LETTER FROM THE EXECUTIVE DIRECTOR

Each year, I am inspired by the tremendous impact that UVic students make in workplaces across Canada and around the world. From supporting the creation of safe, affordable housing for Indigenous people and families here in British Columbia to helping coordinate a program that provides free training for Malaysian citizens in Kuala Lumpur, students are taking the lead and making a difference in the world around them.

This year’s report is timely—it will be published as I wrap up 11 years as executive director of UVic’s Co-operative Education Program and Career Services. A lot has changed since I joined UVic as a co-op coordinator for what was then called Arts Co-op in 1992.

I am so proud of the tremendous strides that our team has made since Co-op and Career was integrated in 2009, and the ways that this work has supported UVic students, alumni and the greater community. Here are just a few of the ways that our team has helped strengthen the UVic student and alumni experience:

✚ Since 2007, there has been a 44 per cent increase in the overall number of co-op placements, and an 18 per cent increase in the number of students who take part in co-op each year

✚ During this same period, there has been a 202% increase in international placements, a 24% increase in the number of countries where students complete work terms, and a 77% increase in the number of distinct companies who hire UVic co-op students

✚ We have worked hard to increase support and opportunities for Indigenous students, including working alongside the team at IACE to provide one-to-one support and culturally relevant co-op opportunities, and through initiatives like the international Indigenous co-op exchange program—the only one of its kind in the world

✚ All UVic co-op students take part in our Introduction to Professional Practice course before their first work term; this includes intercultural training to ensure students are equipped to embrace diversity and contribute in positive ways

✚ We remain the only university in the world to use a competency-based framework when assessing work term learning (our framework was established almost 10 years ago and is being adopted by other institutions this fall)

✚ We have developed a robust and popular career development curriculum that supports students as they navigate from student to graduate and beyond; helped identify program-specific competencies for almost every program at UVic; mapped out hands-on learning opportunities for more than 50 academic disciplines as part of the experiential mapping project, and launched the co-curricular record program to help students make the most of all of their UVic experiences

✚ The forthcoming Leading Edge Program (set to launch in 2019) will help students bring their academic, co-curricular and workplace experiences together to better understand themselves and prepare for impactful careers—a fitting next step in the evolution of hands-on learning at UVic

I am extremely impressed with the dedication, innovation and elbow grease that the Co-op and Career team has committed over the years—a huge thank you to each and every one of them for being champions of work-integrated learning and student success. I look forward to keeping an eye on the great things that UVic has in store.

Dr. Norah McRae

Executive Director, Co-operative Education Program and Career Services
This report was produced in July 2018 by the Office of the Director of UVic’s Co-operative Education Program and Career Services. All of UVic’s co-op programs are accredited by Co-operative Education and Work-Integrated Learning Canada (CEWIL).

Graphic design: UVic Communications + Marketing
Photography: UVic Communications + Marketing and UVic co-op students
Cover: Kat Craats (business) worked as a visual content creator for Sitka Surf Co. in Victoria.
TOP LEFT: Vane Makori (telecommunications and information security, right, with fellow QE scholar and UVic student Trilby Buck) is an incoming Queen Elizabeth Scholar from Ghana. She has completed work terms with White Ops Analytics and Deloitte. “I was able to interact with different people and learn how different people think, and I feel like the diversity of the ideas among people has helped me to grow.”

TOP RIGHT: Last summer, Sitka welcomed commerce students Kat Craats (left) and Sam Glavina (middle) to work as a graphic production agent and a junior financial officer, respectively. “Co-op students provide a fresh outlook on the business, and their new ideas and perspectives continually shape our Sitka brand,” says operations manager Nick Gittins (right).

BOTTOM: Meghan Kort (Master of Arts in History) completed two degrees at UVic. After graduating, she met with a career educator to discuss her career goals and to apply for a position as a communications coordinator with a local non-profit. “Michelle helped me align my experience and skills with the job description, made time to coordinate a mock interview and helped me understand that the skills I developed through my humanities degree are in demand.” Kort landed the position and currently manages communications for Victoria’s Sail and Life Training Society (SALTS).
NEW IN 2017/18

Leading Edge pilot finds success
In September 2017, Co-op and Career launched a pilot of the Leading Edge Program, which helps students reflect on their academic, co-curricular and work experiences to answer four big questions:

+ WHAT DO YOU LOVE?
+ WHAT ARE YOU GREAT AT?
+ WHAT DOES THE WORLD NEED?
+ WHAT CAN YOU BE PAID FOR?

