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ACE-WIL Virtual Town Hall

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Association for
Co-operative Education
and Work-Integrated
Learning

BC/Yukon



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Since time immemorial, the səliiwətaʔt təməx^w (Tsleil-Waututh), Skwxwú7mesh-ulh Temíxw (Squamish), x^wməθk^wəyəm (Musqueam), WSÁNEĆ (Saanich), and the Esquimalt and Songhees Nations of the Lək^wəŋən (Lekwungen) Peoples have walked gently on the unceded territories where we are grateful to live, work, and play. We are committed to building relationships with the first peoples here, based in honour and respect, and we thank them for their hospitality.

BC WIL Employer/Community Partner Survey – Key Findings

November 2020

The BC Work Integrated Learning Council (formerly the Accountability Council for Co-operative Education and WIL BC) provides and encourages the adoption of consistent program guidelines and standards for quality Co-operative Education and Work Integrated Learning in BC's PSE system, and serves as a venue to discuss and promote institutional issues. It is an independent council of the Association for Co-operative Education WIL (BC/Yukon) and is comprised of one member from each public, post-secondary co-operative education and work integrated learning institution in BC as appointed by the President of the institution.

In June 2020, the Council identified a need for a greater understanding of the labour market's ability to engage WIL students in next 12-18 months to help members plan their WIL programming in the coming 1-2 years and a greater understanding of student experiences, interests and needs.

Steering Committee Oversight Project:

- Ron Bowles, Interim Dean, Office of Applied Research & Graduate Studies at Justice Institute of British Columbia
- Andrea Giles, Acting Executive Director, Co-operative Education Program and Career Services, UVIC, BC WIL Council Secretary
- Muriel Klemetski, Director, Work-Integrated Learning, SFU
- Stephanie McKeown, Chief Institutional Research Officer, UBC
- Andrea Sator, Curriculum Project Manager, Work-Integrated Learning Program, SFU
- Julie Walchli, Executive Director, Work-Integrated Education and Career Initiatives, UBC Arts, BC WIL Council Chair

18 Participating post-secondary institutions

British Columbia Institute of Technology

Camosun College

College of the Rockies

Emily Carr University of Art + Design

Justice Institute of British Columbia

Kwantlen Polytechnic University

Langara College

North Island College

Royal Roads University

Selkirk College

Simon Fraser University

Thompson Rivers University

University of British Columbia

University of Northern British Columbia

University of the Fraser Valley

University of Victoria

Vancouver Community College

Vancouver Island University

Project Overview

The goal of the first BC WIL Employer/Community Partner Survey was to have **data to better understand evolving stakeholder needs to assist BC WIL Council members with planning through the coming year.**

- 1. First stage: Survey, September-October 2020**
2. Second stage: Focus Groups & Interviews, February 2021 (*Tentative*)
3. Third stage: Survey, April 2021 (*Tentative*)

For first survey

- Anonymous survey: each institution distributed through their partner lists

CEWIL Canada WIL Definitions

- **Apprenticeship:** Apprenticeship is an agreement between a person (an apprentice) who wants to learn a skill and an employer who needs a skilled worker and who is willing to sponsor the apprentice and provide paid related practical experience under the direction of a certified journey person in a work environment conducive to learning the tasks, activities and functions of a skilled worker. Apprenticeship combines about 80% at-the-workplace experience with 20% technical classroom training, and depending on the trade, takes about 2-5 years to complete. Both the workplace experience and the technical training are essential components of the learning experience.
- **Co-operative Education (co-op alternating and co-op internship models):** Co-op alternating consists of alternating academic terms and paid work terms. Co-op internship consists of several co-op work terms back-to-back. In both models, work terms provide experience in a workplace setting related to the student's field of study. The number of required work terms varies by program; however, the time spent in work terms must be at least 30% of the time spent in academic study for programs over 2 years in length and 25% of time for programs 2 years and shorter in length.
- **Internships:** Offers usually one discipline specific (typically full-time), supervised, structured, paid or unpaid, for academic credit or practice placement. Internships may occur in the middle of an academic program or after all academic coursework has been completed and prior to graduation. Internships can be of any length but are typically 12 to 16 months long.
- **Entrepreneurship:** Allows a student to leverage resources, space, mentorship and/or funding to engage in the early stage development of business start-ups and/or to advance external ideas that address real-world needs for academic credit.

CEWIL Canada WIL Definitions (cont.)

- **Service Learning:** Community Service Learning (CSL) integrates meaningful community service with classroom instruction and critical reflection to enrich the learning experience and strengthen communities. In practice, students work in partnership with a community based organization to apply their disciplinary knowledge to a challenge identified by the community.
- **Applied Research Projects:** Students are engaged in research that occurs primarily in workplaces, includes: consulting projects, design projects, community-based research projects.
- **Mandatory Professional Practicum/Clinical Placement:** Involves work experience under the supervision of an experienced registered or licensed professional (e.g. preceptor) in any discipline that requires practice-based work experience for professional licensure or certification. Practica are generally unpaid and, as the work is done in a supervised setting, typically students do not have their own workload/caseload.
- **Field Placement:** Provides students with an intensive part-time/short term intensive hands-on practical experience in a setting relevant to their subject of study. Field placements may not require supervision of a registered or licensed professional and the completed work experience hours are not required for professional certification. Field placements account for work-integrated educational experiences not encompassed by other forms, such as co-op, clinic, practicum, and internship.
- **Work Experience:** Intersperses one or two work terms (typically full-time) into an academic program, where work terms provide experience in a workplace setting related to the student's field of study and/or career goals.

Part I

Quantitative Analysis

Summary of main overall findings

- 1,494 total responses
- 74% of usual WIL hiring since onset of pandemic; 87% of usual WIL hiring expected for next 6-12 months
 - WIL hiring freeze, as a result of the COVID-19 pandemic, reported by 4% of participants
- 81% of usual new-grad hiring expected for next 6-12 months
- Top 3 most impacted industries (future WIL and new-grad hiring):
 - Accommodation and food services
 - Arts, entertainment and recreation
 - Transportation and warehousing
- Top factors affecting WIL hiring/engaging for next 6-12 months:
 - Economic and financial issues (60% of respondents reported this will somewhat or significantly impact their WIL hiring)
 - Difficulty supervising students remotely (COVID-19 disruption) (52%)
 - Difficulty recruiting and onboarding students remotely (COVID-19 disruption) (48%)
 - Lack of staffing resources to supervise and mentor students (46%)
- Most useful resources in enabling more WIL student hiring during next 6-12 months:
 - Access to wage subsidies to hire/engage students (61% thought it would be extremely or very useful)
 - Help navigating various wage subsidies and submitting requests for funding (57%)
 - Help navigating types of WIL programs (39%)
 - Help navigating the process for engaging WIL students (35%)

