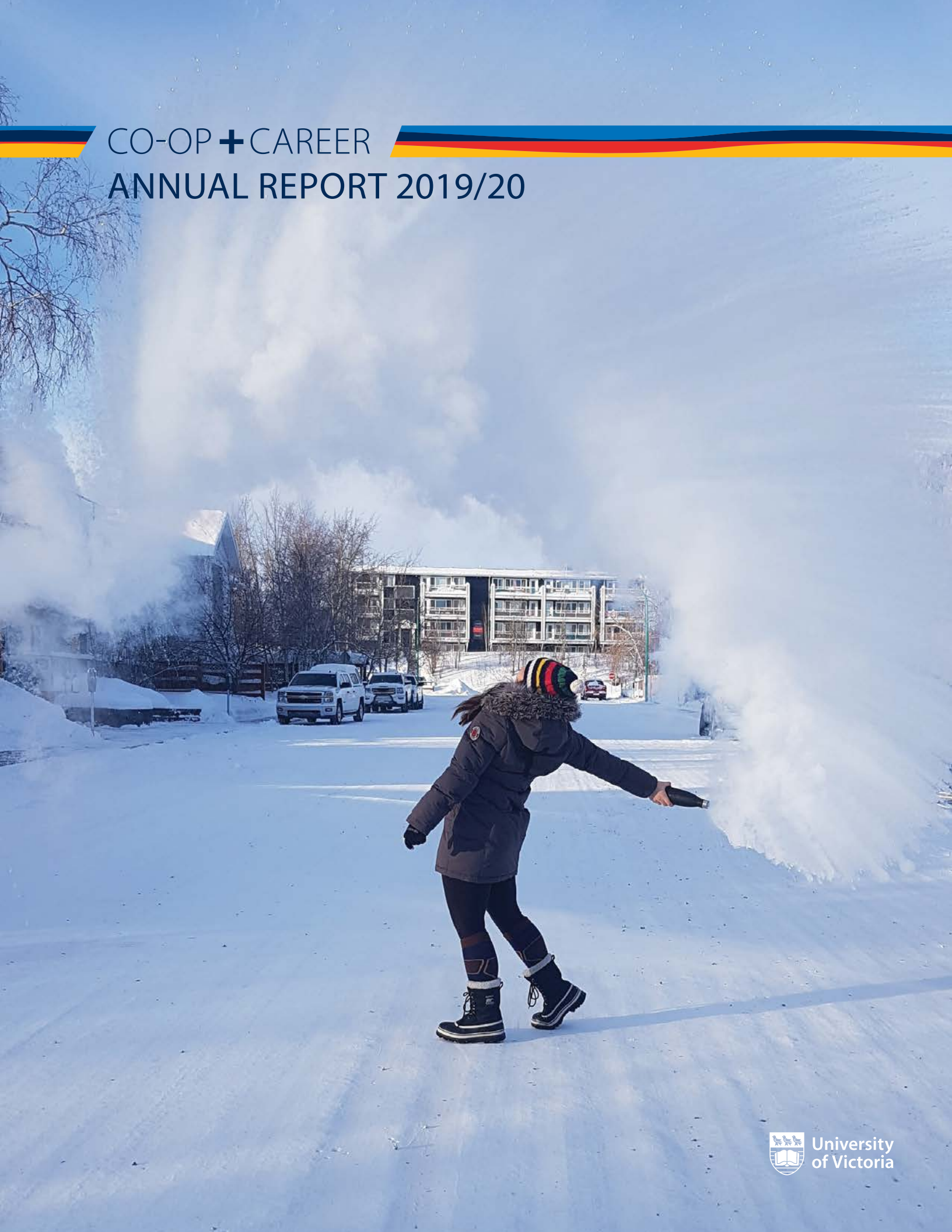


CO-OP + CAREER
ANNUAL REPORT 2019/20



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This annual report identifies general trends and developments, as well as placement and program statistics, from May 2019 to April 2020. For detailed statistics on individual faculties, or for historical data and trends, please see uvic.ca/coopandcareer/annualreport. This report was produced in February 2021 by the Office of the Director of UVic's Co-operative Education Program and Career Services.

Graphic design: UVic Communications + Marketing

Photography: UVic Communications + Marketing and UVic co-op students

All of UVic's co-op programs are accredited by Co-operative Education and Work-Integrated Learning Canada (CEWIL).

COVER: Andrea Kyfiuk (earth and ocean science) worked with the Canadian Centre for Climate Services, Environment and Climate Change Canada in Yellowknife.

