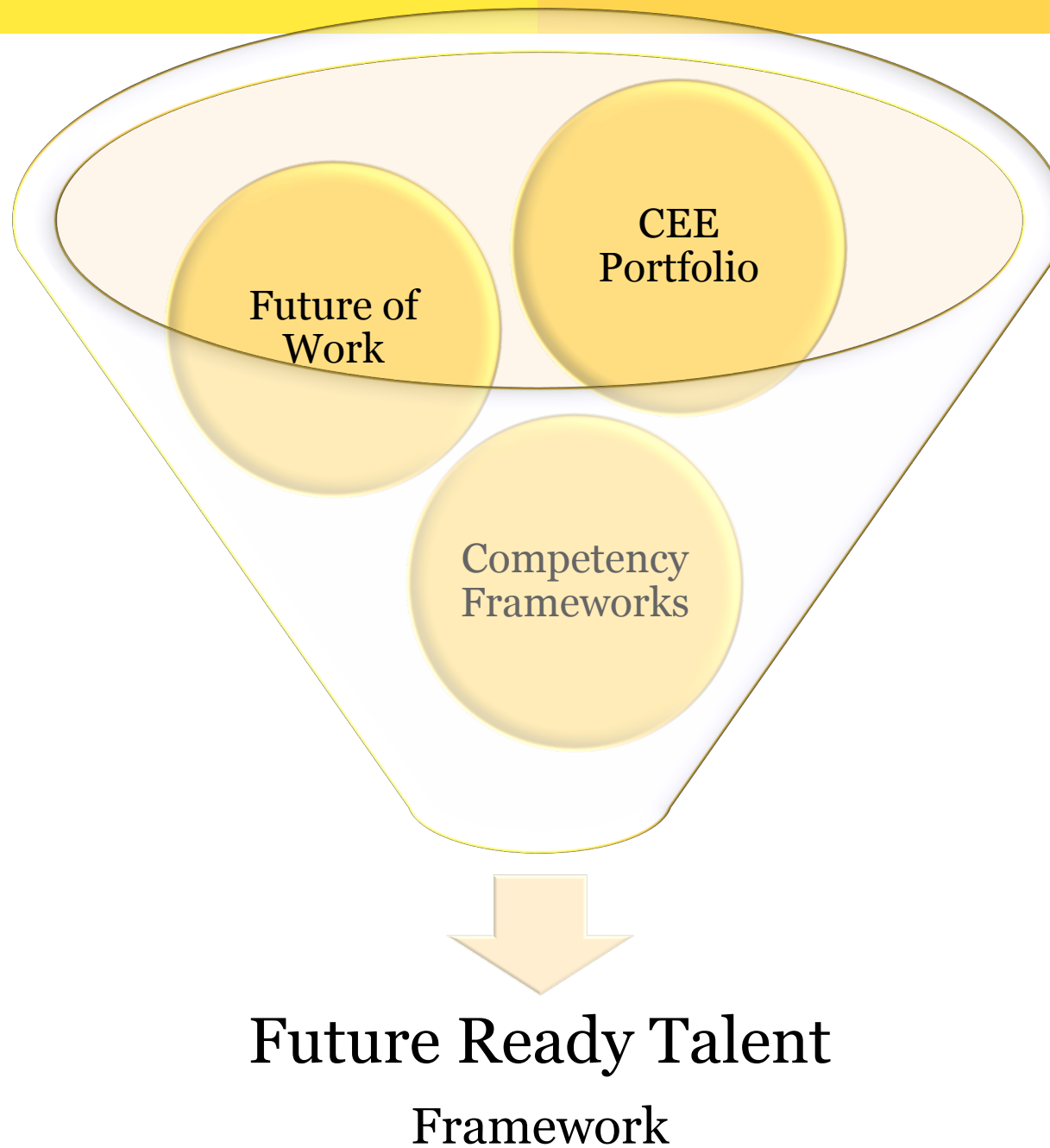# Developing future-ready students through WIL: the role of competency frameworks

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Context

Future of Work

CEE Portfolio

Competency Frameworks

Future Ready Talent
Framework

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Co-operative and Experiential Education Portfolio

Job Postings

Co-op Student Performance Evaluation

EDGE Core Competencies

Student Advisor Consults

WatPD Courses

Career Hub

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Competency Frameworks in Canadian Universities

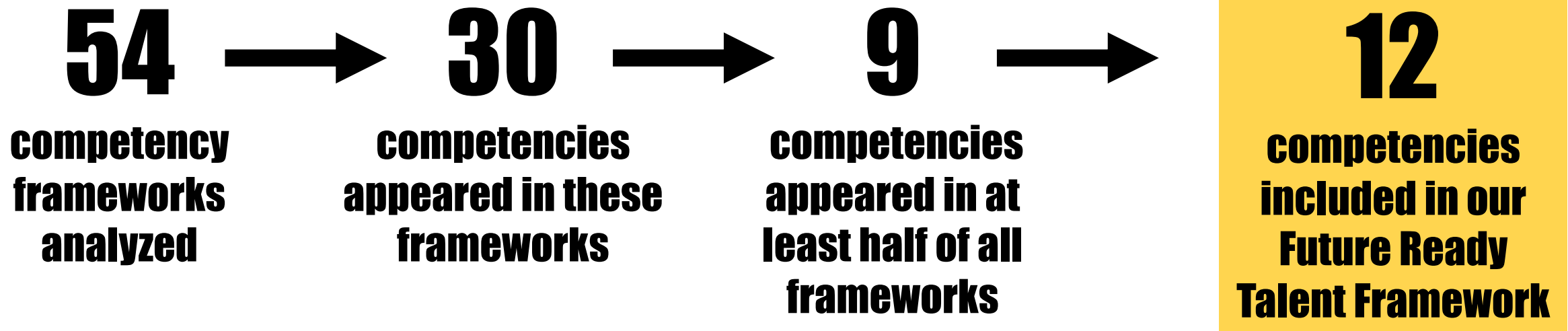# Future of Work

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The Future Ready Talent Framework is

