2012 has been a significant year for our University—one that has encouraged us to look to our past as well as our future. The University of Victoria celebrated its 50th anniversary this year, coinciding with the 36th anniversary of the UVic Co-op Program. We are pleased to present this special 50th anniversary edition of our annual report to showcase the highlights of our history as well as our most recent year.

Over the past year, we have worked hard to grow our work-integrated education programs and create more opportunities for students to connect their studies with the world of work. Our work experience program, a flexible, shorter alternative to the traditional co-op program, expanded this year into the Faculties of Fine Arts and Graduate Studies, and we launched a new post-study internship program for biochemistry and microbiology students. Co-op and Career partnered with the Faculties of Social Sciences and Humanities to offer UVic’s first two courses focused on community service learning. We also published a new page on our website devoted to volunteerism, which provides volunteer postings and resources to help students integrate volunteer experiences into their overall competency development.

Co-op and Career also continued to expand our opportunities for international work experiences in 2012. We performed research into cross-cultural competency development and secured a Learning Without Borders grant from the UVic Learning and Teaching Centre to supplement our existing curriculum with cross-cultural material, which will help to better prepare students to engage effectively in cross-cultural encounters locally or abroad. In collaboration with the Department of Pacific and Asian Studies, we offered a new intercultural service learning course, through which students participated in a work placement in a cross-cultural setting and assessed their cross-cultural competency development. We partnered with the UVic International Office to develop a number of new hybrid exchange agreements, expanding our international co-op offerings to Brazil, Malaysia, Chile, Germany and France and to a broader range of program areas. Furthermore, we supported six students on international work placements this year through our Graham Branton Endowment Fund.

Our students make significant contributions in the workplace, the local community and around the world, as demonstrated by the student stories and photos throughout this report. As UVic ambassadors, they continue to make us proud.

This annual report identifies general trends and developments for Co-op and Career for the 2012 calendar year, as well as statistics covering the co-op year from May 2011 to April 2012. For detailed information on co-op statistics for individual faculties, please see our customized faculty summaries. In light of UVic’s 50th anniversary, a special section of this report is also devoted to our history, from our beginnings in 1976 to our extensive Co-op and Career department today. The UVic Co-op Program has produced some outstanding graduates over its 36-year span, and you’ll find a few of their stories throughout this report.

We hope you will find this information useful.

Norah McRae
Executive Director
University of Victoria Co-operative Education Program and Career Services
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This report was produced in December 2012 by the Office of the Director of the UVic Co-operative Education Program and Career Services.

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CO-OP WORK TERM PLACEMENTS

Co-op placements are increasing. Overall, the Co-operative Education Program made 2,807 placements in 2011/12, increasing 6.04% over last year (c.f., 2,647 placements in 2010/11).

The distribution of co-op placements was generally balanced across each term, ranging from 24.7% to 42.8% per term. This reflects UVic’s commitment to the alternating system of work and study, rather than the majority of placements being summer-based. The distribution of placements by term was less balanced for other co-op institutions in BC (45.7% for Summer 2011, 26.1% for Fall 2011, and 28.2% for Spring 2012).

British Columbia remains a popular location for work term placements. In 2011/12, 2,045 co-op placements took place in BC, representing 72.9% of total placements.

Over the past few years, a shift has occurred in the location of placements, with a decline in Vancouver Island placements in 2011/12 (46.7%) compared to the previous two years (c.f., 59.4% Vancouver Island placements in 2008/09). During the same period, placements throughout the Lower Mainland and the rest of Canada have steadily increased. Over the past five years, the distribution of placements throughout the rest of BC and internationally has remained relatively steady.
Co-op students Craig Graham, Olivia Delorme, Kristine Parker and Angela Lorenz gear up to practise firefighting during their co-op work terms at the Department of National Defence in Esquimalt.

Of the 2,807 overall placements last year, 1,574 placements (56.1%) were generated through our online posting system (Co-op and Career portal). Students generated 637 placements (22.7%), 447 placements (15.9%) were return placements in which students returned to a previous employer and 149 placements (5.3%) were work term challenge placements.

When the two large mandatory co-op programs (Business and Engineering) are removed from the equation, the breakdown changes: 887 placements (73%) were generated through online posting, 156 placements (13%) were generated by students, 150 placements (12.5%) were return placements and 18 placements (1.5%) were work term challenge placements.

<table>
<thead>
<tr>
<th>METHODS OF PLACEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROGRAM AREA</td>
</tr>
<tr>
<td>OVERALL CO-OP PROGRAM</td>
</tr>
<tr>
<td>OVERALL PERCENTAGE</td>
</tr>
<tr>
<td>EXCLUDING BUSINESS AND ENGINEERING</td>
</tr>
<tr>
<td>PERCENTAGE</td>
</tr>
</tbody>
</table>
Last year, 979 different employer organizations hired UVic co-op students. Of these, 57.2% of employers hired more than one student during the year and 79.1% hired from more than one co-op program area.

In 2011/12, 57.4% of placements were with private sector employers. Over the last several years, the percentage of placements by employer type has shown greater reliance on the private sector than the public sector (c.f., in 2000/01, 39.7% were public sector placements and 60.3% were private sector placements).

Within the public sector, provincial and federal government and agency placements have continued to decrease. Municipal placements have remained stable.
CO-OP STUDENT DATA

In 2011/12, the average co-op salary was $2,787—a $21 or 0.8% increase over last year (c.f., $2,766 in 2010/11). The average co-op salary for graduate students was $3,575.

Who are UVic co-op students? Although 57% of UVic students are female, the UVic Co-operative Education Program has a male gender skew, due mainly to the Faculty of Engineering Co-op programs (both Engineering Co-op and Computer Science/Math Co-op). Without these programs included in the gender distribution, the overall gender breakdown is closer to the university’s enrolment pattern of 57% female.
In 2011/12, close to 8% of all UVic students were international (visa) students. International students made up 13.1% of co-op placements.

