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This annual report identifies general trends and developments, as well as placement and program statistics, from May 2018 to April 2019. For detailed statistics on individual faculties, or for historical data and trends, please see uvic.ca/ coopandcareer/annualreport. This report was produced in August 2019 by the Office of the Director of UVic’s Co-operative Education Program and Career Services.

Graphic design: UVic Communications + Marketing
Photography: UVic Communications + Marketing and UVic co-op students

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

COVER: Sophie Moggridge (biochemistry and microbiology) worked as a proteomics research student for the BC Cancer Agency/Michael Smith Genome Science Centre in Vancouver, BC.
LETTER FROM THE EXECUTIVE DIRECTOR

As we wrap up another busy year, we continue to be inspired by the amazing ways that UVic students contribute to community through work-integrated learning (WIL) experiences.

Whether it’s fostering respect and reconciliation by contributing to Indigenous language revitalization or promoting sustainable futures by analyzing microplastic levels in arctic ice cores, our students make a vital impact wherever they work.

In 2018/19, we continued to expand opportunities for students to engage in dynamic learning locally and globally. With 4,288 overall co-op placements—our highest number of placements ever—we are contributing to UVic’s goal of providing all students with at least one experiential learning opportunity. We are also working hard to support all UVic students and alumni as they develop careers that they love—more than 9,200 students accessed career support last year.

This past year, we worked hard to develop partnerships with employers and post-secondary institutions, including Macquarie University and RMIT in Australia, Thomas More University of Applied Sciences in Belgium, and Suranaree University of Technology in Thailand. Through these ties, our students have increased access to diverse hands-on learning opportunities that help them develop intercultural competencies and international connections.

We are also proud to be working closely with the Office of Indigenous Academic and Community Engagement to connect Indigenous students with culturally relevant WIL both locally and abroad. Indigenous students completed more than 70 work terms last year—a UVic record.

As we approach our 90,000th placement, we look forward to working with employers and community to further enhance UVic’s community outreach.

Andrea Giles

Acting Executive Director,
Co-operative Education Program and Career Services

2018/19 BY THE NUMBERS

<table>
<thead>
<tr>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>4,288</strong></td>
</tr>
<tr>
<td>Number of co-op work terms completed</td>
</tr>
<tr>
<td><strong>9,256</strong></td>
</tr>
<tr>
<td>Number of students who accessed career support</td>
</tr>
<tr>
<td><strong>75%</strong></td>
</tr>
<tr>
<td>Percentage of graduating co-op students who received a job offer before graduation</td>
</tr>
<tr>
<td><strong>43%</strong></td>
</tr>
<tr>
<td>Percentage of eligible UVic students who took part in co-op</td>
</tr>
<tr>
<td><strong>$2,970</strong></td>
</tr>
<tr>
<td>Average overall monthly co-op salary</td>
</tr>
<tr>
<td><strong>89,000+</strong></td>
</tr>
<tr>
<td>Number of co-op placements that have been made since the program launched in 1976</td>
</tr>
<tr>
<td><strong>2,253</strong></td>
</tr>
<tr>
<td>Number of students who took part in our co-op preparation course</td>
</tr>
</tbody>
</table>
2018/19 IN NUMBERS

CO-OP HIGHLIGHTS

What did co-op look like in 2018/19?

<table>
<thead>
<tr>
<th>Co-op Work Terms (up 3.5%)</th>
<th>Community Service Learning Placements</th>
<th>Different Employer Organizations Hired Co-op Students</th>
<th>Average Co-op Salary</th>
<th>Travel Funding Through the President’s Excellence Fund (past 4 years)</th>
<th>Students Took the Co-op Preparation Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>4,288</td>
<td>35</td>
<td>1,350</td>
<td>$2,970</td>
<td>$134,000</td>
<td>2,253</td>
</tr>
</tbody>
</table>

Where did co-op students work?

- 50.4% Vancouver Island work terms
- 23.2% Lower Mainland work terms
- 6% Work terms throughout the rest of BC
- 7.6% International work terms
- 12.8% Work terms across the rest of Canada
- 50% Work terms in the Lower Mainland
- 257 Work terms throughout the rest of BC

325 Work terms international

2,163 Vancouver Island work terms

550 Work terms across the rest of Canada
Who were our co-op employers?

<table>
<thead>
<tr>
<th>Private sector</th>
<th>Public sector</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>67.3%</strong></td>
<td><strong>32.7%</strong></td>
</tr>
<tr>
<td>62% private business</td>
<td>21.5% provincial government + agencies</td>
</tr>
<tr>
<td>5.3% not-for-profit organizations</td>
<td>9.6% federal government + agencies</td>
</tr>
<tr>
<td></td>
<td>1.6% municipal government</td>
</tr>
</tbody>
</table>

How many co-op work terms were completed by Indigenous and international students?