LETTER FROM THE EXECUTIVE DIRECTOR



As we wrapped up the 2019/20 academic year, we faced the significant challenge of continuing the co-op program in the face of the COVID-19 pandemic. We were inspired

by the amazing work our employers and partners put in to support co-op students. We pivoted to offering online support, remote work and helping our students on international work terms return home safely. Our students continue to perform incredibly in their work terms and work-integrated learning (WIL) experiences.

In 2019/20, with 4,108 co-op placements overall, we passed 90,000 total co-op placements since the program launched in 1976. UVic students continue to make a vital impact wherever they work, whether it's developing an app to aid backcountry firefighters or mapping the locations of northern climate stations. We're proud to help support and facilitate these endeavors as UVic students and alumni build careers they love.

We are gratified to work with our dedicated partners both on and off campus. On campus, we are proud to be working closely with the office of Indigenous Academic and Community Engagement to connect Indigenous students with culturally relevant WIL both locally and abroad. Indigenous students completed more than 90 work terms last year—a UVic record. As well, we are appreciative of our newly established partnership with CanAssist to provide work term experiences for students who identify as having a disability. At both the federal and provincial levels, we are grateful to our governmental partners who support work-integrated learning students to gain valuable work-related experiences and skills as they start their careers.

As we move towards the future, we look forward to working with employers and community to further enhance UVic's outreach.

A handwritten signature in black ink that reads "Andrea Giles".

Andrea Giles
Executive Director,
Co-operative Education Program and Career Services

2019/20 BY THE NUMBERS

4,108

Number of work term placements completed

7,587

Number of students who accessed career support

66%

Percentage of graduating co-op students who received a job offer before graduation

86%

Percentage of graduating students who found career-oriented employment related to their chosen field

