

CO-OPERATIVE EDUCATION PROGRAM AND CAREER SERVICES

# ANNUAL REPORT 2020/21



# IN THIS REPORT

<b>THE YEAR IN NUMBERS .....</b>	<b>2</b>
Highlights of 2020/21 .....	2
Career development highlights .....	3
Convocation survey results .....	4
<b>NEW THIS YEAR .....</b>	<b>6</b>
Developments for students in 2020/21 .....	6
Developments for employers and partners in 2020/21 .....	7
Co-op and work-integrated learning (COWIL) projects funded by the BC Ministry of Advanced Education and Skills Training.....	7
<b>AWARDS .....</b>	<b>8</b>
2020 Co-op Students of the Year .....	8
2020 Co-op Employers of the Year .....	9
<b>ONGOING INITIATIVES .....</b>	<b>11</b>
For our students .....	11
For our employers .....	12
Funding that supports students and employers.....	13
<b>LOOKING TOWARDS 2021/22 .....</b>	<b>13</b>

This annual report identifies general trends and developments, as well as placement and program statistics, from May 2020 to April 2021. For detailed statistics on individual faculties, or for historical data and trends, please see [uvic.ca/coopandcareer/annualreport](http://uvic.ca/coopandcareer/annualreport). This report was produced in February 2022 by the Office of the Executive 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 photo:** As a student ranger for BC Parks, **biology, physics and mathematics** co-op student **Bronwyn Hobson** was able to explore many of the parks and trails in Northern BC. This photo was taken during a hike into the Rocher Deboule Range just outside of Hazelton, BC. "This type of experience made me appreciate how important my role was for the outdoors community of Northern BC. As a student ranger, I felt so fortunate to be able to maintain access to beautiful places such as these."

# LETTER FROM THE EXECUTIVE DIRECTOR



Eighteen months ago, Co-op and Career encountered a challenge that we, and the world, had never faced before—the onset of a global pandemic. As a university, and as a unit, we pivoted quickly

to continue to provide support and resources to the students and employers who depend on us; I am so grateful for the incredible resilience and positivity that staff demonstrated, and continue to demonstrate, during this unusual time.

These efforts included setting up workspaces at home while continuing to connect with students through online appointments, developing a set of COVID-19-related resources to help our stakeholders make informed decisions, reaching out to students whose work terms both in Canada and around the world were interrupted or significantly affected by the pandemic, and moving our curriculum and event efforts online in order to best engage with students and employers in a remote way.

While many work terms were impacted by COVID-19, we are proud to have maintained strong relationships with employers. In fact, UVic co-op students completed 3,721 co-op work terms between May 2020 and April 2021.

During this busy year, Co-op and Career staff also engaged in a number of major research projects thanks to funding provided by the Province of British Columbia as part of the Co-operative and Work-Integrated Learning Initiative (COWIL). This included a pilot program to support students who identify as having a disability to access co-op work experiences, the creation of an Indigenous Resource Hub to guide employers about best practice when hiring Indigenous students and to help students advocate for appropriate support, as well as a project to re-design more than 250 career development PDFs into a web-accessible format, among others.

We have learned much over the past 18 months as we've adjusted our practice and approach and we're excited to continue to apply much of this learning as we return to campus and move into this next year.

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

## 2020/21 BY THE NUMBERS

# 3,721

Number of work term placements completed

# 6,596

Number of students who accessed career support

# 52%

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

# 82%

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

# 56.6%

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

# \$3,076

Average monthly co-op salary

# 96,503

Number of co-op placements since the program launched in 1976 (up to April 30, 2021)

