



# ENGAGING REGIONAL STUDENT TALENT IN YOUR ORGANIZATION



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**This is a great opportunity for SMEs throughout the BC Interior and Northern region to tap into the impressive talent of our students at TRU, UBCO and UNBC. INWIL's support and resources help connect students with local businesses, and when students can gain valuable work experience and local employers can access new talent, it can bring fresh energy and innovation to our communities and our regional economy.”**

Janice Larson, Director,  
Interior Universities  
Research Coalition  
(IURC)

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# ABOUT US

**An increasing number of regional BC employers are connecting with talented students throughout the Northern and Interior regions of the province,** opening the door for employers to cost-effectively innovate, increase capacity, and contribute to a future skilled workforce. Through the regional partnership between Thompson Rivers University (TRU), the University of British Columbia Okanagan (UBCO), and the University of Northern British Columbia (UNBC) direct connection between local businesses and university student talent from over 100 degrees and specialties throughout the Northern and Interior regions are taking place. The collaboration between the three universities aims to support more opportunities for local small and medium-sized enterprises (SMEs) to connect with student talent, enable greater regional talent retention, and strengthen local economic development for communities throughout the region.

Built upon a previously established initiative between the three institutions—the Interior University Research Coalition (IURC), which began in 2017 as a partnership that forms a core of research and innovation talent and infrastructure in the BC Interior. This new coalition, the Interior and Northern Work Integrated Learning Initiative (INWIL), is building upon its research collaboration and further encouraging connectivity between campus talent and community enterprise.

You can learn more about INWIL at [www.inwil.opened.ca](http://www.inwil.opened.ca)





# FORMS OF WORK- INTEGRATED LEARNING

There are many types of work-integrated learning (WIL), and it's important to understand what WIL is, and the various pathways while determining which one might be best suited to your organization's unique needs, timing, and any specialized training required. If you would like to learn which of the pathways best suit your organization's current needs, [click here](#).

**Work-integrated learning (WIL) is a form of curricular experiential education that formally integrates a student's academic studies with quality experiences within a workplace or practice setting.**

WIL experiences include an engaged partnership of at least: an academic institution, a host organization, and a student. WIL can occur at the course or program level and includes the development of student learning objectives and outcomes related to: employability, personal agency & knowledge and skill mobility and life-long learning. (CEWIL 2021)

While each institution offers different opportunities for both students and community partners across **all of the forms of WIL**, the three noted above are those that are actively seeking community partner involvement across all three universities. If you have questions about how a student can support your organization, but aren't quite sure where to start, or what type(s) of WIL might be the most suitable, connect with us.

# CO-OPERATIVE EDUCATION (CO-OP)

Co-operative Education consists of alternating academic terms and paid work terms in a workplace setting related to the student's field of study. **Time spent in work terms must be completed at alternate times as the student's academic studies, in blocks of 4, 8, or 12 month periods as full time, paid employees.** Co-op students are available from the three universities across the following disciplines:

Arts

Fine Arts

Media Studies

Human Kinetics

Tourism Management

Environmental Studies

Science & Computer Science

Applied Science / Engineering

Management / Business and Economics



# SERVICE LEARNING

Community Service Learning integrates meaningful community service with classroom instruction and critical reflection to enrich the learning experience and strengthen communities. In practice, students work in partnership with a community-based organization to apply their disciplinary knowledge to a challenge identified by the community. Service learning is open to all students across all disciplines and areas of study.

