

VIRTUAL EMPLOYER SYMPOSIUM

CO-OP + CAREER

BUILDING TOMORROW'S WORKFORCE

OCTOBER 14 - 17



Welcome!

UVIC

We acknowledge and respect the Lək'ʷəŋən (Songhees and Xʷsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Lək'ʷəŋən and ȽSÁNEĆ Peoples whose historical relationships with the land continue to this day.

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Hiring Smarter: Insights from our Co-op Data

Leo Spalteholz, Director of Operations, leos@uvic.ca

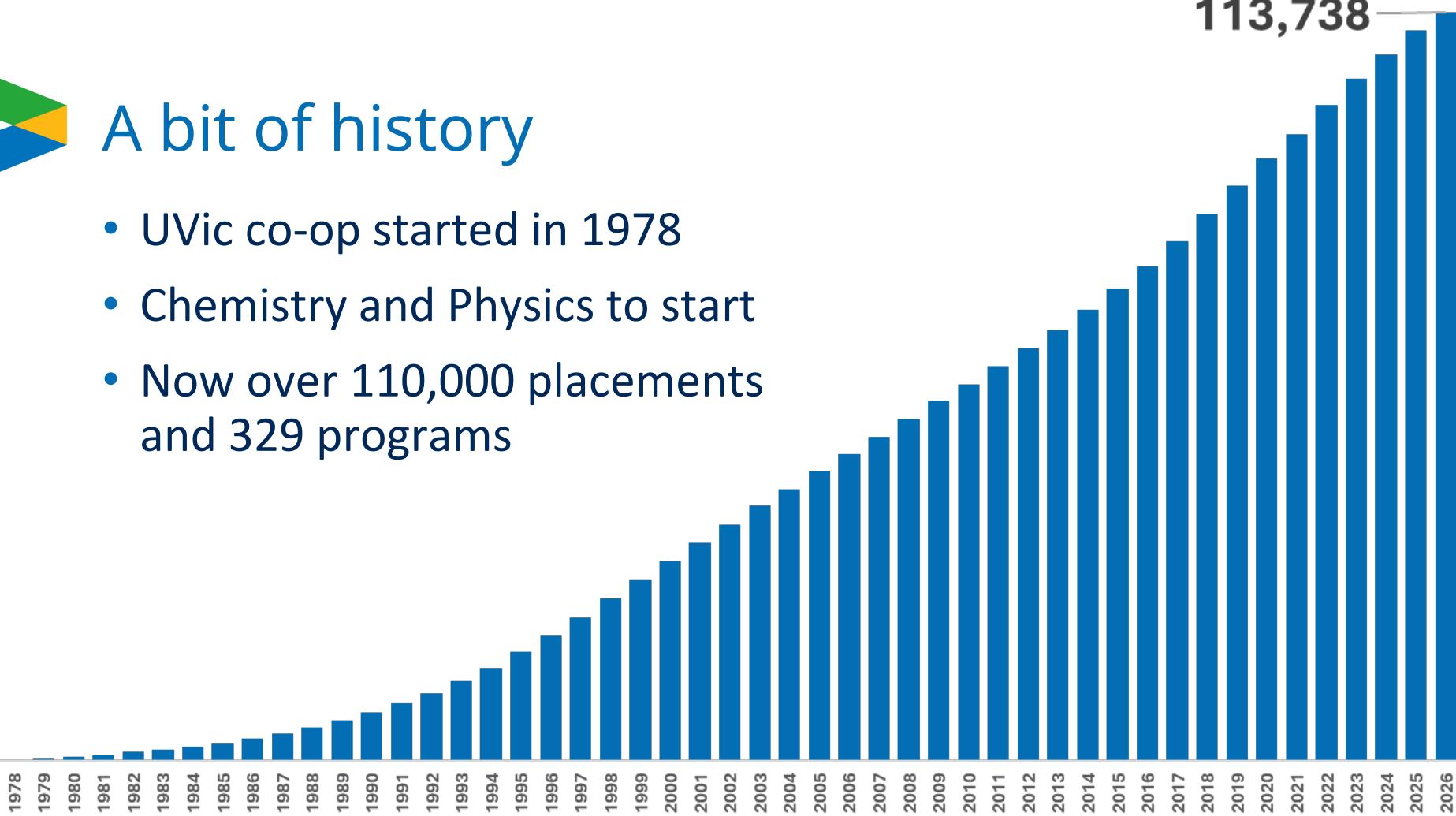
UVIC



113,738

A bit of history

- UVic co-op started in 1978
- Chemistry and Physics to start
- Now over 110,000 placements and 329 programs