43%

Percentage of eligible UVic students who took part in co-op

\$3,075

Average monthly co-op salary

93,000+

Number of co-op placements have been made since the program launched in 1976

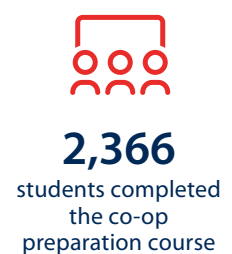
2,366

Number of students who took part in our co-op preparation course

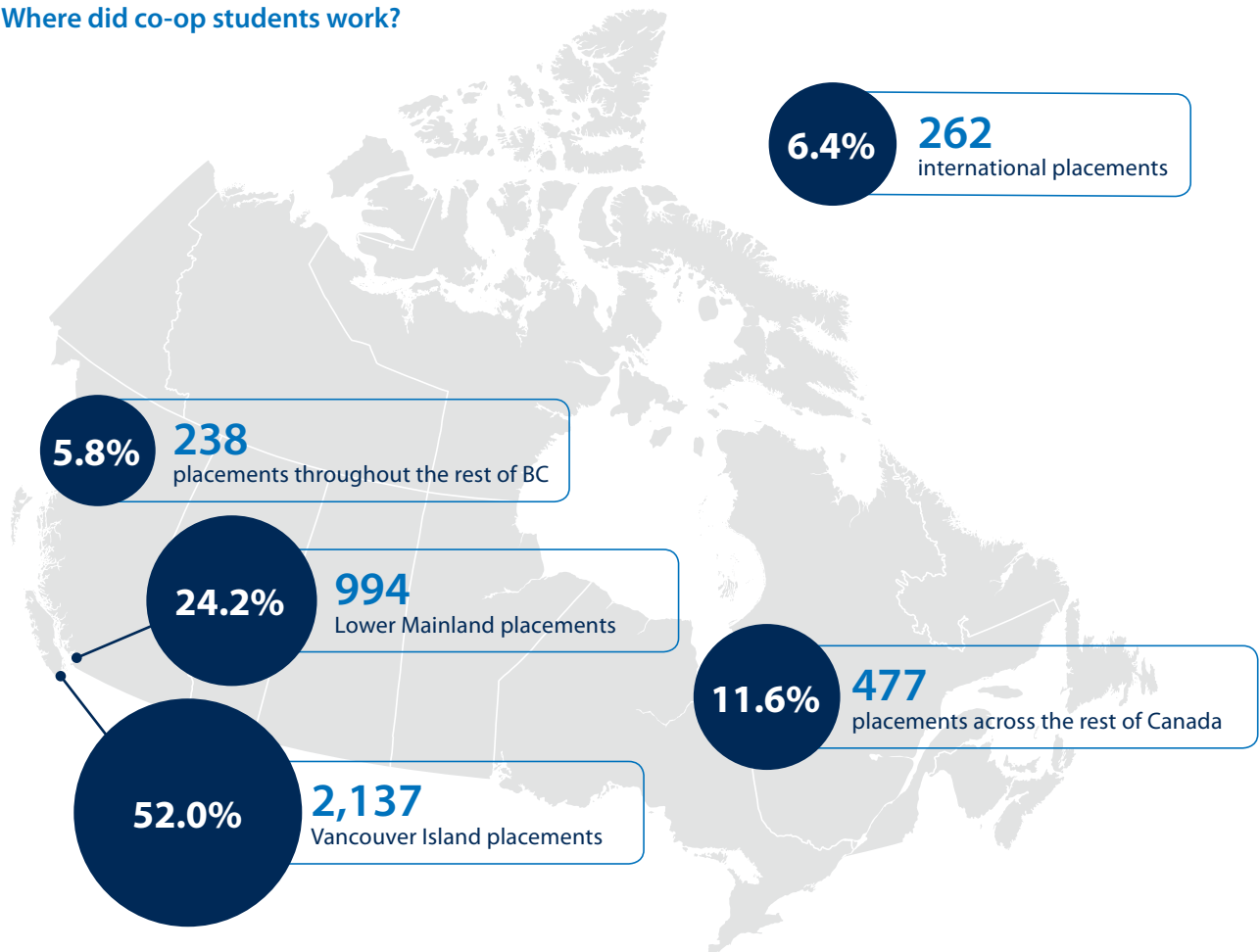
THE YEAR IN NUMBERS

HIGHLIGHTS OF 2019/20

What did co-op look like in 2019/20?



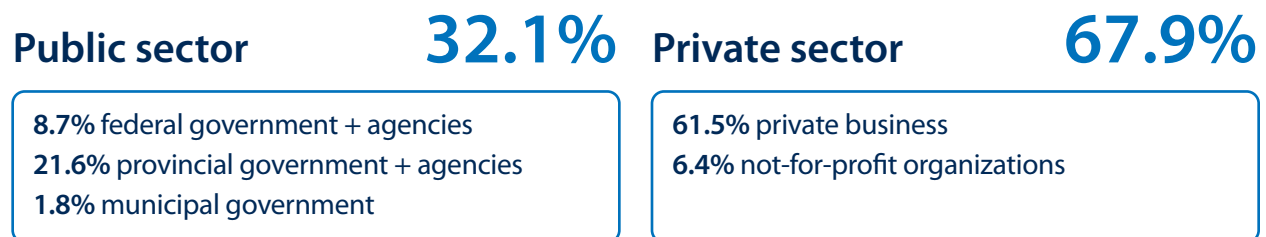
Where did co-op students work?



How many co-op work terms were completed by Indigenous and international students?



Who were our co-op employers?

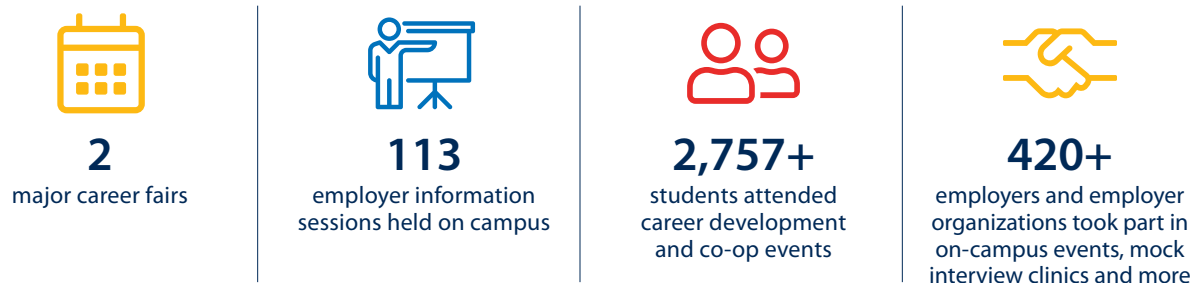


CAREER DEVELOPMENT HIGHLIGHTS

How did students access career support?



What did our year of career events look like?



