

Definition of Work-Integrated Learning

BHER currently focuses on two types of WIL: Workplace-based WIL and classroom-based WIL.

- **Workplace-based WIL** is defined as work-integrated learning experiences that are integrated into a workplace. The host organization determines the tasks that the student will undertake and negotiates with the student the length of involvement. This can range from eight to 40 hours a week, up to a maximum of 16 months. The host organization or the post-secondary institution may support goal-setting and reflective activities that allow the student to effectively participate and reflect on their experience. Monetary compensation for the student is required and unpaid internships or placements are not included under this definition, rendering them ineligible for funding. This is not industry or program specific and can be applied broadly across institutions.
- **Classroom-based WIL** is defined as work-integrated learning experiences that are integrated into the classroom or courses at a post-secondary institution (PSI). The host organization will collaborate with the PSI, specific professors, or other contacts in the education setting to determine the format that the involvement will take. Compensation for the student is often received in the form of credit(s) that count towards their degree, diploma or certificate. This is not industry or program specific and can be applied broadly across institutions.

BHER uses the following criteria to define a WIL experience:

- Involves students in post-secondary institutions.
- Students are exposed to authentic work activities or experiences.
- Involves employers from the private sector, public sector, and/or not-for-profit organizations.
- WIL experience provides expected immediate or future value to the host organization and the student.
- Students' performance and WIL outcomes are assessed by the PSI institution and/or employers.
- WIL experiences can be either curriculum-based or co-curricular based. Curriculum-based experiences would provide for-credit opportunities which are assessed and counter towards course credit or credential completion while co-curricular based opportunities are not for credit but complementary to the curriculum and verified by the employer.

- Students have WIL experiences in settings that operate in compliance with all applicable laws and regulations, including health and safety laws and regulations.

Some examples of work-integrated learning experiences can be found at the links below:

- On CEWIL Canada's [website](#).
- On the [CEWIL Resource Hub](#), which includes Canadian WIL examples.