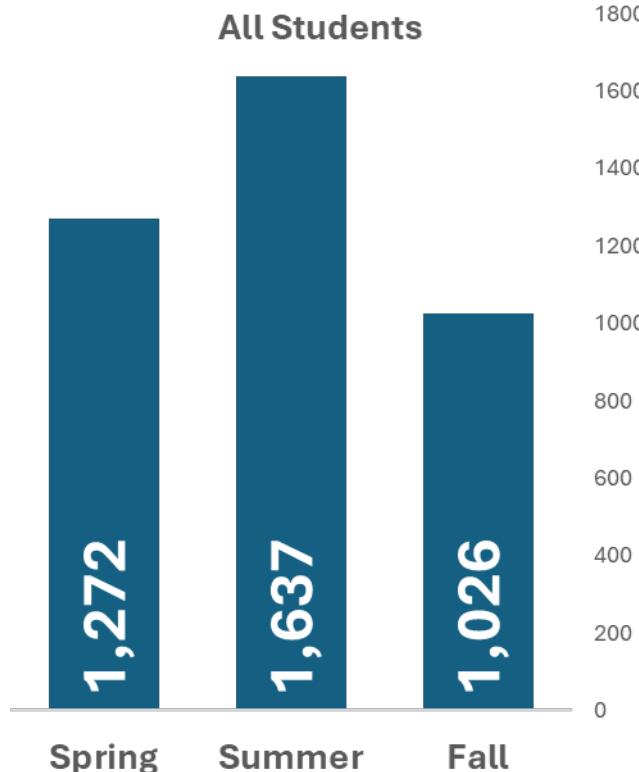
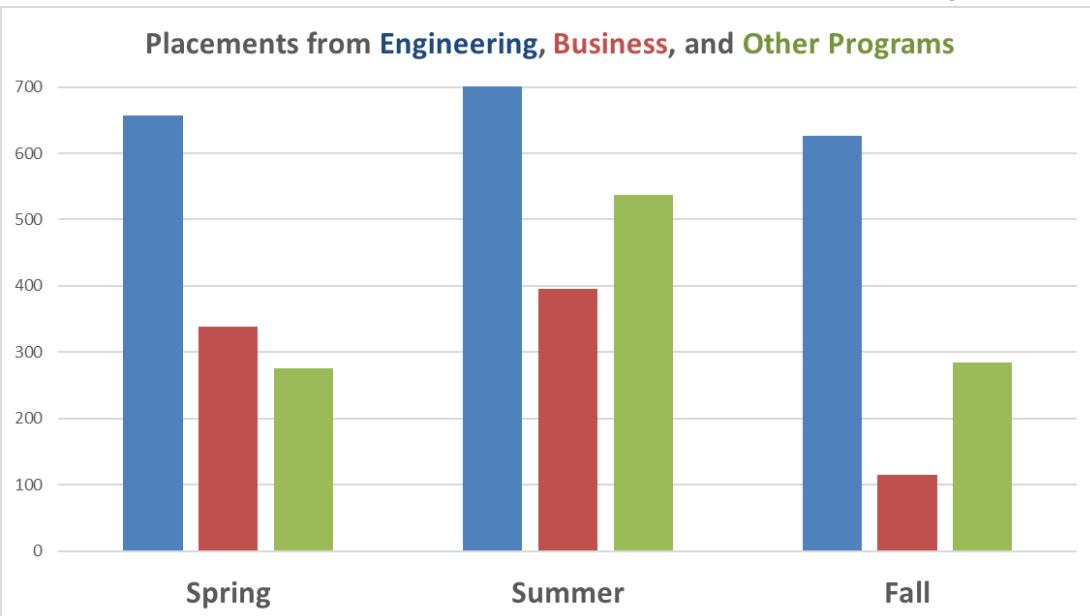
While I'm talking, Ask Me Anything

- Post your questions in the Q&A
- We'll answer as many as we can at the end, and follow up with the rest



When are students available?

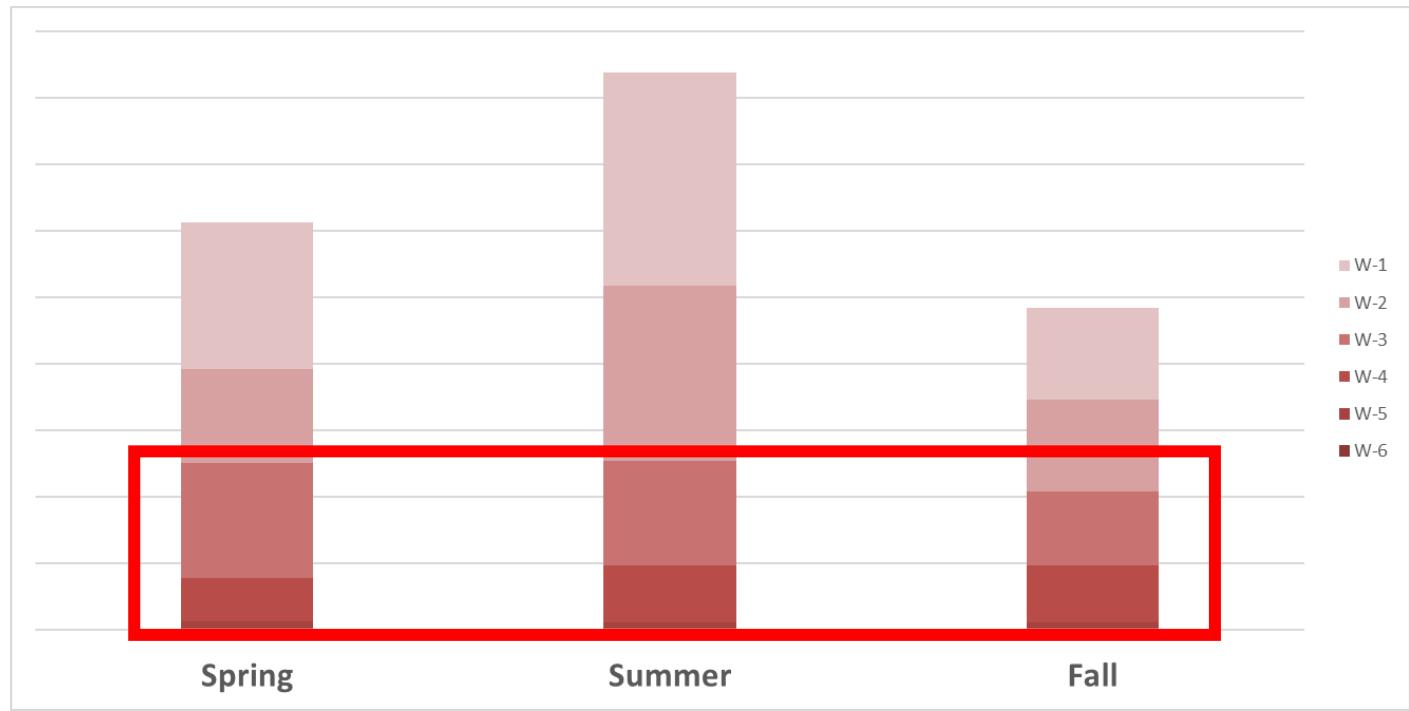
- It's not just summer students
- Our students are available year round





When can I hire senior students?

