Annual Report

Co-operative Education
Program & Career Services

May 2023 –
April 2024

UVIC

In this report

This annual report identifies trends, developments and program statistics from May 1, 2023 to April 30, 2024. This report was produced in September 2024 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.

Photography: UVic Photography Services and UVic co-op students. **Cover photo:** Commerce student Jack Bougie worked as the sales and marketing coordinator for Malahat Skywalk, where he helped manage external relationships with hotels and other tourist attractions in Greater Victoria.

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

Letter from the Executive Director

The past year has been about listening and welcoming change—from an increased focus on access, inclusion, equity, diversity, decolonization and responding to the TRC's Calls to Action, to aligning with the UN's Sustainable Development Goals, we are continuously improving.

In 2023/24, this included welcoming the Community Engaged Learning team under the Co-op and Career (C+C) umbrella to better support students seeking a wide range of hands-on learning opportunities. It also included addressing barriers to participation in co-op by adjusting GPA requirements in the sciences programs and extending the co-op application period to run from June to September.

We also began developing a career exploration course for all students, and launched a podcast that shares UVic alum's career journeys in their own words.

Additionally, we expanded our International and Indigenous team to include a focus on equity, diversity and inclusion, and partnered with the United Nations' Institute for Training and Research (UNITAR) to give students who take part in work terms outside Canada a chance to receive UN accreditation.

You'll note that this year's report is organized to align with the University's new Academic Action Plan: 1) Enhancing the student experience, 2) Fostering innovation in scholarship, and 3) Advancing scholarly culture.

As we wrap up another year, I continue to be inspired by UVic co-op students who actively affect positive change around the globe. From contributing to life-saving research in nanomedicine to developing policy that addresses sexualized violence, to advancing the United Nations' Sustainable Development Goals, they are changemakers to watch.

Sincerely,

Andrea Giles
Executive Director
Co-op and Carer

The year in numbers (2023/24)

3,678
co-op work
terms completed

4,620+
students accessed
Career Services

61%
of eligible students
took part in co-op

69%
of co-op students
graduated with
a job offer

$3,552
average monthly
co-op salary

83%
of graduating students
found a job related
to their studies

CO-OP HIGHLIGHTS

What did co-op look like in 2023/24?

3,678

co-op placements (down 10.8 %)

1,256

employer organizations hired co-op students

$3,552

average co-op salary (up 6.1%)
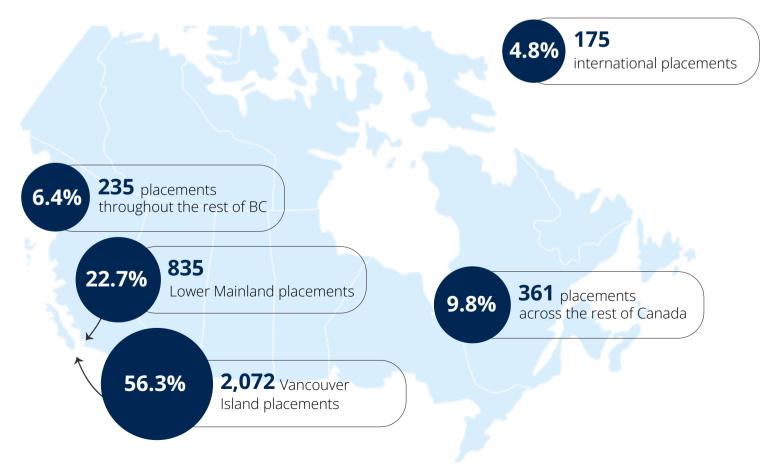
$198K

in funding to support students' work terms

1,958

students completed the co-op prep course

Where did co-op students work?

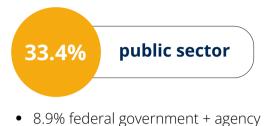**4.8%** **175** international placements

6.4% **235** placements throughout the rest of BC

22.7% **835** Lower Mainland placements

9.8% **361** placements across the rest of Canada

56.3% **2,072** Vancouver Island placements

Who hired UVic co-op students?

66.6% private sector

- 60.8% private business
- 5.7% not-for-profits

33.4% public sector

- 8.9% federal government + agency
- 23.1% provincial government + agency
- 1.5% municipal government

How many work terms were completed by specific student groups?

