

Co-operative and
Experiential Education

ANNUAL
REPORT

2022



UNIVERSITY OF
WATERLOO

Co-operative and
Experiential Education

OUR VISION

Connecting imagination with impact for a better world through global leadership in co-operative and career education, experiential and work-integrated learning (WIL).

OUR MISSION

By developing talent for a complex future, advancing research and strengthening Waterloo's sustainable and diverse communities, we will equip and empower learners for the future of work and lifelong learning.

We will do so through the work of our multiple portfolios:

- › Office of the Associate Provost including:
 - › Advancement
 - › Brand, Strategic Partnerships and Initiatives
 - › Equity, Diversity, Inclusion and Anti-Racism
 - › Indigenous Relations
- › The Centre for Career Action
- › The Centre for Work-Integrated Learning (formerly WIL Programs)
- › Co-operative Education
- › International Strategic Initiatives
- › Strategic Enablement Team (formerly CEE Business Services)
- › Work-Learn Institute (WxL)

Our work is guided by five strategic priorities:



Demonstrate
global leadership

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Advance research
for global impact

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Future proof
students

PAGE 4



Future proof
employers

PAGE 6



Future proof
ourselves

PAGE 8

FROM THE ASSOCIATE PROVOST

uwaterloo.ca/associate-provost-co-operative-and-experiential-education

In 2022, as restrictions in response to the COVID-19 pandemic were reduced or eliminated, many expected to see a return to normal. However, it quickly became evident that workplace priorities have once again shifted and changed. Flexibility, work-life balance and autonomy are now the most desired attributes in the workplace.

I am proud of the success of our Co-operative and Experiential Education (CEE) team amid this uncertain time. We continue to look ahead and to be proactive in helping to shape and develop emerging talent – at the University of Waterloo and beyond.

For example, our Waterloo Experience (WE) Accelerate program is now a permanent fixture in our CEE offering. A unique collaboration with industry leaders, it offers first work term students the opportunity to build their skills and experience by working on a real-world project while earning co-op credit.

Our Centre for Work-Integrated Learning (WIL), formerly WIL Programs, launched its new name to better reflect a growing portfolio including programs (EDGE, WE Accelerate, Graduate WIL), courses (including PD courses), and other WIL-focused strategic initiatives. The Centre for WIL helps students see connections between their WIL experiences and academic studies.



Through collaborative work across the CEE team, we've expanded our commitment to the United Nations' Sustainable Development Goals (SDGs). Our award-winning pilot of an SDGs work term activity is expanding to be available to all work-integrated learning.

Finally, Bryanne Smart, associate director of Indigenous relations and Colleen Phillips-Davis, associate director of equity, diversity, inclusion and anti-racism, joined our team. The strategies they are developing and delivering help drive our actions as an inclusive workspace and support system for staff and students alike.

In our 65th year of co-operative education at the University of Waterloo, please join me in celebrating our accomplishments in 2022 and progress towards our future milestones.

DR. NORAH MCRAE

ASSOCIATE PROVOST

CO-OPERATIVE AND EXPERIENTIAL EDUCATION

STRATEGIC PRIORITY



DEMONSTRATE GLOBAL LEADERSHIP

CEE is committed to mobilizing our unique resources, knowledge and leadership to grow and strengthen the robust global experiential learning ecosystem. We do so through our involvement in associations and collaborations with government and industry. Our global leadership mandate includes a focus on diversity, accessibility, sustainability and intercultural effectiveness in our work.

CO-HOSTED
the 2022 WACE
International
Research Symposium

TOP 25 *(QS Graduate
Employability
Rankings 2022)*
IN THE WORLD

“Highlighting SDGs is important at an individual level because it creates more meaning and purpose for our students.

At a societal level it helps create a more intentional approach and agency towards advancing the SDGs. It will have a huge societal and systemic impact due to the scale and size of our co-operative education program.”

