Letter from the Executive Director

As we wrap up another busy year, we continue to be impressed with the ways that students leverage their dynamic learning experiences into positive community change. Whether it’s helping to promote active aging and rallying against bullying in Victoria, or contributing to Engineers without Borders in Ghana, co-op students are making a positive impact.

In 2015, we worked hard to expand students’ opportunities to make a difference here and abroad. Our international opportunities have increased, thanks to the expansion of our international Co-op and Career team. We also reorganized our international exchange agreements to make it easier for students to identify and pursue international co-op work terms, and arranged our first international Indigenous co-op exchange.

We were able to help students travel farther for experiential learning opportunities thanks to the creation of student mobility funding provided by the President’s Excellence Fund. This funding supports UVic co-op students taking part in work terms or internships in the Asia Pacific region, across Canada, or with Indigenous businesses, communities or community groups. We were also excited to renew funding of the Service Learning Internship Program, which helps Vancouver Island community-based organizations to hire co-op students.

In 2015, we launched a new version of our Co-op and Career portal, Learning in Motion, and created updated versions of our “What can you do with your degree” information sheets to include information about hands-on learning opportunities in students’ academic programs. We began a comprehensive redesign of our Co-op and Career website in the fall of 2015; the new site will make it easier for students and employers to locate relevant resources.

Our new initiatives in 2015 included a Makerspace at the Co-op and Career Fair, where students were able to print business cards, take a professional Linkedin profile photo and see sample portfolios; a career development workshop on networking offered by our career educators, and expanded mock interview clinics for co-op students to practice their interview skills.

We continued to seek opportunities for students to engage in community-based learning in 2015. I am contributing to a multi-university research team examining the impact of such learning on students and community, and am focusing on this topic daily in my role as director of UVic’s newly formed Office of Community-University Engagement.

As always, our students continue to make a vital impact in their workplaces, on campus and in the local and global community. We are pleased to share some of their stories throughout this report.

This annual report identifies general trends and developments for Co-op and Career for the 2015 calendar year, as well as placement and program statistics for the May 2014 to April 2015 period. For detailed statistics on individual faculties, please see our customized faculty summaries.

Additionally, we continue to ask co-op students and their supervisors to measure students’ competency development at the beginning, middle and end of each work term. This competency data is also reflected in our report.

We hope you find this information useful, and we look forward to another productive year in 2016.

Dr. Norah McRae

Executive Director
University of Victoria Co-operative Education Program and Career Services
Contents

The year in numbers: 2014/15 statistics .................................................................2
  Co-op placements .................................................................................................2
  Co-op employer data ............................................................................................4
  Co-op student data ...............................................................................................6
  Competency assessment results ..............................................................................7
  Event participation and service use .......................................................................9

New developments .................................................................................................12
  Services, events and resources ............................................................................12
  Research projects ..................................................................................................13
  Program updates ....................................................................................................15

Audience outreach .................................................................................................16
  Student outreach ...................................................................................................16
  Employer outreach .................................................................................................20
  Faculty outreach ...................................................................................................21
  International activities .........................................................................................21
  Students, employer and staff of the year ..............................................................23
  Survey results ........................................................................................................25
  Social media outreach .........................................................................................25

Looking towards 2016

This report was produced in December 2015 by the Office of the Director,
UVic Co-operative Education Program and Career Services.

Graphic design: UVic Graphic Services
Editorial: Joy Poliquin, Communications Officer
Photography: UVic Photographic Services and contributions from co-op students.
There was a significant increase in co-op placements this year. Overall, the Co-operative Education Program made 3,280 co-op placements in 2014/15, increasing 10.25% over last year (c.f., 2,975 placements in 2013/14).

The distribution of co-op placements was generally balanced across each term, ranging from 25.2% to 42.4%. This demonstrates a 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 similarly balanced for other co-op institutions in BC (44.7% for Summer 2014, 26.6% for Fall 2014, and 28.7% for Spring 2015).

Added to our co-op placements, Co-op and Career has also placed students in Community Service Learning Placements (CSL) over the past two years. In 2014/15, 49 CSL placements were made in local community organizations. Cumulatively, 3,329 work-integrated learning opportunities were brokered last year.
British Columbia remains the most popular location for placements. In 2014/15 there were 2,393 British Columbia work terms – representing 73% of placements.

The distribution of placements by region over the past five years indicates a shift away from continued dependence on Vancouver Island work terms with a decline in local placements over the previous several years (c.f., 59.4 per cent Vancouver Island placements in 2008/09). During the same time period, the distribution of placements throughout the Lower Mainland and throughout the rest of Canada has been slowly increasing. Over the past five years, the distribution of placements throughout the rest of BC has remained relatively steady while international placements have been increasing.

Of the 3,280 overall placements made last year, 1,872 (57.1%) were generated by co-op staff through the online posting system (learninginmotion.uvic.ca). Students generated 891 placements (27.2%), 367 placements (11.1%) were return placements (that is, students returned to a previous employer), and 150 placements (4.6%) were work term challenge placements.

Placement percentages are significantly different when the two large mandatory co-op programs (Business and Engineering) are removed from the data: 1,010 placements (76.5%) were generated by co-op staff through online posting, 197 placements (14.9%) were generated by students, 94 placements (7.1%) were return placements, and 20 placements (1.5%) were work term challenge placements.
In 2014/15, 1,130 different employer organizations hired co-op students. Of these, 65.5% hired more than one student during the year and 80.5% hired from more than one co-op program area.
Last year, private sector placements represented 62.4% of placements. Over the past several years, the percentage of placements by employer type had been settling into a pattern of greater reliance on the private sector than the public sector (c.f., in 2008/09, 50.3 per cent were public sector placements and 60.3 per cent of placements were with the private sector).

Within the public sector, both the provincial government and agency placements and federal government and agency placements continue to decrease. Municipal placements have remained stable over the years.
In 2014/15, the average co-op salary across all programs for all level of students was $2,763 – a $149 or 5.1% decrease over last year (c.f., $2,913 in 2013/14). The average monthly salary for graduate co-op students was $3,141 and the average monthly salary for for undergraduate co-op students was $2,710.