75
placements by
Indigenous students

573
placements by students
from international pathways

100
placements by students who
identify as having a disability
or mental health challenge

CAREER DEVELOPMENT HIGHLIGHTS

How did students access career support?

2,033
appointments
with career
educators

2,590
students took part in
career programming
& employer sessions

1100+
students attended
career fairs

4,620+
students accessed
programming overall

300+
employers
took part
in events

What programs and events were offered?

2
major
career fairs

4
major networking
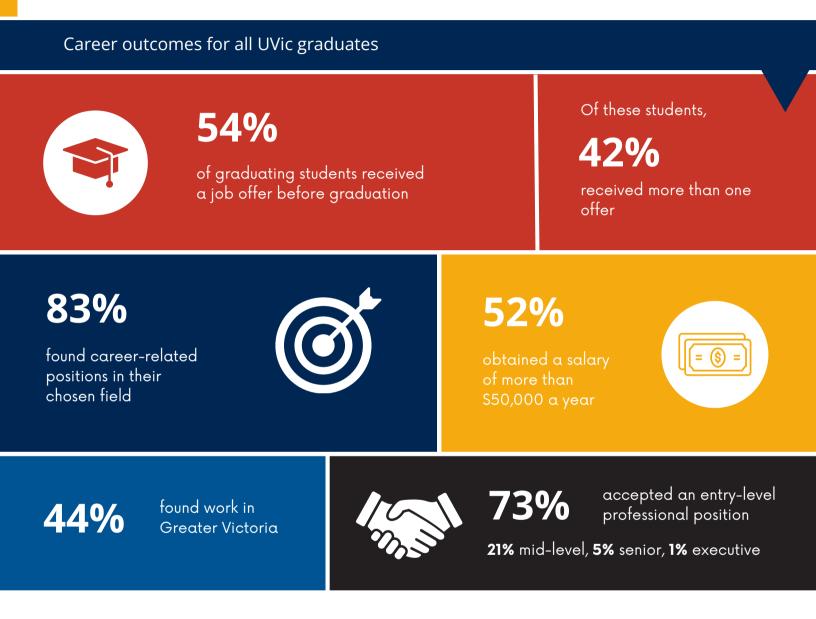nights and
career panels

50
employer
information
sessions

60
career
development
workshops

4,174
career positions
posted in
the portal

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 received a job offer before graduation

Of these students,
42%
received more than one offer

83%
found career-related positions in their chosen field

52%
obtained a salary of more than $50,000 a year

44%
found work in Greater Victoria

73%
accepted an entry-level professional position

21% mid-level, **5%** senior, **1%** executive

Career outcomes for UVic co-op graduates

37%
of students who responded to the survey participated in co-op

69%
of graduating co-op students received an offer of employment before graduation

12%
of students found their position as a result of their co-op experience

On her fourth co-op work term, **Christine Wong Chong** (**biomedical engineering)** joined the software development team at the Canadian Food Inspection Agency's (CFIA) Sidney Centre for Plant Health. Christine worked on bug fixes and new features in Virtool, a CFIA web app that helps lab technicians easily detect viruses in plant samples. "Working on critical projects that directly impact public health and safety made me extremely excited about this job," Christine says.

After completing his Bachelor of Education from the University of Saskatchewan's Urban Native Teachers Education Program, **Connor Guillet** (left) enrolled in UVic's **Master's of Arts in Educational Psychology**. A co-op work term as an education intern at the University of Central Asia (UCA) took Connor to Kyrgyzstan, where he redesigned an online career preparedness course, provided career counselling to students and supported the creation of a new career support section on UCA's website.

Hannah Gentes is a Saulteaux-Metis woman currently living in Lekwungen territory. A UVic graduate (**Indigenous studies and environmental studies**), she is a senior project manager and Indigenous initiatives lead with the environmental non-profit Coastal Restoration Society. Hannah shared her passion for Indigenous environmental stewardship, community building and land-based learning in season 1 of "Work It: A career exploration podcast".

Jay Choi's first co-op work term led him to the BC Wildfire Service, where he worked as a First Nations and Indigenous Relations Officer. As an **Indigenous studies** student, he was excited to work on projects that engaged Indigenous communities. "When fire impacts Indigenous communities, our firefighters must respect the protocols on their territory. During my deployment to Williams Lake, BC, I had a beautiful opportunity to attend the Nazko First Nations blessing ceremony."

