

# **BC WIL Employer/Community Partner Survey Project – Key Findings**

*June 2021*

The **BC Work Integrated Learning Council** (formerly the Accountability Council for Co-operative Education and WIL BC) provides and encourages the adoption of consistent program guidelines and standards for quality Co-operative Education and Work Integrated Learning in BC's PSE system, and serves as a venue to discuss and promote institutional issues.

It is an independent council of the Association for Co-operative Education WIL (BC/Yukon) and is comprised of one member from each public, post-secondary co-operative education and work integrated learning institution in BC as appointed by the President of the institution.

In June 2020, the Council identified a need for a greater understanding of the labour market's ability to engage WIL students in next 6-12 months to help members plan their WIL programming in the coming 1-2 years and a greater understanding of employer/community partner experiences, interests and needs.

# Steering Committee Overseeing Project:

- Ron Bowles, Interim Dean, Office of Applied Research & Graduate Studies at Justice Institute of British Columbia
- Andrea Giles, Executive Director, Co-operative Education Program and Career Services, UVIC, BC WIL Council Secretary
- Muriel Klemetski, Director, Work-Integrated Learning, SFU
- Stephanie McKeown, Chief Institutional Research Officer, UBC
- Andrea Sator, Curriculum Project Manager, Work-Integrated Learning Program, SFU
- Julie Walchli, Executive Director, Work-Integrated Education and Career Initiatives, UBC Arts, BC WIL Council Chair

# Survey administrator – The Planning and Institutional Research Office at The University of British Columbia

UBC's Planning and Institutional Research Office acted as the survey administrator. Under the direction of the Steering Committee, it provided logistical and technical support for the deployment of the two surveys. It also acted as the data steward for the data collected from the three stages of the project.

## *Contact information*

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THE UNIVERSITY OF BRITISH COLUMBIA

## Survey deployment

- The survey was designed by the survey administrator and the steering committee.
- BC WIL Council members (representing a BC Post-secondary institution) who volunteered to participate received an anonymous survey link and a series of suggested invitation and reminder email templates.
- The survey was distributed by each of the participating BC WIL Council members, who decided the best way to distribute to their WIL partners.

# 19 Participating post-secondary institutions

British Columbia Institute of Technology

Camosun College

College of the Rockies

Douglas College

Emily Carr University of Art + Design

Justice Institute of British Columbia

Kwantlen Polytechnic University

Langara College

North Island College

Royal Roads University

Selkirk College

Simon Fraser University

Thompson Rivers University

University of British Columbia

University of Northern British Columbia

University of the Fraser Valley

University of Victoria

Vancouver Community College

Vancouver Island University

## Project Overview

The goal of the last BC WIL Employer/Community Partner Survey was to have **data to better understand evolving stakeholder needs by comparing the final survey results with those of the first survey**, which will assist BC WIL Council members with planning through the coming year.

1. First stage: Survey, September-October 2020
2. Second stage: Focus Groups & Interviews, March-April 2021
3. **Third stage: Survey, May 2021**

# Project Findings

# Key Takeaways - Outlook

- Most employers plan to have WIL students return to in-person (48%) or hybrid work (18%) after the pandemic.
- Employers acknowledge the benefits of remote work and will continue implementing some of the initiatives they developed during the pandemic - mainly new communication strategies.
  - *e.g., Zoom, MS Teams, and Slack for onboarding processes, regular meetings, and team building activities.*
- Overall, the results from the 2021 Spring survey are more positive than the 2020 Fall survey results, suggesting that the negative effects of the COVID-19 pandemic have decreased for most WIL employers from September 2020 to April 2021.
  - *Most employers agree that the outlook for WIL student engagements in their organization is promising in a post-pandemic world.*

# Key Takeaways – 2020 vs 2021 Survey Comparison

- Main challenges affecting employers' WIL hiring/engaging for the next 6-12 months:
  - 2020 Fall Survey: Challenges related to working remotely
  - 2021 Spring Survey: Funding and financial challenges
- Most employers report the following resources as useful for increasing their WIL hiring/engaging during the next 6-12 months:
  - Streamlining of funding and recruiting processes
  - Receiving support in navigating and accessing subsidies

# Summary of main findings\*

- 853 (1,494) total responses
- 87% (74%) of usual WIL hiring from September 2020 to April 2021;  
98% (85%) of usual WIL hiring expected for next 6-12 months
  - WIL and new grad hiring freeze, as a result of COVID-19 pandemic, reported by 3% (4%) of respondents
- 95% (81%) of usual new-grad hiring expected for next 6-12 months
- Top 3 most impacted industries (future WIL and new grad hiring):
  - Accommodation and food services (no change)
  - Arts, entertainment and recreation (no change)
  - Health care and social assistance (Transportation and warehousing)

# Summary of main findings\* (cont.)

- Top factors affecting WIL hiring/engaging for next 6-12 months:
  - Economic and financial issues (56% (no change) of respondents reported this will significantly or somewhat impact their WIL hiring)
  - Challenges in obtaining sufficient funding for student placements (51%)
    - Difficulty supervising students remotely (COVID-19 disruption) (52%)
  - Challenges in finding funding opportunities for student placements (50%)
    - Difficulty recruiting and onboarding students remotely (COVID-19 disruption) (48%)
  - Recruitment challenges in finding students with the required skills and qualifications (49%)
    - Lack of staffing resources to supervise and mentor students (46%)

# Summary of main findings\* (cont.)

- Most useful resources in enabling more WIL student hiring/engaging during next 6-12 months:
  - Access to wage subsidies to hire/engage students (64% (61%) of respondents thought this would be extremely useful or very useful)
  - Streamlining the funding application process (57%)
    - Help navigating various wage subsidies and submitting requests for funding (57%)
  - Help navigating various wage subsidies, grants, and submitting requests for funding (57%)
    - Help navigating types of WIL programs (39%)
  - Help navigating types of WIL programs (e.g., information toolkits, webinars, etc.) (37%)
    - Help navigating the process for engaging WIL students (35%)

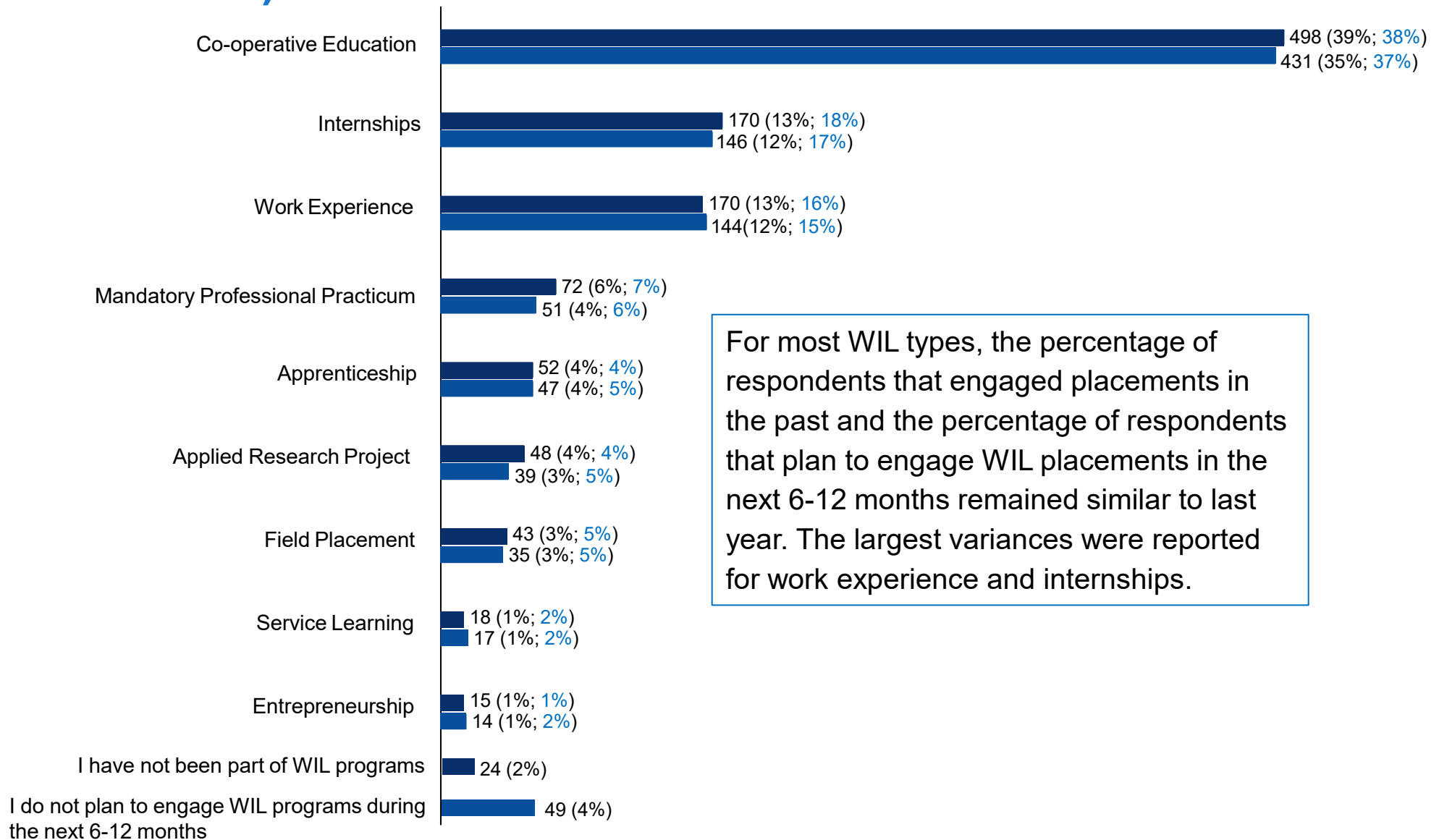
# Summary of main findings\* (cont.)

- Percentage of current remote or in-person work
  - 35% (40%) of WIL students are currently working in-person
  - 33% (34%) remotely because of COVID
  - 28% (22%) part remote and part in-person because of COVID
  - 4% (no change) of WIL placements were already remote or partially remote before the pandemic
- Plans after the pandemic is over
  - 48% of employers plan to have WIL students work in-person after the pandemic is over
  - 18% plan to have WIL students work in a hybrid model, part in-person and part remotely
  - 14% plan to return to pre-pandemic (or higher) numbers of WIL students
  - 4% plan to maintain students' remote work

# Summary of main findings\* (cont.)

- Top new initiatives implemented during the past year that employers plan to continue using after the pandemic is over - Changes in:
  - communication strategies (26%)
  - WIL student onboarding processes (13%)
  - organizational structure (12%)
  - WIL student mentoring and supervising approaches (11%)
- Outlook for WIL placements after the pandemic
  - 90% of the respondents either strongly agree, agree or somewhat agree that the outlook for WIL student engagements in their organization is promising in a post-pandemic world
    - Only 6% either somewhat disagree, disagree, or strongly disagree with this view

# Participating partners per WIL type\* (past & next 6-12 months\*\*)



For most WIL types, the percentage of respondents that engaged placements in the past and the percentage of respondents that plan to engage WIL placements in the next 6-12 months remained similar to last year. The largest variances were reported for work experience and internships.

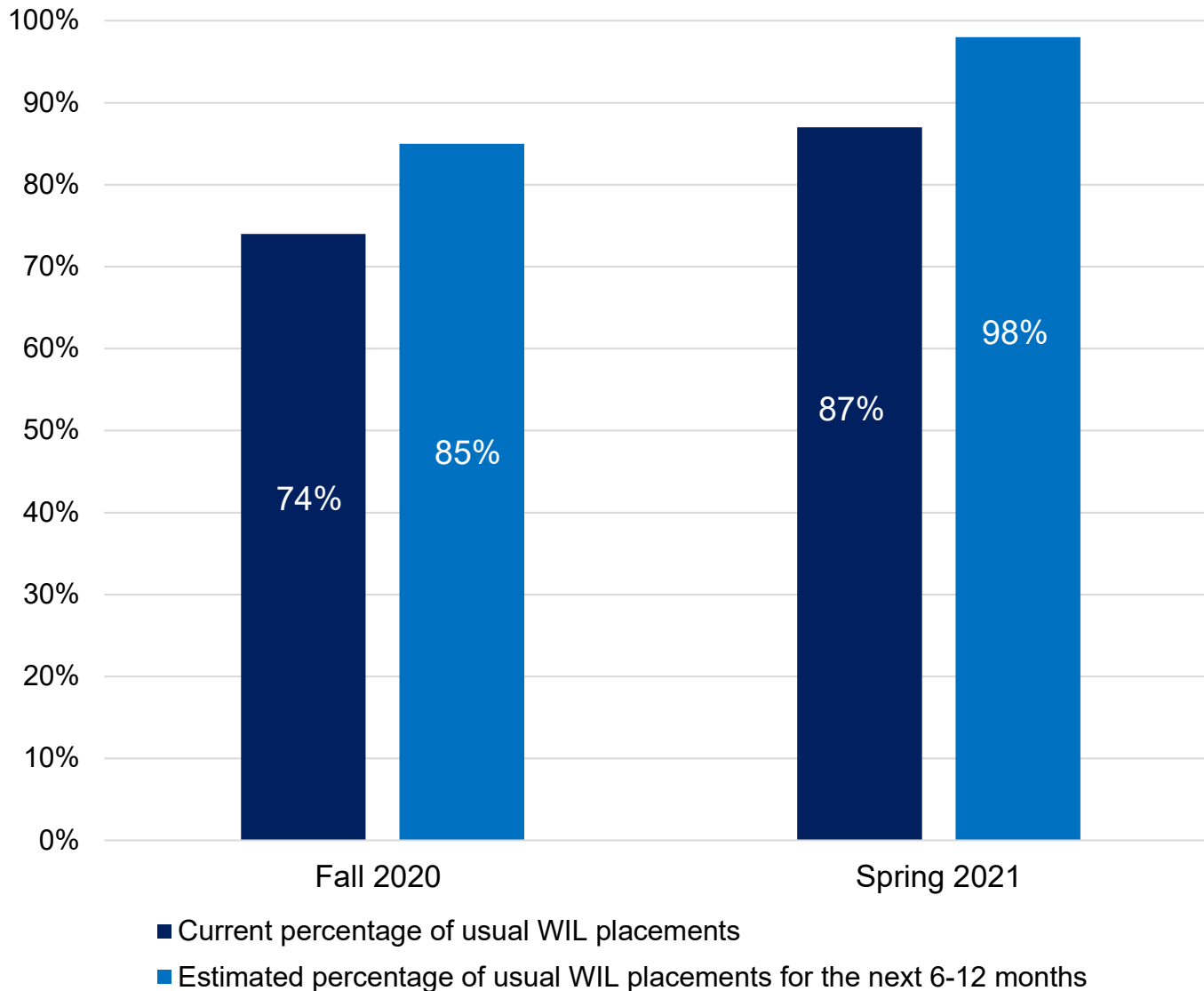
● # of respondents that engaged WIL students in the past      ● # of respondents that will engage WIL students in next 6-12months

\*Respondents could have chosen multiple WIL types.

\*\*The Fall 2020 Survey results are shown in blue for comparison. Different employers/community partners might have responded to the Spring 2021 Survey.

# **Changes in the number of WIL placements due to the pandemic**

# Percentage\* of usual WIL placements reported by employers\*\*



On average, it was reported that WIL student placements have been reduced by 13% (compared to the 26% reduction reported in 2020) \*\*\*.

For the next 6-12 months, it was estimated that WIL student placements will be reduced by 2%\*\*\*\* (compared to the 15% reduction estimated in 2020).

\*100% = No change

\*\*The Fall 2020 Survey results are shown in blue for comparison. Different employers/community partners might have responded to the Spring 2021 Survey.

