

Co-operative Education
Program and Career Services

ANNUAL REPORT 2022-2023



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LOOKING TOWARDS 2023/24 back cover

This annual report identifies trends, developments and program statistics from May 2022 to April 2023. This report was produced in September 2023 by the Office of the Director of UVic’s Co-operative Education Program and Career Services. For detailed statistics on individual faculties, or for historical data and trends, contact coopcareercomms@uvic.ca.

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

Cover photo: Fourth-year co-op student **Olivia Nelson** (commerce, right) brought her creativity to WildPlay Element Parks, where she worked as a videographer. She captured footage for everything from television advertising to training videos for staff. In the office, she put her editing expertise to use in post-production. WildPlay is famous for its outdoor adventure parks across North America.

LETTER FROM THE EXECUTIVE DIRECTOR



As we come out the other side of the pandemic, we're lucky to have had a lot to celebrate. In 2022/23, we hit more than 100,000 total co-op placements since the UVic Co-op Program began in 1976 and spent the year celebrating students' diverse experiences through a storytelling and promotional campaign. We also had the opportunity to reimagine our unit's future when we developed a new vision, mission and strategic goals that align with UVic's overall priorities.

Our team was excited to strengthen existing partnerships and build new relationships over the past year. With travel once again possible, our Indigenous and International Strategic Initiatives team were able to visit colleagues in Southeast Asia, Europe and Australia to rekindle exchange agreements. This included the Indigenous International Work-Integrated Learning Exchange Program, which saw two Indigenous students take part in an immersive co-op work term at Walanga Muru.

We continued to take steps to innovate our programming and curriculum. This included launching two new websites to support students' career development and co-op experiences, investing in artificial intelligence technology to provide students with on-the-spot résumé and interview feedback, developing resources to support students' as they navigate accommodation and self-advocacy at work, and hiring a new Indigenous co-op coordinator and employment development coordinator focused on equity, diversity and inclusion.

And of course, our team continued to cheer on and support students as they gained valuable paid hands-on experience related to their studies.

From developing decolonized wellbeing legislation that supports Indigenous child and family law to helping asylum-seekers in Greece find places to live, UVic co-op students continue to make a real difference in communities near and far.

As we move into another year, our team is committed to continue to remove barriers for all students to participate in hands-on learning—we're excited about the work ahead.

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

CO-OP + CAREER BY THE NUMBERS (2022/23)

4,121

Number of work term placements completed in 2022/23

6,262

Number of students who accessed career support

62

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

83

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

72.7%

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

\$3,347

Average monthly co-op salary

105,057

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

2,007

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

CO-OP AND CAREER IN ACTION

Kennedy Rolston (left, **civil engineering and physics**) is a proud member of the Métis Nation of Greater Victoria. **Sophia Speier** (right, **biology and psychology**) is Musgamagw Dzawada'enuxw from Kingcome Inlet, which is part of the Kwakwaka-wakw Nation. In 2022, both students travelled to MacQuarie University's Walanga Muru in Australia to complete co-op terms as part of the Indigenous International Work-Integrated Learning Exchange Program. "The experience of cross-cultural sharing, learning about each other's histories and supporting each other is something that I will hold with me for the rest of my life," says Kennedy. Here, they're pictured with Karima Ramji and Leanne Holt, who help guide the exchange program at UVic and Macquarie, respectively.



When second-year **political science** student **Kenzie Ross** (right) returned to UVic at age 26, she knew that she wanted to incorporate her four years of prior experience volunteering at Greece's largest refugee camp into her degree. As a shelter allocation coordinator with EuroRelief, an NGO that operates within Mavrovouni Refugee Camp in Lesbos, she put her experience and studies into practice and learned to "expect the unexpected." Kenzie worked to help incoming asylum-seekers find a designated place to live and coordinated longer-term shelter plans inside the camp.



For fourth-year co-op student **Casey Woo** (**mechanical engineering**), passing on his passion for problem solving to the campers taking part in Engineering for Kids was inspiring. From scheduling and planning camp curriculum to teaching engineering concepts to campers, Casey put his academic expertise into play. "The experience, skills and connections you gain from co-op is amazing," says Casey.