# 2,069

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

# THE YEAR IN NUMBERS

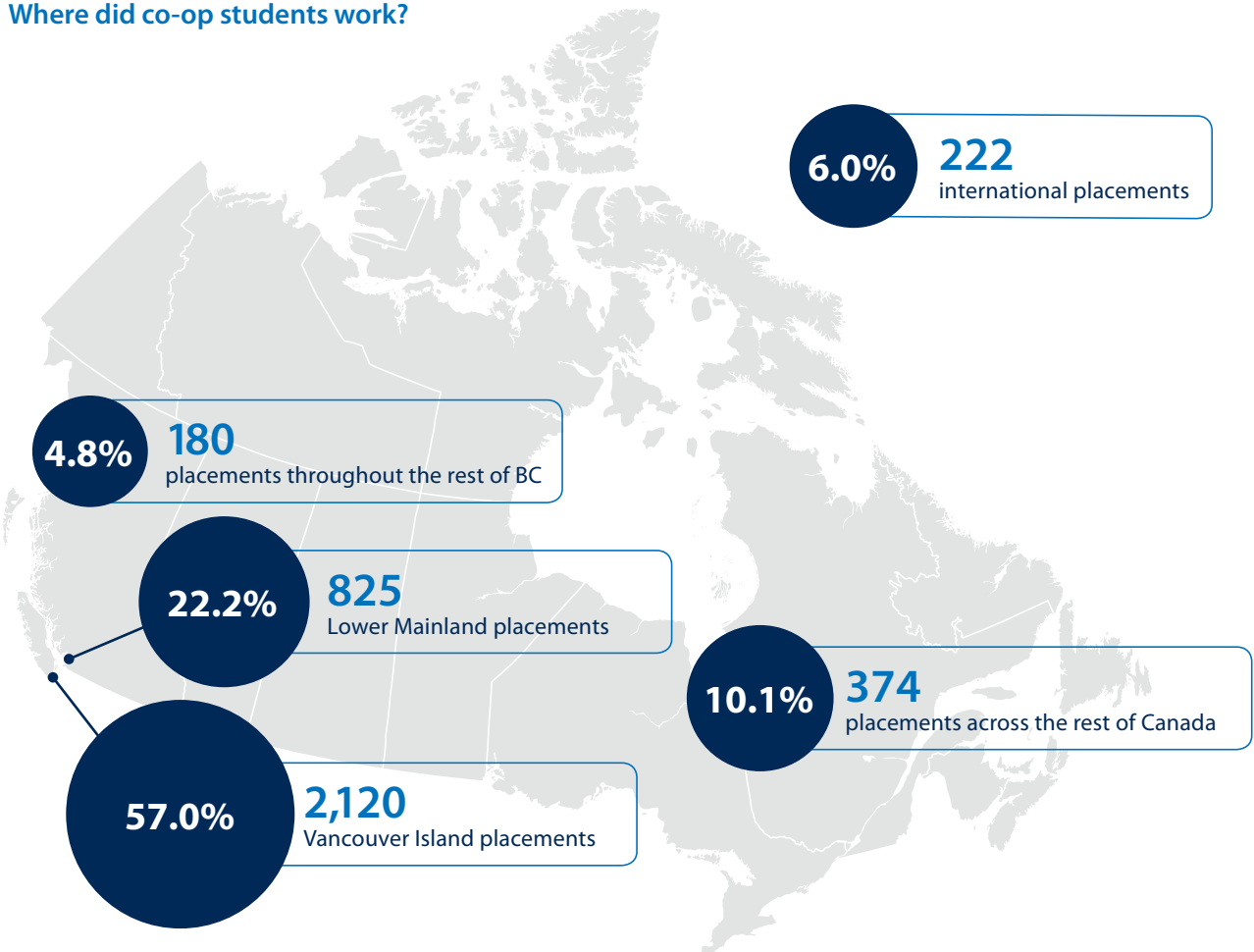
## HIGHLIGHTS OF 2020/21

### What did co-op look like in 2020/21?

Co-operative education placements at post-secondary institutions across Canada were impacted by COVID-19. UVic saw a 9.4 per cent reduction in placements overall, while post-secondary institutions across BC experienced an overall decline of 16.6 per cent.



### Where did co-op students work?



Who were our co-op employers?

Public sector **33.2%**

7.0% federal government + agencies  
25.3% provincial government + agencies  
0.9% municipal government

Private sector **66.8%**

61.2% private business  
5.6% not-for-profit organizations

How many work terms were completed by students who self-disclosed as Indigenous students, students from international pathways or students who identify as having a disability?

**60**

placements by Indigenous students

**652**

placements by students from international pathways

**111**

placements by students who identify as having a disability

CAREER DEVELOPMENT HIGHLIGHTS

Over 6,500 students and alumni connected with Career Services in 2020/21.