The program encourages students to gain hands-on experience in class and in the community, to embrace diversity through these experiences, and to engage with UVic’s career development supports as a way to clarify their purpose and become career ready before graduation. Students who take part in the program also apply the values outlined in UVic’s new strategic framework by:

+ pursuing excellence in their endeavours,
+ maintaining ethical and intellectual integrity,
+ encouraging freedom of inquiry and freedom of speech, and
+ ensuring equity, diversion and inclusion in their engagements.

To date, 230 students have signed up for the pilot, which was coordinated by career educator Joy Andrews and housed in the Learning in Motion portal. Many UVic faculty and staff members, as well as student representatives, have contributed input along the way. The full program will be managed through a new version of the software and will be available to all students in 2019. Additional information can be found at uvic.ca/leadingedge.

UVic Co-op and Career awarded Queen Elizabeth Scholars program (QES) Phase 3 funding
In partnership with UVic’s Centre for Asia-Pacific Initiatives, Co-op and Career received Phase 3 funding through the Canadian Queen Elizabeth II Diamond Jubilee Scholarships program, often referred to as the Queen Elizabeth Scholars program (QES), that will allow us to send UVic co-op students on life-changing work terms in Southeast Asia over the next four years. Now in its fourth year, the QES program is a collaborative initiative led by the Rideau Hall Foundation, Universities Canada and the Community Foundations of Canada.

Networking event for social sciences students debuts
Social Sciences students looking to connect with employers hiring from their discipline were invited to attend Network your way to a Job – Social Sciences in the fall of 2017. This new event included a networking workshop and an opportunity to connect with employers. This event will be offered again next year.

New LE,NONET experiential and community learning coordinator joins the team
Renée Livernoche joined the Co-op and Career team in late 2017 as the new LE,NONET experiential and community learning coordinator. This position is shared with the Office of Indigenous Academic and Community Engagement (IACE); the two offices work closely to support Indigenous students through appropriate career development outreach and opportunities. Livernoche is developing strategies to engage more Indigenous students in co-operative education and works closely with Indigenous communities and organizations to create culturally-relevant co-op placements.
Partnership with Camosun and Royal Roads leads to online career fair for international students
In alignment with UVic’s International Plan, Co-op and Career piloted an online career fair for international students in the fall of 2017. The fair was a collaborative effort between UVic, Camosun College and Royal Roads University. The fair was run through CareerEco, an online career fair platform that lets students engage with employers through chat and video, and share résumés and other application material in real-time. Prior to the fair, Co-op and Career developed a series of training resources, including videos and workshops, to help international students prepare. Approximately 200 students engaged with 13 employers during the one-day event, including 97 from UVic.

Co-op and Career expands exchanges to CANASEAN region
In 2017/18, our CANADA-COOP exchange programs expanded to include partnerships with partners in Malaysia, Thailand and Vietnam. These partnerships facilitate co-op work terms for students in these regions.

Online Introduction to Professional Practice course expands to all program areas
In 2017/18, all remaining UVic co-op offices delivered Co-op and Career’s Introduction to Professional Practice (IPP) course through CourseSpaces. All co-op students complete the IPP course prior to their first co-op work term and programs have been onboarding to CourseSpaces for the past few years. Content additions in 2017/18 included UVic’s territory acknowledgement, resources and information about UVic’s Sexualized Violence Prevention and Response Policy, and a new module on the topic of diversity and inclusion in the workplace.

New graduate course on community-engaged learning launches
A partnership between Co-op and Career and the Department of Educational Psychology and Leadership Studies led to the creation of a graduate seminar in Leadership Studies called ED-D 591E: Community-Engaged Learning and Practice. Open to graduate students pursuing careers in education, ED-D 591E provides students with the theory and tools to build their own community-engaged learning courses and programs. The course, which launched in the spring of 2018, was taught by Co-op and Career Executive Director Dr. Norah McRae and Dr. Crystal Tremblay, assistant professor with the Department of Geography.

Co-op placements hit 4,145
Co-op placements have been on the rise for several years; in 2017/18, placements reached 4,145—a seven per cent increase over the previous year. This surge can be partly attributed to higher engineering cohort numbers, as well as employer outreach and student engagement. Forty-two per cent of UVic students currently participate in co-op.

