

Green WIL: A Case Study of Scalable Solutions for Canada's Green Skills Gap

With BHER's support, the Queen's University Venture Creation, Experiential Learning & Net Zero Training (QVENT) program uses effective collaboration and industry partnerships to fill the green skills needs of Canadian employers.

Challenges

Many post-secondary graduates outside of sustainability-focused programs lack the foundational green skills needed for the new jobs created by Canada's transition to a clean economy. Addressing this gap requires cross-institutional efforts to integrate green skills across all disciplines, but curriculum changes are often challenging and time-consuming for post-secondaries to implement.


WIL Solutions:


The QVENT program overcomes these challenges by empowering leaders across Queen's to build green skills-related opportunities into existing program infrastructure.


Rather than launching a new standalone initiative, QVENT developed four streams of green WIL through collaboration with multiple offices across campus.

STREAM 1	STREAM 2	STREAM 3	STREAM 4
Students tackle real-world challenges through course-embedded green industry projects submitted by industry or community partners.	Students complete a 20-hour bootcamp and earn a Certificate in Leading Sustainable Change for a Net-Zero Economy.	Students are supported in launching their own ventures focused on green business solutions.	Students complete green skills-focused internships.

Benefits:

 QVENT diversifies and strengthens the green talent pipeline for employers. The QVENT program provides green companies with access to a gender-balanced, diverse, and inter-disciplinary talent pool of students who have self-selected to take real action in the green economy.

 QVENT allows post-secondary leaders to break down silos and advance green skills. By supporting existing faculty commitments to applied learning, the QVENT program allows Queen's University to add green skills into the curriculum across many different disciplines without the need for internal restructuring.

 QVENT boosts students' employability in green careers. 79% of students said that participating in a QVENT WIL experience helped them better prepare for the workforce. 81% felt that they improved in their ability to design and implement actions to support sustainability goals.

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“It's not hard to sell the value of internships to the executive team, who are very aware that we could be getting our next big idea from an intern from Queen's.”
– HR LEADER AT GHGSAT, A CANADIAN COMPANY PROVIDING HIGH-RESOLUTION SATELLITE DATA ON EMISSIONS TO GOVERNMENTS, INVESTORS, AND REGULATORS.

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

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