How did students access career support?



**6,596**  
students accessed career services



**3,082**  
career help appointments



**3,514**  
students attended workshops and presentations by career educators



**320**  
workshops on résumé and cover letter writing, interview preparation and more



**3,402**  
career positions posted in the portal

What did our year of career events look like?



**2**  
major career fairs



**3**  
major networking nights and career panels



**55**  
employer information sessions held for students



**4,286**  
students attended career and co-op-focused events where they connected with employers



**520**  
employers and employer organizations took part in events

\*Detailed statistics, including trends and historical data, can be found in the "Trends and historical data" report, available at [uvic.ca/coopandcareer/annualreport](http://uvic.ca/coopandcareer/annualreport).

## 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. Here are the results for the 2020 surveys.



If you returned to BC from outside Canada during the pandemic, chances are you've crossed paths with software that Uvic student **Yichun Zhao** helped develop. The **computer science and health information science** co-op student worked at AOT Technologies here in Victoria, where he contributed to a computer system used by Service BC to manage the complicated process followed by people who have returned to the province during COVID-19.

Uvic **geography and environmental studies** co-op student **Natasha Moroz** spent a work term as a marketing and business development specialist for Nature Bee Beeswax wraps, a Victoria-based company that was founded by Uvic alumna Katie Gamble. Nature Bee produces a planet-friendly food wrap alternative that is reusable, contains antibacterial properties and helps keep food fresher for longer. Natasha managed Nature Bee's website development, social media content and online marketing, and contributed to a series of graphic design projects.



Uvic **biology and psychology** student **Sarah Jones** isn't afraid to get her hands dirty. As a hand hygiene ambassador for Island Health, the co-op student worked to promote and analyze hand hygiene processes here in Greater Victoria, as part of the Infection Prevention and Control team. During her work term, she performed more than 1,500 hand hygiene observations at three different Island Health sites.

Uvic **Indigenous studies and environmental studies** student **Hannah Gentes** put her double major to use while working as an environmental and social analyst with Two Worlds Consulting, which provides impact assessment and community engagement services to government organizations, industry and Indigenous Nations. Hannah was hired to support several projects, including revising the consultancy's Reconciliation Action Plan.



# NEW THIS YEAR

## DEVELOPMENTS FOR STUDENTS IN 2020/21

### **120+ UVic co-op students hired to support UVic's shift to online learning**

As student-facing operations shifted to online only at the start of the pandemic, Co-op and Career worked closely with Learning and Teaching Support (LTSI) to help faculty members adjust to the digital classroom. More than 120 co-op students were hired and trained by the LTSI to support faculty members as they moved their courses to Brightspace and prepared for online teaching.

### **COVID-19-related work term flexibilities introduced**

In March 2020 when the Provincial Health Office announced that workplaces across BC should shift to remote work whenever possible, more than 1,350 students were in the middle of work terms and many others were in the process of securing placements for the May 2020 term. Many of these work terms were interrupted as employers adjusted to the new normal. In response, Co-op and Career adjusted several work term requirements, including the length of work terms, to ensure that students could count these experiences on their academic records. Staff also worked hard to ensure that students working outside of Victoria could safely return home, developed remote work resources and provided information about COVID-19-related funding to students and employers.

### **Co-op programs on the move**

In 2020/21, several co-op programs relocated to new offices to better support students in the aligned academic areas. The five science co-op programs, including Biochemistry and Microbiology Co-op, Biology Co-op, Chemistry Co-op, Earth and Ocean Sciences Co-op, Mathematics and Statistics Co-op and Physics and Astronomy Co-op moved from separate offices into a joint space in the Bob Wright Building (A239–A245), making it easier for students from the Faculty of Science to engage with the co-op program and for staff to collaborate more closely. Social Sciences Co-op also moved from the David Turpin Building to the Cornett Building (B138).

### **UVic partners with Simon Fraser University and the University of British Columbia to offer combined virtual online career fair**

In the early days of the COVID-19 pandemic, UVic Co-op and Career began discussions with the career-focused event teams at Simon Fraser University and the University of British Columbia about how to continue to offer students and employers the opportunity to engage in a career fair setting. This led to the creation of a formal partnership and the launch of the West Coast Virtual Fairs, a series of online career fair hosted through the EventUs platform. Joint fairs were run in November 2020 and March 2021, with more than 1,200 employers and 4,600 students taking part. Fairs will continue to be coordinated in this virtual space in 2021 and 2022.