1,494 total responses

Industrial Classification		
	Number	%
Health care and social assistance	278	19
Professional, scientific and technical services	232	16
Educational services	198	13
Public administration	115	8
Manufacturing	95	6
Arts, entertainment and recreation	91	6
Construction	53	4
Finance and insurance	43	3
Retail trade	38	3
Information and cultural industries	31	2
Accommodation and food services	30	2
Agriculture, forestry, fishing and hunting	29	2
Transportation and warehousing	26	2
Other services (except public administration)	23	2
Wholesale trade	14	1
Mining, quarrying, and oil and gas extraction	8	1
Real estate and rental and leasing	8	1
Management of companies and enterprises	3	0
Utilities	2	0
Administrative and support, waste management and remediation services	2	0

Locations Where Engaging WIL Students		
	Number	%
British Columbia	771	58
Ontario	117	9
Alberta	109	8
Outside of Canada: (please specify country)	49	4
Quebec	47	4
Manitoba	45	3
Saskatchewan	41	3
Nova Scotia	36	3
Yukon	28	2
New Brunswick	25	2
Newfoundland and Labrador	21	2
Prince Edward Island	18	1
Northwest Territories	16	1
Nunavut	16	1

BC Locations Where Engaging WIL Students		
	Number	%
British Columbia: Mainland / Southwest	672	42
British Columbia: Vancouver Island / Coast	471	29
British Columbia: Thompson-Okanagan	154	10
British Columbia: Kootenay	98	6
British Columbia: North Coast & Nechako	75	5
British Columbia: Cariboo	72	4
British Columbia: Northeast	70	4

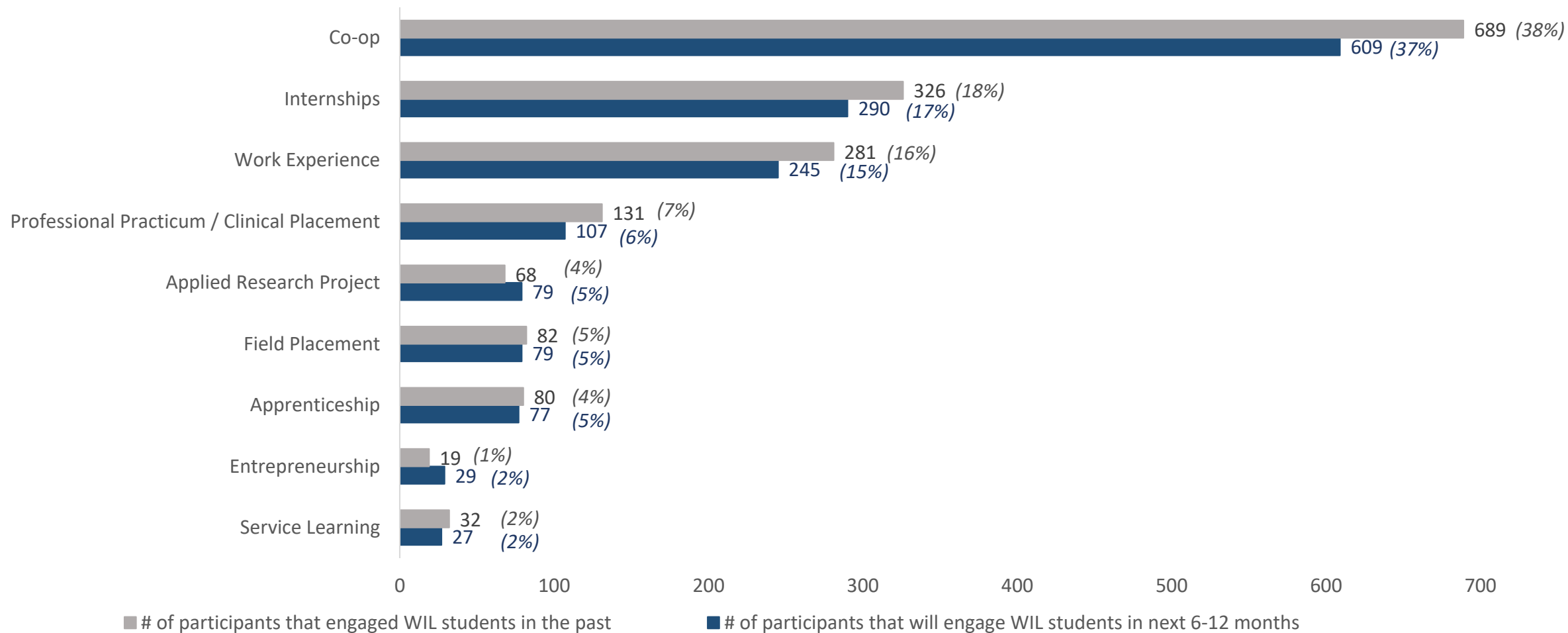
50% private businesses and over 50% small organizations

Type of Organization		
	Number	%
Private Business	723	50
Non-profit Organization	306	21
Provincial Government	131	9
Federal Government	75	5
Provincial Agency	58	4
Municipal Government	30	2
Federal Agency	8	1

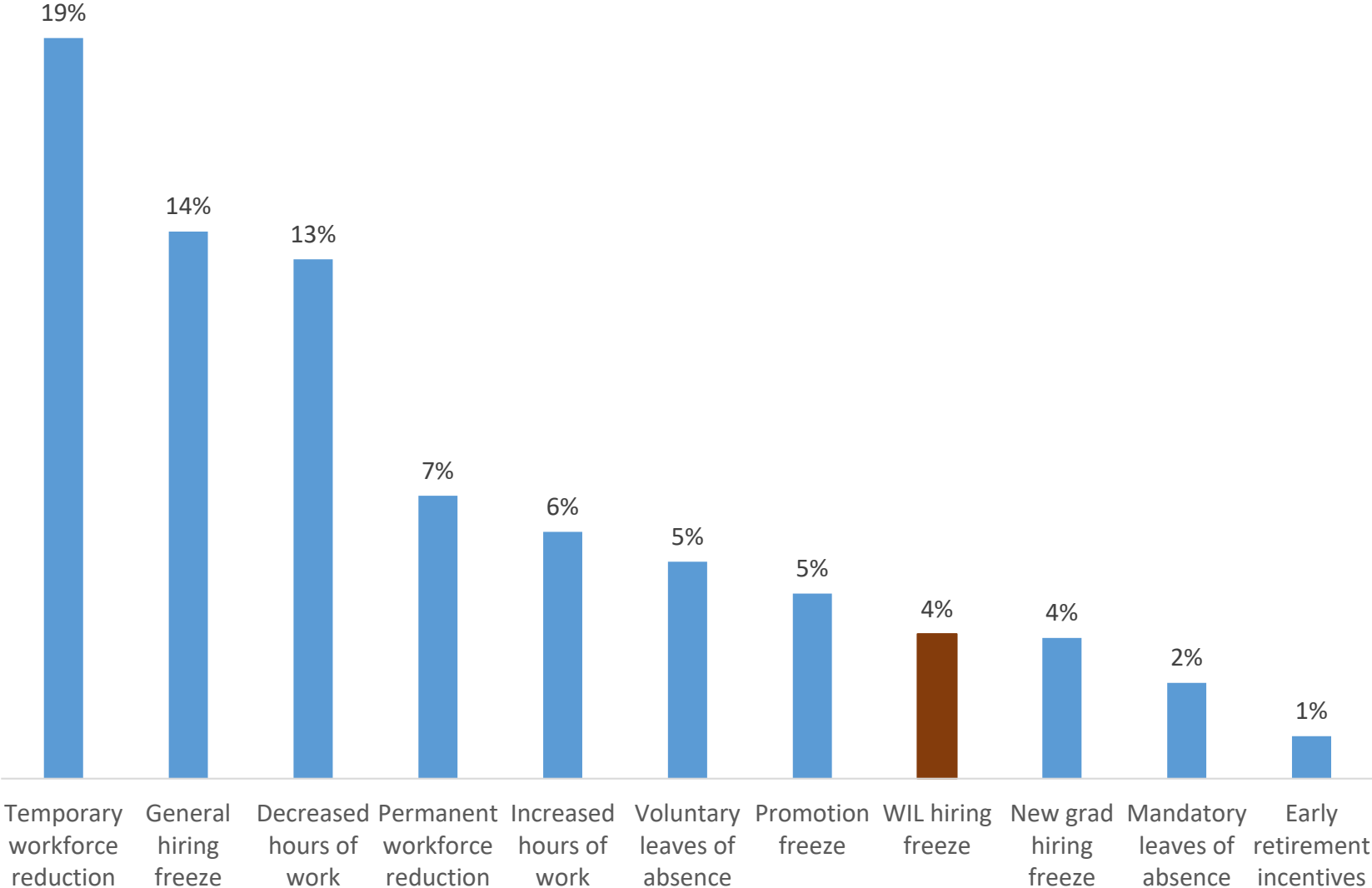
Organization Size		
	Number	%
Small (1-99 employees)	764	54
Medium (100-499 employees)	226	16
Large (500+ employees)	372	26