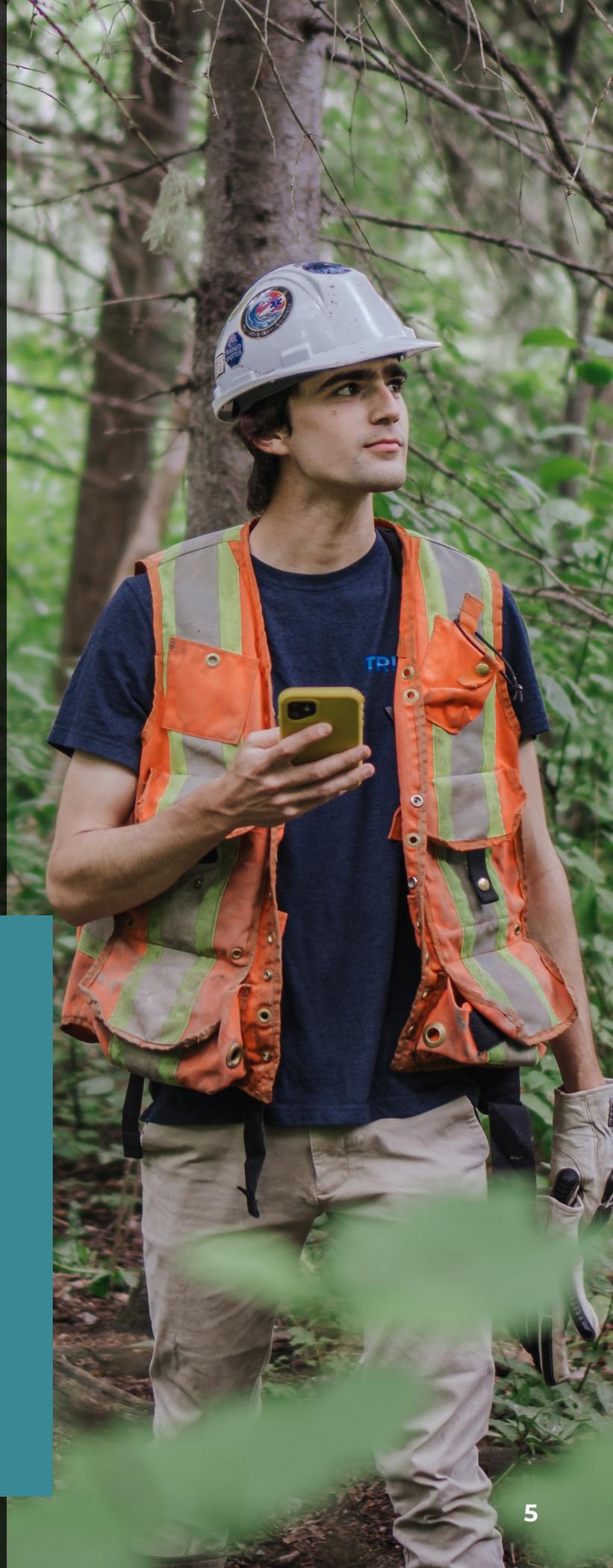
# FIELD PLACEMENT

Field placements provide students with an intensive part-time/short term hands-on practical experience in a setting relevant to their subject of study. Field placements may not require supervision by a registered or licensed professional and the completed work experience hours are not required for professional certification. Field placement opportunities within TRU, UBCO, and UNBC are available in the areas of Education, Social Work, and Nursing.

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**One of the notable ways that co-op students have helped us is through enhancing our social media, website, and graphic design work. Many students are doing pretty sophisticated stuff on their own time, and can parlay those skills into helping advance our educational mandate. They have also played several key enabling roles – helping management and senior technical staff operate more effectively. It is great to see how quickly these students can meaningfully contribute to the workplace.”**

Mary Clark, CEO and Founder Agents of Discovery, Kelowna BC (UBCO)



# BENEFITS FOR COMMUNITY PARTNERS

**Work Integrated Learning provides flexible and cost-effective ways to hire new employees. Benefits include:**



## **Flexibility**

Students can initiate new projects, complete existing projects or provide relief during peak periods.



## **Higher Retention**

Both during the WIL experience as well as former students make fantastic full-time hires - this translates to lower recruitment and training cost, as well as higher employee retention.



## **Energy and Ideas**

Year-round supply of enthusiastic student employees, who bring new ideas and fresh perspective to your workplace.



## **Community Relations**

Employers are encouraged to exchange and innovate new ideas with the student and university partner.





