

CAREERS & EXPERIENCE





OUR STORY

Helping students build a meaningful life and career

Western  Student Experience

OUR HISTORY



Student Success Centre

2009 → 2018

- Brought together Career Centre & Centre for New Students
- UCC & WSSB

Careers & Experience

2018 – 2019

- Align 3 key units: Career Education, Employer Relations, Experiential Learning
- All staff in UCC 210

2019 – 2020

- EL engagement
- ORBIS upgrade
- Shift to virtual programming

OUR PURPOSE & VISION



- The Careers & Experience vision is for all students to have the skills and confidence to successfully navigate their career paths, thoughtfully engage in communities, and build a meaningful life.

WHY DO STUDENTS COME TO UNIVERSITY?



- Prepare for a specific job/career
- Get a more fulfilling job
- Belief that a degree improves likelihood of getting a job
- **To apply what they learn to make a positive difference in society**

(2018 First-year Student Survey)

WHAT DO EMPLOYERS WANT?

- Analytical thinking and innovation
- Active learning and learning strategies
- Creativity, originality, and initiative
- Critical thinking and analysis
- Complex problem-solving
- Leadership and social influence

(Future of Jobs Report 2018, World Economic Forum)

GOALS (2020 – 2025)



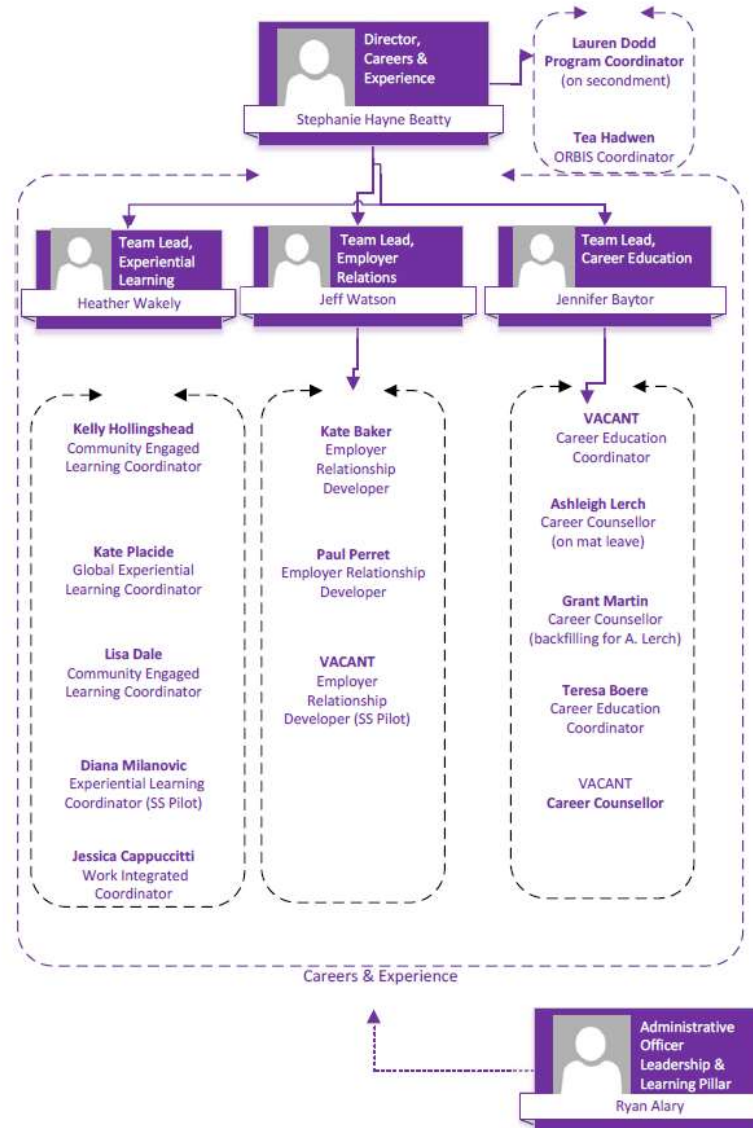
- Align experiential learning program processes across campus to improve access for all students
- Expand use of Western Connect across campus for relationship management, program delivery, and tracking
- Apply the *Design Your Life* framework to departmental programs and services, and integrate key concepts into academic curriculum
- Imbed EDI principles and practices across three units to understand needs, gather data, and improve access for equity-seeking students

TOP KEY PERFORMANCE INDICATORS



KPIs	2018 - 2019	2019 - 2020
<ul style="list-style-type: none"> Number of courses with an EL component (according to Ministry typology) 	306	371
<ul style="list-style-type: none"> Percentage of students who graduate with one or more EL experience (according to Ministry typology) 	64.3%	69.6%
<ul style="list-style-type: none"> Number of Employers who recruit through Western Connect 	Contacts: 11,343 Organizations: 8,361	Contacts: 13,183 Organizations: 9,065
<ul style="list-style-type: none"> Number of Employers who engage through 2 or more pathways 	362	293

DEPARTMENT ORGANIZATION





THE JOURNEY

How do students use our programs & services?