Maya Somogyi (**writing and English**) joined the Victoria and Vancouver Island Greek Community Society as a museum assistant for her work term. The museum collects and preserves stories, documents, artifacts and genealogy relating to Greek immigrants' experiences. Maya conducted research on Victoria's Greek community and worked in the archives.

Fourth-year **economics** student **Daniella Lerat** spent a work term as a sales and customer support co-op student with Joni, a Victoria-based company that focuses on sustainable menstruation care. Joni focuses on providing an equitable and inclusive environment—a perfect fit to Daniella, who was a pilot participant in Co-op and Career's CanWork program, which supported students who identify as having a disability or mental health challenge to take part in co-op. The program paired Daniella with a job coach to jumpstart the job application process and provide support along the way. "Having a job coach that I could confide in about any anxiety about all the steps of the application process was so helpful," says Daniella. "It was this kind of support that I really valued."



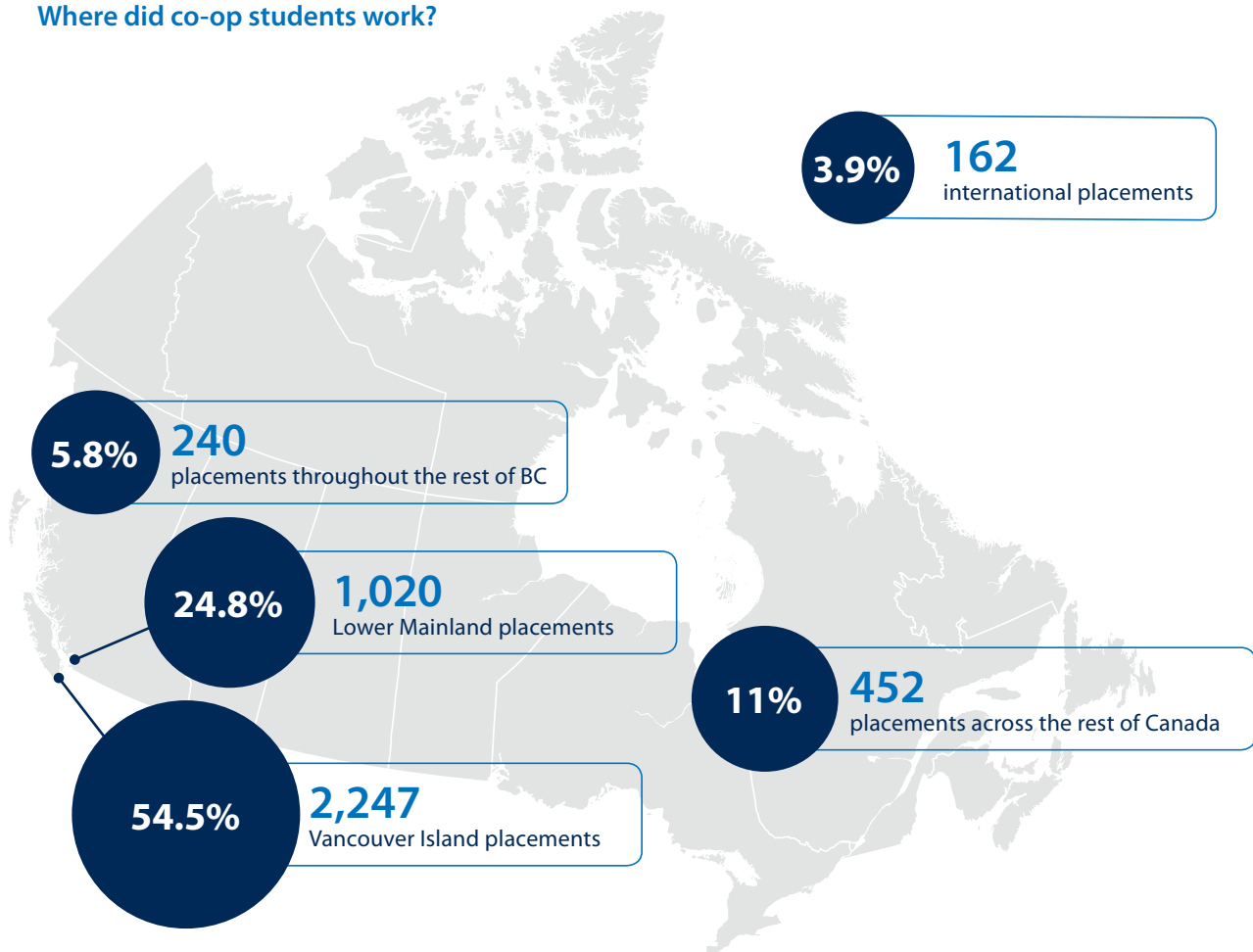
THE YEAR IN NUMBERS: Highlights of 2022/23*