UVic hosts national meetings on work-integrated learning
In November 2017, UVic hosted the Canadian Association for Co-operative Education (CAFCE)’s Annual General Meeting, where representatives from 79 post-secondary institutions voted to expand the association’s mandate to include forms of work-integrated learning beyond co-operative education. As a result, the association changed its name to Co-operative Education and Work-Integrated Learning Canada (CEWIL Canada). UVic Co-op and Career also coordinated a professional development panel on cultivating stronger support and relationships with Indigenous students and communities. UVic is an active member of CEWIL Canada; its current president is Claudia Sperling, manager of UVic’s Optional and Professional Co-op Programs and Career Services.
ONGOING INITIATIVES

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; weekly workshops on résumés, interviews and LinkedIn; the facilitation of multiple mini interviews (MMI) for medical school and healthcare program candidates; and targeted networking and career exploration events for specific departments, student groups and more. In 2017/18, more than 10,000 students accessed these services [see more about Career Services on page 17].

✦ Mock interview clinics: All co-op students take part in a mock interview clinic prior to applying for their first work term, as part of the Introduction to Professional Practice course. Two-hundred and ninety employers came to campus in 2017/18 to conduct practice interviews with 1,260 UVic co-op students.

✦ 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.

✦ International exchange opportunities: In 2017/18, UVic placed 312 students in 365 international work terms. Students worked for a total of 256 companies in 40 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. Co-op and Career has defined 10 core competencies and 4 intercultural competencies that are closely aligned with the university’s 10 primary Learning Outcomes. All UVic co-op students set learning objectives related to these competencies 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 2017/18 can be requested from the Office of the Director of Co-op and Career. Learn more about our competencies at uvic.ca/coopandcareer/buildskills.

✦ Co-op photo contest: Each summer, co-op students are invited to submit up to three photographs of their co-op experiences for a chance to win a $500 prize. Photos must have been taken during work terms from the past 12 months. Students contributed 167 photos to the 2017 contest.
AWARDS AND FUNDING

Co-op and Career facilitates several funds and scholarships that help students engage in unique work experiences.

+ **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. Five students received this award in 2017/18.

+ **Thouvenelle scholarship**: In 2017/18, Co-op and Career awarded the Thouvenelle scholarship to 48 students who took part in co-op work terms related to community development or service learning.

+ **President’s Beyond Borders Fund**: UVic provides a range of funding opportunities for students engaged in work-integrated learning across Canada and around the world. Co-op and Career administers the following awards that encourage student mobility through the President’s Beyond Borders Fund.
  
  - 5 students were awarded the President’s Excellence Fund for UVic students undertaking experiential learning opportunities in Indigenous business, communities or community groups in Canada
  - 3 students were awarded the President’s Asia Partners Travel Fund for students undertaking co-op terms or internships in the Asia Pacific
  - 8 students were awarded the President’s Excellence Fund for co-op students undertaking work terms elsewhere in Canada
  - 8 students were awarded the President’s Excellence Fund for UVic students undertaking experiential learning opportunities elsewhere in Canada
  - 9 students were awarded the President’s Excellence Fund for UVic students undertaking a co-op term or internship at a non-profit organization elsewhere in Canada

Sadie Mackay (biology and psychology combined major, left) worked with SOLS 24/7 in Kuala Lumpur, Malaysia where she helped hire staff and teachers for a program that provides free English training for Malaysians nationwide. “I’ve learned so much about working with other people and cultures,” says Sadie. “To anyone thinking of doing an international co-op, I would say to keep an open mind and don’t restrict yourself—it’ll be an amazing experience.” Mackay was also the recipient of the Graham Branton Fund award and Thouvenelle co-op scholarship.
2017 Co-op Students of the Year
Each year, we recognize co-op students from each of our three major program groups who have made outstanding achievements in the classroom, workplace and community.

**BRIANNA CARRELS** (Biomedical Engineering)
Engineering and Computer Science Co-op Student of the Year

Brianna Carrels is always looking to take her learning to the next level. Not only has she achieved an impressive 8.73 GPA, but she also found time to compete on the Vikes’ women’s golf team and volunteer in the Willerth stem cell research laboratory on campus. During her most recent co-op work term at the BC Children’s Hospital Research Institute, she helped develop a method for detecting Type 1 diabetes in children by measuring tiny levels of a hormone made by insulin-producing cells in the pancreas. “Having experienced the benefits of co-op work terms, I never give up an opportunity to encourage other students to pursue at least one co-op term during their degree,” she says.

