

**Ava Sergio**  
MARINE BIOLOGY CO-OP  
Winter 2022, University of Hawaii  
Hawaii Institute of Marine Biology

# WIL CO-OP



**DALHOUSIE**  
UNIVERSITY

# 55+

YEARS

WORK-INTEGRATED LEARNING & CO-OPERATIVE EDUCATION  
**Annual Report 2024/25**

# WIL Co-op by the Numbers

STATISTIC	2023/24	2024/25
Employment Rate	88%	85%
Students	1593	1627
Work Terms Completed	1805	1765
Average Student Hourly Wage	\$22.40	\$23.82
Total Student Earnings	\$26.53M	\$23.7M
Total Funding Secured by Employers	\$2M+	\$3M+
Job Postings	2350	2234
WIL Co-op Events	19	24
Employers Hired our Students	551	522
New Employers	182	161
New Students	1052	1067



## INDUSTRIAL ENGINEERING CO-OP

### Harvesting Experience

#### MANIKA SAHU'S WORK TERM AT MCCAIN FOODS

“Believe in yourself and challenge gender stereotypes and biases. Be an advocate for diversity and inclusion in STEM by pushing boundaries. Share your journey and experiences with others, especially young girls. You can be a source of inspiration for the next generation of women in STEM.”

[READ MORE >](#)