### **CEWIL iHub funding supports development of ECS course**

Co-op and Career partnered with the Faculty of Engineering to successfully apply for funding through Co-operative Education and Work-Integrated Learning (CEWIL) Canada's iHUB program. The funding is part of the Government of Canada's Innovative Work-Integrated Learning Program and will support 65 students as they consult with industry partners and community members to develop an online course for coastal communities working engage in kelp aquaculture. In collaboration with experts, the students will develop online learning materials and peer support forums that follow appropriate onscreen protocols for engagement with Indigenous communities. Additionally, computer science students will create a satellite data system to track ideal kelp growth areas. The end result will be a kelp portal on the Compute Canada cloud computing platform.

## DEVELOPMENTS FOR EMPLOYERS AND PARTNERS IN 2020/21

### **Andrea Giles named Executive Director**

In October 2020, Andrea Giles was formally appointed Executive Director of Co-op and Career, following a two-year period where she served as acting ED while also performing the duties of her previous role as Director of Operations. Giles has spent 30 years guiding the development of UVic's co-op program, including more than 25 years as Director of Operations and more than a decade as administrator of the Co-op and Career combined unit. Giles is recognized across Canada as a champion of work-integrated learning delivery, accreditation and accountability.

### **Chelsey Evans hired as Director of Operations**

In early spring 2021, Chelsey Evans stepped into the role of Director of Operations for Co-op and Career, following two years serving as Associate Director of the unit's Optional and Professional Programs. Chelsey brings more than 12 years of leadership experience at UVic, including eight years serving as Associate Director of Residence Life and Education.

### **Cultural Intelligence (CQ) training supports expanded focus on EDI**

In 2020 and 2021, all of Co-op and Career's 85 staff members completed cultural intelligence training to learn how to function effectively across various cultural contexts. Twenty-three staff also completed the CQ Certified Facilitators Training and were formally certified by the Cultural Intelligence (CQ) Centre. These staff members are applying this new knowledge in their everyday practice and through participation in two committees: the CQ Curriculum Committee, which is working to refresh Co-op and Career's existing intercultural competency curriculum, and the CQ Integration Committee, which is identifying opportunities to build a culture of CQ across our programs. CQ provides a lens to better understand and engage with equity, diversity and inclusion priorities.

### **1,200+ employers take part in West Coast Virtual Career Fairs**

To continue offering opportunities for student and employers to engage during the COVID-19 pandemic, UVic Co-op and Career events and communications staff formed a unique partnership with the equivalent team members at Simon Fraser University (SFU) and the University of British Columbia (UBC). This led to the launch of the West Coast Career Fairs, a series of online career fairs where employers set up virtual booths and met students through one-on-one video calls, group chats and more. More than 1,200 employers and 4,600 students participated in these fairs. Fairs were offered in November 2020 and March 2021.

### **Co-op placements approach 100,000**

The total number of co-op placements surpassed 95,000 in 2021. The UVic Co-op Program was launched in 1976; in that first year there were 58 total placements.

## CO-OP AND WORK-INTEGRATED LEARNING (COWIL) PROJECTS FUNDED BY THE BC MINISTRY OF ADVANCED EDUCATION AND SKILLS TRAINING

### **\$9 million in provincial government funding allocated to support a range of UVic-led projects for students**

In June 2019, BC's Ministry of Advanced Education and Skills Training invested \$9 million to support co-op and work-integrated learning opportunities throughout the province. Post-secondary institutions put forth project proposals and UVic projects were awarded \$1.83 million (or 20.3 per cent) of total funding—the most funding received by any single institution. These projects are referred to as Co-op and Work-Integrated Learning (COWIL) projects.

The following are examples of UVic-led COWIL projects that focused on [student priorities](#).

