At its heart, UVic Co-op and Career is about helping students reach that ‘aha’ moment—that moment when they connect what they’re great at with what they love to do, and discover career opportunities in this sweet spot. In 2016/17, we continued to fine-tune our approach to better support students on this journey and we were impressed, as always, by the impact they made.

From developing best practices for those working with Indigenous communities in Canada to developing and managing programs for children and families affected by HIV in South Africa, UVic students are not just gaining work experience—they are active agents of positive change.

In 2016/17, Co-op and Career continued to expand the range of extraordinary learning experiences as a result of funding made available through the President’s Beyond Borders Fund student mobility initiatives. We also coordinated co-op exchange opportunities with post-secondary institutions around the world, and expanded local and national co-op placements as well. Additionally, we hosted more than 30 individual career development events, and supported more than 9,000 students through our workshops and appointments.

This past year, we launched a new version of our website to make it easier for students and employers to locate relevant resources, and overhauled more than 250 pieces of curricular and outreach material to align with the UVic Edge brand.

We continued to seek opportunities for students to engage in community-based learning in 2016/17. In addition to coordinating 43 community service learning (CSL) placements with local community organizations, our work through the Office of Community-University Engagement led to enriched opportunities for partnerships.

This annual report identifies general trends and developments, as well as placement and program statistics, from May 2016 to April 2017. For detailed statistics on individual faculties, please see our customized faculty summaries.

We hope you find this information useful, and we look forward to another productive year in 2017/18.

Dr. Norah McRae

Executive Director, Co-operative Education Program and Career Services
Director, Office of Community-University Engagement
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This report was produced in August 2017 by the Office of the Executive Director of UVic’s Co-operative Education Program and Career Services.

Graphic design: UVic Graphic Services
Photography: UVic Photographic Services, UVic co-op students

Cover photo: Kyle Nelson (geography) spent a work term as an ecological monitoring technician with Parks Canada in Waterton Lakes National Park, Alberta. “The incredibly diverse nature of the work was really interesting. One day I’d be recording bird calls and another I’d be looking for amphibians or hiking into the backcountry to set up a bat monitoring station.”
THE YEAR IN NUMBERS: 2016/17 STATISTICS

CO-OP WORK TERM PLACEMENT DATA

There was an increase in co-op placements this year. Overall, the Co-operative Education Program made 3,873 co-op placements in 2016/17, increasing 15.9 per cent over last year (c.f., 3,341 placements in 2015/16).

Added to our co-op placements, the Co-operative Education Program also participated in placing students in Community Service Learning Placements (CSL) over the past several years. In 2016/17, 43 CSL placements were made in local community organizations. Cumulatively, 3,916 work-integrated learning opportunities were brokered last year.
For co-op placements, the distribution was generally balanced across each term, ranging from 26.1 per cent to 40 per cent, demonstrating a commitment to the alternating system of work and study, rather than the majority of placements being summer-based. Across all co-op institutions in the province, the distribution of placements by term was similarly balanced (43.2 per cent for Summer 2016, 27.7 per cent for Fall 2016, and 29.1 per cent for Spring 2017).

British Columbia remains the most popular location for work term placements. In 2016/17 there were 2,957 British Columbia placements, representing 76.3 per cent of placements.

The distribution of placements by region over the past five years has been relatively stable. Placements in the Lower Mainland have increased over the past year while placements throughout the rest of Canada have decreased. International placements have been increasing over the past five years.
Last year, of the 3,873 overall placements, 2,063 placements (53.3 per cent) were generated by co-op staff through the online posting system [learninginmotion.uvic.ca]. Students generated 1,093 placements (28.2 per cent), 523 placements (13.5 per cent) were return placements (that is, students returned to a previous employer), and 194 placements (5 per cent) were work term challenge placements.

It should be noted that the placement percentages are significantly different with the two large mandatory co-op programs (Business and Engineering) extracted from the data: 1,097 placements (74.2 per cent) were generated by co-op staff through the online posting system, 209 placements (14.1 per cent) were generated by students, 162 placements (11 per cent) were return placements, and 11 placements (0.7 per cent) were work term challenge placements.

METHODS OF PLACEMENT IN 2015/16
CO-OP EMPLOYER DATA

Last year, 1,346 different employer organizations hired co-op students—56.8 per cent of employers hired more than one student during the year. Of these 1,346 employers, 80.5 per cent hired from more than one co-op program area.

Last year, private sector placements represented 69.4 per cent of placements. Over the past several years, the percentage of placements by employer type have been settling into a pattern of greater reliance on the private sector than the public sector (c.f., in 2006/07, 55.3 per cent were private sector placements and 44.7 per cent of placements were with the private sector).

PLACEMENT BY EMPLOYER TYPE IN 2016/17

[Diagram showing placement percentages by employer type for 2016/17]
In 2016/17, the average co-op salary across all programs for all levels of students was $2,718—a $64 or 2.3 per cent decrease over last year (c.f., $2,783 in 2015/16). The average co-op salary across all programs for graduate students was $3,280 and the average co-op salary across all programs for undergraduate students was $2,643.