**MIAOXIN (CHERYL) CUI** (Commerce)
Business Co-op Student of the Year

Miaoxin thrives on bringing people together. A fourth-year business student, she supports second-year students through the Gustavson mentorship program, volunteers with U Vic’s International Conversation Café and has helped more than 20 U Vic students find international internships and volunteer opportunities as the vice-president of AIESEC. During her work term at the China Everbright Bank in Beijing, she developed an English Q&A resource to help employees working with non-Mandarin-speaking customers and spent her after-work hours creating a training package for future interns. “Having the privilege to work in a bank as part of the co-op program has provided me with so many networking opportunities,” she says.

**GA GRANT** (Law)
Optional and Professional Co-op Student of the Year

For Ga Grant, studying law has been a way for her to advocate for human rights, social justice and equality. A strong supporter of queer legal rights, she has organized events as the president of the U Vic OUTLaws club, and regularly speaks at workshops and panels on the topics of consent and human rights. Her passion for reconciliation led her to a co-op term at the Upper Skeena Counselling and Legal Assistance Society on the lands of the Gitxan and Wet’suwet’en peoples in Hazelton, BC. Grant spent her term developing and reforming legal aid services to support Indigenous people. “I had a mentor unlike anyone I had ever met,” she says. “I learned that one person who brings her heart into all that she does can really make a difference in the community.”

Watch a video about this year’s recipients at uvic.ca/coopandcareer/studentaward.
EMPLOYER INITIATIVES

NEW IN 2017/18

Government funding creates new opportunities for employers to hire
In 2017/18, UVic co-op employers benefitted from the Student Work Integrated Learning Program (SWILP) funded through Employment and Skills Development Canada. SWILP subsidies provide eligible employers with up to $7,000 towards a co-op student’s salary, increasing the opportunities for students to work for employers in sectors such as environment and sustainability, clean technology, energy and more.

Additionally, funding for the BC Co-op Tech grant was extended to 2021 last year. This program provides a 25 per cent subsidy towards a co-op student’s salary for employers who are hiring talent in tech-related careers. Funding details can be found at uvic.ca/coopandcareer/empfunding.

Outreach expands through international Chambers of Commerce
Co-op and Career partnered with Student Recruitment and Global Engagement and Alumni Relations in 2017/18 to consolidate these units’ agreements with international Chamber of Commerce offices. This included placing targeted advertisements in Chamber communications and promoting international engagement opportunities to students, faculty and staff. Current partnerships exist with Chambers of Commerce in Beijing, Hong Kong, Shanghai, Thailand and the United Kingdom.

ONGOING INITIATIVES

The following projects and initiatives are part of Co-op and Career’s ongoing strategic outreach.

✚ Employer Engagement Committee: This committee brings together staff from across Co-op and Career to strategize new opportunities for employer engagement. Members include employment development officers, co-op coordinators, career educators and staff from the Director’s Office.

✚ Employer Advisory Board: Employers from a range of industries contribute to this group, which meets twice per year to report on economic and hiring trends and to provide guidance on employer-related resources and processes.

✚ Employer Appreciation Reception: 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.

✚ 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.

✚ Faculty representatives: More than 40 faculty members engage with Co-op and Career each year as faculty representatives, strategizing opportunities for interdepartmental collaboration, industry outreach and student success.
AWARDS

Four employers recognized as 2017 Co-op Employers of the Year
Each year, Co-op and Career recognizes employers who have gone above and beyond to support UVic co-op student learning. There are three award categories; this year two employers tied for the ‘More than 50 employees’ category.

2017 Employer of the Year – More than 50 employees (BCI and Kiewit tied in this category)
Since 2012, BCI has hired 55 UVic co-op students from a range of programs, including business, economics, engineering, computer science and math. Students have worked in positions related to BCI’s investments, corporate finance, consulting and client services. BCI regularly participates in career fairs, mock interview clinics, employer panels and networking sessions.