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ENHANCING THE STUDENT EXPERIENCE

Overall co-op placement numbers reach 108,929

By the end of April 2024, historical co-op work term placements reached 108,929 as we continued to see renewed participation in hands-on learning following the COVID-19 pandemic.

Co-op application approaches aligned for optional programs

For fall 2023, Co-op and Career's optional and professional co-op programs aligned their application processes and deadlines to make it easier for students to take part. This involved extending the application window to run from mid-June to mid-September and streamlining marketing and outreach. As a result of this shift, co-op application numbers for optional programs increased across the unit. Co-op programs included in this initiative were computer science, fine arts, humanities, kinesiology, sciences and social sciences.

Development of new career course for all students

As part of renewing practices to support all students' career development needs, Co-op and Career's Curriculum Committee began building a new modular career course that will help students explore their career goals and strengths. The Curriculum Team is currently working with the LTSI to set up the course through Brightspace. The course will be tested in 2024/25.

Work study student focuses on peer support for Career Services

In 2023/24, Career Services hired a student peer mentor to provide one-on-one support to students on cover letters, résumés, and interviews in weekly drop-in sessions. The peer mentor supported more than 100 students and referred students to other support as required.

Working closely with Kaplan to support international student recruitment

Over the course of 2023 and 2024, the Co-op and Career team met regularly with representatives from Kaplan International Pathways to provide data and testimonials that showcased the hands-on learning opportunities that international students can access at UVic. This included leading information sessions, engaging with international students about their personal experiences and more.

"Work It" podcast series spotlights UVic alum career journeys

In the fall of 2023, Co-op and Career's events and communications team released the first season of "Work It: A career exploration podcast". Season 1 included interviews with four recent UVic graduates who are making a positive impact through their careers, as well as four ask-an-expert episodes where we spoke with career educators about topics ranging from self-disclosure in the workplace to applying to jobs and avoiding burnout. Season 2 of "Work It" will be released in the fall of 2024. Listen to "Work It" at **uvic.ca/career-services/podcast** or anywhere you listen to podcasts.

New team focuses on Indigenous, international and EDI

To better support specific audience groups, including Indigenous students, international students, students doing work terms abroad, and students looking for support around equity, diversity and inclusion, Co-op and Career adjusted its Indigenous and International team to include Niels Melis-de Lamper, the accessibility and inclusion co-op and career coordinator. This new team, now called the Indigenous, International and Accessibility (IIA) team is led by associate director Karima Ramji and focuses on emerging student needs.

Indigenous Mock Interview Clinic and Career Fair relaunches

In fall 2023 and spring 2024, 82 students and 18 employers took part in the Mock Interview Clinic and Career Fair for Indigenous students. This was the first time this event was offered in person since 2020 after it was run virtually in response to the COVID-19 pandemic. Employers were selected based on their demonstration of supportive and Indigenized hiring practices. Students attended a career fair and took part in mock interviews with employers.

New career development workshop series offered in 2023/24

UVic's Career Services team developed and ran two new series of workshops to help students at various stages of their career development. The "Launch your career adventure" workshop series ran in the fall of 2023, while the "Jumpstart your job search" workshop series was offered in the spring of 2024. Both series were offered in person as well as virtually and provided students with modular options on topics ranging from demystifying the networking process to learning how to identify and engage with equitable and inclusive employers. The "Jumpstart" series also supported students in their preparation for the West Coast Virtual Fair.

Employer in Residence program continues in ECS

The Engineering and Computer Science Co-op Program continued its popular Employer in Residence program this year, where employers from 8 organizations spent an hour meeting one-on-one with students to discuss their industries and provide career advice and hiring tips. One-hundred-and-twenty students participated in 2023/24.

Virtual fair partnership continues

UVic continued to work closely with colleagues from Simon Fraser University and the University of British Columbia to run a virtual career fair for students and alumni from all three post-secondaries. The 2024 fair ran from March 19 to 20, 2024 and included a series of preparation workshops run by UVic and attended by students from UVic, UBC and SFU. More than 260 UVic students and alumni and 60 employers took part in the 2024 fair.