CO-OP HIGHLIGHTS

What did co-op look like in 2022/23?



Where did co-op students work?



Who were our co-op employers?

68.4% private sector

5.8% not-for-profit organizations
62.6% private business

31.6% public sector

8.1% federal government + agency
22.6% provincial government + agency
1.1% municipal government

How many work terms were completed by specific student groups?

111
placements by
Indigenous students

680
placements by students from
international pathways

146
placements by students who
identify as having a disability or
mental health challenge

CAREER DEVELOPMENT HIGHLIGHTS

Over 6,200 students and alumni connected with Career Services in 2022/23.

How did students access career support?


6,262
students accessed
career support
overall


1,801
appointments with
a career educator


1,980
students attended
career-related
workshops and
presentations


108
workshops on résumé
and cover letter
writing + interviews


4,908
career positions
posted in the portal

What did our year of career events look like?


2
major career
fairs


4
major networking
nights and
career panels


215
employer information
sessions


6,500 +
students attended
career development
and co-op events


500 +
employers and employer
organizations took part
in events, mock interview
clinics and more

*Detailed statistics, including trends and historical data, is available by contacting coopcareercomms@uvic.ca.

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.

CAREER OUTCOMES FOR ALL UVIC GRADUATES

54%

of graduating students had received offers of employment by their date of graduation



Of the students who received job offers,

42%

received more than one offer

83%

reported that their positions were career oriented and in their chosen field



73%

had accepted entry-level professional positions

21% mid-level professional/manager,

5% senior level professional/manager,

1% executive level professional/manager



60%

had obtained a salary of over \$49,999 per year

44%

had found work within Greater Victoria



26%

of students who responded to the survey had used one or more career-based service during their degree

CAREER OUTCOMES FOR CO-OP STUDENTS

42%

of students who responded to the survey had participated in the UVic Co-op Program

62%

of graduating co-op students had received an offer of employment before graduation

12%

of students found their post-graduate position through an employer connection made during their co-op experience

CO-OP AND CAREER IN ACTION

For physics and astronomy student **Tess Grindlay**, a summer spent working with the Canadian Space Agency on the James Webb Space Telescope was nothing short of a dream job. Tess contributed to projects supporting the launch of the James Webb Space Telescope's first set of fully calibrated images and spectroscopic data. She'll continue working with the Canadian Space Agency part-time while completing her fourth year of study.



UVic history students **James Coe** and **Matthew Kerr** spent a summer bringing history to life at the Canadian Forces Base Esquimalt Naval and Military Museum. From giving tours to curating their own museum exhibit, they made history accessible and exciting for the public. Behind the scenes, Coe and Kerr updated the museum's catalogue record base, getting in-depth experience with the archival collection, and created content for the Canadian Forces Base Esquimalt newspaper, *The Lookout*.



Mechanical engineering co-op student **Satria Brunner** spent his second international co-op work term working to convert biomass waste into energy in Indonesia. Blending his engineering and business studies with his goal to pursue a career in renewable energy, he contributed to the design of solid waste processing technology and co-authored a published paper about the Solid Waste Processing Technology at the Source program. "My work term gave me a stronger reason to continue a career focused on renewables," he says. "I was surrounded by a number of great mentors and teammates".



