

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:

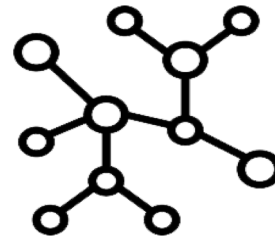
A “VUCA” WORLD



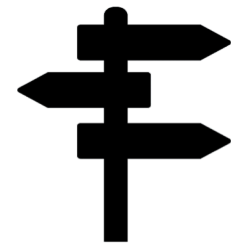
VOLATILITY



UNCERTAINTY

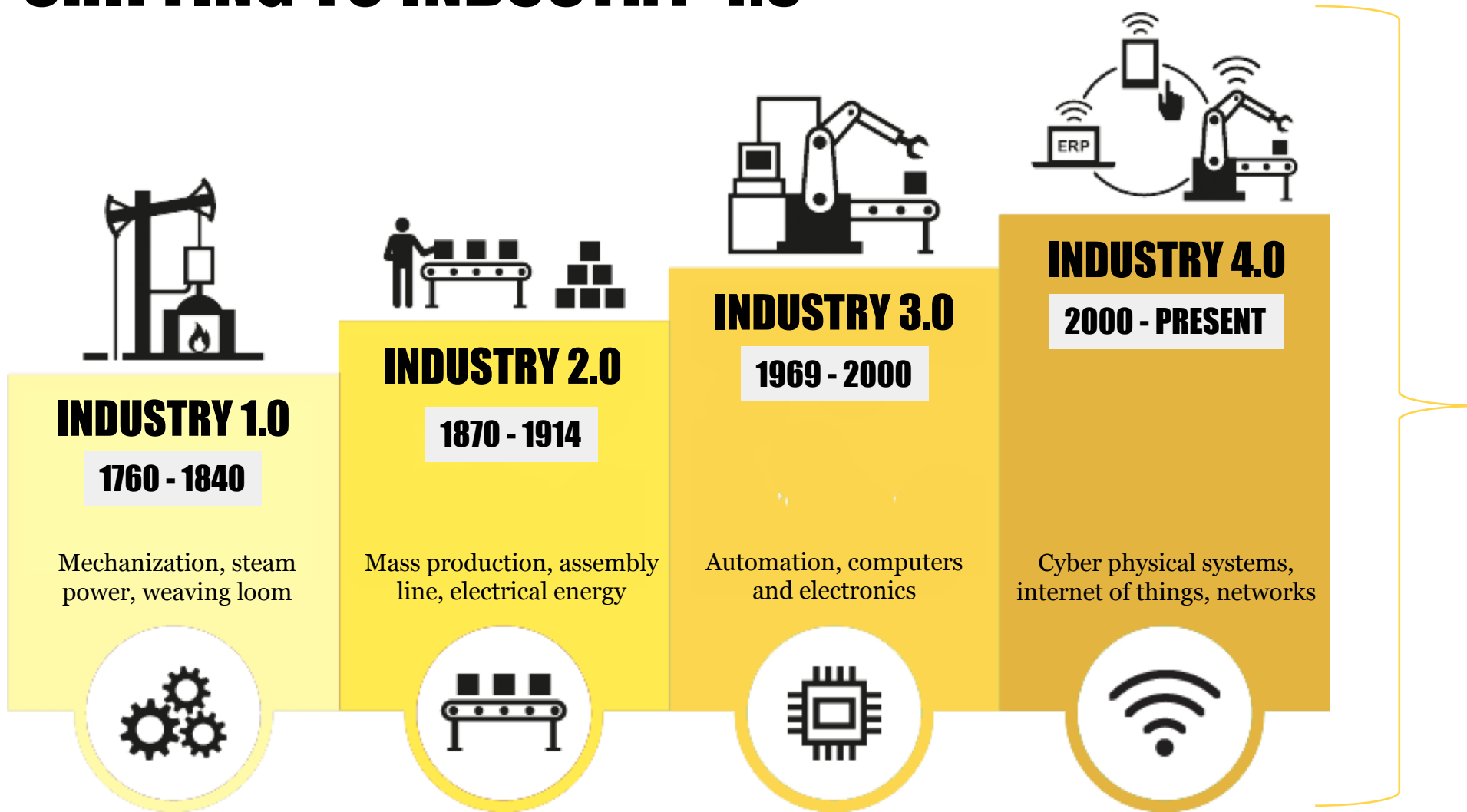


COMPLEXITY



AMBIGUITY

SHIFTING TO INDUSTRY 4.0



Source: A Medium Corporation (2017)

5 BIG TRENDS:

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

Source: Forbes, July 2019

**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 THOUGH WIL?**

**University of Waterloo's
FUTURE
READY
TALENT
FRAMEWORK**



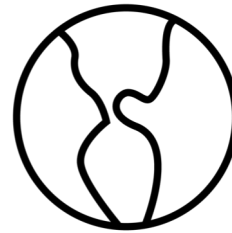
A competency framework “outlines the skills, knowledge, and behaviours required to succeed in a course, program, role, or career.”

Competency Frameworks: A Report Prepared by the Waterloo Centre for the Advancement of Co-operative Education (WatCACE) for the Future Skills Centre, May 2019

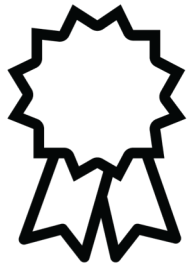
31,000+ students across
ALL DISCIPLINES have
access to WIL



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



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



1,100+ startups
in our 'Innovation Corridor'



\$270+ Million
in student earnings in 2018



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



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**Expand
expertise**

**Develop
Self**

**Build
relationships**

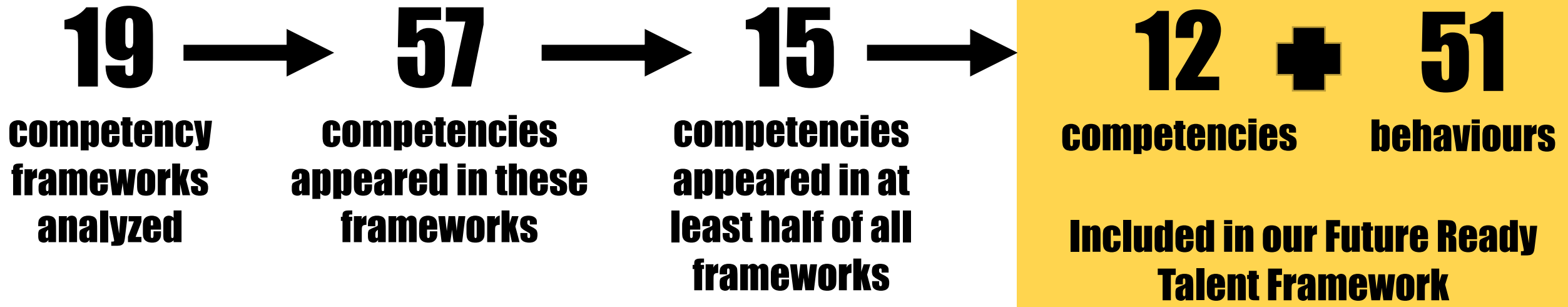
**Design and
deliver
solutions**

**Future
Ready
Talent**

University of Waterloo's Future Ready Talent Framework

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

Development – Competencies and Behaviours



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?

UNIVERSITY OF WATERLOO