Dr. Norah McRae
associate provost, CEE

50+ GLOBAL SPEAKING
ENGAGEMENTS

**34 MEDIA
STORIES**
featuring CEE research
and expertise

#1
**EXPERIENTIAL
LEARNING**
*(Comprehensive,
Maclean's 2022)*

SDG LEADERSHIP

QS SUSTAINABILITY EDUCATION AWARD

Advancing the United Nations Sustainable Development Goals (SDGs) through work-integrated learning

uwat.ca/ZJr

INTERNATIONAL PIONEER REAL-LIFE LEARNING AWARD

For participation in the WACE Global Challenge program

BEST PAPER

2022 WACE International Research Symposium



STRATEGIC PRIORITY



ADVANCE RESEARCH FOR GLOBAL IMPACT

The Work-Learn Institute (WxL) is the only research unit in the world dedicated to the study and advancement of work-integrated learning (WIL). Through engagement with the entire WIL community, WxL provides research-informed training, consulting and thought leadership for the enhancement of WIL globally.

WxL's research priorities focus on the evolving WIL landscape and understanding next generation talent. Research in 2022 included:

- > exploring Gen Z values and preferences
- > barriers experienced by co-op students from equity-deserving groups
- > skill development and employability outcomes from new WIL programming like WE Accelerate

2 FUTURE-READY WORKFORCE

series events presenting research insights

WxL provided WIL development guidance to
6 COUNTRIES

11 PUBLISHED RESEARCH PAPERS

2 RESEARCH GRANTS

10 ACTIVE STUDIES



Subscribe to our Insights for Impact newsletter to learn about WIL research and events.

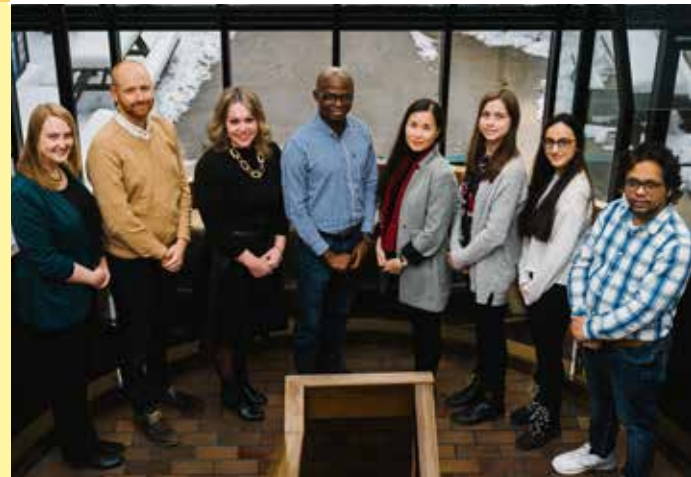
Attracting the next generation of talent

uwat.ca/Z3N

As the workplace landscape shifts, the Work-Learn Institute (WxL) is leading research to support students entering the workforce and the employers who hire them. WxL research pinpoints Gen Z values and priorities when it comes to work. A 2022 study of Waterloo co-op students found that Gen Z job seekers prioritized work-life balance and job security when looking for post-graduation employment.

“The Work-Learn Institute is the world’s only research centre that is dedicated to exploring the development of talent through quality work-integrated learning. Research is critical to understanding how to scale and how to evolve the practice of work-integrated learning.”

Anne-Marie Fannon
director, Work-Learn Institute



STRATEGIC PRIORITY



FUTURE PROOF STUDENTS

We equip and empower all students to navigate the ever-changing world of work and build a meaningful future. Through advancement efforts, industry partnerships and continuing evolution of our programming we support students in connecting imagination with impact.



2022 Waterloo Co-op Students of the Year recognized both provincially and nationally

uwat.ca/ZJ9

During his co-op work term as a junior researcher at the National Research Council Canada, Isaac Cheng, a physics and astronomy major in the Faculty of Science, accomplished ground-breaking work that helped with CASTOR, a Canadian-led space telescope mission.

Along with being Waterloo's co-op student of the year for the Faculty of Science, Cheng received two additional awards:

- > The Co-operative Education and Work-Integrated Learning (CEWIL) Canada student of the year award.
- > Honourable mention for the Experiential & Work-Integrated Learning Ontario (EWO) co-op student of the year award.

