



SUBJECT	International Students and Careers Pilot (Okanagan Campus)
SUBMITTED TO	Board of Governors
MEETING DATE	June 29, 2023
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Lesley Cormack, Deputy Vice-Chancellor and Principal, UBC Okanagan
SUPPORTED BY	Dale Mullings, Associate Vice-President Students, UBC Okanagan Philipp Reichert, Director, Global Engagement Gabriel Tan, recent UBCO graduate

EXECUTIVE SUMMARY

UBCO is launching an innovative new set of services focused on the intersection of international student support and careers, with three new roles providing wrap around supports for international students on the Okanagan campus. This work is essential to strengthen UBC Okanagan's position as a destination of choice for international students, by providing international students with further supports to achieve their goals for post-graduation employment, and will serve as a critical factor in retention while furthering our Student Strategic Plan. This initiative will also impact the local and regional economy by supporting international students and employers with post-graduate employment options.

This suite of programming and career supports is designed to address the key challenges identified for international students who are transitioning from their studies to post-graduation in Canada including: a lack of host country work experience, hesitant employers, lack of personal and professional networks, lack of job entry support, and legal barriers. These roles include:

Career Development International Student Specialist

- Career Preparation and Training
- Canadian Work Experience Supports
- Networking and Professional Development

Industry Employer Engagement Specialist

- Post-Graduation Employer Transition
- Connections with Employers and Industry
- Networking, employer education and job entry supports

Regulated Canadian Immigration Consultant (RCIC) Career Advisor

- Post-Graduation Permanent Residency (PR) Advising (including 3 years post-graduation)
- PR Pathways Workshops, One to One Consultations and Education
- Navigation of Immigration Policies

This pilot program is responding to the feedback of students and addressing the challenges that have been noted specifically at UBC Okanagan, across Canada, and internationally when it comes to providing career focused supports for international students. This program provides a clear value proposition to students who select UBC Okanagan as their place of study and positions UBCO as a leader in the field, incorporating multiple departments in a comprehensive and coordinated set of supports.

Background

Canada's "two-step" or "study and stay" immigration have had a major impact on the attractiveness of Canada as a study destination and plays a vital role in the decision-making process when selecting a study destination for many students and their families. Recent surveys show that 60 percent of international student respondents indicated that they plan to apply for permanent residency (PR) in Canada after graduation, combined with the increased importance of employability outcomes for international students.

In the Canadian context, the impact of international education is important to the future of Canada's economic development and prosperity, contributing over 21 billion dollars annually to the Canadian economy. The relationship between HEIs, governments, and students are often symbiotic in nature, and over the past decade, the policies enacted by the Canadian government, including the Post-Graduate Work Permit (PGWP) promote the position that international students are ideal or "designer" immigrants with their education, language abilities, and cultural experiences, with a variety of opportunities to potentially apply for permanent residency in the years following graduation.

International students are frequently described by policy makers as ideal or "designer" immigrants with their education, language abilities, and cultural experiences, and with a variety of opportunities to potentially apply for permanent residency in the years following graduation. The Post-Graduate Work Permit (PGWP) is one example of these policies that Immigration Refugees and Citizenship Canada (IRCC) have put in place to make Canada an attractive study destination and potentially retain students post-graduation. However, even with all of these positive attributes for many students, the realities are often quite different, and there are clear indications that international students face a number of challenges in transitioning from their studies to careers post-graduation.

PRESENTATION

1. Recruitment, Retention & Post-Graduation: International Student Support and Career Programming



RECRUITMENT, RETENTION, & POST-GRADUATION:

INTERNATIONAL STUDENT SUPPORT & CAREER PROGRAMMING

DALE MULLINGS, ASSOCIATE VICE-PRESIDENT STUDENTS
PHILIPP REICHERT, DIRECTOR, GLOBAL ENGAGEMENT

NEW INTERNATIONAL STUDENT CAREER PROGRAMMING

This program is designed to address these key challenges faced by international students:

- lack of host country work experience;
- hesitant employers;
- lack of personal and professional networks;
- lack of job entry support;
- legal barriers

Program Includes:

Career Development International Student Specialist

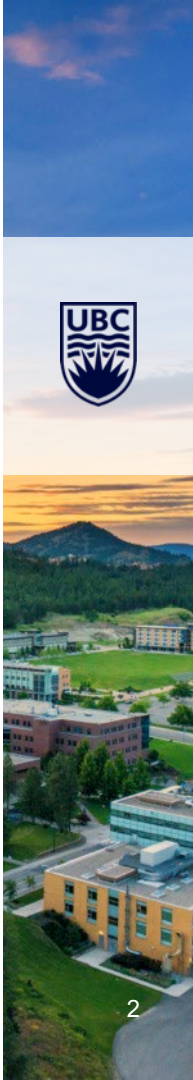
- Career Prep and Training
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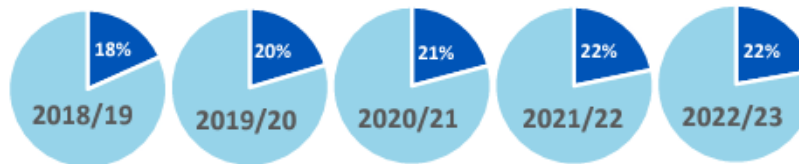
UBCO INTERNATIONAL DEMOGRAPHICS

INTERNATIONAL UNDERGRADUATE AND GRADUATE HEADCOUNT

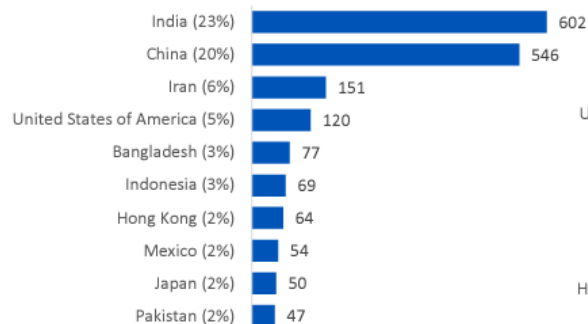
	2018/19	2019/20	2020/21	2021/22	2022/23
Undergraduate	1,504	1,799	2,018	2,139	2,020
Graduate	316	386	396	470	646
Total	1,820	2,185	2,414	2,609	2,666
VIRO	37	47	11	33	40

VIRO (Visiting International Research Students) do not take for credit courses.