\*\*\*Only from respondents reporting WIL hiring from September 2020 to April 2021

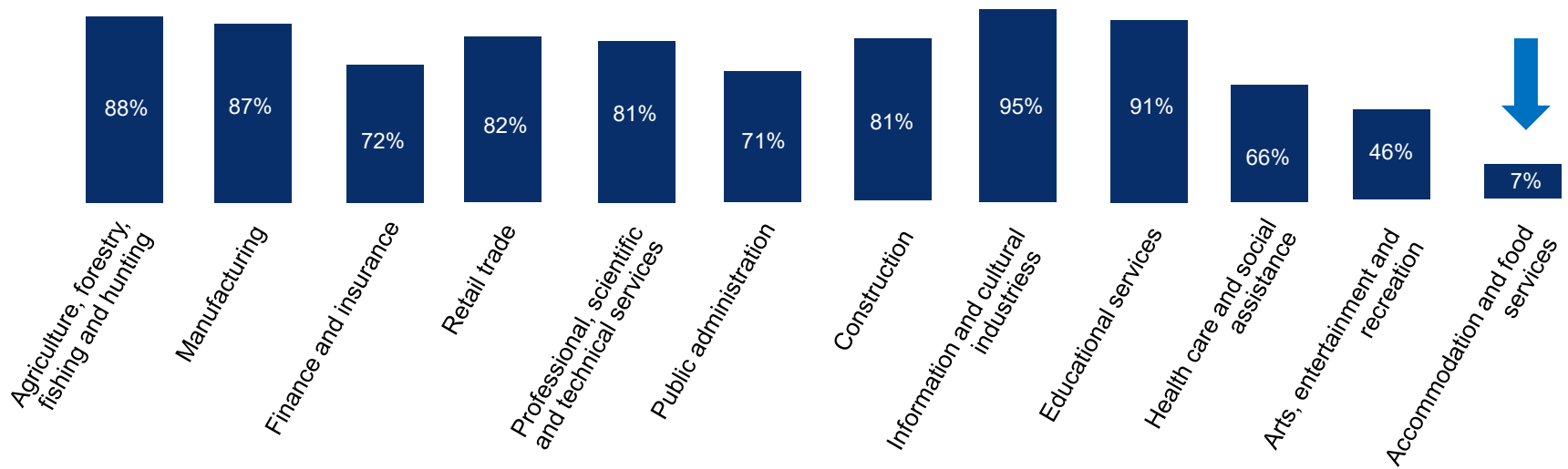
\*\*\*\*Only from respondents reporting WIL hiring for the next 6-12 months

# Percentage\* of usual WIL placements by sector\*\*

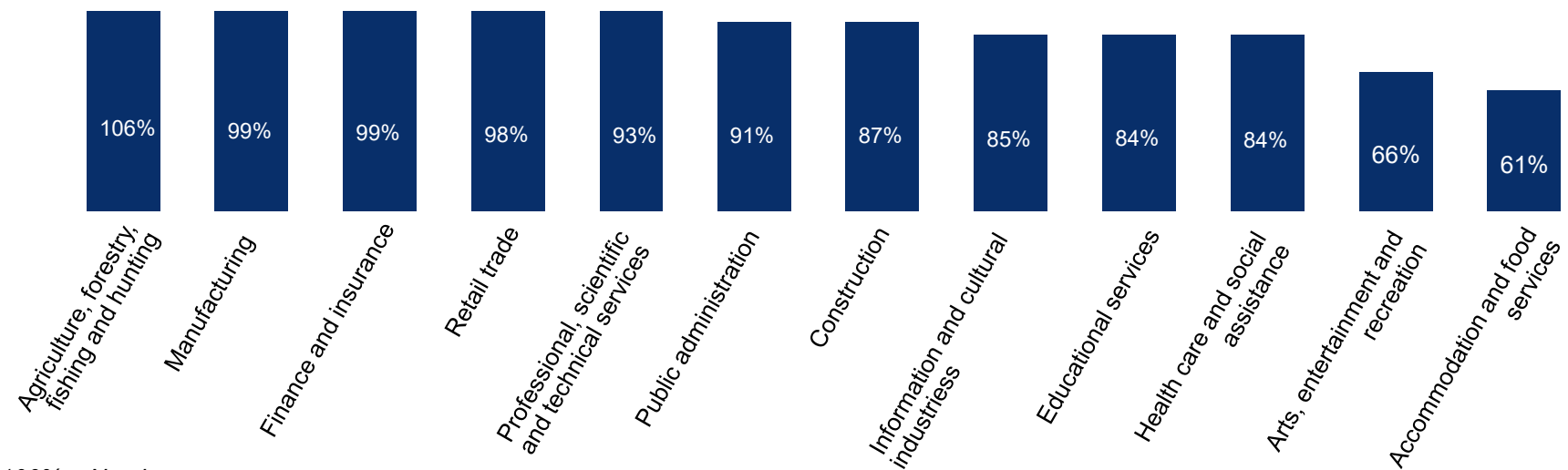
Most sectors reported a higher rate of usual WIL hiring from Sept 2020 to Apr 2021, compared to last year since the onset of the pandemic.

*Example: If an employer from the “Accommodation and food services” sector usually hires 100 WIL students, this means that they have been hiring only 7 WIL students since the onset of the pandemic.*

**Fall 2020:** Percentage of usual WIL since the onset of the pandemic (January to August 2020)



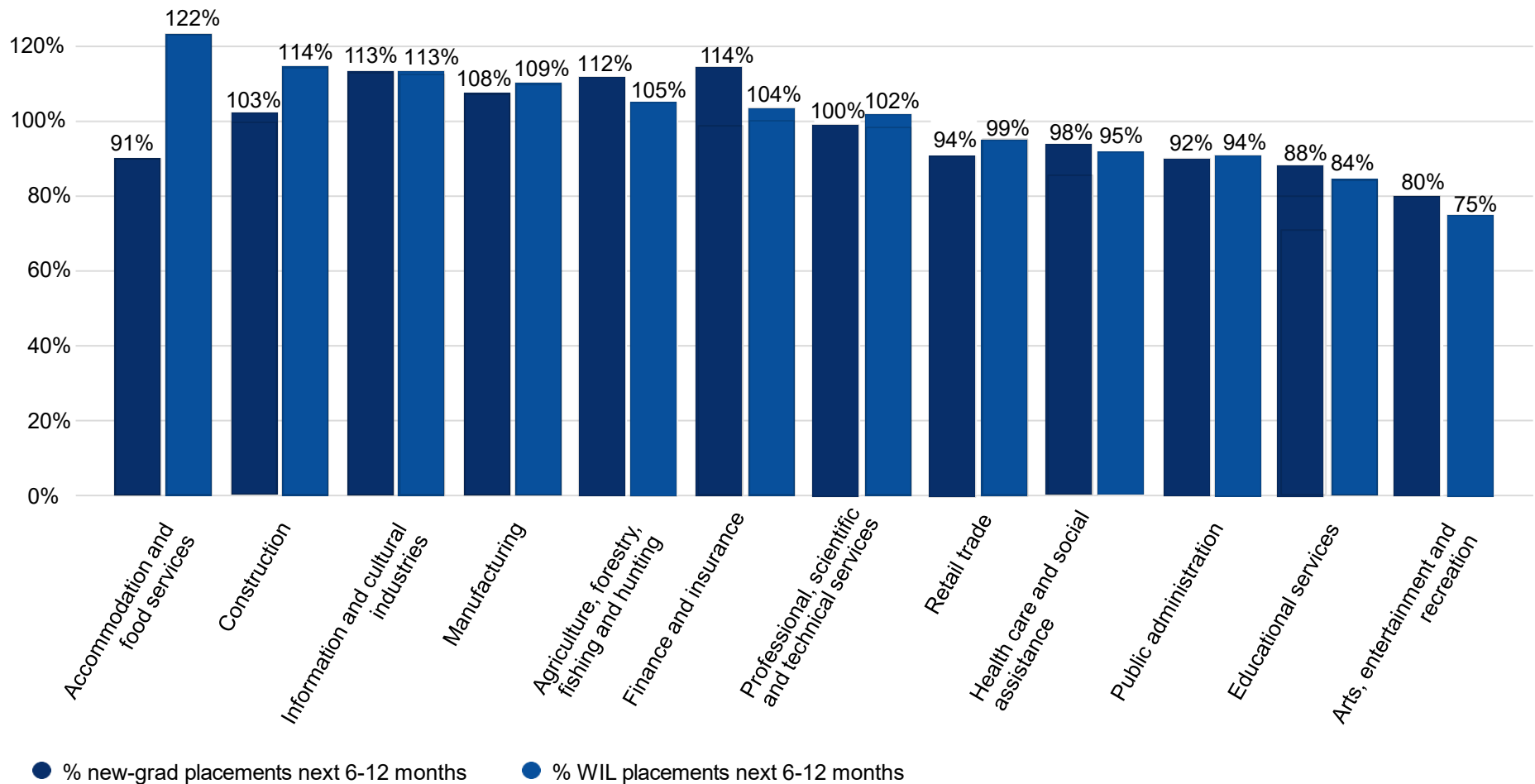
**Spring 2021:** Percentage of usual WIL from September 2020 to April 2021



\*100% = No change

\*\* Only sectors representing over 1% of respondents

# Forecasted percentage\* of usual WIL and new-grad placements for the next 6-12 months by sector\*\*



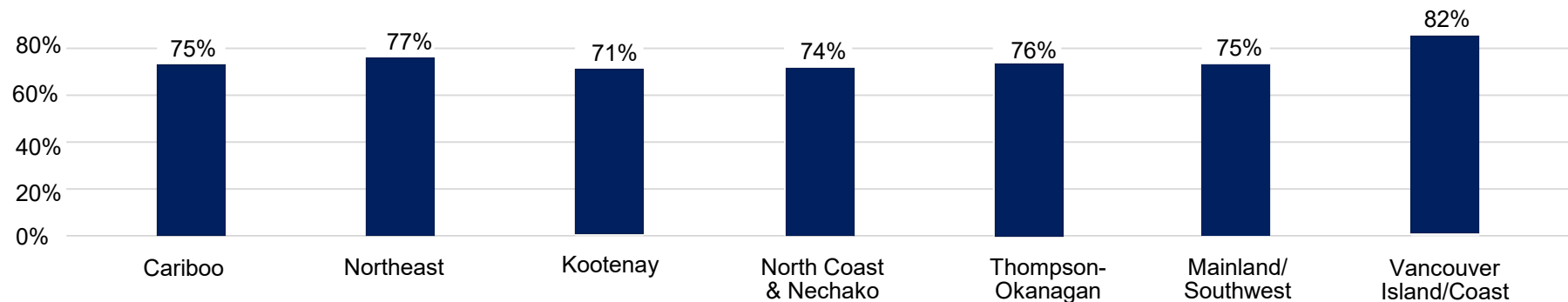
Accommodation and food services reported the lowest WIL hiring rate in the Fall 2020 Survey. In the Spring 2021 Survey, this sector estimates the highest WIL hiring rate for the next 6-12 months, at 122%.

\*100% = No change

\*\* Only sectors representing over 1% of respondents

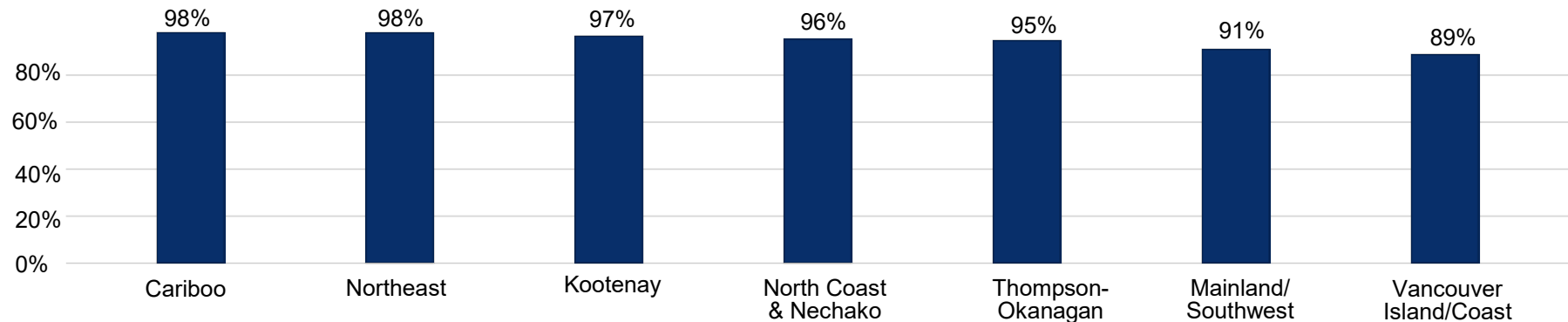
# Percentage\* of usual WIL placements by location: BC regions\*\*

**Fall 2020:** Percentage of usual WIL placements since the onset of the pandemic (January to August 2020)



Respondents reported a higher WIL hiring rate from September 2020 to April 2021 in all BC regions compared to the Fall 2020 Survey.

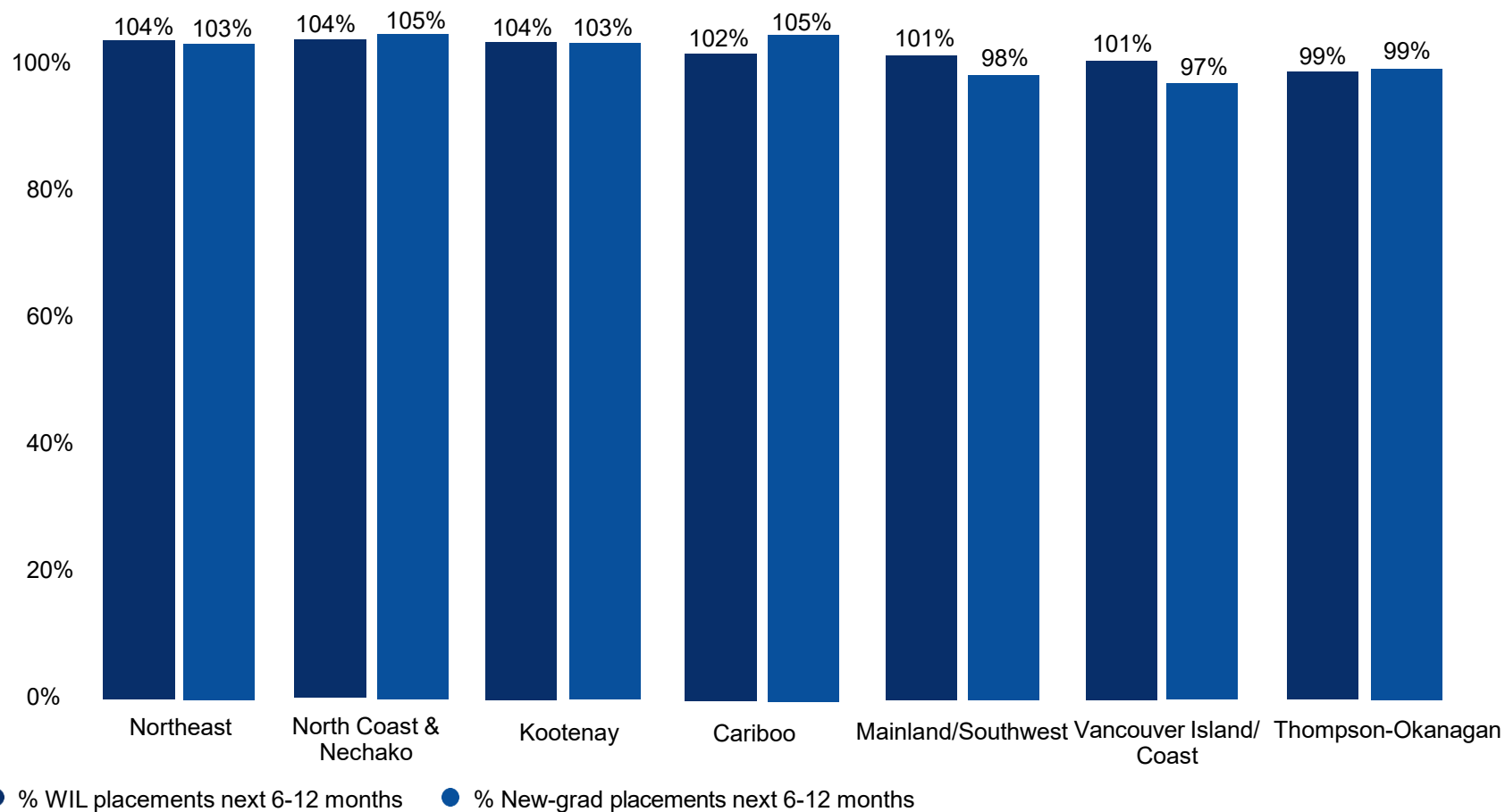
**Spring 2021:** Percentage of usual WIL placements from September 2020 to April 2021



\*100% = No change

\*\*Respondents could have chosen multiple BC regions but could only report one hiring change. Assumption: that hiring change applies to all locations.