AVERAGE MONTHLY CO-OP SALARY OVER TIME

CO-OP STUDENT DEMOGRAPHICS

Although 53 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’s 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 53 per cent female.
For 2016/17, 15 per cent of all UVic students were international (visa) students (12 per cent undergraduate and 27 per cent graduate). As seen below, for the UVic Co-op Program, in 2016/17, 18.5 per cent of placements made were by international students; however, at the graduate level 56.0 per cent of placements made were by international students. Other co-op student demographics for 2016/17 include:

<table>
<thead>
<tr>
<th>PROGRAM AREA</th>
<th>TOTAL PLACEMENTS</th>
<th>PLACEMENTS BY INTERNATIONAL STUDENTS</th>
<th>PLACEMENTS BY INDIGENOUS STUDENTS</th>
<th>PLACEMENTS BY DISABLED STUDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL CO-OP PROGRAM</td>
<td>3,873</td>
<td>715 (18.5%)</td>
<td>33 (0.9%)</td>
<td>3 (0.1%)</td>
</tr>
<tr>
<td>GRADUATE STUDENTS ONLY</td>
<td>461</td>
<td>258 (56%)</td>
<td>2 (0.4%)</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>UNDERGRADUATE STUDENTS ONLY</td>
<td>3,412</td>
<td>457 (13.4%)</td>
<td>31 (0.9%)</td>
<td>3 (0.1%)</td>
</tr>
</tbody>
</table>

Sarah Khan is a biochemistry and microbiology co-op student and the recipient of a prestigious 3M National Student Fellowship. She developed a method of developing cancer-blocking molecules during a work term in UVic chemist Dr. Fraser Hof’s research lab, and completed a volunteer co-op at Tall Tree Integrated Health. “She doesn’t seek opportunities to check a box or to fill a gap in her résumé,” says co-op coordinator Dr. Rozanne Poulson, who nominated Khan for the 3M fellowship. “She looks for those opportunities that will allow her to become the best physician she can be.”
COMPETENCY ASSESSMENT FRAMEWORK

UVic’s Co-op Program is the only co-operative education program in the world that uses a 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

10 CORE COMPETENCIES

Co-op and Career’s 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>

Co-op students’ ability to demonstrate the development of the 10 core competencies in workplace settings, and employers’ third party validation of these students’ skills, speaks to the impact and quality of UVic programs, as well as to employability outcomes.
FOUR INTERCULTURAL COMPETENCIES

One of UVic’s Learning Outcomes does not correlate with Co-op and Career’s core competencies, but aligns directly with the unit’s set of intercultural competencies. UVic identifies Intercultural Knowledge and Sensitivity as a key Learning Outcome, while Co-op and Career divides this into:

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

UVic strives to develop global-ready graduates who can contribute to local, national and international communities. International co-op work terms, as well as work terms in culturally diverse workplaces here in Canada, help students become strong global citizens, as described in UVic’s 2012 Strategic Plan. In 2016/17, 1,624 co-op students identified their Canadian and international workplaces as intercultural settings.

Detailed competency assessment data for 2016/17 can be requested from the Director’s Office of Co-op and Career.

EVENT PARTICIPATION AND SERVICE USE

From May 2016 to April 2017, UVic students and alumni continued to connect with UVic Co-op and Career through events, workshops, services and other career support activities.

USE OF CAREER DEVELOPMENT SERVICES

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>NUMBER OF PARTICIPANTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career help appointments and drop-in appointments</td>
<td>192 (BUSI), 752 (ECSM), 1,651 (OPP)</td>
</tr>
<tr>
<td>Other career support activities (programs, courses, workshops, targeted events, etc.)</td>
<td>629 (BUSI), 1,420 (ECSM), 4,892 (OPP)</td>
</tr>
</tbody>
</table>

BUSI = Business, ECSM = Engineering and Computer Science/Math, OPP = Optional and Professional Programs (all other programs)

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 2016. A total of 18,632 different users were active in the system.

AUDIENCE BREAKDOWN

<table>
<thead>
<tr>
<th>AUDIENCE GROUP</th>
<th>NUMBER OF USERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>10,786</td>
</tr>
<tr>
<td>Alumni</td>
<td>1,329</td>
</tr>
<tr>
<td>Employers</td>
<td>1,396</td>
</tr>
<tr>
<td>Community members</td>
<td>461*</td>
</tr>
</tbody>
</table>

*Numbers reported in this category in previous years have been cumulative rather than annual.
In 2016/17, Co-op and Career hosted a wide range of activities to connect students and alumni with employers.