Kiewit has hired 157 UVic engineering and business co-op students over the past 10 years and has recruited many alumni as permanent employees. Kiewit runs a mentorship program and offers weekly lunch-and-learns, technical and online training, a leadership seminar series for female employees and funding for continuing education. Kiewit is a regular exhibitor at the Hi-Tech Co-op and Career Fair and has supported the growth of UVic’s Civil Engineering Program.

2017 Employer of the Year – Fewer than 50 employees
RevenueWire has hired 30 UVic co-op students since 2009 into positions ranging from marketing to merchant support to quality assurance, and has recruited eight former co-op students into permanent positions. Beyond co-op, the company connects with UVic students through career fairs and mock interview clinics. RevenueWire offers students excellent in-house skill growth, career growth opportunities and industry exposure.

2017 Employer of the Year – New company (hiring co-op students for two years and under)
Method Engineering understands the benefits of investing in co-op—it has already hired six UVic civil engineering students. The company’s co-op positions offer students exposure to engineering consulting from the perspective of a small local firm. Students gain first-hand experience in what it’s like to manage a building project from concept to completion, with special attention to quality assurance.

See the video and learn more about the award at uvic.ca/coopandcareer/employeraward.

UNIT RECOGNITION

Executive Director recognized with WACE award
In early 2018, Co-op and Career Executive Director Dr. Norah McRae was awarded the 2017 Mr. Donald MacLaren, Jr. Award for Professional Achievement in Co-operative and Work-Integrated Education from the World Association for Co-operative Education (WACE).

Director of Operations awarded Co-op Lifetime Achievement Award
Co-op and Career Director of Operations Andrea Giles was awarded the inaugural Co-op Lifetime Achievement Award from the Association for Co-operative Education BC/Yukon (ACE). Giles has been a champion of co-operative education at UVic and has supported the expansion of work-integrated learning initiatives across the province through two decades of work with ACE.

OPP Manager receives Staff of the Year award
In 2017, Co-op and Career recognized Optional and Professional Co-op Programs and Career Services Manager Claudia Sperling as Staff Member of the Year for her dedication to fostering a sense of inclusion, engagement and celebration across the unit.
CO-OP AND CAREER IN ACTION

TOP: Absaar Arshad Chougule (mechanical engineering) was awarded first place in the 2017 Photo Contest for this photo taken during his work term as a quality control engineer with Borea Construction in Tumbler Ridge, BC. “I’m heading towards turbine #32 at BC’s largest wind farm to perform a regular maintenance check while the sun is rising in Tumbler Ridge.”

BOTTOM LEFT: Chang Wei (sociology) is an international alumna who recently secured a position as a China-based recruiter for UVic’s English Language Centre. Wei attended Career Services workshops to learn how to write strong résumés and cover letters and met with career educator Michelle Floyd to leverage her degree into a rewarding career. “I was anxious about what I would do after graduation, and Michelle helped me communicate my skill set and take my work search step by step.”

BOTTOM RIGHT: Peter Underwood (social sciences, right) is from the WSÁNEĆ nation. He spent a co-op term working as a tenants’ events coordinator with M’akola Housing Society, a local Aboriginal organization that provides safe, affordable housing for Indigenous people and families across British Columbia.
THE YEAR IN NUMBERS: 2017/18

CO-OP WORK TERM PLACEMENT DATA

Once again, there was an increase in overall co-op placements in 2017/18 with 4,145 co-op placements—a growth of 7.2 per cent over last year (c.f., 3,866 placements in 2016/17).

CO-OP PLACEMENTS

CO-OP AND COMMUNITY SERVICE LEARNING (CSL) PLACEMENTS

In addition to our co-op placements, we have also participated in placing students in Community Service Learning Placements (CSL) over the past several years. In 2017/18, 46 CSL placements were made in local community organizations for a total of 4,191 work-integrated learning opportunities.
PLACEMENTS BY TERM IN 2017/18
For co-op placements, the distribution was generally balanced across each term, ranging from 25.8 per cent to 39 per cent, demonstrating a commitment to the alternating system of work and study, rather than the majority of placements being summer-based. Across all co-op institutions in the province, the distribution of placements by term was similarly balanced (44.7 per cent for Summer 2017, 28.5 per cent for Fall 2017, and 26.8 per cent for Spring 2018).

