

# EDI in WIL:

## A Case Study of Industry Projects at Red River College Polytechnic

In partnership with BHER, Red River College Polytechnic (RRC Polytech) expanded their capacity for delivering work-integrated learning (WIL) to equity-deserving and international students by increasing employer engagement and innovative WIL types.

### Challenges

Equity-deserving students are often unaware of opportunities, experience challenges navigating recruitment, and have difficulty fitting WIL into their schedules due to caretaker, financial, and other obligations. International students often have limited access to WIL, which significantly impacts their employment prospects post-graduation.

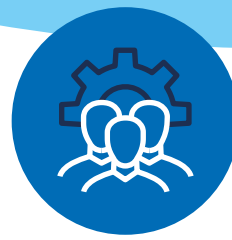
### WIL Solutions



Strategic commitment to ensuring every student has at least one WIL opportunity before graduation, with tailored options to accommodate the individual needs and preferences of all students including international students.



Established a new Industry Liaison role within a supporting employer engagement, focused on expanding employer engagement and securing meaningful opportunities for international students.



Created innovative WIL and increased flexibility of existing WILs, for example 8-month part-time industry projects as an alternative to full-time placements, Rural WIL program to better serve rural and remote students, Indigenous Sprint to Innovate hackathon.

### Impact

→ Employers prefer the increased engagement and greater exposure to students that RRC was able to provide them. They also noted that incoming students were equipped with a strong balance of technical and soft skills.

### Students agree or strongly agree because of their WIL experiences

**85%** are better able to understand employer expectations

**82%** are able to establish their professional identity

**88%** can identify their future career goals

**94%** of students, including international students, agree or strongly agree that they have the skills, knowledge, and experience to work towards their career goals, and that participating in WIL helped them better prepare for the workforce



**In recent times, I see excellence in both [technical and soft skills]. I know Red River College has taken a concerted effort in developing those core skills.” – EMPLOYER**

Interested in setting up your own WIL program?  
Connect with us at [wilpartnerships@bher.ca](mailto:wilpartnerships@bher.ca)

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+ HIGHER  
EDUCATION  
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