Equity groups

The data below is drawn from co-op students who have self-disclosed membership in the following equity groups.

<table>
<thead>
<tr>
<th>PLACEMENTS BY INTERNATIONAL STUDENTS</th>
<th>PLACEMENTS BY INDIGENOUS STUDENTS</th>
<th>PLACEMENTS BY DISABLED STUDENTS</th>
<th>PLACEMENTS BY VISIBLE MINORITY STUDENTS</th>
<th>TOTAL PLACEMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL CO-OP PROGRAM</td>
<td>368</td>
<td>19</td>
<td>2</td>
<td>32</td>
</tr>
<tr>
<td>OVERALL PERCENTAGE</td>
<td>13.1%</td>
<td>0.7%</td>
<td>0.1%</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

EVENTS AND SERVICE USE

This section of the report covers activities from January to December 2012.

Use of career development services

UVic students and alumni continued to connect with UVic Co-op and Career through events, workshops, services and career support in 2012.

Use of Co-op and Career portal (learninginmotion.uvic.ca)

Students, alumni, employers and community members embraced the Co-op and Career job portal in 2012. A total of 15,671 different users were active in the system, including 11,336 UVic students.

AUDIENCE BREAKDOWN

<table>
<thead>
<tr>
<th>AUDIENCE GROUP</th>
<th># OF USERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>11,336</td>
</tr>
<tr>
<td>Alumni</td>
<td>1,778</td>
</tr>
<tr>
<td>Employers</td>
<td>1,395</td>
</tr>
<tr>
<td>Community members</td>
<td>1,152</td>
</tr>
</tbody>
</table>

USE BY STUDENTS AND ALUMNI

<table>
<thead>
<tr>
<th>ACTIONS TAKEN</th>
<th># OF USERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Created tutor profile</td>
<td>256</td>
</tr>
<tr>
<td>Created casual work profile</td>
<td>146</td>
</tr>
<tr>
<td>Applied for co-op position</td>
<td>25,182</td>
</tr>
<tr>
<td>Applied for other position</td>
<td>5,330</td>
</tr>
</tbody>
</table>

USE BY EMPLOYERS AND COMMUNITY MEMBERS

<table>
<thead>
<tr>
<th>JOBS POSTED BY NON-CO-OP EMPLOYERS</th>
<th>JOBS POSTED BY CO-OP EMPLOYERS</th>
<th>JOBS POSTED BY COMMUNITY MEMBERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,470 (career jobs), 66 (on-campus jobs), 382 (volunteer jobs)</td>
<td>4,950 (co-op jobs)</td>
<td>272 (casual jobs)</td>
</tr>
</tbody>
</table>
Event activity and participation

It was a busy year for events, as Co-op and Career hosted a wide range of activities to connect students and alumni with employers in 2012.

<table>
<thead>
<tr>
<th>EVENT NAME</th>
<th>DATE</th>
<th>LENGTH</th>
<th>ATTENDEES</th>
<th>EXHIBITORS/PRESENTERS/TOPICS</th>
<th>OCCURRENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-campus employer information sessions</td>
<td>Throughout 2012</td>
<td>1 to 2 hours</td>
<td>Varied per session</td>
<td>On-campus employer information sessions were held throughout the year, featuring 41 employers, including Kiewit, Electronic Arts, TD Canada Trust, Microsoft, Google, Canada Revenue Agency and many more</td>
<td>As requested</td>
</tr>
<tr>
<td>“What can you do with your degree?” panel series</td>
<td>January and February</td>
<td>1.5 hours</td>
<td>157 students</td>
<td>“What can you do with your degree?” panel series took place in January and February, offering 157 students a chance to explore various fields with alumni and staff panelists from seven faculties, including a wide range of disciplines</td>
<td>Annual</td>
</tr>
<tr>
<td>Résumania</td>
<td>January 18 and September 14</td>
<td>Half-day (multiple booths on campus)</td>
<td>211 students</td>
<td>Résumania was an event held on campus in January and February, offering students a chance to review and improve their résumés</td>
<td>Annual</td>
</tr>
<tr>
<td>Employer Appreciation Reception</td>
<td>January 24</td>
<td>2 hours</td>
<td>Approx. 100 employers and UVic staff</td>
<td>Employer Appreciation Reception took place on January 24, inviting employers and UVic staff to network</td>
<td>Annual</td>
</tr>
<tr>
<td>Hi-Tech Co-op and Career Fair</td>
<td>February 7 and 8</td>
<td>Full-day</td>
<td>500 students</td>
<td>Hi-Tech Co-op and Career Fair was held on February 7 and 8, featuring 36 exhibitors, including Mercedes-Benz, Microsoft Studios, Teck, NorthwesTel and zulily</td>
<td>Annual</td>
</tr>
<tr>
<td>Alumni networking event - California</td>
<td>June</td>
<td>2 hours</td>
<td>200 alumni (UVic and other institutions)</td>
<td>Alumni networking event - California took place in June, offering students employment opportunities in California</td>
<td>Annual</td>
</tr>
<tr>
<td>Alumni/student networking event - Calgary</td>
<td>January, June, August and September (various events)</td>
<td>Varied</td>
<td>115 alumni (UVic and other institutions)</td>
<td>Alumni/student networking event - Calgary was held throughout the year, offering networking opportunities in various locations</td>
<td>Annual</td>
</tr>
<tr>
<td>Certified Accountants events</td>
<td>September 7 and 10</td>
<td>3 hours each</td>
<td>62 business students</td>
<td>Certified Accountants events were held on September 7 and 10, featuring 13 firms, including KPMG, PricewaterhouseCoopers, Deloitte and 10 local CA firms</td>
<td>Annual</td>
</tr>
<tr>
<td>Co-op and Career Info Day</td>
<td>September 11</td>
<td>Full-day</td>
<td>744 students</td>
<td>Co-op and Career Info Day took place on September 11, featuring all Co-op and Career programs and offices</td>
<td>Annual</td>
</tr>
<tr>
<td>Co-op and Career Fair</td>
<td>September 18 and 19</td>
<td>Full-day</td>
<td>1,900 students</td>
<td>Co-op and Career Fair was held on September 18 and 19, featuring 55 exhibitors, including Teck, Institute of Chartered Accountants of BC and Schneider Electric</td>
<td>Annual</td>
</tr>
<tr>
<td>Graduate and Professional Schools Education Fair</td>
<td>September 20</td>
<td>Full-day</td>
<td>211 students</td>
<td>Graduate and Professional Schools Education Fair took place on September 20, featuring 28 exhibitors, including West Coast College of Massage Therapy, Emily Carr University of Art Design, Brock University and several UVic departments</td>
<td>Annual</td>
</tr>
</tbody>
</table>
Indigenous co-op officer provides career support to Indigenous students

