

Work Integrated Learning

A snapshot on programs, benefits and opportunities for the automotive and mobility sector

What is Work Integrated learning (WIL)?

A form of experiential or hands-on learning which integrates a student's academic studies with learning in a real or simulated workplace¹ - basically, putting theory into practice to help prepare students for the transition to work.



Outcomes Optimization
for all parties involved in the WIL experience including academic institutions, host organizations/employers, and students



Outcomes Recognition
and the immediate or future value of the experience realized in relation to employability, personal agency, and life-long learning

Some Types of Work Integrated Learning (WIL)²

Apprenticeship

- Agreement between a student (apprentice) and an employer.
- Apprentice works under the direction of a certified journey person.
- Usually accredited by province or territory.
- Typically, 80% of time spent in the workplace.
- Usually, takes 2-5 years to complete.

Mandatory part of becoming certified in the skilled trades

Co-operative Education

- Alternating in-class and paid work terms throughout a degree.
- Student might take one long co-op placement or multiple placements at different companies or organizations throughout their degree.
- Typically, 25-30% of program embedded in a workplace.

Gain professional work experience before graduation

Internship

- Supervised and embedded in a workplace.
- Can be paid or unpaid, for credit or not for credit.
- Can happen in the middle of an academic program or after all academic coursework has been completed.
- Can be as short as four months but are usually 12 to 16 months long.

Field Placement

- Part-time or short-term project.
- Doesn't require the supervision of a registered professional.
- Not part of professional certification.
- Typically, unpaid.
- Some field placements can be as long as two months.

Entrepreneurship

- Connects students with resources, space, mentorship and/or funding to launch their own startups or tackle real-world problems.
- Can be part of a student's degree requirements.
- Maybe for academic credit.
- Run through school-supported incubators or accelerators.

Develop entrepreneurship skills that can be applied to any field or career

How WIL supports the sector's future workforce



Real-world Experiences

- Understand how academic knowledge can be applied to real-world scenarios and projects
- Gain professional work experience before graduation



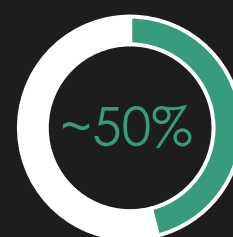
Social Skills

- Develop people skills, self-marketing skills, interpersonal skills and job acquiring strategies
- Network and develop professional connections within industry

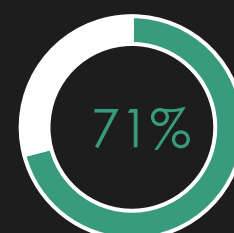


Smoother Transition

- Higher employability
- Better match between work requirements after graduation and skillsets acquired during studies



of Ontario's post secondary education students take part in some form of WIL by the time they graduate³



of graduates (2012-2016) that had a job related to their field of study during their post-secondary education found this job useful for obtaining their first career job⁴.

How WIL supports the sector's employers



Building Capacity

- Fill immediate staffing needs and increase team's productivity
- Better understand potential future employees and their capabilities and skillsets
- Allow junior staff to build their mentorship and supervisory skills when teamed up with WIL students



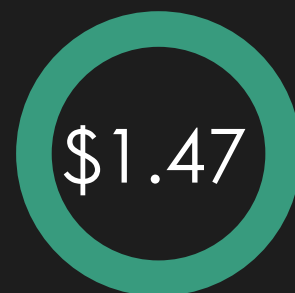
Promoting the Organization

- Promote and strengthen the organization's stature in the industry specifically among students
- Increase the organization's capacity to build and enhance the resources and service offering
- Establish relationships within ecosystem including academic institutions and other organizations through WIL collaborations



Shaping the Workforce

- Foster collaboration between post-secondary institutions and industry
- Contribute to improved skillsets of the future workforce and their employability
- Equip students with ethical and professional aptitudes for the job



is the average return received by employers who hire apprentices for every \$1.00 invested within the scope of the apprenticeship⁵

“ We are much more likely to hire a recent grad who has had co-op or internship placements, this shows us that they have some knowledge of the working world ”

– Interviewed employer in the auto and mobility sector

Snapshot: Programs and Initiatives



Ontario

AVIN Talent Development Program

Provides students and recent graduates from Ontario colleges and universities with real-world industry experience in areas such as software and hardware development, artificial intelligence and data analytics.

