

# A CALL TO ACTION: DEVELOPING TALENT FOR A COMPLEX FUTURE

02/05/2020

Dr. Norah McRae  
Associate Provost  
Co-operative and Experiential Education  
University of Waterloo

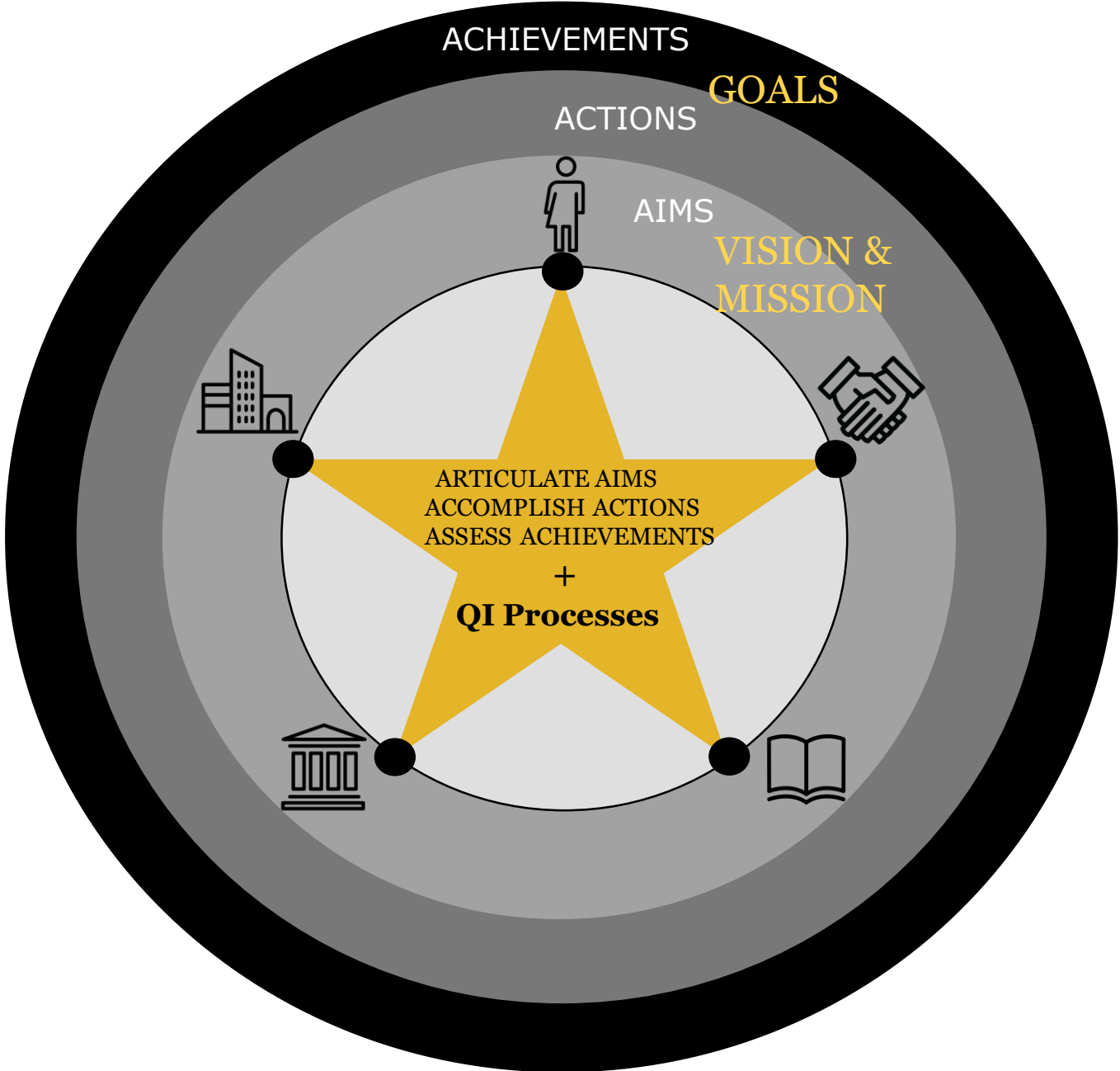


# ExL COMMUNITY – GROWING STRONGER TOGETHER

- 150 attendees
  - Key champions in experiential learning across campus
- Highlights:
  - Very first ExL symposium and institute
  - Growth of our community of practice
  - International work-integrated learning institutes
  - Development of a Quality WIL Framework

“Putting learners at the centre of all we do.” – *University of Waterloo Strategic Plan 2020-2025*

# QUALITY WIL FRAMEWORK: AAA★



# UWATERLOO STRATEGIC PLAN

## CONNECTING IMAGINATION WITH IMPACT

This strategic plan builds on our foundation in three intersecting themes for impact, all with local and global impact:

- Developing talent for a complex future
- Advancing research for global impact
- Strengthening sustainable and diverse communities

# SIGNATURE COMMITMENTS

- Build on our global leadership in co-operative education to provide every undergraduate and graduate student with expanded options in experiential learning.
- Empower students to leverage diverse learning experiences by creating more flexible learning pathways.
- Be a global powerhouse for commercializing research, developing new enterprises and supporting business growth.
- Leverage Waterloo's vast employer network and academic strengths to deliver a dynamic framework of learning-integrated work for professionals seeking to thrive and lead.
- Align our research strengths deliberately with important global challenges.
- Lead globally and nationally at the interface of society, health and technology.
- Create a sustainable, supportive environment for living, learning, working and discovery that is worthy of our students and University community.

# EXTERNAL LANDSCAPE



**HOW ARE WE GOING TO DO THIS?**

# POWER OF THE PORTFOLIO → CEE VISION & MISSION

## VISION

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

## MISSION

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

## VALUES

- Curiosity
- Courage
- Engagement
- Belonging



# CONSIDER THE P.E.A.R. PILLARS FROM THE QUALITY WIL FRAMEWORK

## Pedagogy:

- Continue developing experiential, co-op and work-integrated learning courses and programs
- Develop curriculum preparing students for complex futures
- Develop curriculum that strengthens employability as well as entrepreneurship
- Develop curriculum that strengthens understanding of personal values
- Develop curriculum that helps students understand their talents
- Develop curriculum about the UN Sustainable Development Goals (SDGs)

**1** NO POVERTY



**2** ZERO HUNGER



**3** GOOD HEALTH AND WELL-BEING



**4** QUALITY EDUCATION



**5** GENDER EQUALITY




**6** CLEAN WATER AND SANITATION



**7** AFFORDABLE AND CLEAN ENERGY



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**10** REDUCED INEQUALITIES



**11** SUSTAINABLE CITIES AND COMMUNITIES



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



**14** LIFE BELOW WATER



**15** LIFE ON LAND



**16** PEACE AND JUSTICE STRONG INSTITUTIONS



**17** PARTNERSHIPS FOR THE GOALS



**THE GLOBAL GOALS**  
For Sustainable Development

#GlobalGoals

Learn how you can help at [GlobalGiving.org/SDG](https://GlobalGiving.org/SDG)

# CONSIDER THE P.E.A.R. PILLARS FROM THE QUALITY WIL FRAMEWORK

## Experiences:

- Expand experiential offerings for undergraduate students (current number of courses using the MCU definition = 85 courses )
- Expand experiential offerings for graduate students
- Expand Co-op programs
- Expand EDGE program

# CONSIDER THE P.E.A.R. PILLARS FROM THE QUALITY WIL FRAMEWORK

## Assessment:

- Use the Future Ready Talent Framework to assess talent development as a result of experiences

# FUTURE READY TALENT

Expand & transfer expertise



+ Develop self



+ Build relationships



+ Design & deliver solutions



---

= **Future Ready Talent**



# UNIVERSITY OF WATERLOO'S FUTURE READY TALENT FRAMEWORK

<b>Expand + Transfer Expertise</b>	<b>Develop Self</b>	<b>Build Relationships</b>	<b>Design + Deliver Solutions</b>
information & data literacy	self-assessment	communication	critical thinking
technological agility	self-management	collaboration	innovation mindset
context-specific knowledge & skills	life-long learning & career development	intercultural effectiveness	implementation

# CONSIDER THE P.E.A.R. PILLARS FROM THE QUALITY WIL FRAMEWORK

Reflection:

- Develop mechanisms for student reflection after each experience on their:
  - Values
  - Future Ready Talents
  - Employability or Entrepreneurial pathways
  - Understanding of the future needs of the world (sustainable development goals)

Towards the development of stronger *purpose* clarity

# DEVELOPING TALENT FOR A COMPLEX FUTURE

Purpose clarity leads to purpose *empowerment*: Talent that is able to handle a complex future:

*Resilient and Adaptable*

*Employable and Entrepreneurial*

*Purposeful*

Our students and graduates will be *disruptive innovators* of the future



# DEVELOPING TALENT FOR A COMPLEX FUTURE

The Call to Action is to *Develop Talent that is Ready for a Complex Future.*

Let's also ensure that talent is *sustainable* and our students and graduates are equipped to manage themselves throughout their careers:

So that they will be *sustainably future ready* both personally and professionally.

So that they will contribute to a *sustainable complex future* within their diverse communities.

**QUESTIONS?**

# UNIVERSITY OF WATERLOO