- **The creation of the Indigenous Work-Integrated Learning Resource Hub**

UVic Co-op and Career staff hired a co-op student to lead the development of a set of resources that will help work-integrated learning practitioners and employers to better support the hiring and retention of Indigenous students. Student-facing resources were also created to help Indigenous students advocate for themselves. Resources included digital material, training modules and a set of videos. Topics include self-identifying on a job application, tokenism, partnership and representation, program accessibility and responding to the TRC Calls to Action.

- **The launch of a co-op program to support students who identify as having a disability**

In 2020, Co-op and Career partnered with CanAssist to pilot CanWork, an employment program that supports UVic students who identify as having a disability or mental health challenges as they engage in meaningful, paid, degree-related work experience. Students are partnered with job coaches who support participants throughout the co-op experiences, and participants' employment readiness is measured pre- and post-employment. Based on the success of the pilot, CanWork is continuing into 2022.

- **The revision of Co-op and Career's online curriculum to meet provincial accessible web requirements**

In anticipation of the provincial legislation requiring all post-secondary institutions' websites to be fully web-accessible, Co-op and Career hired a web accessibility expert to assess, review and rewrite content from the unit's extensive online PDF curriculum. This included developing a web tool that amalgamates content from three previous PDF series into a single space where students can access discipline-related information about career options, competencies and hands-on learning opportunities. This ongoing project is now focused on migrating PDF content into accessible web content.

The following are examples of UVic-led COWIL projects that focused on [employer priorities](#).

- **Participation in a BC-wide Chamber campaign**

UVic joined post-secondary institutions (PSIs) across the province in an educational partnership that rolled out a Work-Integrated Learning (WIL) educational campaign to illustrate how local employers can access student talent and how PSIs can inform other professional organizations of our student talent. This collaborative approach helped elevate the concept and benefits of co-op beyond the regional scale.

- **A partnership with the Digital Technology Supercluster**

Co-op and Career has partnered with Canada's Digital Technology Supercluster to address the digital skills gap and issues related to equity, diversity and inclusion in **engineering and computer science** sectors. Through this project, students and employers were consulted through surveys and focus groups to identify skills gaps; data will be analyzed in late 2021 and results will be published in 2022.

- **Co-op and Career creates Talent Match to encourage opportunities in arts, culture, tourism and hospitality**

In 2021, UVic Co-op and Career and Camosun College's Co-operative Education and Career Services led a steering committee to create Talent MATCH, a partnership between BC post-secondary institutions (PSIs) and three associations representing arts and culture, as well as tourism and hospitality. The four-way partnership includes the Association for Co-operative Education and Work-Integrated Learning BC/Yukon (ACE-WIL BC) on the post-secondary side and g2HR, BC Arts Council, and BC Museums Association on the industry side. The program developed a set of resources to help these sectors successfully recruit from PSIs. This program was so successful that it was extended into 2022 with a second round of funding.

# AWARDS

## 2020 CO-OP STUDENTS OF THE YEAR

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



### Business Co-op Student of the Year

#### Jadyn Isaacson (commerce)

---

When fourth-year business student Jadyn Isaacson first started her program at UVic, she aspired to travel abroad and work in the fashion industry. Three co-op jobs, several changes of career goals and a global pandemic later, she is a thriving young professional in the Victoria tech sector. At Shift, she worked as a customer success co-op student, supporting clients with software support, troubleshooting and guidance. “The co-op program has created meaningful turning points in my personal, academic and professional paths,” she says. “These turning points pushed the boundaries of what I previously expected of myself, and I am now more confident than ever in my abilities.”

### Engineering and Computer Science Co-op Student of the Year

#### Kawaljit Singh (computer science)

---

Third-year computer science student Kawaljit Singh’s academic journey hasn’t been an easy one, but he’s grateful that a year-long co-op term was a part of it. After facing significant academic and health challenges in 2019, Singh was ready for a change. When he received a co-op job offer from Vendasta Technologies, a Saskatoon-based e-commerce company, he accepted with great enthusiasm. Working as a software developer, Singh had the opportunity to greatly advance his coding and problem-solving skills. His natural aptitude for flagging and resolving software bugs earned him the nickname ‘Bug Crusher’ within his team. “All the positive feedback I got from my team injected confidence and instilled self-respect into me—since the beginning of the work term, I’ve been more mentally charged, happier, physically healthier and more focused.”



