

VIRTUAL EMPLOYER SYMPOSIUM

CO-OP + CAREER

# BUILDING TOMORROW'S WORKFORCE

OCTOBER 14 - 17



Welcome!

UVIC

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

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## Hiring Smarter: Insights from our Co-op Data

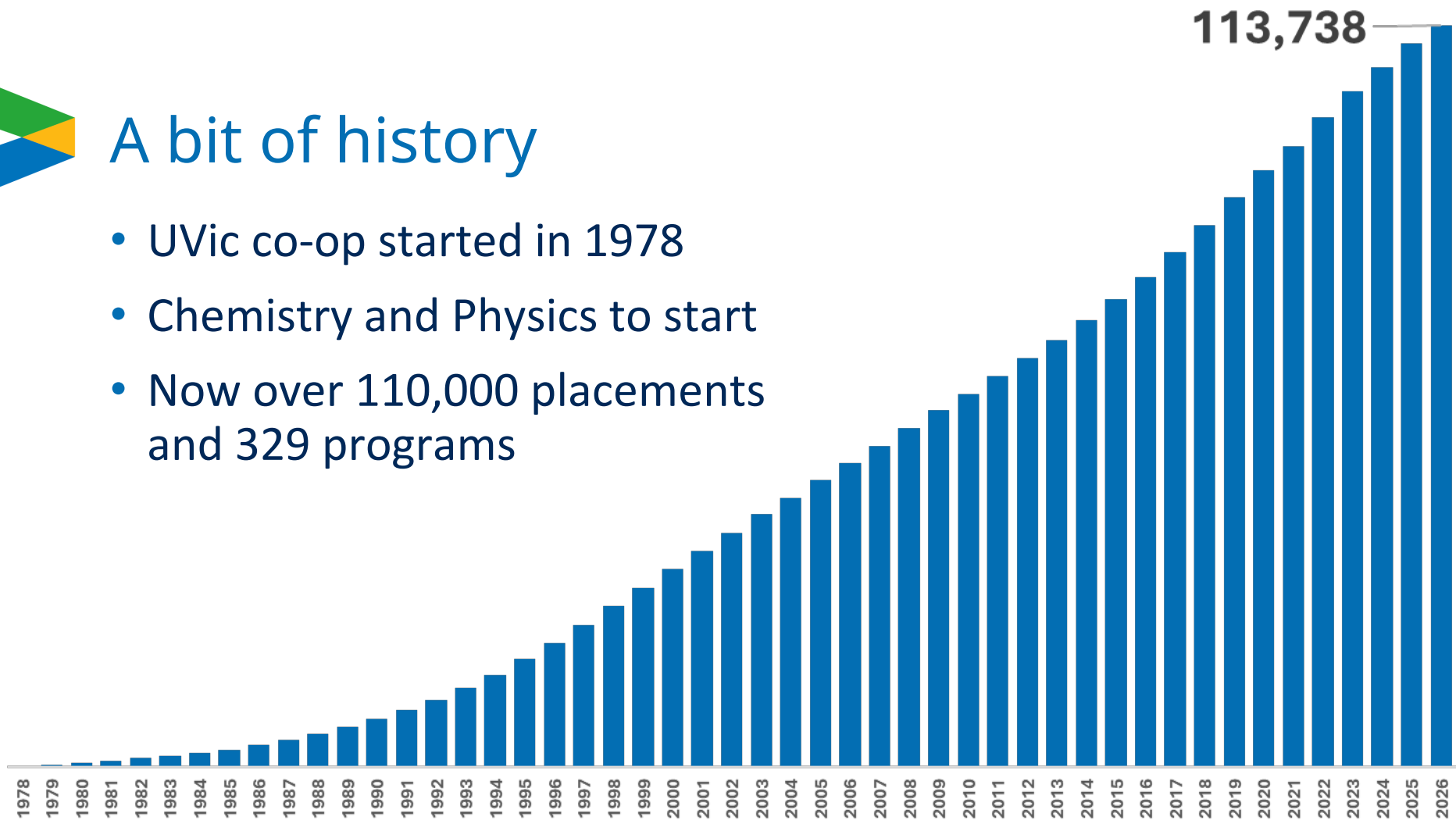
Leo Spalteholz, Director of Operations, [leos@uvic.ca](mailto:leos@uvic.ca)