In July 2012, Co-op and Career established a new Indigenous co-op officer position, appointing engineering co-op graduate Jessica Bekker. Bekker, who is from the Blackfoot Nation, is based in the First Peoples’ House and provides individual co-op and career-related help to Indigenous students seeking support.

Comprehensive online volunteer resources launched

In response to student survey feedback, the Student Engagement Committee conducted extensive research in 2011 into resources around volunteerism and agreed on best practices. In 2012, the committee developed a series of comprehensive volunteer resources for students with input from the Student Advisory Board. These new resources were launched online at www.uvic.ca/coopandcareer/volunteer in August 2012 in time for the fall semester, and continue to expand with the addition of new student volunteer photos and profiles.

Ellie Parton (biochemistry), second from left, spent a work term as a young parent mentor with Tsawout First Nation, one of five bands that constitute the Saanich Nation. Parton, who is from Kwak'waka'wakw Nation in Campbell River, met regularly with Tsawout parents like Jade and Bear Horne and their daughters Avrey and Georgie (pictured) to provide advice, support and advocacy as they enrolled in post-secondary education and registered with daycares. She also organized craft and cooking groups to help build a support network among mothers.
Alix Wong (microbiology), right, spent a co-op work term with the Victoria Heart Institute Foundation, a not-for-profit organization that conducts research in cardiovascular medicine and thrombosis. Wong shadowed her supervisor, Dr. Reginald Smith, left, in the Deep Vein Thrombosis Clinic at Royal Jubilee Hospital. She also conducted independent research and worked on a protocol for a potential clinical study. “The learning opportunities this position has provided me with are vast,” she says. “I discovered something new every day.”

Donation page established to support student work terms

Each year, the Graham Branton Co-operative Education Endowment Fund helps several students to go on co-op work terms—international placements normally with non-governmental organizations—that provide incredible learning opportunities but little pay. The Fund covers these students’ co-op tuition fees and other costs related to the work term. The generous support of donors makes this funding possible, and a new Support UVic Co-op page at www.uvic.ca/coopandcareer/donate (launched in September 2012) welcomes gifts directly to the Graham Branton Fund.

Rishi Vasandani (biomedical engineering) volunteered at CanAssist, an organization at UVic that develops customized technologies to help people with disabilities increase their independence and quality of life. He worked closely with a woman named Nairne, who has cerebral palsy, as she practiced using a “dynamic keyboard” tool that enables her to control a computer.

OUTSTANDING CAREER ALUMNI

Samantha Sansregret
Women’s Wellness Coordinator (retired), Vancouver Island Health Authority

< Hometown: Calgary, Alberta
< UVic program: Bachelor of Social Work, 2003

Samantha Sansregret began her undergraduate career later in life, demonstrating that it’s never too late to get involved with Co-op and Career. After completing her Social Work degree, Samantha participated in a transition program through the Career Services office. She found an internship with Vancouver Island Health Authority as a Women’s Wellness Coordinator in Aboriginal Health. This led to a post-grad contract and eventually a permanent position with VIHA. “The internship gave me the leg-up I needed to get into the workforce,” Sansregret says. I was a single parent who had been out of the workforce for many years and felt I wasn’t interviewing well. Through the internship, the employer got to know me and how I worked.” Sansregret worked with Aboriginal Health for seven years before retiring in 2010. She is now part of the Elders’ Voices program at UVic, representing the Métis Nation in Victoria. She offers guidance and mentorship to students, staff, faculty and administration through the First Peoples House.
Work Experience Program grows to two new faculties

In 2012, Co-op and Career expanded the Work Experience Program (WEP) to students studying in the Faculty of Fine Arts and the Faculty of Graduate Studies. This builds on the success of the WEP already offered to students in the Faculty of Social Sciences and the Departments of Mathematics/Statistics and Computer Science. Twelve students completed work terms in the Social Sciences WEP and 17 students took part in the Computer Science/Math WEP during the 2011–12 co-op year.

The WEP provides a flexible, shorter alternative to the co-op program. Students can apply to join the WEP at any point in their academic studies and complete two work terms in their field of study instead of the three or four required through co-op. WEP students can later choose to transfer to the co-op program if they meet co-op requirements, allowing them to complete additional work terms and graduate with co-op designation.

New courses focus on Community Service Learning

In 2012, UVic offered its first two courses focused on community service learning (CSL).

UVic Co-op and Career partnered with the Faculty of Social Sciences to provide a 300-level CSL course called Working in Community in the Fall and Spring 2012 semesters. Thirty-nine students participated in four weeks of classroom theory, followed by seven weeks (30 to 40 hours) of volunteer community work (service learning). Students spent the final two weeks back in the classroom to reflect on their experiences and ended the course with a final presentation.