### Optional and Professional Co-op Student of the Year

#### Tessa Dagenais (coaching studies)

---

Before she enrolled in the coaching studies program at UVic, Tessa Dagenais had worked at the Bill Woodward School in the remote town of Anzac in Northern Alberta for four years as a science teacher, coach and athletic director. When she learned that she could complete co-op work terms as part of her current teaching job, she saw an opportunity to grow as a physical educator. Largely attended by Indigenous students with Cree, Dene, and Métis backgrounds, the Bill Woodward School depends on its teachers to have strong cultural competencies. Dagenais is passionate about gaining a deeper understanding of each of the diverse cultures represented by her students, and strives to build trust, respect and community through sport. “It’s important to me that our students and their families feel welcome at our school and on our sports teams,” she says. “By keeping a strong connection with the players’ communities, I hope to continue learning about my students and their cultures.”

Learn more about this year’s recipients at [uvic.ca/coopandcareer/studentaward](https://uvic.ca/coopandcareer/studentaward).

## 2020 CO-OP EMPLOYERS OF THE YEAR

Each year, Co-op and Career recognizes employer organizations that have gone above and beyond in offering extraordinary learning opportunities to UVic co-op students. There are four award categories.



### Employer of the Year: More than 50 employees

#### PCL

PCL, a group of independent construction companies, is a shining example of mentorship within the co-op program. They know that a co-op position isn't just a job—it's an opportunity. PCL staff make a point to check in with co-op students to make sure that their work is engaging, their goals are being met and their professional competencies being developed. They also encourage students to identify additional learning goals and the work they offer students can be integrated into classroom learning in exciting and innovative ways.

Photo: Engineering student Sim Grewal (left) conducts a 3D scan.  
Credit: PCL Construction

### Employer of the Year: Fewer than 50 employees

#### Oak and Orca Bioregional School

The co-op experience at Oak and Orca Bioregional School emphasizes student voices, mentorship and community. The school's core mission is to empower children to create fundamental social change towards more fulfilling and ecologically sustainable communities. Co-op students with Oak and Orca receive training and mentorship in curriculum development and design, with an emphasis on bioregional philosophies, freedom of student expression and choice, and Indigenous knowledge and perspectives.

### Employer of the Year: New co-op employer of the year (hiring co-op students for five years and under)

#### Trailmark Solutions

Trailmark Systems is a cultural and environmental consulting firm that works with Indigenous traditional knowledge and scientific understanding. Co-op students join a small team and work directly with First Nations, resource management boards, government departments and commercial collaborators. Though Trailmark hasn't been working with UVic co-op for long, they've already hired students across a range of discipline and several students have been offered permanent positions with the team.

### Employer of the Year: International employer

#### Western Digital Thailand

Long-time UVic co-op employer Western Digital Thailand (WD Thailand) is consistently praised by students who embark on international work terms with the company. As a manufacturer of data storage solutions, WD makes a point to provide exceptional support to students, including guidance on Thai culture and Thai business etiquette. When a UVic student fell gravely ill during their work term and had to be admitted to hospital, the vice president of the company personally met the student's family when they arrived in Thailand and acted as their local support. He also personally contributed to the family's GoFundMe campaign to help cover medical and other costs.

Learn more about the award at [uvic.ca/coopandcareer/employeraward](https://uvic.ca/coopandcareer/employeraward).

## CO-OP AND CAREER IN ACTION

Left: **Shireen Foroghi** is a Cree-Metis woman originally from St. Laurent, Red River Valley in Manitoba. The **political science** student traveled to Australia to take part in the Indigenous International Work-Integrated Learning Exchange Program. She conducted research and helped organize cultural sharing workshops at Walanga Muru, an Indigenous-focused centre at Macquarie University. Here, she stands with an authentic made possum-skin cloak; the carvings burned on the inside of the skin share historical stories related to world creation, war and morale in community. "Being Indigenous myself, I was eager to learn and compare how Indigenous communities around the world are impacted by politics and their governing policies."

Below left: **Noor Sibat** worked as a supervisor tourism ambassador at the Christina Lake Visitor Centre during his first work term. Here, the **commerce** student stands on the Visitor Centre's famous 3D trestle bridge mural. "I had a spectacular experience and significantly improved my interpersonal and leadership skills."