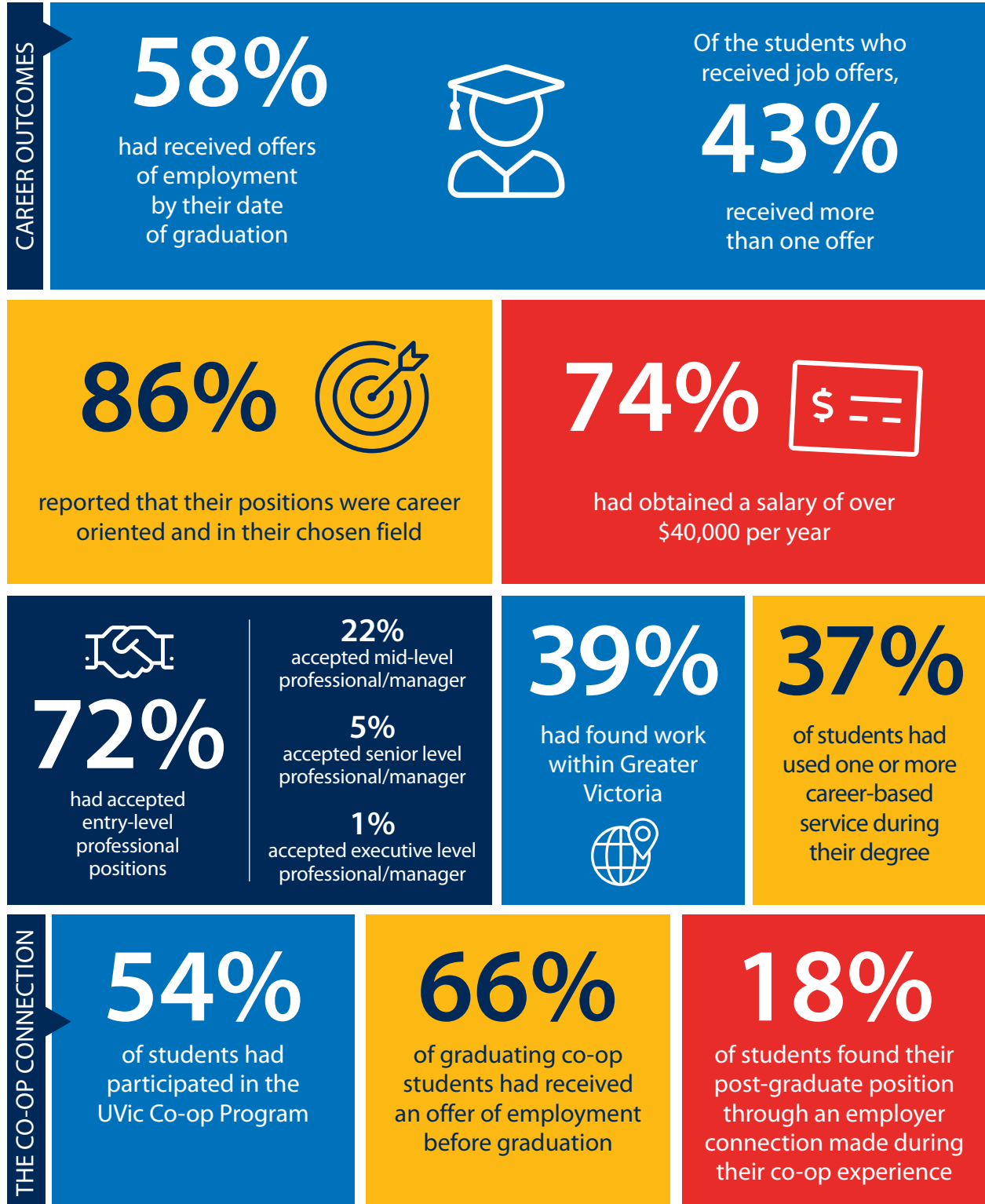
* Detailed statistics, including trends and historical data, can be found in the "Trends and historical data" report, available at uvic.ca/coopandcareer/annualreport.



"The Mock MMI (Mock Multiple Mini Interview) was amazing! The realistic timing and organization was by far the most useful practice tool I had for my MMI. Being able to adjust to the pace, pressure and feeling of the interview was impossible on my own. Career Services coordinating the session was a huge help in getting me a seat in the UBC Medicine program." **Fran van Wyk**, biochemistry and microbiology.

CONVOCATION SURVEY RESULTS

Every June and November, we survey graduating students to gather feedback about our services. This survey poses questions about students' employment status and anticipated salaries, as well as whether students participated in co-op and the impact of this experience on their employment status. 473 students responded to the 2019 surveys.