- **730** work terms by international students
- **73** work terms by Indigenous students

CAREER DEVELOPMENT HIGHLIGHTS

How did students access career support?

- **9,256** students accessed career services overall
- **2,706** career help appointments
- **6,550** students attended career-related workshops and presentations
- **1,195** career consultations at events
- **341** weekly workshops on résumé and cover letter writing + interviews
- **4,872** career positions posted in the portal

What did our year of career events look like?

- **3** major career fairs
- **7** major networking nights and career panels
- **84** employer information sessions held on campus
- **3,500+** students attended career development and co-op events
- **550+** employers and employer organizations took part in on-campus events, mock interview clinics and more

Detailed statistics, including trends and historical data, can be found in the “Trends and historical data” report, available at uvic.ca/coopandcareer/annualreport.
CONVOCATION SURVEY RESULTS

Every June and November, we survey graduating students to gather feedback about our services. The survey also poses questions about students’ employment status and anticipated salaries. 509 students responded to the 2018 surveys.

CAREER OUTCOMES

- 58% had received offers of employment by their date of graduation
- Of the students who received job offers, 36.5% received more than one offer

- 85% reported that their positions were career oriented and in their chosen field
- 75% had obtained a salary of over $40,000 per year

- 69% had accepted entry-level positions
- 26% had accepted mid-level positions
- 5% had accepted senior-level/executive positions
- 40% had found work within Greater Victoria

THE CO-OP CONNECTION

- 75% had participated in the UVic Co-op Program and 33% had used one or more career-based service
- 51% had received an offer of employment before graduation
- 18% found their post-graduate position through an employer connection made during their co-op experience
**CO-OP AND CAREER IN ACTION**

**TOP LEFT:** As a legal advocate for the SHED Society in Bella Coola, BC, Meeta Ansari (law) was invited to be a guest on a local radio station to raise awareness about SHED’s legal program. She also had the opportunity to begin learning the Nuxalk language.

**TOP RIGHT:** Kevin Perkins (left), who is Cree and has an adopted family, spent three co-op work terms working as a communications and fundraising strategist with the First Peoples’ Cultural Council (FPCC). This led the Indigenous studies major to a full-time role in grant development with the council—Kevin is currently building a grant that will help communities digitize existing old-format audio and video language recordings that are at risk of being lost. He’s also representing the FPCC on an advisory council for Library Archives Canada.

“It’s been incredible to work with the team at FPCC and to see how its language revitalization projects are helping Indigenous people reclaim what was taken away,” he says. He is pictured with FPCC Language Revitalization Coach Glenn Jim. Photo credit: First Peoples’ Cultural Council.

**LEFT:** Gina Nicholoff (biology) divided her work term with the Institute of Ocean Sciences between sampling ice cores in the arctic ocean and analyzing them for microplastics back in Sidney, BC. “My favourite part of my co-op was admiring the incredible work and work ethic of the seasoned scientists, particularly the women,” she says. “Talking to such smart, successful, and all-around-awesome female scientists was motivating and heart-warming for me.”
CO-OP AND CAREER IN ACTION

TOP: Lisa Schnitzler (Indigenous studies and English) is from the Métis Nation BC and participated in UVic’s Indigenous co-op exchange. She spent a co-op work term at the Ngarara Willim Centre at RMIT University in Australia, where she conducted research on reconciliation.

BOTTOM LEFT: Liam Moore (commerce, second from left) traveled to Tokyo to work as an executive search intern for Apex K.K., a company founded by a UVic alum. One of his core responsibilities was connecting Japanese legal professionals with potential employers. “Working in a new country means that your growth and learning don’t stop when you leave the office,” he says. “You’re learning how to do the work but you’re also learning how to live in a completely different environment.”