## A bit of history

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







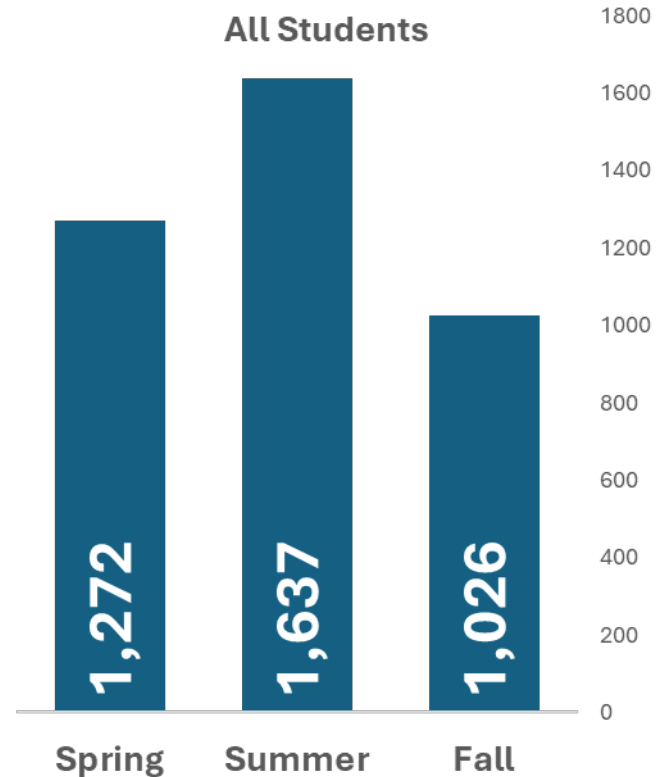
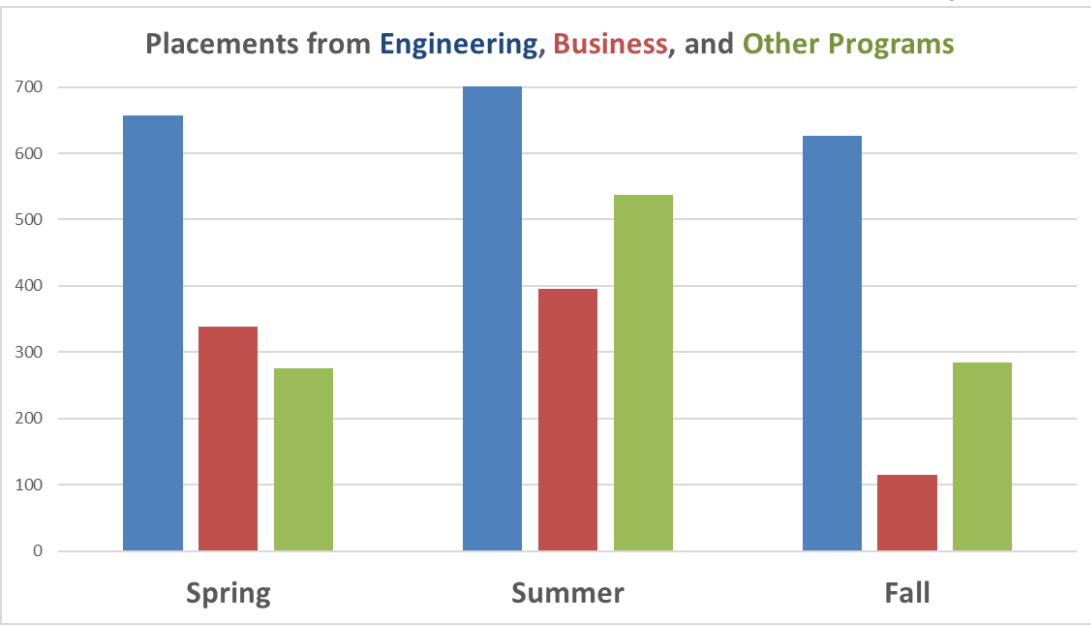
# While I'm talking, Ask Me Anything

- 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?

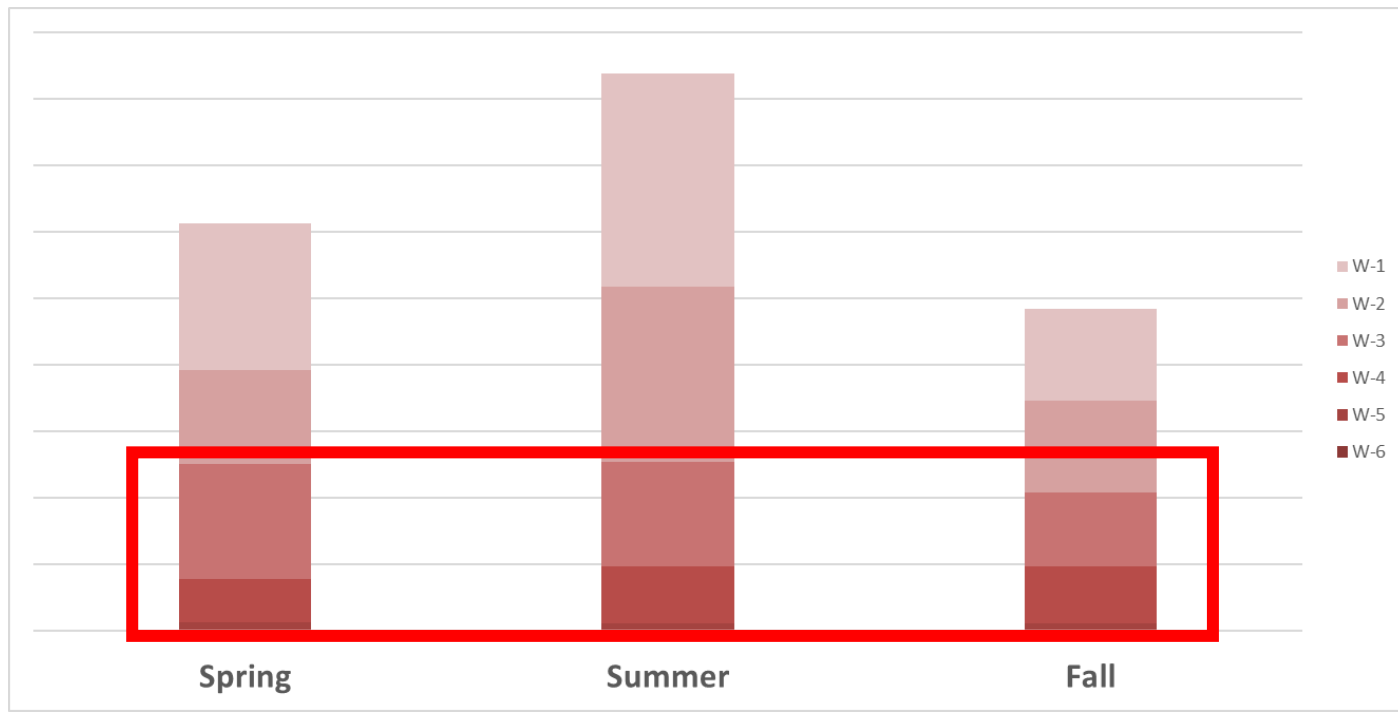
- It's not just summer students
- Our students are available year round