Co-op and Career also partnered with the Department of Pacific and Asian Studies to offer a second-year CSL course called Intercultural Service Learning in September 2012. Fifteen students participated in four weeks of classroom learning focused on internationalization, a service learning component volunteering with a community partner in an intercultural setting. Students then reflected on their cross-cultural competency development and how these competencies could be helpful in academic and workplace contexts locally and internationally. This 13-week course was funded through the Learning Without Borders Curricular Development Fund offered through UVic’s Learning and Teaching Centre.
New internship program option launched for biochemistry and microbiology students

In January 2012, Biochemistry and Microbiology Co-op launched a second optional internship program as an alternative to the standard co-op program. In this new Post-Study Internship Program, students complete a minimum of four months of work after finishing their academic courses and before graduation.

New biomedical engineering co-op program is first of its kind in Western Canada; civil engineering program announced for 2013

The UVic Faculty of Engineering launched a new undergraduate biomedical engineering degree program in September 2012. This is the only stand-alone Bachelor’s degree program in biomedical engineering offered west of Ontario and one of only six in Canada. Through the faculty’s mandatory co-op program, the first round of biomedical engineering students completed co-op work terms with employers in the biomedical field during the Fall 2012 semester. The faculty has also announced a new civil engineering program set to begin at UVic in September 2013.

OUTSTANDING CO-OP ALUMNI

David Jensen
Head of Program - Environmental Cooperation for Peacebuilding, United Nations

- Hometown: Victoria, BC
- UVic program: Bachelor of Science in Geography, 1996

As an undergraduate student at UVic, David Jensen joined co-op to gain practical work experience and field-test some potential career areas. He credits his co-op experiences with Environment Canada, BC Ministry of Forests and the Ministry of Aboriginal Affairs for helping him decide on a professional path. “UVic co-op was a critical success factor in my overall career progression,” says Jensen. “It gave me hands-on technical and project management experience that I could market to prospective employers, combined with the confidence to take on high levels of responsibility from the outset.”

Jensen went on to complete a Master’s degree in Biology at Oxford University and currently works with the United Nations Environment Programme (UNEP), heading an area of work focused on the relationships between natural resources, conflict and peace-building. Since 2000, he has worked on fifteen UNEP operations assessing post-conflict environmental damage and natural resource degradation and their implications for human health, livelihoods and security. Jensen is the managing co-editor of a UNEP policy series on conflict prevention, mediation and peace-building. He’s also co-editor of a new book, Assessing and Restoring Natural Resources in Post-Conflict Peacebuilding.
STUDENT OUTREACH:

Co-op Students of the Year celebrated

In December 2012, three outstanding students were named Co-op Students of the Year by their respective co-op program areas.

Jason Deglint (electrical engineering) is Co-op Student of the Year for Engineering, Computer Science and Math. Deglint has worked with Research In Motion and recently completed an international work term with aerospace company NLR Amsterdam, a placement he initiated himself out of his desire to work in the Netherlands as a first-generation Dutch-Canadian. “Jason quickly adapted to the Netherlands and the NLR organization, showed initiative in his work ethic and executed his project within the limited timeframe,” says supervisor Gerald Poppinga. “His project resulted in many recommendations that will contribute to future work at NLR.”

Jenna Ries (biochemistry) is Co-op Student of the Year for Optional and Professional Programs. She has completed work terms with the National Research Council of Canada and the BC Cancer Agency Delee Research Centre, where she worked on a project investigating novel drug combinations for targeted therapy of ovarian cancer and co-authored two papers in the peer-reviewed scientific journals Autophagy (Landes Bioscience) and The Journal of Pathology (Wiley Publishing). “Jenna’s work made it possible for us to publish our findings in a short period of time, which undoubtedly helped to raise the profile of our research both regionally and internationally,” says supervisor Dr. Julian J. Lum of the BC Cancer Agency. “I would rank her performance, productivity and contribution in the top 5% of all students at her career stage.”

Wyle Baoween (MBA candidate) is Co-op Student of the Year for Business. During his summer 2012 co-op work term as a strategy analyst with Seaspan Marine Corporation, he worked to restructure the company’s pricing strategy. “Wyle was able to create an understandable ‘story’ of where we are and presented his findings to the Seaspan management team thoughtfully and professionally, earning tremendous respect from all in the boardroom,” says supervisor Steve Roth. “His contribution to a critical component of our strategic plan will have a positive impact for years to come.”

Co-op Students of the Year are nominated by their employers and supervisors. The winners will be recognized at the Co-op and Career Employer Appreciation Reception on February 26, 2013 in Victoria, and a video showcasing their experiences is available on our YouTube channel at www.youtube.com/uviccoopandcareer under the “Co-op Students of the Year” featured playlist.
Career ambassadors support fellow students

In January 2012, Co-op and Career welcomed nine student volunteers to its team, followed by another 14 students in September 2012. These career ambassadors were recruited from across campus to provide peer-to-peer career support to other students and alumni. Ambassadors received training from Co-op and Career staff to help other students with cover letter writing, résumé writing and interview preparation.

In 2012, Co-op and Career obtained several new locations for career ambassadors to meet with students on campus. The ambassadors are now stationed several times per week in the UVic Welcome Centre, Learning Commons and brand-new International Commons, raising the visibility of Co-op and Career in high-traffic areas. They also participated in several major September events, including Co-op and Career Info Day, the Volunteer Victoria Fair and the UVic Co-op and Career Fair, presented to first-year English classes and distributed promotional material about our programs and services across campus. For more information about the Career Ambassador Program, please visit www.uvic.ca/coopandcareer/cap.

OUTSTANDING CO-OP ALUMNI

Dr. Michelle Steinraths
Director of Medical Genetics, Victoria and Nanaimo General Hospitals

< Hometown: Fort McMurray, Alberta
< UVic program: Bachelor of Science in Biology (Honours), 1997

During her five years at the University of Victoria, Dr. Michelle Steinraths tried out a variety of co-op positions—from providing information to the public at the Vancouver Aquarium to working with children at UVic’s Science Venture camp. She also assisted Dr. Francis Choy on campus in his Gaucher disease lab, performing research in genetics—a topic that would become the major focus of her medical career. “My biology degree and co-op experience combined helped me to recognize my interest in human genetics,” she says.