Who are UVic co-op students? Although 60 per cent of UVic students overall are female, the 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 exceeds the university’s enrolment pattern of 60 per cent female.
In 2014/15, 13.4 per cent of all UVic students were international (visa) students. International students made up 15.6% of placements at the undergraduate level, and 44.8% of graduate placements. 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 Students with a Disability</th>
<th>Placements by Visible Minority Students</th>
<th>Total Placements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall Co-op Program</td>
<td>512</td>
<td>32</td>
<td>1</td>
<td>44</td>
</tr>
<tr>
<td>Overall Percentage</td>
<td>15.6%</td>
<td>1.0%</td>
<td>0%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Graduate Students Only</td>
<td>187</td>
<td>2</td>
<td>0</td>
<td>13</td>
</tr>
<tr>
<td>Overall Percentage</td>
<td>44.8%</td>
<td>0.5%</td>
<td>0%</td>
<td>3.1%</td>
</tr>
<tr>
<td>Undergraduate Students Only</td>
<td>325</td>
<td>30</td>
<td>1</td>
<td>31</td>
</tr>
<tr>
<td>Overall Percentage</td>
<td>11.4%</td>
<td>1%</td>
<td>0%</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

The University of Victoria's Co-op and Career program uses a unique learning outcome assessment to measure student experiences on the work term. All co-op students who engage in work terms set learning objectives related to 10 core competencies at the beginning of these experiences: Students and their workplace supervisors then assess students' competency development at the start, middle and end of the work terms, according to the following scale:

- Exemplary
- Accomplished
- Developing
- Beginning
- No Demonstrated Achievement

The Co-op and Career 10 core competencies are closely aligned with the University's 10 primary Learning Outcomes:

<table>
<thead>
<tr>
<th>Core Competencies</th>
<th>Alignment with UVic Learning Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 PERSONAL MANAGEMENT</td>
<td>Ethical and professional reasoning and action / Intercultural knowledge and sensitivity</td>
</tr>
<tr>
<td>2 COMMUNICATION</td>
<td>Effective written, visual and oral communication / Intercultural knowledge and sensitivity</td>
</tr>
<tr>
<td>3 MANAGING INFORMATION</td>
<td>Critical evaluation of qualitative and quantitative information / Critical management of information, including in digital environments / Numerical literacy</td>
</tr>
<tr>
<td>4 RESEARCH AND ANALYSIS</td>
<td>Critical, innovative and creative thinking / Critical evaluation of qualitative and quantitative information / Inquiry, analysis and problem solving</td>
</tr>
<tr>
<td>5 PROJECT AND TASK MANAGEMENT</td>
<td>Inquiry, analysis and problem solving / Critical, innovative and creative thinking / Critical management of information, including in digital environments / Ethical and professional reasoning and action</td>
</tr>
<tr>
<td>6 TEAMWORK</td>
<td>Collaboration and the ability to work in teams / Ethical and professional reasoning and action / Intercultural knowledge and sensitivity</td>
</tr>
<tr>
<td>7 COMMITMENT TO QUALITY</td>
<td>Ethical and professional reasoning and action</td>
</tr>
<tr>
<td>8 PROFESSIONAL BEHAVIOUR</td>
<td>Ethical and professional reasoning and action / Informed civic engagement and understanding (from local to global)</td>
</tr>
<tr>
<td>9 SOCIAL RESPONSIBILITY</td>
<td>Informed civic engagement and understanding (from local to global) / Ethical and professional reasoning and action / Intercultural knowledge and sensitivity</td>
</tr>
<tr>
<td>10 CONTINUOUS LEARNING</td>
<td>Life-long learning</td>
</tr>
</tbody>
</table>
Sarah Allan (electrical engineering) completed several work terms throughout her degree, including one in Ghana with Engineers without Borders. She developed and populated data systems in small communities across the country.

The Conference Board of Canada’s 2015 report titled, “Skills for Success: Developing Skills for a Prosperous B.C.,” identifies employers’ concerns about deficits in the essential skills of recent graduates, including many skills that align with UVic’s Learning Outcomes. UVic’s competency-based assessment of co-op work terms equips students with an understanding of the demonstrable skills required to adapt to changing economic circumstances, and speaks to how co-op contributes to the employability mandate of the province.

**CORE COMPETENCY RESULTS IN 2014/15**

Across the board in 2014/15, the data shows that students tend to under assess their workplace competency development at the middle and end of their work terms, while employers tend to rate students’ skills as developing more quickly. This difference in assessment reveals that students are serious in their self-reflection and that employers see the impact and value of their student employees.

**INTERCULTURAL COMPETENCIES**

UVic identifies Intercultural Knowledge and Sensitivity as a key Learning Outcome, while Co-op and Career divides this into these four intercultural competencies:

- Intercultural motivation
- Intercultural knowledge
- Strategic thinking
- Appropriate behaviour

**Core competency:**

*Personal management*

You understand yourself and are conscious of the implications of your interactions with others.
In 2014/15, 812 co-op students identified their Canadian and international workplaces as intercultural settings. These students and their employers assessed the students’ development of these four intercultural competencies at the start, middle and end of the work term.

For all intercultural competencies, co-op supervisors assessed students’ competency development between 2% and 10% higher in the “Beginning”, “Accomplished” and “Exemplary” development stages than students assessed themselves. Co-op employers also tended to rate more students as “Beginning”, “Accomplished” or “Exemplary” at the middle and end of the work term while students more commonly rated themselves as “Developing”.

UVic understands the importance of developing global-ready graduates who can contribute to the international landscape. International co-op work terms, as well as work terms in culturally diverse workplaces here in Canada, help students become strong global citizens.

Detailed competency assessment statistics for 2014/15 can be requested from the Office of the Director of the Co-operative Education Program and Career Services.

EVENT PARTICIPATION AND SERVICE USE

This section of the report covers activities from January to December 2015.

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 2015.

STUDENT USE OF CAREER DEVELOPMENT SERVICES

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>BUSINESS STUDENTS</th>
<th>ENGINEERING AND COMPUTER SCIENCE/MATH STUDENTS</th>
<th>STUDENTS IN OPTIONAL AND PROFESSIONAL PROGRAMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career help appointments and drop-ins</td>
<td>288 total visits</td>
<td>563 total visits</td>
<td>1,954 total visits</td>
</tr>
<tr>
<td>Other career support activities (programs, courses, workshops, targeted events, etc.)</td>
<td>668 total attendees</td>
<td>1,763 total attendees</td>
<td>1,454 total attendees</td>
</tr>
</tbody>
</table>

USE OF CO-OP AND CAREER PORTAL (learninginmotion.uvic.ca)

Students, alumni, employers and community members made significant use of the Co-op and Career job portal in 2015. A total of 14,950 different users were active in the system.

