

WORK-INTEGRATED LEARNING: APPROACHES TO UNIVERSITY-PRIVATE SECTOR ENGAGEMENT

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Current Definitions of Work-Integrated Learning

- ▣ Cooperative Education: Students alternate periods of work and school over several years.
- ▣ Internship: Students work for an employer for a fixed period of time.
- ▣ Service Learning: Students volunteer their time for an NGO or community project.
- ▣ Practica: Faculty supervise students directly in the workplace (health professions)

History of WIL in the 20th Century

- ▣ 1906: 1st Co-op program at University of Cincinnati, U.S.
- ▣ Post-WWII: Technical schools developed in Europe, UK and Commonwealth countries
- ▣ 1957: first Canadian co-op program (University of Waterloo)
- ▣ 1965 – 1992: U.S. government invests \$15M per year for co-op programs
- ▣ 1987: first co-op program in China
- ▣ 1997: Federal government support for co-op in South Africa

Benefits of WIL

For students:

- Practical experience
- Clear career direction
- Integration of theory and practice

▣ For industry:

- Workforce development
- Input to curriculum
- Social impact

▣ For the university:

- Greater retention/employment of graduates
- Stronger industry partnerships
- Improved curricula to meet modern challenges

Models of WIL

- ▣ Decentralized:
 - Managed primarily at the unit level (department or faculty)
 - Individual faculty members are responsible for student and employer development
- ▣ Centralized:
 - Professional staff are responsible for student advising, and
 - Job development
- ▣ Hybrid model:
 - Central office (staff) do job development and enroll students
 - Department faculty monitor and advise students

Challenges of WIL

- ▣ For institutions:
 - Developing a model
 - Convincing faculty
 - Evaluating the program
- ▣ For students:
 - Delaying graduation
 - Being willing to commit to WIL
- ▣ For employers:
 - Developing good job descriptions
 - Having willing supervisors

