resulting framework and indicators were shared with the project's steering committee and various revision-edition iterations followed. This included the authors going back and forth between the literature, first-hand findings and the analysis. The framework and its indicators were then tested via a survey tool to assess measurability, relevance, and comprehensibility piloted with seven Council member institutions.