AUDIENCE BREAKDOWN

<table>
<thead>
<tr>
<th>Audience group</th>
<th># of users</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>11,302</td>
</tr>
<tr>
<td>Alumni</td>
<td>1,651</td>
</tr>
<tr>
<td>Employers</td>
<td>1,337</td>
</tr>
<tr>
<td>Community members</td>
<td>660</td>
</tr>
</tbody>
</table>

USE BY STUDENTS AND ALUMNI

<table>
<thead>
<tr>
<th>Actions taken</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tutor profiles created</td>
<td>174</td>
</tr>
<tr>
<td>Casual work profiles created</td>
<td>121</td>
</tr>
<tr>
<td>Applications for co-op positions submitted</td>
<td>38,358</td>
</tr>
</tbody>
</table>
## EVENT ACTIVITY AND PARTICIPATION AND SERVICE USE

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 2015.

<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>Employer/grad school information sessions</td>
<td>Throughout 2015</td>
<td>1 to 2 hours</td>
<td>Student attendees varied per session</td>
<td>75 presenters, including Air Canada, CIBC, Environment Canada, Engage Education and the Western College of Veterinary Medicine</td>
<td>Arranged upon employer request</td>
</tr>
<tr>
<td>Success in the Humanities</td>
<td>January 9 to 28</td>
<td>Varied by session</td>
<td>35 students</td>
<td>Resources and workshops for humanities students</td>
<td>Annual</td>
</tr>
<tr>
<td>Résumania</td>
<td>January, March and September</td>
<td>Half-day (multiple booths on campus)</td>
<td>228 students</td>
<td>Résumé clinic</td>
<td>Three times per year</td>
</tr>
<tr>
<td>What can you do with your degree? panel sessions</td>
<td>February and October</td>
<td>1.5 hours</td>
<td>337 students</td>
<td>Panelists included alumni, co-op employers and department contacts from a wide range of industries</td>
<td>Twice per year (spring and fall)</td>
</tr>
<tr>
<td>Employer Appreciation Reception</td>
<td>February 24</td>
<td>2 hours</td>
<td>125 employers and UVic staff</td>
<td>Co-op Employer of the Year, Co-op Students of the Year, UVic President Professor Jamie Cassels, Associate VP Academic Planning Dr. Catherine Mateer, Co-op and Career Executive Director Dr. Norah McRae</td>
<td>Annual</td>
</tr>
<tr>
<td>Business Career Fair</td>
<td>May 28</td>
<td>Full-day</td>
<td>80 students</td>
<td>15 exhibitors, including BC Assessment, Go2Mobi, RevenueWire and Maple Leaf Foods</td>
<td>Annual</td>
</tr>
<tr>
<td>Pathways to Success</td>
<td>Full-day event in November; workshops October to April</td>
<td>Various sessions</td>
<td>270 graduate students</td>
<td>Resources and workshops for graduate students</td>
<td>One full-day event and ongoing sessions throughout the year</td>
</tr>
<tr>
<td>Hi-Tech Co-op and Career Fair</td>
<td>Main fair: February 3 to 4</td>
<td>Full-day</td>
<td>450 students over two days</td>
<td>40 exhibitors, including Driver’s, Fast Enterprises, RevenueWire, Solaris, FreeRunning Technologies and Lafarge</td>
<td>Annual</td>
</tr>
<tr>
<td></td>
<td>Mini fair: May 26</td>
<td></td>
<td>128 students over two hours</td>
<td>Eight employers, including Accent Refrigeration Systems, Change.org, and Island Health</td>
<td></td>
</tr>
<tr>
<td>Event name</td>
<td>Date</td>
<td>Length</td>
<td>Attendees</td>
<td>Exhibitors/presenters/topics</td>
<td>Occurrence</td>
</tr>
<tr>
<td>---------------------------------------</td>
<td>-----------------------</td>
<td>-------------------------</td>
<td>---------------</td>
<td>----------------------------------------------------------------------------------------------</td>
<td>----------------</td>
</tr>
<tr>
<td><strong>Shift into Summer</strong></td>
<td>March 20 to May 4</td>
<td>Online</td>
<td>1,754 visits</td>
<td>Online summer job resources, featured job postings and support</td>
<td>Annual</td>
</tr>
<tr>
<td><strong>Alumni networking event - California</strong></td>
<td>June 26</td>
<td>Full-day</td>
<td>Numerous alumni, co-op students and employers</td>
<td>Pursuing co-op opportunities in Silicon Valley</td>
<td>Annual</td>
</tr>
<tr>
<td><strong>Co-op and Career Info Day</strong></td>
<td>September 15</td>
<td>Full-day</td>
<td>814 students</td>
<td>All Co-op and Career programs and offices</td>
<td>Annual</td>
</tr>
<tr>
<td><strong>Co-op and Career Fair</strong></td>
<td>September 29-30</td>
<td>Full-day</td>
<td>1,976 students</td>
<td>61 exhibitors, including BC Hydro, AbeBooks, RBC, Pason Systems, Capital Regional District, FAST Enterprises, CPABC and PepsiCo</td>
<td>Annual</td>
</tr>
<tr>
<td><strong>Career Corner and Makerspace at the Career Fair</strong></td>
<td>September 29-30</td>
<td>Full-day</td>
<td>367 students met with career educators, 40 printed business cards, 80 had their Linkedin photo taken</td>
<td>On-site networking and career support</td>
<td>Annual</td>
</tr>
<tr>
<td><strong>Co-op Student for a Day contest</strong></td>
<td>September 29-30</td>
<td>Entry booths open outside major September events</td>
<td>201 student entries, 14 students matched with employers</td>
<td>Students entered to spend a day job shadowing at one of 10 local organizations, including Art Gallery of Greater Victoria, Island Health, RevenueWire and AbeBooks</td>
<td>Annual</td>
</tr>
<tr>
<td><strong>Indigenous student engagement and networking events</strong></td>
<td>September 2015</td>
<td>Various sessions</td>
<td>13 students and 8 employers</td>
<td>Co-op information session, networking opportunity with employers, engagement lunch and career panel</td>
<td>Three fall sessions</td>
</tr>
<tr>
<td><strong>Mock interview clinics</strong></td>
<td>September and October</td>
<td>Full-day (six clinics)</td>
<td>1,059 students</td>
<td>Mock interviews with 250 interviewers, including employers, senior students, faculty and staff</td>
<td>Annual</td>
</tr>
<tr>
<td><strong>Navigator and Horizons</strong></td>
<td>Year-round</td>
<td>Self-paced, online</td>
<td>23 (Navigator) and 77 (Horizons)</td>
<td>Self-paced online career programs help students explore career options and look for work</td>
<td>Several intakes each year</td>
</tr>
</tbody>
</table>
NEW DEVELOPMENTS
SERVICE, EVENT AND RESOURCES