<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>Shift into Summer</td>
<td>April 11 to May 27, 2016</td>
<td>Online</td>
<td>2,196 visits</td>
<td>Online summer job resources, featured job postings and support</td>
<td>Annual</td>
</tr>
<tr>
<td>Co-op Photo Contest</td>
<td>Entries accepted: May to September, 2016</td>
<td>Online</td>
<td>124 photo entries</td>
<td>Students’ photos of their co-op experiences</td>
<td>Annual</td>
</tr>
<tr>
<td>Tech Connect</td>
<td>May 31, 2016</td>
<td>2 hours</td>
<td>101 students over two hours</td>
<td>Eight employers, including BC Cancer Agency, Beanstream, LaneLight and Starfish Medical</td>
<td>Annual</td>
</tr>
<tr>
<td>Co-op Student for a Day contest</td>
<td>September 2016</td>
<td>Entry booths open outside major Fall events</td>
<td>123 student entries, 14 students matched with employers</td>
<td>Students entered to spend a day job-shadowing at one of 10 local organizations, including AbeBooks, AXYS Analytical, and Fisheries and Oceans Canada</td>
<td>Annual</td>
</tr>
<tr>
<td>Co-op and Career Info Day</td>
<td>September 13, 2016</td>
<td>Full day</td>
<td>568 students</td>
<td>All Co-op and Career programs and offices</td>
<td>Annual</td>
</tr>
<tr>
<td>Résumé Day</td>
<td>September 2016 and January 2017</td>
<td>Half-day (multiple booths on campus)</td>
<td>131 students</td>
<td>Résumé clinic</td>
<td>Two/three times per year</td>
</tr>
<tr>
<td>Co-op and Career Fair</td>
<td>October 4 and 5, 2016</td>
<td>Full-day</td>
<td>1,693 students over two days</td>
<td>61 exhibitors, including AbeBooks, BC Transit, CPABC, Husky Energy, Microsoft, RevenueWire, Scotiabank and Trane</td>
<td>Annual</td>
</tr>
<tr>
<td>Career Corner and Makerspace at the Career Fair</td>
<td>October 4 and 5, 2016</td>
<td>Full day</td>
<td>219 students met with career educators</td>
<td>On-site networking and career support</td>
<td>Annual</td>
</tr>
<tr>
<td>What can you do with your degree? panel sessions</td>
<td>October 2016 and February 2017</td>
<td>1.5 hours</td>
<td>474 students</td>
<td>Panelists included alumni, co-op employers and department contacts from a wide range of industries</td>
<td>6 panels</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>Indigenous student networking and mock interview events</td>
<td>October 2016 and February 2017</td>
<td>Various sessions</td>
<td>26 students and 16 employers</td>
<td>Co-op information session, networking opportunity with employers and career panel</td>
<td>Two annual sessions</td>
</tr>
<tr>
<td>Mock interview clinics</td>
<td>October 2016 and February 2017</td>
<td>Full day (six clinics)</td>
<td>1,145 students</td>
<td>Mock interviews with 380 interviewers, including employers, senior students, faculty and staff</td>
<td>Annual</td>
</tr>
<tr>
<td>Success in the Humanities and Fine Arts</td>
<td>November 3, 2016</td>
<td>2 hours</td>
<td>27 students, 10 employers</td>
<td>Networking workshop and employer mingle for humanities students</td>
<td>Annual</td>
</tr>
<tr>
<td>Career Pathways for Graduate Students</td>
<td>November 9, October to April</td>
<td>Various sessions</td>
<td>124 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>February 7 and 8, 2017</td>
<td>Full-day</td>
<td>450 students over two days</td>
<td>40 exhibitors, including AbeBooks, Codename Entertainment, IBM, Red Brick Media, Schneider Electric and Teck</td>
<td>Annual</td>
</tr>
<tr>
<td>Employer Appreciation Reception</td>
<td>February 22, 2017</td>
<td>2 hours</td>
<td>212 employers and UVic staff</td>
<td>Co-op Employer of the Year, Co-op Students of the Year, President Jamie Cassels</td>
<td>Annual</td>
</tr>
<tr>
<td>Navigator and Horizons</td>
<td>Year-round</td>
<td>Online</td>
<td>14 (Navigator) and 29 (Horizons)</td>
<td>Self-paced online career programs to help students explore career options and look for work</td>
<td>Several intakes each year</td>
</tr>
<tr>
<td>Employer/grad school information sessions</td>
<td>Year-round</td>
<td>1 to 2 hours</td>
<td>Student attendees varied per session</td>
<td>140 presenters, including CIBC, Google, the JET Programme, RevenueWire and Western College of Veterinary Medicine</td>
<td>Arranged upon employer request</td>
</tr>
</tbody>
</table>
Michael Carzim (Master of Global Business, right) and Will Goldbeck (commerce, left) completed work terms with Beanstream, a payment processor that provides online, in-app and in-store payment solutions to companies across North America. For Ravinder Manhas (centre), Beanstream’s Head of Finance, co-op students are an essential part of the team. “They bring innovative insights to their positions and help us gain perspectives that enrich our business.”
NEW DEVELOPMENTS

SERVICE, EVENT AND RESOURCE GROWTH

New Co-op and Career website launches
In May 2016, uvic.ca/coopandcareer re-launched with a new structure and design. The new information architecture was created after extensive stakeholder consultation and provides improved navigation.