# When can I hire senior students?

- Senior co-op students are available year round

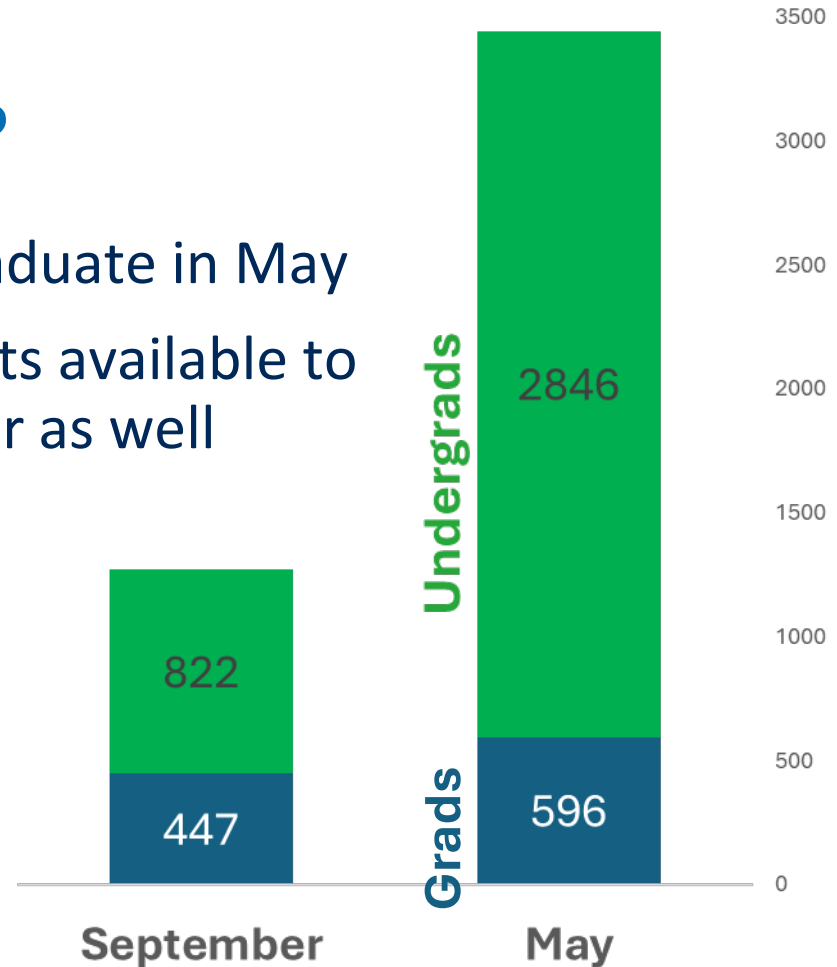


# When can I hire grads?

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

70%

of co-op students graduated with a job offer (versus 48% of students who didn't take part in co-op)