Respondent's Role		
	Number	%
Manager, Supervisor, or equivalent	551	40
President, CEO, Owner, or Executive Director	243	17
Coordinator, Supervisor, or equivalent	199	14
Coordinator, Assistant, or equivalent	113	8
Partner, Advisor, or Associate	65	5
Vice President or equivalent	49	4
C-Suite Executive (CFO, CMO, CTO, CXO)	39	3
Self-employed or contractor	27	2

Number of partners per WIL type (past vs future): 53% more partners for entrepreneurship* / 18% less partners for Practicum/Clinical Placement



Approaches taken because of COVID-19: 4% reported a WIL-hiring freeze



Estimated reduction in WIL hiring reported by employers

Since the onset of the COVID-19 pandemic, WIL student placements **have been reduced by 26%***

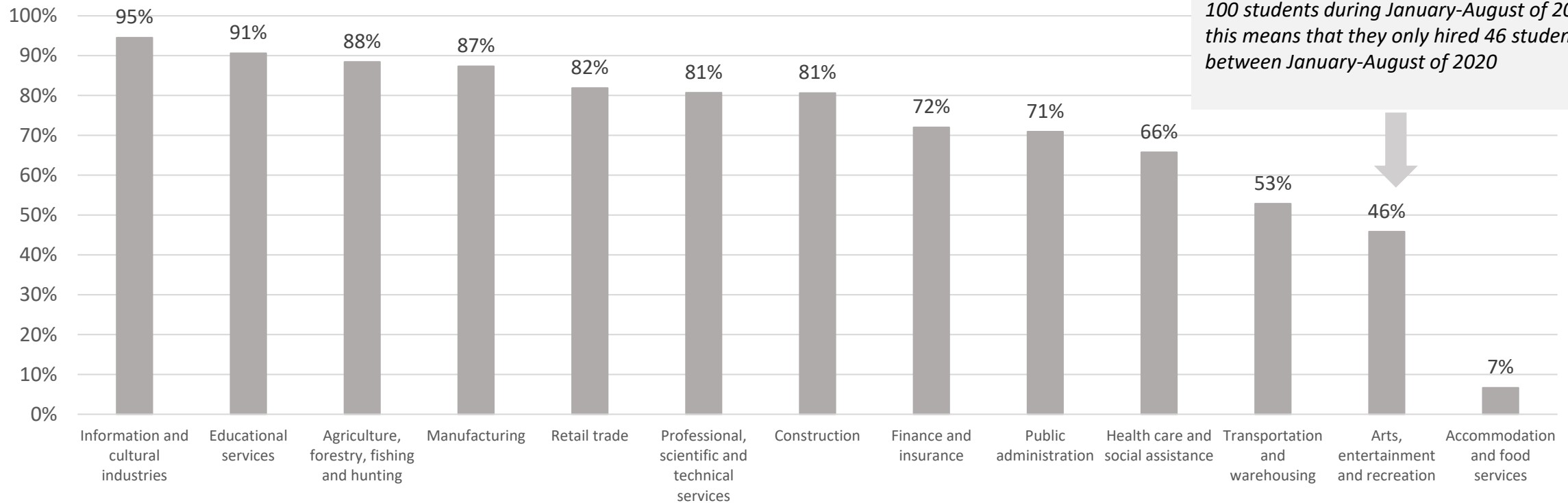
For the next 6-12 months, WIL student placements **will be reduced by 13%****

**Only from participants reporting WIL hiring in the past*

*** Only from participants reporting WIL hiring for the next 6-12 months*

Percentage* of usual WIL hiring since onset of the pandemic by sector**

Accommodation and food services report the lowest hiring rate, at 7% of their usual rate



Example: If an employer from the “Arts, entertainment and recreation” sector hired 100 students during January-August of 2019, this means that they only hired 46 students between January-August of 2020