Makerspace launched as part of Co-op and Career Fair

Students and new graduates hunting for work at the Co-op and Career Fair received a boost as Co-op and Career ran its first Makerspace as part of the event. The Makerspace featured stations where students could print off business cards, have a professional photo taken for their LinkedIn profile, and check out sample portfolios—all tools to help them make a strong first impression with employers. This new initiative proved a popular addition to the already well-attended Career Corner, where career educators helped students prepare to speak with employers, discuss career prospects and research exhibiting organizations. More than 350 students attended the Career Corner and Makerspace.

New version of job portal software released

Co-op and Career’s job portal software, Learning in Motion, released a new version in May 2015, four and a half years after its initial launch in September 2010. The new version does not affect the employer and student experience, but provides staff with more options to manage data. More than 12,000 students and 1,500 employers access the portal each year to post and apply to jobs, register for career events, assess competency development and more. The portal can be found at learninginmotion.uvic.ca.

Co-op and Career website assessed for major redesign

In August 2015, Co-op and Career worked with UVic Systems to hire local information architects Number 41 Media to plan a major redesign of uvic.ca/coopandcareer. Throughout the fall, Number 41 consulted with students, employers and staff to determine stakeholder needs. A new site structure was developed based on this feedback and the new site will launch in 2016.

Mansi Sehgal (master of business administration) worked for local non-profit organization BeFit Society Victoria, a wellness facility that promotes active aging. The international co-op student from India created a business plan and helped pitch initiatives to potential stakeholders and investors.
“What can you do with your degree” sheets updated

Since their initial release in 2010, Co-op and Career’s “What can you do with your degree” information sheets have been a popular resource, both online and in print. Sheets have been created for almost every academic program at UVic and include program-specific information about career possibilities, competencies, professional associations, and career resources. In early 2015, the sheets were redesigned to include information about hands-on learning opportunities in students’ academic programs, as well as co-curricular opportunities outside their academic programs.

Ideafest event highlights the transformative nature of co-op

Students, employers and co-op coordinators shared their standout co-op experiences at “Co-op 180: the transformative impact of experiential learning through co-op”, as part of Ideafest 2015. The event was moderated by Co-op and Career’s Executive Director Dr. Norah McRae, whose recent PhD research explored the same topic.

RESEARCH PROJECTS

Co-op and Career executive director named director of Office of Community-University Engagement (OCUE)

Effective July 1, 2015, Co-op and Career’s Executive Director Dr. Norah McRae took on an additional role as director of the newly formed OCUE. This new office replaces the special advisor on community engagement position and exists in parallel with the Institute for Studies & Innovation in Community-University Engagement (ISICUE). Over the next year, OCUE will provide strategic oversight and overarching vision to the University around these five key pillars:

1. **Community-Engaged Learning**
   (enhancing integration of community experience with student learning)

2. **Community-Engaged Research**
   (strengthening mechanisms and resources to support this level of research)

3. **Being a Good Neighbour/Citizen**
   (ensuring UVic continues to contribute to the well-being of our local region)

4. **Knowledge Mobilization**
   (fostering a culture supporting knowledge exchange and application for the betterment of society)

5. **Policies and Institutional Supports**
   (focusing on internal support of community-university engagement)
Executive director participates in multi-university research project on community-based learning

UVic Co-op and Career Executive Director Dr. Norah McRae is one of the team members on a Social Sciences and Humanities Research Council (SSHRC)-funded research project that is exploring how students who participate in community-based learning opportunities like co-op work terms, practicums and more become knowledge mobilizers between academic institutions and the community. The project is called Community First: Impacts of Community Engagement (CF:ICE). Team members are examining the challenges and opportunities of this type of knowledge mobilization by conducting qualitative interviews with community agencies, staff and students. The research phase will continue into 2016.

Research investigates barriers faced by international students and employer perceptions

UVic Co-op and Career is participating in two research projects exploring co-operative education related to international students and Canadian employers:

1. UVic is partnering with Deakin University in a World Association of Co-operative Education (WACE) funded study that is identifying the barriers to participation in work-integrated learning faced by international students studying at Australian and Canadian universities. The research aims to determine the perceptions that international students have of their co-operative education experiences in Canada and Australia, and how participation contributes to these students' graduate outcomes.

2. UVic is one of four BC institutions contributing to an Association of Co-operative Education (ACE) research project that examines employer perceptions and practices regarding the hiring of students from international pathways, including international students and immigrants. By understanding hiring practices and challenges, the research will help BC co-op programs better prepare these students for the co-op work application process, giving them more opportunity to gain work experience in Canada.

Law students Kirsty Broadhead (Cree, Irish, Austrian and Scottish), middle, and Adrienne Macmillan (Gitsxan Nation), right, spent four months with the Indigenous Law Research Unit. They helped compile a tribal casebook that draws legal principles from traditional stories of the Secwepemc people from the BC Interior.

“This hands-on learning showed me that when we seek out Indigenous law, we can guide the nation’s governance policies,” says Kirsty. Adrienne and Kirsty are pictured with their supervisor Val Napoleon (left), UVic Law Foundation Professor of Aboriginal Justice and Governance.
**PROGRAM UPDATES**

**New work term submission options defined**

All UVic co-op students must complete a work term submission for each co-op work term, where they reflect on their learning experiences. The types of work term submissions have previously been restricted to a written work term report, and in some programs, blog or video submissions. In 2015, the Co-op and Career Student Engagement Committee articulated a range of work term submission options, including a career action plan, online portfolio, photo essay and presentation option. The new options provide more flexibility; each co-op program determines which options are available for students in that program.