Social media continues to be key engagement tool for students
Initiatives such as our web-based Shift into Summer job posting resource, as well as event promotions and weekly career development opportunities continued to be promoted heavily through our Facebook, Twitter and LinkedIn channels in 2016/17. Enhanced pan-unit collaboration across campus as well as strategic analytics were new foci this year.

Rebranding continues
Over the course of 2016/17, more than 10 major events, six publications (including more than 200 variations), various large-scale pieces and all digital promotional material were rebranded to reflect the Edge and Co-op and Career’s unique identity. Rebranding will continue into 2017/18.

Co-op and Career hosts international research symposium
Co-op and Career hosted the World Association for Cooperative Education’s (WACE) Second International Research Symposium (IRS) June 12-15, 2016 in Victoria, BC. More than 150 global leaders in co-operative and work-integrated education met to discuss international research emerging from the community-engaged learning and experiential learning spheres.

Dr. Norah McRae (left) delivers remarks at the WACE International Research Symposium with Dr. Paul Stonely (right), the CEO of WACE.
Update from the Office of Community-University Engagement

Formed in May 2015, the Office of Community-University Engagement (OCUE) had a busy year in 2016/17. Under the guidance of Director Dr. Norah McRae, OCUE was involved in several exciting initiatives:

UVic and community partners welcomed more than 200 delegates to campus for CUVIC 2016: Reconciliation, Innovation and Transformation through Engagement from April 27-29, 2016. This conference was an initiative of the UVic provost and OCUE and was also supported by the former Institute for Studies & Innovation in Community-University Engagement (ISICUE). The conference showcased how UVic and the broader community are responding to the Truth and Reconciliation Commission (TRC) of Canada’s Calls to Action.

Elder Dr. Skip Dick (right) of the Songhees Nation opened the first session with a Welcome to the Territory. Ruth Young (left), former Director of the Office of Indigenous Affairs, and Dr. Robina Thomas (middle), Director of Indigenous Academic and Community Engagement, led the opening night as co-master of ceremonies.

Biology graduate Keegan Meyers leveraged his work term with LGL Limited Environmental Research Associations (LGL) in Sidney into a full-time position as a wildlife biologist. “I wouldn’t be where I am right now without the co-op program,” he says. “It has been fundamental to securing a job with a great company.” Here, Meyers monitors painted turtle habitat in Revelstoke.

Photo: Karle Zelmer.
OCUE worked with UVic partners including Communications + Marketing, Systems, Research Knowledge and Mobilization, and Co-op and Career Services to develop a **Community-University Engagement Map** that documents UVic’s community-engagement projects and initiatives around the world. More than 1,000 engagement initiatives in over 70 countries have been tracked. Explore the map at [uvic.ca/ocue/engagement-map](http://uvic.ca/ocue/engagement-map).

OCUE and other UVic partners, including several faculty members and Community and Government Relations, participated in the ongoing **City Studio project** that saw the City of Victoria, Camosun College, Royal Roads University and other community partners collaborate on initiatives that connect students with the community.

In June 2016, OCUE began providing administrative secretariat support to **Community-Based Research Canada** (CBRC), a national champion and facilitator of community-based research and campus-community engagement in Canada.

Chemistry students **Mark Gasdal** (left) and **Danica Jensen** (right) spent a work term working as lab chemists for Axys Analytical, an employer specializing in ultra-trace, small organic molecule detection.
RESEARCH AND RECOGNITION

CANEU-COOP Program recognized with award
UVic Co-op and Career’s Canada-Europe (CANEU-COOP) exchange program, which sends UVic co-op students to Europe to complete work terms and welcomes European students to the UVic campus, received the British Columbia Council for International Education’s (BCCIE) award for Outstanding Program in International Education (2016).

UVic participates in multiple research projects on work-integrated learning (WIL)
UVic Co-op and Career staff members developed and participated in a wide range of research initiatives in 2016/17, including:

✛ A SSHRC-funded research project that is exploring how students who participate in community-engaged learning like co-op work terms, practicums and more become knowledge mobilizers between academic institutions and the community

✛ A World Association of Co-operative Education (WACE)-funded study that is identifying the barriers to participation in work-integrated learning (WIL) faced by international students studying in Australian and Canadian universities

✛ An Association of Co-operative Education (ACE) research project examining employer perceptions and practices around the hiring of students from international pathways, including international students and immigrants

✛ A Waterloo Centre for the Advancement of Co-operative Education (WatCACE)-funded research project on the development of intercultural competence of students in work abroad and study abroad programs

✛ A case study on the development of Co-op and Career’s Intercultural Competency Development Curriculum (ICDC)

