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The University of Waterloo and Work-Integrated Learning: Three Perspectives – Appendices

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Appendix A

Table A1: Top Employer Reasons for No Longer Providing WIL

	Unweighted n	%
No suitable work for students	64	21.8
Recession or other economic pressures	83	17.1
Couldn't get students with the skills needed	22	13.7
Staff time to recruit/train/supervise students	33	8.8
College/university stopped offering program	16	6.0
Costs due to student errors/inexperience	10	4.2
Change in business direction	17	4.1
Too much administration/paperwork	9	3.1
Negative experiences with previous students	8	2.6
Professional, regulatory or staffing issues	11	2.0
Concern about competitors hiring trained students	0	0.0
Other	32	12.7
DK/REFUSED	16	3.7
Total	321	100.0

Table A2: Top Employer Reasons for No Longer Providing WIL by Company Size

	Company Size			
	2-9 (n=115)	10-19 (n=79)	20-49 (n=57)	50+ (n=70)
	%			
No suitable work for students	27.3 _a	17.3 _a	16.2 _a	17.8 _a
Recession or other economic pressures	16.1 _{a,b}	12.4 _a	20.3 _{a,b}	35.4 _b
Couldn't get students with the skills needed	17.0 _a	13.4 _a	9.3 _a	4.5 _a
Staff time to recruit/train/supervise students	9.0 _a	9.4 _a	9.6 _a	4.2 _a
College/university stopped offering program	2.2 _a	13.7 _b	0.0 ¹	7.4 _{a,b}
Costs due to student errors/inexperience	1.4 _a	7.4 _a	8.3 _a	0.8 _a
Change in business direction	4.2 _a	4.8 _a	2.5 _a	3.3 _a
Too much administration/paperwork	4.2 _a	2.5 _a	2.1 _a	0.6 _a
Negative experiences with previous students	1.1 _a	3.5 _a	3.0 _a	7.1 _a
Professional, regulatory or staffing issues	1.3 _{a,b}	0.1 _a	6.8 _b	5.7 _{a,b}
Concern about competitors hiring trained students	0.0 ¹	0.0 ¹	0.0 ¹	0.0 ¹
Other	11.4 _a	14.5 _a	15.1 _a	9.7 _a
DK/REFUSED	4.8 _a	0.9 _a	6.7 _a	3.5 _a

Table A3: Top Employer Reasons for Not Offering WIL

	Unweighted n	%
No suitable work available	329	35.2
Staff time to recruit/train/supervise students	100	10.9
No students with the skills needed	80	9.1
Not aware of any such programs	52	8.6
Recession or other economic pressures	47	7.3
Professional, regulatory or staffing issues	71	7.0
Too much administration/paperwork	22	4.9
Financial costs involved	39	3.0
Heard negative things from other employers	4	1.3
Concern about competitors hiring trained students	4	.5
Other	52	7.5
DK/Refused	47	4.7
Total	847	100.0

Table A4: Top Employer Reasons for Not Offering WIL by Company Size

	Company Size			
	2-9 (n=355)	10-19 (n=211)	20-49 (n=109)	50+ (n=172)
	%			
No suitable work available	40.0 _a	33.6 _{a,b}	24.8 _b	34.9 _{a,b}
Staff time to recruit/train/supervise students	9.3 _a	13.6 _a	11.1 _a	9.8 _a
No students with the skills needed	9.6 _{a,b}	11.3 _a	3.4 _b	8.5 _{a,b}
Not aware of any such programs	11.2 _a	3.6 _b	12.0 _a	6.8 _{a,b}
Recession or other economic pressures	3.9 _a	9.8 _b	11.4 _b	9.2 _{a,b}
Professional, regulatory or staffing issues	5.9 _a	6.4 _a	11.2 _a	7.3 _a
Too much administration/paperwork	1.9 _a	8.1 _b	9.2 _b	2.1 _{a,b}
Financial costs involved	4.5 _a	1.2 _a	1.2 _a	4.4 _a
Heard negative things from other employers	2.2 _a	0.8 _a	0.0 ¹	0.0 ¹
Concern about competitors hiring trained students	0.6 _a	0.0 ¹	1.0 _a	0.2 _a
Other	5.6 _a	7.0 _{a,b}	13.8 _b	8.0 _{a,b}
DK/Refused	5.3 _{a,b}	4.7 _{a,b}	0.8 _a	8.8 _b