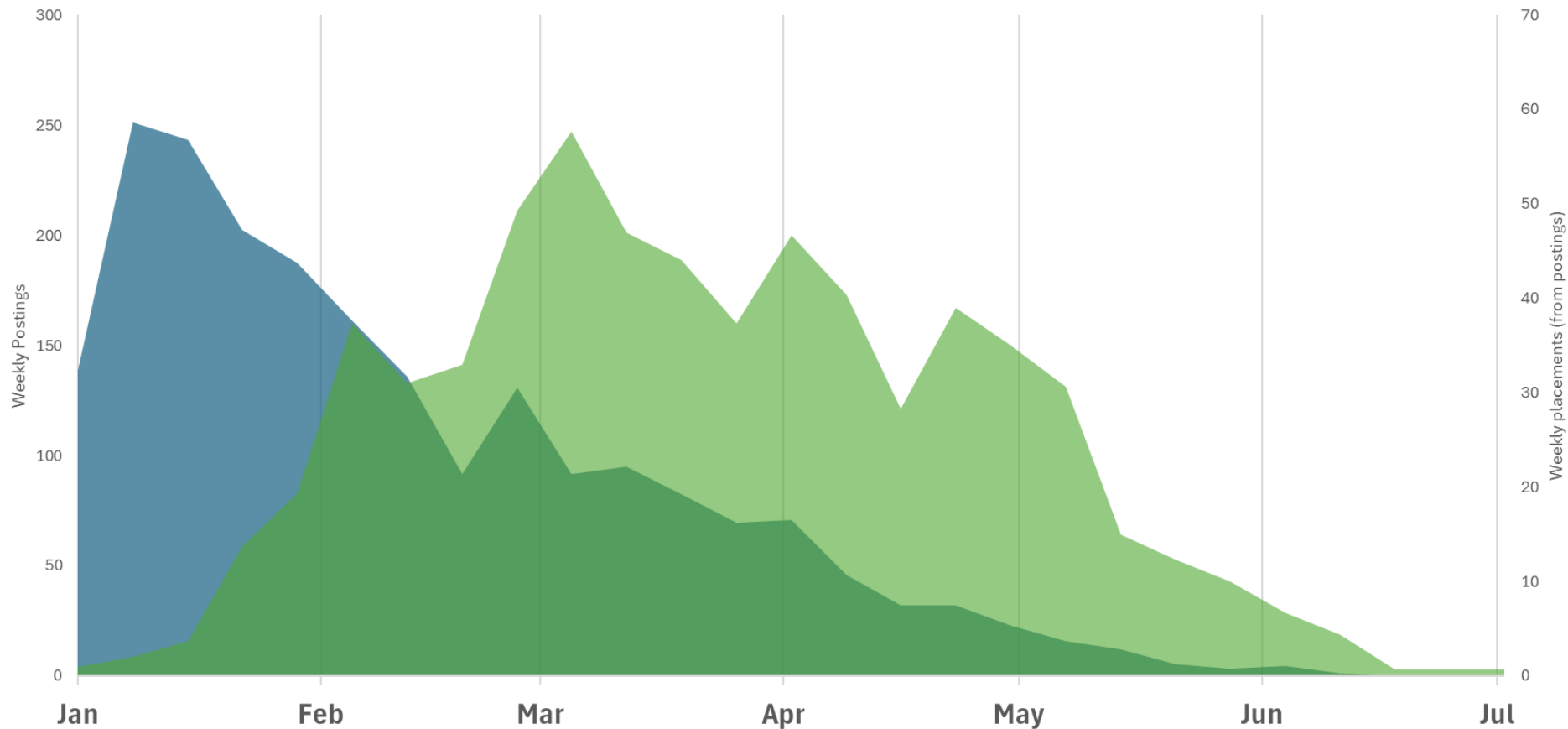


# When can I post?

- 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 🧐

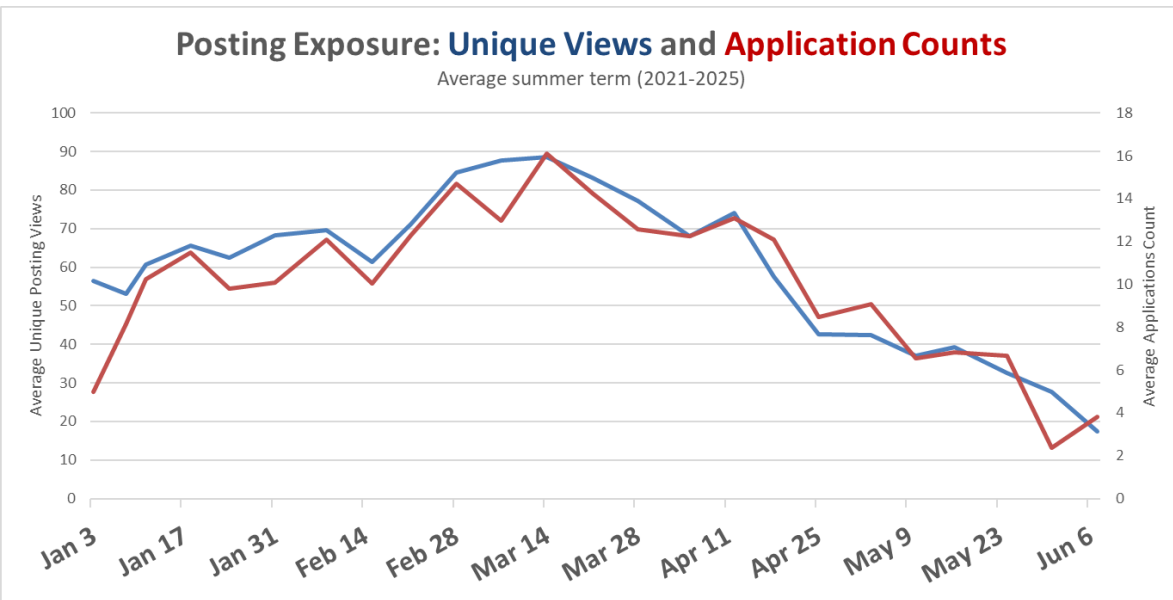
## Posting Exposure: Unique Views and Application Counts

Average summer term (2021-2025)