CO-OP AND CAREER IN ACTION

TOP LEFT: UVic geography graduate **Patrick Robinson (centre)** spent a co-op term with GeoBC, the BC Ministry of Forests' mapping division, developing an app to help firefighters in BC's backcountry. The app improves on existing wildfire-related geographic information systems (GIS) and mapping tools, and allows firefighters to save and access valuable information about fire sites.

TOP RIGHT: **Jenna Buhmann (biochemistry and microbiology)** found Category 12 Brewing in Victoria "a spectacularly nerdy and amazing place to work." In her role in quality control and quality analysis, she propagated yeast, maintained a yeast library and explored a new avenue of science that she found enjoyable, interesting and inspiring.

RIGHT: **Jenna Mellor (exercise science, physical and health education)** put her learning into action at the Neuromotion Physiotherapy + Rehabilitation. Her work included rehabilitating patients with the Lokomat, which helps patients regain their walking ability after brain injuries, spinal cord injuries and other neurological conditions. She is pictured reading to five-year-old Eden during one of his physical therapy sessions. "Seeing patients make progressions to reach their goals over the last four months has been extremely rewarding," Mellor says. "I am lucky to be a part of their recovery journey."



NEW THIS YEAR

DEVELOPMENTS FOR STUDENTS IN 2019/20

Co-op pivots online during COVID-19

In response to the COVID-19 pandemic and a global economic downturn, our staff worked hard to support students in applying for summer positions and communicated regularly with employers to support students finishing their spring work terms. Further, we supported employers with remote work resources, information about excellent funding opportunities and made flexible work term requirements available. In late spring, we transitioned Career Services to virtual delivery, offering one-on-one appointments, “just-in-time” drop in options for students, synchronous LinkedIn workshops, workshops to assist students with their job search strategies during COVID-19 and other valuable supports. We also supported students on international work terms to either safely return home or stay in their home countries at the beginning of the COVID-19 pandemic.

UVic the best Canadian comprehensive university for graduate employability

The Times Higher Education 2019 Global University Employability Ranking report lists UVic as the best Canadian comprehensive university for graduate employability. The Co-op and Career program contributes greatly to preparing students for the workplace and increasing their employability; this year, 66% of graduating co-op students had received one or more job offers before graduation.

Indigenous International Work-Integrated Learning Exchange Program wins BCCIE and CBIE awards

Formed from a partnership between Co-op and Career and the Office of Indigenous Academic and Community Engagement, the Indigenous International Work Integrated Learning Exchange Program is the first program of its kind in the world. In 2019/20, the program was awarded both the British Columbia Council for International Education’s (BCCIE) Award for Outstanding Program in International Education and the Canadian Bureau of International Education’s (CBIE) Panorama Award. The program facilitates UVic students completing co-op work terms with Indigenous centres at Australian universities, while Australian exchange students take part in the LE, NONET student success program at UVic and complete a community-engaged learning experience.

New programs launched in Engineering and Business

2019/20 saw the launch of two new programs—a Master of Engineering in Applied Data Science (MADS) and a Master of Business Administration in Sustainable Innovation. The MADS program is an intensive one-year program offered jointly with the Department of Computer Science and the Department of Electrical and Computer Engineering. By April 2020, 17 students had enrolled in the MADS program, 14 of whom opted into the co-op program. Ten of these students went on work terms in 2019/20.

The MBA in Sustainable Innovation is designed to focus on using sustainability and innovation to navigate the challenges of today and tomorrow. The Daytime and Weekend MBA programs both offer the option for one co-op work term (with co-op being mandatory for any students with less than 2 years of professional work experience), and career development is integrated into the program curriculum.

Leading Edge tools used to support students’ career exploration and work search

The Leading Edge framework was developed in 2018 as a tool to support students to engage in and reflect on hands-on learning, embrace diversity and become career-ready. In 2019/2020, Career Services developed a needs assessment tool using the Leading Edge framework to help students get started on their career exploration and work search. Career educators also used the framework to develop an experiential learning tool that uses four reflective questions to help identify students’ interests, motivators, values and strengths using a narrative approach. This is now part of the Horizons career exploration program offered to students and alumni.

First anniversary of Co-Curricular Record program

2019/20 was the first anniversary of the official campus-wide opening of UVic's Co-Curricular Record program, which had previously been in an extended pilot phase from 2012-2018. The program has been redesigned so that both validators and students can self-serve to add and validate opportunities and create co-curricular records. New resources were also created to educate and support users on the CCR process.