Pet owners bringing their furry friends into Dand Veterinary Clinics in Fernwood and James Bay last summer were greeted by self-proclaimed animal-lover **Paige Garat (biology)**, who helped ensure appointments went smoothly for pets and people alike. From scheduling appointments and answering phones to taking X-rays and recording vitals, Paige developed skills she'll take forward as she pursues a career in veterinary science



NEW THIS YEAR

DEVELOPMENTS FOR STUDENTS IN 2022/23

Campaign celebrates milestone of 100K+ co-op placements

UVic co-op students have completed more than 100,000 co-op work terms since the program launched in 1976 in the departments of chemistry and physics, a milestone we celebrated in 2022/23 with a campaign that showcased alumni and student stories and the lasting impact of the program. UVic Co-op secured 58 placements in its first year; today it includes 13 co-op offices that provide opportunities for students in 309 academic programs at UVic. Read stories at uvic.ca/coop/student-spotlight/all-stories.

Equity, diversity and inclusion team builds new suite of resources

In 2022/23, UVic Co-op's equity, diversity and inclusion team expanded to include a term EDI-focused employment development officer. The team developed a range of resources and programming to support students who identify as having a disability or mental health challenge. This included content to help students determine if, when and how to self-disclose and hold conversations around accommodation. It also included developing resources to help employers move towards creating more inclusive, safe and equitable workplaces. Much of this content was added to co-op preparation courses and the web-based career development curriculum.

David Busch hired as Indigenous co-op coordinator

In May 2022, David Busch joined the Co-op and Career team as the Indigenous co-op coordinator focused on supporting Indigenous students throughout their co-op journeys. David, who is Nisga'a and Gitksan as well as Scottish and German, also worked closely with the staff in the Indigenous Academic and Community Engagement office. In his first year in the position, David helped relaunch the Indigenous International Work-Integrated Learning Exchange Program, planned two mock interview clinics and career fairs for Indigenous students and hosted a series of Breakfasts in the House for students and staff.

Career support extended to students in Continuing Studies programs

In the fall of 2022, Darcie Garbruck joined the Co-op and Career team in a new career educator role focused on supporting students taking part in Continuing Studies programming. This is the first time that Continuing Studies students have had access to one-on-one career development support. Students were also given access to the Co-op and Career portal where they can explore and apply for job postings, register for events and book appointments.

Indigenous International Work-Integrated Learning Exchange Program relaunches

Following a multi-year gap due to COVID-19, UVic's unique Indigenous International Work-Integrated Learning Exchange Program was able to begin again. The program sees Indigenous students studying at UVic complete co-op work terms in Australia while Indigenous students from Australian partner institutions take courses and participate in a community internship at UVic. Indigenous students Kennedy Rolston (Métis Nation, civil engineering) and Sophia Speier (Musgamagw Dzawada'enuxw from Kingcome Inlet, psychology and biology) traveled to Macquarie University's Malanga Muru in Australia. UVic Indigenous Co-op Coordinator David Busch, Associate Director of Indigenous and International Strategic Initiatives Karima Ramji and LE,NO,NET Experiential Learning Coordinator Renée Livernoche from UVic's Indigenous Academic and Community Engagement office also travelled to Australia to meet with the students and the Australian partners and to present at the Australian Collaborative Education Network Conference.

Artificial intelligence (AI) software provides self-serve support

Co-op and Career piloted an innovative AI software called VMock in 2022/23 to expand the options for students to gain individualized feedback on their résumés, interviews and more. VMock provides UVic students with accessible and interactive career-readiness support that can be accessed anywhere and at any time. Students are now able to upload their résumé or provide information about their upcoming interview and VMock will provide on-the-spot feedback and sample questions. The software provides vital scaffolding to students as they search for work and prepare for interviews. This launch was supported by the Co-op and Career's curriculum revamp team, which developed web-based curriculum to help students use the tool.