#1 IN CANADA FOR GRADUATE EMPLOYMENT RATE

(QS Graduate Employability Rankings 2022)

93% OF CO-OP STUDENTS were rated very good to outstanding by their employers

25,101

CO-OP WORK TERMS

(employed students) in 60+ countries

CO-OP STUDENTS RATE THEIR EXPERIENCE 8.5/10

390 STUDENTS COMPLETED WEA in 2022

93% OF STUDENTS FEEL MORE PREPARED

to use their skills in the workplace after completing a PD course

23,524 students completed a PD course

92% RATED PD COURSES

as satisfactory, good or very good

22,362

STUDENT ENGAGEMENTS

with the Centre for Career Action

2022 was the largest enrollment year for EDGE with **331 STUDENTS**

“Co-op is the best thing I could have asked for in my academic career. My work terms allowed me to explore the different subfields that interested me, greatly expanded my professional network and offered me opportunities beyond anything I could have hoped for.”

**Isaac Cheng, Co-op Student of the Year,
Faculty of Science**

**\$45,000
SCHOLARSHIPS**

in memory of Louis Giroux, a scientist who loved hiring and mentoring co-op students

**225
FULLY-FUNDED
WORK TERMS**

thanks to Co-op for Community and Giving Tuesday funds

“Indigeneity or Indigenous participation in projects is a shared trait I found among all of my co-op terms. And, like every co-op term I’ve learned a little bit more about Indigenous peoples and how they relate to projects that we do.”

**Ishani Dusgata, Faculty of
Environment co-op student**

uwat.ca/ZJt

**\$10K
ANNUAL DONATION**

from the Dixon Foundation to support students in the WE Accelerate program

Enbridge donated

\$80K

**TO SUPPORT
40 WOMEN**

in STEM in the WE Accelerate program

**AWARDED FUNDING FOR
24 STUDENTS**

to participate in international WIL in AI opportunities in Norway

Support our students

With your support, we’re making co-operative education and WIL more accessible and equitable for all students. The Co-op and Experiential Education Fund helps students overcome barriers by providing funding for scholarships and awards, career support programming and programs like:

Co-op for Community – connecting students to work experiences at under-resourced non-profits.

WE Accelerate – working directly with industry to help students gain in-demand skills and project experience.

EDGE – supporting nearly 1,000 students who are not in co-op with experiences and learning opportunities.

Student mental health – creating an environment where students can access the support they need to navigate the stresses of work and study, from engaging workshops to fostering peer-to-peer connections.



“This co-op scholarship goes a long way in helping me pay back loans faster, and opens doors in my career that were previously unavailable to me due to financial barriers.”

**Frances Hallen, Environmental
Engineering co-op student and
scholarship recipient**

**Make a difference –
Donate to the Co-op
and Experiential
Education donor fund**





FUTURE PROOF EMPLOYERS

CEE engages with employers through a variety of programs and interactions. Insights from research by the Work-Learn Institute (WxL) guides employers as they implement quality WIL programs that can add value and bring in future talent. Through consultations, customized insights, research and webinars, CEE can help employers improve their workforce recruitment, onboarding, upskilling and retention.

339 EMPLOYERS
ATTENDED

our inaugural startup
to scale-up event

95%
OVERALL
EMPLOYER
SATISFACTION

with CEE service
and support

520

ATTENDEES

at Future-ready
workforce
series webinars

899

CO-OP
FUNDAMENTAL

webinar series attendees

8,000+ ACTIVE
EMPLOYERS



Celebrating Waterloo employers at CEE Employer Impact Awards

uwat.ca/ZJy

At the 2021 Employer Impact Awards, Co-operative and Experiential Education (CEE) celebrated six employers, three of whom are University of Waterloo graduates. These alumni, and their organizations, provide incredible opportunities for co-op students.