## WIL Co-op by the Program

### Architecture & Planning

**184** **143** **319**  
WORK TERMS STUDENTS JOB POSTINGS

### Computer Science

**576** **519** **958**  
WORK TERMS STUDENTS JOB POSTINGS

### Engineering

**849** **821** **1237**  
WORK TERMS STUDENTS JOB POSTINGS

### Science & Sustainability

**156** **144** **758**  
WORK TERMS STUDENTS JOB POSTINGS



#### MECHANICAL ENGINEERING CO-OP

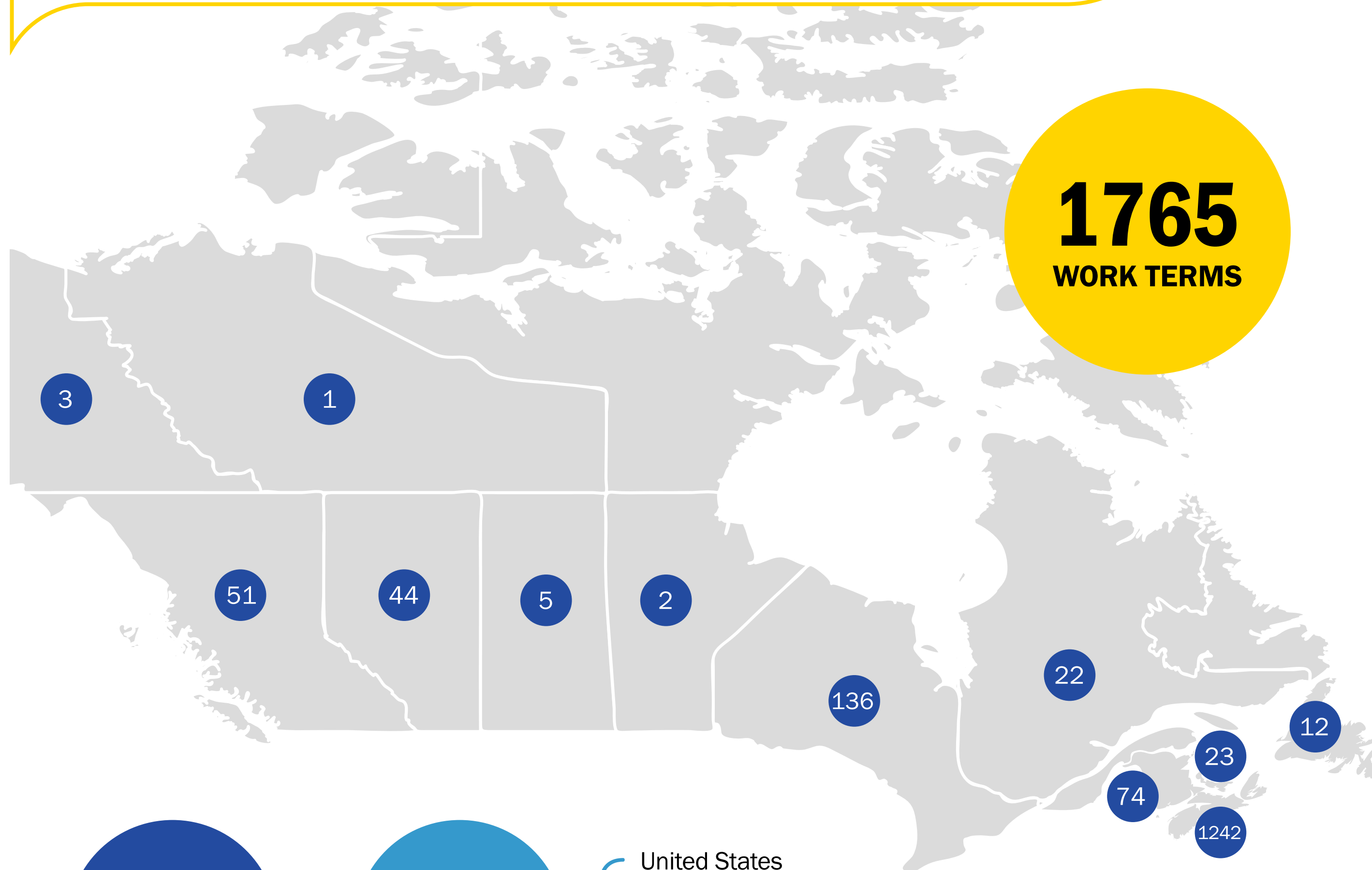
## Working in the Fast Lane

JOHN MACISAAC'S WORK TERM WITH THE ASTON MARTIN FORMULA ONE® TEAM

“Knowing that my projects and tests will have a potential impact on the cars’ performance makes them all incredibly special.”

[READ MORE >](#)

# Where Are WIL Co-op Students Working?



**1765**  
WORK TERMS

**1682**  
IN CANADA

**83**  
INTERNATIONAL

- United States
- China
- United Arab Emirates
- Germany
- Bermuda



**MASTER OF PLANNING CO-OP**

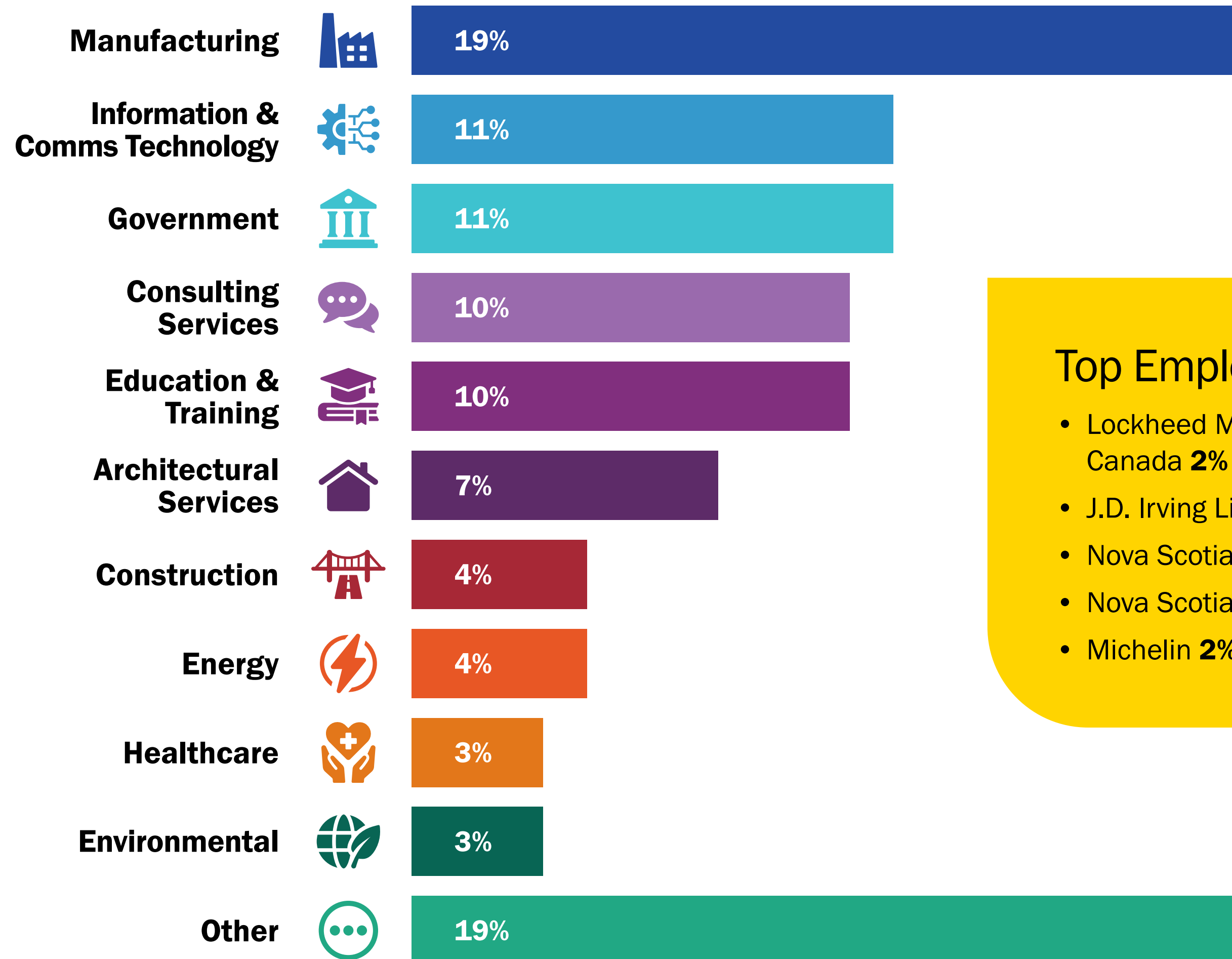
## Planning with Community in Mind

**RUTVI PATEL'S WORK TERM WITH THE CITY OF FREDERICTON**

“I am interested in planning because it is the primary face of the social structure, the backbone of a city’s life, and the heart of sustainable communities. It holds the power to be the voice of the people over profit. Planning paves the way for a better tomorrow, creating spaces that nurture communities.”

**[READ MORE >](#)**

# Which Industries are Hiring?



## Top Employers

- Lockheed Martin Canada **2%**
- J.D. Irving Limited **2%**
- Nova Scotia Health **2%**
- Nova Scotia Power **2%**
- Michelin **2%**



**MASTER OF DIGITAL INNOVATION CO-OP**

## Tech for Non-Tech Industries

### MDI STUDENT MAKES IMPACT AT NON-PROFIT

“Being employed at a non-profit affords me the chance to effect meaningful change. My prior involvement as an animal activist in Bangladesh exposed me to the obstacles encountered by non-profits, and I have also been a beneficiary of generous assistance from various non-profit organizations throughout my life. Consequently, I am motivated to reciprocate and give back to society.”

[READ MORE >](#)

# Our 2024 Top Co-op Students



## Science & Sustainability

**GRACE ALBERTS**  
**Environment, Sustainability & Society**

“The opportunities I’ve had through co-op have given me skills and experience that surpass those of a traditional early-career professional.”



## Computer Science

**MATSI PATEL**  
**Bachelor of Computer Science**

“Each experience deepened my understanding and prepared me for a dynamic professional environment.”



## Engineering

**GRACE O’CONNOR**  
**Chemical Engineering**

“The co-op program has had a profound effect on me over the course of my undergraduate experience, and I believe it has set me up for success post-graduation.”



## Architecture & Planning

**EMMA MACDONALD**  
**Master of Planning**

“Being able to see how community-led planning actually plays out in real life was so impactful. Relationship-building is such a key part of making real change happen.”



## Where classroom meets workplace

### INTRODUCING DALHOUSIE’S 2024 TOP CO-OP STUDENTS

Dalhousie students once again demonstrate that when it comes to work-integrated learning, they are eager to make an impact on the organizations they work for while gaining valuable skills and knowledge for the future.

In 2024, 72 students were nominated for Top Co-op Student of the Year, proving that Dalhousie students are making an impact on their employers every day.

Each year, Dalhousie’s co-op offices — **Management Career Services** and **Work-Integrated Learning & Co-operative Education** — celebrate these work-integrated learning experiences along with the employer partners who make them happen at the Dalhousie Top Co-op Awards. This year’s celebration took place on Tuesday (March 18) at the Atlantica Hotel during National Co-op & WIL Month.

**[READ THEIR STORIES >](#)**

# Our 2024 Top Co-op Employers

## CONGRATULATIONS TO OUR 2024 RECIPIENTS:

### Architecture & Planning

Peter Braithwaite, Peter Braithwaite Studio Ltd.

### Energy & Resources

Monica Harlow, Emera Inc.

### Engineering Services

Tom Kozlowski, CBCL Limited

### Financial Services

Suchali Tripathi, Manulife

### Information & Communications Technology

Cosimo Prochilo and Saif Pirani, Rogers Sports & Media

### Management & Consulting

Katie Newcombe, Davis Pier Consulting

### Manufacturing

Zenin Oganecu, McCain Foods

### Non-Profit

Alison Burrows, Society for Enterprise Education and Development (SEED)

### Public Sector

Juan Encinas, Nova Scotia Health Authority

### Research & Development

Rob Adamson, Dalhousie University – Adamson Lab

### Retail

Kim Melanson, TKBS Family Sales Ltd (Canadian Tire #187, Whitby South)

The Emerging and Legacy Employer of the Year awards recognize co-op employers who have made significant contributions to co-op and internship programs at Dalhousie. These employer partners were nominated by co-op office staff members.

## EMERGING EMPLOYER OF THE YEAR

The Emerging Employer of the Year Award recognizes employers new to co-op at Dalhousie within the last 4 years. Congratulations to the 2024 recipient, **Arduro!**

## LEGACY EMPLOYER OF THE YEAR

Our Legacy Employer of the Year Award recognizes organizations that have been a very active and supportive employer partner for at least 5 years. Congratulations to the 2024 recipient, **Lockheed Martin Canada!**

**Congratulations to all award recipients and nominees.** We appreciate your continued investment in our students' growth and the future of your industry!



1. The Top Co-op Awards are hosted each March during National Co-op and WIL (Work-Integrated Learning) Month.

2. Emcees Lauren Yellan, Bachelor of Commerce and Aakash Nandwani, Master of Applied Computer Science.

3. Attendees pose for a picture at the event's photo booth.



# Celebrating 55+ Years

ARCHITECTURE CO-OP EST. 1969  
ENGINEERING CO-OP EST. 1979  
SCIENCE CO-OP EST. 1980

Today WIL Co-op (formerly SITE Co-op) supports 27 programs across the university with more to come.

On behalf of the Faculties of Science; Computer Science; Architecture & Planning; Engineering and the College of Sustainability, WIL Co-op continues the shared commitment to deliver **work-integrated learning** in partnership with employers and community partners where our exceptional students can apply their knowledge in work settings; develop competencies and explore their careers.

Together, we have delivered Co-operative Education and Work-Integrated Learning for over five decades. The current version of our department perpetuates the legacies of those who started Co-op at TUNS and Dal launching programs and laying the foundations of what we do today.

As we celebrate this exciting milestone, we honour the legacy of Dalhousie's students and employer partners and as well as the staff and faculty of the former offices that laid the foundation for this WIL Co-op journey.

**23,829+**  
WORK TERMS  
SINCE 2004



## Advice to my past self



“For most students, this is the first time they are working in a role that relates to their degree, so it is an entirely new experience, but employers know that, and they are very considerate of it. When you get hired to work somewhere, the employer chose you for a reason and you need to make sure you remind yourself of that.”

**KATRINA BAGNELL**, INDUSTRIAL ENGINEERING CLASS OF 2023



“One big piece of advice I always share is to not close yourself off to new opportunities. You never truly know if you enjoy (or sometimes, more importantly, don't enjoy) something until you try it! You may end up surprising yourself and falling in love with a job you never originally pictured yourself in. A bad experience is still an experience and allows you to grow into who you are as a person.”

**MACKENZIE BURKE**, MARINE BIOLOGY CLASS OF 2023



“Don't be nervous, you will have an amazing experience! Getting out of your comfort zone is the best thing you can do for yourself.”

**EMILY VEINOT**, MECHANICAL ENGINEERING CLASS OF 2024

# Highlights

## NETWORKING & WORKSHOPS

- Increased offerings of in-person and virtual events promoting work-integrated learning and career readiness
  - 69 Workshops & Drop-Ins
  - 24 Student/Employer Events & Pop-Ups
- Annual Co-op & Career Connections event has become a marquis event for Architecture, Engineering, and Planning students to connect with engaged employers

## CONTINUOUS IMPROVEMENT THROUGH PROGRAM RENEWAL

- Rebooted CS Co-op program, formalizing additional flexibility into the WIL journey
- Continued Science Co-op renewal, including proposal for a brand-new Co-op degree program(stay tuned!)
  - Next phase sees additional flexibility for existing programs
- Streamlined and enhanced Work Term Monitoring process through transformational effort
  - Enabling students to more easily share their workplace learning

## EMERGING NOW

- Proudly continued partnership with ACOA through the Emerging Now Funding Program
- Emerging Now aims to support regional manufacturers building export capacity through innovation and productivity improvement by hiring WIL Co-op students
- Since 2018, 103 work terms across 35 local manufacturers have been supported

## CELEBRATING 3 YEARS WORKING WITH ARCHITECTURE & PLANNING CO-OP

- WIL Co-op was pleased to support the Co-op and WIL programs offered through the Faculty of Architecture and Planning over the last few years
- Supporting professional practice in Architecture and Planning is a fundamentally rich, important aspect of Dalhousie's WIL portfolio

## STUDENT APPRECIATIVE ADVISING MODEL

- Our student team has adopted the Appreciative Advising Model, a student-centered approach, concentrating on strengths and potential while encouraging students to have agency over their WIL journey and experience

## EMPLOYER ENGAGEMENT: PROFESSIONAL DEVELOPMENT WORKSHOP SERIES

- Our employer team piloted offering employers a workshop series of selected content with a view to advising how to engage in hiring and employing Co-op students as well as how to make that experience successful. Very well received by our employers and community partners



1. MREM Speed Networking Event, 2024

2. Co-op & Career Connections: Employer Panel & Networking Event, 2024

3. Architecture Co-op Women in Leadership Panel (part of Professional Practice Week), 2025