Ontario Youth Apprenticeship Program (OYAP)

OYAP is a high school program that allows students to try a variety of apprenticeship-based careers in skilled trades, starting in Grade 11 or Grade 12 through the Co-operative Education program.

Co-operative Education Tax Credit

Refundable tax credit available to employers who hire students enrolled in a co-operative education program at an Ontario university or college.

Career Ready Fund

The Career Ready Fund helps publicly-assisted colleges and universities, employers and other organizations create experiential learning opportunities for postsecondary students and recent grads. It supports the Province's goal of providing every student with at least one meaningful experiential learning experience before graduating high school or postsecondary education.

Ontario Internship Program

Individuals who have graduated or will graduate with a recognized degree, postgraduate certificate or diploma during the last two years may apply to this paid developmental opportunity to grow while delivering important public services to the people of Ontario.



Canada

The Innovative Work-Integrated Learning Initiative (I-WIL)

Launched by Employment and Social Development Canada (ESDC), I-WIL is targeted at post-secondary students to help them find opportunities including work placements, internships and classroom projects focusing on short and intensive activities that use technology.

Canadian Apprenticeship Forum

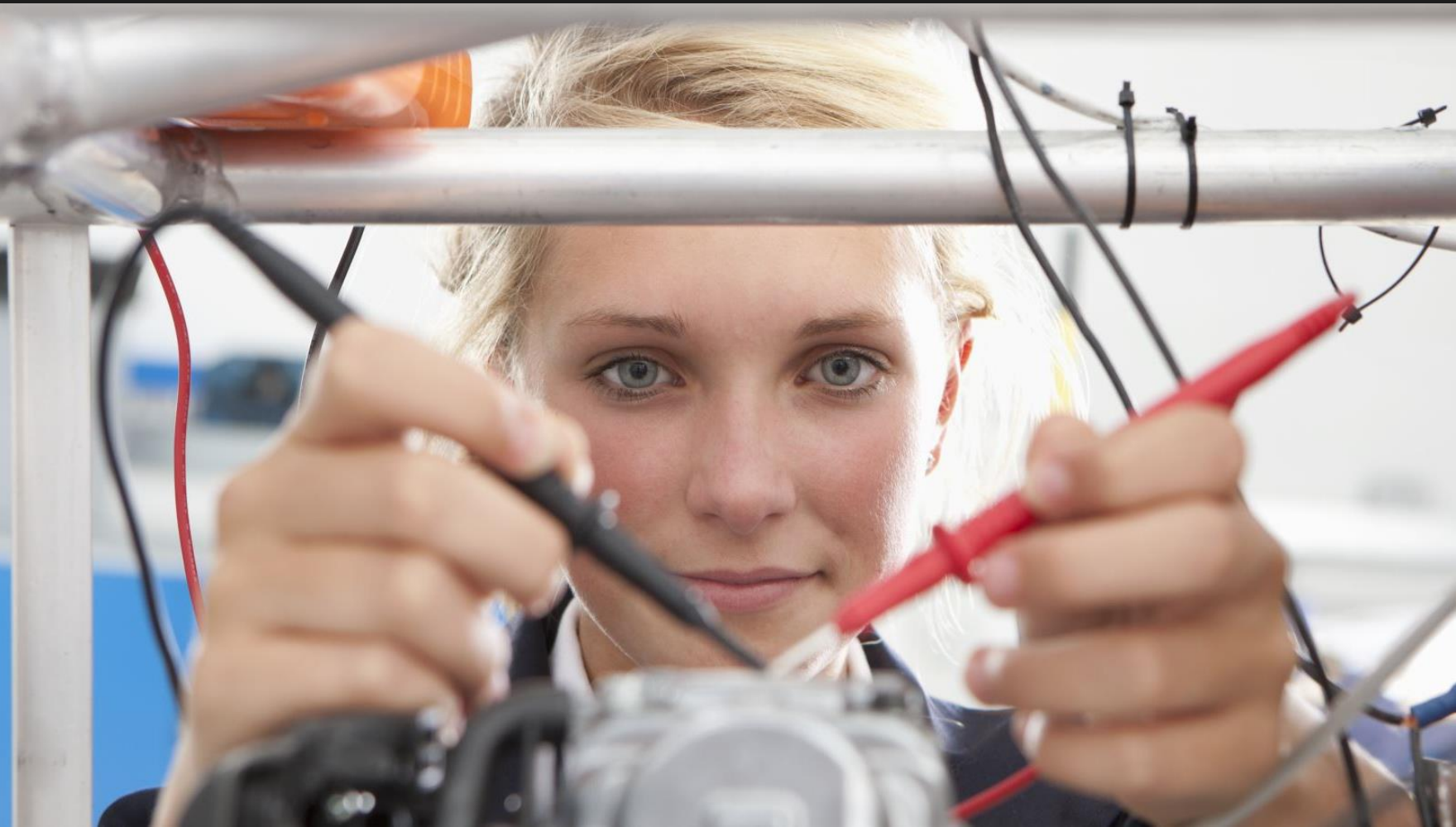
Connecting Canada's apprenticeship community across trades and sectors to share information and promising practices, identify challenges and propose joint solutions.