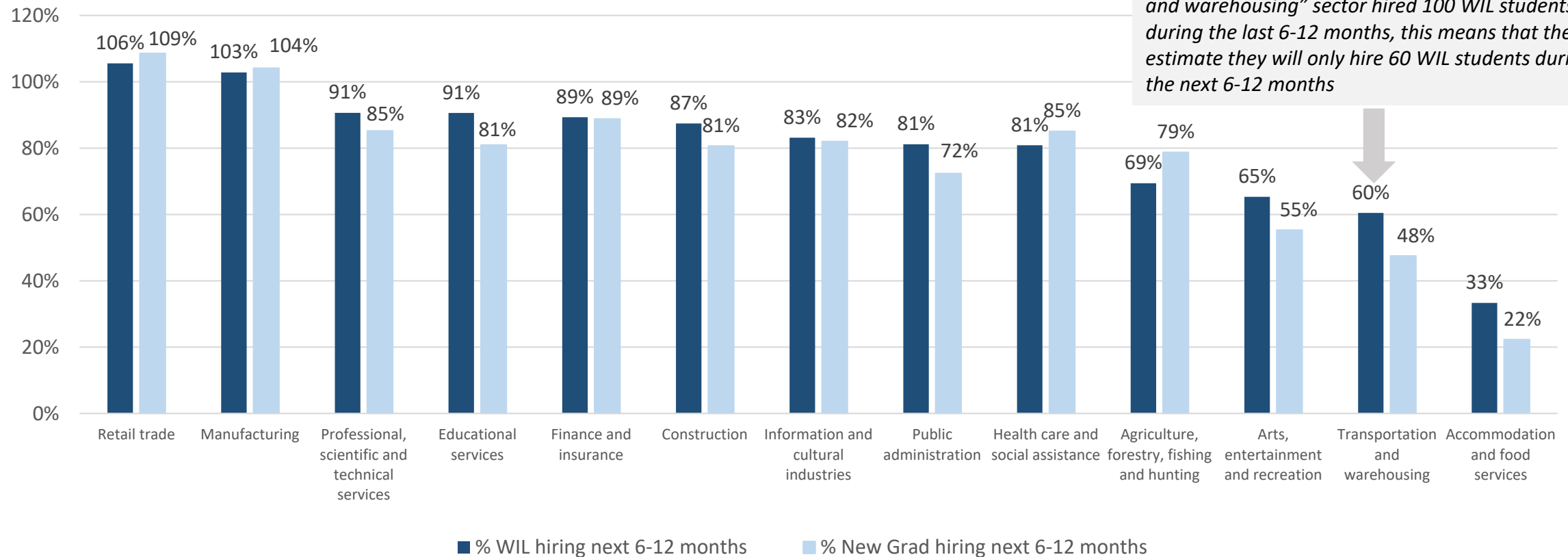
*100% = No change

** Only sectors representing over 1% of respondents

Percentage* of usual WIL and new-grad hiring for the next 6-12 months by sector**

Accommodation and food services report the lowest WIL and new-grad hiring rate, at 33% and 22% of their usual rate, respectively

Both Manufacturing and Retail estimate hiring above their usual rate

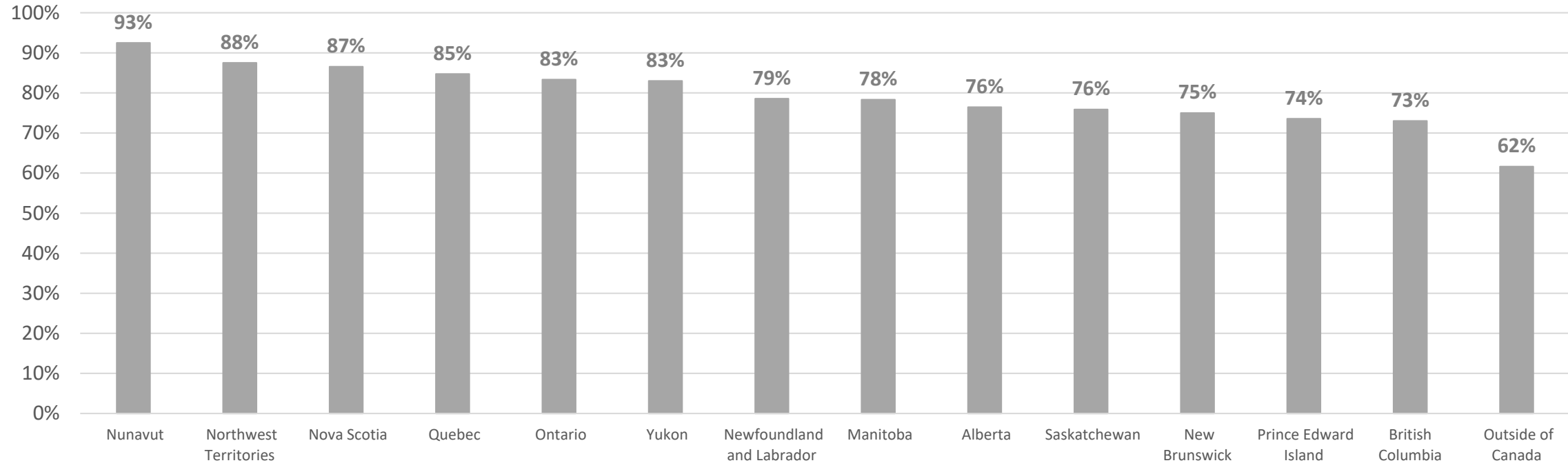


*100% = No change

** Only sectors representing over 1% of respondents

Percentage* of usual WIL hiring since onset of the pandemic by location**

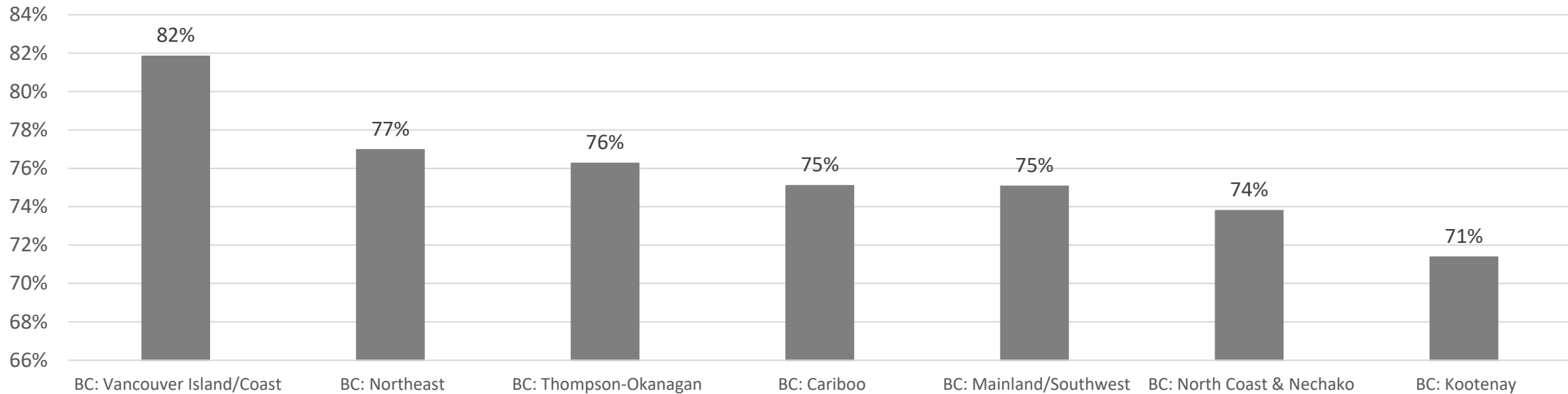
At 62% of the usual hiring rate, partners hiring for placements outside of Canada report the lowest rate



*100% = No change

** Participants could have chosen multiple locations but could only report one hiring change. Assumption: that hiring change applies to all locations