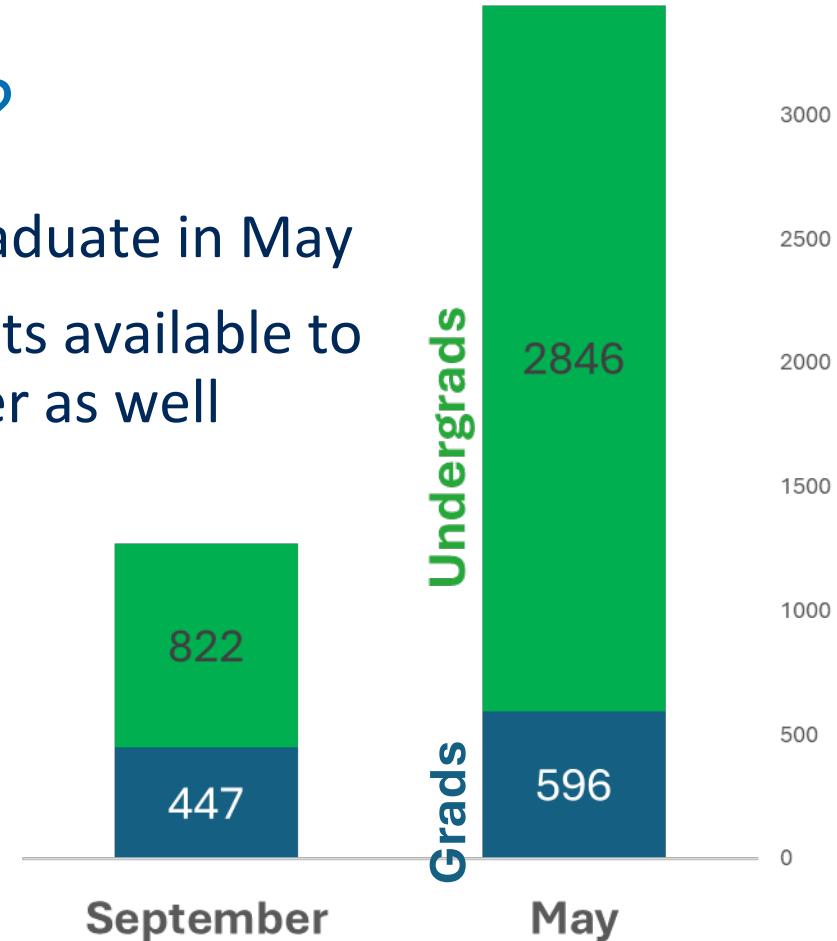
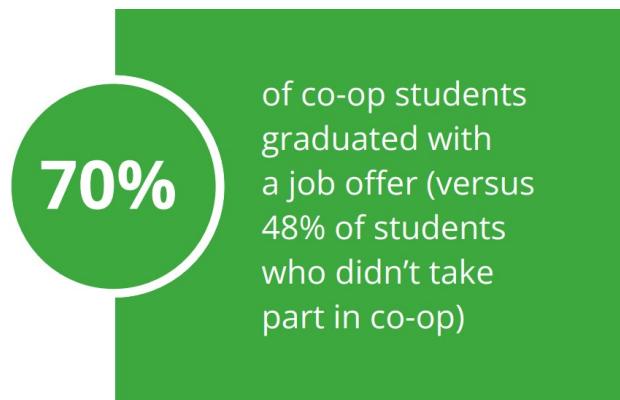
- Senior co-op students are available year round





When can I hire grads?

- Nearly 3x as many students graduate in May
- But there are still many students available to start their careers in September as well
- However...