Co-op placements pass 90,000

By April 2020, there had been more than 93,000 total co-op work term placements made and placements will soon reach 100,000. The UVic Co-op Program was launched in 1976; in that first year there were 58 total placements.

DEVELOPMENTS FOR EMPLOYERS AND PARTNERS IN 2019/20

Great success for Federal Government student ambassadors

UVic's two Federal Government ambassadors successfully connected with UVic students by visiting multiple Introduction to Professional Practice classrooms and hosting many info and Government employer sessions. Their biggest event was the 2020 Federal Government Hiring Fair, with 900 attendees and 30 Government departments. The ambassadors continue to meet with students one-on-one to guide them through their application process and support them with finding Government co-op and career opportunities.

Co-op participates in the UVic Presidential Mission to Australia

In September 2019, Karima Ramji, Associate Director of International, Indigenous and Strategic Initiatives, was invited to join the UVic Presidential Mission to Australia, where the UVic delegation engaged in partnership development discussions with several institutions as well as a Breakfast Round Table organized by the Canadian Australian Chamber of Commerce. During this visit, UVic signed an agreement with Australia National University at a reception hosted by the High Commission of Canada.

UVic coordinates and hosts Indigenous career fairs and mock interview clinics

In a collaboration between Co-op and Career and the Office of Indigenous Academic and Community Engagement, UVic coordinated and hosted the fall 2019 and spring 2020 Indigenous Career Fairs and Mock Interview Clinics. The events were held in the ceremonial hall at the First Peoples' House and offered opportunities for Indigenous students to connect with meaningful and culturally-relevant work integrated learning opportunities. Approximately 17 employers and over 50 attendees were present at each event, which gave students the chance to network and build on their employability skills, while promoting the good work employers are doing to respond to the Truth and Reconciliation Commission's Calls to Action.



Assistant teaching professor at UVic's School of Public Health & Social Policy **Natalie Frandsen** found great value in the assistance offered to UVic faculty and staff by Career Services. "I would highly recommend that UVic faculty and staff make use of the amazing resources available to them through Career Services," she says. "Thanks to the career educator I was connected with, I had the opportunity to learn professional development strategies alongside my students. The career educator had a natural way of connecting to students and brought evidence-based, practical advice and tools to them."

AWARDS

2019 CO-OP STUDENTS OF THE YEAR

Each year, we recognize co-op students from each of our three major program groups who have demonstrated outstanding achievement in their academic and workplace performance, and have also contributed to community.



Business Co-op Student of the Year

Siena Testa (commerce)

Fourth-year business student Siena Testa's first co-op term saw her taking a big risk, moving across the country and working in a completely new industry. The job was with the Centre of Excellence in Next Generation Networks (CENGN) in Ottawa, working in a human resources specialist position. Testa's job was to screen applications for the highly coveted CENGN Internship Program—but she did much more than that. With permission from her supervisor, she worked on an independent project to expand the internship program. By the end of her work term, she had won the CEO WOW award, an honour given to a CENGN employee who makes an extraordinary impact on the organization. "Accepting a job with CENGN was one of the best decisions I have ever made," Testa says. Her supervisor, meanwhile, says of Testa, "She has raised the bar for CENGN's standard of excellence."

Engineering and Computer Science Co-op Student of the Year

Kyle Coralejo (computer science)

Kyle Coralejo already had a degree in chemical engineering from the University of Alberta when he came to UVic for a degree in computer science. While completing work terms with the City of Edmonton, he consistently exceeded the expectations of his supervisors and solved problems that even more experienced analysts hadn't been able to. This positive impression led his employers to ask him to mentor co-op students who were new to the team. "The co-op program helped me realize my true potential," Coralejo says. "I have gained the confidence to step out of my comfort zone and the courage to step up to any challenge that comes my way."



Optional and Professional Co-op Student of the Year

Lena Price (political science)

Third-year Lena Price is passionate about helping people, which led her to a unique degree at UVic—a major in political science with a minor in public administration, combined with a Human Dimensions of Climate Change certification. Price campaigned with the UVic Student Society and during her work term with the BC Public Service Agency, she worked on planning and implementing the corporate co-op program, which supports all co-op employers and students in the BC Public Service. Her work included creating a new initiative called Online Orientation Day, which allowed co-op students working for the BC Public Service across the province to attend orientation in a way that was previously only available to those working in Victoria. Price says her favourite part of the job was helping other co-op students and added that the skills she learned will help her continue to promote advocacy and affect change.