Percentage* of usual WIL hiring since onset of the pandemic by location: BC**

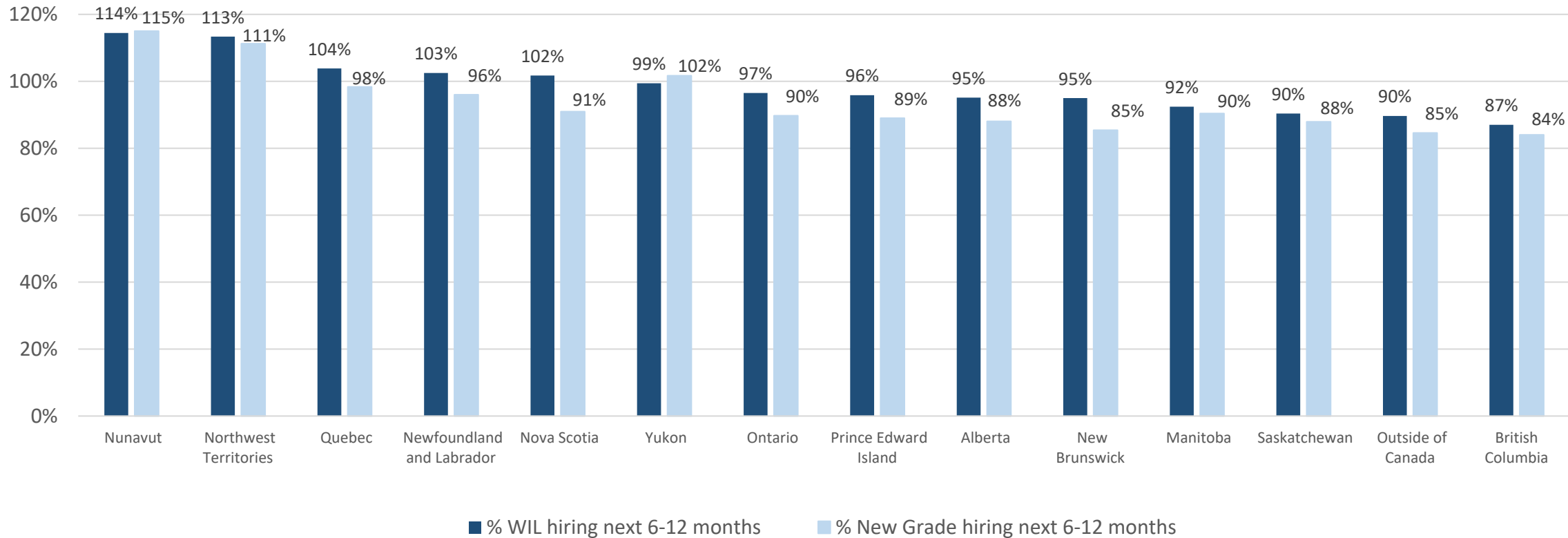


*100% = No change

** Participants could have chosen multiple locations but could only report one hiring change. Assumption: that hiring change applies to all locations

Percentage* of usual WIL and new-grad hiring for the next 6-12 months by location**

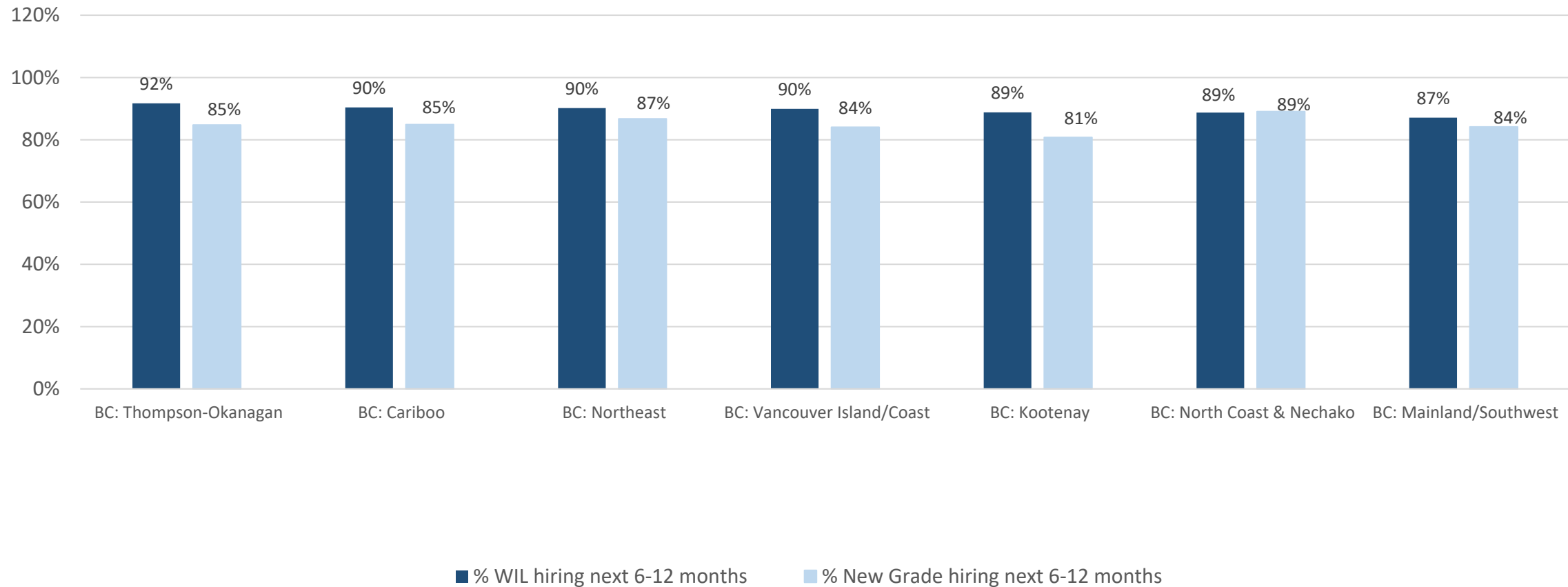
Five provinces estimate a WIL hiring rate above the usual (NU, NT, QC, NL, NS)



*100% = No change

** Participants could have chosen multiple locations but could only report one hiring change. Assumption: that hiring change applies to all locations

Percentage* of usual WIL and new-grad hiring for the next 6-12 months by location: BC**

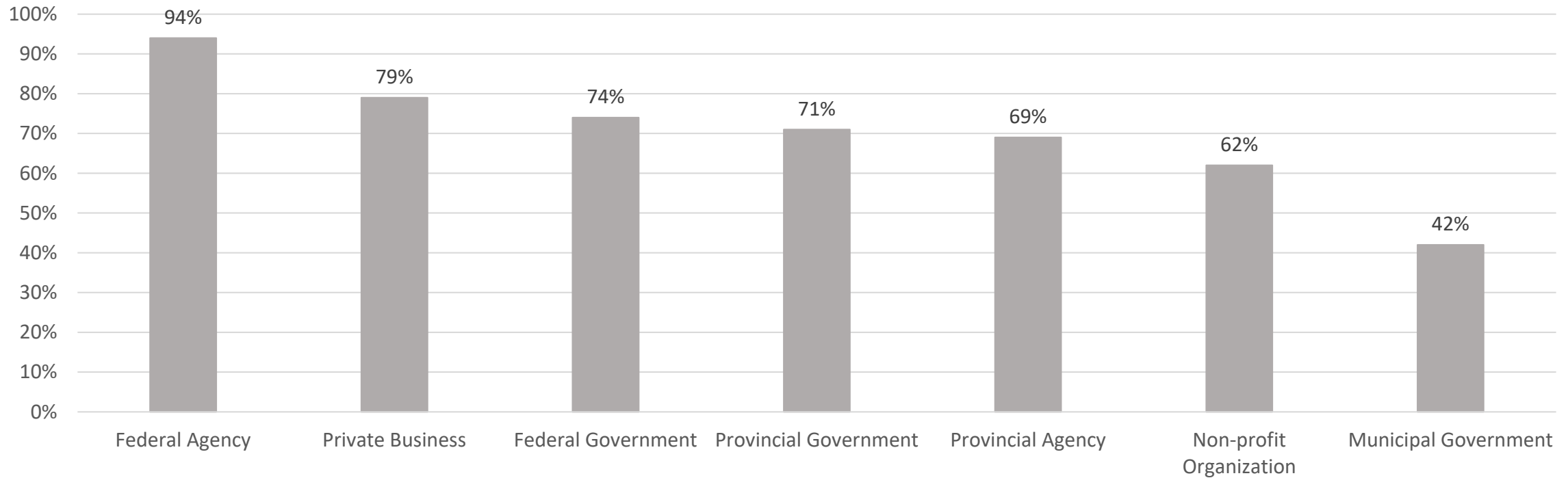


*100% = No change

** Participants could have chosen multiple locations but could only report one hiring change. Assumption: that hiring change applies to all locations