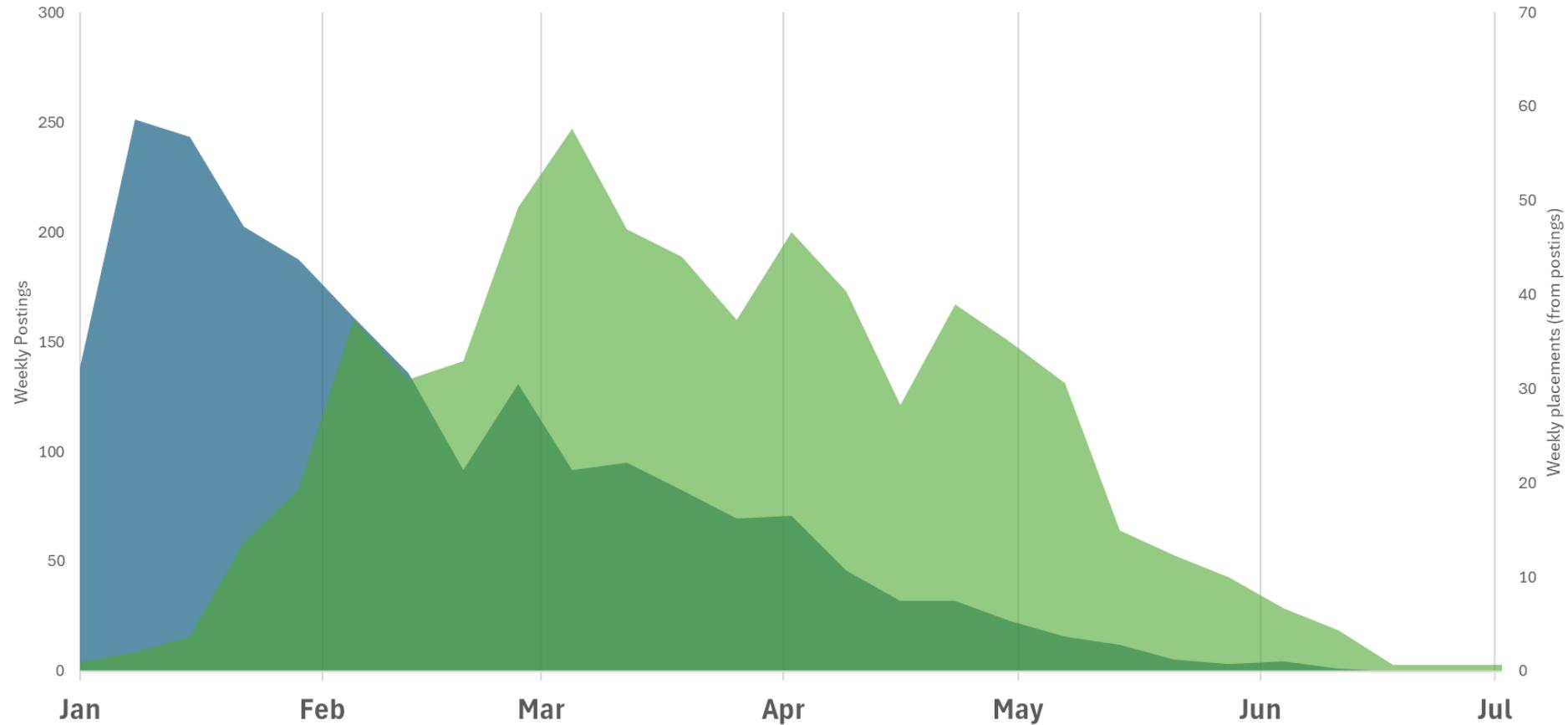




When can I post?

- Whenever you like
 - There are always students available
- Perhaps a better question is, when *should* I post?
 - There's always students, but when are most of them available?
 - When do our senior students typically get placed?

Normal Pattern of Summer Postings and Placements





Maximum eyeballs



Posting Exposure: Unique Views and Application Counts

Average summer term (2021-2025)



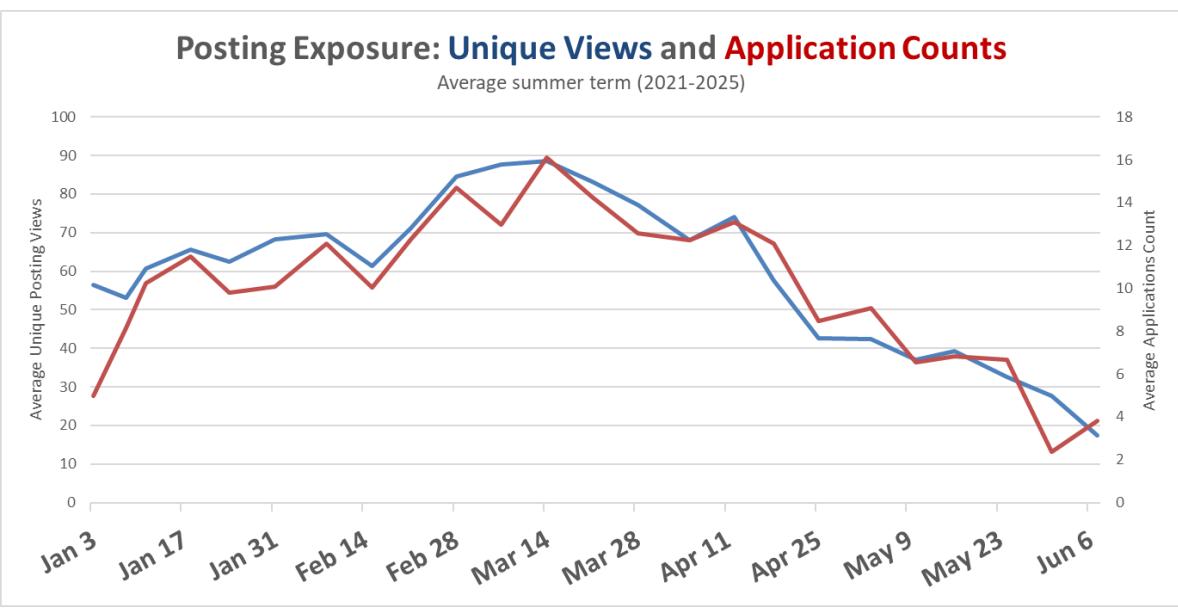


Maximum eyeballs



Posting Exposure: Unique Views and Application Counts

Average summer term (2021-2025)