# Maximum eyeballs 🧐



## Takeaways

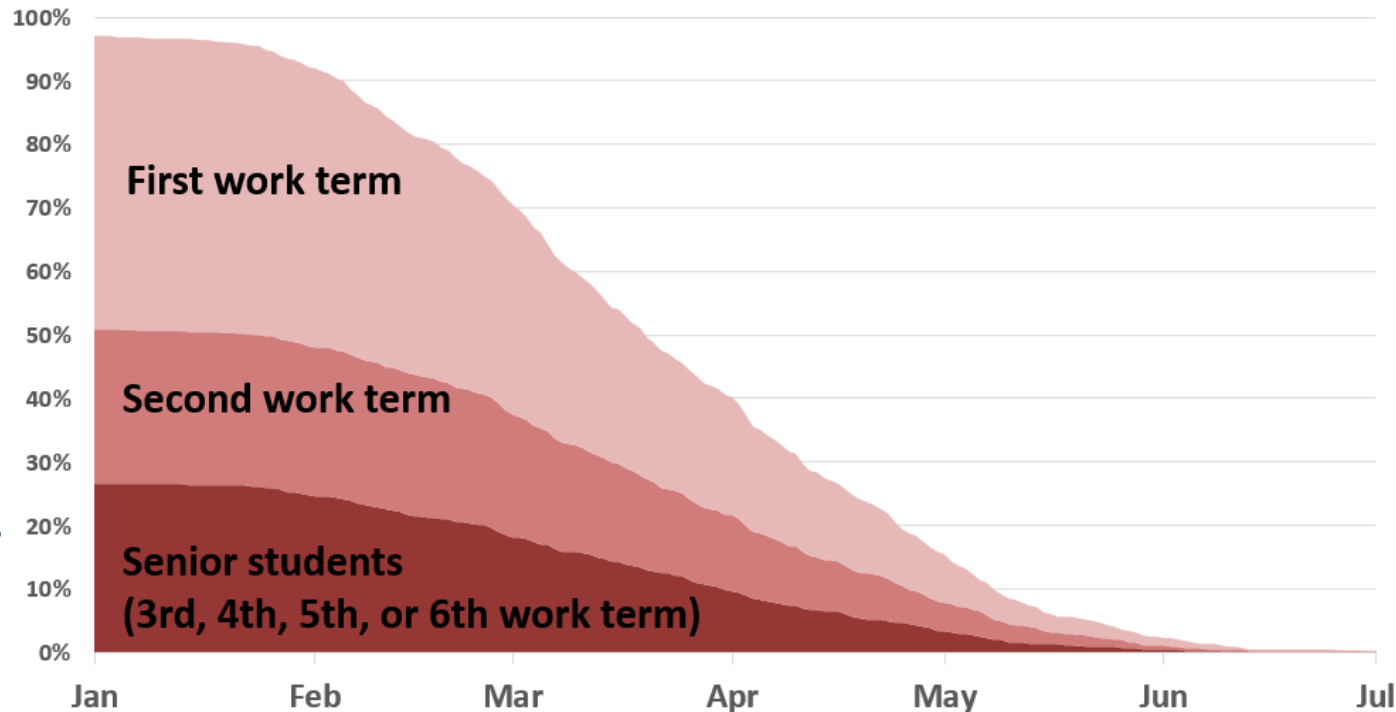
- Don't close your job too early, closing in the first week of term means fewer applications
- Most employers post early, but you don't have to follow the crowd
- Peak views and applications is actually February / March
- Solid exposure continues even once the term starts

# 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

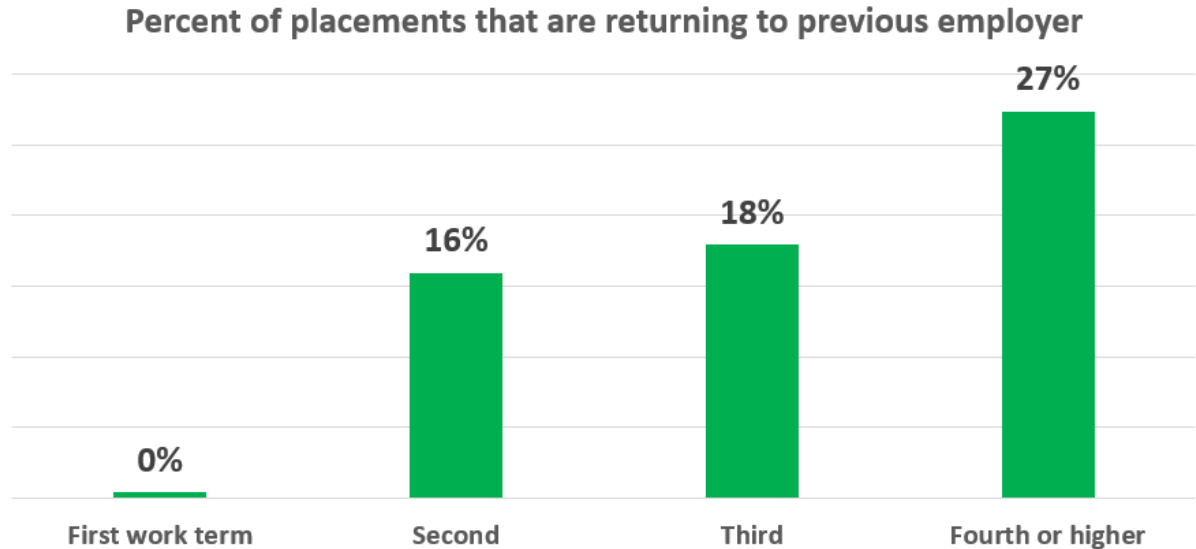
## Remaining Students as Term Progresses