Table A5: Most Important Ways to Facilitate Employer Participation in WIL

	University Co-op or Other WIL	
	Co-op (n=350)	Other WIL (n=579)
	%	
Financial incentives for employers	21.0 _a	31.5 _b
Increase placement length	16.7 _a	9.2 _b
Standardized procedures across colleges/universities	13.8 _a	4.8 _b
Schedule student placements to meet business cycle needs	11.5 _a	7.4 _a
Simplified and improved process to recruit/select students	8.0 _a	7.1 _a
Centralized employer database	6.9 _a	7.6 _a
More information for employers	3.3 _a	3.8 _a
More support to supervise/assess students	3.0 _a	6.0 _a
Assistance with applications, paperwork	1.9 _a	5.7 _b
More opportunities for employer feedback	1.2 _a	2.3 _a
Reduce placement length	0.8 _a	0.5 _a
Other	5.0 _a	3.2 _a
None/nothing	0.4 _a	1.2 _a
DK/NR	6.3 _a	9.7 _a

Table A6: Biggest WIL Challenge for Employers

	University Co-op or Other WIL	
	Co-op (n=350)	Other WIL (n=579)
	%	
No challenges	51.7 _a	38.3 _b
Student didn't have the soft skills we expected	12.1 _a	9.4 _a
Too much staff time to recruit/train/supervise students	10.2 _a	18.9 _b
Student didn't have the technical skills we expected	6.7 _a	8.5 _a
Negative experience with the student	4.4 _a	2.3 _a
Costs due to student errors/inexperience	3.3 _a	1.9 _a
No suitable work for students	2.0 _a	5.1 _a
Too much administration/paperwork	1.9 _a	4.4 _a
Professional, regulatory or staffing issues	1.7 _a	3.9 _a
Trained student was hired by a competitor	1.1 _a	2.8 _a
Not enough support from the college/university	0.2 _a	1.7 _a
Other	2.5 _a	1.3 _a
DK/NR	2.1 _a	1.6 _a

Table A7: Biggest Challenge by Company Size

	Company Size							
	2-9		10-19		20-49		50+	
	Co-op (n=48)	Other WIL (n=164)	Co-op (n=55)	Other WIL (n=128)	Co-op (n=62)	Other WIL (n=113)	Co-op (n=185)	Other WIL (n=174)
	%							
No challenges	52.3 _a	39.5 _a	52.4 _a	31.1 _b	56.3 _a	39.9 _a	46.2 _a	47.1 _a
Student didn't have the soft skills we expected	16.3 _a	5.9 _b	16.7 _a	5.0 _b	4.5 _a	19.4 _b	11.2 _a	10.1 _a
Too much staff time to recruit/train/supervise students	6.3 _a	12.9 _a	11.0 _a	38.7 _b	11.3 _a	11.0 _a	10.6 _a	9.2 _a
Student didn't have the technical skills we expected	11.5 _a	7.6 _a	5.5 _a	5.2 _a	5.2 _a	15.4 _a	6.7 _a	5.4 _a
Negative experience with the student	0.4 _a	0.6 _a	5.8 _a	6.4 _a	7.8 _a	0.3 _b	2.1 _a	2.2 _a
Costs due to student errors/inexperience	4.4 _a	1.7 _a	4.9 _a	2.8 _a	0.1 _a	0.1 _a	3.5 _a	4.1 _a
No suitable work for students	0.9 _a	4.9 _a	0.8 _a	3.2 _a	0.6 _a	6.9 _a	5.1 _a	6.6 _a
Too much administration/paperwork	2.4 _a	7.7 _a	0.0 ¹	1.8 _a	0.0 ¹	1.7 _a	5.6 _a	5.2 _a
Professional, regulatory or staffing issues	2.0 _a	8.6 _a	0.0 ¹	0.0 ¹	2.0 _a	1.7 _a	3.1 _a	2.5 _a
Trained student was hired by a competitor	0.0 ¹	4.7 _a	0.2 _a	1.1 _a	0.2 _a	1.3 _a	3.7 _a	3.2 _a
Not enough support from the college/university	0.0 ¹	2.6 _a	0.0 ¹	1.0 _a	0.0 ¹	1.5 _a	0.8 _a	0.5 _a
Other	3.4 _a	1.5 _a	0.0 ¹	2.1 _a	7.3 _a	0.1 _b	0.7 _a	1.7 _a