FOSTERING INNOVATION IN SCHOLARSHIP

Community Engaged Learning joins C+C

In November 2023, the Community Engaged Learning (CEL) office and its staff were welcomed to Co-op and Career after formerly being situated in the Division of Learning and Teaching Support and Innovation (LTSI). This repositioning of CEL was a result of an external review of the LTSI that identify C+C as a better alignment for advancing experiential learning priorities.

In 2023/24, the CEL team supported 29 staff, 90 instructors (and their students), 29 staff and 185 undergraduate and graduate students to engage in community-engaged learning experiences and/or research. Additionally, they supported 19 major faculties and units and 320 community partners and received $388,200 in external funding. Projects included CEWIL iHub initiatives like the Engaging Meaningfully Program, Clayoquot Sound Field School, and the StoryMapping project. Learn more about CEL at **uvic.ca.cel**.

Two new programs offer co-op option

C+C worked with the UVic Faculties of Science and Engineering to support the launch of the Data Science and Climate Science programs. Students in these programs have the option to participate in co-op work terms as part of their UVic experience.

IIA team collaborates with CIFAL Victoria and UNITAR

Last year, Co-op and Career's Indigenous, International and Accessibility (IIA) team partnered with CIFAL Victoria, a training centre connected to the United Nations' Institute for Training and Research (UNITAR). Together, UVic and CIFAL Victoria provided students who did co-op terms outside of Canada that advanced the UN Sustainable Development Goals with the opportunity to receive UN accreditation. Students also led or organized a community engagement activity where they used their cultural intelligence to advance UN SDGs. This program is funded through Global Skills Opportunity Fund. More than 15 students have earned this certificate to date and C+C is exploring how to make this opportunity available to all co-op students. See more at **uvic.ca/news/publications/ring/2024+un-sdg-coops+news** .

IIA team partners with ICS on StoryMap project

In 2023/24, the IIA team partnered with UVic's International Centre for Students on the "Journey Across Borders: UVic students' StoryMap" project. This initiative helps students going on academic exchanges or co-op work terms abroad to share their stories on a searchable platform that includes co-op and exchange opportunities outside of Canada. View the Storymap at **storymaps.com/profile/uvicinternational**.

C+C continues to align work with UN SDGs

C+C 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**.

Dayah Johal (Master of Global Business) is an alum of the Master in Global Business program at UVic who found her way to a full-time career with the British Columbia government after completing a co-op term with the BC Public Service. We chatted with Dayah about the value of co-op, the impact of remote learning and how to get started in a career with in the public service during season 1 of Work It: a career exploration podcast. Listen to Dayah's episode here.

A work term with Archipelago was a natural next step for **electrical engineering student James Thompson**, after a previous co-op job with Natural Resources Canada, where James supported the configuration and installation of the West Coast Earthquake Early Warning System.

On her very first co-op work term as the marketing coordinator for Portofino Bakery, **Melanie Procyshyn (commerce)** worked on organic and paid social media, event planning and community involvement, and brand consistency. "This work term allowed me to use my creativity in our ad campaigns and video. I had to put myself into the customer's shoes to understand their needs."

Economics student Eli Cleves (red jacket, third from left) completed a co-op at Book Talk English Learning Center in Hong Kong as a social media and events coordinator and an English teacher. "My work environment was high energy and we had a great team. The other teachers included other co-op students, European immigrants, African immigrants and Hong Kong locals."

ADVANCING SCHOLARLY CULTURE

Science co-op programs embrace opportunity for equitable access to co-op

In 2024, the C+C Sciences Co-op team removed a barrier to student participation in co-op by adjusting the academic requirement for entry. Before this change, science students required a minimum threshold first-year GPA of B- to join the co-op program. The first group of students to apply under these updated requirements will do so over the summer and early fall of 2024. This change was unanimously supported by the Faculty of Science and reflects its support for equitable access to WIL.

Changemaker awards created to support co-op students

The C+C team launched a new funding opportunity called the Changemaker Awards in 2023/24. These awards recognize co-op students who have made significant contributions to their workplace, community and/or their personal learning. There are four categories: the Equity, Diversity and Inclusion Award, the International Student Award, the Reconciliation Award and the Sustainable Development Goals Award. Fundraising for the Changemaker Awards took place during Giving Tuesday and more than 50 students applied for the first round of funding. The first awards will be awarded in the summer of 2024.