✛ The development of a global WIL framework

✛ The development of a quality standards framework for WIL

Staff produce report on international mobilization for Global Affairs Canada
In March 2017, UVic Co-op and Career Executive Director Dr. Norah McRae, Manager of International Programs Karima Ramji and Employer Relations Coordinator Vanessa Raber produced a report for Global Affairs Canada called “Outbound Mobility of Young Canadians: Benefits, Challenges and Recommendations.” This report summarizes the international mobility opportunities available to young Canadians and includes the benefits and challenges of international education for students, post-secondary institutions, employers and the Canadian economy. The report highlighted the importance of international work-integrated learning (WIL) in development of intercultural competencies and enhancing student employability, and recommended a national strategy to plan and fund international education (including WIL) that aligns with Canada’s strategic foreign policies. Better institutional supports that allow for intentional curriculum integration and improved tracking of international activities were identified as enablers for student learning, and will allow institutions to leverage the full benefits of international education.
Co-op and Career staff members publish 10 articles on work-integrated learning practices

UVic Co-op and Career Executive Director Dr. Norah McRae, Manager of International Programs Karima Ramji, and LE,NONET Experiential and Community Learning Coordinator Lalita Kines authored or co-authored a total of 10 published articles in 2016/17 on the topic of work-integrated learning frameworks and their impact on learners and community:


McRae, N. & Gribble, Kate. (In press). Creating a Climate for Global WIL: Barriers to participation and strategies for enhancing international students’ involvement in WIL in Canada and Australia. In K. Hartwig & G. Barton (Eds.), Professional learning for international students: Exploring theory and practice. Switzerland: Springer International Publishing AG.

Executive director recognized with CAFCE award

Co-op and Career Executive Director Dr. Norah McRae was awarded the 2016 Dr. Albert S. Barber Award from the Canadian Association for Co-operative Education (CAFCE). This award recognized Dr. McRae’s outstanding contribution to the advancement of co-operative education in Canada, as well as a commitment to quality and excellence, and a deep knowledge of co-operative education that she shares with her colleagues from coast to coast.
Recreation and health education students Becky Wilder (left) and Ali Funk (third from left) spent four months helping to lead the James Bay Community School Centre’s summer recreation and adventure programs.
AUDIENCE OUTREACH

STUDENT OUTREACH AND OPPORTUNITIES

Mock interview clinics increase co-op student skills

More than 380 employers came to campus in 2016/17 to conduct mock interviews with 1,145 UVic co-op students. Each student preparing to apply for a first co-op position took part in this program, which included large-scale clinics as well as events offered to Indigenous students and students in smaller cohorts. These mock interview clinics provided students with the opportunity to receive valuable feedback from employers, while also fostering engagement with the employer community.

LE,NONET Experiential and Community Learning Coordinator creates dynamic opportunities for Indigenous students

In 2016/17, UVic’s LE,NONET Experiential and Community Learning Coordinator Lalita Kines worked to strengthen community partnerships with both Indigenous and non-Indigenous community organizations to identify work-integrated learning opportunities for Indigenous students. Kines also facilitated networking sessions and career panels to connect students with employers from a range of organizations that provide culturally relevant work experiences.

Career educators support students as they prepare for successful careers

In 2016/17, career educators provided 2,595 one-on-one career support drop-in sessions and appointments and supported close to 7,000 students and alumni through other career support activities, including programs, targeted events and regular workshops. In addition, career educators co-coordinated Career Pathways for Graduate Students, a year-round career exploration series for graduate students, and ran two Résumé Day events where students received on-the-spot feedback on their résumés.

Introduction to Professional Practice course expanded and rebranded

Co-op and Career’s curriculum coordinator and curriculum designer rebranded the content for the web-based Introduction to Professional Practice (IPP) course that all co-op students must complete prior to their first co-op work term. IPP is run through CourseSpaces. In 2016/17, additional modules were added to help students engage with entrepreneurship and social innovation opportunities.
New Career Services guide showcases breadth of support

In late 2016, a new Career Services guide was launched—this new piece pulls together content from a range of previous promotional materials to help students access the support that they need.

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 (SEC), which is dedicated to developing initiatives that help students connect with our programs and resources. In 2016/17, the committee ran the third annual Co-op Student for a Day contest, where students interested in co-op applied to spend a day job shadowing a local co-op employer organization. SEC members were also involved in the national career wellness campaign called "It All Adds Up", which asked students to consider how their activities inside and outside of the classroom prepare them for their next step.

Co-op Photo Contest showcases student experiences

U Vic co-op students submitted 124 photos for consideration to the 2016 Co-op Photo Contest, which asks students to share photos of their work term experiences. Cole Blezard (electrical and computer engineering) was awarded the top $500 prize for his photo taken while installing solar power to help light up rural health clinics with the SAM Project in Muzya, Zambia. Blezard donated the award money back to the SAM project. Contest entries are posted at uvic.ca/coopandcareer/contest.

Thouvenelle scholarship supports 62 community-based work terms

In 2016/17, UVic Co-op and Career awarded the Thouvenelle scholarship to 62 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.