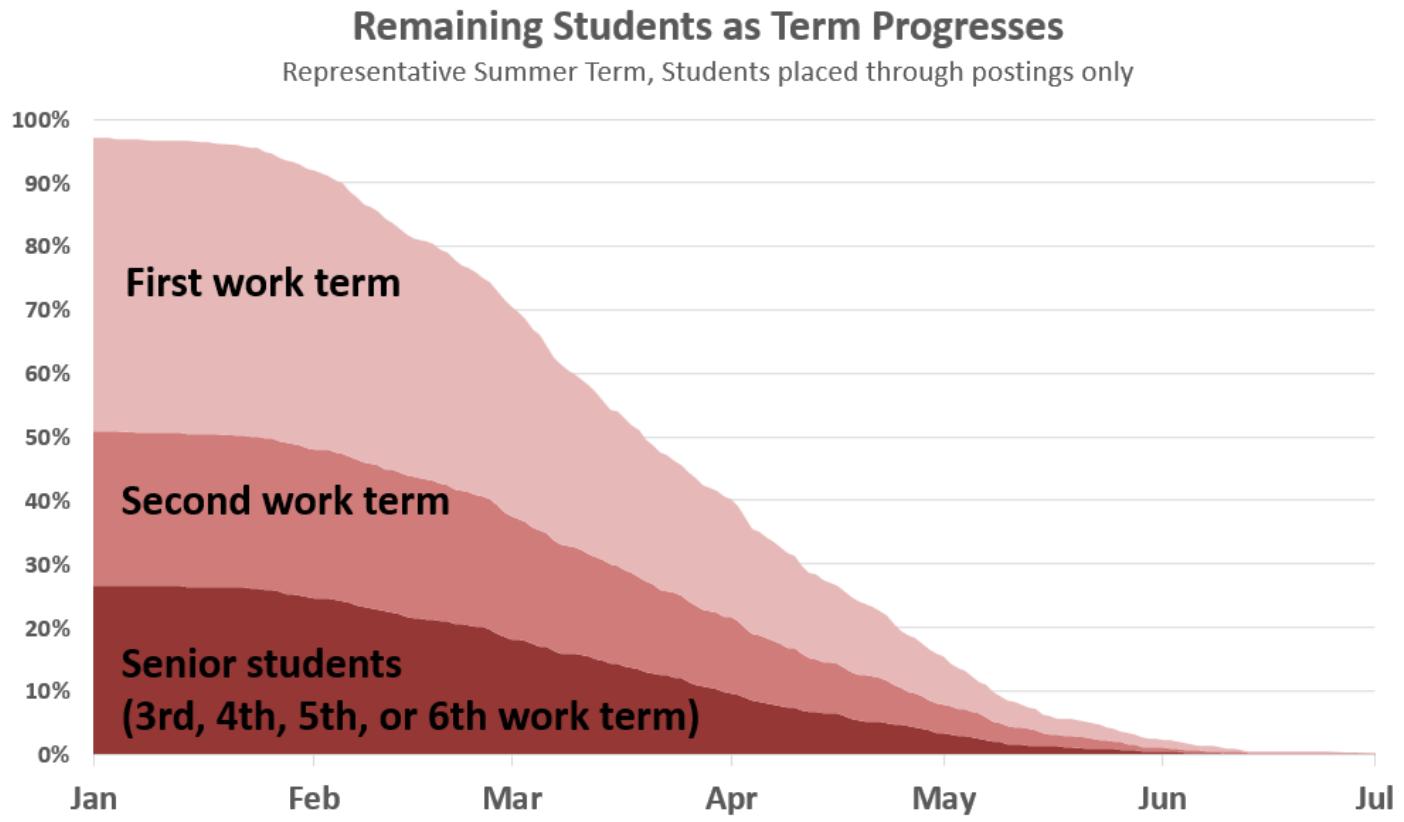
Takeaways

- Don't close your job too early, closing in the first week of term means fewer applications
- Most employers post early, but you don't have to follow the crowd
- Peak views and applications is actually February / March
- Solid exposure continues even once the term starts



I want a senior student

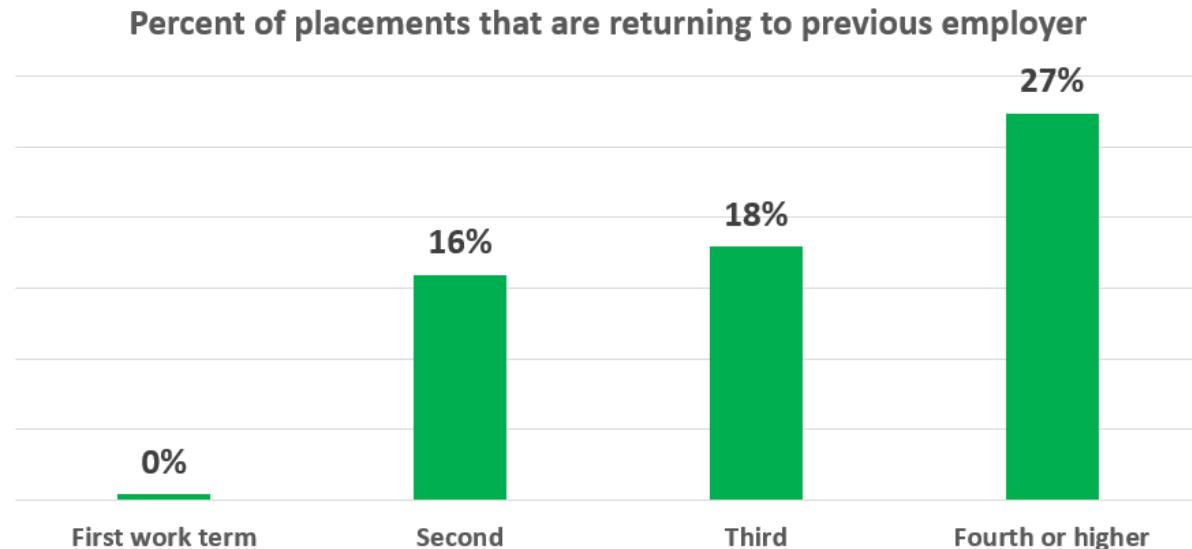
- In general, posting advice doesn't change
- Generally, you want to post in first ~2 months of term to get in front of the maximum number of senior students looking





I want a senior student

- But, many students return to their previous employers
- Many senior students are “off the market” to general postings