Highest number of equity-seeking students took part in C+C opportunities

One-hundred and forty-five equity-seeking students engaged with Co-op and Career through co-op experiences and other career development opportunities last year (the highest number on record) as a result of a dedicated accessibility and inclusion co-op and career coordinator, ongoing resource development and targeted outreach.

IIA team collaborate with Gustavson School of Business and Faculty of Law on pre-departure course

In 2023/24, the IIA team worked with the Gustavson School of Business and the Faculty of Law to design a joint pre-departure course for students going on international co-op and/or academic exchanges. This will provide students across these programs with the same pre-departure experience. Funding for this program is provided by the Global Skills Opportunity Innovation grant.

Co-op and Career partners with Office of Community Government Relations (CGR) on several events

On November 4, 2023, Co-op and Career partnered with UVic's Community Government Relations and KWENCH to host "Job Jam", a career fair that introduced students to diverse careers paths and fostered connections with professionals. The fair featured flash talks, interactive sessions and panel discussions. Approximately 90 community members attended the event. In April 2024, C+C participated in a CGR-led event that connected UVic faculty and students with Members of BC's Legislative Assembly. This event was held at the BC Legislature; 7 co-op students who were completing work terms with provincial agencies and ministries attended this event as co-op ambassadors, highlighting the value of their co-op experiences to MLAs.

FOR STUDENTS

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

- **Career Services support:** Our six career educators provide a range of services to students from every UVic program area, including Continuing Studies. Support includes career preparation programming, one-on-one career drop-in sessions and appointments, workshops and targeted networking and career exploration events. In 2023/24, **more than 4,620 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. **156 employers** volunteered their time to provide one-on-one feedback to **1,520 UVic co-op students**, including **37 Indigenous students**.
- **International exchange opportunities:** In 2023/24, UVic placed **151 students** in **175 international work terms** in a total of **32 countries**.
- **Competency assessment framework:** UVic is the only institution in the world to use a competency-based framework to assess co-op learning outcomes at the start, middle and end of the work terms. Detailed competency data can be requested from the Office of the Director of Co-op and Career.

FOR EMPLOYERS

The following 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 College to promote co-operative education to employers across the region. Through sponsorship agreements, we connect with members of the Victoria Chamber, Westshore Chamber of Commerce and Saanich Peninsula Chamber.
- **Employer Appreciation Event:** In April 2024, we celebrated our 2023 co-op award winners with a luncheon that showcased students' experiences and the impact of hands-on learning.

FUNDING FOR STUDENTS AND EMPLOYERS

Co-op and Career facilitates several funds and scholarships that help students engage in unique work experiences in Canada and around the world. In 2023/24, 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. **12 students** received this funding in 2023/24 for a total of $11,000.

President's Asia Partners Fund: This funding supports students as they pursue co-op work terms and internships in the Asia Pacific region. **10 students** received this funding in 2023/24 for a total of $31,250.

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. **51 students** received this funding in 2023/24 for a total of $29,987.

Strategic Framework Experiential Learning Fund (SF-ELF): UVic's SF-ELF funding supports a range of work-integrated learning opportunities for students. In 2023/24, UVic awarded $198,013 in funding to the following:

- **53 students** were awarded a $1,000 travel stipend through the **Travel Award for Work Terms in Canada but outside Victoria**
- **15 students** were awarded a $3,000 travel stipend through the **Travel Awards for Work Terms with Not-For-Profits outside Canada**
- **11 students** were awarded up to $5,000 for approved entrepreneurial co-op work term through the **Wage Subsidy Program for Entrepreneurial Work Terms**
- **10 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 **Not-for Profit Wage Subsidy Program**
- **5 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**

CO-OP STUDENTS OF YEAR

Each year, we recognize co-op students who have demonstrated outstanding achievement in their co-op work terms. Learn more at **uvic.ca/coop/studentawards**.
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Business Co-op
Isabel de Verteuil (commerce)

With a dual passion for the environment and data management, Isabel de Verteuil found a co-op term that incorporated both—a strategic planning analyst co-op student with the British Columbia Environmental Assessment Office (EAO). The MBA student created an organization-wide data management plan and was nominated for the BC Public Service Student Employee of the Year Award.

Engineering and Computer Science Co-op
Ethan Barillo (civil engineering)

Civil engineering co-op student Ethan Barillaro knows how to make a positive impression—he landed a co-op work term with coveted co-op employer Bird Construction. Barillaro was hired to work on LEED-certified plans for a new HandyDart Bus Station in Victoria. He helped procure and set up agreements with trades and vendors and was a stand-out employee recognized for his initiative and positivity.