WIL Digital

An innovative Work Integrated Learning program that is funded by the Government of Canada's Student Work Placement Program. It provides financial assistance to businesses for hiring post-secondary students in areas like Artificial Intelligence, Intelligent Retail and Commerce, Advanced Manufacturing, and Cybersecurity.

WILWorks

Launched by the Excellence in Manufacturing Consortium (EMC) to deliver the Student Work Placement Program (SWPP) to Canada's manufacturing and related sectors.



Opportunities to proliferate WIL programs across Ontario's automotive and mobility sector

WIL Promotion

Reinforce the promotion and awareness of WIL opportunities and their benefits to support increased and diversified uptake of candidates.

New WIL Forms

Explore new WIL models (ex. Degree apprenticeships) where industry partners with PSI to hire students directly, tie curriculum to industry's needs, and enable students to get a degree while getting paid and gaining practical and relevant industry experience.

Pre-Apprenticeship

Developing more pre-Apprenticeship placements for people interested in the trades but do not yet possess the required skills to become an Apprentice.

WIL for Mid-Career

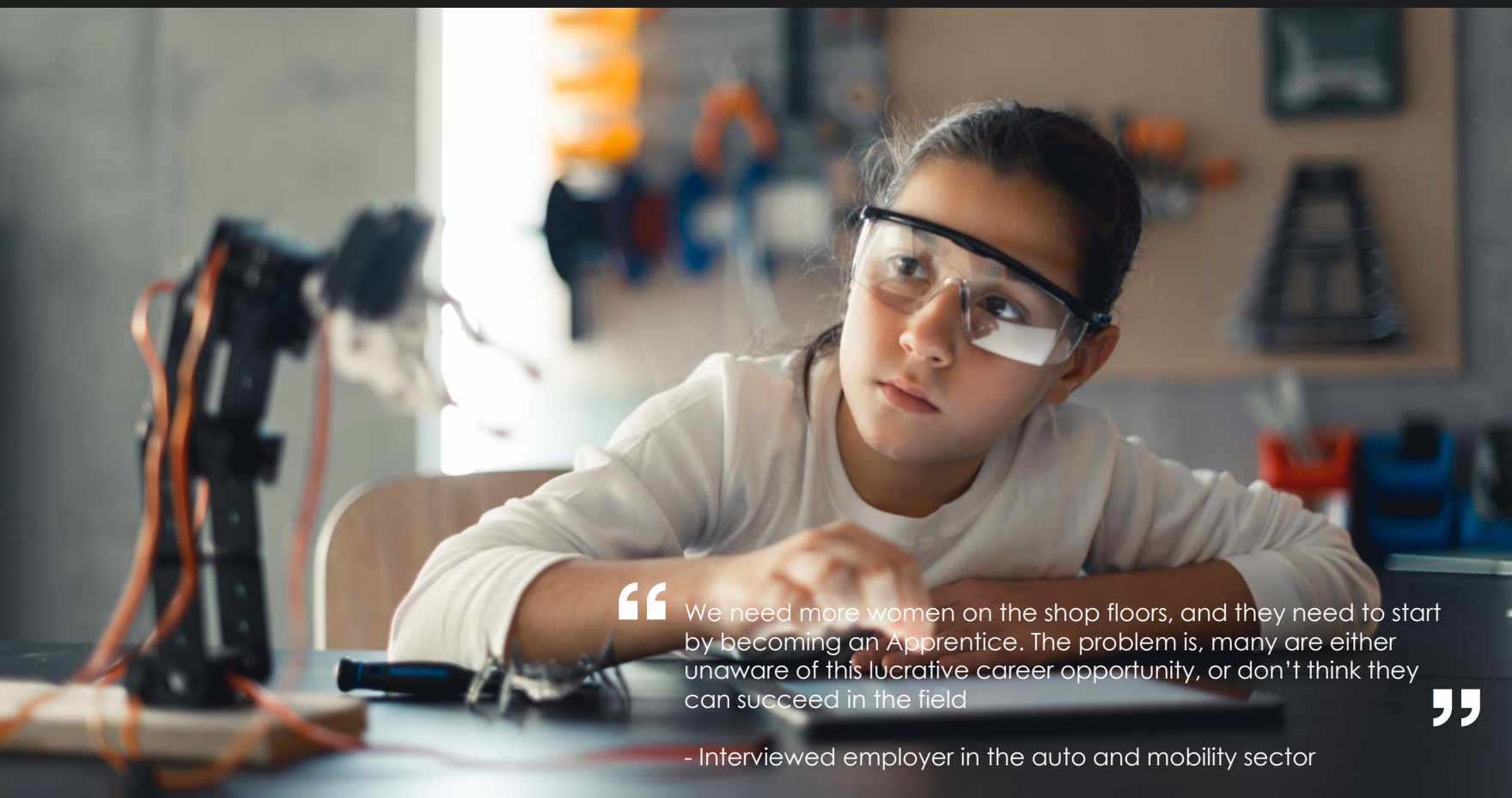
Develop WIL opportunities for mid-career professionals to support a smooth career transition in line with the rapid pace of industry shifts and vulnerability of some careers.

“ More needs to be done to increase student awareness of the benefits and opportunities associated with experiential learning ”

– interviewed postsecondary institution representative

“ Whatever we can do to increase co-ops, internships and other experiential learning opportunities would be of huge benefit to our ecosystem ”

– interviewed employer in the auto and mobility sector



“ We need more women on the shop floors, and they need to start by becoming an Apprentice. The problem is, many are either unaware of this lucrative career opportunity, or don't think they can succeed in the field ”

- Interviewed employer in the auto and mobility sector

Snapshot: Apprenticeships in Ontario⁶



144 trade programs



+ 50 programs related to the automotive and mobility sector



lower unemployment rates than those who completed high school as their highest credential



Relevant Apprenticeship paths for the automotive and mobility sector:

- **Industrial:** draftspersons, cabinet makers, elevating devices mechanics, metal fabricators, tool and die makers, truck drivers and welders.
- **Motive-power:** auto-body workers, heavy-duty equipment mechanics, small-engine technicians, and truck and trailer service workers.



Income earned by apprentices in the industrial trades can reach more than \$70,000

In the News: Building Opportunities in the Skilled Trades Act⁷

The Building Opportunities in the Skilled Trades Act, was enacted in May 2021. It sets out provisions regarding the practice of trades in Ontario and apprenticeship training and certification.