Dr. Steinraths graduated from the UBC Faculty of Medicine in 2001 and completed a five-year residency in medical genetics. In 2006, she moved back to Vancouver Island to work as a clinical geneticist, seeing patients in Nanaimo, Victoria, Courtenay and Campbell River. Recently, Dr. Steinraths was invited by her former co-op research supervisor, Dr. Choy, to share her knowledge with students as a guest lecturer for a second-year Biology course. She encourages students to pursue a variety of positions while they have the opportunity. “Co-op was a great way for me to gain experience working in jobs in my field,” she says.
Students share co-op experiences through annual Co-op Photo and Video Contests

Co-op students submitted 162 photos of their work term experiences to the 2012 Co-op Photo Contest. Photos were displayed at Co-op Info Day on September 11, 2012 and attendees voted to determine the winners. Les Ketchell (earth and ocean sciences) was awarded the top $500 prize for his photo entry, taken during his work term as a field assistant with First Point Minerals in BC’s Dease Lake Region.

Nine students also submitted entries to the 2012 Co-op Video Contest. Ryan Heron (biology) landed the $500 first prize for his short video, “Mountain Pine Beetle Epidemic,” which he created about his co-op work term spent researching bark beetle ecology for Natural Resources Canada at the Pacific Forestry Centre.

The top three Photo and Video Contest entries for 2012 are displayed on our website at www.uvic.ca/ coopandcareer/contest under “Past winners.”

EMPLOYER OUTREACH

Norman Crewe of Institute of Ocean Sciences named Co-op Employer of the Year; employers recognized at reception

In December 2012, analytical research chemist Norman Crewe of Sidney’s Institute of Ocean Sciences (Fisheries and Oceans Canada) was named 2012 Co-op Employer of the Year from among seven outstanding employer partners nominated by Co-op and Career staff.

Since 1993, Crewe has hired two UVic co-op students per term. Crewe’s past students are grateful to him as a supervisor, especially appreciating his thorough training, guidance, feedback and challenging projects. “Norman puts much thought into deciding on an interesting dataset to assign each co-op student,” says biochemistry and microbiology co-op coordinator Rozanne Poulson. “He encourages co-op students to attend IOS open houses and weekly seminars on a variety of ocean research topics, and to network with graduate students and research scientists. He has become a lifelong mentor and friend of many co-op graduates who have worked in his lab.”

Co-op and Career will host an Employer Appreciation Reception on February 26, 2013 to thank employers in Victoria for their support. More than 100 employers will be attending the event, which will include presentations by our 2012 Co-op Students of the Year.

Videos showcasing our Co-op Students and Co-op Employer of the Year are available on our YouTube channel at www.youtube.com/uviccoopandcareer under the “Co-op Students of the Year” and “Co-op Employers of the Year” featured playlists.
New Friends of Co-op and Career chapter increases employer and alumni engagement

In September 2012, the department founded a new “Friends of Co-op and Career” chapter to increase engagement with employers, alumni and the greater UVic community. This chapter will allow us to stay in touch about relevant hiring opportunities, events and resources. We encourage all of our employers and alumni to register as Friends of Co-op and Career at learninginmotion.uvic.ca/friends.

Chamber of Commerce agreement signed for 2013

In December 2012, UVic Co-op and Career and Camosun College Co-operative Education and Student Employment signed a new sponsorship agreement with the Greater Victoria Chamber of Commerce for the 2013 year. This annual agreement will continue to strengthen our community engagement with local employers, giving UVic and Camosun the opportunity to promote student hiring opportunities in Victoria and meet employers and business owners at several annual Chamber events.

SOCIAL MEDIA OUTREACH

Social media engagement grows

In 2010, Co-op and Career launched a Facebook page, Twitter feed, LinkedIn group and YouTube channel, and followed up in 2011 with a social media team, strategy and policy. In 2012, we successfully worked to increase engagement on our four channels.

- **Facebook** ([facebook.com/uviccoopandcareer](http://facebook.com/uviccoopandcareer)): 665 likes (increase of 170 likes since 2011)
- **Twitter** ([@uviccoopcareer](https://twitter.com/uviccoopcareer)): 1,300 followers (increase of 500 followers since 2011)
- **YouTube** ([youtube.com/uviccoopandcareer](http://youtube.com/uviccoopandcareer)): 20 new videos, including tutorials, interviews and featurettes for students and employers
- **LinkedIn** ([linkd.in/uviccoopandcareer](https://linkd.in/uviccoopandcareer)): 460 group members (increase of 285 group members since 2011)

Wilson Chung (visual arts) and Maggie Fang (commerce) spent their summer co-op work terms helping with communications and events planning for the 2012 Victoria Dragon Boat Festival. “When I received positive feedback from paddlers, visitors, night market vendors, entertainment groups and volunteers, I felt the return and the value of my work,” says Fang. The Dragon Boat Festival Society is one of many Greater Victoria Chamber of Commerce member organizations that regularly hires UVic co-op students.

OUTSTANDING CO-OP ALUMNI

**Simon Ibell**
Founder and CEO, iBellieve Foundation

- **Hometown:** Victoria, BC
- **UVic program:** Bachelor of Arts in Leisure Service Administration, 2002

Simon Ibell is a proud UVic alumnus and a crusader in the world of rare diseases. He was born with a rare genetic enzyme deficiency disorder called MPS-II or Hunter Syndrome, and as founder and CEO of the iBellieve Foundation, he spreads awareness and generates research funding to find a cure for MPS II and other rare diseases.

Ibell completed co-op work terms with the Braefoot Community Association, St. Michaels University School and the BC Ministry of Advanced Education. “I enjoyed my co-op terms and the experience has served me well in my career,” he says.