- a future-oriented competency framework; a set of skills, knowledge and behaviours required to succeed in a course, program, or career

- a common language to be used across CEE for competencies or talents that students have the opportunity to develop through co-op and experiential education programs

HOW DID WE DEVELOP THE FRTF?

Framework Development

54 → **30** → **9** → **12**

competency frameworks analyzed

competencies appeared in these frameworks

competencies appeared in at least half of all frameworks

competencies included in our Future Ready Talent Framework

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Analysis – A Snapshot

	ESDC	Job Bank Canada	WEF	Red Seal	O*Net	ACSF	ESCO	PIAAC
Communication	✓	✓	✓	✓	✓	✓	✓	
Collaboration/Teamwork	✓		✓	✓			✓	
Problem solving	✓		✓	✓	✓		✓	✓
Critical Thinking	✓		✓	✓	✓			
Creativity/Innovation		✓	✓				✓	
Information Literacy	✓	✓	✓	✓	✓	✓	✓	✓
Technological and Digital Fluency	✓		✓	✓			✓	✓
Lifelong Learning	✓			✓	✓	✓	✓	
Personal Organization / Management	✓			✓	✓		✓	
Numeracy	✓		✓	✓		✓	✓	✓
Interpersonal / Social skills			✓		✓		✓	
Leadership		✓	✓		✓		✓	
Self-aware / Self-regulated / Self-directed					✓			
Citizenship/Civic & Community			✓					
Decision-Making	✓			✓	✓		✓	
Analytical skills		✓			✓		✓	
Adaptability/Flexibility			✓					
Accountability/Responsibility								
Cultural Awareness			✓				✓	

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Expand and transfer expertise

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Develop Self

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Build relationships

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Design and deliver solutions

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Future Ready Talent

FUTURE READY TALENT FRAMEWORK

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

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Framework Validation

63
participants provided behavioural statements for the 12 talents

→

200+
participants validated categories

→

978
co-op employers completed item validation

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Expand + Transfer Expertise

context-specific knowledge & skills

- develops knowledge and skills relevant to the work context
- actively integrates ideas from across contexts

information and data literacy

- identifies data relevant to the work at hand
- synthesizes data from multiple sources into meaningful information

technological agility

- grasps new technologies with ease
- applies technology to achieve better results
- advocates for the use of innovative technologies

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Develop Self

self-management →
- approaches workplace situations with positive attitude
- manages own reactions and emotions
- copes with workplace pressures
- incorporates feedback into workplace performance
- demonstrates integrity and ethics in the workplace

self-assessment →
- acknowledges limits of own knowledge, skills, and abilities
- seeks feedback on performance
- has an accurate sense of what they contribute to the organization

lifelong learning & career development →
- makes plans to achieve learning goals
- explores how personal values and interests align with occupational demands, tasks, goals and environments
- seeks learning opportunities, both formal and informal
- takes initiative to connect with others about career opportunities

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Build Relationships

communication

- communicates ideas effectively (e.g. adapts communication to audience and circumstance)
- uses clear and concise language
- listens attentively to others

collaboration

- works effectively with others
- proactively seeks the opinions, ideas and expertise of others
- gives credit to others for their ideas, strengths and contributions
- seeks to improve working relationships

intercultural effectiveness

- develops knowledge about values and social interaction norms of others
- respects diversity and inclusion
- adjusts cultural assumptions based on experiences
- adapts to culturally diverse situations

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Design and Deliver Solutions

innovation mindset →

- demonstrates curiosity in the workplace
- identifies opportunities for improvement
- takes measured risks

critical thinking →

- identifies multiple feasible options or solutions to problems
- makes evidence-based decisions and/or recommendations
- seeks to understand the "big picture", root problem or purpose for their actions
- explores implications of proposed solutions to problems

implementation →

- identifies concrete steps necessary to complete projects
- manages own deadlines
- fulfills responsibilities

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NEXT STEPS

Future state – Talent Framework

- All students involved with CEE programming will be 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
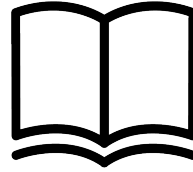
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WHAT WILL THIS DO FOR US?

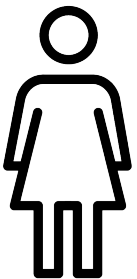# Learner-Centred Interactions & Enhanced Data

STUDENTS
- identifying and articulating their co-op/WIL learning
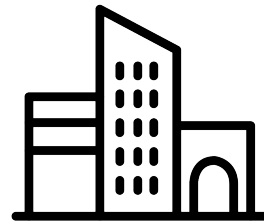- connecting the talents they are developing to the future of work

FACULTIES
- providing richer data about students' co-op/WIL experiences

EMPLOYERS
- seeing alignment between the skills students possess and needs of their future workplaces

OUR INSTITUTION
- connecting the work of CEE to the theme of "developing talent for a complex future" in the strategic plan

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QUESTIONS?