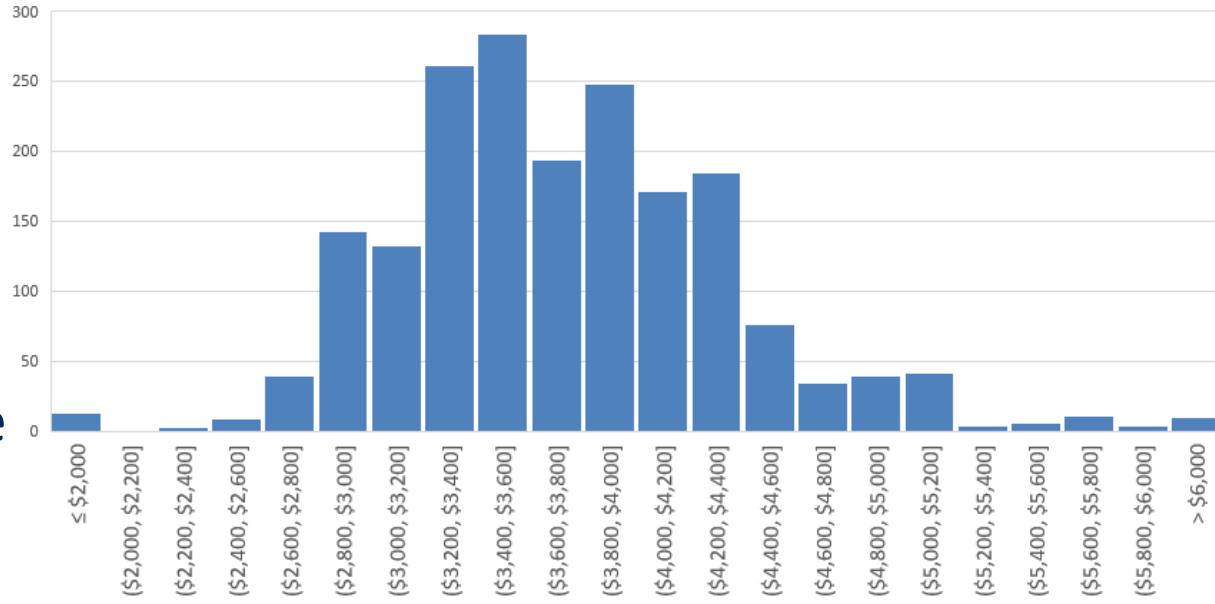




What do I have to pay?

- Salary data is published here Google: “Uvic co-op salaries”
- Minimum is minimum wage*
- Rough averages:
 - \$22/hour
 - \$3600/month
 - \$14k/term
- Funding available

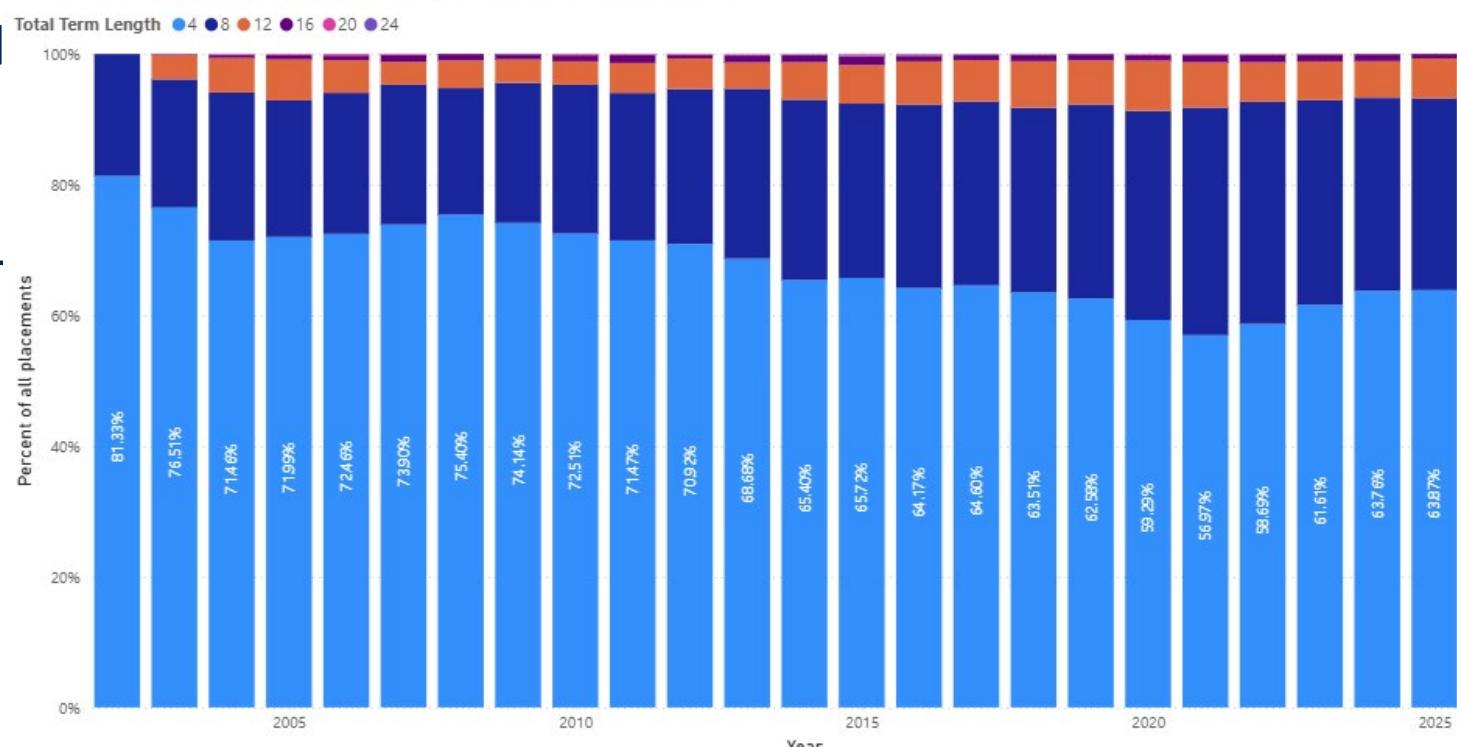
Distribution of Monthly Co-op Salaries



Does length matter?