## Forecasted percentage\* of usual WIL and new-grad placements for the next 6-12 months by location: BC regions\*\*



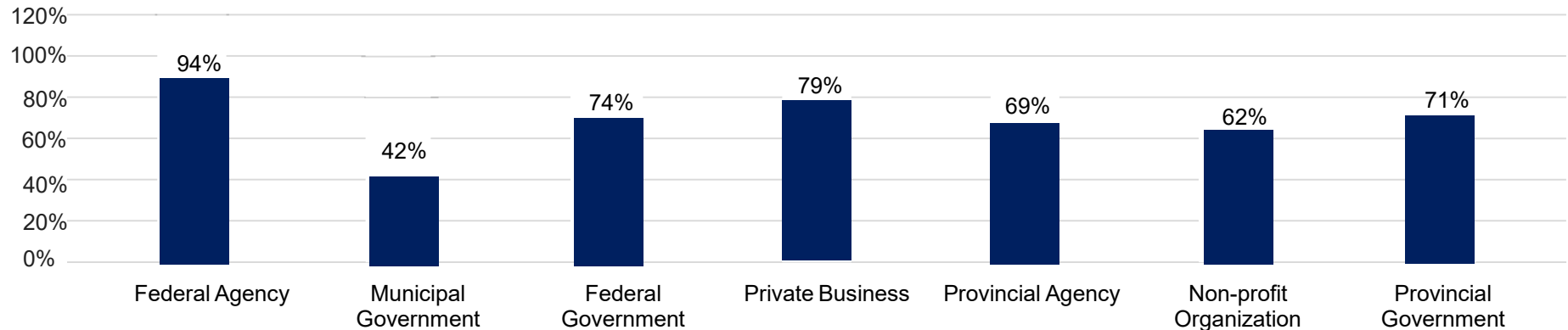
Respondents estimate a WIL hiring rate higher than their usual for the next 6-12 months in all BC regions, except for Thompson-Okanagan. In the Fall 2020 Survey, all regions estimated hiring rates below their usuals.

\*100% = No change

\*\*Respondents could have chosen multiple BC regions but could only report one hiring change. Assumption: that hiring change applies to all locations.

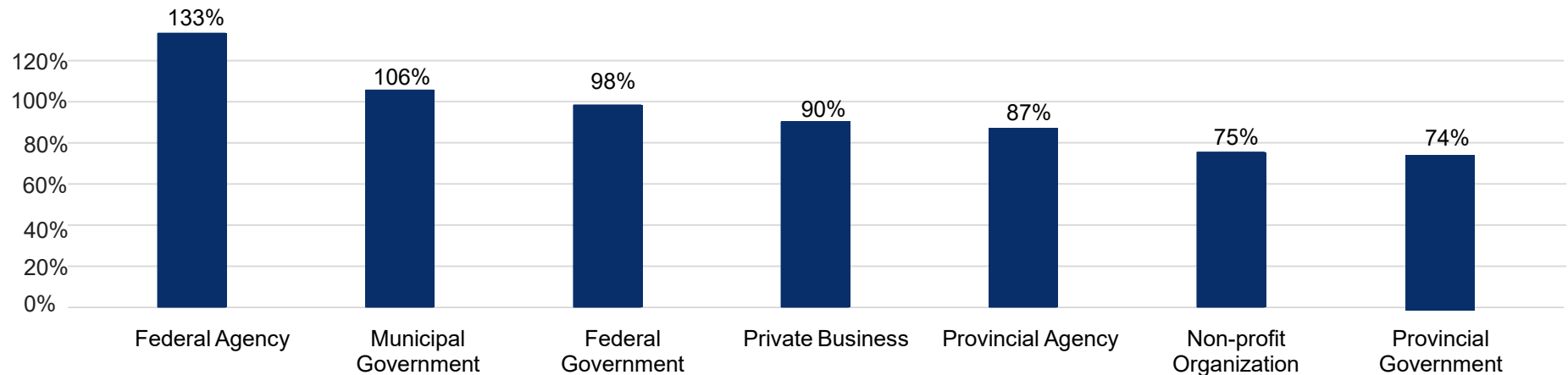
# Percentage\* of usual WIL placements by type of organization

**Fall 2020:** *Percentage of usual WIL placements since the onset of the pandemic (January to August 2020)*



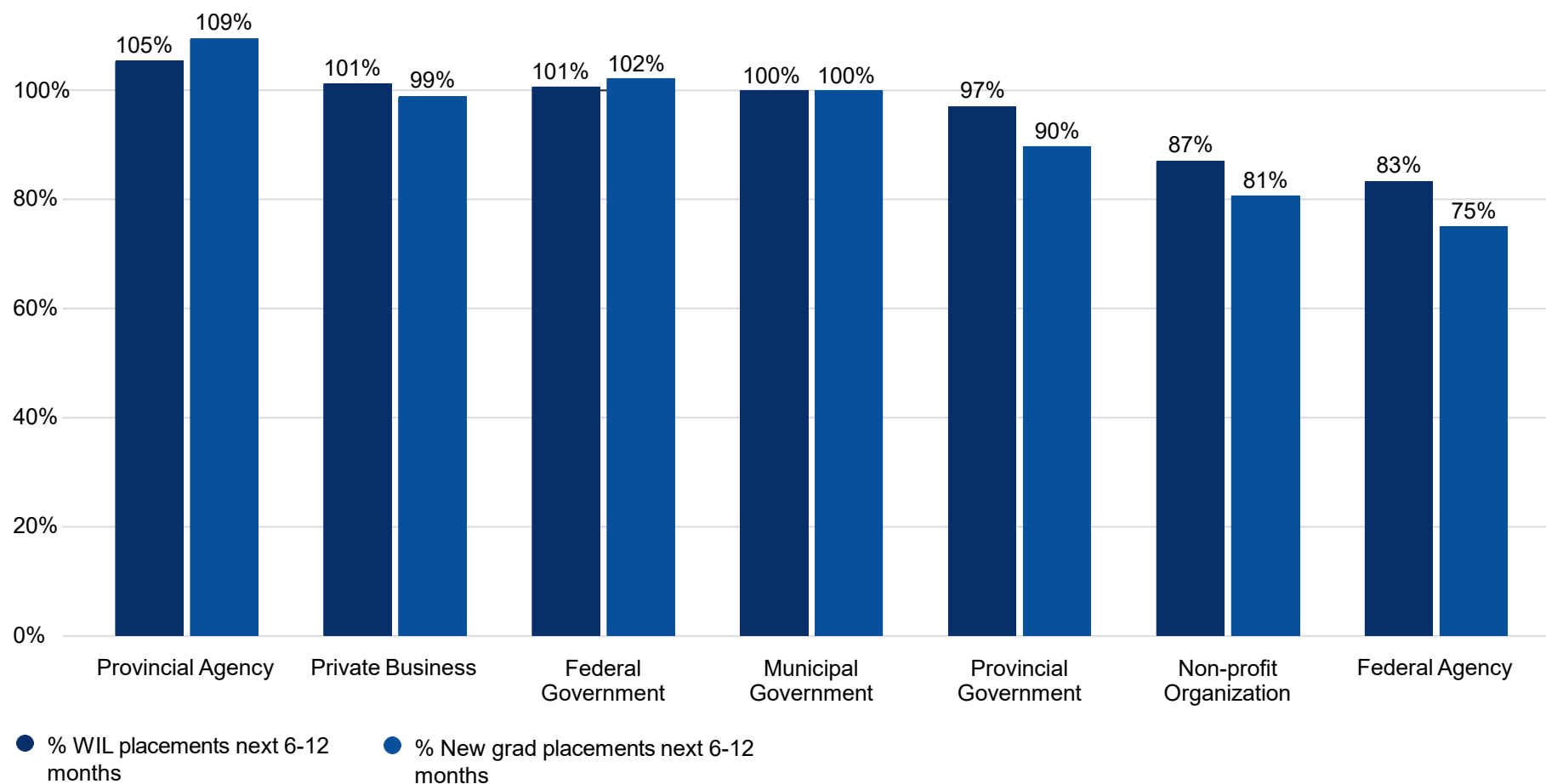
Federal Agency and Municipal Government organizations report a hiring rate above their usual, at 133% and 106% respectively (compared to 94% and 42% in the Fall 2020 Survey).

**Spring 2021:** *Percentage of usual WIL placements from September 2020 to April 2021*



\*100% = No change

## Forecasted percentage\* of usual WIL and new-grad placements for the next 6-12 months by type of organization

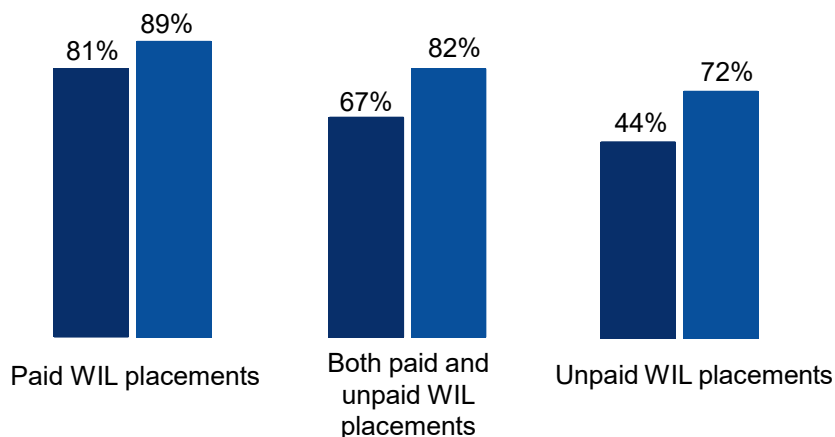


Federal Agency organizations estimate the lowest WIL and new grad hiring rates for the next 6-12 months, at 83% and 75% respectively (compared to 106% and 100% in the Fall 2020 Survey).

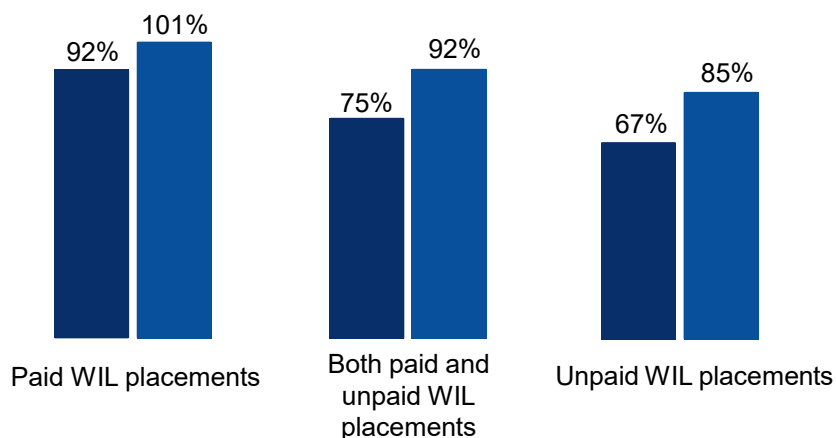
\*100% = No change

# Percentage\* of usual WIL placements by paid/unpaid

Fall 2020



Spring 2021



## Number of employers by paid/unpaid WIL type

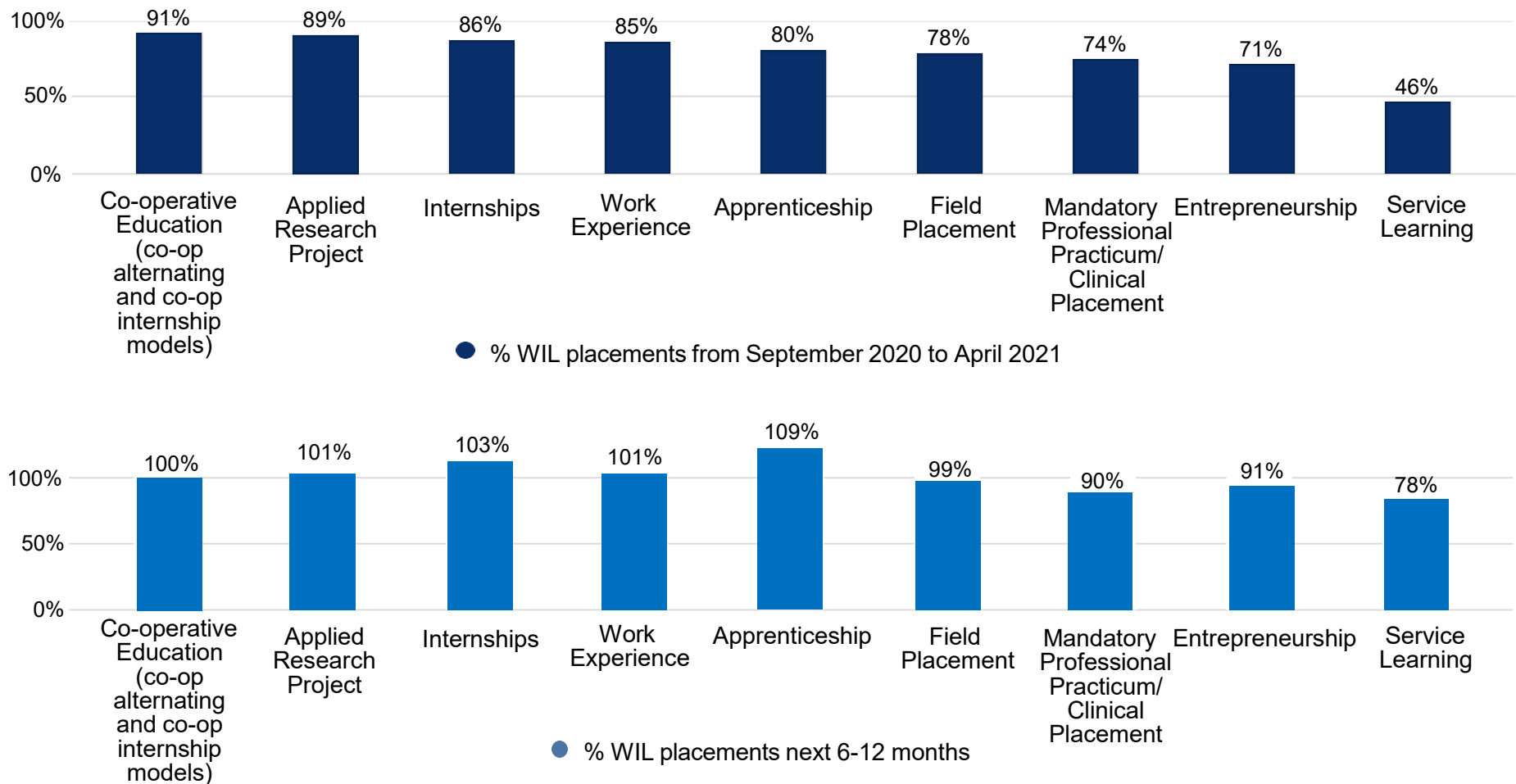
Paid WIL placements	495 (70%)
Both paid and unpaid WIL placements	98 (14%)
Unpaid WIL placements	61 (9%)

As in the Fall 2020 Survey, organizations engaging unpaid WIL placements report the lowest hiring rates (67% of the usual hiring from September 2020 to April 2021 and 85% of the usual hiring forecasted for the next 6-12 months). However, paid and unpaid placements increased in the Spring 2021 Survey.

- Percentage of current WIL placements
- Percentage of WIL placements next 6-12 months

\*100% = No change

# Percentage\* of usual WIL placements from September 2020 to April 2021 and forecasted for the next 6-12 months by WIL type\*\*



On average, respondents forecasted an increase in placements for all WIL types for the next 6-12 months. Additionally, employers will be hiring five WIL types at a higher than usual rate in the same timeframe. In the Fall 2020 Survey, employers estimated they would hire only two WIL types at a higher than usual rate.