Below right: **Nasreen Anowar** spent a work term with a wheelchair manufacturing company during the spring and summer of 2020. Here, the **mechanical engineering** student is testing seat belt components of a bariatric wheelchair with the help of Bob the bear, a bariatric testing dummy.



# 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 2020/21, **more than 6,500 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. **Two-hundred-and-ninety-six employers** volunteered their time to provide one-on-one feedback to 1,300 UVic co-op students.
- **International exchange opportunities:** In 2020/21 UVic placed **students in 222 international work terms** in a total of **29 countries.** In response to COVID-19, many students completed these work terms remotely. 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 uses 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 2020/21 can be requested from the Office of the Director of Co-op and Career.

## FOR OUR EMPLOYERS

While some regular employer engagement activities were put on hold in response to the COVID-19 pandemic, the following 2020/21 projects and initiatives supported Co-op and Career's ongoing employer outreach.

- **Partnerships with local Chambers of Commerce:** For the past ten years, UVic Co-op and Career has partnered with Camosun to promote co-operative education to employers across the region. Through sponsorship agreements, we collaborate with the Victoria Chamber, Westshore Chamber of Commerce and Saanich Peninsula Chamber to engage with current and prospective employers.
- **Employer Appreciation Event:** 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. In 2021, this event was presented remotely and saw the highest ever number of attendees. Employers joined UVic President Dr. Kevin Hall and Victoria Chamber of Commerce CEO Bruce Williams for a lunch-time celebration over Zoom.
- **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. In 2020/21, these connections were made virtually.

## FUNDING THAT SUPPORTS STUDENTS AND EMPLOYERS

Co-op and Career facilitates several funds and scholarships that connects students and employers.

### Strategic Framework Experiential Learning Fund

UVic's Strategic Framework Experiential Learning Fund (SF-ELF) supports a range of work-integrated learning opportunities for students. Co-op and Career administers SF-ELF funding\* for several work-integrated-learning-focused awards, 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 2020/21:

- **27** students were awarded a \$1,000 travel stipend through the **Co-operative Education Travel Award for Work Terms in Canada but outside Victoria**
- **13** students were awarded a \$3,000 travel stipend through the **Co-operative Education Travel Awards for Work Terms with Not-For-Profits outside Canada**
- **0** 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** – Funding on hold due to COVID-19
- **11** 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**
- **13** employers who hold charity or not-for-profit status were awarded up to \$3,000 to cover a portion of the cost of hiring a co-op student through the **Co-operative Education Not-for Profit Wage Subsidy Program**
- **12** 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**

\*In 2020/21, some of this funding was shifted when international travel was restricted due to COVID-19 and re-allocated to support work terms across Canada.

# LOOKING TOWARDS 2021/22

## **New roles to expand focus on equity and diversity**

A variety of new roles will be added to the Co-op and Career team in 2021/22, including employer development officers focused on equity and diversity as well as support for the optional and professional program areas, an equity and diversity career advisor, and an accessibility and inclusion co-op coordinator.

## **New committees to focus on curriculum redesign and equity and diversity**

Two new committees will be formed in 2021/22: a cross-unit committee of Co-op and Career staff members that will identify and address opportunities related to justice, equity, diversity and inclusion, as well as a committee focused on developing a revised curriculum for students.

## **Co-op and Career to tackle comprehensive website redesign**

Starting in late fall 2021, Co-op and Career will begin working closely with University Communications and Marketing to develop a new website based on user discovery and feedback.

## **Co-op and Career to identify resources, initiatives and work terms that align with the UN SDGs**

In fall 2021, Co-op and Career will report on all deliverables related to the United Nations' Sustainable Development Goals, with annual reporting planned to continue moving forward. See more at [uvic.ca/coopandcareer/news/sustainable-development-goals-sdgs](https://uvic.ca/coopandcareer/news/sustainable-development-goals-sdgs).

 [uvic.ca/coopandcareer](https://uvic.ca/coopandcareer)

 [@uviccoopcareer](https://twitter.com/uviccoopcareer)

 [uviccoopandcareer](https://facebook.com/uviccoopandcareer)



University  
of Victoria