

EDI in WIL:

A Case Study of Architecture, Engineering, and Construction Students

Equity-deserving talent is underrepresented in the architecture, engineering, and construction (AEC) sector. Toronto Metropolitan University created a work-integrated learning alternative to co-op known as the DELIA (Diversifying Experiential Learning in the AEC) project to address this barrier.

Challenges

Diverse representation of women and minority groups is a challenge in the architecture sector. High admission criteria for architectural co-op programs also creates barriers for equity-seeking students who may not have the resources to fund their studies.

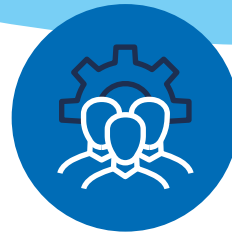
WIL Solutions



Bootcamps: Short, intensive workshops for students to directly engage with industry partners to learn an in-demand concept or related skill, strengthening their portfolios and building their professional networks.



Design Charrettes: Small group work with diverse professionals to create a design, simulating a real world team. The outputs are showcased in competitions judged by employers.



Design Builds: Collaboration with community and industry partners to construct a design idea with feedback along the way, resulting in final builds seen in the streets of Toronto and in professional publications.

Impact

- Employers reached a significant pool of students overlooked by co-op programs, while also building their brand on campus and strengthening collaboration across the AEC industry.
- Students built portfolios and gained awareness of emergent trends and technologies in the field.

87% of students reported feeling better prepared for the workforce

89% of students report optimism about achieving success in the workforce.



Not every student prefers a lengthy commitment like co-op, which extends their program duration. ...These alternative formats enable skill-building and confidence development within a shorter time frame.” – WIL ADMINISTRATOR

Interested in setting up your own WIL program?
Connect with us at wilpartnerships@bher.ca

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