Western  Student Experience

THE ROADMAP



Career Education	Employer Relations	Experiential Learning
Curated Digital Resources	<ul style="list-style-type: none"> Career Fair Graduate & Professional School Fair 	Co-Curricular EL (e.g., Impact Experience)
Group Programming	Job Postings and Interviews	Course-based EL (e.g., Community Engaged Learning)
Drop-in Support (Western's Employment Resource Centre)	Employer Networking (e.g., Tech Talent, CRA Career Day)	Work Integrated Learning (e.g., internship, co-op, practicum)
1-1 Appointments	hirewesternu Campaign	Skills Articulation (e.g., WCCR)





CAREER EDUCATION

Prepare for work in a changing world



Number of Career Education student visits by delivery type:

	2018 – 19 <i>*18% overlap in usage</i>	2019 - 20
1-1 Appointments	2,125	2,034
Drop-ins	1,490	1,545
Group Programs	1,398	2,696

Goal: to embed career conversations in Western's campus culture.

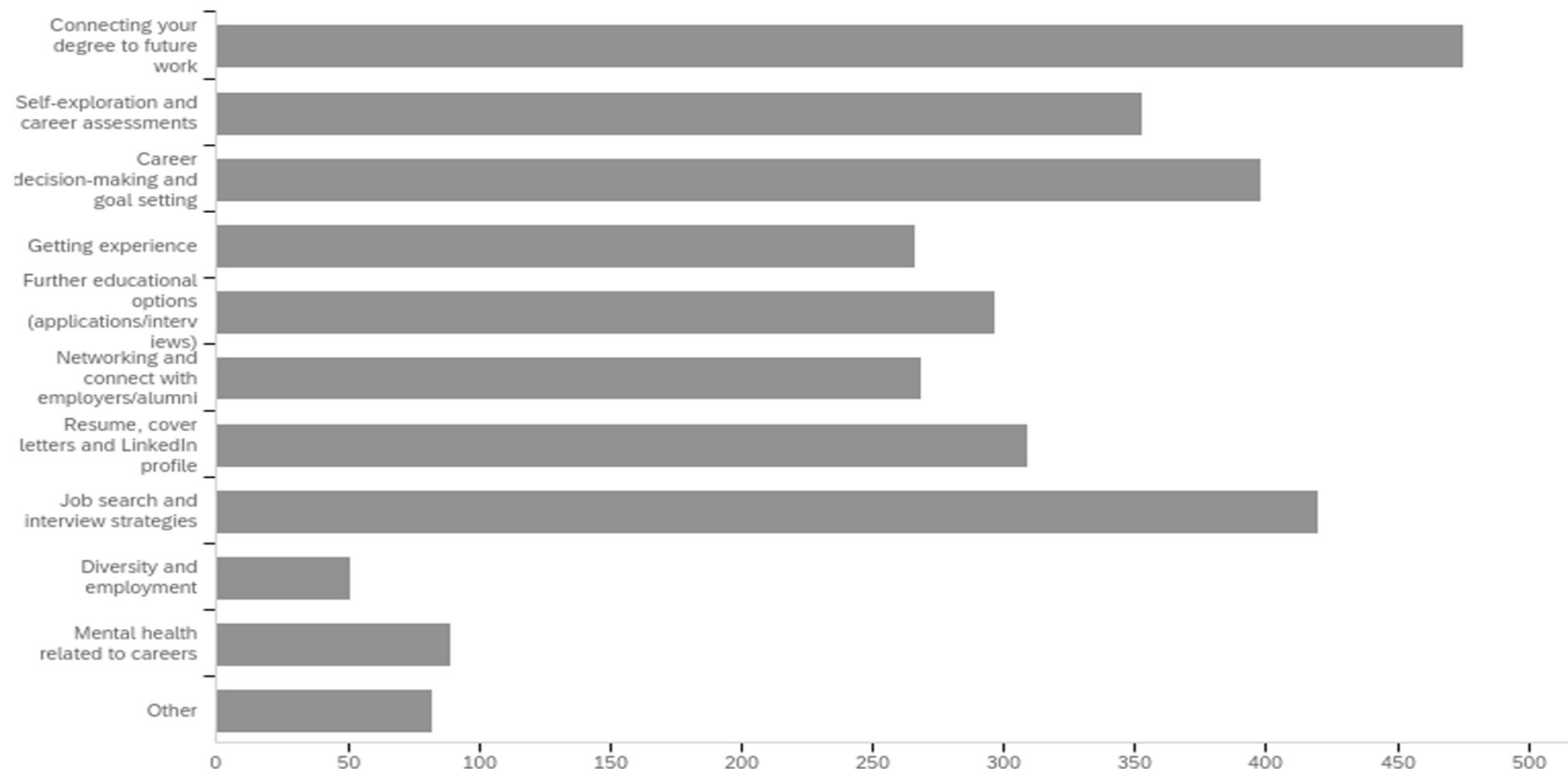
career.uwo.ca

CAREER EDUCATION

Prepare for work in a changing world



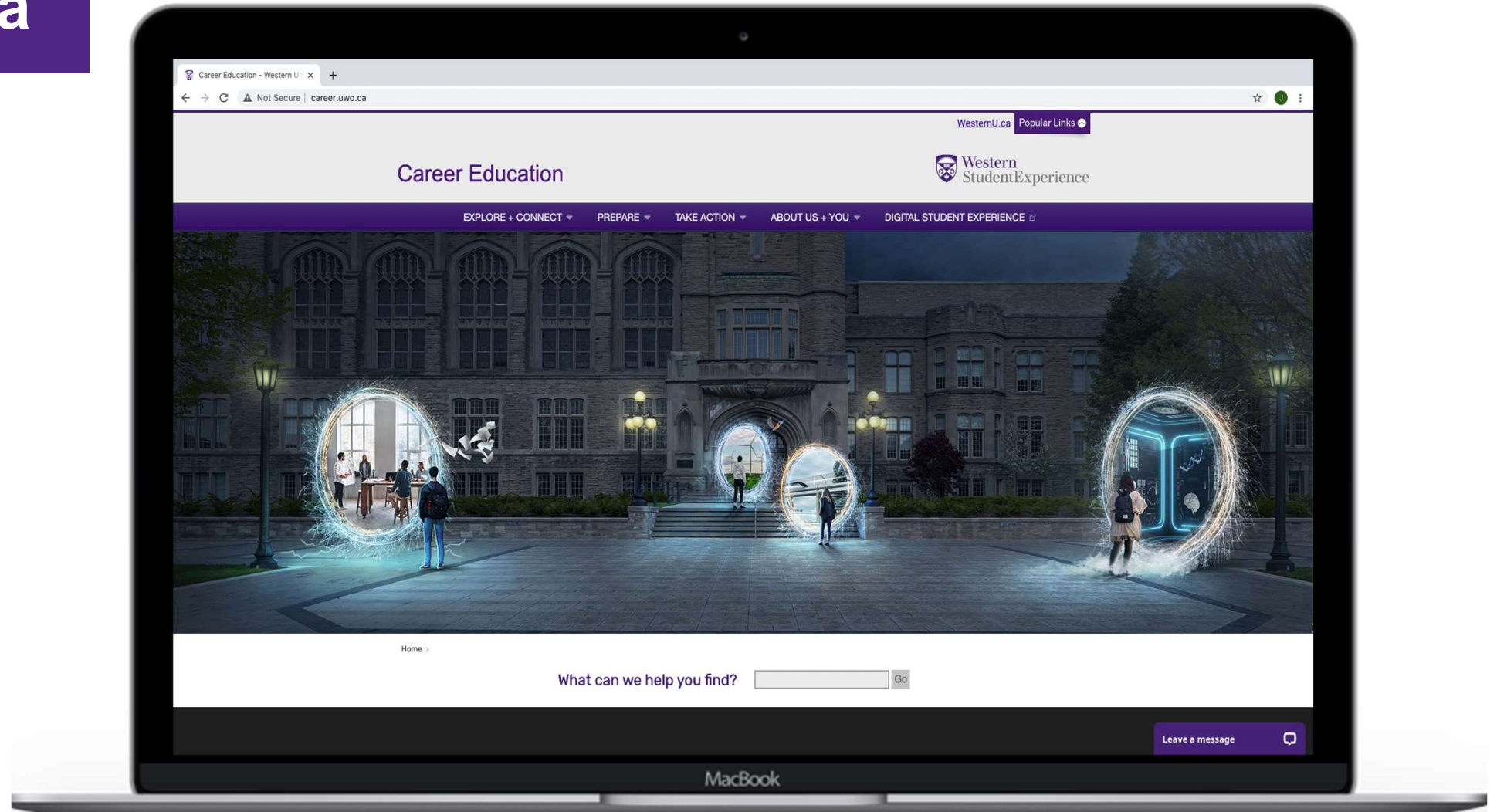
Reasons identified by students for accessing career support:



Goal: to embed career conversations in Western's campus culture.

career.uwo.ca

Curated digital resources on career.uwo.ca



Goal: to help students develop transferable skills, clarify interests, and strengthen career engagement and social responsibility.

experience.uwo.ca

EXPERIENTIAL LEARNING

Enhance your degree with practical experience



Participation in Experiential Learning

	2018 - 2019	2019 - 2020
Community engaged learning courses	2,458	2,765
Work integrated learning (e.g., internship)	4,157	3,827
Co-curricular EL – Impact Experience	132	97
Co-curricular EL – Orientation Serves	1,650	1,620
Co-Curricular Record experiences validated	23,895	19,883



Launch of
CityStudio London,
in collaboration with
City of London, Pillar
Nonprofit, and 5 HEIs



EMPLOYER RELATIONS

Make connections and grow your professional network



		2018-19	2019-20
Employer Relations Events Attendance	Career Fairs	4,200	3,172
	Info Sessions	3,446	2,675
Recruiting Services by Posting Types	Jobs (on & off-campus)	5,726	4,562
	Work Integrated Learning	2,136	2,346

Goal: to develop industry partnerships that result in meaningful WIL and new graduate opportunities for students.

hirewesternu.ca



EMPLOYER RELATIONS

INNOVATION 2019-2020



CRA Career Day

A collaborative event with the Canada Revenue Agency to hire Western students as employees & interns.

Key Elements	Outcomes:
Recruitment Hub Workshops and interviews Sessions targeting students with disabilities, Indigenous students, and women. In-Class Presentations LinkedIn Photo Booth	600+ attendees 24 hires (interns and new graduates)



“

“Western exceeded our expectations in all aspects, from providing us with the best possible venue on campus, promoting the various events on a variety of platforms, labeling the interview rooms, providing laptops, having staff in the Student Experience Centre stay late to accommodate interviews and so much more!”

Veronica Grunwald

Regional Chair, Ontario Region Young Professionals Network, GST Auditor, Canada Revenue Agency

WESTERN CONNECT



ORBIS Management System for job postings, experiential learning, appointment, and event management.

New campus partnerships in 2019-20:

- Centre for Research & Education on Violence Against Women & Children (Faculty of Education)
- Faculty of Health Sciences
- Faculty of Law
- Ivey Business School
- RBC Design Thinking Program (Western Entrepreneurship & Faculty of Engineering)
- School of Graduate & Postdoctoral Studies
- Western Entrepreneurship



SHIFT TO VIRTUAL PROGRAMS & SUPPORT

March 2020

- Full team working remotely
- Enhanced digital resources – career.uwo.ca & Digital Student Experience
- Career appointments via phone and Zoom
- Cancelled May Impact Experience programs
- Supported WIL students and employers with transition to students working from home



THE BUDGET

Building capacity to enact the vision

PROGRAMS WITH SUPPLEMENTARY FEES

- Impact Experience
- Multiple Mini Interview (MMI) Prep



THE IMPACT

How are students transformed by our work?

Western  Student Experience



It was very clear how much my internship made me stand out from other applicants when I started to apply for full time jobs.

- Brian Leung,
MOS graduate

My co-op helped me network within my field. It helped with breaking down barriers to message professionals on LinkedIn and boosting my confidence overall.