New websites launch to enhance access for all stakeholders

In July 2022, UVic Co-op launched two new websites—one focused on co-operative education for students and employers and the other focused on helping students develop their career pathways. These projects streamlined the Co-op and Career web presence from 400+ pages and 250+ PDFs into approximately 200 pages that include easy-to-read, digitally accessible curricular resources. The websites were a result of an 8-month project led by University Communications and Marketing that included extensive consultation with a wide range of stakeholders.

Podcast series under development to deliver career-related content in a new way

In 2022/23, Co-op and Career's events and communications team assessed the impact and reach of in-person and virtual events from the past several years. Using this data, the team developed a plan to shift how we deliver career-focused information and programming from a one-time events format to an evergreen podcast format. The team recorded 8 podcast episodes with alumni and career educators and will launch the "Work It: a career exploration podcast" in September 2023.

NEW DEVELOPMENTS FOR EMPLOYERS AND PARTNERS IN 2022/23

Hi-Tech Fair resumes on campus

In February 2023, UVic's Hi-Tech Fair ran in person on the UVic campus for the first time since February 2020. After a three-year hiatus, the event brought 39 employers to campus to network with close to 900 students from the Faculty of Engineering and Computer Science. Student and employer interest was high and the fair will return again in February 2024.

Virtual fair partnership continues to support students' career journeys

UVic continued to work with colleagues from Simon Fraser University and the University of British Columbia to run virtual fairs for students and alumni from all three post-secondaries. Joint fairs were run in Fall 2022 and Spring 2023 with more than 1,000 students from UVic and more than 600 employers taking part. The partnership is continuing as we move into fall 2023.

Co-op and Career continued to identify initiatives and experiences that align with United Nations Sustainable Development Goals (UN SDGs)

In 2022/23, Co-op and Career staff continued to map ongoing initiatives, projects, partnerships and student experiences to the 17 UN SDGs. This included data from an employer survey where employers identified the ways their work connected to the SDGs, as well as whether co-op student projects contributed to these goals. This mapping can be viewed at uvic.ca/coop/sdgs and will be reported annually moving forward.

International partnership development trips resume

The Indigenous and International Strategic Initiatives team within Co-op and Career resumed international travel in 2022/23 following more than a two-year pause in response to COVID-19. In September 2022, the team traveled to Barcelona to meet with trade commissioners from Spain, Italy and France as well as existing partners from universities in France, Germany, Belgium and more. In March 2023, the team traveled to Vietnam and Thailand to meet with Canadian Chambers of Commerce and other partners about hiring co-op students. They also presented several sessions at the Asia-Pacific Association for International Education Conference on topics ranging from the benefits and process of international work experiences for co-op students to a partnership between UVic, VIU and the Aga Khan Foundation of Canada that supports the World Partnership Walk.

Revised co-op vision, mission and strategic goals

Over the past year, Co-op and Career staff drafted a vision and mission statement along with values and strategic goals for the next 3- to 5-year period. This work has been done in concert with the development of unit and departmental operational plans and in alignment with the development of the university's new strategic plan. Co-op and Career's overall vision is to support "career-ready graduates responding to the needs of community, society and our planet" and our mission is to "prepare students for the future of work."

Results published from Digital Technology Supercluster project

From 2019 to 2022, BC's Ministry of Advanced Education and Skills Training invested \$14.5 million to support co-op and work-integrated learning (COWIL) opportunities throughout the province. One of these projects was a partnership with Canada's Digital Technology Supercluster to identify ways to address equity, diversity and inclusion concerns in the engineering and computer science sectors. This multi-faceted project concluded in 2023 and included a survey of co-op students and employers, a pilot use of software to de-bias the job application process and more. The results of this project will inform how post-secondaries and industry build and improve digital skill development.

AWARDS

2022 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

Lauryn Orme (commerce)

Lauryn Orme brings her passion for continuous learning to everything she does, and her co-op placement at Workday Inc. was no exception. By providing strategic guidance for internal initiatives, Lauryn tackled challenges like supply chain impacts and changing client needs. Her ability to leverage her communications skills, reflectiveness and strategic thinking helped Workday to adapt to a changing climate. She also brought the skills she learned at work back to the Gustavson community, volunteering at events like the Distinguished Entrepreneur of the Year Award gala and hosting financial literacy sessions for students.