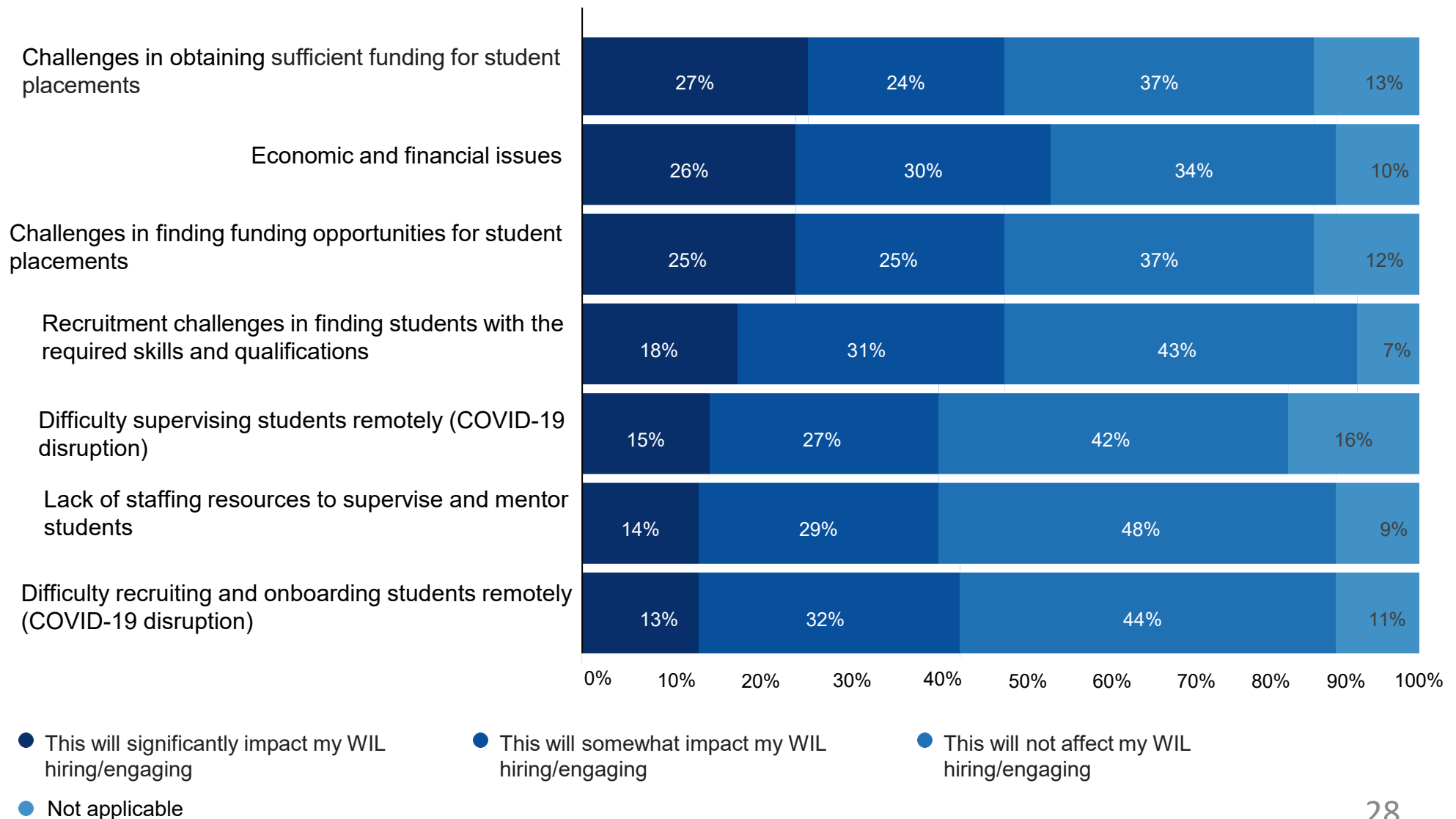
\*100% = No change

\*\*Respondents could have chosen multiple WIL types but could only report one hiring change. Assumption: that hiring change applies to all WIL types. 26

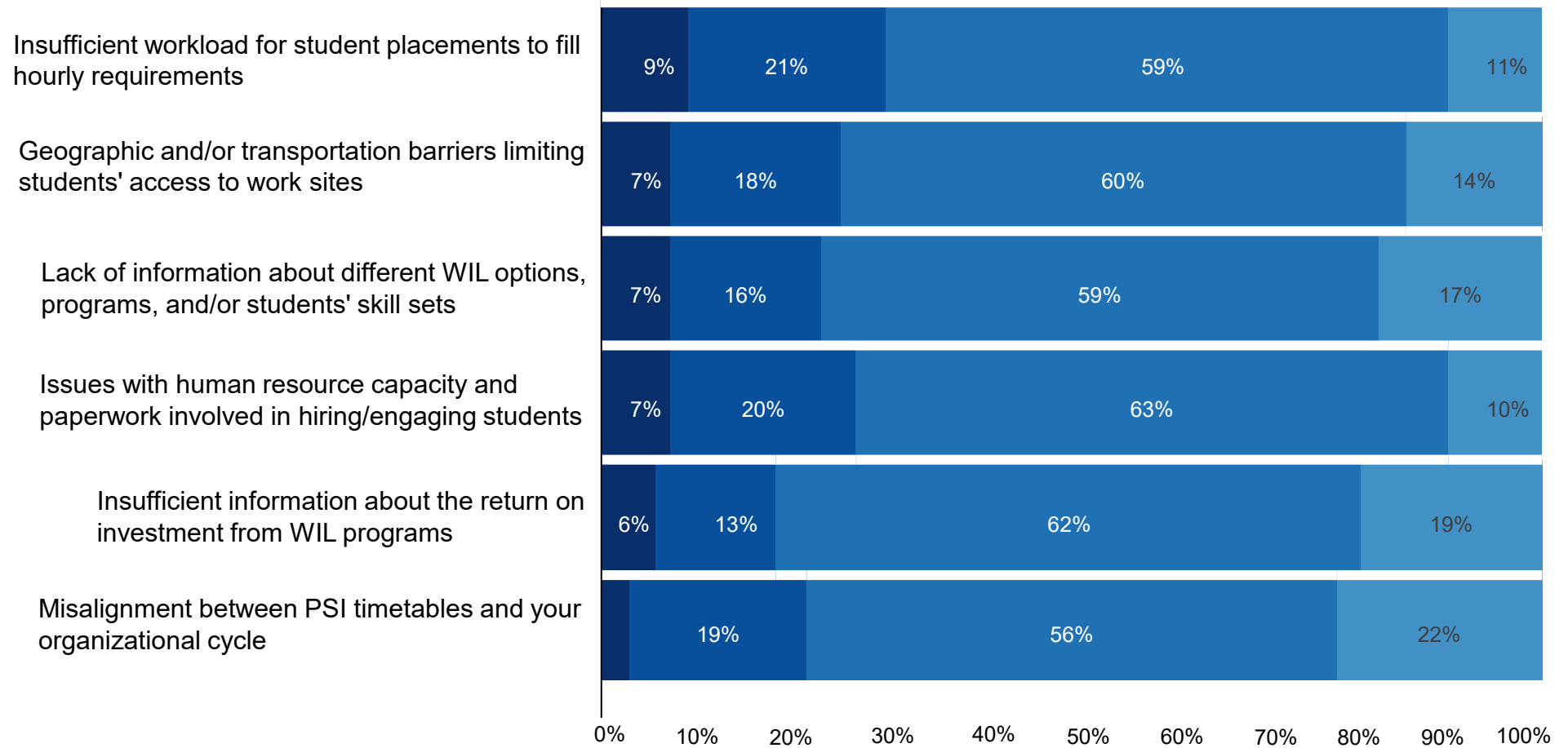
# **Factors impacting WIL hiring/engaging**

# Factors affecting WIL hiring/engaging for the next 6-12 months

Factors related to finances and funding hold the top three places, differing from the Fall 2020 Survey when factors related to remote work were reported as the most impactful.



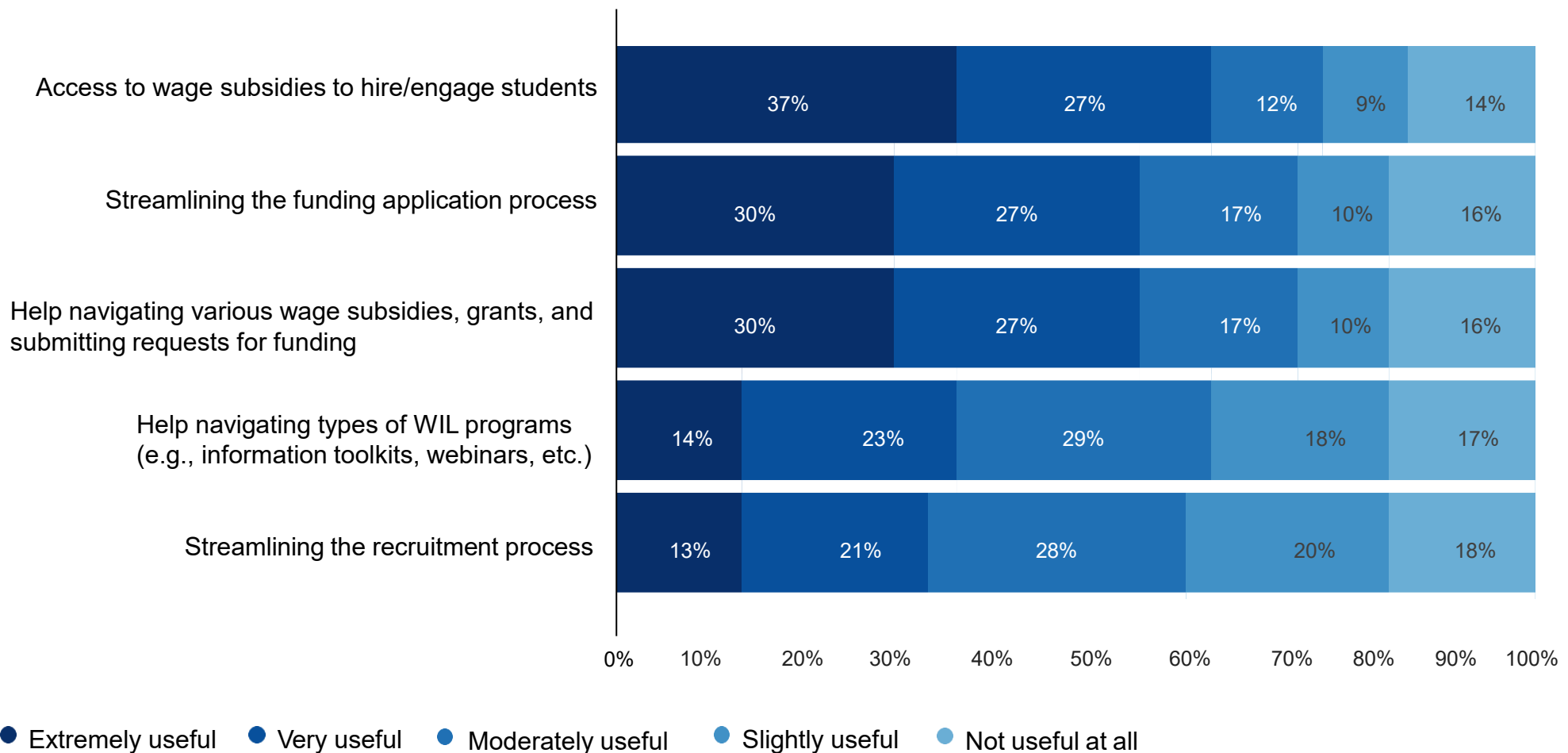
# Factors affecting WIL hiring/engaging for the next 6-12 months (cont.)



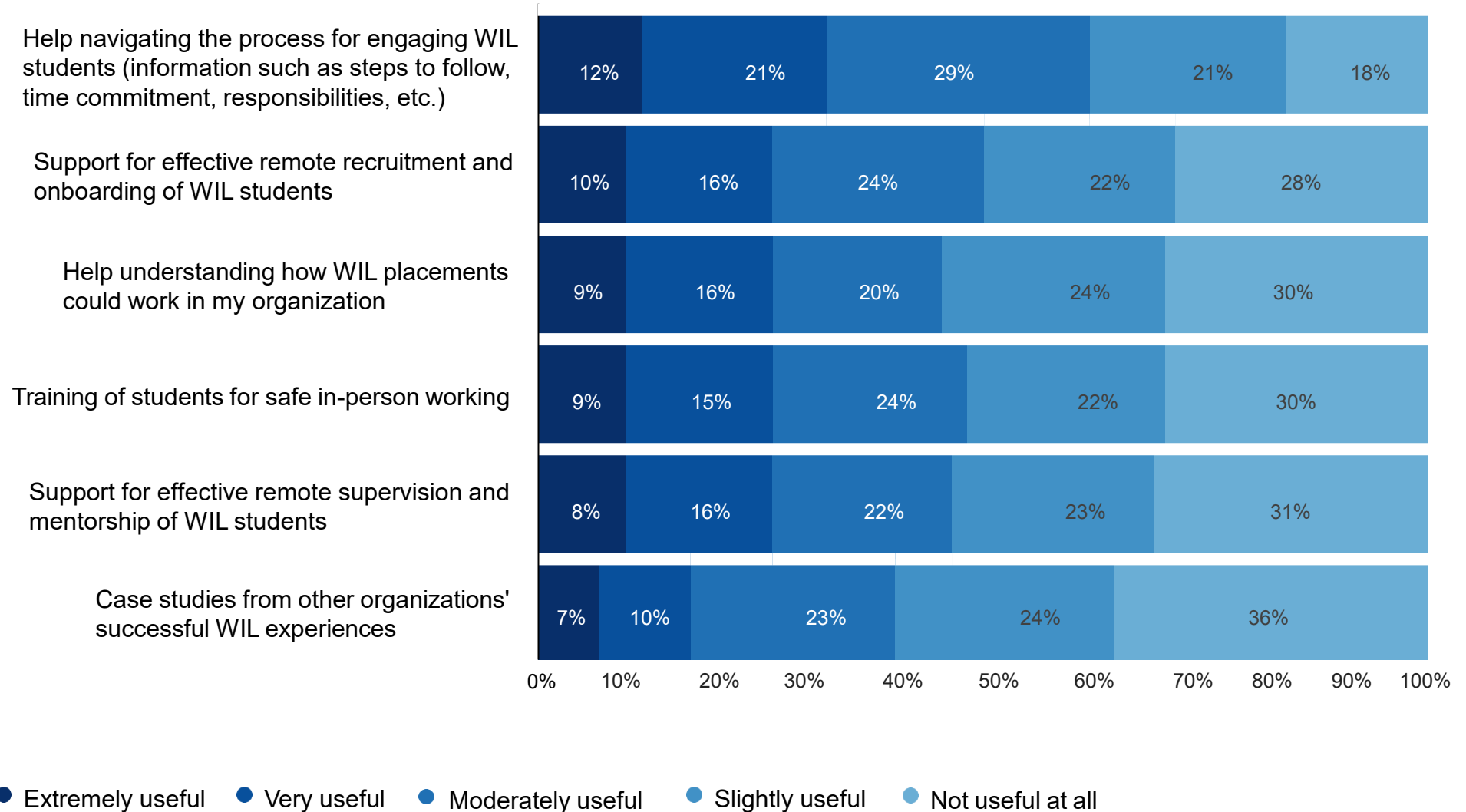
- This will significantly impact my WIL hiring/engaging
- This will somewhat impact my WIL hiring/engaging
- This will not affect my WIL hiring/engaging
- Not applicable

# Usefulness of resources in enabling partners to hire/engage more WIL students during the next 6-12 months

The streamlining of funding applications and recruitment processes were reported as two of the top resources in the Spring 2021 Survey. These were new items added to this final survey based on the focus groups' findings. Additionally, access to and help navigating wage subsidies and WIL programs remain at the top of the list.