Engineering and Computer Science Co-op - entrepreneurship
Toby Murray (software engineering)

Toby Murray took a leap of faith on his summer work term when he became his own boss and launched Xylem Studios. During his co-op term as a game studio owner, Murray launched a marketing plan and fine-tuned a playable demo of his game called Random Access Mayhem (RAM).

Optional and Professional Co-op
Nina Kanapi (educational psychology)

A mother of two with thirteen years of teaching experience, Nina Kanapi moved to Canada from the Philippines to pursue her Master of Education in Educational Psychology. She completed her first co-op at Broadmead Care Society (BCS), a non-profit long-term care home for seniors, veterans, and adults with disabilities. Kanapi became the first co-op student at BCS to lead quality improvement projects, designing tools that are now used as performance success indicators.

CO-OP EMPLOYERS OF THE YEAR

Each year, we recognize employer organizations that offer extraordinary learning opportunities to UVic co-op students. Read more about these employers at **uvic.ca/coop/employerawards**.

New employer
Thornhill Medical

As leaders in creating medical devices that transform diagnostic and therapeutic patient care, Thornhill Medical also actively hires emerging talent. In addition to hiring co-op students, Thornhill has become a dedicated UVic partner, with employees regularly traveling to UVic from Toronto to guest lecture at UVic, take part in mock interview clinics and panel sessions, and lead information sessions with biomedical students.

> "As a co-op employer, you can change someone's life forever. Bridging the gap between the classroom and industry is a passion of mine. My desire in life is to inspire and equip the next generation of medical device engineers. If I can help them develop the experience to feel like they can contribute, then I will have succeeded."

- Kirusha Srimohanarajah, P. Eng. and manager of electrical and firmware engineering

Employer with fewer than 50 employees
Focal

Mentorship is a key ingredient to a successful co-op experience, and the team at Focal has it down to a fine art. Founded by UVic commerce and software engineering alumni Lachlan Shum, Focal develops website and booking platform software that provides professional photographers around the world with an online marketplace. Since 2020, the company has hired 12 commerce, writing and visual arts students in 14 co-op work terms.

Employer with more than 50 employees (tie)
Avalon Mechanical

As a local leader in creating energy efficient mechanical systems for HVAC, plumbing and fire suppression, Avalon Mechanical is also a co-op employer, welcoming 63 engineering, computer science and business students in the past 4 years alone. Students make significant contributions to company-wide projects, meet with clients, contractors and vendors and are welcomed into the company culture. In the past year, 5 co-op students have gone on to become full-time Avalon employees.

Employer with more than 50 employees (tie)
VertiGIS

Victoria-based VergiGIS develops cloud-ready, configurable software that helps all sizes of business benefit from the power of Geographic Information Systems (GIS) and regularly hires UVic co-op students looking for their first co-op experience. The company has hired 130 engineering, computer science and commerce co-op students over the past 11 years for a total of 149 work terms. They've also hired 31 previous co-op students as permanent employees, with 10 former co-op students employed today.

Special recognition for outstanding support of co-op students
Lethbridge Research & Development Centre, Agriculture & Agri-Food Canada

Agriculture & Agri-Food Canada, or AAFC, has a strong focus on science and technology, with a network of 20 research and development centres across Canada where AAFC researchers work with producers, industry and academia to grow the country's agricultural sector.

In 2023, UVic extended special recognition to two incredible co-op employers from the Lethbridge Research and Development Centre: Dr. Doug Inglis and Jenny Gusse, who tragically lost their lives while hiking in the Rocky Mountains last year.
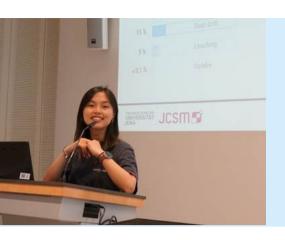
Doug and Jenny's research sought to sustainably balance the health of people, animals and ecosystems by studying bacteria found in Canada's agricultural systems. They were extraordinary mentors to 22 UVic co-op students over the course of 12 years, loved for their kind, immersive approach. Doug and Jenny encouraged students to participate in work experiences that spanned lab, literature and field research.