In 2003, Ibell moved to Toronto to participate in a clinical drug trial in North Carolina. Once in Toronto, he began working with international sport organization Right to Play and lobbied the Ontario government to provide funding for enzyme therapy for everyone. Ibell founded iBellieve in 2010, and in 2011 launched a rare disease public outreach campaign called BE FAIR 2 RARE. He has gained the support of numerous athletes and celebrities like Steve Nash, Canadian Olympian Simon Whitfield and Dallas Mavericks owner Mark Cuban.
New grant allows for strengthening curriculum to include cross-cultural competencies

In fall 2012, Co-op and Career received funding from the Learning Without Borders Curricular Development Fund (from the UVic Learning and Teaching Centre) to supplement our existing curriculum with material relating to cross-cultural competencies.

These enhancements to our cross-cultural competency framework will better prepare students going on international experiences, helping them to consider what motivates them to embark on these experiences, what knowledge they need to succeed, how they can plan for a successful experience and what cultural adaptations they will need to implement. They will also help international students gain a better understanding of Canadian culture, transition more smoothly to their new home, and leverage their unique cultural competencies as they apply for jobs in the Canadian job market.

This cross-cultural competency module will consist of in-person workshops as well as an online Moodle course that students can access remotely.

AbeBooks International Co-op Award granted

The AbeBooks International Co-op Award is granted each year to a UVic business or computer science co-op student embarking on an international work term, in keeping with AbeBooks’ strategy to use technology as a global business tool. This year’s recipient is Frank (Maoyi) Xia, a commerce co-op student completing a work term in Hirschau, Austria. As an international marketing intern at Anton Paar, he will be involved in international sales, marketing, corporate communications and business development.
New exchange agreements established

Over the past year, Co-op and Career has partnered with the UVic International Office to develop a number of new hybrid exchange agreements. These agreements have helped us expand our international co-op offerings to Brazil, Malaysia, Chile, Germany and France and offer co-op exchange opportunities to students from a broader range of program areas.

The following institutions partnered with us for new exchange agreements in 2012:

- Baden-Württemberg Cooperative State University, Germany (expanded existing agreement to include Germanic and Slavic studies)
- Universidad de Desarolla, Chile (humanities, science and social sciences)
- Universidade Estadual Paulista, Brazil (engineering, humanities, science and social sciences)
- Université de Valenciennes, France (kinesiology)
- Universiti Sains Malaysia, Malaysia (women’s studies)

CANEU–COOP expands in third year

The CANEU–COOP program has seen a progressive increase in student participation since the first students from Germany and Austria set foot at UVic in fall 2010. This exchange allows students from Baden-Württemberg Cooperative State University in Germany and FH Joanneum University of Applied Sciences in Graz, Austria to come to the University of Victoria and University of Waterloo for academic terms, and students from these Canadian universities to complete co-op work terms in Germany and Austria. To date, 93 students (Canadian and European) have participated in the program.

In 2010 and 2011, CANEU–COOP primarily served engineering students. In February 2012, the participating universities signed an agreement to expand the program to additional academic areas and six other Baden-Württemberg campuses. In fall and spring 2012, UVic welcomed nine foreign CANEU–COOP students for academic terms. In turn, UVic is sending 10 of our students abroad for CANEU–COOP work terms in January 2013.
Graham Branton Fund facilitates international work experiences

Six students traveled abroad for work in 2012 thanks to the Graham Branton Co-operative Education Endowment Fund. Established in 1996 in memory of Dr. Branton, the co-op program’s longest-serving director who dedicated 17 years to the development of UVic Co-op, the fund supports students who undertake international work term placements in developing countries—placements that offer fantastic learning opportunities but often little pay. This year’s recipients are listed below.

- **Katelyn Kennedy** (recreation and health education) volunteered as a sports teacher at Kingsby Methodist Girls School in Koforidua, Ghana.
- **Geneva List** (geography) acted as a community liaison, led a graduate volunteer program and conducted an assessment project for Q’ente Textile Revitalization Society in Huaran, Peru.
- **Kathryn Grant** (economics) worked on microfinancing for women’s groups and sustainable forestry with Cross Continental Solutions in Nakuru, Kenya.
- **James Billingsley** (law) worked with the Justice Unit for the United Nations Development Program in Dili, Timor-Leste.
- **Andreas Huerlimann** (mechanical engineering) assisted a mechatronics professor at UNESP University in Sao Paulo, Brazil.
- **Bryce Finley** (history in art) worked in arts management, marketing and publishing to museums with DHBW Mannheim University in Mannheim, Germany.

To date, 83 students have completed endowment work terms in 38 countries. To learn more about the Graham Branton Endowment Fund or to make a gift to support future learning opportunities, please visit [www.uvic.ca/coopandcareer/donate](http://www.uvic.ca/coopandcareer/donate).

Graham Branton Co-op Endowment Fund recipient Katelyn Kennedy (recreation and health education) worked as a sports teacher at the Kingsby Methodist Girls School in Koforidua, Ghana. “Volunteering in Ghana has changed the way I look at the world and enhanced my perception of myself,” she says. “Taking on new challenges, adapting to diverse situations and opening my eyes to unexpected realities pushed me out of my comfort zone and enabled me to grow as a person.”
ACCREDITATION AND MEMBERSHIP ACTIVITIES

UVic co-op programs earn CAFCE accreditation

All 224 of UVic’s co-op degree programs earned accreditation by the Canadian Association for Co-operative Education (CAFCE) in February 2012. This accreditation will stand until February 2018. By meeting national standards, we demonstrate a high level of integrity within the co-operative education community in Canada and internationally. UVic Co-op has been participating in CAFCE accreditation since 1989.