**New MEng in Telecommunications and Information Security**

In September 2015, the Faculty of Engineering launched its Master of Engineering in Telecommunications and Information Security (MTIS). This new program trains engineers for careers in the telecommunications and security industries and allows students to complete an optional co-op internship program (one to three terms, depending on circumstances and job availability).

**Fine Arts Post-Study Internship Program gives students a flexible work experience option**

The Fine Arts Post-Study Internship Program became available to students in September 2015. This program lets students complete a full-time internship placement after all their academic coursework has been completed, and prior to graduation. This is different than the traditional co-op model, where students alternate terms in class with terms at work.

**Minor in Geography Technologies includes optional co-op**

Students enrolled in a Geography Technologies minor may now take part in an optional co-op work term through the Geography Co-op Program. Students must have previously completed a co-op work term in their originating co-op program, or have completed the UVic Co-op Program’s “Introduction to Professional Practice” course.

**Name change for Humanities and Fine Arts Co-op**

In the summer of 2015, the Humanities, Fine Arts and Writing Co-op Program (HFPW) officially changed its name to the Humanities and Fine Arts Co-op Program (HUFA). Referred to as HFPW since 1998, the name change was made to reflect the program name changes to the Professional Writing programs in both the Faculties of Humanities and Fine Arts.

David Gu (health information science) was paired with Island Health during the “Co-op Student for a Day” contest that gives students the opportunity to shadow a co-op employer organization for a day to learn what it’s like to take part in co-op. It made such an impression that he successfully applied for a co-op position and followed that up with a part-time contract. He has been instrumental in helping transition Pharmacy reports from the current system to a new domain.
Mock interview clinics offer co-op students the opportunity to practice skills

Learning how to interview successfully is an important skill for all co-op students. In 2015, Co-op and Career arranged for more than 250 co-op employers to visit campus and conduct mock interviews with 1,059 students. This was the first year that mock interviews were organized for all co-op program areas and sessions included large-scale clinics as well as smaller events. These mock interview clinics provided students with the opportunity to receive valuable feedback from employers, while also fostering engagement with the employer community. Employer and student response to the sessions has been very positive, and clinics are already scheduled for 2016.

LE,NONE T Experiential and Community Learning Coordinator provides ongoing support to Indigenous students

Since joining Co-op and Career in 2014, LE,NONE T Experiential and Community Learning Coordinator Lalita Kines has cultivated unique career development opportunities for Indigenous students. In 2015, Kines facilitated two Career Panel and Networking Sessions to connect students with employers from organizations including Parks Canada, Island Health, Ma’Kola Group of Societies and the Public Service Commission. Many students also participated in a mock interview clinic with the same employers. Kines also coordinated a Co-op and Career Information session, where current co-op students shared their co-op experiences. Kines was key in facilitating several unique co-op work terms for Indigenous students, including opportunities with the Esquimalt Nation, the Indigenous Law Research Unit and Mary’s Farm and Sanctuary. She also supported Cristal Walters, the Australian student who arrived on campus as part of UVic’s first ever Indigenous co-op student exchange.

Curriculum designer hired to develop ENGR 591 course

In August 2015, Co-op and Career hired Dr. Carly Bagelman in a new role as Curriculum Designer. Bagelman has been tasked with developing a professional practice course for graduate students in the new Master of Telecommunications and Information Security. The course is being designed with a multi-modal, flipped classroom approach to prepare students for the nuances of professional engineering practice, such as ethics, safety standards and intercultural communication. Bagelman is also developing experiential learning material for the Co-op and Career website and is a member of the Curriculum Committee.

Co-op student Rebecca Marchand (theatre, left) spent a work term organizing the 2015 TD Art Gallery Paint-in through the Art Gallery of Victoria. Marchand is pictured here with gallery services administrator Lisa Samphire.
Support for international students expands with new staff

Co-op and Career hired several new staff in 2015 to provide more career support opportunities for international students and students seeking international work experience. In April 2015, former international coordinator Karima Ramji was named manager of International Programs within the unit. In this new role, she contributes to Co-op and Career’s goal to develop global ready graduates, and UVic’s internationalization agenda in four key ways:

1. Supporting the university’s internationalization targets to increase international opportunities for students and supporting international students on campus
2. Developing a pedagogical approach to support students and staff as they strive to work effectively in diverse intercultural settings
3. Contributing to the university’s research agenda through a number of research projects currently under way that inform work-integrated learning programs
4. Championing community engagement at both the local and global level in support of the university’s strategic mandate of achieving excellence in the integration of scholarship, teaching, learning and academic-based internationalization

Additionally, Mami Schouten, formerly a co-op placement coordinator with Business Co-op, stepped into the role of international co-op coordinator, while Bruce Moghtader joined the team as international career educator. Schouten’s role is two-fold: to encourage international students to take part in co-operative education, and to promote international co-op and career opportunities to UVic students through co-op exchange partnerships with universities around the globe. Moghtader provides one-on-one support to international students on career exploration, résumé and cover letter writing and interview skills. He also facilitates weekly workshops for international students to help them plan, obtain and sustain a career in Canada. Audrey Thom rounds out the team as the placement coordinator, facilitating international co-op work terms logistics as well as pre-departure and return briefings.

Curriculum committee integrates intercultural coordinator joins the team to centralize co-op preparation course

Co-op students have always been required to complete job preparedness training prior to securing their first co-op work term, with course content being delivered by individual co-op offices. Staff have pulled content from the central “Co-op Curriculum” located on the Co-op and Career website but delivery methods have differed. In April 2015, Meg Thompson was hired as Curriculum Coordinator to develop content for the new “Introduction to Professional Practice” course. Delivered through CourseSpaces, this new course ensures that content is consistent across all co-op program areas. Topics include job seeking skills, competency development and evaluation, and career management, with additional topics determined by individual co-op programs. Thompson also liaises with Technology Integrated Learning (TIL) to coordinate workshops for Co-op and Career staff, connects with the Learning and Teaching Centre (LTC) to stay on top of experiential learning methods, and oversees the teaching assistants who deliver professional practice courses to co-op students.

