



wace
advancing cooperative &
work-integrated education

Annual Report
2022-2023

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WACE Strategic Operations

The 2022/23 year was a very successful one for the WACE secretariat. We have established a strong financial base for the organization due to our expanded membership and strong events in this fiscal year – both the WACE IRS in Japan in August of 2022 and the world conference in Waterloo in June 2023. It was wonderful to welcome our WACE community together in person at our first world conference since 2019. We enjoyed hearing from the former Governor General of Canada as a keynote, interesting panels made up of colleagues and employers, an array of presentations and conversations. Our gala allowed us to celebrate our WACE award winners and the first graduates from the Global WIL Modules program. We were delighted to launch the 3rd edition of the International Handbook for Work-Integrated Learning, edited by Dr. Karsten Zegwaard and Dr. Judene Pretti, and recognize and congratulate all chapter authors who were in attendance. We were very pleased to welcome over 35 participants from 11 countries to our first ever Institute for Leadership in WIL which was held just prior to the WACE conference.

A team of WACE members conducted our first quality review of a WIL program in Central Asia. We used an approach based on quality frameworks and academic review processes. This enabled us to test a quality framework in a novel context, and to allow us to offer this important service to members and others. This also gives us confidence in sharing a global quality framework based on consultation with national associations and other stakeholders across our WIL communities. Please read more about the development of this global quality framework in the report.

A big thank you to all members of our Executive Committee, International Research Committee and Global Strategy Councils who continued to give support and guidance this past year. The work of the Executive sub-committees and the Programs and Partnerships portfolios are covered in this annual report.

We are saying goodbye to three wonderful, wise leaders of WACE. Our co-chair, Dr. Maurits Van Rooijen, our SASCE representative Mr. Shakeel Ori and our TACE representative and Global Strategy Council co-chair Professor Wichit Srisa-an. A fitting tribute to Professor Wichit will be presented during our AGM and I know everyone throughout WACE expresses their gratitude and thanks to the generous commitment that these three individuals have made to our association. We would not be the organization we are today without their dedication over the years.

Vice Chair Strategic Operations: Dr Norah McRae

WACE Finance Report

Fiscal year 2023 marks another period of financial success for WACE, underpinned by a successful annual conference and strong membership. We are pleased to announce the successful completion of our second Canadian audit, a testament to our commitment to transparency and fiscal responsibility. We extend our gratitude to our auditors and Redstone Agency for their diligent efforts in ensuring the integrity of our financial operations. The year has again been profitable, with our financial resources exhibiting year-over-year growth, reinforcing WACE's strong financial foundation and positioning us for continued success in the years ahead.

WACE Programs & Partnerships

The past year has been focused on strengthening programs and partnerships. A key achievement was the renewal of the Global WIL Charter. The Charter was renewed through consultation with the WACE Global Strategy Council and WACE Executive Committee with three calls to action outlined. A signing ceremony was held at the WACE World Conference in June with many WACE members, National Associations and supporting associations signing the Charter. The Charter continues to be available for additional digital signatories on the WACE website.

The network of WACE member National and regional WIL Associations has continued to strengthen and provides strategic advice to WACE through their representation on the Global Strategy Council and the WACE National Associations Committee. Regular updates are provided to WACE members through the WACE quarterly newsletters. A particular focus of the work of the WACE National Association Committee over this period has been the development of a Global Quality Framework for WIL. This has involved collecting and mapping of existing national resources and frameworks, consultation with a range of WACE bodies and experts and valuable feedback to a refine the final draft from National Associations at our first face to face meeting in several years in Canada in June 2023. The Global WIL Quality Framework will be made available in coming months.

An MOU was signed with the Thai Regional Office in Bangkok in March 2023 and an action plan developed. An action plan for the Europe office was also developed during the period with planning for the 2024 International Research Symposium in Sweden a major component.

Global Challenge is a WACE program managed in partnership with Practera, an educational technology company. In the program global student teams undertake online projects to help business, government and community organisations identify practical 'Shared Value' initiatives to create social, environmental, and economic value linked to the UN Sustainable Development Goals. There were 2 programs delivered to 174 students from 26 universities over this period. Outcomes for students and client organisations remain consistently strong. Many presentations on Global Challenge were delivered to conferences over this period. Support for the program from members of the WACE community by facilitating sessions has been pivotal to the programs ongoing success.

The partnership between the Global WIL Modules program and WACE has continued with a Capstone module being delivered in 2023 with 4 graduates receiving a WACE certificate on completion of the 5 modules and the Capstone. The certificates were awarded at the WACE World Conference in Canada in June 2023.

Vice Chair Programs and Partnerships: Judie Kay

International Research Committee

The international research committee (IRC) has had a busy year but held only one meeting (usually there are two). This meeting occurred during the 2023 pre-conference period, attended by about 11 people.

The IRC facilitated the reviewing of the abstracts for the WACE Global Conference at Waterloo. The call for abstracts resulted in some submissions different in nature than previous years – likely caused by the conference being picked up by generic conference listings platforms that target an audience beyond the wider WIL community, generating submissions not directly related to WIL. About 1/3rd of abstract submissions were rejected on grounds of relevancy to the conference.

The IRC also generated a review board of 19 reviewers from seven countries to review papers for the refereed conference proceedings arising from the 2023 WACE conference – the proceedings consist of 16 papers with the paper by Antoine Pennaforte winning the best paper award.

After a hiatus of three years, the IRC also made available the WACE Research Grant. The grant was set at CA\$15,000 and generated 11 applications of which about half were high calibre, fundable applications. The successful application was entitled “A best practice framework for virtual international WIL placements” by Deana Grant-Smith, Craif Cameron, Laura de Zwaan, and Anne Hewit.

The IRC will be closely involved with the 2024 WACE International Research Symposium in Sweden, with reviewing of abstracts submissions for presentations, posters, and workshops, and the refereed papers.

Chair of IRC, Karsten Zegwaard

Membership Committee

The Membership Committee conducted a comprehensive survey among its existing members to identify areas for improvement. The survey encompassed feedback on the benefits of membership, the value proposition for employers, and recommendations for enhancing the organization's services for its diverse membership categories.

Insights from the survey highlighted various benefits for Higher Education Institutions associated with a WACE membership, notably, networking opportunities and the prospect of knowledge exchange among peers were underscored as key advantages.

The platform's facilitation of international research collaborations was also acknowledged as instrumental in fostering academic growth and innovation.

Significance of WACE for employers was seen in talent acquisition and professional development. The access to a pool of skilled and motivated students emerged as a crucial benefit, along with the opportunities for employers to enhance their workforce's expertise through tailored programs and resources.

In response to the survey findings, the sub-committee will develop a comprehensive plan aimed at elevating the overall membership experience and expanding its influence within the global educational landscape.

Actions to be taken will be the updating of the membership structure, drafting compelling marketing materials, developing an extensive conference promotion list, and formulating targeted strategies for recruiting both new higher education institutions members and employer members.

In addition, WACE is contemplating strategic geographical expansion to broaden its global presence. The organization will assess potential regions for development and devise targeted approaches to address the unique needs of diverse educational landscapes.

Awards Committee

In 2023, the WACE awards committee reviewed the previous awards that were presented by WACE. It was decided to rename the awards and revise the criteria for each award. Further details about the award criteria and the alignment with previous WACE awards are available on the WACE website. The following awards were confirmed and approved by the WACE executive board and presented to the 2023 recipients at the WACE conference in June:

1. **WACE Leadership and Innovation Award-** In recognition of a significant and sustained contribution to executive leadership during which innovative strides were undertaken to produce transformational results.
2023 Recipient: Dr Nancy Johnston, Adjunct Professor, Simon Fraser University, Canada; President of NJ Consulting.
2. **WACE Outstanding Professional Contribution award-** In recognition of outstanding and significant contributions to cooperative and work-integrated education (CWIE).
2023 Recipient: Dr Judene Pretti, Director, Business Services, University of Waterloo, Canada
3. **WACE Employer/Partner contribution Award-** In recognition of outstanding and sustained contributions as an employer or partner organisation to the practice of CWIE.
2023 Recipients: Robert Douglas and Brian Train from the Strategic Policy and Initiatives Branch, BC Ministry of Post-Secondary Education and Future Skills

4. **WACE Research Award**- In recognition of outstanding and significant contributions to scholarly research in CWIE.
To be awarded at the International Research Symposium in 2024.
5. **WACE Best Paper Award** – best refereed conference proceedings paper (presented at a WACE conference or a WACE International Research Symposium).

2023 Recipient: Antoine Pennaforte, *Conservatoire National des Arts et Métiers – CNAM Laboratoire Interdisciplinaire en Sciences de l'Action – LIRSA*

Title of the paper: Neuro-typical inclusion through Work-integrated Learning: How to manage neuro-typical individuals through WIL for an inclusive future of work?

Congratulations to the award recipients for 2023. The committee would like to thank all those involved with the selection panels for the awards.

Associate Professor Jenny Fleming, Committee Chair.

WACE Africa Office

Through links with WACE, the WACE Africa office was able to forge links with Botho University, a WACE institutional member which is based in Botswana. We are happy that the links have strengthened to the extent that Botho university is represented in the SASCE Board

The WACE Africa office, through SASCE, contributed to the review of the Namibia National Policy Framework for Work-Integrated Learning. This framework will go a long way towards strengthening WIL in Namibia.

WACE Europe Office

A national initiative of a quality framework for WIL in the Swedish higher education

The WIL certification process has been recognized nationally in the Swedish higher education sector and a project aiming to develop a quality framework for work-integrated learning in higher education has been granted by Vinnova (Sweden's innovation agency). The goal is to produce a digital product (tool and handbook), which will be offered in both Swedish and English. By so doing, the Swedish higher education sector can be strengthened by making it more integrated with and relevant to working life abilities.

A new complete academic environment on WIL in Sweden

HV profiles its operations into two complete academic environments (CAE), where one is within work-integrated learning. In a CAE research, education and collaboration is strongly integrated, where educational pathways from undergraduate, advanced and postgraduate levels are synchronized with efforts for lifelong learning environments.