# Usefulness of resources in enabling partners to hire/engage more WIL students during the next 6-12 months (cont.)



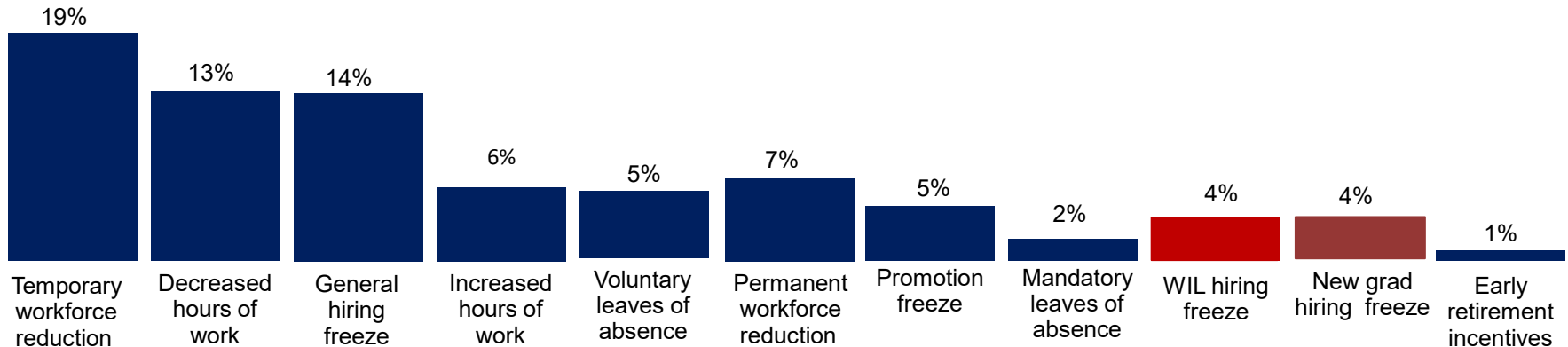
# Employers' experience navigating grants and funding opportunities – Focus Groups

- Ease of use and customer service
  - Employers had varied experiences dealing with grant and funding applications. Overall, their positive and negative comments revolved around the ease of use of specific forms and systems and how responsive the granting agencies were.
- Streamlining needed
  - Additionally, employers agreed that overall application processes for funding and grants need to be streamlined – for example, by centralizing all information and applications through one portal – for them to learn about and apply for grants and funding opportunities in an easier manner. Some employers argue that this lack of streamlining has taken too much time from them, which they would rather use in their actual job for the organization.

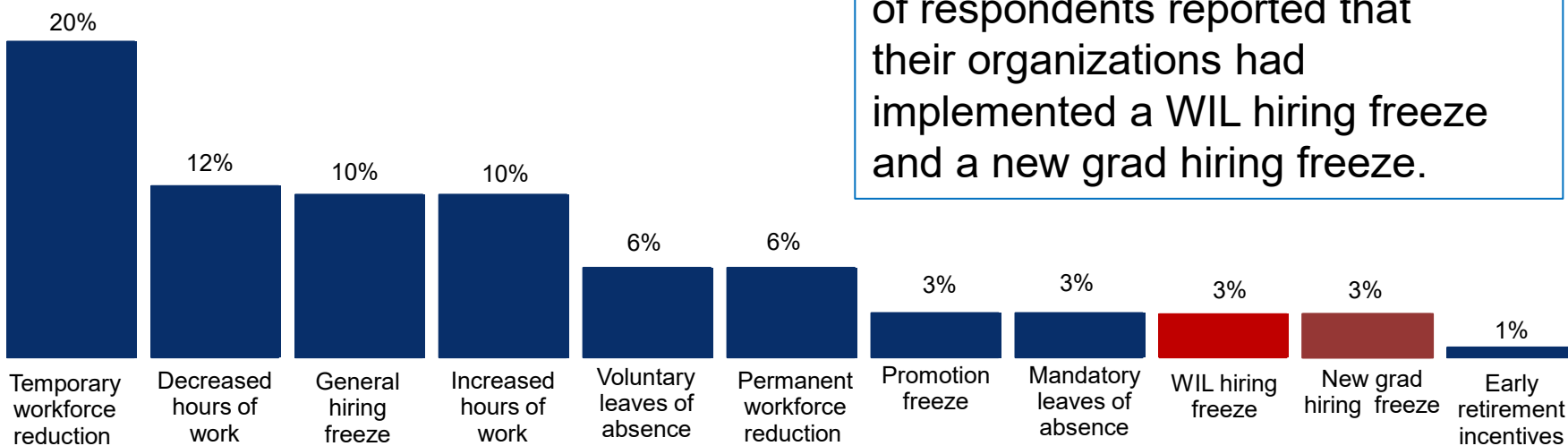
# **Pandemic approaches and post-pandemic outlook**

# Approaches taken because of COVID-19: 3% reported WIL hiring freeze

## Fall 2020

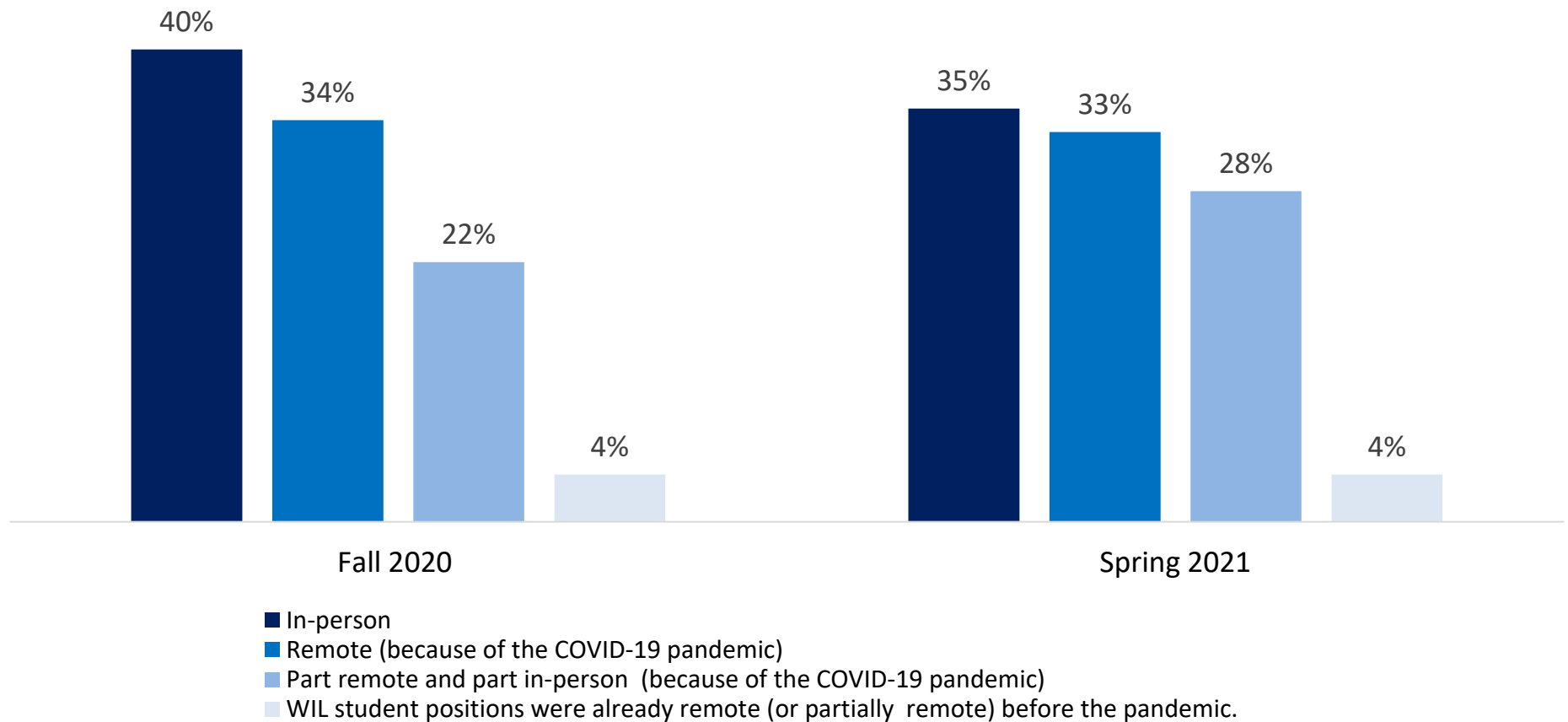


## Spring 2021



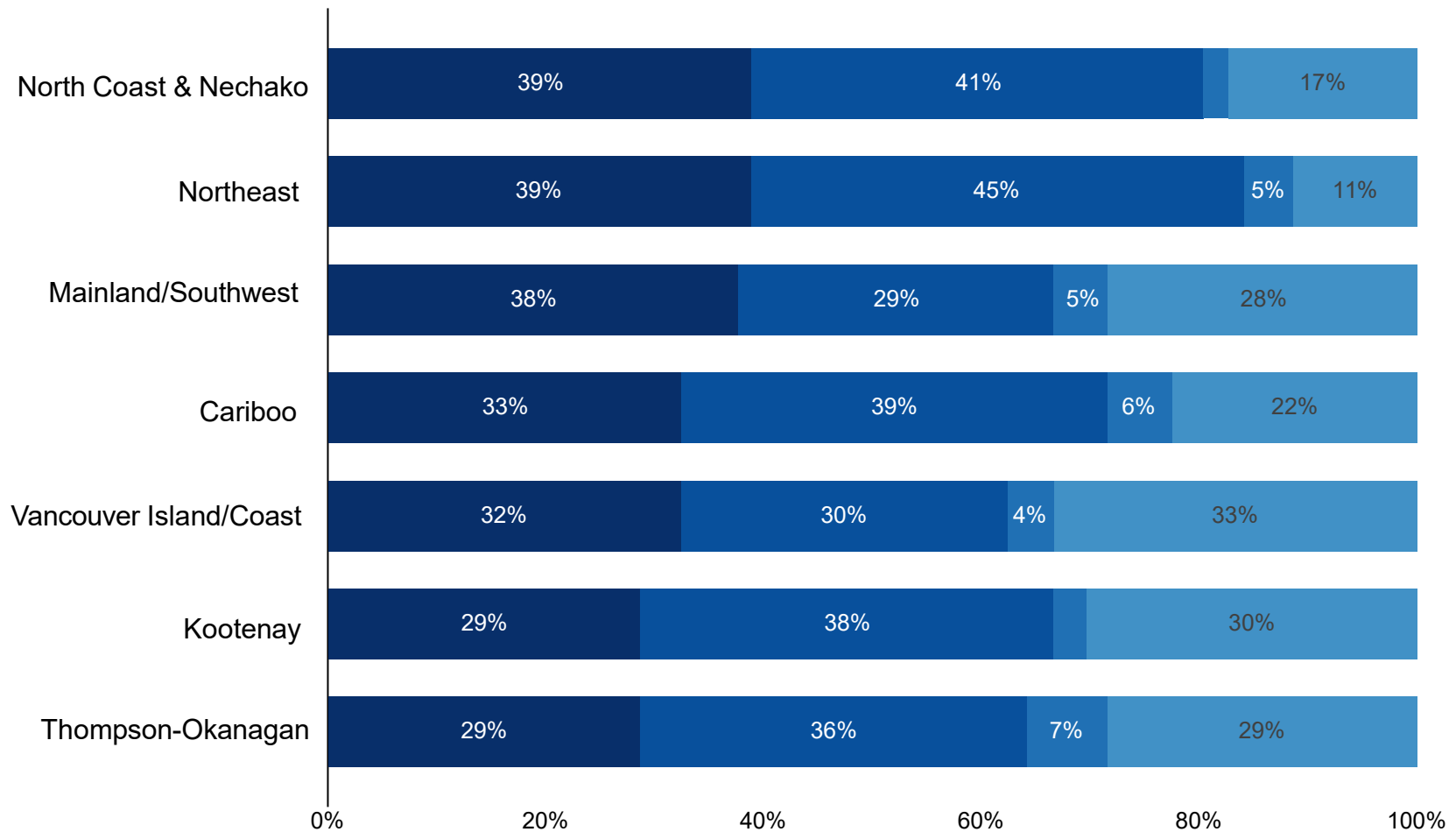
Similar to the Fall 2020 Survey, 3% of respondents reported that their organizations had implemented a WIL hiring freeze and a new grad hiring freeze.

# Percentage of WIL students currently working remotely or in-person



Respondents reported that more than 60% of their WIL students are currently working remotely or in a hybrid mode due to the COVID-19 pandemic.

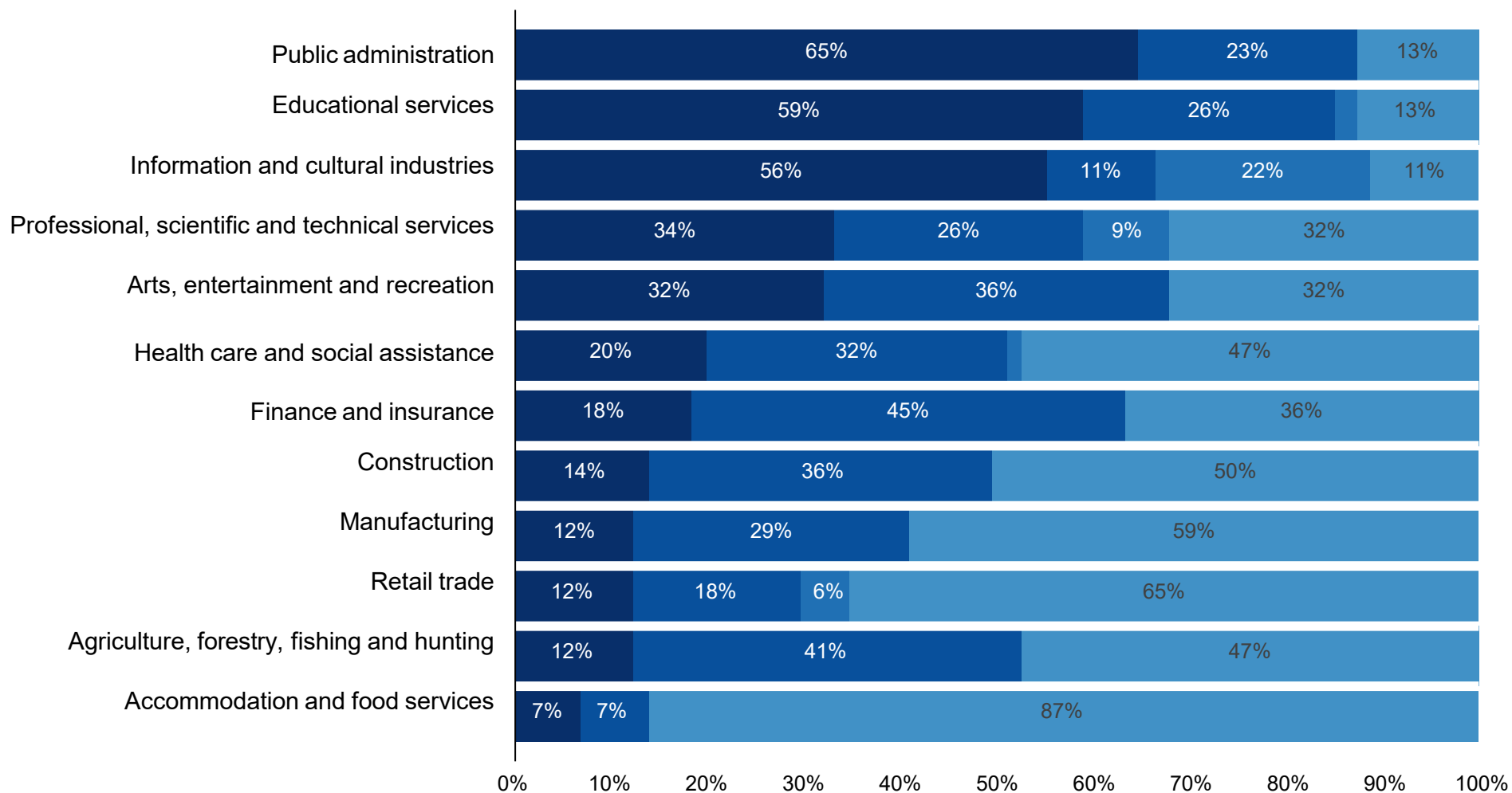
# Percentage of WIL students currently working remotely or in-person by location: BC regions\*



- Remote (because of the COVID-19 pandemic)
- Part remote and part in-person (because of the COVID-19 pandemic)
- WIL student positions were already remote (or partially remote) before the pandemic.
- In-person

\*Respondents could have chosen multiple BC regions but could only report one working modality. Assumption: that working modality applies to all locations.