Nick Birch and Tyler Rhodes (electrical engineering) spent an entrepreneurial work term building a prototype for the TreeRover, a four-wheeled electric tree-planting robot. “This seemed like a logical way to combine our interests and create something that could positively impact the environment,” says Birch.
Career educators expand offerings to students

UVic career educators are instrumental in supporting students as they explore their career options and search for work opportunities. In 2015, career educators provided hundreds of one-on-one career support drop-in sessions and facilitated weekly workshops on topics including Résumé Lab, Ace your Interviews, Social Media and Your Work Search and a new workshop called Network to Work. In addition, career educators co-coordinated Pathways to Success, a year-round series of events for graduate students that helps them plan successful careers; ran three Résumania events where students received on-the-spot feedback on their résumés; and coordinated a range of additional activities.

Co-op and Career Ambassador program grows and shifts focus

In 2015, the Co-op and Career Ambassador (CCAP) program expanded in scope. Sixteen students volunteered to take part—the highest participation rate since the program began six years ago. Run through the Office of the Director of Co-op and Career, the CCAP program asks students to volunteer 10 hours per term by providing event support, promoting Co-op and Career events, staffing pop-up tents and helping with outreach. This year, the program was run using Better Impact: My Volunteer, a software program that lets students sign up for volunteer shirts and helps staff communicate with the volunteers.

Curriculum committee integrates intercultural content into online kits

Representatives from all areas of Co-op and Career participate in the Curriculum Committee, which reviews and develops material found in the tool kit, journey kit and competency kit on the Co-op and Career website. These three kits include worksheets and resources to help students plan and manage their career development, and are used by co-op students as well as all UVic students and alumni. In 2015, the committee updated existing documents to integrate information about intercultural competencies, which are competencies that can be developed in any culturally diverse environment. The committee also began developing a new section to help students use labour market information to inform their career research. This new section will be available in early 2016.

For her third work term, Arwen Barr (biochemistry and microbiology) worked with a pediatric neurologist in Nairobi to collect and analyze data on patients diagnosed with epilepsy and cerebral palsy. “I am grateful for the opportunity to have worked with Dr. Samia, who in addition to being an amazing mentor, is one of the most dedicated, hard working and passionate individuals I have met,” says Barr.
Ariel Mishkin (business) traveled to Mongolia to work as the director of marketing and sales for Nans Cashmere, a fledgling clothing company. The company relied on Mishkin to create a marketing plan, launch a visual campaign, rebuild its website and develop an e-commerce platform. “This experience provided endless information and networking connections that resulted in me heading to New York Fashion Week to represent the company,” says Mishkin.

Student Engagement Committee runs several initiatives, including Co-op Student for a Day

Staff from across Co-op and Career make up the Student Engagement Committee, which is dedicated to developing initiatives that help students connect with our programs and resources. In 2015, the committee helps shape the unit’s Ideafest event, refined work term report options for co-op students, and ran the second annual Co-op Student for a Day contest, where students interested in co-op applied to spend a day job shadowing with a local co-op employer. Two-hundred and one students applied in 2015 and 14 were matched with local employers.

Thouvenelle scholarship supports 51 community-based work terms

In 2015, UVic Co-op and Career awarded the Thouvenelle scholarship to 51 students engaged in co-op work terms related to community development or service learning. This scholarship is awarded based on the nature of the work term and its impact on local community, as well as the student’s academic standing and expected remuneration.

Co-op Photo Contest showcases student experiences

UVic co-op students submitted 140 photos for consideration to the 2015 Co-op Photo Contest, which asks students to share photos of their work term experiences. In the past, students have voted for their favourite photo in person at Co-op and Career Info Day, but in 2015, the top 10 photos were selected by a Co-op and Career panel, and then public votes were collected by displaying the top 10 photos in a Facebook photo album. More than 24,000 people shared and liked these photos. Hanna Lewis (anthropology) was awarded the top $500 prize for her photo taken while working as trip facilitator at Me to We in Kenya. Contest entries are posted at uvic.ca/coopandcareer/contest.

“Faith, who prefers to be called Lion, is a grade four student at Emori Joi primary school in Kenya,” says Hanna. “She and I became fast friends when she showed me her dance and song of “Mzuri Sana”—Swahili for very good.”
EMPLOYER OUTREACH

Job development trip takes staff to Silicon Valley

Each year, Co-op and Career staff travel to Silicon Valley to connect with alumni and engage with prospective co-op employer organizations. In 2015, Engineering and Computer Science/Math co-op coordinators Pamela Welgan and Duncan Hogg were joined by Business co-op coordinator Marguerite Casey, Dr. Rebecca Grant from the Gustavson School of Business and Chair of the Department of Computer Science Dr. Ulrike Stege on a week-long trip. In addition to conducting co-op work site visits with UVic students working in the area, the team met with employers at Zero Motorcycles, Pinterest, Samsung, Avangate, Oracle, PriceWaterHouse Coopers, LinkedIn, Yahoo, Tesla Motors and Facebook.

Employer Engagement Committee identifies new priorities

The Employer Engagement Committee (EEC) brings together representatives from across Co-op and Career to better engage our employers. In the summer of 2015, EEC identified several priorities for the next year: to collect an inventory of staff’s best practices in employer development, to organize job portal training to maximize employer engagement, and to identify strategic goals through employer focus groups.

Employer Advisory Board highlights current trends

Employers from a range of industries volunteered to contribute to the Employer Advisory Board in 2015. Thirteen participants met in April and October to report on economic and hiring trends in their industries and to provide guidance on employer-related resources and processes to Co-op and Career staff.

Service Learning Internship Program (SLIP) funding helps five local organizations hire co-op students

SLIP funding was renewed in May 2015 and provided five Vancouver Island employer organizations with funding to help them hire UVic co-op students. Employers included the Rock Solid Foundation, Open Space Arts Society, BeFit Victoria Society, Ucluelet Aquarium Society and Edward Milne Community School Society. SLIP was initially established in 2002 to support co-op positions in community-based organizations working collaboratively with UVic on joint research-related projects. Funding supports the hiring of co-op students in positions that provides excellent learning opportunities while supporting local community needs.