Percentage* of usual WIL hiring since onset of the pandemic by type of organization

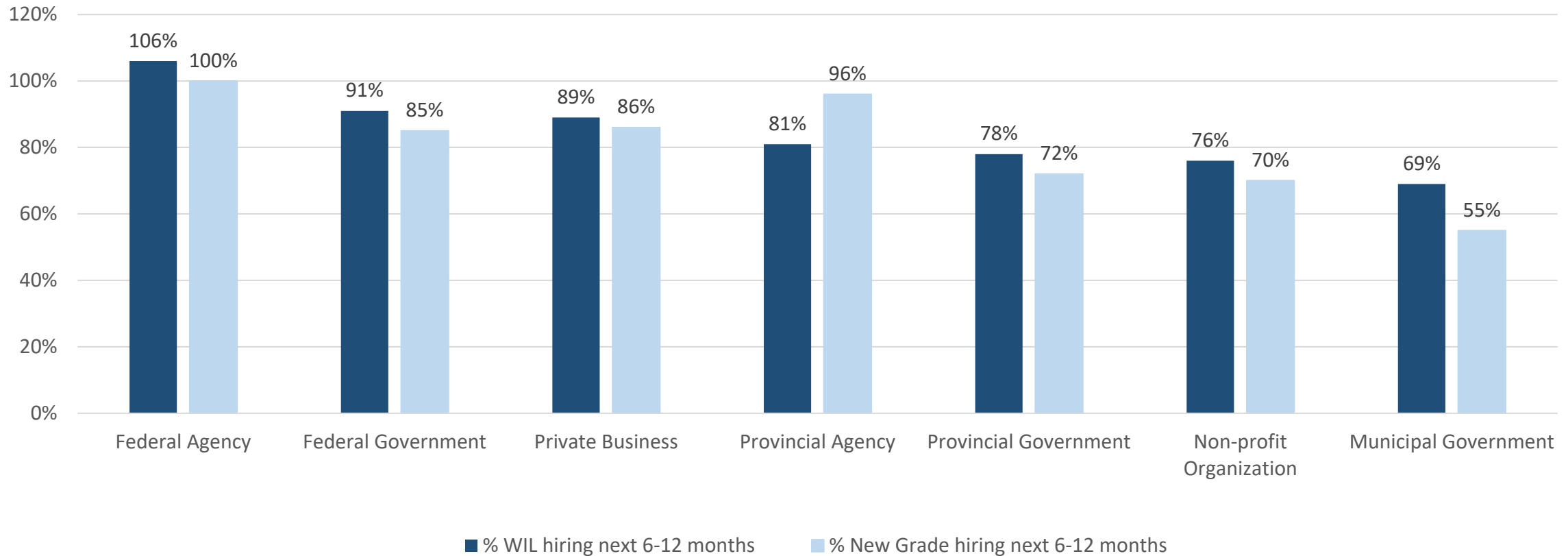
Municipal Government organizations report the lowest hiring rate, at 42% of their usual rate



*100% = No change

Percentage* of usual WIL and new-grad hiring for the next 6-12 months by type of organization

Municipal Government organizations also report the lowest WIL and new-grad hiring rates, at 69% and 55% of their usual, respectively / Federal Agencies expect a future WIL hiring rate of 106% their usual and an unchanged new-grad hiring rate



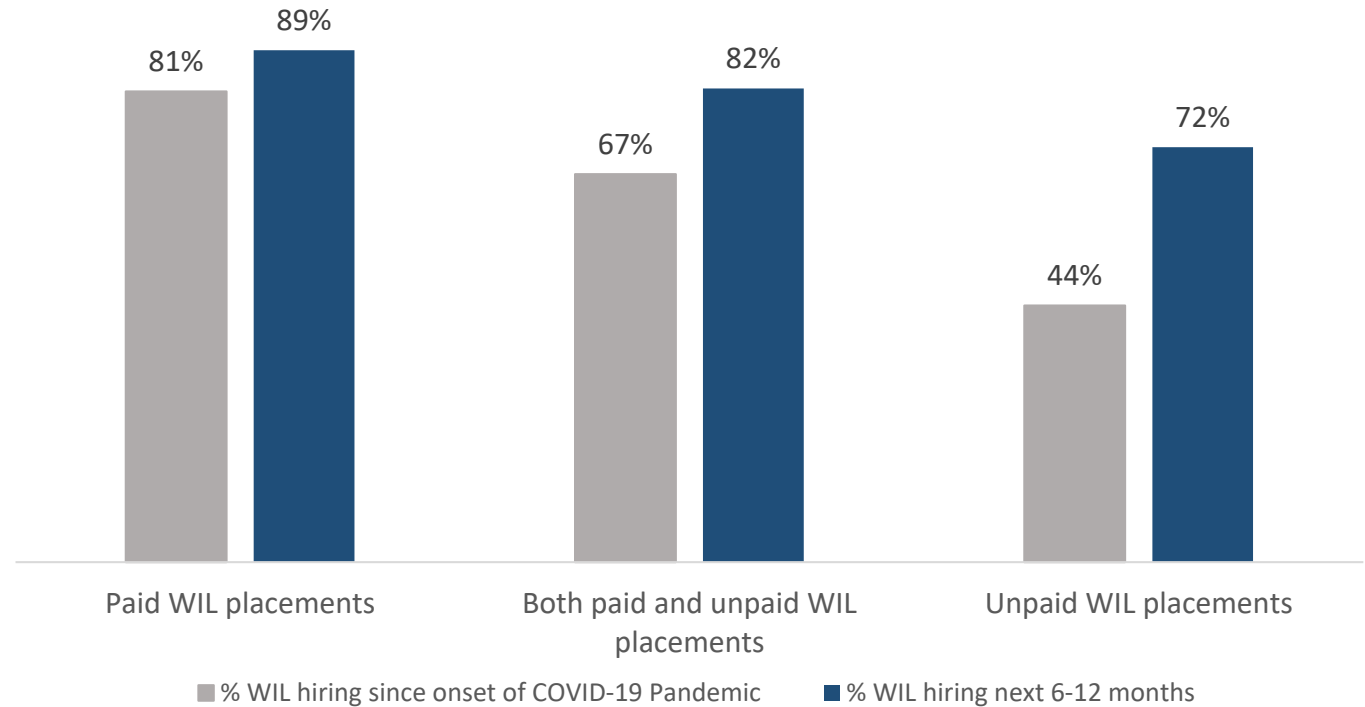
*100% = No change

Number of employers by paid/unpaid WIL type

Paid/unpaid WIL		
	Number	%
Paid WIL placements	723	63
Both paid and unpaid WIL placements	198	17
Unpaid WIL placements	153	13