Executive Director teaches course on work-integrated education

Co-op and Career Executive Director Norah McRae traveled to Massachusetts in July 2012 to serve as a faculty member at a week-long training institute hosted by the World Association for Cooperative Education (WACE). The institute focused on how to develop work-integrated education programs at the post-secondary level and how to assess learning outcomes for these programs. It was attended by university and college teams from around the world.

Co-op and Career Executive Director achieves goals, completes tenure as CAFCE President

Since being named Canadian Association for Co-operative Education (CAFCE) President at the CAFCE Annual General Meeting in November 2011, Co-op and Career Executive Director Norah McRae worked with the Board to achieve her goal of reconfiguring CAFCE into a financially viable organization. McRae completed her tenure as CAFCE President in 2012.

OUTSTANDING CO-OP ALUMNI

Andrea Carey
Director of Operations and Community Engagement, Pacific Institute for Sport Excellence

Hometown: Kimberley, BC
UVic program: Bachelor of Arts in Leisure Service Administration, 2000

For Andrea Carey, co-op was a great way to learn what “real life” is all about. Through several work terms in the field of recreation, she gained experience and built connections in the industry she knew from the start was her passion. “Co-op was a huge part of my learning and lead to some hard lessons, but ones that I was grateful for as I transitioned into a professional life,” says Carey. Carey later completed a Master’s degree in Leadership Studies at UVic, and is now Director of Operations at the Pacific Institute for Sport Excellence in Victoria. She also sits on volunteer boards for the Canadian Paralympic Committee, SportHost, and Promotion Plus, a group that supports women and girls’ engagement in sport. She was recently recognized as One to Watch by the Canadian Association for the Advancement of Women in Sport and one of the Top 25 Women of Influence in Canada by Women of Influence magazine.

Through it all, Carey remains committed to giving back to the co-op program, allowing students to learn on the job as she once did. “I have ensured that in each organization I have worked with, we support as many co-op opportunities as possible,” she says.

Megan O’Shaughnessy (commerce) spent her summer 2012 co-op work term as a guest services representative with SpringTide Whale Tours. Here, she stands on the deck of the Marauder IV whale-watching boat on scene with orcas just north of Victoria near San Juan Island.
UVIC 50th ANNIVERSARY FEATURE:
CO-OP AND CAREER THROUGH THE YEARS

CO-OP AND CAREER: A TIMELINE

1975
Dr. Howard Petch became UVic President and Vice-Chancellor

1976
UVic Co-op Program established

1979
Dr. Branton became Co-op Director

1980-85
International co-op exchange programs established

1987-88
Annual co-op placements reached 1,000

Co-op history

In 1975, Dr. Howard Petch left the University of Waterloo to become UVic President and Vice-Chancellor. Dr. Petch brought with him an experimental new program that Waterloo had practiced since 1957: co-operative education. UVic Co-op opened its doors in 1976, pioneering the first co-operative education program in western Canada with 58 placements in its first year. It was initially offered in the Departments of Chemistry and Physics with the support of key players Dr. Alex McAuley, Dr. Harry Dosso and Dr. Graham Branton. “The popularity of the program quickly led to an increase in the number of students in physics,” recalls Dosso, “and an unexpected but welcomed increase in the number of female students.” Dr. Branton became Co-op Director in 1979 and dedicated the next 17 years to advancing the program.

Students and employers raved about co-op and by 1980, the program had expanded to include Computer Science/Mathematics, Creative Writing, Geography, Physical Education and Public Administration. Between 1980 and 1985, Co-op began to place 30 per cent of students outside BC and established international exchange programs in the U.K. and Australia. By 1987–88, annual placements neared 1,000 for students in 13 program areas, and UVic had established itself as one of Canada’s forerunners in co-operative education.
Since the late 1960s, UVic housed a federal program called the Canada Employment Centre on campus, but when this program lost funding, the university created the Student Employment Centre (SEC). SEC, which opened in 1991, was the first iteration of Career Services.

For the first two years, SEC was staffed by simply a manager/counselor and a clerk, with some short-term staff and work-study students. This was augmented in the summer for eight years by student staff hired under federal funding.

SEC offered students job search support, summer and career job postings, employer information files, a job search library and on-campus recruitment by school districts, government, companies and other organizations.

In 1993–94, SEC moved to its current location, the Campus Services Building, and developed a target program for recent graduates. The department hired reception and clerical staff and increased services for employers and students. The unit changed its name to Career Services in 2002 to better reflect its focus on career development.

Co-op and Career merger

In 2009, UVic’s Co-op Program formally merged with Career Services to form the Co-operative Education Program and Career Services (Co-op and Career). The offices merged to work together in offering work opportunities and comprehensive career development services to all students and alumni. Following the merger, Co-op and Career launched a new “Learning in motion” brand and a combined website in 2010.

Career Services history

1991
Student Employment Centre (SEC) created

1993–94
SEC moved to Campus Services Building

2002
SEC became Career Services

2009
Co-op Program formally merged with Career Services to form Co-operative Education Program and Career Services

2010
New “Learning in motion” brand and combined website launched

2011
60,000 total co-op placements reached
OUTSTANDING CO-OP ALUMNI

Dr. Charles (Chuck) Lucy
Professor of Chemistry, University of Alberta

- Hometown: Brandon, Manitoba
- UVic program: Bachelor of Science in Chemistry (Honours), 1983

Thirty-four years after his first work term, Dr. Charles Lucy is still reaping the benefits of his co-op experience. “The UVic Co-op Program launched me on my career path, and continues to enrich my journey,” he says.

Dr. Lucy, who graduated from one of the Co-op Program’s earliest classes, completed six chemistry work terms between 1978 and 1983, performing research and lab work with a variety of companies. After graduating from UVic, Dr. Lucy undertook a PhD in analytical chemistry at the University of Alberta, followed by a postdoctoral fellowship at the University of Minnesota. For his first permanent position, he joined his former co-op employer, Atomic Energy of Canada.