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**Being involved in the co-op program has improved my self-awareness and confidence in knowing I am able to positively contribute and make meaningful impacts within the workplace and greater community, now and in the future.”**

Lisvet P.M., 2021 Co-op Student of the Year,  
Bachelor of Arts, Philosophy, Politics, and  
Economics, UBCO

## EXPAND YOUR OUTREACH

Through one point of access; therefore, streamlining your time and hiring efforts, engaging students through INWIL will allow you the opportunity to connect with the large talent pool spanning TRU, UBCO, and UNBC. The collaborative units will work with you through the process to ensure you explore WIL pathways that are suitable to your needs and goals, curate job postings that entice candidates to apply, and get your opportunity in front of thousands of students across our three campuses throughout Interior and Northern BC.

# ROLE OF THE EMPLOYER / COMMUNITY PARTNER

As a WIL community partner you will develop learning goals with the student, help them to achieve learning objectives, and evaluate the student's progress. WIL program coordinators at the universities will help you support the student and make sure the opportunity is rewarding for everyone involved.

Often students are required to complete a final report as part of their WIL experience. These reports can be valuable tools and resources for ongoing organization development.

Students are available to begin their WIL experiences year round, with work experiences typically beginning in January, May and September, but job descriptions are accepted at any time. Experiences are typically around 4-months, but students can engage in work experience for more than one term as well.

## WIL COSTS

Employers of paid WIL experiences such as Co-op set a salary based on the students skills, employer resources and industry standards. **Hiring grants** may also be possible, and the experienced WIL practitioners can assist you with exploring the options.

If you are interested in engaging a student in your organization, but aren't quite sure where to start, connect with us to learn more about how a student can support your organization through work-integrated learning.



# UBC OKANAGAN

UBC's Okanagan campus is an innovative hub for research and learning founded in partnership with local Indigenous peoples, the Syilx Okanagan Nation, in whose traditional and unceded territory the campus resides.

The Okanagan campus combines a globally recognized UBC education with a tight-knit and entrepreneurial community that welcomes students and faculty from around the world in British Columbia's stunning Okanagan Valley. For more information visit [ok.ubc.ca](http://ok.ubc.ca).

# THOMPSON RIVERS UNIVERSITY

Thompson Rivers University (TRU), located in Kamloops, BC, is set out to empower their students to reach their goals with flexible learning options, individualized student services, hands-on learning opportunities, and a diverse, inclusive environment. We acknowledge and give honour to the Secwepemc — the ancestral peoples who have lived here for thousands of years — upon whose traditional and unceded land Thompson Rivers University is located.

TRU students apply what they learn in co-op work terms, study abroad, undergraduate research, field schools and practicums, service learning and other opportunities — with guidance and mentorship by our accessible faculty. For more information visit [tru.ca](http://tru.ca).

# UNIVERSITY OF NORTHERN BRITISH COLUMBIA

As Canada's Green University™, UNBC is both in and for the North, leading the way to a more sustainable future for all. As one of BC's research-intensive universities, UNBC provides outstanding undergraduate and graduate learning opportunities that explore cultures, health, economies, sciences, and the environment. In addition to fostering and celebrating academic excellence, UNBC is a welcoming place, with a learning environment that is friendly, inclusive, and supportive.

Since time immemorial, Indigenous peoples have walked gently on the diverse traditional territories where the University of Northern British Columbia community is grateful to live, work, learn, and play. We acknowledge their traditional lands, and we thank them for their hospitality. For more visit [unbc.ca](http://unbc.ca).



# HOW TO GET STARTED

- 1** Connect with us by submitting a 'Contact Us' form
- 2** One of our WIL experts will reach out to you to discuss the needs of your organization
- 3** Post your opportunity and start connecting with student talent.

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My co-op experiences were some of the most valuable experiences I had during my schooling at TRU. I think this program is not only an amazing opportunity for students, but is also equally valuable for employers. Many of us are still learning about what we truly want to do in our careers and we are eager to learn. If more companies are willing to hire students, there is a chance more of us would become permanent workers with those companies which benefits both parties and contributes to our community.”

Angela I., Bachelor of Science, Cellular, Molecular, & Microbial Biology, TRU



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WITH  
US

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