"Selflessness is the most important virtue that a human can have. Zambians taught me the powerful effects of placing others before yourself and how a little generosity goes a long way," says Cole Blezard (left).
EMPLOYER OUTREACH

Job development trip takes staff to Silicon Valley and Boston

Each year, Co-op and Career staff travel across Canada and around the world to engage with prospective co-op employer organizations as well as alumni. In 2016/17, UVic Co-op and Career staff made two major trips to the United States. The first was to San Francisco as part of a cohort of representatives from the Faculty of Engineering as well as the City of Victoria. During this trip, staff pursued co-op job development opportunities at Google, SalesForce, Tesla, Flex, Facebook and more. UVic Co-op and Career staff also traveled to Boston on a separate job development trip and participated in a pan-Canadian university alumni reception hosted by the Consulate General of Canada.

Employer Engagement Committee identifies new priorities

The Employer Engagement Committee (EEC) brings together representatives from across Co-op and Career to develop strategies to better engage our employers. In 2016/17, EEC restructured the Employer of the Year award to recognize three different types of employer organizations (those with more than 50 employees, those with fewer than 50 employees and those who have begun hiring within the past three years). EEC also created an inventory of best practices for Co-op and Career staff, recommended the creation of a logo to recognize Employers of the Year, and reviewed and recommended changes to Learning in Motion to help staff track student interest and applications to co-op programs.

Employer Advisory Board highlights current trends

Employers from a range of industries volunteered to contribute to the Employer Advisory Board in 2016/17. 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.

Chamber of Commerce agreements highlight co-op as benefit to employers

UVic Co-op and Career has long-standing agreements with industry and community on Vancouver Island and around the world, including partnerships with the Victoria Chamber of Commerce, WestShore Chamber of Commerce, Saanich Peninsula Chamber of Commerce, VIATEC, and Chambers of Commerce in Shanghai, Hong Kong and London. These agreements help Co-op and Career to identify work experience opportunities for UVic students as well as to identify the hiring needs of community.

BC Tech Co-op Grants Program supports student hiring

In 2016/17, the provincial government continued offering the BC Tech Co-op Grants Program to help technology firms with less than 99 employees to hire co-op students. Many UVic co-op employers received a grant to cover up to 25 per cent of their co-op student’s salary. The two-year pilot program was 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 2016/17, 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

International co-op programs offer unique opportunities for exchange

In 2016/17, UVic placed 302 students in 345 international work terms. Many of these experiences were arranged through Co-op and Career’s five international co-op streams. UVic Co-op and Career holds international partnership agreements in these regions:

- **CANEU-COOP**: Connects UVic students with work opportunities at partner institutions in Austria and Germany, while students from the European institutions complete academic terms at UVic. 47 work terms completed in 2016/17.
- **CANASIA-COOP**: Connects students with employers in China, Thailand, Japan and other Asian countries. 171 work terms completed in 2016/17.
- **CANCOM-COOP**: Connects students with employers in Africa, Australia, New Zealand and other Commonwealth countries. 52 work terms completed in 2016/17.
- **CANSAM-COOP**: Connects students with employers in Brazil, Chile and other South American countries. 13 work terms completed in 2016/17.
- **CANUSA-COOP**: Connects students with employers in the Silicon Valley and across the United States. 41 work terms completed in 2016/17.

Beyond the formal streams, 22 international placements were made in countries where there was no international partnership agreement. In total, students completed work terms in 49 countries.

Two UVic students take part in Indigenous co-op exchange

From September to December 2016, UVic students Jackson McDermott (Dene and Cree) and Tami Schiefelbein (Cree, Métis and mixed European) spent a work term at the Wollotuka Institute at the University of Newcastle in Australia, as part of UVic’s unique Indigenous co-op exchange. This exchange program, the first of its kind, was established through the CANCOM-COOP project as a result of funding from the Canadian Queen Elizabeth II Diamond Jubilee Scholarship program. McDermott, an anthropology student, and Schiefelbein, an environmental studies student, were supported by local Indigenous Elders before and after their travels. They were also able to exchange knowledge with Aboriginal community members and colleagues during their time abroad.

Two UVic students take part in Indigenous co-op exchange

Jackson McDermott (second from right) takes part in an event about men’s health at the Wollotuka Institute.
Co-op and Career Executive Director Dr. Norah McRae, Manager of International Co-op Programs Karima Ramji and LE,NONET Experiential and Community Learning Coordinator Lalita Kines traveled to Australia to meet with Jackson and Tami as well as UVic’s partners at the University of Newcastle.

This unique program was highlighted in the Canadian Bureau for International Education’s 2016 status report, called *A World of Learning: Canada’s Performance and Potential in International Education* 2016. Co-op and Career is currently working to develop similar exchange models with universities in New Zealand.

You can see a video about Jackson’s and Tami’s experiences in Australia at [uvic.ca/coopandcareer/indigenouscoop](http://uvic.ca/coopandcareer/indigenouscoop).

**Co-op and Career signs agreement with University of Central Asia**

In January 2017, UVic signed a memorandum of understanding with the University of Central Asia (UCA), which has campuses in Kyrgyz Republic, Tajikistan and Kazakhstan. UVic will provide guidance to UCA as it develops a co-op program for its students. Two staff members from UCA spent a month at UVic to meet with Co-op and Career staff to gather best practices for establishing the new program. This training and the program outcomes will be captured in a report to be published over the next few years.

