



# Experiential & Work Integrated Learning Engagement Framework Development Project

## Background

According to the Canadian Agriculture Human Resource Council (CAHRC), Manitoba's Agriculture Sector was the sixth largest in Canada in 2017, employing 24,700 workers. Economic Development Winnipeg's (EDW) key industries data noted that the agribusiness sector's contribution to the Manitoba GDP is the third highest in Canada. There is over \$11.6B in sector revenues, 1,865 agribusiness establishments, 13.8K agribusiness employees as well as over \$1.5B in agri-food investments since 2016. While the agriculture sector continues to experience high growth, the CAHRC report cited issues with labour supply, with the existing gap expected to widen as 33% of the workforce retires, demand outstrips supply and 900 agricultural management positions risk being unfilled by 2029. With increased collaboration between industry and academia, we can proactively address these anticipated gaps.

## About EWIL-EF development project

YES! Winnipeg and the University of Manitoba have joined forces on the Experiential & Work Integrated Learning Engagement Framework Development Project. The project aims to address labour market demand and skill shortages in the agriculture sector by developing a sustainable process to facilitate collaboration between industry associations, employers and post-secondary institutions. To inform and test the framework, there is a plan to create up to 40 Experiential and Work Integrated Learning (EWIL) placements to provide meaningful career development opportunities for students at the University of Manitoba.

## Goals and objectives

By establishing a sustainable process to facilitate collaboration between industry associations, employers & post-secondary institutions, the goal is to achieve the following:

- » Raise awareness of career pathways, skills and competencies required to enter and advance in the agriculture sector.
- » Increase the number of employers and students participating in EWIL opportunities.
- » Foster student development and establish a strong talent pipeline that meets employers' needs.

## Key actions

The project team is undertaking the following key actions:

- » Research and consultation: Environmental scan, current state analysis and stakeholder engagement.
- » Design and development: future state options for WIL engagement framework.
- » Implement and validate: Test the framework alongside WIL placements in the agriculture sector.

## Manitoba's agriculture sector at a glance

### In 2017

- » 24,704 people employed
- » 3% foreign workforce
- » 1,100 jobs left unfilled
- » 367 million in lost sales due to labour

### In 2029

- » 27,000 workers needed
- » 33% of the workforce lost to retirement
- » 5,300 jobs at risk of going unfilled



### For more information:

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# Experiential & Work Integrated Learning

## What is Experiential & Work Integrated Learning?

Experiential & Work Integrated Learning (EWIL) is a range of experiential learning activities, training and practical experience aligned with a student's post-secondary studies. It is a formal, intentional integration of a student's academic learning applied within a workplace or practice setting (including in class).

## Employer benefits

Providing EWIL opportunities can benefit employers:

- » Evaluate prospective permanent employees before committing, reducing risk and recruitment costs.
- » Augment workforce for short-term projects, challenges and business needs.
- » Access motivated workers with new ideas and fresh perspectives.
- » Attract new talent to the sector in a competitive labour market.

## Student benefits

Participation in EWIL enables students to:

- » Enhance employability skills such as communication, problem solving and teamwork.
- » Apply academic learning in an industry setting alongside skilled professionals.
- » Cultivate professional networks, access mentoring and establish new friendships.
- » Better understanding of the labour market, industries and sectors to inform career planning.

## EWIL Engagement Framework Project goals and objectives:

A joint endeavor between YES! Winnipeg and the University of Manitoba, the EWIL Engagement Framework project aims to establish a sustainable process to facilitate collaboration between employers, industry associations and post-secondary institutions. Additionally, the project will:

- » Raise awareness of career pathways, skills and competencies required to enter and advance in the agriculture sector.
- » Increase the number of employers and students participating in WIL and experiential learning opportunities.
- » Foster student development and establish a strong talent pipeline that meets employers needs.



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