WIL: Experience or Exploitation?
A Canadian Perspective

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Paid WIL in Canada: Co-operative Education

Canadian Association for Co-operative Education (CAFCE) Definition:

"Co operative Education Program" means a program which alternates periods of academic study with periods of work experience in appropriate fields of business, industry, government, social services and the professions in accordance with the following criteria:

(i) each work situation is developed and/or approved by the co-operative educational institution as a suitable learning situation;

(ii) the co-operative student is engaged in productive work rather than merely observing;

(iii) the co-operative student receives remuneration for the work performed;

(iv) the co-operative student's progress on the job is monitored by the co-operative educational institution;

(v) the co-operative student's performance on the job is supervised and evaluated by the student's co-operative employer;

(vi) the time spent in periods of work experience must be at least thirty per cent of the time spent in academic study.
Unpaid WIL in Canada: Internships
Canadian Association of Career Educators
and Employers (CACEE):

What can be considered an Internship?

• An experiential opportunity integrating knowledge gained in the
classroom to an employment setting
• Has a defined start and end date and includes a job description
• Has clearly identified objectives and outcomes related to the
student’s field of study
• The student’s work is supervised by a qualified professional and
feedback is shared with the student on a regular or ongoing basis
• The employer provides equipment, resources and facilities to
support the learning objectives/goals
• Includes a reflection and evaluation process at the conclusion of
the internship
The regulation of employment in Canada is a provincial responsibility, with each Province having its own legislation to regulate paid employment relationships between employees and employers. Unpaid internships are largely unregulated in Canada.

• The training is similar to field-specific or applied training that can be found at a post secondary institution.
• The training is for the benefit of the intern.
• The organization providing the training derives little, if any, benefit from the activity of the intern while he or she is being trained.
• The intern does not displace employees of the organization providing the training.
Unpaid WIL in Canada: Internships
Canadian Association for Career Educators and Employers: Criteria to determine legitimacy

• The intern does not displace employees of the organization providing the training.
• The intern is not accorded a right to become an employee of the organization providing the training.
• The intern is advised that he or she will receive no remuneration for the time that he or she spends in training.
• The skills and/or experience gained must be transferable to other employment settings.
• There are clearly defined and articulated learning outcomes for the intern to realize by the conclusion of the internship.
• Regular supervision is given by a professional pertinent to the internship.
• Internships must be for a defined period of time.
Thank you.