Watch a video about this year's recipients in [The Ring](#).

2019 CO-OP EMPLOYERS OF THE YEAR

Each year, Co-op and Career recognizes employers who have gone above and beyond in offering extraordinary learning opportunities to UVic co-op students.

2019 Employer of the Year: More than 50 employees

RebalanceMD

Clinical placements in recreation and kinesiology positions are often unpaid, but local musculoskeletal care centre RebalanceMD is committed to nurturing the next generation of health professionals. In the past seven years, they have hired 21 co-op students in paid positions. Many students who work with RebalanceMD in a co-op position return to the company for their first professional position after graduation.



Ronak Sheiki (kinesiology) works with staff at Rebalance during her clinical kinesiology co-op work term.
Credit: RebalanceMD.

2019 Employer of the Year: New company (hiring co-op students for five years and under)

Benevity

Global leader in corporate social responsibility and employee engagement software Benevity hired its first UVic co-op student in 2017 and since then, many students have gone on to do a second work term or even become full-time employees. Students contribute their skills to software development and design while receiving extraordinary mentorship and support from the Benevity team.

Learn more about the award in [The Ring](#).



CO-OP AND CAREER IN ACTION

TOP: Jared White (mechanical engineering) worked with Nuytco Research Ltd. One highlight of his work term was piloting a new submarine to ensure all systems were working properly. When asked what he'd tell other students about the work term, he simply says, "Best co-op ever!"

BOTTOM LEFT: Keith Molyneux, a UVic alumnus who graduated with a BA in History, found great value in Career Services. "I have had enormous success since contacting Career Services in November of 2019," he says. "When I was put in contact with my career educator, she immediately began to search for jobs with me and make suggestions on how to improve my résumé. With the support of Career Services, I was able to land a job with the Department of National Defence at the Federal Government Speed Hiring Event. My career educator coached and encouraged me with interview prep and went above and beyond to make sure I was prepared. What makes this even better is that I am not a graduating student but an alumnus and knowing that I still can rely on the University of Victoria for continuing support makes all the difference and makes me proud of the school I chose to attend."

BOTTOM RIGHT: Hannah Carr (humanities and fine arts) was inspired by her time with the Art Gallery of Greater Victoria and gained a clearer vision of the kind of career she might want to pursue.



ONGOING INITIATIVES

FOR OUR STUDENTS

The following projects and initiatives are part of Co-op and Career's annual strategic student outreach.

- + **Career Services support:** Our five career educators provide a range of services to students from every UVic program area. Support includes one-on-one career drop-in sessions and appointments; regular workshops on résumés, interviews and LinkedIn, and targeted networking and career exploration events. In 2019/20, **more than 7,500 students accessed these services.**
- + **Student Engagement Committee:** Staff from across Co-op and Career meet regularly to evaluate our programs and services from a student engagement perspective, and to develop new initiatives.
- + **Mock interview clinics:** All co-op students take part in a mock interview clinic prior to applying for their first work term. **More than 300 employers came to campus in 2019/20** to conduct practice interviews with 1,384 UVic co-op students.
- + **International exchange opportunities:** In 2019/20 UVic placed **232 students** in **262 international work terms** in a total of **36 countries.** Many of these experiences were arranged through Co-op and Career's six regional streams:
 - ▶ **CANASEAN-COOP** (Malaysia, Thailand and Vietnam)
 - ▶ **CANASIA-COOP** (China, Japan and other Asian countries)
 - ▶ **CANCOM-COOP** (Africa, Australia, New Zealand and other Commonwealth countries)
 - ▶ **CANEU-COOP** (Austria and Germany and other European countries)
 - ▶ **CANSAM-COOP** (Brazil, Chile and other South American countries)
 - ▶ **CANUSA-COOP** (Silicon Valley and across the United States)
- + **Competency assessment framework:** UVic is the only institution in the world to use a competency-based framework to assess co-op learning outcomes. All UVic co-op students **set competency-based learning objectives** at the beginning of their co-op work terms. Students and their workplace supervisors then **assess students' competency development at the start, middle and end of the work terms.** Detailed competency assessment data for 2019/20 can be requested from the Office of the Director of Co-op and Career.

Funding that supports hands-on learning opportunities for students

Co-op and Career facilitates several funds and scholarships that help students engage in unique work experiences.