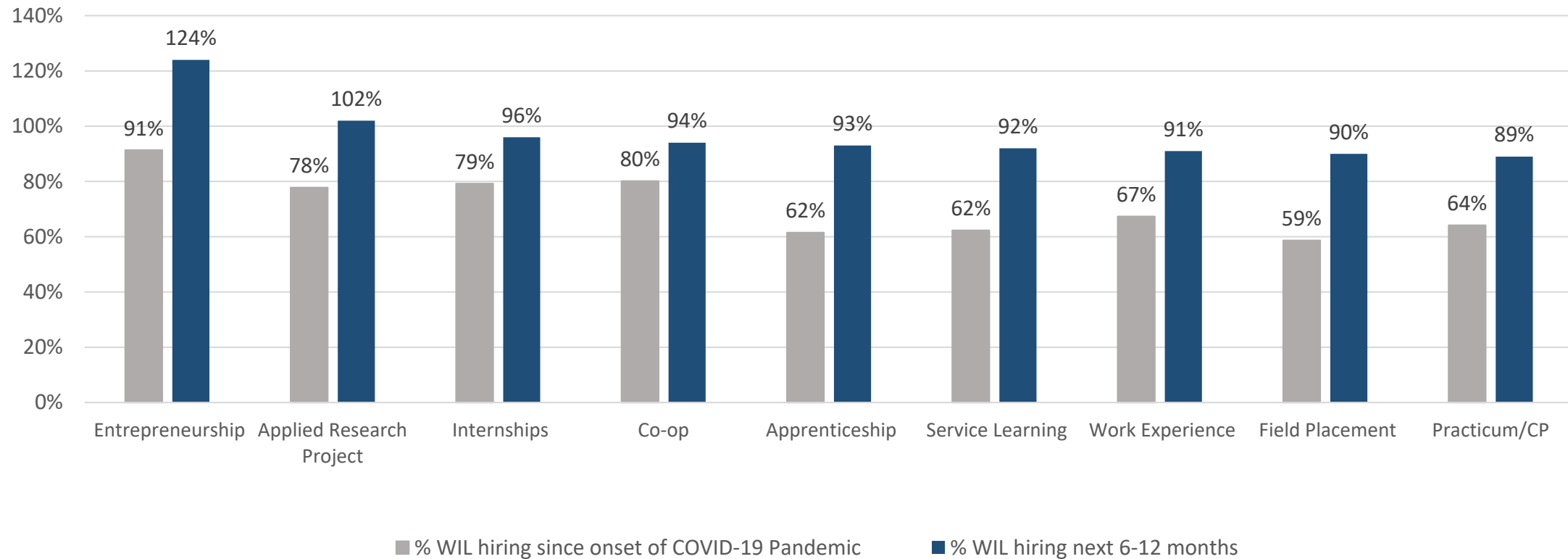
Percentage* of usual WIL hiring by paid/unpaid

Organizations engaging unpaid WIL placements report the lowest hiring rates (44% of the usual hiring since the onset of COVID-19 and 72% of the usual hiring for the next 6-12 months)



*100% = No change

For all WIL types**, there is an expected growth* in hiring/engaging during the next 6-12 months, compared to what happened since the onset of the pandemic



*100% = No change

** Participants could have chosen multiple WIL types but could only report one hiring change. Assumption: that hiring change applies to all WIL types

Average WIL hiring change (compared to the usual) by region and WIL type* for the next 6-12 months

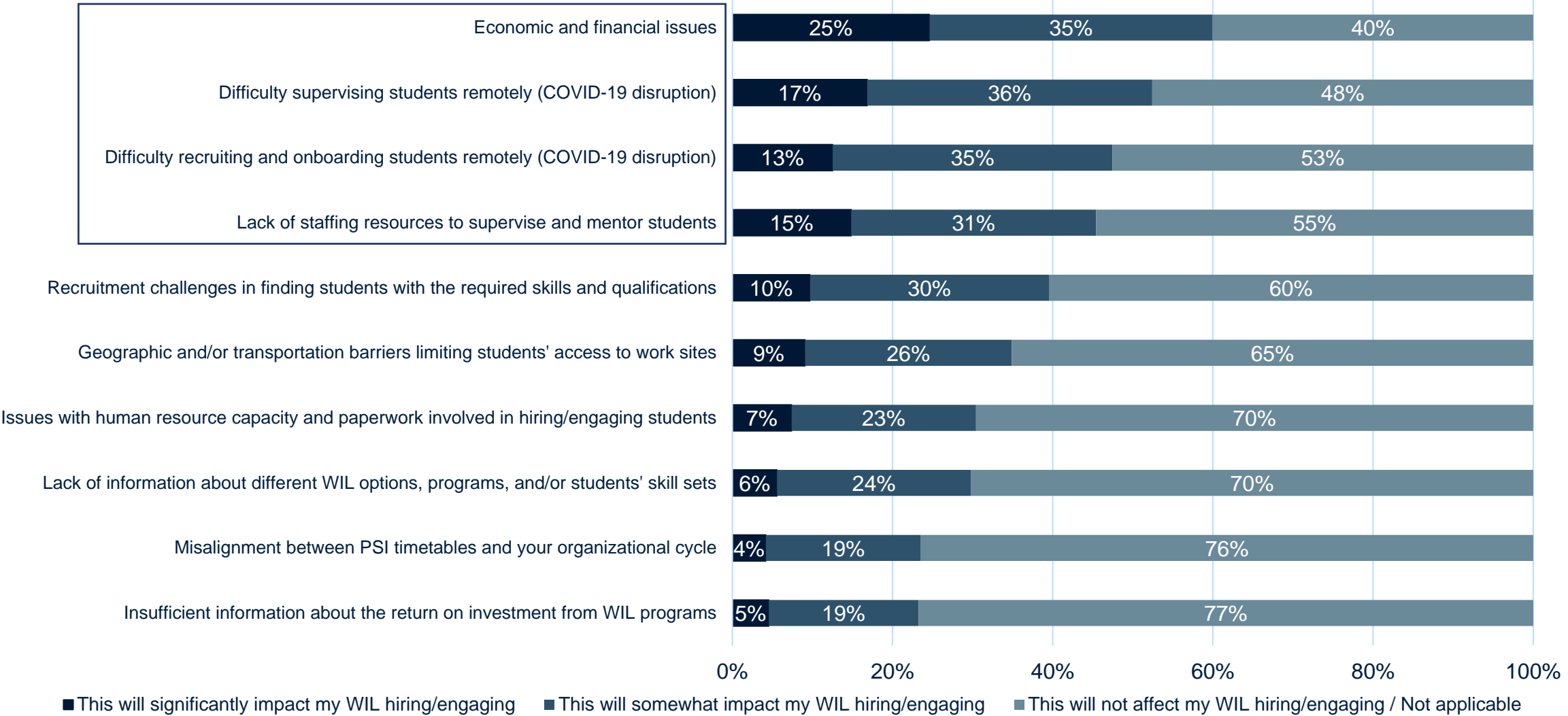
WIL Type/Region	BC: Cariboo	BC: Kootenay	BC: Mainland / Southwest	BC: North Coast Nechako	BC: Northeast	BC: Thompson-Okanagan	BC: Vancouver Island / Coast
Apprenticeship	-17%	-13%	1%	-10%	-3%	-15%	-13%
Co-op	-11%	-15%	-5%	-12%	-11%	-4%	-5%
Internships	2%	6%	-4%	2%	2%	-3%	-2%
Service Learning	-35%	-35%	-32%	-35%	-35%	-18%	-12%
Applied Research Project	36%	30%	2%	30%	36%	37%	0%
Professional Practicum / Clinical Placement	0%	-2%	-8%	0%	7%	-10%	-8%
Field Placement	-4%	-4%	-10%	-14%	-5%	-8%	-8%
Work Experience	-4%	-4%	-11%	-1%	2%	-4%	1%
Entrepreneurship			23%	50%		75%	17%

