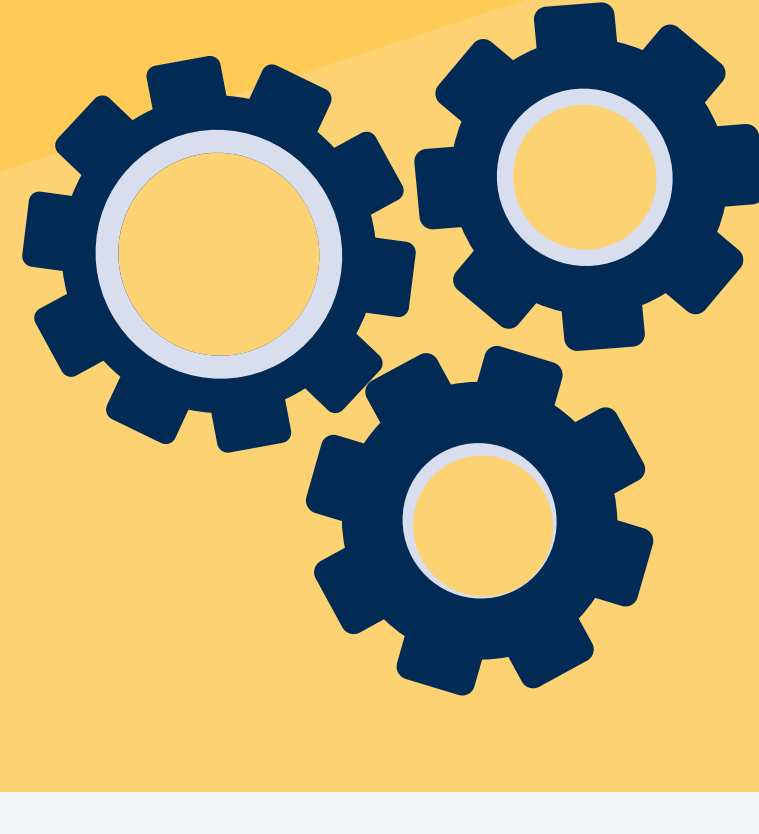


Benefits of WIL



Exploring the Return on Investment of Work-Integrated Learning (WIL)



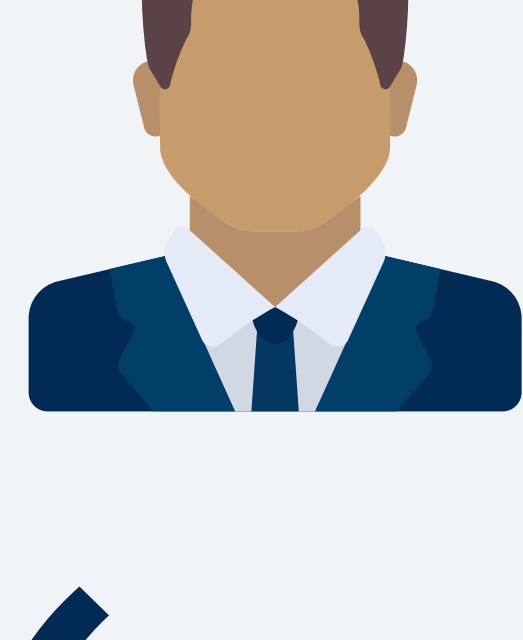
#WorkIntegratedLearning

“

Students help us to evolve, and we help them to evolve too ... It's a win-win situation.

”

SENIOR EXECUTIVE IN MANUFACTURING



“

Talented young students change us as a company. Participating in WIL programs is how we accelerate our transition to a more diverse workforce.

”

SENIOR EXECUTIVE IN MANUFACTURING

Read more about student and employer experiences with Work-Integrated Learning

[Explore success stories](#)



What are the main employer benefits of WIL?