In 1992, Dr. Lucy landed a faculty position at the University of Calgary. He moved to the University of Alberta in 1999, where he has taught and led research groups ever since. He has received numerous research and teaching awards, including the 3M National Teaching Fellowship, Canada’s most prestigious teaching award. “My co-op experiences in industry and government labs enable me to understand the perspective of my industrial and government collaborators and sponsors,” he says. “I also bring my industrial experiences into the classroom, which enables me to show students the relevance of the material.”

Co-op and Career today

UVic is now home to one of Canada’s largest co-operative education programs and the largest in western Canada. The program encompasses all UVic faculties, with more than 3,500 students per year participating in 13 co-op program areas from 47 academic departments and schools.

Co-op exists for almost every program, except for those that already offer practica, internships or other work-integrated education. Co-op is mandatory for students in Business, Engineering, Health Information Science, Public Administration, Recreation and Health Education and Coaching Studies. In other areas, co-op is optional. Co-op is also available to graduate students who are pursuing master’s and doctoral degrees in most program areas.

Students complete more than 2,800 work terms each year with close to 1,000 employers across Canada and around the world. Co-op plays a major role in the UVic experience, as one in four eligible students takes part—the second highest participation rate in Canada. UVic is also the largest provider of graduate co-op (master’s and doctoral) in Canada—more than 300 UVic graduate students participate in co-op each year. One third of graduates find permanent full-time employment with their former work term employers. Co-op is a pillar of UVic’s academic strategy, and students have completed more than 65,000 work term placements since the program’s inception in 1976.
Since the inception of UVic Co-op in 1976, employers in Victoria, across Canada and around the world have hired more than 65,000 co-op students. Here’s a look at the top 20 employers of the past 36 years by number of student hires.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Employer</th>
<th>Hires</th>
</tr>
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<tbody>
<tr>
<td>1</td>
<td>University of Victoria</td>
<td>3,013</td>
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<tr>
<td>2</td>
<td>Natural Resources Canada</td>
<td>890</td>
</tr>
<tr>
<td>3</td>
<td>BC Ministry of Forests</td>
<td>775</td>
</tr>
<tr>
<td>4</td>
<td>National Defence and the Canadian Forces</td>
<td>691</td>
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<tr>
<td>5</td>
<td>BC Ministry of Health Services</td>
<td>618</td>
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<td>6</td>
<td>BC Hydro</td>
<td>605</td>
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<td>7</td>
<td>Teck Resources</td>
<td>478</td>
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<td>8</td>
<td>BC Ministry of Environment</td>
<td>457</td>
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<tr>
<td>9</td>
<td>Research In Motion</td>
<td>433</td>
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<tr>
<td>10</td>
<td>Fisheries and Oceans Canada</td>
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<tr>
<td>11</td>
<td>Environment Canada</td>
<td>370</td>
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<tr>
<td>12</td>
<td>BC Ministry of Transportation and Infrastructure</td>
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<td>13</td>
<td>IBM Canada</td>
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<tr>
<td>14</td>
<td>Maxxam Analytics</td>
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<tr>
<td>15</td>
<td>BC Ministry of Energy, Mines and Natural Gas</td>
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<td>16</td>
<td>Vancouver Island Heath Authority</td>
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<td>17</td>
<td>Parks Canada</td>
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<td>18</td>
<td>Human Resources and Skills Development Canada</td>
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<td>19</td>
<td>Agriculture and Agri-Food Canada</td>
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<td>20</td>
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<td>Scotiabank</td>
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<td>AXYS</td>
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<td>24</td>
<td>Royal Bank of Canada</td>
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</tr>
<tr>
<td>25</td>
<td>KPMG Chartered Accountants</td>
<td>103</td>
</tr>
</tbody>
</table>
OUTSTANDING CO-OP ALUMNI

Dr. David Claus
Assistant Director of Facilities,
University of Northern British Columbia

- Hometown: Campbell River, BC
- UVic program: Bachelor of Engineering in Mechanical Engineering, 2001

In 2002, David Claus became the fifth UVic student to receive the prestigious Oxford Rhodes Scholarship, worth $100,000. This honour followed an outstanding undergraduate degree that included engineering co-op work terms in BC, Alberta and Uganda. “I really appreciate the opportunity that UVic Co-op provided to sample a number of different industries and employers,” says Claus. “One of the great strengths of a co-op term is the fixed duration—many employers will try to provide a variety of experiences, and both parties can evaluate how the student may eventually be able to integrate back into the organization.”

With his Rhodes Scholarship, Claus moved to Oxford in 2002 to complete a PhD in Computer Vision. Upon his return to Canada, he worked as an industrial engineering consultant before joining the University of Northern British Columbia as an energy manager. Claus worked on numerous conservation projects, including the award-winning Bioenergy facility, which now provides most of UNBC’s heat. In 2012, Claus was promoted to Assistant Director of Facilities. He still oversees the energy management program, but also performs capital planning, manages facility operations and develops renewable energy opportunities.
LOOKING TOWARDS 2013

Program-specific competencies added to student assessments in Co-op and Career portal

Through the competency assessment module in the Co-op and Career portal, all UVic co-op students evaluate their competency development at the beginning, middle and end of each work term. This tool was launched in early 2012 to help co-op students and employers assess students’ progress in an online format. In early 2013, competencies that are specific to each UVic academic program will be added to the student assessment. This will allow co-op students to reflect on the competencies they’ve gained through their academic studies as well as the 10 “core competencies” and international competencies already included in the module, strengthening the link between classroom and workplace learning.

Co-curricular record pilot project launched

UVic Co-op and Career will pilot a new co-curricular record project with a trial group of student career ambassadors and UVic Vikes Recreation student leaders in 2013. The co-curricular record will allow students to document their extracurricular activities, such as volunteering, coaching or other leadership roles, in a university-validated document generated by the Co-op and Career portal. This record will provide evidence of students’ extracurricular achievements when they apply for jobs, graduate school and scholarships.
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