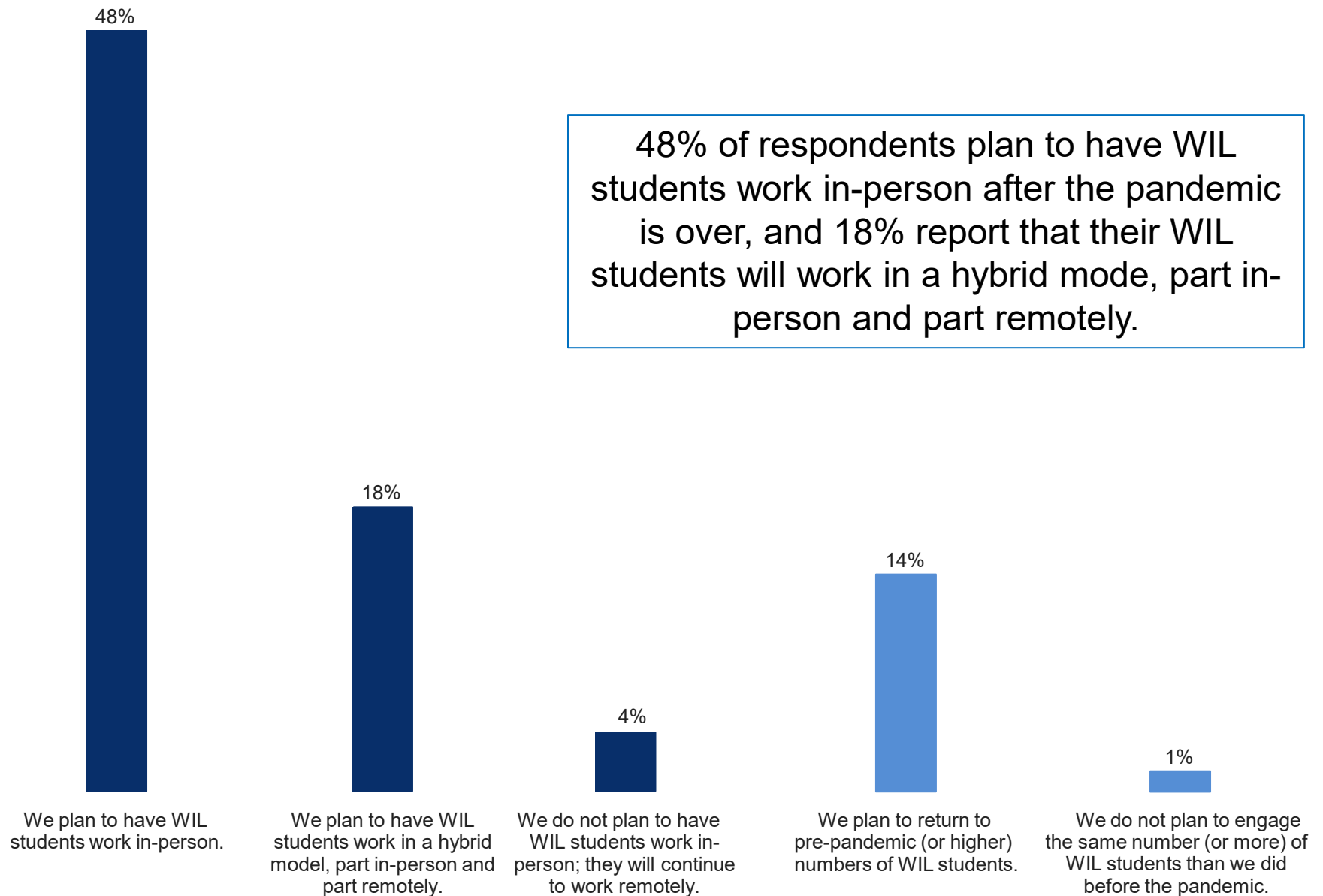
# Percentage of WIL students currently working remotely or in-person by sector\*



- Remote (because of the COVID-19 pandemic)
- Part remote and part in-person (because of the COVID-19 pandemic)
- WIL student positions were already remote (or partially remote) before the pandemic.
- In-person

\*Only sectors representing over 1% of respondents

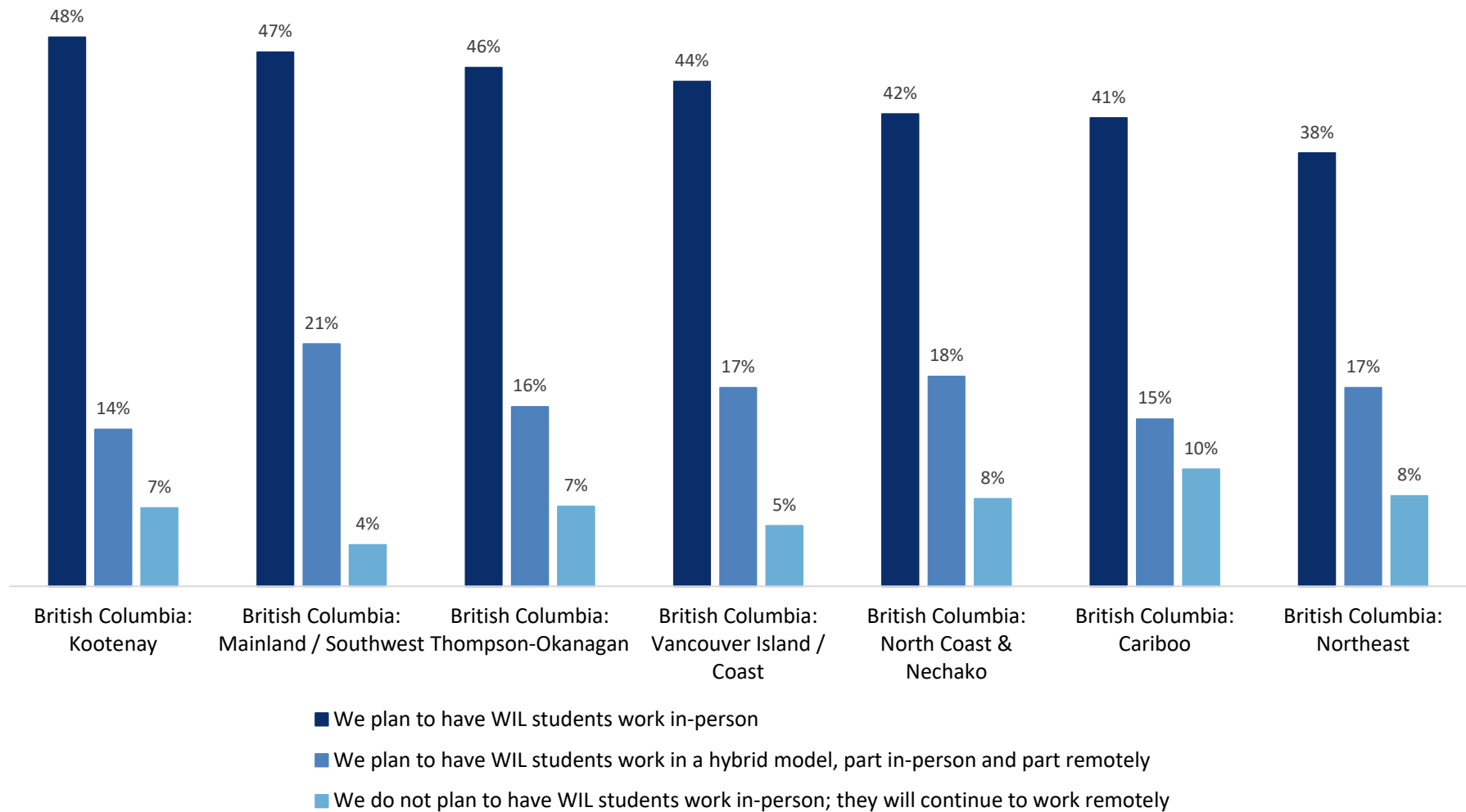
# Percentage of respondents returning to pre-pandemic WIL approaches\* after the pandemic is over



\*Respondents could have chosen multiple approaches.

# Plans after the pandemic is over: % of responses per BC region\*

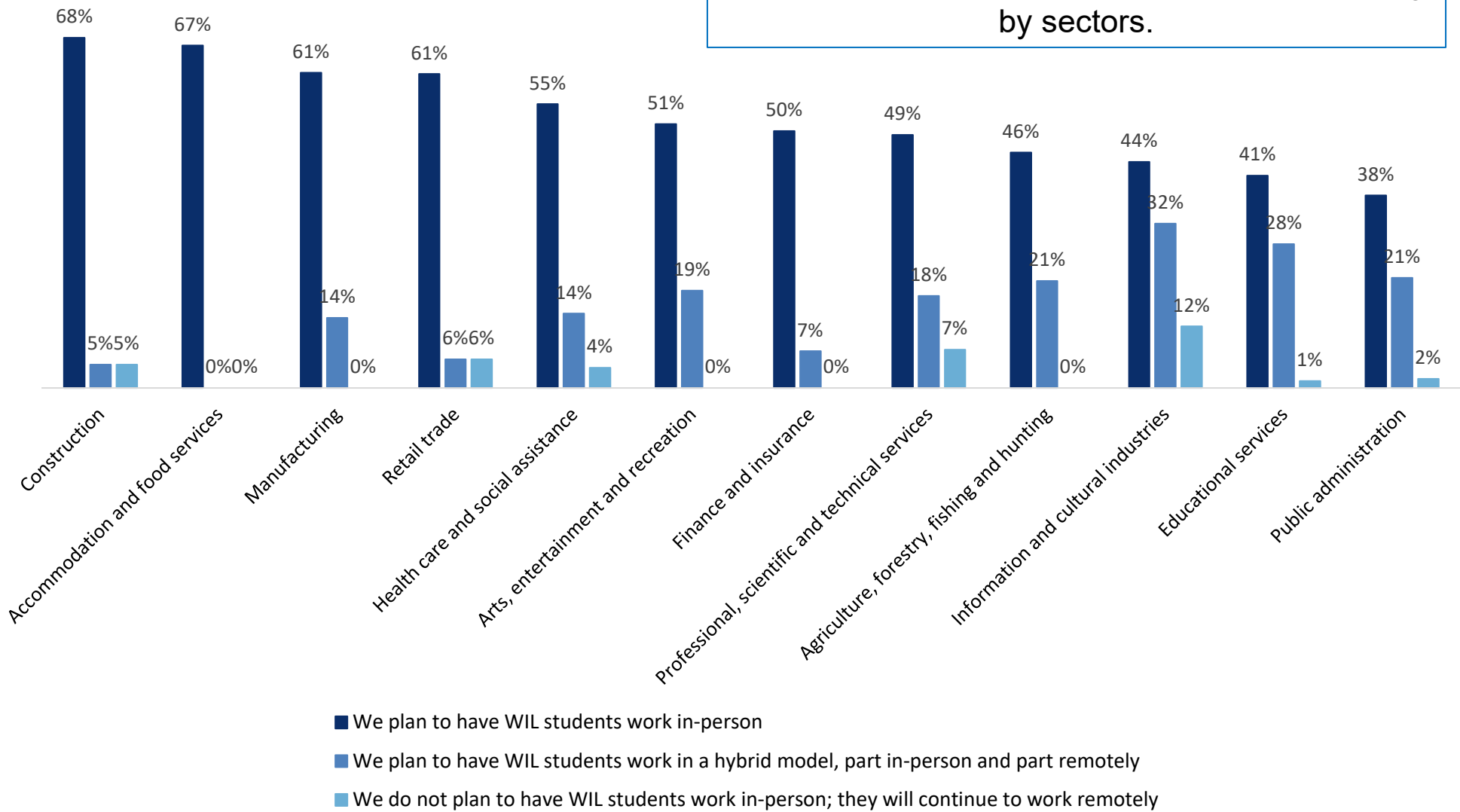
38% of Northeast respondents plan to have WIL students work in-person after the pandemic is over.



\*Respondents could have chosen multiple BC regions and plans.

# Plans\* after the pandemic is over: % of responses by sector\*\*

There are more notable differences when looking by sectors.

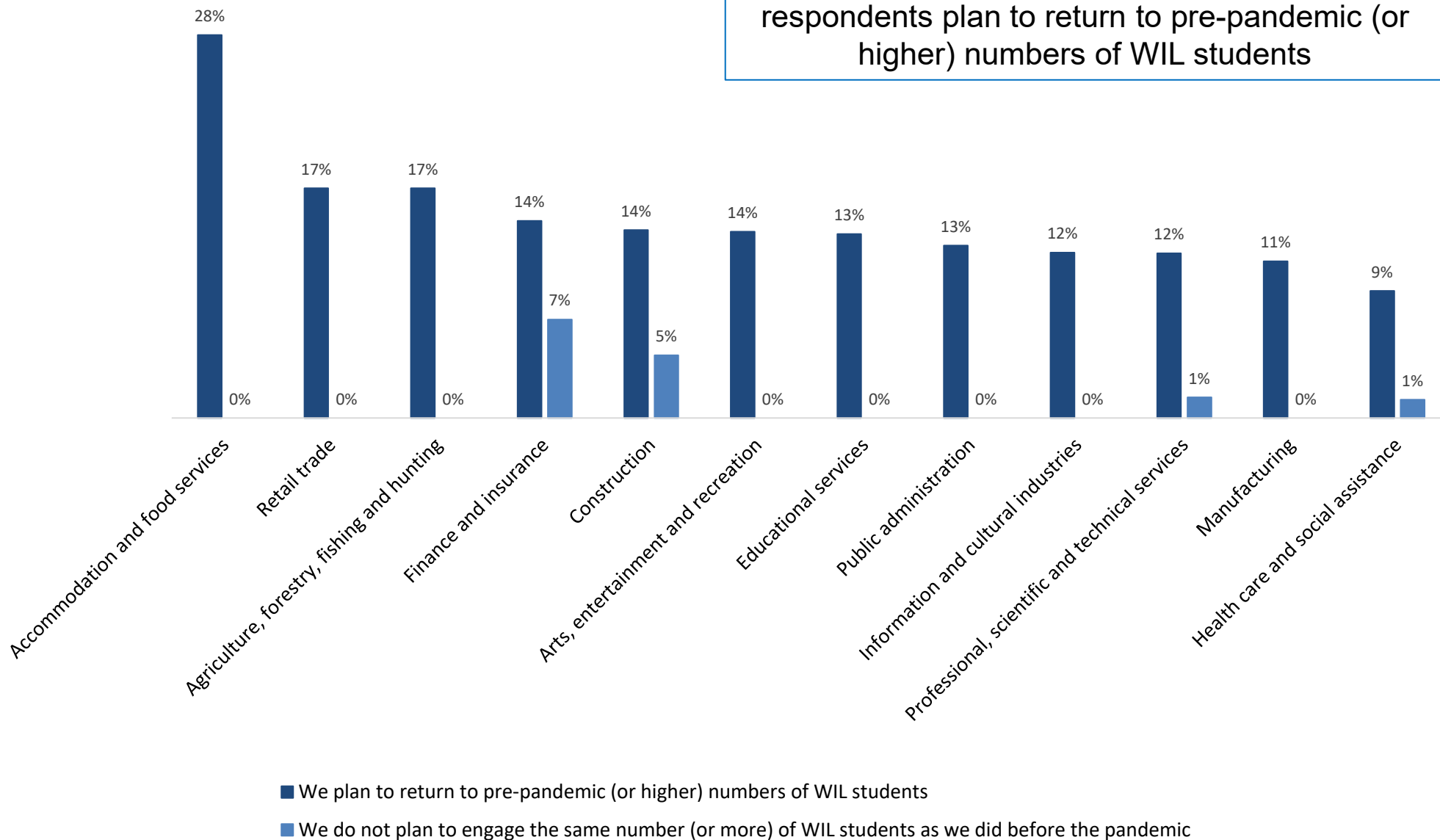


\*Respondents could have chosen multiple plans.