- › **Impact in Equity, Diversity and Inclusion:** Lumentum
- › **Impact in Innovation:** Martinrea International
- › **Impact in International Excellence:** The Argus Group
- › **Impact in Research:** Fabrik Architects
- › **Impact in Sustainability:** York Region
- › **Impact on Student Experience:** Hypotenuse Labs

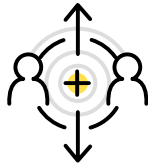
“I really enjoyed this session. I’m looking forward to more. These prove to be valuable resources for our organization. Thank you and keep up the good work.”

September 2022, Future-ready workforce series session attendee

“They (Waterloo co-op students) are naturally comfortable with technology, challenging innovation and so forth. By allowing them to be project managers, they give us the opportunity to gain experience. It gives us a more direct link to what students are looking for.”

Stuart Fraser, vice-president of operations, Martinrea

STRATEGIC PRIORITY



FUTURE PROOF OURSELVES

CEE aims to foster a culture of engagement, transparency and continuous improvement. To do so, we are committed to workforce planning and building best practices that considers equity, diversity, inclusion and anti-racism in our work.

22 WELLNESS-FOCUSED
events for staff

293
STAFF MEMBERS
across Canada

Community represents a driving force for new associate director, Indigenous relations

uwat.ca/Z3U

Nurturing Indigenous voices, identities and community within Waterloo’s work-integrated learning model takes first-hand experience. Bryanne Smart (she/her), associate director, Indigenous relations at Co-operative and Experiential Education (CEE), has the passion and experience to help create change.

Associate director brings passion and experience to EDI-R role at CEE

uwat.ca/Z3w

Colleen Phillips-Davis (she/her) has spent almost 20 years making her mark at the University of Waterloo. Her experiences and passion to create change will be a major asset as she embarks on a new leadership role.

Challenge unlocked: Scott and Linda Davis honour retirement by becoming Giving Tuesday challenge champions for the Co-op for Community fund

uwat.ca/Z3S

As long-time members of CEE, Scott (BES ’84, MA ’88) and Linda (BA ’81) both know the importance of work-integrated learning. As a testament to that importance, they celebrated their retirement by donating \$5,000 to the Co-op for Community fund to create meaningful jobs for Waterloo co-op students.



“It’s in the DNA of our institution, we wouldn’t be Waterloo if it wasn’t for co-op.”
Scott Davis, CEE retiree

“It starts with staff, because staff are the ones who engage with the students, so you must give staff the capacity, that knowledge, to be able to work with students who come from very diverse experiences.”

Colleen Phillips-Davis, associate director, equity, diversity, inclusion and anti-racism

“The University of Waterloo is really moving forward intentionally in their work. To be a part of that from the beginning, to evoke change collectively, and to build Indigenous relations is a great opportunity.”
Bryanne Smart, associate director, Indigenous relations

ACHIEVEMENTS AND FUTURE MILESTONES

2022 KEY ACHIEVEMENTS

- › Integrated FRTF into academic review process and performance evaluations.
- › Investigated ways to measure impact of co-op/WIL student work in advancing the SDGs.
- › Began tracking long-term WEA student outcomes for HEQCO-funded research.
- › Expanded co-op and WIL opportunities for equity-deserving student groups.
- › Created Centre for Work-Integrated Learning unit with accountability for WatPD, EDGE, WEA and GradWIL.
- › Drafted CEE action plans for equity, diversity, and anti-racism and for Indigenous relations.
- › Played key leadership roles in provincial, national, North American and global co-op and WIL associations.

2023 AND BEYOND

- › Continue to embed FRTF and SDGs into student programming to increase student and employer awareness and measure, monitor and report impact.
- › Launch Graduate WIL pilots including the preparation course.
- › Offer flexible options for 12-16 month co-op work terms.
- › Publish HEQCO-funded WEA outcomes report.
- › Launch CEE staff EDI-R and Indigenous relations committees and increase participation in actions supporting the Office of EDI-R and Indigenous relations.
- › Expand understanding of and support for equity-deserving students.
- › Host WACE world conference in Waterloo.
- › Host inaugural online Employer Impact Conference.
- › Continue to evolve co-op processes to ensure the best possible experience for both students and employers.
- › Develop a pre-WIL experience course for grad students.

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