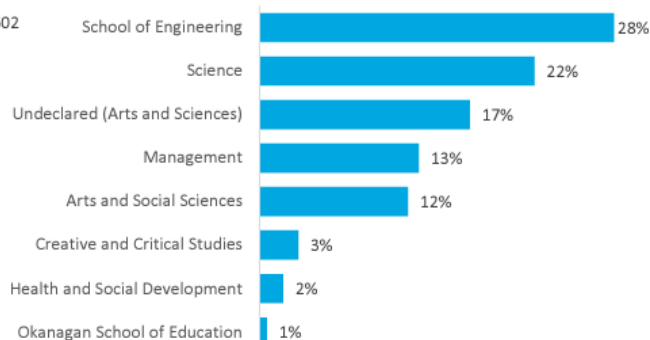
INTERNATIONAL % OF OVERALL STUDENT HEADCOUNT



TOP 10 COUNTRIES OR TERRITORIES OF CITIZENSHIP



HOME FACULTY OF INTERNATIONAL STUDENTS



115 countries represented by international students

DEGREES CONFERRED BY CALENDAR YEAR



CHALLENGING TRANSITIONS TO THE WORKFORCE FOR INTERNATIONAL GRADUATES IN CANADA

The challenges international students face when looking at study-career transitions have been identified in several studies internationally and continue to be highlighted in cross-Canada surveys (Morris-Lange & Brands, 2015, CBIE, 2021).

Key Challenges Include:

- **lack of host country work experience;**
- **hesitant employers;**
- **lack of personal and professional networks;**
- **lack of job entry support;**
- **legal barriers**

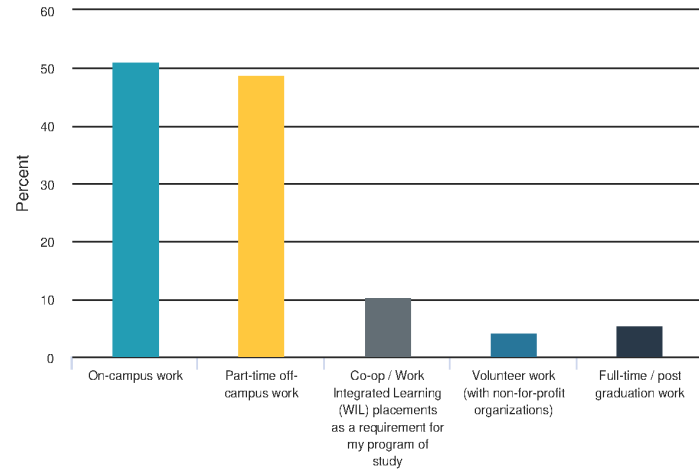
These challenges are echoed from many of the responses from Okanagan students in the CBIE 2021 Student Survey. The challenges faced by international students suggest a clear opportunity for UBCO to create an innovative and bold program that will benefit international students and increase the value proposition to be offered to potential students, as well as employers throughout the region.



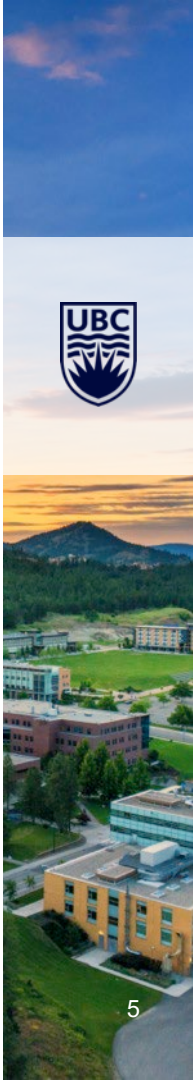
UBCO INTERNATIONAL STUDENTS & WORK

- 39.7% of respondents were **employed** at the time of the ISS
- Of the 39.7% of respondents, 51.2% were **working on-campus**, whereas 48.8% were engaging in remunerative **employment off-campus**
- Of the 45.7% of respondents who expressed difficulty in finding work, just over 1/2 cited their **lack of Canadian work experience** as being a barrier

38. What kind of work do you currently have?



Value	Percent	Responses
On-campus work	51.2%	84
Part-time off-campus work	48.8%	80
Co-op / Work Integrated Learning (WIL) placements as a requirement for my program of study	10.4%	17
Volunteer work (with non-for-profit organizations)	4.3%	7
Full-time / post graduation work	5.5%	9



POST-STUDY PLANS

Key Findings

46.1% reported their intention to work for up to three years on a **Post-Graduation Work Permit** with the aim of becoming a **Canadian Permanent Resident (PR)**



69% of respondents intended to apply for a Post-Graduation Work Permit (**PGWP**)

- 58.6% of these respondents intended to apply for **PR** in Canada
 - 84.8% of these respondents intended to **live in BC** upon becoming Permanent Residents

67.4% reported their intention to **pursue further studies** at UBC or elsewhere

- An additional subset of respondents reported their intention to **work and continue studies at a later date** (34.5%)





THE UNIVERSITY OF BRITISH COLUMBIA

Questions?

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