Biggest changes in regions outside BC with above average number of respondents:

- -14% Co-op in MN
- -10% Co-op in SK
- +10% Internships in QC

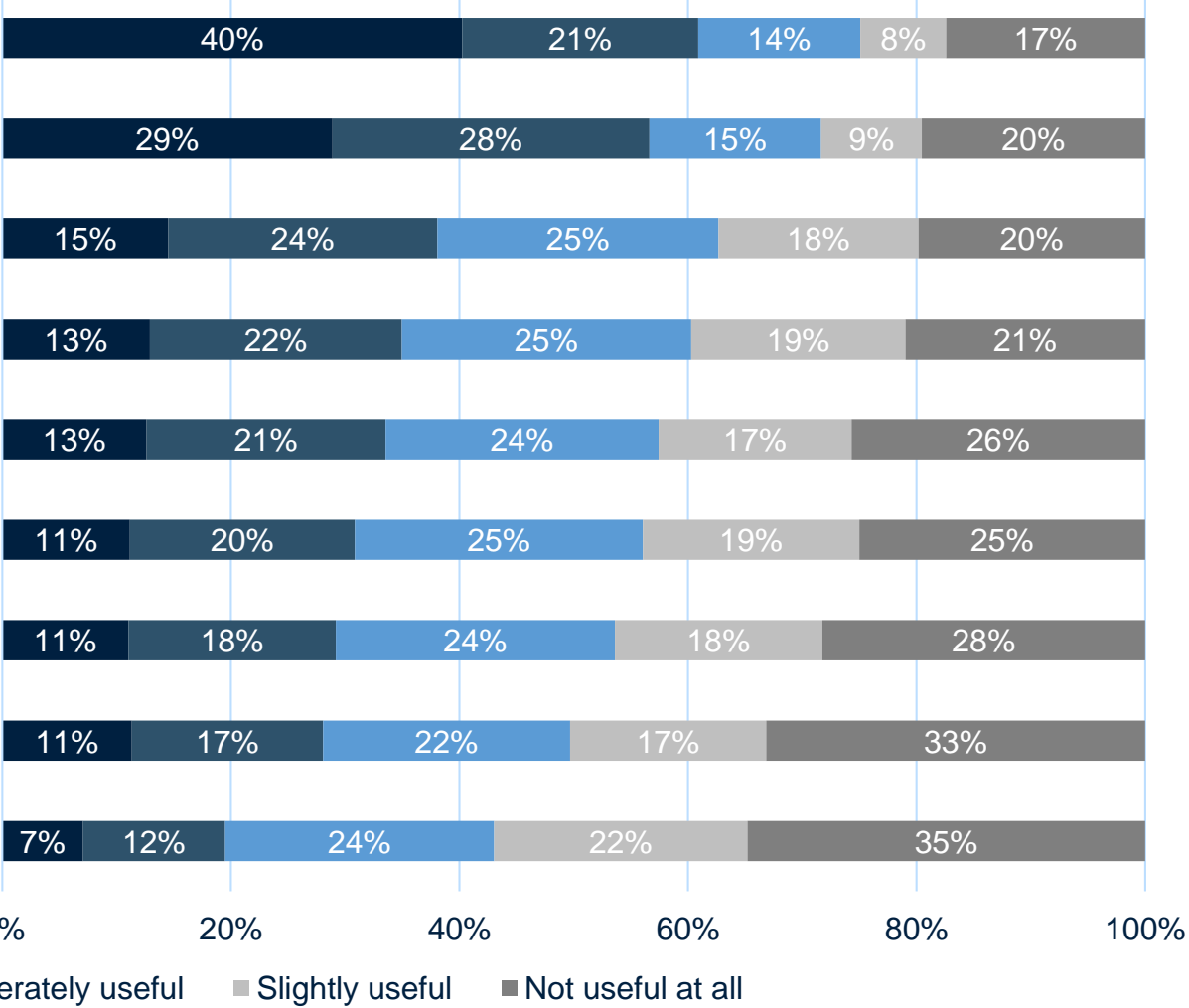
* Participants could have chosen multiple WIL types but could only report one estimated hiring change. Assumption: that hiring change applies to all WIL types

Factors affecting WIL hiring/engaging for the next 6-12 months



Usefulness of resources in enabling partners to hire/engage more WIL students during the next 6-12 months

- Access to wage subsidies to hire/engage students
- Help navigating various wage subsidies and submitting requests for funding
- Help navigating types of WIL programs (e.g., information toolkits, webinars, etc.)
- Help navigating the process for engaging WIL students (information such as steps to follow, time commitment, responsibilities, etc.)
- Support for effective remote recruitment and onboarding of WIL students



Part II

Qualitative Analysis

Summary of themes

- 1. Lessons resulting from WIL students having to work remotely**
 - Communication is key for remote WIL work
 - Importance of students' commitment and independence
- 2. Additional support that could have been provided by WIL program to support students' transition to remote work**
 - Guidance on how to adapt to a remote work environment
 - Financial support
- 3. Further concerns about WIL hiring/engaging**
 - Communication/reporting issues – need simplification and more information*
 - Lack of staff resources for onboarding/supervising

*It is unclear if this relates to government grant programs, PSI programs, or other processes: further follow-up will be done in the next stage through interviews/ focus groups

Next steps

Fall 2020 Survey

- **Full aggregated report for BC WIL Council – early December**
- **18 participating PSIs will receive their reports with short video on how to interpret results - early December**

Second and third stages

- **Focus groups / Interviews: February 2021 (*tentative*)**

Sample questions:

- What are some of the obstacles that you have found while navigating grants and funding opportunities?
 - What specific communication initiatives have worked out for your organization? What has not worked? Why?
- **Survey # 2: April 2021 (*tentative*)**

Questions?

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Thank you everyone!



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