The Act also paves the way for the creation of Skilled Trades Ontario - a new agency mandated with streamlining and simplifying the apprenticeship system. This will in turn make it easier for people – especially young people – to enter the skilled trades by providing a single-access digital portal to navigate their apprenticeship journey.

“ young people need to know rewarding careers with six-figure incomes that often include pensions and benefits are available in the skilled trades ”

- Hon. Monte McNaughton, Ontario's Minister of Labour, Training and Skills Development

AVIN Skills and Talent Strategy

Ontario's Autonomous Vehicle Innovation Network (AVIN) is undertaking work on skills and talent, which is focusing on ensuring the sector's workforce is prepared to meet the needs of the future and maintain its global competitiveness.

Through this work, AVIN aims to support the futureproofing of the automotive and mobility sector's workforce, drive collaboration between industry, educational and post-secondary institutions and government, and support an approach to strengthening and diversifying the next generation talent pipeline and building capacity within all regions of Ontario.

This report is part of the Skills and Talent Series of the AVIN Insights.

About AVIN

Ontario's Autonomous Vehicle Innovation Network (AVIN) is a key component of Driving Prosperity, the Government of Ontario's initiative to ensure the automotive sector remains competitive and continues to grow and thrive. The Government of Ontario has committed \$85 million in innovative programming to support research and development (R&D) funding, talent development, technology acceleration, business and technical supports, and testing and demonstration sites.

These programs support small- and medium-sized enterprises (SMEs) to develop, test and commercialize new automotive and transportation products and technologies, and cultivate the capacity of a province-wide network to drive future mobility solutions, reinforcing Ontario's position as a global leader.

The AVIN Central Hub is the driving force behind the programming, province-wide coordination of activities and resources, and Ontario's push to lead in the future of the automotive and mobility sector globally. Led by a dedicated team, the Central Hub is the focal point for all stakeholders across the province, a bridge for collaborative partnerships between industry, post-secondary institutions, broader public sector agencies, municipalities and the government, all while serving as a concierge for new entrants into Ontario's thriving ecosystem.

The Central Hub drives public education, research, analysis, and thought leadership activities, convenes stakeholder groups, and raises awareness around the potential of these technologies, the opportunities for Ontario and for its partners.

AVIN, led by the Ontario Centre of Innovation (OCI), is supported by the Government of Ontario's Ministry of Economic Development, Job Creation and Trade (MEDJCT), Ministry of Transportation (MTO) and Ministry of Labour, Training and Skills Development (MLTSD).

**Connect with the
AVIN Team**



**Check out other
AVIN Insights**



**Subscribe to the
AVIN Newsletter**



References

1. Government of Ontario – Ministry of Colleges and Universities. Career Ready Fund. Accessed through <http://www.tcu.gov.on.ca/pepg/programs/careerreadyfund.html>
2. Business + Higher Education Roundtable. Types of WIL. Accessed through <https://www.bher.ca/work-integrated-learning/types-wil>
3. Higher Education Quality Council of Ontario. Work-integrated learning. Accessed through <https://heqco.ca/data-and-resources/work-integrated-learning/>
4. Statistics Canada (2020). An exploration of work, learning, and work-integrated learning in Canada using the Longitudinal and International Study of Adults. Accessed through <https://www150.statcan.gc.ca/n1/pub/89-648-x/89-648-x2020001-eng.htm>
5. Canadian Apprenticeship Forum. Hiring an Apprentice. Accessed through <https://caf-fca.org/apprenticeship-101/hiring-an-apprentice/>
6. Chatoor, K. & Kaufman, A. (2020) The Journey of Ontario Apprentices: From High School to the Workforce. Toronto: Higher Education Quality Council of Ontario
7. The ChathamDaily News (2021). Skilled trades moving into 21st century with passage of legislation, says McNaughton. Accessed through <https://www.chathamdailynews.ca/news/local-news/skilled-trades-moving-into-21st-century-with-passage-of-legislation-says-mcnaughton>