- Samantha Torrens,
MES graduate



Cindy Tran

Marketing Intern, Synergy Windows and Doors
Arts and Humanities Internship Program

SYNERGY MARKETING

HOW WE USE ASSESSMENT FOR IMPACT



YEAR	ASSESSMENT	FINDINGS
2019-2020	<i>Impact Experience Analysis and Recommendations Report</i>	<p>The findings and recommendations from the Impact Experience report are being undertaken by the Experiential Learning unit for implementation in future program design.</p> <ol style="list-style-type: none"> 1. Students indicated an increase in their self-reported: knowledge; a heightened sense of awareness; and application of a value within one's life. 2. Students indicated with high confidence: “<i>I understand basic principles of local community development</i>”, “<i>I am self-reflective</i>”, and “<i>I am persistent in difficult situations</i>”) 3. Themes emerged in student's reflective responses that aligned with the goals of community engaged learning.
2019-2020	<i>hirewesternU.ca Analysis and Report</i>	<p>The key findings and recommendations from the hirewesternu.ca report are currently being undertaken by the Employer Relations unit for implementation in 2020-21.</p> <ol style="list-style-type: none"> 1. Streamline information for ease and understanding of website 2. Better translate the information that is in the WIL directory 3. The need for management of the informal personal networks, and/or existing relationships with Western Employer Relations team

Student Experience Learning Goals



Adaptable Problem-solver

Students who are hopeful, self-confident, resourceful, and creative.



Community Builder

Students who are authentic, empathetic collaborative & self-aware.



Global Learner

Students who are equitable, globally aware and socially responsible.

Student Experience Learning Goals



Future-focused Planner

Students who are goal-oriented, motivated, organized and self-directed.



Critical Thinker

Students who are curious, engaged, and reflexive.



Innovative Leader

Students who exhibit integrity, judgement, and intercultural communication.

WESTERN CONNECT: EXPERIENCE CATALOGUE

- Launching Fall 2020 for undergraduate students and Winter 2021 for graduate students following extensive consultation with campus partners
- Public-facing searchable database of opportunities to gain experience at Western

613 total opportunities found. 0 Active

Pitch Now! Women Talent in STEM.
Events
WRISE Ontario, a non-profit dedicated to increasing diversity within the renewable and sustainable energy industries, is writing to let you know we've extended the deadline for Pitch Now! Women Talent in STEM. As we
10/07/2020 4:00 PM - 10/07/2020 6:00 PM

Soph Speaker Series
Orientation & Transition
CCR
A peer (soph) led presentation on the transition to university academics. Includes information on time management, use of resources, strategic approach to skill!

HONOURS RESEARCH
PHYSICS 4999E (previously offered)
The student will work on a research project, either experimental or theoretical, under faculty supervision, and present the results in a written report and in a seminar.
Prerequisite(s): Registration ...

ADVANCED FIELD MAPPING TECHNIQUES
EARTHSCI 3350Y (previously offered)
Eleven day field school in a deformed metamorphic terrain. Observation and documentation of geological features at outcrops. Three-dimensional thinking and reconstruction of structural geometry. Estab...

INTRODUCTORY FIELD MAPPING TECHNIQUES
EARTHSCI 2250Y (previously offered)
Eleven day field camp in the vicinity of Whitefish Falls, northern Lake Huron. Students will examine Precambrian metasedimentary and Early Paleozoic sedimentary rocks, make a geological map.

CORPORATE GOVERNANCE
MOS 4422G (previously offered)
The goal of this essay course is to teach students what good governance is and how to do it. Topics covered may include: how to be a good director understanding executive compensation differences in c...

Career/Job Fair
Workshops & Events
CCR
"Over 70 organizations attend the Career Fair to meet YOU - a Western student or alum. This is an all-faculty fair, designed to connect employers with students and alumni from all

The Writing Process: Organizing and Structuring Your Work
Writing Support Centre Events
In this seminar we'll learn strategies such as diagramming and storyboarding to better structure and organize your written work. We'll address how to integrate writing as a practice that accompanies the ongoing

Stress Management
Own Your Future - Doctoral Professional Development
Graduate school has no shortage of sources of stress: tight deadlines, multiple competing priorities, and difficult relationships or situations. It can be easy to slip into the habit of saying yes to more work, while neglecting

Dalhousie University's Corporate Residency MBA Program
Events
Dalhousie University is a 200 year old university which is a member of the U15 group of Canada's most research intensive universities. The Corporate Residency MBA offers a 22-month innovative, industry-

Filter Results

SEARCH FILTERS
Start typing to search...