Research within WIL has existed at University West for nearly 20 years. During the last 10 years, the university's profiling of WIL has been systematically developed and strengthened into a national and international knowledge front. About 70 researchers and about 50 doctoral students (of which roughly 15 third-party doctoral students) as well as research schools connected to the area. Strategy plans and themes for future research orientation are being drawn up. Future investments in education, research, and collaboration are characterized by increased collaboration across subject disciplinary and societal boundaries and have clear sustainability perspective.

WIL- certification for all study programs at University West, Sweden

Work-integrated learning (WIL) becomes a quality dimension in all the education programs at University West (UW). In 2018 the university's board decided to evaluate how the university programmes include and realize WIL in their curricula and teaching. A quality assurance process was initiated, which is called the WIL certification process, and is running for all programmes, from bachelor, master to third-cycle level programs. Through the WIL certification process the pedagogical support for students' learning and the opportunity to achieve the courses' learning objectives and the overall objectives of the education programs is developed and assured. The process is yearly and comprises of collegial workshops, templates and guidelines, and ends up in a self-evaluation report that is assessed against four criteria domains. 80% of all the UW's programs have now passed the assessment.

Blog WIL reflections

To stimulate, inform and interact with scholars and practitioners within the WIL community, a blog on WIL named WIL reflections has been set up by researchers at University West, where they share all types of knowledge, thoughts and ask questions regarding WIL. Mostly in English at <https://www.wilreflections.hv.se>

WACE Japan Office

Main activities in 2023

- **Strengthen the relationship between KIT and WACE**

KIT, the host university for IRS2022 held for the first time in Japan and its partner companies have formed a core group that is serious about implementing high quality CWIE in local communities. This core group has a clear purpose, and is willing to collaborate, and has the potential to become the core of the development of CWIE in Japan. Although it still is a small group, WJO aimed to help KIT and corporate team develop CWIE and build on their achievements that will have an impact on the region using WACE's knowledge, experience, and network. WJO continued communication with KIT's president, executives, professors, and CWIE staff.

- **Support participation in WACE WC 2023 from Japan**

WC2023 was a great in-person conference post-coronavirus, thanks to the contributions of the University of Waterloo and WACE team. KIT was scheduled to participate in the WC with the delegation of president, executives, and CWIE practitioners, but because of the conflict of the schedule, two of them attended the WC and the Waterloo Institute. A total of 4 people participated from Japan.

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The challenge of increasing the number of participants from Japan is that the cost burden will be high.

- **Investigation of CWIE related academic societies and associations in Japan.**

CWIE is diversifying, and WACE's services, events, and research fields are expanding. In order to increase participation in WACE events and services in Japan, we researched and started contact with various groups such as Japan association for Global Competency Education (JAGCE), etc.

- **Translation of CWIE related literature into Japanese**

We have begun working on translating CWIE's global trends, research, and best practice literature into Japanese. This activity began in 2022 with the support of Japanese CWIE practitioners and researchers. Translating English CWIE terminology into appropriate Japanese will help Japanese people to understand CWIE and to facilitate global CWIE communication. Once the Quality WIL framework is complete, WJO team will work on the translation and localization of the WACE institutional review services.

WACE Thailand Office

In March 2023, WACE Thailand Regional Office at Suranaree University of Technology (TRO@SUT) was inaugurated by the official MOU signing between WACE represented by Dr Norah McRae, Vice Chair Strategic Operations and Ms. Judie Kay, Vice Chair Programs and Partnerships and SUT, the site host of this Office, represented by Associate Professor Dr Anan Tongraar, SUT Rector and Assistant Professor Dr Atit Koonsrisuk, Director of SUT's Centre for Cooperative Education and Career Development. The signing was witnessed by Professor Dr Wichit Srisa-an, WACE Executive Board member and President of Thai Association for Cooperative Education.

After this official launch, first mission of TRO@SUT was to promote 2023 WACE World Conference at University of Waterloo among Thai universities. The promotion brought all together 18 delegates from 8 universities to visit Simon Fraser University and University of Victoria before joining the WACE Conference. The Thai delegates came back with useful lessons learned from Canadian colleagues and international participants of the conference.

Also at WACE World Conference, a formal relationship for international cooperative and work-integrated education (CWIE) student placement between University of Waterloo and SUT was fostered through the signing of an MOU. Representing Waterloo were Dr James Rush, Vice-President, Academic and Provost and Dr Norah McRae, Associate Provost, CEE and from SUT were Dr Anan and Dr Atit. The team from these two sides have been working closely since the signing in order to initiate the first batch of such student exchange in the first quarter of next year.

International Research Symposia in Europe 2024

During autumn of 2022 and spring 2023 a bid for hosting 2024 International Research [WACE Annual Report 2022 / 2023](#)

Symposia in Europe was prepared and submitted by University West, Sweden. The application was successful so at the World Conference in June 2023 the forthcoming International Research Symposia in Sweden 2024 was presented.

WACE Europe Office: Gunnar Peterson, University West