International partner
Baden-Wuerttemberg Cooperative State University (DHBW)

Over the past 25 years, more than 95 UVic co-op students in 23 academic programs ranging from commerce to engineering to sociology have completed co-op work terms with more than 40 employers in Germany, thanks to a unique partnership with Baden-Wuerttemberg Cooperative State University (DHBW). Beginning in 1998 with a co-op exchange between UVic and DHBW, the partnership evolved into a hybrid exchange in 2009, where German students complete study terms at UVic while UVic students complete co-op terms with employers in Germany.

In addition to placing students with employer partners like Audi, Airbus Helicopters, Carl Zeiss and VOITH, DHWB also partnered with UVic on a research project that studied the cultural intelligence gained by all students taking part in the program.

Co-op and Career in action

Seoyoon Lee (biochemistry and microbiology) found the work term of her dreams at Friedrich-Schiller-Universität Jena in Germany. As a research intern for a project on nanomedicine, Seoyoon was able to connect with a diverse group of scientists. "I know the connections I made will be valuable in my scientific career moving forward," she says. Seoyoon's work term was funding by Global Skills Opportunity as part of a program run by CIFAL Victoria, a training centre connected to the United Nations' Institute for Training and Research (UNITAR).

Master of Educational Psychology student **Marissa Donaldson** brought their passion for social justice and curriculum development to their co-op with the Sexualized Violence Policy Team in the Ministry of Post-Secondary Education and Future Skills. They developed a shared principles document, organized a gender-based analysis awareness event, and participated in the co-op advisory board. Marissa was awarded the Student Employee Award from BC Public Service in recognition of their work.

Master of Public Administration student **Stephen Joyce** traveled to Geneva, Switzerland for a co-op term at the United Nations Institute for Training and Research (UNITAR). "The project I was most excited to be a part of is the CIFAL Global Network, which includes UVic," he says. Joyce supported the development and evaluation of workshops, e-learning courses, graduate diplomas and master's programs that promote the UN's Sustainable Development goals.

Born and raised in Salmon Arm in the British Columbia interior, **geography** co-op student **Grace Decker** has a passion for the environment and being outdoors. On her co-op work term as an interpreter for Parks Canada, she spent much of her time at partner organizations like the Shaw Centre for the Salish Sea, delivering outreach and educational programs that focused on local ecosystems as well as the endangered southern resident orca population in the Salish Sea.

STAFF RESEARCH & PRESENTATIONS

C+C staff regularly contribute to academic papers and give presentations on the team's unique contributions to work-integrated learning. In 2023/24, this included:

Publications

- Melis-De Lamper, N. & Benner, A. (2023). Accessible work-integrated learning experiences: An analysis of the University of Victoria's CanWork program. International Journal of Work-Integrated Learning.
- Bond, J. (2023). Updating professional competencies in health informatics: a scoping review and consultation with subject matter experts. Science Direct.

Presentations

- Benner, A. & Hindle, A. (2023). Talent MATCH: Working together to support WIL in the museum, arts, culture, tourism, and hospitality sectors. Presentation at the Co-operative Education and Work-Learning Canada (CEWIL) conference.
- Hindle, A. & Benner, A. (2023). Accessible work-integrated learning: The University of Victoria's CanWork pilot program. Presentation at World Association for Co-operative Education (WACE) conference, University of Waterloo, June 27-30, 2023.
- McQuillan, S. (2024). SDGs, CQ and the International WIL Experience. Presentation at The Forum on Education Abroad Career-Integrated Global Learning Conference.
- Busch, David (2023). The Indigenous Work-integrated Learning Resource Hub: A needs-based approach to addressing barriers and opportunities for Indigenous students. Presentation at the CEWIL and Association for Co-operative Education and Work-Integrated Learning (ACE) conferences.
- Busch, David (2024). Indigenous Community of Practice for Work Integrated Learning: a panel discussion. Presentation at CEWIL and ACE conferences.

LOOKING AHEAD TO 2024/25

New alumni career educator

In May 2024, Co-op and Career will welcome a full-time career educator who will focus on supporting UVic alumni. This will be the first time that alumni will have access to dedicated career development support. The career educator will support alumni through appointments and targeted programming.

Career course to launch

In 2024/25, C+C's Curriculum team will release a new career course for all students that will help them understand and plan for their career journey, called "Your Career Starts Here."

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