BOTTOM RIGHT: Ray Wu (recreation and health education, right) is an international student from China who worked as a facility equipment room attendant at CARSA and McKinnon, where he put his leadership skills into play. “I learned that management is such an important competency—I was able to see how different departments come together to make a recreation system that works.”
NEW IN 2018/19

DEVELOPMENTS FOR STUDENTS IN 2018/19

Curriculum development completed for Leading Edge
Curriculum design for the Leading Edge challenge was completed in 2018/19 and set up in the CourseSpaces platform. The Leading Edge helps students reflect on their academic, co-curricular and workplace experiences to understand what they love, what they’re great at, what the world needs and what they can be paid for. User testing continues and this initiative will move towards a soft launch in 2019/20.

Co-curricular program moves out of pilot stage
UVic’s Co-Curricular Record program, which has been in a pilot stage since 2012, was opened campus wide in 2018/19. A webpage was launched at uvic.ca/coopandcareer/CCR to provide students, faculty members and staff with information about how to submit and take part in qualifying experiences.

Career and co-op content integrated into online orientation CourseSpace
Co-op and Career staff contributed content to UVic’s new pre-arrival online orientation program, which has been developed by Student Recruitment and delivered to new UVic students through the CourseSpaces platform. The program received the Innovative Program Award from the Association for Orientation, Transition and Retention in Higher Education in early 2019. Career development and co-op content has been integrated into the Involvement, Academic Success, and Health and Wellness modules.

Student Success Series launches
In 2018/19, Co-op and Career partnered with the Faculty of Education to market the Student Success Series—a set of three courses to help students succeed in their university careers. The series consists of the long-standing ED-D101: University Success, which prepares students to succeed in the classroom; ED-D302: Experiential Learning and Community Engagement, which helps students make the most of hands-on learning opportunities; and ED-D445: Successful University to Career Transition, which helps students prepare for life after graduation. Courses were well attended during the first year of the series.

Co-op staff present research on decolonizing work-integrated learning at WACE symposium
In June 2018, International Co-op Programs Manager Karima Ramji and Indigenous Academic and Community Engagement Manager Lalita Kines presented preliminary findings from their research on decolonizing work-integrated learning at the World Association for Co-operative Education’s annual conference in Stuttgart, Germany. Their research is part of UVic’s unique Indigenous International Work-Integrated Learning Exchange Program, which provides Indigenous students from UVic with the opportunity to complete co-op work terms with partner institutions in Australia.

Co-op placements approach 90,000
After reaching 85,000 total co-op work term placements in June 2018, the number climbed close to 90,000 by April 2019. The UVic Co-op Program was launched in 1976; in that first year there were 58 total placements.

Science co-op programs move to common academic requirement
In 2018, all science co-op programs moved to a common 4.5 ongoing GPA requirement; previously, there were different requirements for each program area. The graduating GPA requirement was also eliminated, which will make it easier for science co-op students to graduate with co-op designation even if their grades go down in their final term.
NEW IN 2018/19

Undergraduate co-op internship included in academic calendar
The undergraduate co-op internship, which allows students to complete three to four concurrent work terms between their third and fourth year of study, was formally added to the academic calendar. Although this option has been available for many years, the calendar inclusion makes it more visible to students and faculty members.

DEVELOPMENTS FOR EMPLOYERS AND PARTNERS IN 2018/19

One Government Career Fair brings federal public service to campus
More than 10 federal government departments and agencies came to campus in early February for the One Government Fair, a recruitment event that provided students with the opportunity to learn about federal opportunities. Some departments also offered day-of interviews. This event will continue on an annual basis.

Federal government student ambassadors aim to connect students to federal opportunities
Co-op and Career welcomes two federal government student ambassadors to campus in 2018/19. These two UVic students provide guidance to peers who are interested in working for the federal government and help promote several hiring initiatives. The ambassadors are employed by the federal public service and work closely with the communications officer and campus engagement and events coordinator to create content that simplifies the federal hiring process for all students.

Exchange partnership with German post-secondary celebrates 20th anniversary
In 2018, UVic celebrated 20 years of partnership with Baden-Wuerttemberg Cooperative State University (DHBW) Heidenheim in Germany. The partnership dates back to 1998 and facilitates co-op exchanges between the two institutions. In 2009, the partnership expanded to form CANEU-COOP, a hybrid exchange model where UVic students complete co-op work terms with top employers in Europe and DHBW students complete coursework at UVic.