“I was thrilled to give back to the community while working,” says Lauryn. “I’ve had so many opportunities to grow and learn, and I’m thankful to be able to do that for others.”

Engineering and Computer Science Co-op Student of the Year

Muskan Hans (computer science)

When international student Muskan Hans began her studies in Canada in 2016, she struggled with physical and mental health issues while far from her home in India. While Muskan had doubts about whether she would succeed in co-op, her first work term with BC Pension Corporation built her confidence and communication skills as she brought her adaptability and technical expertise to the team. Initially hired in quality assurance, Muskan’s diligence and eagerness to learn led to her taking on more responsibility across a number of job roles, including as a business analyst—by the end of her work term, she even provided coverage for her manager during his vacation.

“I’ve learned that how you see yourself can really impact your success,” Muskan says. “When you say ‘yes’ to opportunities, it can change your whole perspective. When I look at myself now, I can see my own success and look forward to my future.”



Optional and Professional Co-op Student of the Year

Camas Ussery (law)

During her three years in UVic’s law program, Camas Ussery spent countless hours studying the Canadian common law system. So when she began a co-op work term with the South Island Indigenous Authority (SIIA), she committed to learning about Coast Salish/Nuu-chah-nulth law and culture through community engagement at craft nights, youth dinners and a ‘Gathering of Aunties.’ Camas’s project was to develop Indigenous child and family well-being legislation, which involved conducting cross-jurisdictional research on successful legislative development in other Nations.

By listening to colleagues and community members about the harms caused by colonial law, as well as stories that contain Coast Salish and Nuu-chah-nulth law, Camas learned the importance of taking a holistic approach in legislative development. Camas will continue to collaborate with the Indigenous Legal Relations group as part of her articling rotation with the BC Ministry of the Attorney General.

2022 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.

International Employer of the Year

RocketLab

As a global leader in rocket and satellite design and manufacturing, spacecraft components, software and launch services, it's no surprise that RocketLab is an employer of choice for UVic co-op students looking to contribute to a world-changing industry. Since 2014, 13 software and mechanical engineering co-op students have completed a total of 23 work terms with Rocket Lab. More than 80 per cent of students who complete co-ops and other forms of internships join the team after graduation, including eight UVic alumni. Students are hired in positions ranging from junior manufacturing engineers to production design interns and are tasked with solving real problems that impact the success of rocket launches. The company has locations in the US, Canada and New Zealand, with the majority of placements taking place in Auckland.



*NASA CAPSTONE spacecraft integration.
(Photo credit, RocketLab)*

Employer with fewer than 50 employees

Trev and Joyce Deeley Research Centre (BC Cancer Research)

When UVic co-op students join the team at the Trev and Joyce Deeley Research Centre's Molecular and Cellular Immunology Core (MCIC), they contribute to life-changing cancer research. As a world leader in advancing what we know about how the immune system and cancer interact, MCIC has welcomed UVic co-op students into 96 co-op work terms since the centre first started hiring in 2011. Fifty-seven of these biochemistry, microbiology, biomedical engineering, and mathematics and statistics students have worked with Katy Milne, a UVic alum who was one of the first scientists to join the team in 2003 and whose leadership has helped the team advance what we know about how cancer hides from the immune system.

Employer with more than 50 employees (tie)

Aecon Construction Group Inc.

With more than a decade since hiring its first UVic co-op student, Aecon Construction Group Inc. is on a roll. The industry leader in civil construction and infrastructure development has provided 80 work terms to UVic students since 2010, with 72 work terms in the last 5 years alone. The opportunity to gain exposure and experience in construction management, and to be immersed in the day-to-day operations of large-scale, complex projects has made Aecon an employer of choice for co-op students and graduates alike.

BC Transit

Operating in both small towns and large urban centres, BC Transit transports over 57 million customers in communities across the province each year. For the past 12 years, more than 115 UVic co-op students from programs as diverse as civil engineering, commerce and health information science have joined the team as fleet engineering assistants, business analysts and more. BC Transit provides co-op students with independence, flexibility and autonomy in their projects, while still maintaining quality training and resources. This includes the co-op student 'buddy system' where students are paired with a staff member who ensures students have what they need to succeed, as well as access to courses that aligned with their interests.

Learn more about these awards at uvic.ca/coop/employerawards.

ONGOING INITIATIVES

FOR STUDENTS

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

- **Career Services support:** Our six career educators provided a range of services to students from every UVic program area, including Continuing Studies. This year there was also a career educator focused on equity, diversity and inclusion. Support included career preparation programming, one-on-one career drop-in sessions and appointments, regular workshops and targeted networking and career exploration events. In 2022/23, **more than 6,262 students accessed these services.**
- **Mock interview clinics:** All co-op students take part in a mock interview clinic prior to applying for their first work term. In 2022/23, **315 employers** volunteered their time to provide one-on-one feedback to **1,052 UVic co-op students**, including **49 Indigenous students.**
- **International exchange opportunities:** In 2022/23, UVic placed **128 students** in **162 international work terms** in a total of **30 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 2022/23 can be requested from the Office of the Director of Co-op and Career.

FOR EMPLOYERS

While some regular employer engagement activities were put on hold in response to the COVID-19 pandemic, the following 2022/23 projects and initiatives supported Co-op and Career's ongoing employer outreach.

- **Partnerships with local Chambers of Commerce:** For more than a decade, 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:** In March 2023, we celebrated our 2022 co-op award winners with a luncheon that showcased students' experiences and the impact of hands-on learning.
- **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 2022/23, members of Co-op and Career's International and Indigenous Strategic Initiatives team traveled to Spain, England, Vietnam, Thailand and Australia to meet with current partners about existing programming and to identify opportunities for additional levels of collaboration.

FUNDING THAT SUPPORTS STUDENTS AND EMPLOYERS

Co-op and Career facilitates several funds and scholarships that help students engage in unique work experiences outside of Canada. In 2022/23, this funding was distributed as follows.

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. **Three students** received this funding in 2022/23.

President's Asia Partners Fund: This funding supports students as they pursue co-op work terms and internships in the Asia Pacific region. **Four students** received this funding in 2022/23.

Thouvenelle scholarship: This scholarship is given to students who take part in co-op work terms related to community development or service learning both in and outside of Canada. **Twenty-two students** received this funding in 2022/23.

Strategic Framework Experiential Learning Fund (SF-ELF): UVic's SF-ELF funding supports a range of work-integrated learning opportunities for students. In 2022/23:

- **38 students** were awarded a \$1,000 travel stipend through the **Co-operative Education Travel Award for Work Terms in Canada but outside Victoria**
- **15 students** were awarded a \$3,000 travel stipend through the **Co-operative Education Travel Awards for Work Terms with Not-For-Profits outside Canada**
- **2 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**
- **10 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**
- **7 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**
- **4 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**

LOOKING TOWARDS 2023/24

Digital accessibility work continues

In order to ensure that Co-op and Career material adheres to BC's legislation requiring all web content to be digitally accessible, we will continue to update our online funding and work term challenge applications in 2023/24.

Podcast series to launch

An eight-episode season of "Work It: A career exploration podcast" will kick off in September 2023. The podcast features interviews with UVic alumni who will discuss their career trajectories, as well as an "ask the expert" series where career educators will speak about topics like burnout, résumés, interviews and more.

International, Indigenous and Strategic Initiatives (IISI) team expands

Co-op and Career's IISI team will shift in 2023/24 to include the accessibility and inclusion co-op coordinator role. The team currently includes the international and Indigenous co-op coordinator roles as well as an associate director.

Community-Engaged Learning office to integrate with Co-op and Career

In fall 2023, UVic's Office of Community-Engaged Learning, which is currently facilitated through UVic's Learning and Teaching Support and Innovation unit, will move to Co-op and Career. The team will report to the associate director of Career Services and staff will undertake a year-long review to determine how goals and processes are integrated into the larger unit.

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