NICOLE MANDRYK

Nicole Mandryk (psychology and Indigenous studies) worked as a summer camp assistant at Mary’s Farm and Sanctuary. Mandryk, who is Irish, English Ukrainian, Anishinaabe and Mohawk, was hired to engage with local Aboriginal communities through a range of summer programs offered at the 30-acre farm, including nature-based counseling, equine-facilitated wellness workshops, drumming events, youth camps and more.
BC Tech Co-op Grants Program supports student hiring

In May 2015, the provincial government launched the BC Tech Co-op Grants Program to help technology firms with less than 50 employees to hire co-op students. Employers can receive a grant to cover up to 25 per cent of a student’s salary. The program is delivered through co-op departments at BC post-secondary institutions.

FACULTY OUTREACH

Co-op and Career faculty representatives share insight

More than 40 faculty members engage with Co-op and Career each year as faculty representatives. In 2015, faculty members from almost every academic area attended regular meetings with Co-op and Career’s executive director, director of operations and program managers to discuss opportunities for interdepartmental collaboration and ways to help students thrive at UVic and in the workplace.

INTERNATIONAL ACTIVITIES

Student mobility funding helps co-op students explore new opportunities

In the summer of 2015, student mobility travel funding was provided by the President’s Excellence Fund to support UVic co-op students who are undertaking several types of experiential learning, including:

- co-op work terms or internships in the Asia Pacific region
- experiential learning elsewhere in Canada
- co-op work terms elsewhere in Canada
- co-op work terms or internships with non-profit organizations elsewhere in Canada
- co-op work terms or internships in Indigenous business, communities or community groups

The purpose of this funding is to provide travel funds to students who might not otherwise have the opportunity to engage in rich and meaningful work term opportunities. The first group of students accessing this funding will depart on work terms in early 2016.

International co-op programs expand

In 2015, Co-op and Career reorganized its existing co-op exchange opportunities into four new programs:

- **CANASIA-COOP**: To connect students with employers in China, Thailand, Japan and other Asian countries
- **CANCOM-COOP**: To connect students with employers in Africa, Australia, New Zealand and other Commonwealth countries
- **CANSAM-COOP**: To connect students with employers in Brazil, Chile and other South American countries
- **CANUSA-COOP**: To connect students with employers in the Silicon Valley and other American cities

In addition to these new programs, the CANEU-COOP program has existed since 2009 and connects students with work opportunities at partner institutions in Austria and Germany, while students from the European institutions complete academic terms at UVic.
Student embarks on first Indigenous co-op exchange

UVic co-op student Kimberly Hanton (Qalipu Mi’kmaq First Nation Band of Newfoundland) spent a fall 2015 co-op work term at the University of Newcastle in Australia on UVic’s first Indigenous co-op exchange. Hanton traveled to Australia for a work term, while Australian Indigenous student Cristal Walters traveled to UVic to take part in the LE,NONET program and complete a multi-week education internship. Both students were supported by local Indigenous Elders and participated in cultural ceremonies to protect them during their travels. This exchange program was established through the CANCOM-COOP project as a result of funding from the Canadian Queen Elizabeth II Diamond Jubilee Scholarship program.

Graham Branton Fund supports six international work experiences

Six students traveled abroad for work in 2015 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 remuneration. This year’s recipients were:

- **Erin Eidsvik (biology)** spent a work term at the Archipelagos Institute of Marine Conservation in Samos, Greece, where she conducted visual census surveys on littoral zone ecosystems by assessing fish, algae and invertebrate biodiversity and the factors impacting them.

- **Taylor Josephy (earth and ocean sciences)** worked with the Sustainability through Agriculture and Micro-Enterprises Project (SAM), in Livingstone, Zambia. He trained volunteers, conducted interviews with villagers to determine clean water access, and collaborated with Engineers without Borders and Overland Missions on the installment of clean water initiatives.

- **Raymond Illsley (history)** traveled to the Auschwitz-Birkenau State Memorial Museum in Poland, where he worked in the Preservations Department assisting with the search for artifacts, cataloguing artifacts and helping set up displays.

- **Theresa Dearden (geography)** spent a work term at the University of Sao Paulo in Ourinhos, Brazil, where she conducted fieldwork based around freshwater resources and agriculture in Sao Paulo State. The data she collected will be used to develop government resource management plans.

- **Jamie Lynn Phillips (biology)** worked at the Bimini Biological Field Station in Bimini, Bahamas as a volunteer research assistant with the shark lab team. She supported PhD students’ research by tagging and measuring sharks, fixing glints and maintaining equipment.

- **Ramsay Malange (public administration)** worked on a research project at the Universidade Estadual Paulista (UNESP) in Araraquara, Brazil. He helped investigate policy-setting processes in Brazil and analyzed the changes in policy processes over time.

Co-op students Patrick Dwyer (psychology, second from left) and Katlin Aarma (commerce, second from right) joined the literacy-based WITS program, which encourages young students to “Walk away, Ignore, Talk it out and Seek help.” Dwyer and Aarma liaised with elementary schools, police and Indigenous community leaders to promote the program.
STUDENTS, EMPLOYER AND STAFF MEMBER OF THE YEAR

Three students recognized as Co-op Students of the Year for 2015

Each year, we recognize three co-op students who have made outstanding achievements in their academic achievement, workplace performance and community involvement. One student is selected from each of our three major program areas. Our 2015 Co-op Students of the Year are:

AINSLEIGH HILL
(physics and biochemistry)

Co-op Student of the Year: Optional and Professional Co-op Programs

Although Ainsleigh is only 19 years old, she has demonstrated a passion for problem solving and an aptitude for science well beyond her years. After graduating from high school at 16, Ainsleigh followed her love of math and science to UVic, where she is pursuing a degree in physics and biochemistry. For her first two co-op work terms, she joined the bioinformatics team at the BC Cancer Agency’s Terry Fox Laboratory. She impressed her co-op supervisor by teaching herself how to program in C++ and R within a week—skills that come in handy when the team analyses mass cytometry data for B Cell lymphoma using computer algorithms.

Ainsleigh quickly proved herself able to brainstorm as an equal with the postdocs and bioinformaticians on the team. She is a natural problem solver and trailblazer; when a standard mathematical expression commonly used to measure data was yielding inappropriate values, she was able to modify the expression to remedy the issue—the new expression is now referred to as the “Ainsleigh index.” Her contributions to the team will earn her authorship on at least two papers next year.