EVENT

FACULTY-LED STUDY ABROAD

FIELD EXPERIENCE

INDUSTRY PROJECT

INTERNSHIP - LONG AND SHORT TERM

PRACTICUM OR PLACEMENT

SIMULATION

AND OR

View my saved opportunities

Competencies (Co-curricular)

COMPETENCY

Tags

AUDIENCE

DELIVERY MODE

FACULTY/CAMPUS

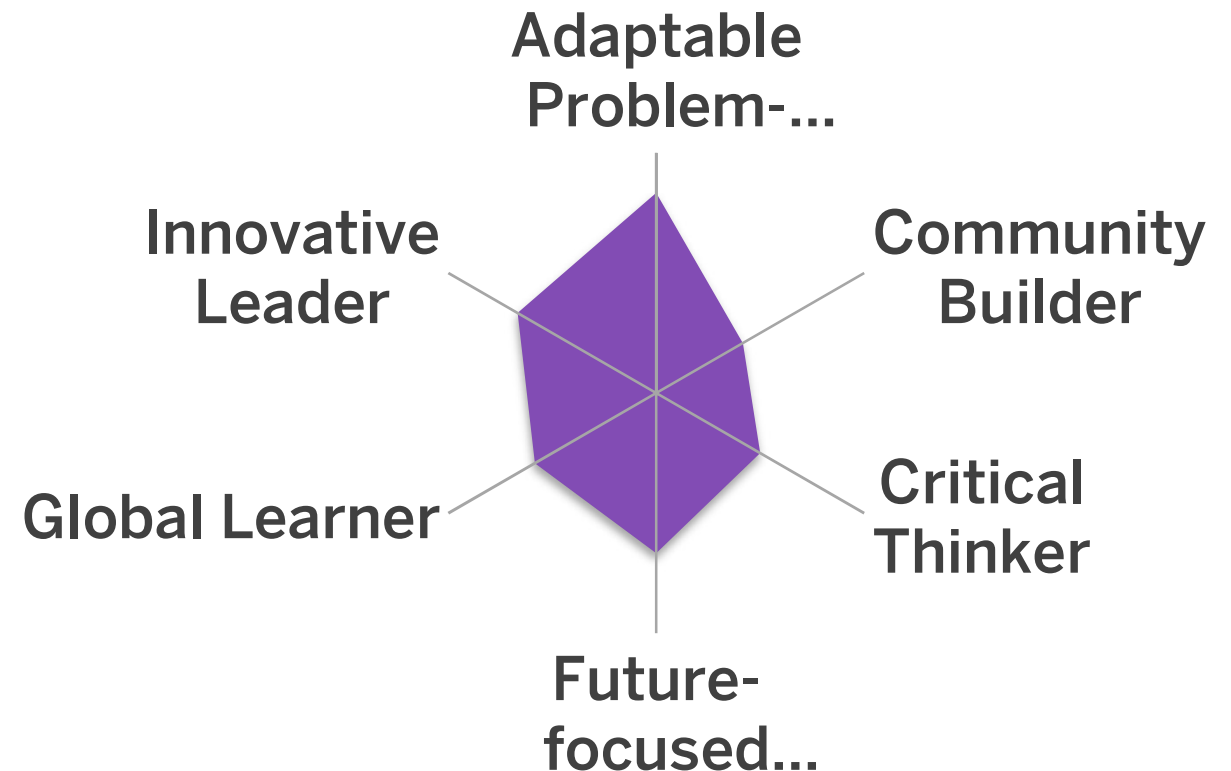
Including information from:

- Events hosted in Western Connect
- Western's Co-curricular Record (WCCR)
- Courses that have previously been offered with an experiential learning component (in partnership with the Office of the Registrar)

WESTERN CONNECT: EXPERIENCE PROFILE

- Planning is underway to launch in 2021 for all students
- Will allow students to track their development across a series of competencies that are embedded in various modules in Western Connect
- Students can also track the time they've spent in each activity, which will be aggregated into a total they can bring to employers (i.e. 1.4 years' experience)

Sample competency development map



FUTURE VISION



Department Goals

Align EL Program Processes

Expand Western Connect

Design Your Life Framework

EDI Principles and Practices



Plans (2020-2021)

WIL pilot in Social Science

Experience Catalogue

Life Design Masterclass

Employers: Job Postings, e.g.



Graduates who are:

- ✓ Confident about their futures
- ✓ Prepared for a changing world of work
- ✓ Connected to industry and community

THANKS!

Any questions?

Contact:

Stephanie Hayne Beatty

shayne@uwo.ca



APPENDICES

Western  Student Experience



SlidesCarnival icons are editable shapes.

This means that you can:

- Resize them without losing quality.
- Change fill color and opacity.
- Change line color, width and style.

Isn't that nice? :)

Examples:

