

ANNUAL REPORT 2019-20

SCIENCE, INFORMATION
TECHNOLOGY, ENGINEERING
COOPERATIVE EDUCATION



2019-20 BY THE NUMBERS

90%

EMPLOYMENT RATE

FULL YEAR NUMBERS

\$13.7

MILLION
TOTAL STUDENT
EARNINGS

↑ 5%
YEAR-OVER-YEAR

\$19.20
AVERAGE
HOURLY WAGE

FALL
2019

WINTER
2020

SUMMER
2020

Employment
rate

96%

95%

79%*

OVER
\$2M

TOTAL FUNDING
SECURED BY
OUR EMPLOYERS

↑ 33%
YEAR-OVER-YEAR

Number of
students

412

422

652

Work terms
completed

396

399

519

350

EMPLOYERS HIRED
STUDENTS IN 2019-20

84

NEW EMPLOYERS

*COVID-19 certainly had a significant impact on student employment, and many opportunities were withdrawn in the earliest days of the pandemic. However, we are pleased to share that during our largest summer cohort to-date, the majority of students successfully found meaningful co-op and internship jobs.

INDUSTRIES & LOCATIONS

30%

found work outside the province of Nova Scotia



TOP INDUSTRIES



CO-OP FUNDING PROGRAMS HELP EMPLOYERS MAKE CENTS OUT OF STUDENT HIRING



Putting co-op on the provincial map

This year saw a 30% increase in the amount of funding accessed by employers to hire co-op students. Every year, wage subsidy programs make it easier for employers to hire students and provide valuable work experience.

In response to COVID-19, temporary changes and flexibility with eligibility criteria were offered by various [funding programs](#), including the federal government's **Student Work Placement Program (SWPP)**, ACOA's **Emerging Now** (Dalhousie exclusive), and **Nova Scotia's Co-op Education Incentive (CEI)** to make it possible for more organizations to hire students during these times.

Funding opportunities allow more students to gain valuable work experience and provide organizations with the opportunity to add talent to their team and scale their business.



Kali Hines
Sustainability Co-op

Work term made possible by funding provided by DivertNS.



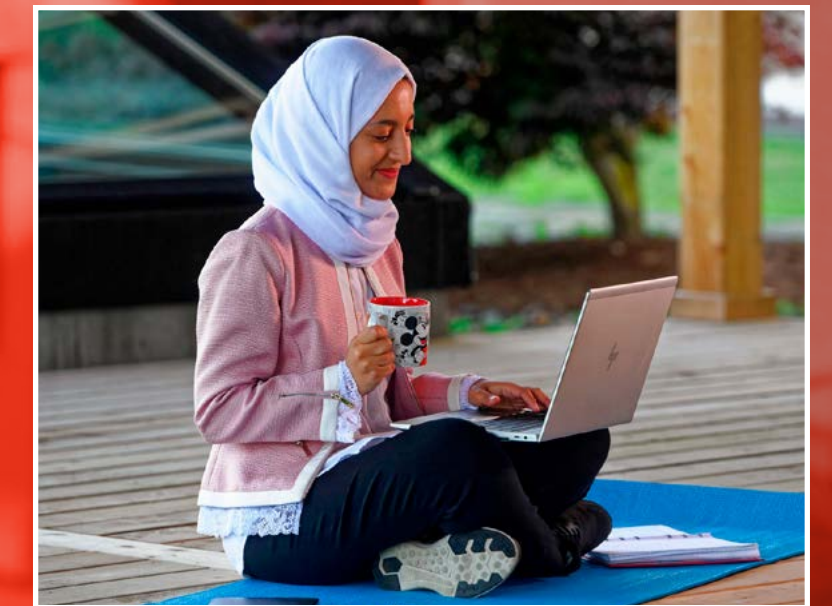
Linda Hutchison
Sustainability Co-op

Work term made possible by funding provided by DivertNS.

“I wish I had more money to hire more students. From a perspective of economics, they produce. Regardless of funding, [students] are a great investment.”

– Vince Sieben,
Ocean Sensors Lab,
Dal Co-op employer
since 2018

'WIL' FROM HOME



When the world came to a stop this past March, much uncertainty shrouded everyone's lives. The same was true for our co-op students — would companies still hire students? could companies recruit and interview given the distancing restrictions? how could students even work if the country was shut down?

Summer 2020 recruitment was challenging for our students, employers, and team. But as time progressed and with a lot of hard work, the majority of summer co-op students were able to successfully find work experiences.

But that didn't mean the work terms didn't look different. We were inspired by the resiliency of our students, the organizations who stepped-up to hire them in the midst of a pandemic, and our staff who provided support.

Working abroad (while working from home)

Computer Science Co-op student **Kirsten Richard** was all set to spend her summer work term in Switzerland, until COVID-19 cancelled her travel plans. What wasn't cancelled, however, was her work term.

Charging ahead with summer co-op

Electrical Engineering Co-op student **Jack de Gooyer** was thrilled to learn he'd be joining Tesla in California for one of their very coveted co-op work term experiences. But as borders closed between Canada and the USA, he worried that the opportunity would be lost. Instead, the company came through and ensured it would be possible for him to have his battery-testing work term, all while sticking close to home.

Co-op in the time of self-distancing

Where the dress code is Zoom chic, the traditional 9–5 has been tossed out the window, and the work place is anything but traditional. Read the stories of four Dalhousie co-op students who share their experience grappling with sudden change this past summer term, and how they were supported by the companies that hire them.

#WILFromHome

It's likely safe to predict that the workplace of the future won't look like the workplace of the past.

Proving that productivity doesn't only happen during 9–5 and at an assigned work station, our students are finding so much success as they “WIL (Work-Integrated Learning) from Home”.



Jovana Kornicer

*Marine Biology
Lab assistant, LaRoche Lab*

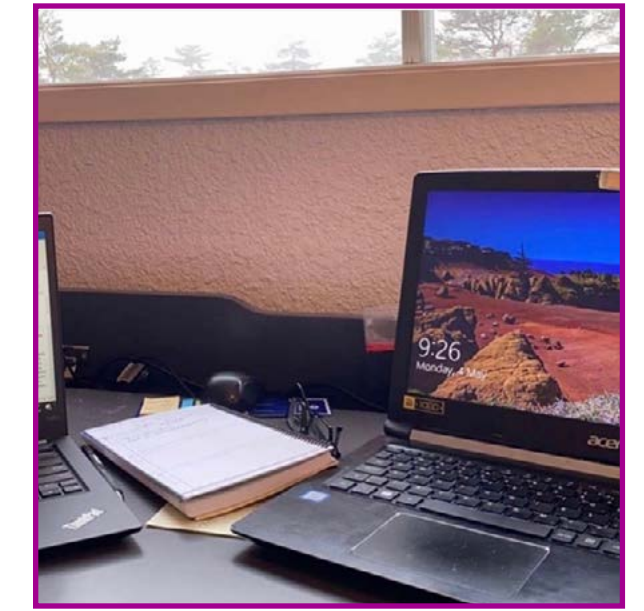
Researching wastewater as a method of COVID-19 monitoring and surveillance.



Claudia Torres

*Industrial Engineering
Packaging Team Supervisor,
Pepsico Foods Canada*

Overseeing team of 40+ employees to achieve daily production goals.



Zaaheda Islam

*Computer Science
Customer Relationship
Management, AXIS Capital*

Providing IT consultancy to end users and clients and UI/UX planning.



Alvaro Sevilla

*Mechanical Engineering
Centre for Ocean Venture
Entrepreneurship (COVE)*

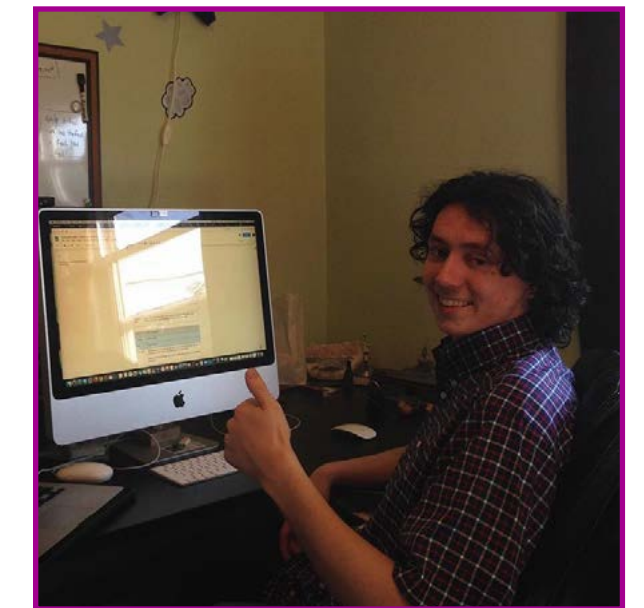
Remotely built a platform to connect students and ocean data industry leaders.



Baraa Fath

*Industrial Engineering
Supply Chain Intern,
Pepsico Foods Canada*

Working on plant supply chain automation, process improvement and waste reduction.



Forde Nedimovic

*Applied Computer Science
Artech Camps Canada*

Developing weekly plans and instructing online creative technology camps for kids.

AWARDS FROM HOME

The venue was booked, the awards were printed, and the balloons were ordered. But alas, the fourth annual **Dalhousie Top Co-op Awards** — originally scheduled for the third week of March — were temporarily postponed as cancellations swept not only the university, but the country and beyond. Eventually, a virtual celebration was determined to be the best option.

Award winners and finalists were honoured individually and collectively in a digital campaign shared on our [Hire Dal LinkedIn showcase page](#). Not only were winners and finalists celebrated, LinkedIn page visitors were up more than 200%, new followers increased by 136%, and page views were up 300+%. You could say the awards were a viral success.



Meet Dal's Top Co-op Students of the Year

An Environmental Design Studies student challenging architecture's role in accessibility. A computer science student tackling inclusion in a male-dominated field. A biology student's dentistry dreams after developing "delicate dexterity" skills thanks to her co-op experience. Those are just a few examples of what makes a co-op student come out "on top".

Congratulations to our Top Co-op Students of the Year.

Science

Gayathri Ponneri

Bachelor of Science (Biology)

"With this experience, I was indeed able to find my calling, and I am quite confident in my future in dentistry. This experience has given me confidence in myself and my skills to thrive in a dental field due to the dexterity skills and experience I have gained throughout my work terms."

Computer Science

Alicia Wong

Bachelor of Computer Science

"It's given me so many skills. Co-op allows you to try different jobs and discover what you are really passionate about. It provides you with so many options before you graduate and have to start making more significant career decisions."

Engineering

Nicole LeRoux

Bachelor of Engineering (Civil)

"[The co-op experience] has taught me valuable lessons as to where hard work takes you and for that I am thankful. [Winning a Top Co-op Award] "re-emphasizes that I'm in the right field."

HIGHLIGHTS



New co-op presence on Studley Campus

This January, we moved into our newly-renovated space in the Life Sciences Centre, with the goal of being able to conveniently support more students, particularly improving access for Science and Sustainability students.

We look forward to the grand unveiling once we're able to be together in person again.



Engineering co-op curriculum changes

Enhanced content was implemented into the Engineering Co-op Curriculum, which now weaves reflective assignments throughout the student's work term, encouraging thoughtful consideration about specific learning highlights throughout their work experience.



New! Sustainability Co-op

We launched our much-anticipated **Sustainability Co-op program** this summer for students enrolled in the Environment, Sustainability and Society program offered by the College of Sustainability.

Congratulations to our 2020 Co-op #DalGrads

"Do what you love. Find work that's meaningful to you and do what you need to do to get there."

With convocation officially cancelled this past spring, we asked a few of our employers to share messages of congratulations, support, and advice with our students. Here's what they had to say.



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