**Student mobility funds support international work experiences**

The University of Victoria provides a range of funding opportunities for students who are engaged in work-integrated learning. In 2016/17, several new awards were offered through the President’s Beyond Borders Fund as a way to increase student mobility. Co-op and Career administered several of these awards, specifically those directed towards co-op students. These funds include the President’s Excellence Fund, the President’s Asia Partners Fund, and funding to support work-integrated learning opportunities in Indigenous communities and with community groups.

Here is a breakdown of the opportunities that resulted from this funding in 2016/17:

**Five** students were awarded the *President’s Excellence Fund for UVic students undertaking experiential learning opportunities in Indigenous business, communities or community groups in Canada* in 2016/17. Students’ experiences varied from developing a best practices model for delivering Aboriginal Science, Technology, Engineering and Math (STEM) programs in Indigenous communities to collecting wildlife field data as part of a habitat study for the Okanagan National Alliance.
Richel Donaldson (political science and Indigenous studies, Tsimshian ancestry) spent four months working as a coordinator with the Hummingbird Project, where she collaborated with Pauquachin First Nation community members to help them create and carry out personalized wellness plans. “Being able to work within this community was very meaningful to me,” she says. “I’ve focused on healing, resistance and survival in Indigenous communities over the course of my studies—something this co-op position has allowed me to be involved with firsthand.”

Four students were awarded the President’s Asia Partners Travel Fund to support them as they undertook co-op work terms or internships in the Asia-Pacific region as part of their degree. These students were engaged in a wide range of community engagement projects, from developing ways to increase livelihood opportunities for families in the Philippines, to providing medical assistance in Japan through Lattitude Global Volunteering.

Mitchell Rivett (software engineering, centre) worked for Western Digital in Thailand, where he helped automate head gimbal assembly using applied computer vision and artificial intelligence. You can see a video about Mitchell’s experiences at Western Digital at uvic.ca/coopandcareer/coopabroad.

Ten students were awarded the President’s Excellence Fund for co-op students undertaking work terms elsewhere in Canada as part of their degree. Many of these students contributed to critical research projects taking place across Canada, including an ovarian cancer study in Vancouver, a project identifying facets of autism spectrum disorder in Québec and an analysis of gaps in user education about addiction and mental health in Ontario.

Twelve students were awarded the President’s Excellence Fund for UVic students undertaking experiential learning opportunities elsewhere in Canada as part of their degree. Students had dynamic work experiences across Canada, ranging from laboratory work in New Brunswick to field work in Alberta.

Nine students were awarded the President’s Excellence Fund for UVic students undertaking a co-op work term or internship at a non-profit organization elsewhere in Canada as part of their degree in 2016/17. Students made a vital impact in workplaces as diverse as the Hope for Wildlife education centre in Nova Scotia and the BC Cancer Agency in Vancouver.
Russell Drummond (Master of Education in Leadership Studies, left) volunteered with the Ukalapha Community Development Project in Pietermaritzburg, South Africa, where he created and managed programs for children and families in an impoverished township.

In addition to the funding administered as part of the President’s Beyond Borders Fund, Co-op and Career was able to send seven students abroad 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. From conducting behavioural research on dolphins in Ireland to researching solutions to radio frequency interference of global navigation satellite systems, Graham Branton Co-operative Education Endowment Fund recipients made a true impact in their workplaces.

Professional communications student Jennifer Polack put her writing and design experience to good use when she completed a work term as a fundraising coordinator for the Victoria Native Friendship Centre’s Siem Lelum housing project, which aims to provide safe and affordable housing to Indigenous families and individuals in need. As an Indigenous student herself, Jennifer plans to continue lending her skills to Indigenous-led businesses and projects.
STUDENTS AND EMPLOYERS OF THE YEAR

Three students recognized as 2016 Co-op Students of the Year

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 2016 Co-op Students of the Year were:

Paul Junhyuck Kim has always been motivated to better the world around him. Inspired to contribute to the field of public health by a family member’s battle with cancer, the fourth-year biochemistry student secured his first co-op work term conducting research at the Centre for Microbial Diseases and Immunity Research (funded by the Centre for Blood Research). After receiving a Science Undergraduate Research Award (SURA) from UVic, he was offered the chance to work alongside Dr. Julian Lum at the BC Cancer Agency Deeley Research Centre, where he conducted research involving lymphocyte infiltration in tumour microenvironments—research that could contribute to streamlining cancer treatments in the future. Paul’s work not only added a great deal of understanding on basic lymphocyte biology but also provided Lum’s lab with a strong backbone for future research grants. A believer in hands-on learning and a vocal proponent of co-op on and off campus, Kim looks forward to building strong relationships in his future co-ops to ultimately generate large-scale impact in the medical field.