Representative Summer Term, Students placed through postings only



# I want a senior student

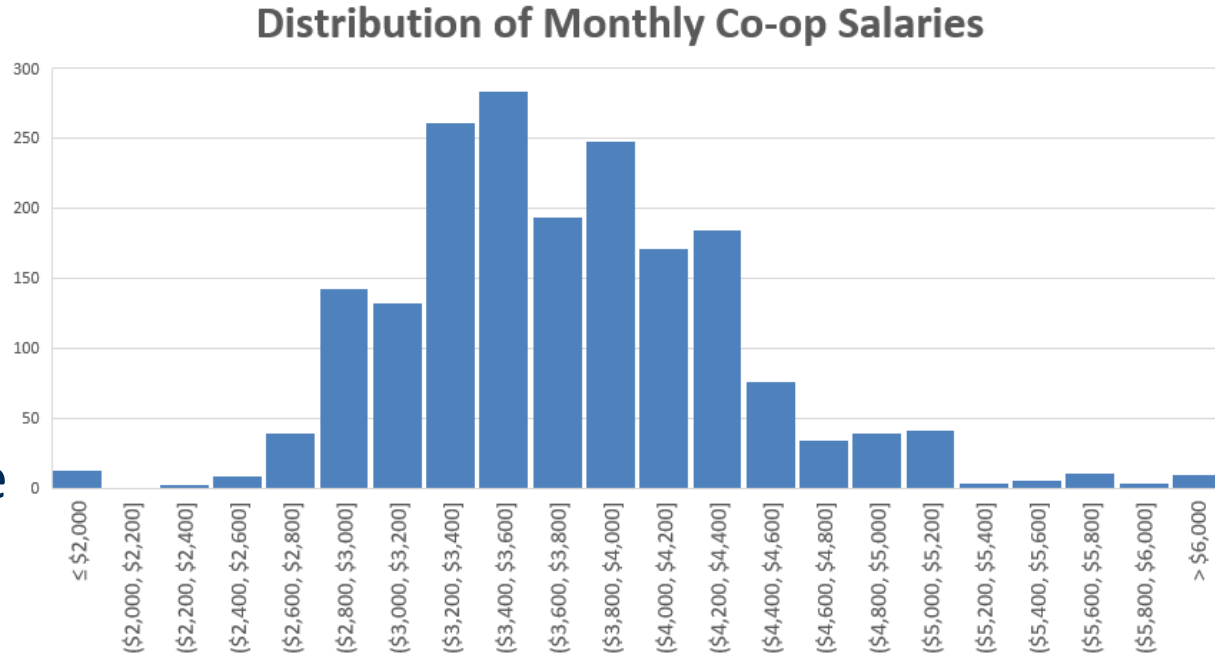
- But, many students return to their previous employers
- Many senior students are “off the market” to general postings





# 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

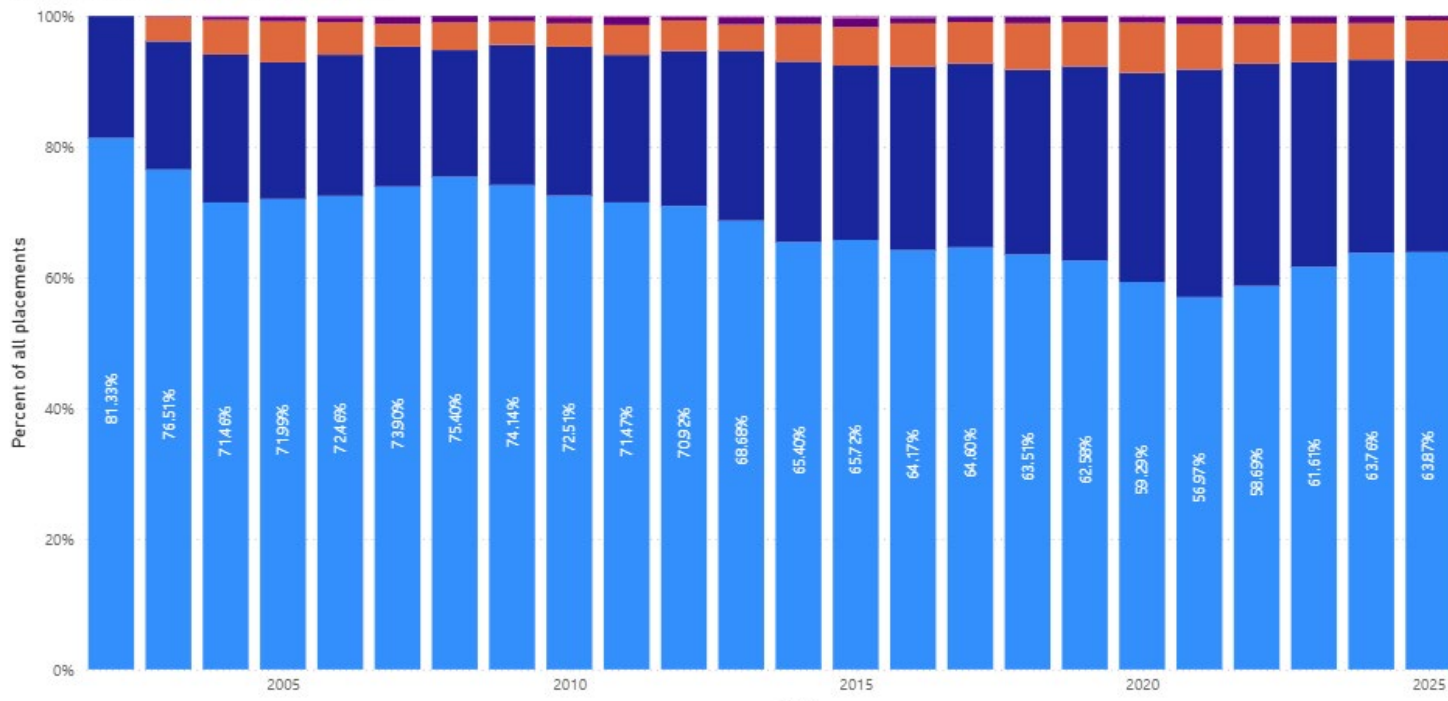


# Does length matter?

- 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)

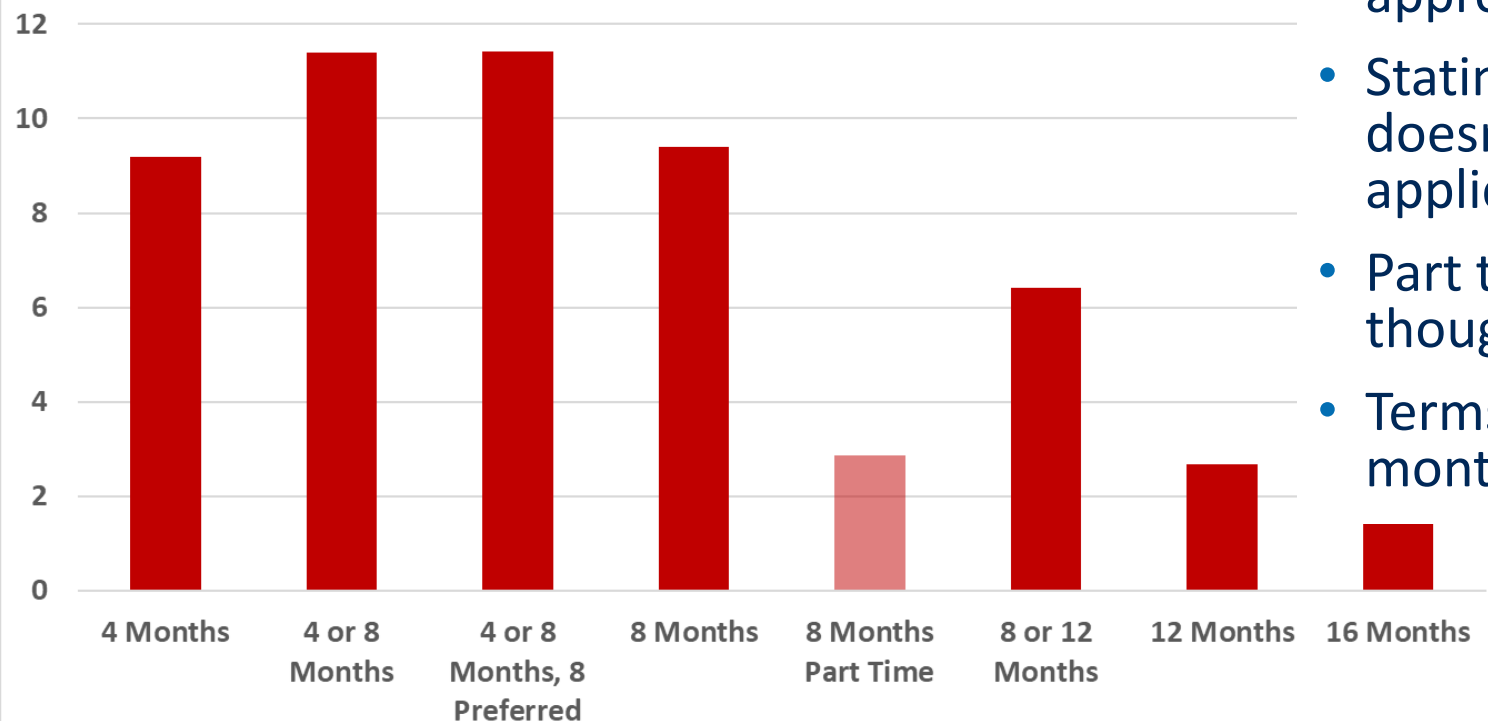
Total Term Length 4 8 12 16 20 24





# Does length matter?

Average Number of Applications by Co-op Length



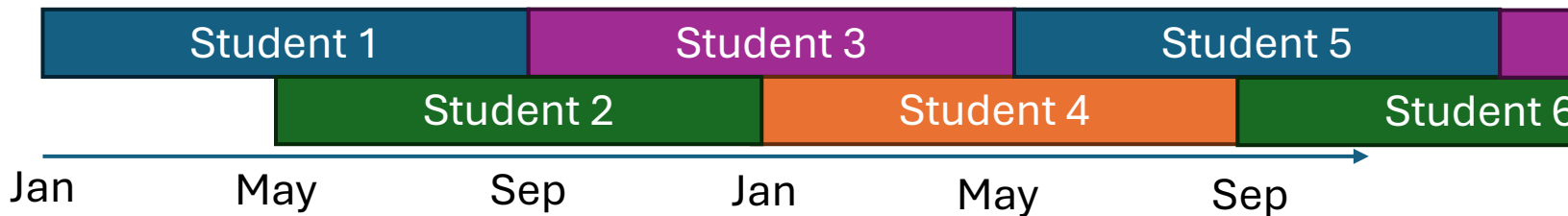
## Takeaways

- 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

## Rolling 8 month



## Small Overlap



Not always possible, but even 1 day overlap helps a lot, or a few days availability with remote support

## Task Recording

Two approaches:

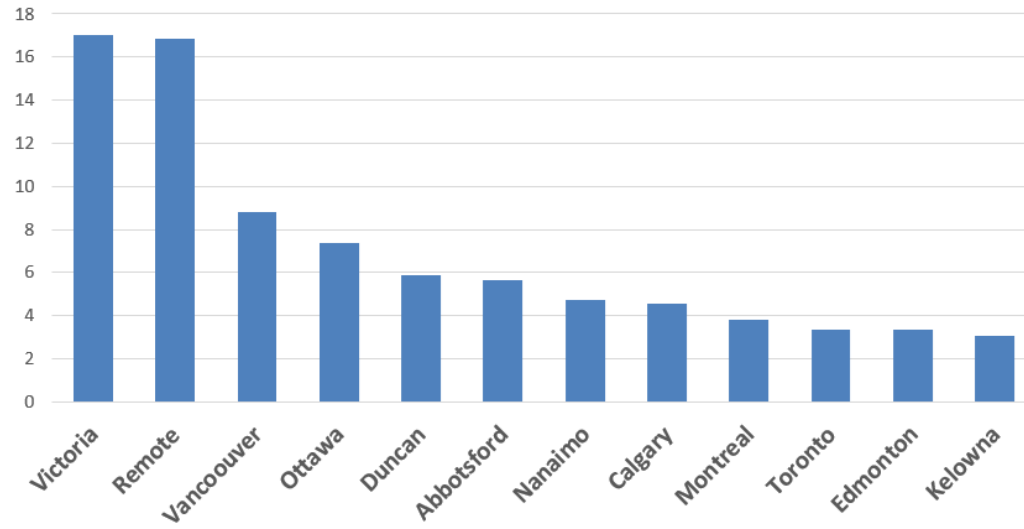
1. A continuously updated, student-controlled co-op bootcamp guide
2. Co-op student produces a set of narrated screen recordings of them giving an overview of the project, completing tasks, discussing tips and tricks they've discovered



# 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

Average Applications by Posting Location







It's dangerous out there, post with us!



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

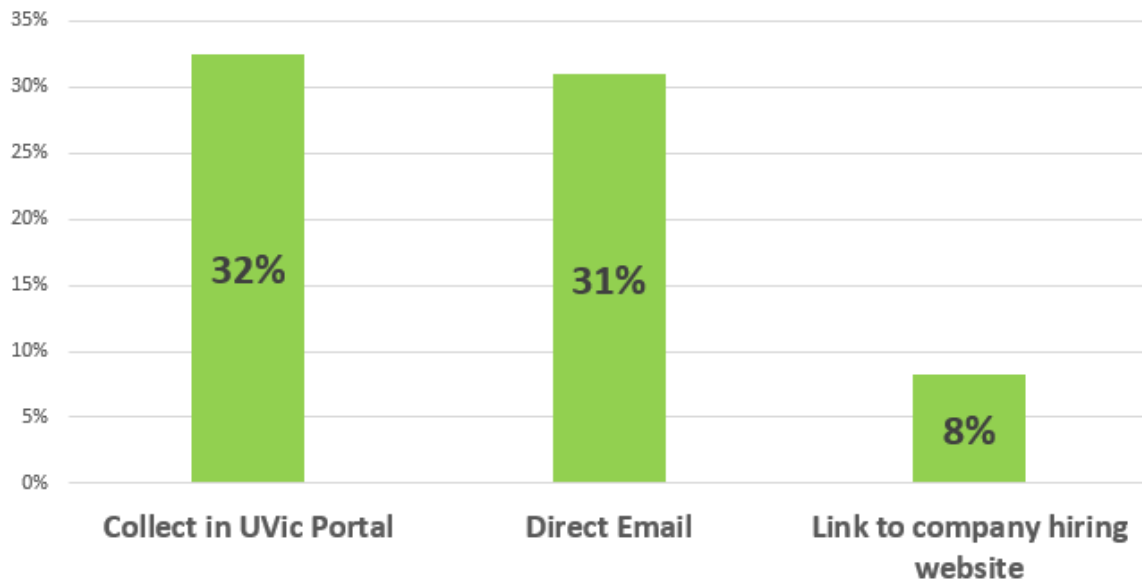
# It's dangerous out there, post with us!

- 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



# How you post matters

Percent of job postings leading to co-op placement



- 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)*



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

*Check out the upcoming presentations in the symposium!*

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-Naivika (First West Credit Union)*