\*\*Only sectors representing over 1% of respondents

# Plans\* after the pandemic is over: % of responses by sector\*\* (cont.)

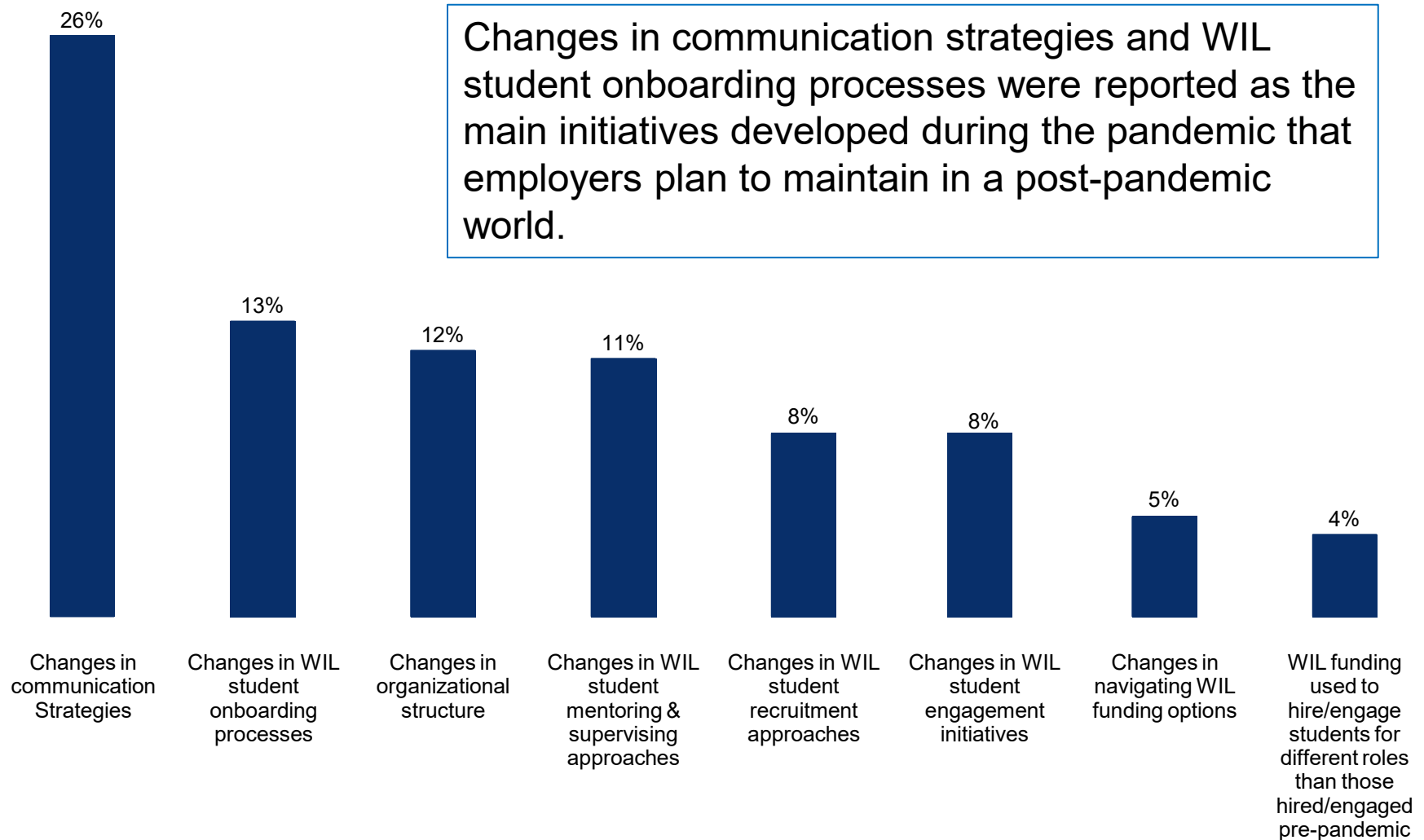
28% of Accommodation and food services respondents plan to return to pre-pandemic (or higher) numbers of WIL students



\*Respondents could have chosen multiple plans.

\*\*Only sectors representing over 1% of respondents

# New initiatives\* implemented during the past year that employers plan to continue using after the pandemic is over



\*These initiatives were based on the findings from survey #1 and the focus groups.

# Employers' experience working with students from BC's PSIs – Focus Groups

## Navigating online WIL experiences

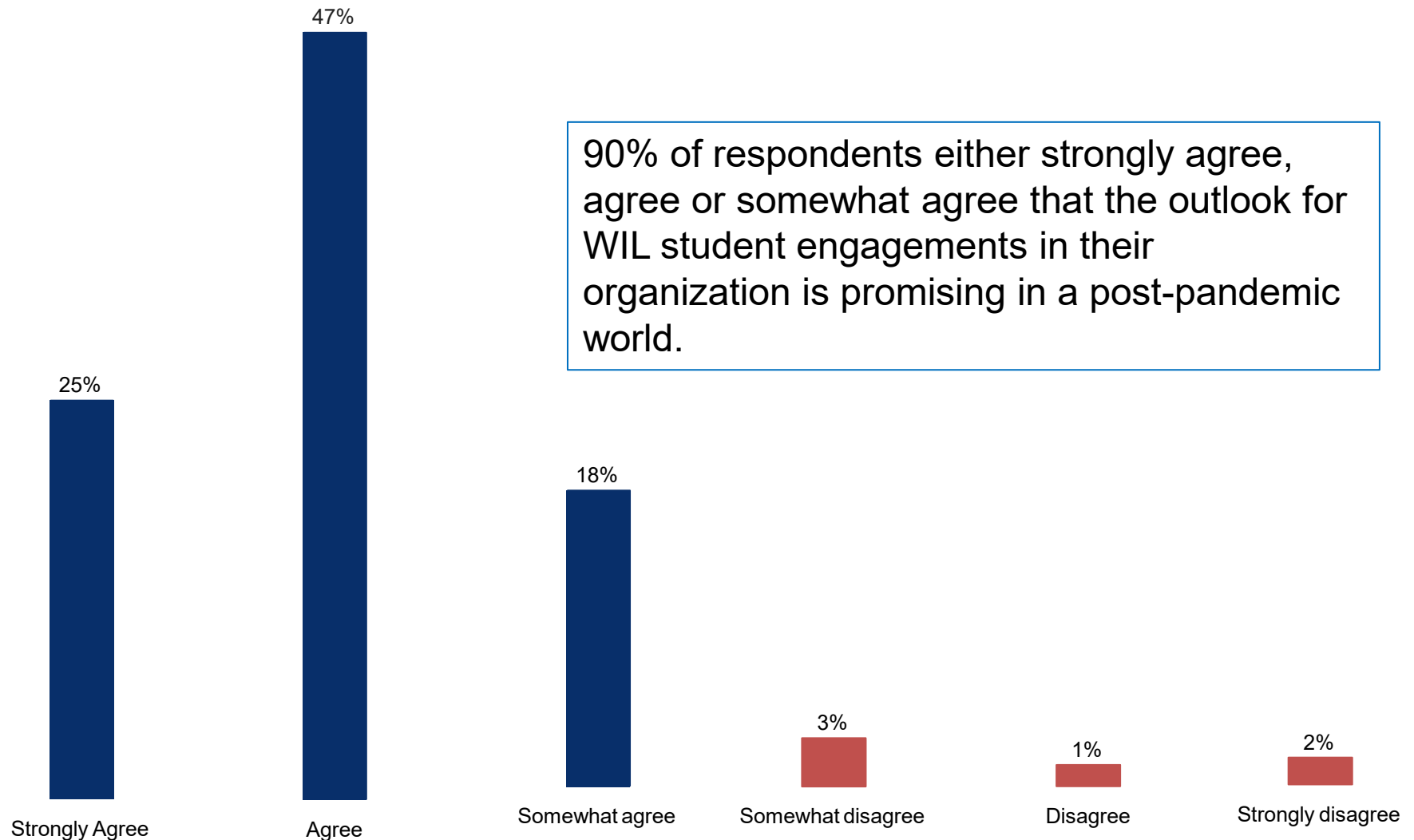
- Establishing student-staff relationships
  - Employers said that despite the lack of in-person interactions and the shortage of informal exchanges that come with that, they started a series of initiatives, with the use of various software and online communication tools, to ensure students could develop good relationships and interactions with their organization's staff.
- Remote onboarding initiatives
  - Employers acknowledged the need for different onboarding initiatives for the new remote work environment.

## Employers' experience working with students from BC's PSIs – Focus Group Quotes

*“[...] usually some of my colleagues in Ottawa would set up [...] like a student mini session, so all students are encouraged to attend. So, there are some through virtual networks, Zoom, MS Teams, so the students can connect with other students on kind of similar topics of interest, could be [about] working permanent[ly] in the federal public service or learning about other programs [or] other initiatives that cater to students.” – Focus group participant*

*“[...] we created a buddy system, based on what they were interested in, and that buddy helps them to, you know, [with] the orientation [...] I would never do that in person [...].” – Focus group participant*

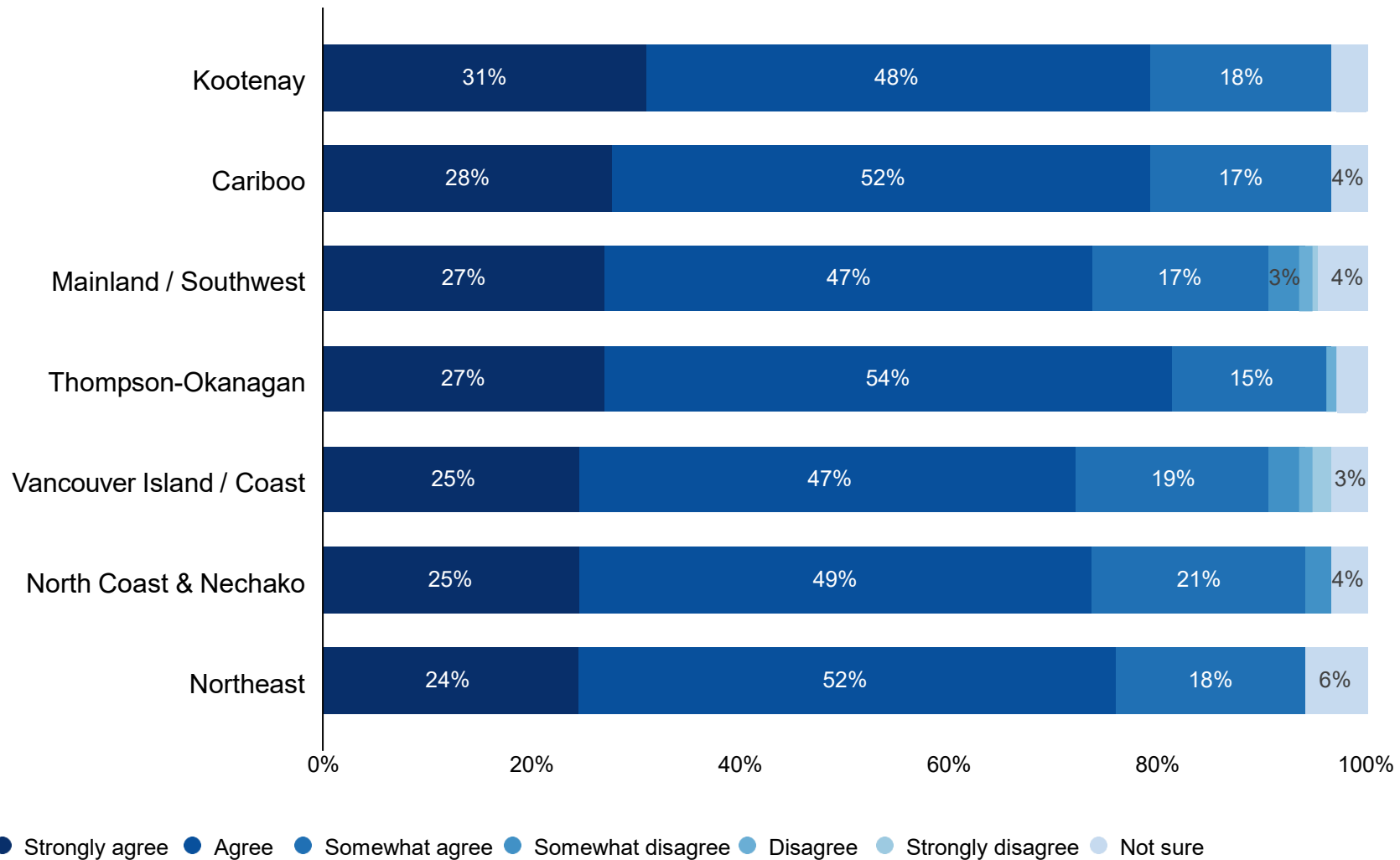
## Level of agreement with the following statement: "In a post-pandemic world, I think the outlook for WIL student engagements in my organization is promising"



# Main reasons for agreement or disagreement to the previous statement

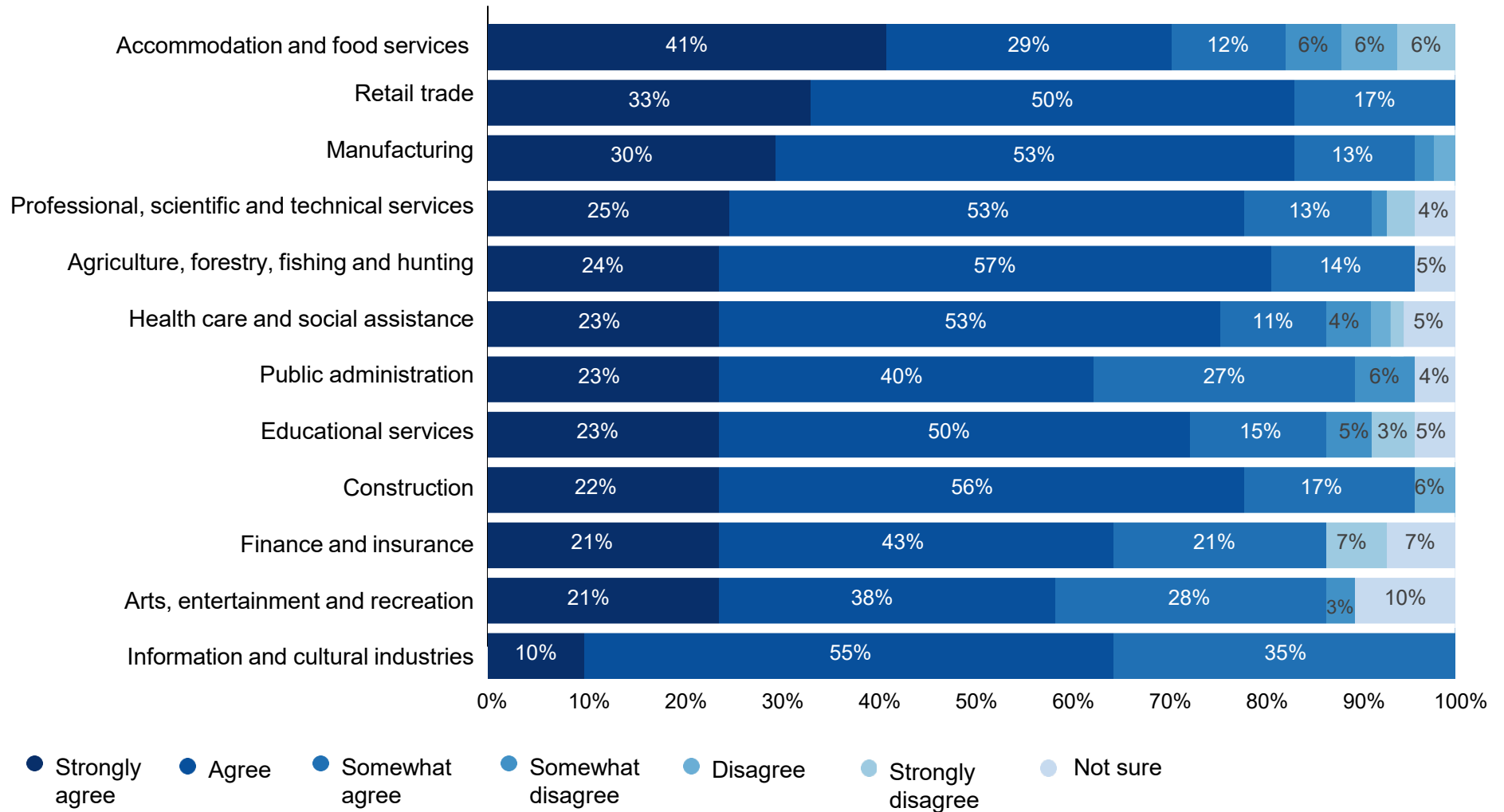
- *Disagree, somewhat disagree, or strongly disagree:*
  - Budget and staffing issues, time constraints or difficulty of remote supervision
- *Agree, somewhat agree, or strongly agree*
  - Either no changes (organizations that have been part of WIL and acknowledge its benefits) or organizations that are getting busier and see the future need of engaging more WIL students

## Level of agreement with the following statement: "In a post-pandemic world, I think the outlook for WIL student engagements in my organization is promising" by location: BC\*



\*Respondents could have chosen multiple locations but only one outlook opinion. Assumption: that opinion applies to all locations.

