

The Associate Dean of Work-Integrated Learning supports co-op and experiential learning within undergraduate programs, graduate programs, and lifelong learning and professional development opportunities across the Faculty.

Undergraduate WIL

Stronger Connections. We continue to work closely with Cooperative and Experiential Education (CEE) to explore opportunities to enhance the student experience. CEE has recently created faculty-specific business development pods to support co-op job growth. We have also recently created Co-op Pathway Progression graphics for each program to better communicate the types of jobs students can expect given their program and work term.

Through an Equity, Diversity, Inclusion and Justice (EDIJ) in relation to this portfolio, CEE has recently hired [Bryanne Smart](#), Associate Director of Indigenous Relations, to help CEE Indigenize its processes and foster collaboration, consultation and partnerships on and off campus. Also, the Centre for WIL (C-WIL) has updated [PD-8 \(Intercultural Skills\)](#) to increase alignment with the University's Indigenization strategy and its EDI-R initiatives writ large.

Better Reflections. We continue to explore how to better connect students' work-term experiences with concepts and skills learned in the classroom. In 2022, the Major Reflective Reports (MRR) replaced co-op Work Term Reports and are completed as part of the Professional Development (PD) courses and administered by C-WIL. There are now more than 900 reports that have been completed by ENV students in our co-op programs. Most interestingly, information related to gaps in knowledge or skills could provide interesting insights for program or course refinements. C-WIL is currently exploring the best way to communicate the results to be meaningful at the faculty and program levels. We also continue to explore ways to integrate the [Future Ready Talent Framework \(FTRF\)](#) across the student experience.

Engaging Employment. We offer six co-op programs in the Faculty (i.e., Climate and Environmental Change; Environment and Business; Environment, Resources and Sustainability; Geography and Environmental Management; Geomatics; Planning) and one joint program with the School of Accounting and Finance (i.e., Sustainability and Financial Management).

- Employment rates have remained strong (Spring 2022 at 95.3%; Fall 2022 at 97.5%, and Winter 2023 at 95.3%).
- Students are satisfied with their co-op work term experience, rating this on average 8.3/10 in 2022, a rating that has remained consistently stable since 2017.

First work-term students sometimes struggle to find a co-op job. The WE Accelerate program, offered through CEE, was established during the pandemic to provide students with a skills development opportunity. In the last year, 35 ENV students have participated in the program. Bridging Entrepreneurs to Students (BETS), offered through Conrad School of Entrepreneurship

and Business, is another pathway to support first-work term students. Over the past year, the Faculty has supported nine ENV students in this program.

[Excellence Exemplified](#). Our amazing environment students stood out this year during their co-op experiences.

- *Co-op Student of the Year for the Faculty of Environment*: **Breanna DeFreitas**, 4B, Geography and Environmental Management (Employer: Evolgen)
- *Honourable Mentions for Environment*:
 - Reeya Dalpati, 4B Planning (Employer: Left Turn Right Turn)
 - Lauren Monhemius, 4A Environment and Business (Employer: Blackberry)
- *65th Anniversary of Co-operative Education at Waterloo Award for International Excellence*: **Andrew Ding**, 4A Geomatics, (Employer: École polytechnique fédérale de Lausanne (EPFL), Switzerland)

We acknowledge our exceptional students and sincerely thank our outstanding employers for providing such a supportive developmental experience.

GradWIL

GradWIL is the University's operationalization of experiential learning for graduate students. There are currently two pilot programs in the Faculty supporting the University's development of GradWIL. The first is in the Master of Climate Change (MCC), piloting program-level WIL through Internships. The second, Master of Environmental Studies (MES) in ERS is piloting a course-level WIL, specifically Community and Industry Research Projects, to support the Master's Research Paper (MRP) pathway. Special thank you to the faculty and staff supporting these pilots.

Lifelong Learning and Professional Development

WatSpeed is the University's academic support unit tasked with developing and commercializing lifelong learning and professional development. Many opportunities are emerging in this space for our Faculty to consider. Should you have questions about your involvement with WatSpeed, please do not hesitate to reach out. Currently in development is a decision-making resource to support colleagues in making an informed decision about their potential participation, which will be completed and circulated in the coming months.