Developing future-ready students through WIL: the role of competency frameworks

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WHY DO WE NEED TO FUTURE PROOF OUR GRADUATES?
Future conditions facing us

Climate change, globalization, technological advancements and disruption, shifting economic and political landscapes, aging populations, social and economic divides has led to:

A “VUCA” WORLD

VOLATILITY | UNCERTAINTY | COMPLEXITY | AMBIGUITY
SHIFTING TO INDUSTRY 4.0

INDUSTRY 1.0
1760 - 1840
Mechanization, steam power, weaving loom

INDUSTRY 2.0
1870 - 1914
Mass production, assembly line, electrical energy

INDUSTRY 3.0
1969 - 2000
Automation, computers and electronics

INDUSTRY 4.0
2000 - PRESENT
Cyber physical systems, internet of things, networks

5 BIG TRENDS:

• Fluid gigs (gig economy)
• Decentralized teams
• Motivation to work
• Lifelong learning
• Human augmented automation

Source: Forbes, July 2019

Source: A Medium Corporation (2017)
WHAT STEPS ARE YOU TAKING TO PREPARE YOUR STUDENTS FOR THE VUCA WORLD?
HOW CAN WORK-INTEGRATED LEARNING BE A STRATEGY?
HOW DO YOU CURRENTLY TEACH AND ASSESS STUDENT SKILL AND COMPETENCY DEVELOPMENT THROUGH WIL?
University of Waterloo’s
FUTURE READY TALENT FRAMEWORK
A competency framework “outlines the skills, knowledge, and behaviours required to succeed in a course, program, role, or career.”

Competency Frameworks: A Report Prepared by the Waterloo Centre for the Advancement of Co-operative Education (WatCACE) for the Future Skills Centre, May 2019
31,000+ students across ALL DISCIPLINES have access to WIL

#1 in Canada for venture-backed capital enterprise (Pitchbook 2018)

$270+ Million in student earnings in 2018

Largest co-op program of its kind in the world with 21,000+ students

1,100+ startups in our ‘Innovation Corridor’
Co-operative and Experiential Education Portfolio

- Centre for Career Action
- Co-op Education
- CEE Services (data, technology and project management)
- Communications and Marketing
- WatPD (curriculum including EDGE)
- WatCACE (research and thought leadership on WIL)
- Current competency assessment:
  - student performance evaluation; data collected by each
Expand expertise + Develop Self + Build relationships + Design and deliver solutions = Future Ready Talent
### University of Waterloo’s Future Ready Talent Framework

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<th>Expand Expertise</th>
<th>Develop Self</th>
<th>Build Relationships</th>
<th>Design and Deliver Solutions</th>
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<td>information and data literacy</td>
<td>self-assessment</td>
<td>communication</td>
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<td>self-management</td>
<td>collaboration</td>
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<td>context-specific knowledge &amp; skills</td>
<td>lifelong learning &amp; career development</td>
<td>cross-cultural agility</td>
<td>implementation</td>
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Development – Competencies and Behaviours

- 19 competency frameworks analyzed
- 57 competencies appeared in these frameworks
- 15 competencies appeared in at least half of all frameworks
- 12 competencies and 51 behaviours included in our Future Ready Talent Framework
Validation

Phase 1: Validation with CEE staff and employers
- Checking alignment between behaviours, competencies and categories

Phase 2: Validation with employers
- Employers assessing a student on the behaviours and overall performance statements

Phase 3: Validation with students
- Students self-assessing on behaviours
Future state – Talent Framework

- All students introduced to talent framework
  - Pre-first work experience (e.g. CFE, PD1, workshops)
- PD courses: content/assessment aligned with FRTF and supports students in talent development
  - Including new courses and content that isn’t currently provided
- Co-op site visits: student advisors reinforce opportunities for talent development
- CCA programming: advisors help students identify and provide evidence for talent development
- Employers: assess students on talents through student performance evaluation; use talent framework for job postings
Goals

- Improved student learning experience – focused on future-ready skills
- Better integration across CEE portfolio
- Framework for integration between classroom and work experiences
- Improved evidence for all stakeholders on skills developed through WIL
  - Better reporting
  - Enhanced continuous improvement processes
COMPETENCY FRAMEWORKS: YOUR SUCCESSES AND CHALLENGES?