# Level of agreement with the following statement: "In a post-pandemic world, I think the outlook for WIL student engagements in my organization is promising" by sector\*



\*Only sectors representing over 1% of respondents

# Appendix

# CEWIL Canada WIL definitions used in the survey

These definitions were included alongside each of the WIL types listed in the survey; a hyperlink to the original CEWIL definitions website was also included in the survey.

- **Apprenticeship:** Apprenticeship is an agreement between a person (an apprentice) who wants to learn a skill and an employer who needs a skilled worker and who is willing to sponsor the apprentice and provide paid related practical experience under the direction of a certified journeyman in a work environment conducive to learning the tasks, activities and functions of a skilled worker. Apprenticeship combines about 80% at-the-workplace experience with 20% technical classroom training, and depending on the trade, takes about 2-5 years to complete. Both the workplace experience and the technical training are essential components of the learning experience.
- **Co-operative Education (co-op alternating and co-op internship models):** Co-op alternating consists of alternating academic terms and paid work terms. Co-op internship consists of several co-op work terms back-to-back. In both models, work terms provide experience in a workplace setting related to the student's field of study. The number of required work terms varies by program; however, the time spent in work terms must be at least 30% of the time spent in academic study for programs over 2 years in length and 25% of time for programs 2 years and shorter in length.
- **Internships:** Offers usually one discipline specific (typically full-time), supervised, structured, paid or unpaid, for academic credit or practice placement. Internships may occur in the middle of an academic program or after all academic coursework has been completed and prior to graduation. Internships can be of any length but are typically 12 to 16 months long.

## CEWIL Canada WIL definitions used in the survey (cont.)

- **Entrepreneurship:** Allows a student to leverage resources, space, mentorship and/or funding to engage in the early-stage development of business start-ups and/or to advance external ideas that address real-world needs for academic credit.
- **Service Learning:** Community Service Learning (CSL) 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.
- **Applied Research Projects:** Students are engaged in research that occurs primarily in workplaces, including consulting projects, design projects, community-based research projects.
- **Mandatory Professional Practicum/Clinical Placement:** Involves work experience under the supervision of an experienced registered or licensed professional (e.g., preceptor) in any discipline that requires practice-based work experience for professional licensure or certification. Practica are generally unpaid and, as the work is done in a supervised setting, typically students do not have their own workload/caseload.
- **Field Placement:** Provides students with an intensive part-time/short term intensive hands-on practical experience in a setting relevant to their subject of study. Field placements may not require supervision of a registered or licensed professional and the completed work experience hours are not required for professional certification. Field placements account for work-integrated educational experiences not encompassed by other forms, such as co-op, clinic, practicum, and internship.
- **Work Experience:** Intersperses one or two work terms (typically full-time) into an academic program, where work terms provide experience in a workplace setting related to the student's field of study and/or career goals.

# Respondents by sector and location

Sector		
Professional, scientific and technical services	17%	142
Educational Services	15%	126
Health care and social assistance	13%	112
Public administration	7%	62
Manufacturing	6%	53
Arts, entertainment and recreation	5%	41
Retail trade	4%	31
Agriculture, forestry, fishing and hunting	3%	26
Information and cultural industries	3%	25
Finance and insurance	3%	23
Accommodation and food services	2%	21
Construction	2%	21
Utilities	1%	9
Wholesale trade	1%	8
Other services (except public administration)	1%	8
Transportation and warehousing	1%	7
Real estate and rental and leasing	1%	6
Mining, quarrying, and oil and gas extraction	1%	6
Administrative and support, waste management and remediation services	0%	4
Management of companies and enterprises	0%	3

Locations* Where Engaging WIL Students		
British Columbia	68%	739
Alberta	8%	84
Ontario	8%	83
Quebec	4%	39
Saskatchewan	3%	28
Manitoba	2%	27
Nova Scotia	2%	17
Outside of Canada	1%	16
New Brunswick	1%	12
Newfoundland and Labrador	1%	10
Yukon	1%	8
Northwest Territories	1%	8
Prince Edward Island	1%	7
Nunavut	0%	4

BC Locations* Where Engaging WIL Students		
British Columbia: Mainland / Southwest	36%	437
British Columbia: Vancouver Island / Coast	29%	355
British Columbia: Thompson-Okanagan	14%	176
British Columbia: Kootenay	7%	79
British Columbia: Cariboo	5%	60
British Columbia: North Coast & Nechako	5%	58
British Columbia: Northeast	5%	55

Similar to the Spring 2020 Survey, more than 50% of responses came from 3 sectors: Professional, scientific and technical services; Health care and social assistance; and Educational services. British Columbia was the location where most respondents engaged WIL placements.

\*Respondents could have chosen multiple locations.

# Respondents by type of organization, organization size, and respondent's role in the organization

Type of organization		
Private Business	57%	433
Non-profit Organization	22%	164
Provincial Government	8%	64
Federal Government	6%	46
Provincial Agency	4%	33
Municipal Government	2%	18
Federal Agency	0%	3

Organization Size		
Small (1-99 employees)	55%	440
Medium (100-499 employees)	14%	114
Large (500+ employees)	26%	204

Over half of the respondents work for a private business and/or are part of a small organization.

Respondent's role		
Manager, Supervisor, or equivalent	46%	339
President, CEO, Owner, or Executive Director	19%	142
Coordinator, Supervisor, or equivalent	12%	90
Coordinator, Assistant, or equivalent	7%	48
Partner, Advisor, or Associate	6%	44
Vice President or equivalent	4%	26
C-Suite Executive (CFO, CMO, CTO, CXO)	5%	34
Self-employed or contractor	2%	15

## Disciplines from which respondents plan to hire/engage WIL students in the next 6-12 months

Discipline*	Number of respondents	%
Administration/Business	209	22
Computer Science	156	17
Engineering	141	15
Humanities/Social Science	86	9
Science	84	9
Technical/Trades	75	8
Health/Legal	75	8
Hospitality/Tourism/Recreation	46	5
Agriculture	18	2

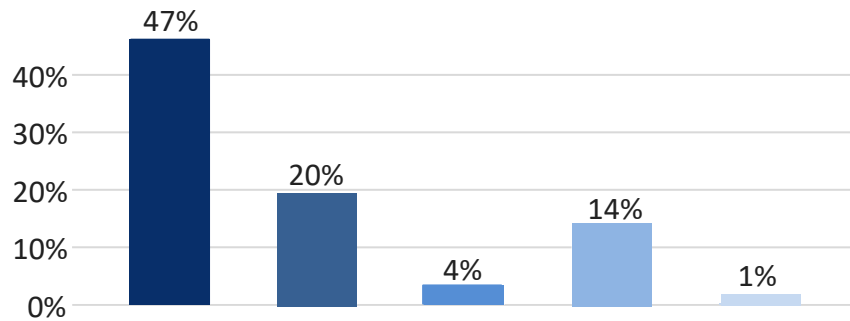
\*Respondents could have chosen multiple disciplines.

## Employers' experience navigating grants and funding opportunities – Focus Group Quote

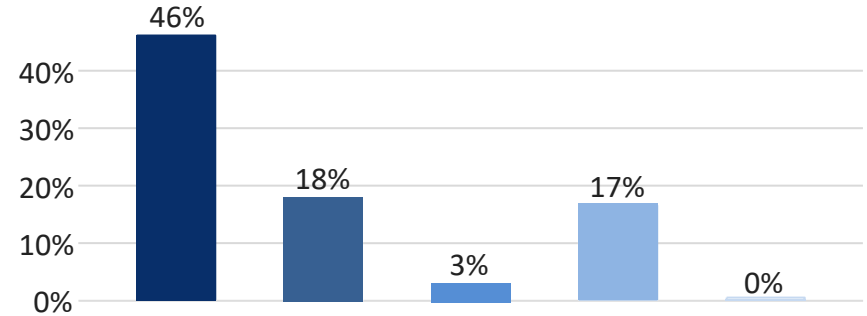
*“I wish there was one portal for everything. Honestly, I am managing between ITAC, Career Ready, Magnet, which is the new name for things; I'm also working with the WIL digital program. I'm working with Innovate BC in terms of the international grant that they had. And there's so many more funding opportunities that are coming up [...].” – Focus group participant*

# Plans after the pandemic is over: % of respondents by type of institution

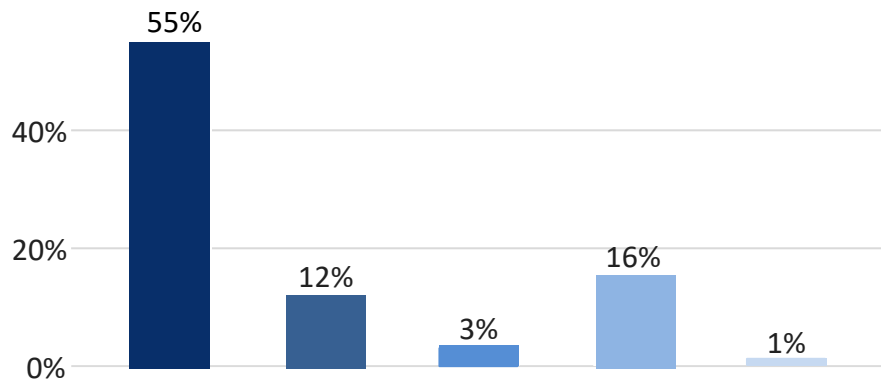
## Research-intensive universities



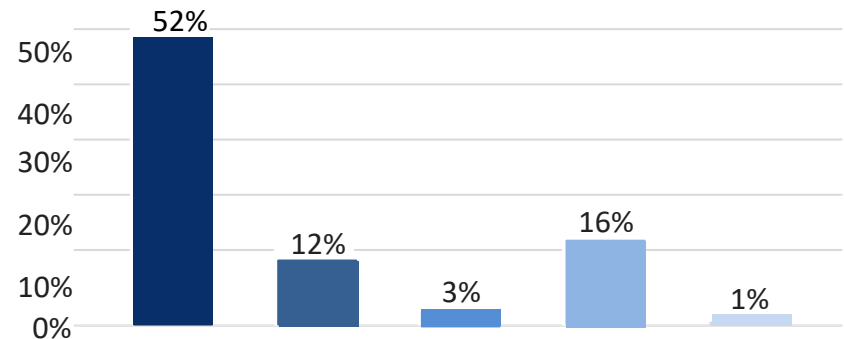
## Teaching-intensive universities



## Colleges



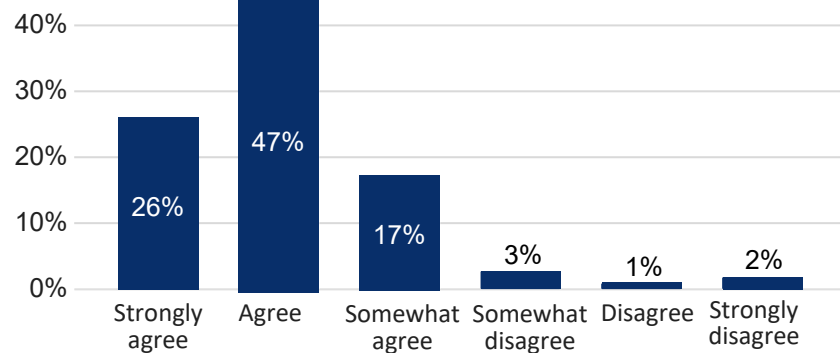
## Institutes



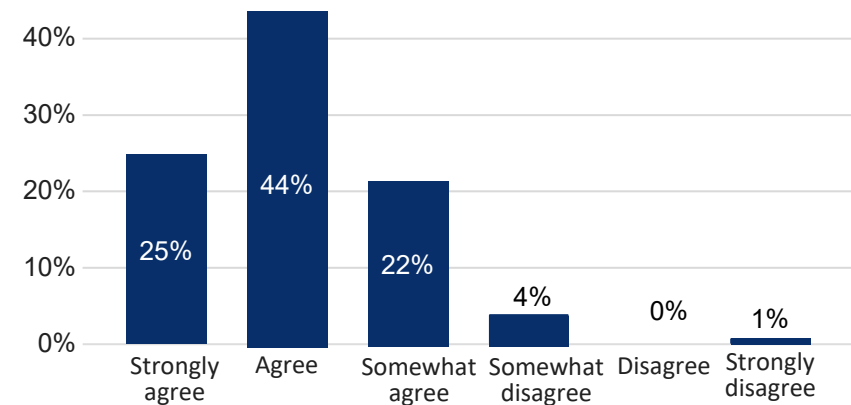
- WIL students will work in-person.
- WIL students will work in a hybrid model.
- WIL students will continue to work remotely.
- We plan to return to pre-pandemic (or higher) numbers of WIL students.
- We do not plan to engage the same number (or more) of WIL students than we did before the pandemic.

# Level of agreement with the following statement: "In a post-pandemic world, I think the outlook for WIL student engagements in my organization is promising" by type of institution

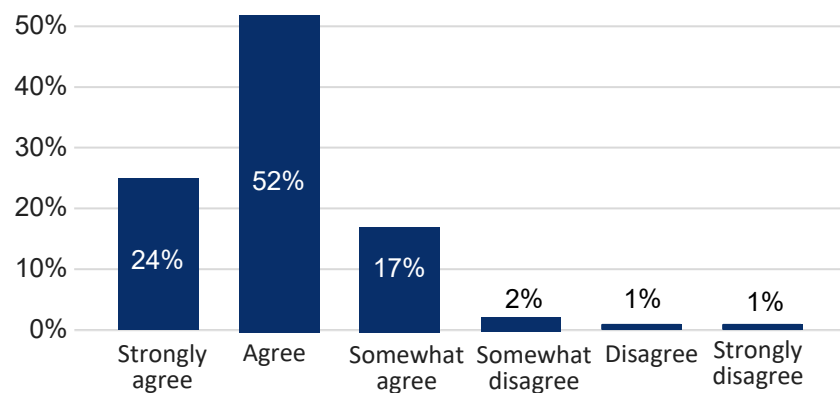
## Research-intensive universities



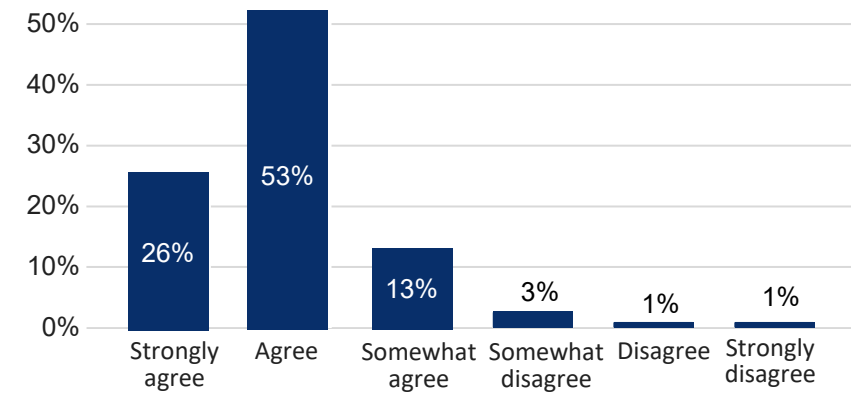
## Teaching-intensive universities



## Colleges



## Institutes



## Additional thoughts and concerns about WIL hiring and engaging

- Recurrent theme around the need for more funding to cover WIL expenses
- Respondents reiterated the need for more streamlining and improved processes for funding applications, as well as moving deadlines and timing of WIL to align with their organizational cycles.
- Some respondents mentioned a lack of applicants and interest in their areas/organizations (e.g., mechanical trades apprentices).
- Respondents were grateful with both the program and the students they have worked with, but some would still like more streamlining in different processes such as job posting and hiring.