Kim was also named the Association of Co-operative Education BC/Yukon’s 2016 Co-op Student of the Year (University Category).
**ANIKI BELL** (mechanical engineering)
Co-op Student of the Year—Engineering and Computer Science/Math Co-op Programs

A passion for environmental sustainability and renewable energy has led fourth-year student Anika Bell to new heights while studying mechanical engineering at UVic. From completing a work term with the UVic ECOSat team—where she helped design a 1st-place satellite for the Canadian Satellite Design Challenge—to working on renewable energy projects with the Environment Department of the Vancouver Airport Authority, Bell’s co-op placements have offered diverse and enriching opportunities for hands-on learning.

At her most recent work term with the BC Ministry of Environment Climate Action Secretariat (CAS), Bell stepped into the role of Climate-Resilient Buildings Intern. Tasked to complete a climate risk and resilience assessment of a public sector building in BC, Bell far exceeded the expectations set out for her. Bell’s outstanding accomplishments have led to her being sought out for a fourth work term with BC Housing, where she is working to create a tool to assess their buildings for climate change resilience.

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**NICHOLAS PINEAU** (business)
Co-op Student of the Year—Business Co-op Program

Driven by a pursuit of excellence and an appetite for knowledge, business entrepreneurship student Nick Pineau has proven himself an outstanding example of a Gustavson student both in and outside the classroom. Motivated to study at UVic because of the co-op program, Pineau spent his first work term conducting treasury and risk management with Elbow River Marketing in Calgary, Alberta, where he completed credit reviews and daily financial statement analysis. Last summer, he secured a position with Nexen working in accounting and finance, where he focused on variance analysis, budgeting and cost allocation in the oil and gas industry. Outside of the workplace, Pineau has dedicated himself to encouraging student engagement by helping fellow classmates with their job searches, organizing workshops to contribute to students’ professional development, coordinating speaker series and assisting in business co-op events.
Two employers recognized as 2016 Co-op Employers of the Year

In 2016, two extraordinary organizations were recognized for their outstanding student mentorship: Victoria-based solar energy specialist HES PV was named the 2016 UVic Co-op Employer of the Year (fewer than 50 employees), while Parks Canada was awarded the 2016 Co-op Employer of the Year (more than 50 employees).

A prolific employer in British Columbia and at sites across Canada, Parks Canada has mentored more than 230 UVic co-op students from across all of UVic’s co-op program areas since 2010. The agency is recognized for its strong commitment to mentorship—staff encourage students to learn about the higher-level policy and research that guides their projects and to spend time with several different teams. This approach helps students gain a bigger picture understanding of Parks Canada and helps poise them for future work within the agency. Beyond co-op, Parks Canada staff members contribute to UVic classes in the Faculties of Fine Arts and Social Sciences, regularly take part in mock interview clinics and are active participants at several UVic events.

With less than a dozen regular staff, HES PV’s hiring record is impressive. The solar electricity specialist has hired 34 co-op students since the summer of 2009, including 18 students on their first work term. Co-op students are often hired from the Faculty of Engineering and have contributed to projects that have made a real impact in local communities here in Victoria and in Ontario and Saskatchewan. A recent example is the T’Sou-ke Solar Project, which involved the installation of solar panels on buildings throughout the T’Sou-ke First Nation community.

HES PV has also supported experiential learning at UVic by participating in engineering classes on the topic of sustainable energy systems, and by taking part in the Co-op Student for a Day shadowing initiative, which invites students who are interested in co-op to spend a day with co-op employer organizations.

Employers of the Year are nominated by co-op staff based on students’ positive experiences in the workplace.

A video showcasing our Employer of the Year is available 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 surveyed 497 graduating students in June and November 2016 to gather information about their employment status and how they engaged with our office during their time at UVic.

- 54% had received offers of employment by their date of graduation
- 34% of the students who received job offers, reported that their positions were career oriented and in their chosen field
- 79% reported that their positions were career oriented and in their chosen field
- 64% had obtained a salary of over $40,000 per year
- 41% had found work within Greater Victoria
- 34% had participated in a UVic co-op program and 37% had used one or more career-based service
- 71% had accepted entry-level positions
- 42% of students found their post-graduation position through an employer connection made during the co-op program, and 31% found the position with the assistance of Career Services
- 34% of students who found work outside of Vancouver Island said they would have preferred to work on the island if they had been able to find suitable employment
LOOKING TOWARDS 2017/18

Leading Edge framework to launch
In September 2017, Co-op and Career will launch a pilot for our new Leading Edge Program, which will help students identify and complete a wide range of career development services, programs and learning activities, all of which will prepare them to make a positive impact in their career. The program will be available to all students in January 2018.

New virtual career fair to connect international students with employers
In November 2017, UVic Co-op and Career is partnering with Royal Roads University and Camosun College to launch a joint online career fair for international students. Students from all three institutions will have the opportunity to connect with a wide range of employers in an online venue, which will include webinars, video and e-chat options and more.

Co-op placements to reach 85,000
It is expected that UVic’s Co-op Program will secure its 85,000th co-op placement in 2017/18. The program was established in 1976 and secured 58 placements in its first year; today it secures more than 3,800 placements each year.