

Work Integrated Learning (WIL.2) Final.v2 Dec. 20, 2020 Frequently Asked Questions (FAQ's)

Please read over the new questions of 12, 13, & 14 (intriguing questions!) and responses.

1. What if I am a Northern Lights College (NLC) student and have already registered for January for some of the same courses that start in Feb in the WIL.2 project?

That is okay: if you are accepted into Wil.2, the office team will work with you to remove you from the January course to the Wil course. ***It is critical that you get your WIL application completed asap.***

2. Do the students have to work a specific number of hours?

The proposal indicates that the project will enable students to complete Basic Certification through the ECE Registry without leaving their employment. The full-time worker will be the first priority. If there is space, part-time employees will be considered (according to the WIL.2 Information Sheet). Note that a part-time employee should have a consistent work schedule each week that allows them ample time to engage in the practical work to demonstrate/achieve course learning outcomes.

3. Can they get paid for practicum hours?

Yes, WIL is a workplace educational model that supports an employer-paid working student.

4. Can they work in an infant-toddler program? Yes, this can work as the ECE Registry Competencies indicated that practicum must:

Practicum (min 425 hours):

- supervised observation and practice in a variety of early childhood settings
- seminar discussions between sponsor educators, students and practicum instructors
- opportunities to experience different philosophies of early childhood education
- opportunities to implement acquired knowledge and competencies in supportive environment
- opportunities to analyze experiences through reflection, self-assessment and feedback

***Diversity will be key, so we will want to work with each centre to encourage each employee to have some time in a 30-months-to-school-age program. This can be negotiated with the instructional team, centre manager, mentor, and employee.

5. If a part-time employee is admitted into the WIL project, can the student do hours in two programs? For example, at my center, I need a staff member that covers breaks- would that position qualify if they do hours in both programs if everyone else is fully licensed?

- Employee works for: (2 centres, different employers): If each employer can support the employee, as indicated in the WIL information sheet, yes it could work
- Employee works for: (Employer owns more than one centre): Yes, we see this could work if there is ample work time with a group of children/families/centre staff to establish important relationships.

Note: NLC follows the guidelines of the Provincial Medical Health Officer. Applicants need to consider whether they can work at more than one centre safely.

6. Can my employees apply if I only have 2 that are interested, which I know does not meet the 3 or more employee criteria (one of them would have to be in my I/T program because I simply don't have enough spaces for them to both be in 3-5!)

Yes, the WIL Information Sheet indicates that the application review committee will consider centres with less than two eligible staff if there are still seats available after January 8th, 2021.

7. Can my employees apply if I have some ECEA's with one ECEC course only and some with more than one ECEC course?

Yes, apply: If there is room after January 8th, these applications will be reviewed. Send in these applications asap as it gives the office time to sort through the applications to be ready for a final assessment after January 8th, 2021.

8. Do the students have to be Canadian?

This is a provincially funded initiative for domestic students; thus, international students are ineligible to apply for this project. Email ece-ea-office@nlc.bc.ca for further information.

9. What happens if they cannot get their doctor's visit in to obtain their health certificate?

We are encouraging applicants to try the virtual on-line doctor visits. If they cannot get a visit, send in all other completed documents. We will work with the applicant on how to complete this.

10. What happens if I want to hire someone, but I have to wait until the CRC results are back and that may not happen until January?

Application to the WIL project requires that an applicant be an employee of a centre. Once you have hired an employee, they are welcome to apply provided you are willing to support them through the project.

Note: NLC requires its own CRC post admission and prior to registration in individual courses. More information can be found at: [Criminal-Records-Check](#)

11. Can a student begin on a volunteer (non-paid basis) for the first 2 months until they complete HDEC 101 and can apply for their ECEA?

As per question 10, and per the approved project proposal, applicants must be employed at the centre:

In addition to meeting current NLC ECEC Diploma admission requirements, eligible students must be employed in a licensed early care and learning program or Strong Start and have employer support for participation. Students will be required to provide a letter of support, indicating that this criterion has been met. (Work-Integrated-Learning Pathway for ECE Registry Basic Certification Proposal).

12. I only have 2 ECEA's. Though I have three (maybe four) more who plan to take ECE.

You can apply with 2 ECEA's. They are not the first priority, but not knowing who will apply, their full applications (if they both send one in) would be reviewed after Jan 8th.

13. Can we see the outline of some of the workload and what it would look like? Can you limit and do 3 at a time? I was looking at the timetable and it looks like there are 5 or 6 courses. Do these all have to be taken at the same time?

Questions about the work in a Work Integrated Learning Model.

Accepted applicants will actively engage in all courses each term for the whole project.

We are thrilled about the current success of a first WIL project that started in September 2020 to a closed cohort. We do see this as a model that the student employees are able to manage a large number of courses because of the framework we established for this educational model. Curriculum is developed from the weekly centre

work that the student/employee is engaged in. In addition to the paragraph from our WIL Information sheet please note:

Students in NLC's WIL project that started in September 2020 have successfully embraced all 6 courses of their first term. One of the contributing factors is that the formal assignment work has been greatly reduced. Instead of typically 4 assignments/course x 6 = 24 assignments, instructors have developed 4 broad based assignments that cover all of the learning outcomes across the 6 courses. Additionally, the current student cohort meets once/week for an evening community of practice with instructors (some may include mentors) as well as meet in smaller cohorts with one of the 3 instructors.

*Note that the evening webinar, as well as when and how the smaller cohorts will meet, is co-designed with students and the instructional team. The philosophy of the NLC Work Integrated Learning model is that a lot of the structure of the meetings that occur in each term is co-developed between the students, mentors (sometimes employers) and instructors, to ensure all have a voice in its development. This strategy, to date, has been extremely successful.

Until we know who the student cohort is, we cannot determine some of this ahead of time.

14. Can I apply if I am (or an employee is currently on maternity leave)?

What an intriguing question. This project requires that employees are actively working in the centre with young children. If when on maternity leave, the individual is still considered an employee of the centre, then, those returning in February would qualify. The student/employee may need to go in and volunteer for a few hours week, if the instructors required students to spend time in a program for the first weeks of the WIL.2 project. Employees returning later than March 1, 2002, would be a decision of the WIL.2 applicant review committee. This may be more difficult as it may require more volunteer time in the centre than the staff were willing to commit to, or the committee may rule not a priority. If staff felt it was worth the \$25.00 to apply, then I would encourage all to apply. There would be no guarantee, but staff may feel it worth the possibility of participation in this project.

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