UVic signs co-op exchange agreement with Suranaree University of Technology and Western Digital
UVic, Suranaree University of Technology (SUT) and Western Digital Thailand signed a co-operative education exchange agreement in 2018 to foster international student mobility and work-integrated learning opportunities. Under the agreement, students from SUT will come to Victoria to complete co-op work terms with faculty members and offices on campus, while UVic students will travel to Thailand to complete work terms at Western Digital offices. This is an extension of a previous exchange agreement coordinated through the World Association of Co-operative Education.

Expanded exchange leads to more work terms related to community-service
In October 2018, UVic Co-op and Career expanded a partnership with Thomas More University of Applied Sciences in Belgium. This unique partnership sends UVic students to Europe to work on technology projects that benefit society, while Belgian students work on projects with CanAssist. This exchange also received an ERASMUS+ International Credit Mobility grant last year, which will help expand the program to include exercise science, physical and health education students.
AWARDS

2018 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.

**Andres Agresot** (commerce)

**Business Co-op Student of the Year**

As an international student from Colombia, Andres Agresot has been an active member of his cohort. He has served as the Vice President of Marketing in the Commerce Student Society, volunteered as a student ambassador at UVic and abroad and was part of the team that represented the university at the 2018 European International Submarine Races in the United Kingdom. During a recent co-op work term at Babcock Canada, Agresot worked as a marketing/human resources co-op student. “I am certain that the achievements gained through co-op have significantly impacted multiple areas of my life,” he says. “Co-op has created meaningful turning points in my academic experience, career development and personal growth.”

**Anona Wiebe** (electrical engineering)

**Engineering and Computer Science Co-op Student of the Year**

This third-year electrical engineering student has a knack for linking human behaviour with systems design; in her co-op position with University Systems, she developed a unique online program to help students learn about cybersecurity awareness. Outside of class and work, Wiebe is an active volunteer, splitting her time between coaching tennis and supporting Victoria’s efforts to welcome Syrian families to the city. She is also an engineering student representative to University Senate. “This co-op gave me the opportunity to develop my career by showcasing and strengthening my leadership skills,” she says. “It’s piqued my interest in project management, I’m excited at what comes next.”

**Hallie Rounthwaite** (anthropology and human dimensions of climate change)

**Optional and Professional Co-op Student of the Year**

As a fourth-year student of anthropology and human dimensions of climate change, Hallie Rounthwaite is passionate about the intersection between culture and community. On top of having an impressive 8.5 GPA, Rounthwaite recently developed an interactive exhibit about modern food sharing practices at the Royal B.C. Museum as part of a project with her ANTH 392: Archaeology & Storytelling class. For her last co-op work term, Rounthwaite was hired by Beecher Bay First Nation to lead a youth program centered around food security and the revitalization of cultural food systems. “My co-op term literally changed my life and the direction of my academic studies,” she says. “I learned so much from the people of Beecher Bay First Nation and have continued to stay connected.”

Watch a video about this year’s recipients at [uvic.ca/coopandcareer/studentawards](http://uvic.ca/coopandcareer/studentawards).
2018 CO-OP EMPLOYERS OF THE YEAR

Each year, Co-op and Career recognizes employers in three categories who have gone above and beyond in offering extraordinary learning opportunities to UVic co-op students.

Babcock Canada
2018 Employer of the Year—More than 50 employees

Since 2015, Babcock has hired 58 engineering and commerce co-op students from UVic, 13 of whom returned for a second term and four for a third—a testament to the extraordinary experience Babcock provides. Co-op students are typically supervised by a former co-op student to enhance the mentorship experience, and are encouraged to network across departments and meet with senior staff to better understand the business.

Immunoprecise Antibodies
2018 Employer of the Year—Fewer than 50 employees

Immunoprecise Antibodies (IPA) has made it a habit to hire the best and brightest—the custom antibody business has hired UVic biochemistry, microbiology and business students to complete 66 co-op work terms, and in the past 3 years alone has hired 8 co-op alumni. Most full-time IPA scientists and staff are UVic graduates.

LlamaZOO
2018 Employer of the Year—New company (hiring co-op students for five years and under)

Since launching in 2014, local 3D visualization company LlamaZOO has made co-op a priority by regularly hiring computer science, software engineering and business students. Co-op students are treated as significant members of the team and are assigned meaningful projects, from writing white papers on digital twinning technology to researching and writing new software features for augmented reality and virtual reality technologies.