01



SKILLED TALENT PIPELINE

Access to skilled candidates with job ready skills can fill key roles, enhance retention, and reduce hiring costs

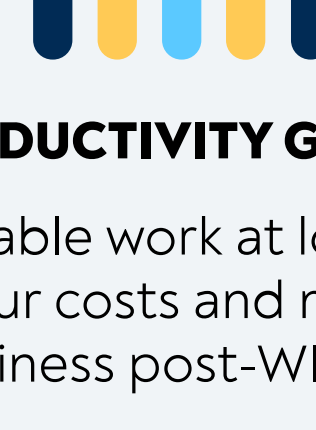


INNOVATION BENEFITS

Students contribute ideas and innovations to their organization during their WIL

02

03



PRODUCTIVITY GAINS

Valuable work at lower labour costs and more job readiness post-WIL



WORKFORCE MANAGEMENT

WIL creates management and development opportunities for your current employees

04

05



CORPORATE SOCIAL RESPONSIBILITIES

WIL advances your organization's corporate social responsibility goals



DIVERSITY & INCLUSION

WIL students contribute to your organization's mission, strategies, and practices to support a diverse workplace

06

Benefits from Equity, Diversity, and Inclusion



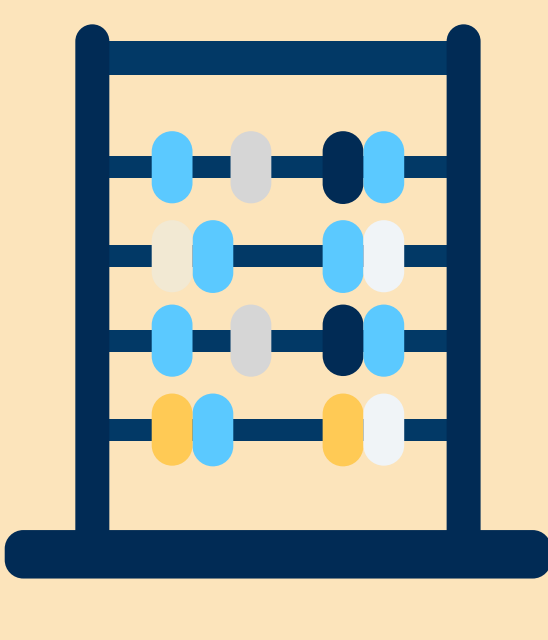
Access to diverse talent pool



Access to greater range of ideas

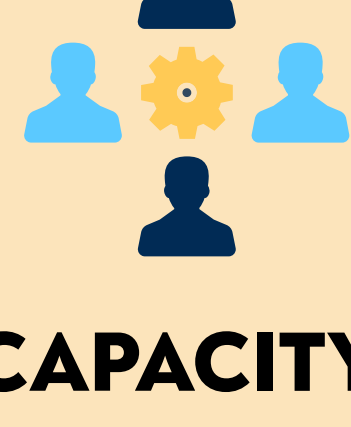


Develop in-house talent, reflective of community



Maximizing WIL Benefits

Factors to Consider



CAPACITY

Organizational capacity to host a student placement



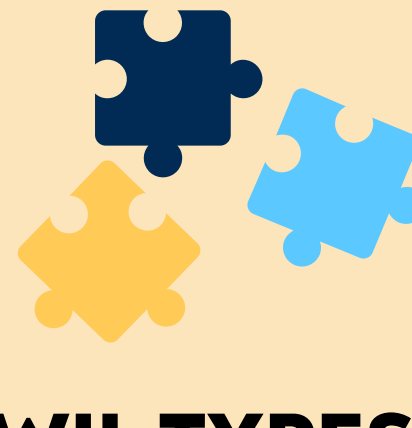
SKILLS

Technical and transferable skill sets needed



RISKS

Productivity losses, errors, health & safety, poaching



WIL TYPES

Type of WIL required to meet company objectives



FUNDING

Available funding in your region, province or nationally

[Find your WIL tool](#)

[Consider available WIL financial supports](#)



Calculating Return on Investment (ROI)

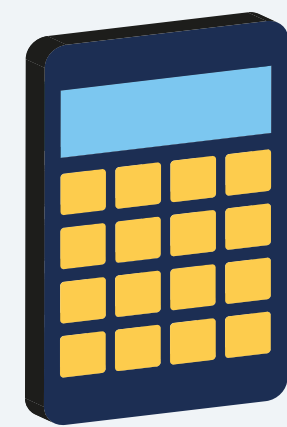


$$\text{ROI} = \frac{\text{Total value of benefits from WIL} - \text{Total cost of WIL}}{\text{Total cost of WIL}}$$

Total cost of WIL



Calculate your ROI



Develop your ROI framework