Ainsleigh has been a champion of co-op, encouraging many of her friends to join the program. She credits co-op with helping her zero in on the possibilities of combining computer science with research.

FRANCIS CHARBONNEAU
(electrical engineering)

Co-op Student of the Year: Engineering and Computer Science/Math Co-op Programs

Francis Carbonneau has a passion for making the world a better place. The fourth-year electrical engineering student has made a point of completing six co-op work terms with organizations committed to sustainability and renewable energy. He has also demonstrated a commitment to community through his volunteering and extracurricular activities.

His most recent two work terms were with SgurrEnergy as a Renewable Energy Consultant. In addition to managing projects assessing wind resource and the power performance of wind turbine generators, Francis provided technical reviews of wind farm cabling and compiled risk matrix reports for various projects. He did such a good job that he was offered a full-time position with SgurrEnergy after graduation.

An exemplary student, Francis has also been active outside the classroom. He has been a member of the men’s novice varsity rowing team, and is currently a co-director of sports with the Engineering Student Society. He volunteers as a Big Brother and encourages fellow co-op students to embrace job shadowing opportunities to learn the most about their possible career paths.

STUDENTS, EMPLOYER AND STAFF MEMBER OF THE YEAR
Co-op Student of the Year: Business Co-op Program

Learning through work experience was a key factor in Karley Skaret’s decision to attend the Peter B. Gustavson School of Business. She knew that the mandatory co-op program would give her the opportunity to apply theory in real-life workplaces, and with two co-op work terms under her belt, she has already learned a lot.

Her first work term was with Calgary Wildfire Management, where she organized events to promote the Government of Alberta’s Sustainable Resource Development and created an organizational system to track and manage the office’s promotional material. Last summer, she was hired as an office accounting clerk with RGO Office Products, but was quickly promoted. Karley was tasked with mapping internal processes, reporting areas of improvement and developing solutions to help guide the strategic direction of the company.

Karley has also shown a commitment to giving back to the local community. She has volunteered with Soup Sisters, the Canadian Diabetes Association, and the Leukemia and Lymphoma Society and was the Vice President of the Young Women in Business UVic Chapter.

Trisha Twiss named first ever Staff Member of the Year

In 2015, Co-op and Career invited nominations for the first ever Staff Member of the Year award. Trisha Twiss, Co-op Assistant for the Optional and Professional Co-op Programs and Career Services was named the 2015 recipient for fostering a sense of inclusion, engagement and celebration across the unit.

Carmanah Technologies Corporation named 2015 Co-op Employer of the Year

Co-op and Career congratulates Carmanah Technologies Corporation, our Co-op Employer of the Year for 2015.

The Victoria-based solar technology developer has hired an impressive 18 co-op students since 2011 and has hired eight of these former students into full-time positions after graduation. The company, which will celebrate its 20th anniversary in 2016, is known for welcoming students into Carmanah’s open and inclusive culture as valued team members rather than temporary employees.

“Carmanah is passionate about co-op,” says Alison Keller, a UVic Bachelor of Commerce graduate and current sales representative at the company. “Students are excited to be part of a socially- and environmentally-engaged workplace, and to see the impact that their work has on the world around them.”

The organization has hired co-op students from a wide range of UVic programs to work in diverse areas, including sales, business development, communications, project development, project design and more. Students are mentored throughout their work terms and are encouraged to learn about all aspects of the company, products and projects—this accelerates their personal growth and career success.

Carmanah has also supported experiential learning right here on campus. Staff regularly volunteer to take part in UVic Co-op and Career’s mock interview clinics, and also assist with the “What can you do with your degree” event series.

“Carmanah Technologies has consistently demonstrated its commitment to fostering exceptional student learning opportunities,” says Dr. Norah McRae, executive director of UVic Co-op and Career. “The quality of students’ work experiences, the mentorship provided by senior staff, the opportunity for professional growth and the focus on developing products that make a positive impact on our communities are just a few of the reasons that we are thrilled to count Carmanah as a valued partner in education.”

A video showcasing our Employer of the Year will be made available in early 2016 at youtube.com/uviccoopandcareer under the “Co-op Employers of the Year” playlist.
SURVEY RESULTS

Convocation survey captures student employment trends

Co-op and Career gathered feedback from graduating students in June 2015 about employment trends and interaction with our office. Of the 438 students who responded to the survey, 49 per cent had secured employment by graduation, and 40 per cent of these students had received more than one offer of employment.

- 74% reported that their positions were career-oriented
- 52% had obtained a salary over $40,000
- 64% had accepted entry-level positions
- 43% had found work within Greater Victoria
- 32% had participated in a UVic co-op program and 39% had used one or more career-based service

SOCIAL MEDIA OUTREACH

Social media engagement on the rise

In 2015, we continued to reach out to key audiences through our primary social media channels:

- **Facebook** (facebook.com/uviccoopandcareer) 1,532 likes (increase of 350 likes since 2014)
- **Twitter** (@uviccoopcareer) 2,692 followers (increase of 374 followers since 2014)
- **LinkedIn** (University of Victoria Co-op and Career group) 1,089 group members (increase of 169 members since 2014)

In addition to our central channels, more than 25 individual staff and Co-op and Career office use Twitter, Facebook and LinkedIn to foster relationships with students and employers.
LOOKING TOWARDS 2016

Bringing Co-op and Career into the UVic Edge

In early 2016, Co-op and Career will work closely with UVic Communications and Marketing to develop new material that reflects the University’s new Edge branding. This will include replacing the “Learning in motion” tagline and brand with the Edge on all print, web, event and large-scale material. Rollout of a completed new look is planned for September 2016.

New Co-op and Career website to launch in early 2016

Following a comprehensive review and consultation with key stakeholders, Co-op and Career will reveal a new website structure and design in early 2016. The new site will be built in the Edge templates and will improve user navigation and access.

WACE International Research Symposium to be held at UVic in June 2016

UVic Co-op and Career is hosting the 2016 World Association of Co-operative Education (WACE) International Research Symposium from June 12 to 15, 2016. Delegates from co-operative education institutions around the world will attend the symposium to present research on co-operative and work-integrated education strategies and opportunities.