Anna Mazza (commerce, left) and Kevin Virtue (computer science, centre) spent a summer working at LlamaZOO, where they were responsible for coordinating social media and working in software development. They are pictured with Charlotte Garcia-Melgares, LlamaZOO’s office manager.

Learn more about the award at uvic.ca/coopandcareer/employeraward.
ONGOING INITIATIVES

FOR OUR STUDENTS

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; regular workshops on résumés, interviews and LinkedIn, and targeted networking and career exploration events. In 2018/19, more than 9,250 students accessed these services.

✛ Student Engagement Committee: Staff from across Co-op and Career meet regularly to develop new initiatives and to evaluate our programs and services from a student engagement perspective.

✛ Mock interview clinics: All co-op students take part in a mock interview clinic prior to applying for their first work term. More than 320 employers came to campus in 2018/19 to conduct practice interviews with 1,188 UVic co-op students.

✛ International exchange opportunities: In 2018/19, UVic placed 272 students in 325 international work terms in a total of 42 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 (Australia, Kenya, New Zealand, Uganda and other Commonwealth countries)
- CANEU-COOP (Austria and Germany and other European countries)
- CANSAM-COOP (Brazil, Chile and other South American countries)
- CANUSA-COOP (Silicon Valley and across the United States)

✛ Competency assessment framework: UVic is the only institution in the world to use a competency-based framework to assess co-op learning outcomes. All UVic co-op students set competency-based learning objectives at the beginning of their co-op work terms. Students and their workplace supervisors then assess students’ competency development at the start, middle and end of the work terms. Detailed competency assessment data for 2018/19 can be requested from the Office of the Director of Co-op and Career.

Even before Ania Esquivel (commerce) graduated, she’d secured a position as a data analyst with Mu Sigma, a consulting firm located in Bangalore, India. She’ll launch her career there this August—an accomplishment she credits to the support she received from Career Services throughout her degree.

“My career educator facilitated and encouraged a deep exploration of who I am and who I want to be, both as a business professional and as a person,” says Ania. “I learned how to reflect on every new experience and to identify the skills and knowledge I gained—her honestly and genuine care in my professional success has meant so much to me.”
Funding that supports hands-on learning opportunities for students
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. Seven students received this award in 2018/19.

✚ Thouvenelle scholarship: In 2018/19, Co-op and Career awarded the Thouvenelle scholarship to 44 students who took part in co-op work terms related to community development or service learning.

✚ President’s Beyond Borders Fund: For the past four years, Co-op and Career has administered the following awards that encourage student mobility through the President’s Beyond Borders Fund—this funding concluded in April 2019.

▶ 4 students were awarded the President’s Excellence Fund for UVic students undertaking experiential learning opportunities in Indigenous business, communities or community groups in Canada
▶ 7 students were awarded the President’s Excellence Fund for co-op students undertaking work terms elsewhere in Canada
▶ 7 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

In addition to the President’s Beyond Borders Fund, 5 students undertaking co-op work terms in the Asia Pacific region were awarded the President’s Asia Partners Travel Fund.

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

✚ Employer Engagement Committee: This ongoing committee brings together staff from across Co-op and Career to strategize new opportunities for employer engagement.

✚ 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.
LOOKING TOWARDS 2019/20

$9 million in provincial government funding to be allocated to institutions via UVic

In June 2019, BC’s provincial government invested $9 million to support co-op and work-integrated learning opportunities throughout the province. UVic has been designated as the institution responsible for working with the Accountability Council for Co-op Education and Work-Integrated Learning to allocate funding to institutions through a proposal-based application process.

New Strategic Framework Experiential Learning Fund to support students taking part in work-integrated Learning

In May 2019, UVic announced new funding, called the Strategic Framework Experiential Learning Fund, which will support a range of work-integrated learning opportunities for students. Co-op and Career will administer several of these funds, including an award to support students working for non-profit organizations outside of Victoria, and an award to support Indigenous students taking part in the university’s Indigenous International Work-Integrated Learning Exchange Program, among others.

Leading Edge program to roll out soft launch in CourseSpaces

The career educator team will invite select students to take part in the Leading Edge challenge in 2019/20 as part of a soft launch. Students will complete their work in CourseSpaces and will be able to identify experiences of interest in the Experience Catalogue through the Co-op and Career portal.

Keegan Paterson (geography) worked as an Omenica Bull Trout climate action intern for the B.C. Ministry of Forests, Lands, Natural Resource Operations & Rural Development in Prince George, BC.