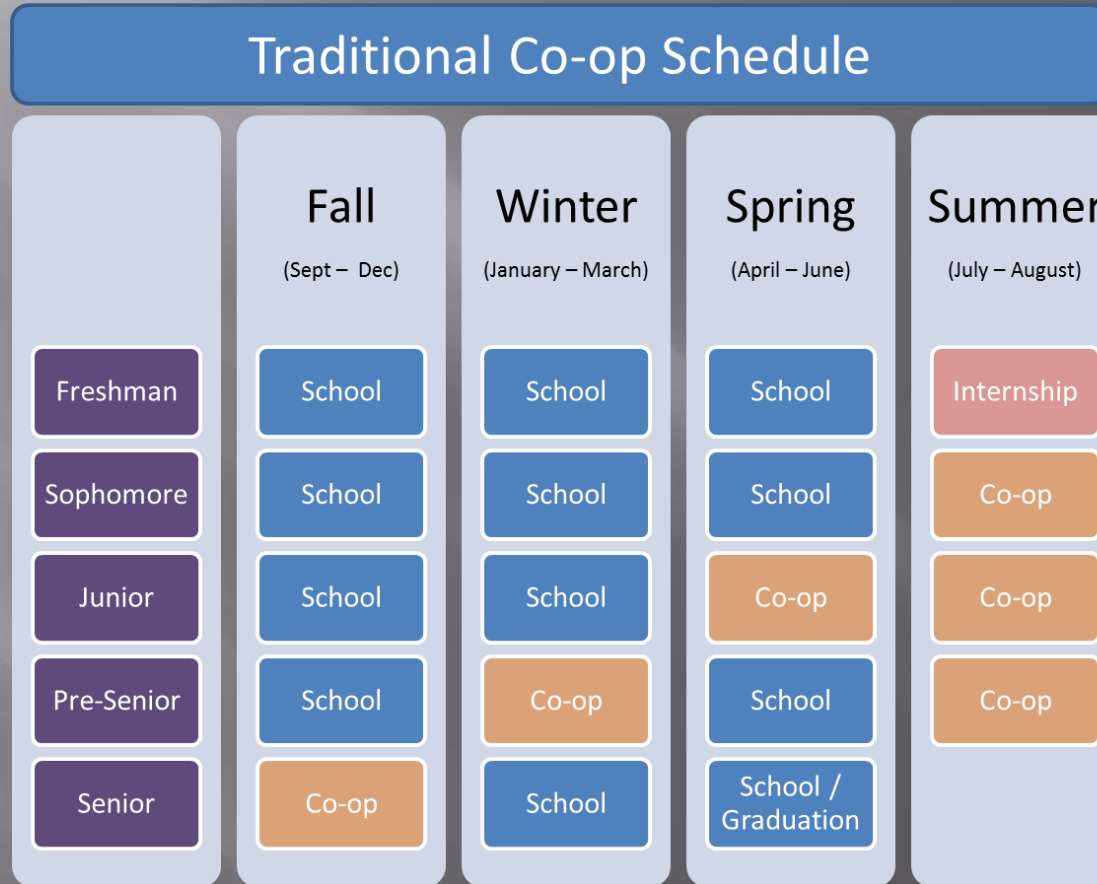
Starting WIL

- ▣ On the institution's side:
 - Identify core competencies
 - Make it part of the mission
 - Engage key stakeholders
 - Find faculty champions
 - Identify appropriate corporate partners – use alumni
- ▣ On the employer's side:
 - Identify core competencies
 - Make it part of the mission
 - Engage key stakeholders
 - Find managerial/executive champions
 - Identify appropriate institutional partners -- alumni

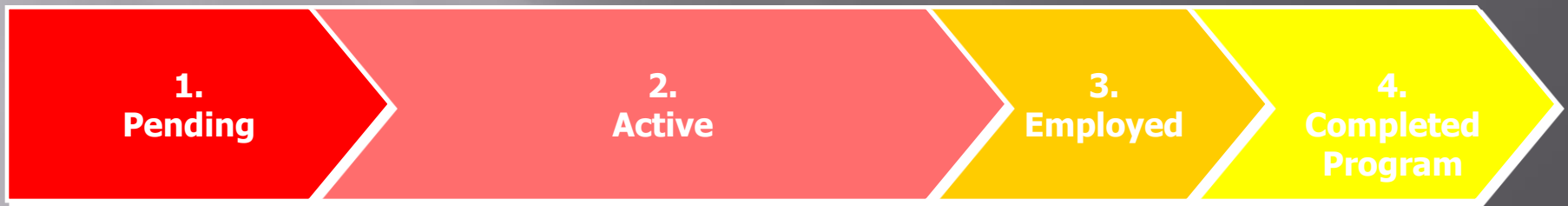
Who starts WIL first: the chicken or the egg?

Case study: Northwestern University's story...

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*All academic departments have developed courses around the Traditional Co-op Schedule. However, students may develop a unique schedule with the help of their faculty advisor and Co-op employer.



Timing



Activities

- | | | | | |
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| <ul style="list-style-type: none"> ▣ Attend CRDV-301 Course ▣ Understand Policies and Procedures ▣ Complete your profile in McCormickConnect | <ul style="list-style-type: none"> • Initial Meeting with Career Development Adviser • Review Student Agreement • Resume Review and Revisions • Final Resume and Approval • Prepare to research companies | <ul style="list-style-type: none"> • Research and Apply to Companies • Network • Interview • Receive and Evaluate Offer(s) | <ul style="list-style-type: none"> • Transition into Work Environment • Adjusting to work schedule • Schedule Changes via "employment change request" form (co-op only) • Study Plan | <ul style="list-style-type: none"> • Exit Interview (Co-op only) • Preparation for FT job search and graduation • Meeting with University Career Services (UCS) |
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Deliverables

- | | | | |
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| <ul style="list-style-type: none"> • Resume Approval and Cover Letter Review | <ul style="list-style-type: none"> • Record your employment in the "Report a Hire" section of your McCormickConnect account. | <ul style="list-style-type: none"> • Co-op and Internship Evaluations | <ul style="list-style-type: none"> • Exit Interview and Evaluations |
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Resources for WIL

- ▣ World Association for Cooperative Education (WACE, Inc.)
- ▣ Cooperative Education & Internship Association, Inc. (CEIA, Inc. – U.S.)
- ▣ Canadian Association for Cooperative Education
- ▣ South African Society for Co-operative Education (SASCE)
 - 2013 WACE Conference, Durban, SA
 - June 24-27, 2013