- Most programs are built around 4 month work terms
- But: students are available for 4, 8, or 12 months
- More programs becoming more flexible with longer terms

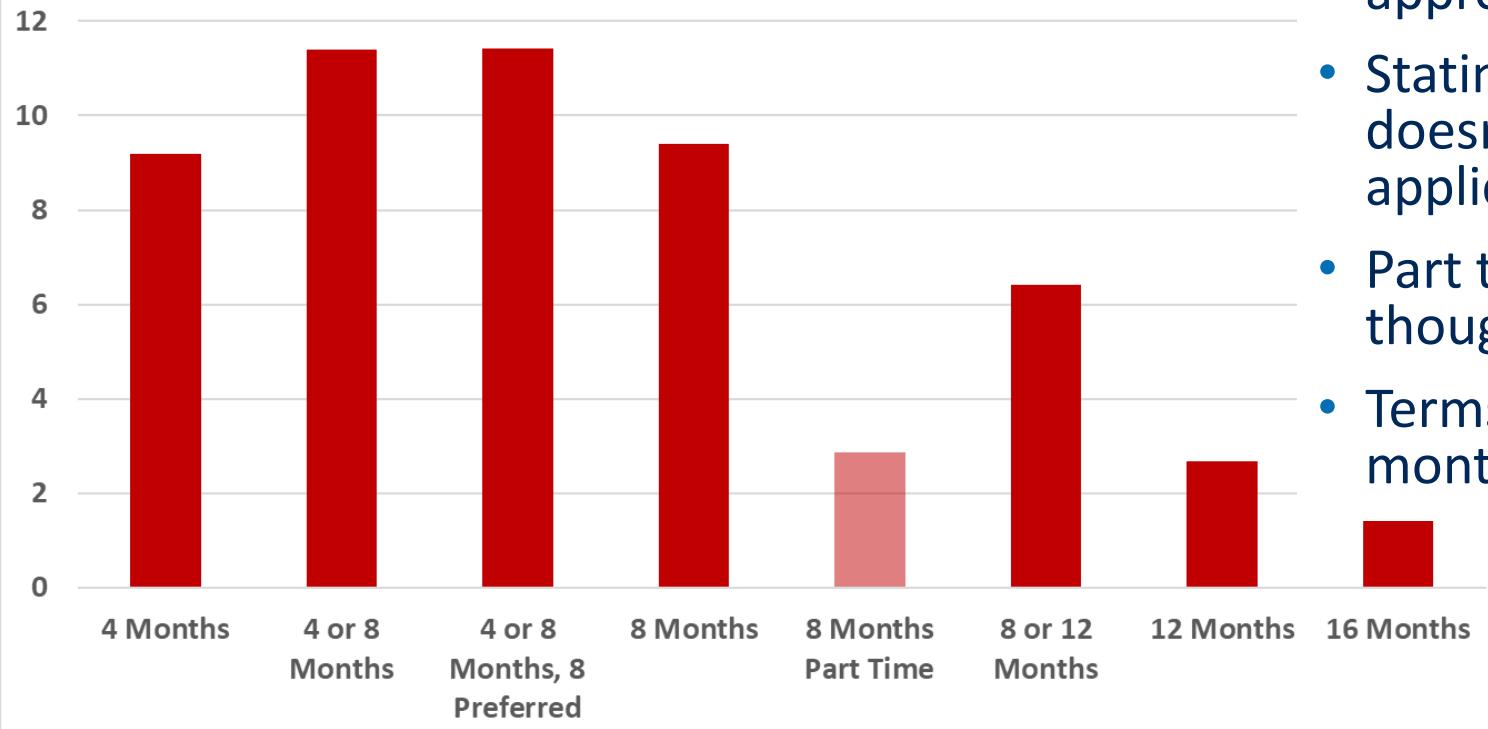
Placements by term length (All programs)





Does length matter?

Average Number of Applications by Co-op Length



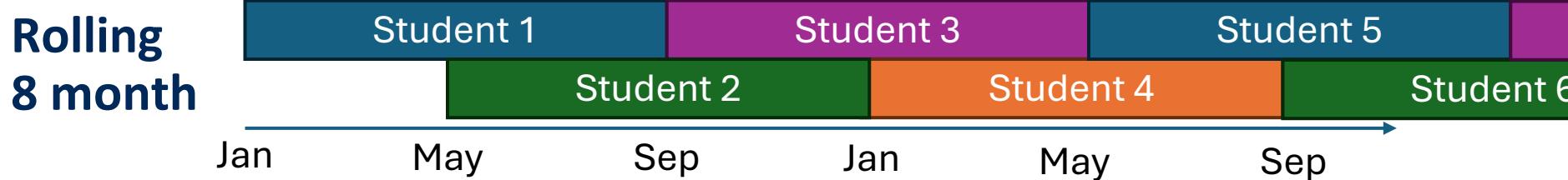
Takeaways

- Most students want 4 months, but being flexible is the best approach
- Stating a preference doesn't hurt your applications
- Part time is possible, though tricky
- Terms longer than 8 months are difficult



What about knowledge transfer?