Table A8: Reasons for Providing WIL

	University Co-op or other WIL	
	Co-op (n=350)	Other WIL (n=579)
	%	
To develop industry/profession workforce skills	80.8 _a	83.5 _a
To “give back” to the community	76.5 _a	75.8 _a
To manage short-term pressures or complete special projects	74.1 _a	59.1 _b
To bring in specific skills/talent	71.6 _a	69.6 _a
To increase productivity	68.4 _a	68.3 _a
To prescreen potential new hires	67.6 _a	68.1 _a
To enhance company reputation	56.7 _a	48.3 _a
Asked by the college/university	49.3 _a	56.0 _a
Heard positive things from other employers	45.5 _a	48.6 _a
To reduce labour costs	42.8 _a	43.2 _a
Other	4.0 _a	3.5 _a
Don't know	0.0	0.0

Table A9: Reasons for Providing WIL

	%	Unweighted n
To prescreen potential new hires	18.8	95
To “give back” to the community	18.2	52
To bring in specific skills/talent	15.1	51
To manage short-term pressures or complete special projects	12.7	55
To develop industry/profession workforce skills	11.1	68
To increase productivity	8.7	32
To reduce labour costs	6.3	24
To enhance company reputation	4.3	11
Heard positive things from other employers	2.4	4
Asked by the college/university	.9	9
Other	0.0	0
Don't know	1.5	11
Total	100.0	412

Appendix B

Table B1: Sectors Used in Employer Survey

Sector	NAICS codes
Accommodation, food and consumer services	72, 811, 812
Arts, entertainment and civic/professional organizations	71, 8132, 8133, 8134, 8139
Construction	23
Educational services	61
Finance, insurance, real estate and leasing	52,53
Forestry, mining, oil and gas extraction, and utilities	113,1125 ,1153, 21, 221, 491, 492, 562
Health care and social assistance	62
Information and cultural industries	51
Manufacturing	31-33
Professional, scientific and business services	54,55,561
Public administration	91
Transportation, warehousing and trade (wholesale and retail)	41,44-45,48,493

Appendix C

		%	Unweighted n
Canadian Born	Yes	67.5	364
	No	32.5	163
	Total	100.0	527
Year Student Moved to Canada	2007-2012	16.1	26
	2002-2006	34.4	51
	Before 2002	49.5	77
	Total	100.0	154
Status in Canada	Canadian citizen	75.9	118
	Permanent resident/landed immigrant	9.5	15
	International student on a study permit or student visa	14.6	25
	Total	100.0	158
Student with a Disability	Yes	3.8	18
	No	96.2	499
	Total	100.0	517
Marital Status	Single	93.2	489
	Married/common-law	6.3	27
	Divorced/separated/widowed	.5	3
	Total	100.0	519
Dependent Children	No children	97.0	520
	1	.9	5
	2	.9	3
	3	.6	3
	4 or more	.6	3
	Total	100.0	534
Debt Amount	\$5000 or less	13.9	39
	\$5001-\$15,000	31.4	95
	\$15,001-\$25,000	22.8	67
	\$25,001-\$35,000	13.5	38
	\$35,001 or more	18.4	47
	Total	100.0	286
Program	Applied Health Sciences	6.1	32
	Arts	42.9	224
	Engineering	8.1	42
	Environment	13.8	72
	Math	24.2	127
	Science	4.9	26
	Total	100.0	522
GPA	90% or above (mainly A+'s)	5.1	25
	80-89% (mainly A's and A-'s)	33.6	177
	70-79% (mainly B's)	47.5	249
	60-69% (mainly C's)	13.7	73
	50-59% (mainly D's)	.1	1
	Total	100.0	525



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