PLACEMENTS BY REGION IN 2017/18
British Columbia remains the most popular location for work term placements. In 2017/18, there were 3,231 BC work terms, representing 77.9 per cent of placements.
PLACEMENTS BY REGION OVER TIME

The distribution of placements by region over the past five years has been relatively stable. Placements in the Lower Mainland have increased while placements throughout the rest of Canada have decreased. International placements are on the rise.

METHODS OF PLACEMENT IN 2017/18

Last year, of the 4,145 overall placements, 2,382 placements (57.5 per cent) were generated by co-op staff through the online posting system. Students generated 1,071 placements (25.8 per cent), 504 placements (12.2 per cent) were return placements (that is, students returned to a previous employer), and 188 placements (4.5 per cent) were work term challenge placements.

It should be noted that the placement percentages are significantly different with the two large mandatory co-op programs (Business and Engineering) extracted from the data. Without Business and Engineering data, the breakdown is: 1,175 placements (75.7 per cent) were generated by co-op staff through online posting, 193 placements (12.4 per cent) were generated by students, 168 placements (10.8 per cent) were return placements, and 16 placements (1.0 per cent) were work term challenge placements.
CO-OP EMPLOYER DATA

Last year, 1,363 different employer organizations hired co-op students. Of these employers, 78.4 per cent hired from more than one co-op program area and 58 per cent hired more than one student.

NUMBER OF HIRING EMPLOYERS OVER TIME

The number of co-op employers has been on the rise since 2011/12.

PLACEMENT BY EMPLOYER TYPE IN 2017/18

Last year, 68.5 per cent of placements were in the private sector. Over the past 10 years, there has been a greater reliance on the private sector than the public sector for placements (c.f., in 2007/08, 54.4 per cent were private sector placements and 45.6 per cent of placements were with the public sector).
PLACEMENTS BY EMPLOYER TYPE OVER TIME

Over time, placements by employer type have remained generally steady.

PUBLIC VERSUS PRIVATE SECTOR PLACEMENTS OVER TIME

Within the public sector, provincial and federal government and agency placements as well as municipal placements continue to decrease.
**CO-OP STUDENT DATA**

Although 53 per cent of UVic students overall are female, the Co-op Program has a male gender skew, due mainly to the Faculty of Engineering Co-op programs (both Engineering Co-op and Computer Science Co-op). Without these programs included in the gender distribution, the overall gender breakdown exceeds the university’s enrolment pattern of 53 per cent female.

**OVERALL (excluding Engineering and Computer Science)**

- **Male**: 60.3% (2,498)
- **Female**: 39.7% (1,647)

**Total placements**: 4,145

**ENGINEERING AND COMPUTER SCIENCE ONLY**

- **Male**: 81.1% (384)
- **Female**: 18.9% (1,644)

**Total placements**: 2,028

For 2017/18, 15 per cent of all UVic students were international (visa) students (12 per cent undergraduate and 27 per cent graduate). For the UVic Co-op program, in 2017/18, 18.1 per cent of placements made were by international students; however, at the graduate level 54.6 per cent of placements made were by international students. The data below is drawn from co-op students who have self-disclosed membership in the following equity groups.

<table>
<thead>
<tr>
<th>PROGRAM AREA</th>
<th>TOTAL PLACEMENTS</th>
<th>PLACEMENTS BY INTERNATIONAL STUDENTS</th>
<th>PLACEMENTS BY DISABLED STUDENTS</th>
<th>PLACEMENTS BY INDIGENOUS STUDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL CO-OP PROGRAM</td>
<td>4,145</td>
<td>749 (18.1%)</td>
<td>3 (0.1%)</td>
<td>59 (1.4%)</td>
</tr>
<tr>
<td>GRADUATE STUDENTS ONLY</td>
<td>452</td>
<td>247 (54.6%)</td>
<td>0</td>
<td>8 (1.8%)</td>
</tr>
<tr>
<td>UNDERGRADUATE STUDENTS ONLY</td>
<td>3,693</td>
<td>502 (13.6%)</td>
<td>3 (0.1%)</td>
<td>51 (1.4%)</td>
</tr>
</tbody>
</table>

Sarah Douglas (biomedical engineering) is well on her way to becoming a doctor—a pathway that was made clear to her after connecting with her career educator. She received coaching from career educator Michelle Floyd as she was exploring her career options, and then again when she prepared for her multiple mini interviews with medical schools this year, and will be joining the fall cohort at UBC’s Faculty of Medicine in September. “It was through this support that I was able to find confidence to follow my passion,” she says. “I learned to take the time and effort to find what my heart wanted; as a physician, I hope to use my engineering skills to create further impacts through innovative programming and technology.”
**CO-OP SALARIES**

In 2017/18, the average co-op salary across all programs for all level of students was $2,832—a $114 or 4.2 per cent decrease over last year (c.f., $2,783 in 2016/17). The average co-op salary across all programs for graduate students was $3,549.55 and the average co-op salary across all programs for undergraduate students was $2,749.05.

**AVERAGE MONTHLY CO-OP SALARY OVER TIME**

![Chart showing average monthly co-op salary over time from 2007/08 to 2017/18.]

**CAREER SERVICES DATA**

More than 10,000 students and alumni access career development services, programs and supports each year. Career Services is organized by faculty, with a dedicated career educator embedded within the School of Business and the Faculty of Engineering, and three career educators who support students in all other faculties and departments.

**SERVICE AVAILABLE VIA FACULTY-BASED CAREER EDUCATORS**

<table>
<thead>
<tr>
<th>Service</th>
<th>Number of Participants*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career help appointments</td>
<td>124 (BUSI), 725 (ECS), 1,719 (OPP)</td>
</tr>
<tr>
<td>Career-related workshops, presentations and events</td>
<td>1,286 (BUSI), 1,077 (ECS), 5,261 (OPP)</td>
</tr>
</tbody>
</table>

**BREAKDOWN OF OPP SERVICES**

<table>
<thead>
<tr>
<th>Service</th>
<th>Number of Participants*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekly workshops (e.g., Résumé Lab, Ace Your Interviews, LinkedIn)</td>
<td>284</td>
</tr>
<tr>
<td>Targeted career workshops for specific student groups (e.g., second-year biology lab students, nursing students)</td>
<td>1,355</td>
</tr>
<tr>
<td>Targeted presentations (e.g., for graduate students, orientation, specific program areas)</td>
<td>2,236</td>
</tr>
<tr>
<td>Career consultations at events (e.g., Résumé Day, “What can you do with your degree” panel events, mock Multiple Mini Interviews (MMIs) that prepare students for medical school and health care program interviews)</td>
<td>1,386</td>
</tr>
</tbody>
</table>

* Includes students and alumni

BUSI = Business, ECS = Engineering and Computer Science, OPP = Optional and Professional Programs (all other programs)

More information can be found at [uvic.ca/coopandcareer/career/about](http://uvic.ca/coopandcareer/career/about).
EVENT PARTICIPATION AND PORTAL USE

Event attendance

In 2017/18, Co-op and Career hosted a wide range of activities to connect students and alumni with employers.

<table>
<thead>
<tr>
<th>EVENT NAME</th>
<th>DATE</th>
<th>ATTENDEES</th>
<th>EXHIBITORS/ PRESENTERS/TOPICS</th>
<th>OCCURRENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer/graduate school info</td>
<td>Year-round</td>
<td>Student attendees varied per session</td>
<td>83 presenters, including Deloitte, Intel, KPMG, RBC and Teck</td>
<td>Arranged upon employer request</td>
</tr>
<tr>
<td>sessions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Career workshops for graduate</td>
<td>Year-round</td>
<td>39</td>
<td>Two events: Résumé, CV and Cover Letter Foundations for Graduate students, Bridging from Graduate School to a Career</td>
<td>Ongoing sessions throughout the year</td>
</tr>
<tr>
<td>students</td>
<td></td>
<td>graduate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Navigator and Horizons</td>
<td>Year-round</td>
<td>22 (Navigator) and 38 (Horizons)</td>
<td>Self-paced online career programs for career exploration and work search</td>
<td>Several intakes each year</td>
</tr>
<tr>
<td>Shift into Summer</td>
<td>April 5 to May 19, 2017</td>
<td>5,817</td>
<td>Online summer job resources, featured job postings and support</td>
<td>Annual</td>
</tr>
<tr>
<td>Tech Connect</td>
<td>May 31, 2017</td>
<td>110</td>
<td>Seven employers, including FreshWords, InDro Robotis and Referral SaaSquatch</td>
<td>Annual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>students</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>over two</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Network your way to a job</td>
<td>June 16, 2017</td>
<td>50</td>
<td>Networking workshop, LinkedIn session with LinkedIn photo booth, mingle with employers and alumni</td>
<td>Annual</td>
</tr>
<tr>
<td>Résumé Day</td>
<td>September 2017 and January</td>
<td>214</td>
<td>Résumé clinic</td>
<td>Two/three times per year</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>students</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-op and Career Info Day</td>
<td>September 12, 2017</td>
<td>1,187</td>
<td>All Co-op and Career programs and offices</td>
<td>Annual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>students</td>
<td></td>
<td></td>
</tr>
<tr>
<td>What can you do with your degree?</td>
<td>October 2017 and February/March 2018</td>
<td>309</td>
<td>Panelists included alumni, co-op employers and contacts from a range of industries.</td>
<td>Twice per year (spring and fall)</td>
</tr>
</tbody>
</table>
Indigenous student networking and mock interview events
October 2017 and February 2018
26 students and 19 employers
Co-op information session and networking opportunity with employers
Two annual sessions

Co-op and Career Fair
October 3 and 4, 2017
1,497 students over two days
64 exhibitors, including College Pro, Lighthouse Labs, Public Service Commission and VIATEC
Annual

Career Corner and Makerspace at the Career Fair
October 3 and 4, 2017
120 students met with career educators and 197 accessed resources
On-site networking and career support
Annual

Success in the Humanities and Fine Arts
November 7, 2017
45 students, 9 employers
Networking workshop and employer mingle for humanities students
Annual

Network your way to a job: Social Sciences
November 15, 2017
30 students
Networking workshop and employer mingle for social sciences students
Annual

Hi-Tech Co-op and Career Fair
February 6 and 7, 2018
600 students over two days
40 exhibitors, including Babcock, BC Transit, Catalyst Paper, Fortinet, Samsung and StarFish Medical
Annual

Use of Co-op and Career portal (learninginmotion.uvic.ca)
A total of 14,107 different users were active in the system last year.

<table>
<thead>
<tr>
<th>AUDIENCE GROUP</th>
<th>NUMBER OF USERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>10,985</td>
</tr>
<tr>
<td>Alumni</td>
<td>1,225</td>
</tr>
<tr>
<td>Employers</td>
<td>1,552</td>
</tr>
<tr>
<td>Community members</td>
<td>345</td>
</tr>
</tbody>
</table>

11,614 jobs were posted in the system.

<table>
<thead>
<tr>
<th>POSTING TYPE</th>
<th>NUMBER OF POSTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Co-op positions</td>
<td>6,647</td>
</tr>
<tr>
<td>Career positions</td>
<td>4,406</td>
</tr>
<tr>
<td>Volunteer positions</td>
<td>430</td>
</tr>
<tr>
<td>Casual positions</td>
<td>131</td>
</tr>
</tbody>
</table>

THE YEAR IN NUMBERS: 2017/18
CONVOCATION SURVEY RESULTS
Every June and November, Co-op and Career surveys graduating students to gather feedback about our services. The survey also poses questions about students’ employment status and anticipated salaries. **533** students responded to the 2017 surveys.

**51%**
- had received offers of employment by their date of graduation

**87%**
- of these reported that their positions were career oriented and in their chosen field

**67%**
- had accepted entry-level professional positions

**53%**
- had obtained a salary of over $50,000 per year

**31%**
- had accessed Career Services during their degree

Graduates accepted positions around the world
- **79%** in British Columbia, **14%** across the rest of Canada, **7%** internationally

**21%**
- had participated in an international educational experience during their degrees

**52%**
- of respondents had participated in UVic Co-op

**67%**
- found their post-graduation position through an employer connection made during the co-op program

**85%**
- secured work related to their studies
LOOKING TOWARDS 2018/19

Leading Edge program to launch
The Leading Edge will move out of its pilot phase in 2019 with a full program rollout and promotional campaign.

Co-op placements to hit close to 90,000
At the time of print, overall placements have exceeded 85,000; it's predicted that we'll reach close to 90,000 by the next report.

Student Success series to support learning and career preparation
Co-op and Career is partnering with Educational Psychology and Leadership Studies to promote a three-part series for student success. The series will include ED-D101: Learning Strategies for University Success, ED-D302: Experiential Learning and Community Engagement and ED-D445: Successful University to Career Transition.