- Supervision continuity is key

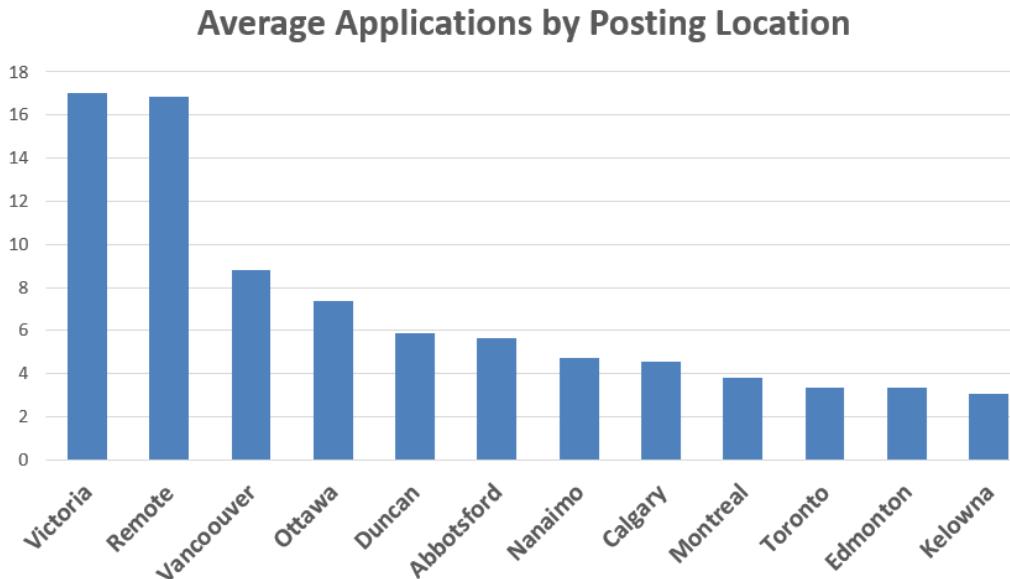


Task Recording	<p>Two approaches:</p> <ol style="list-style-type: none">1. A continuously updated, student-controlled co-op bootcamp guide2. Co-op student produces a set of narrated screen recordings of them giving an overview of the project, completing tasks, discussing tips and tricks they've discovered
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Housing is a key issue, but not the only one

- Victoria & remote jobs do attract the most applications
 - But 45% of our co-op placements are outside Victoria
- Most of our students are actually coming to UVic from outside Victoria





It's dangerous out there, post with us!



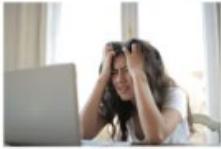


u/Individual_Mood6573 • Promoted

Have AI land interviews automatically

APPLYING FOR A JOB IN 2025

LinkedIn



100 APPLICATIONS



FILLING OUT MULTIPLE FORMS



STILL JOBLESS

simple
apply



APPLY TO 100 JOBS IN YOUR SLEEP



APPLY IN ONE-CLICK & AI FILTER REJECTIONS



GETTING INTERVIEWS & LANDING OFFERS

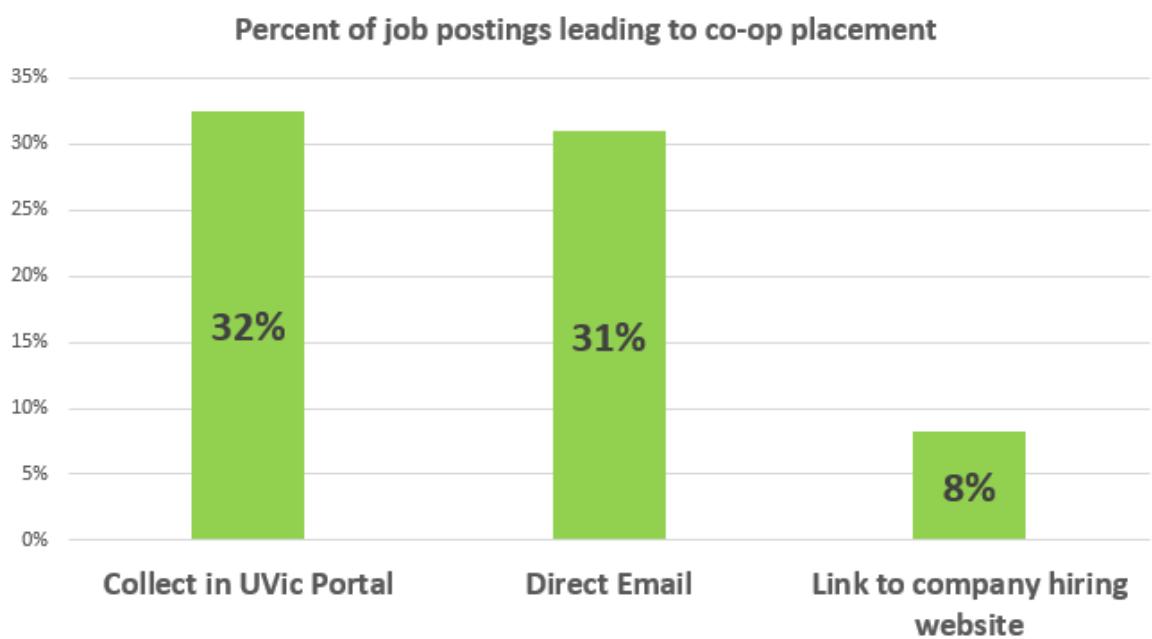
It's dangerous out there, post with us!

- We validate that students are actually available to work
- Private job portal more resistant to automated applications
- We educate students on responsible use of AI
- We host a lot of events if you want to connect in meatspace

Sign Up



How you post matters



- Positions where:
 - we collect applications and send a bundle, or
 - email applications as they come inare much more likely to result in a placement
- **Note:** Not normalized for company size
- **What is your experience?**



Question & Answer

BUILDING TOMORROW'S WORKFORCE

THURSDAY OCTOBER 16

9:00 AM PDT -
10:00 AM PDT

AI and the Future of Hiring: What Employers Need to Know

Career Educator Karae White

11:00 AM PDT -
12:00 PM PDT

What Are You Missing Out on When Not Actively Hiring Students from International Pathways (SFIP)?

*Career Educator Landa Crockatt, Co-op Coordinators Amy Chen and Sheri Love;
with panelists People & Culture Business Partner Roopam Roopam (RedBrick)
and People & Culture Coordinator Mariana Ximena Bretado Brizuela (Redbrick)*

2:00 PM PDT -
3:00 PM PDT

Employer Panel: Inclusion at Work: Practical Ideas from Accessible Employers

*Accessibility & Inclusion Co-op & Career Coordinator Niels Melis-De Lamper; with
panelists Engineering Manager Graham Ball (Urban Solar), Diversity, Equity, &
Inclusion Program Manager Emily Dietrich (BCAA), and Workplace Initiatives &
Accessibility Manager Shirley Prasad-Naiviqa (First West Credit Union)*



<https://www.uvic.ca/career-services/events/employer-symposium/index.php>

*Check out the upcoming
presentations in the
symposium!*