- + **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, this fund supports students who undertake international work term placements in developing countries where there is often little remuneration. **7** students received this award in 2019/20.
- + **President's Asia Partners Fund:** In 2019/20, **4** students received funding from the President's Asia Partner's Fund for a total of **\$12,500** to help them pursue co-op work terms and internships in the Asia Pacific region.
- + **Thouvenelle scholarship:** In 2019/20, Co-op and Career awarded the Thouvenelle scholarship to **36** students who took part in co-op work terms related to community development or service learning.

- + **Strategic Framework Experiential Learning Fund:** In May 2019, UVic announced new funding, called the Strategic Framework Experiential Learning Fund, which supports a range of work-integrated learning opportunities for students. Co-op and Career is administering several of these funds, including an award to support students working for non-profit organizations outside of Victoria, and an award to support Indigenous students taking part in the university's Indigenous International Work-Integrated Learning Exchange Program, among others. In 2019/20:
 - ▶ 45 students were awarded a \$1,000 travel stipend through the **Co-operative Education Travel Award for Work Terms in Canada but outside Victoria**
 - ▶ 10 students were awarded a \$3,000 travel stipend through the **Co-operative Education Travel Awards for Work Terms with Not-For-Profits outside Canada**
 - ▶ 3 students were awarded up to \$10,000 in travel funding support through the **Co-operative Education Travel Awards for the Indigenous International Work-Integrated Learning (WIL) Exchange Program**
 - ▶ 6 students were awarded up to \$5,000 for approved entrepreneurial co-op work term through the **Co-operative Education Wage Subsidy Program for Entrepreneurial Work Terms**
 - ▶ 14 employers who hold charity or not-for-profit status were awarded up to \$5,000 to cover a portion of the cost of hiring a co-op student through the **Co-operative Education Not-for Profit Wage Subsidy Program**
 - ▶ 2 Indigenous community organizations were awarded up to \$5,000 to cover a portion of the cost of hiring a co-op student through the **Indigenous Co-operative Education Wage Subsidy Program**

FOR OUR EMPLOYERS

The following projects and initiatives are part of Co-op and Career's ongoing strategic employer outreach.

- + **Employer Engagement Committee:** This ongoing committee brings together staff from across Co-op and Career to strategize new opportunities for employer engagement. Members include employment development officers, co-op coordinators, career educators and staff from the Director's Office.
- + **Employer Advisory Board:** Employers from a range of industries contribute to this group, which meets twice per year to report on economic and hiring trends and to provide guidance on employer-related resources and processes.
- + **Employer Appreciation Reception:** As one of the university's largest community gatherings, this annual reception brings together more than 200 employers to thank them for the mentorship and support they provide to UVic co-op students.
- + **Employer outreach trips:** 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. This includes trips with other university units as well as local, provincial and federal partners.
- + **Faculty representatives:** More than 40 faculty members engage with Co-op and Career each year as faculty representatives, strategizing opportunities for interdepartmental collaboration, industry outreach and student success.

LOOKING TOWARDS 2020/21

Moving forward in a pandemic

In spring 2020, the campus community shifted to working and studying from home due to the COVID-19 pandemic. UVic Co-op and Career worked quickly to support students during this time. All Career Services moved online and we worked closely with Learning and Teaching Support and Innovation (LTSI) to onboard UVic's Technology Ecosystem to support our work with each other, students and the community. As the year continued, we offered online career fairs, transitioned our Introduction to Professional Practice courses to fully online, offered virtual support to students, and supported students on international work terms to either safely return home or stay in their home countries when the COVID-19 pandemic started.

Projects from \$9 million in provincial government funding have deadlines extended

In June 2019, BC's provincial government invested \$9 million to support co-op and work-integrated learning (WIL) opportunities throughout the province. 72 WIL-focused projects were launched across 25 BC post-secondary institutions, allocated via UVic. Due to COVID-19, many of these projects faced ongoing complexities and were, on an average, provided a six-month timeline extension. Despite the delays, the institutions remain dedicated to the project outcomes and approximately 85% of the projects will be completed by December 2021, with the remaining scheduled to close by May 2022.

Launch of program to support students who identify as having a disability

In spring 2020, the CanWork pilot project to support UVic students who identify as having a disability on work terms launched. A partnership between CanAssist and Co-op and Career, the project aims to support students who identify as having a disability or mental health challenge as they participate in work-integrated learning experiences.



Matthew Haussmann (music) performs for Science Venture campers. In his co-op term, he led more than 200 kids aged 7-12 years old and, along with his camp partner, taught them many different ways to make music and shared information about musical and acoustic technologies.



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