

Recommendations for Indigenous WIL

Literature Review Findings Summary

Recommendations for Indigenous student access, retention, and success in WIL Programs.

Recommendations		Strategies
A.	Take direction from Indigenous leadership.	We encourage PSIs and WIL program developers to invite the participation of, take direction from, provide compensation to, and remain accountable to Indigenous partners.
B.	Invest in Indigenous community-building on campuses.	Increase institutional and financial support for community initiatives (e.g. mentorship programs, peer networks, gathering spaces, and Elders-in-Residence programs).
C.	Collaborate with Indigenous communities and students to develop new WIL placements.	Respond to the initiatives, needs, capacities of the Indigenous communities, organizations, and hiring bodies partnered through WIL.
D.	Build flexibility into WIL programs and placements.	Develop flexible programs and placements with particular attention to increasing part-time and remotely accessible placements.
E.	Increase financial support for Indigenous WIL students.	Expand and promote existing financial assistance programs and/or set up new bursary or salary top-up programs.
F.	Create awareness of WIL programs and opportunities.	Widely promote Indigenous WIL opportunities and success stories.
G.	Expand Indigenous counseling and advising services.	Create accessible resources and advising opportunities for students designing their academic programs and plans.
H.	Work with hiring partners in decolonizing and Indigenous practices.	Support employers in creating equitable workplaces, recognizing diverse experiences and contributions, and accommodating student needs.
I.	Respond to the needs and concerns of Indigenous students navigating WIL hiring processes.	Be proactive in listening to student feedback by holding regular and accessible office hours or drop-in sessions. Check in with students to ensure that their needs are being met.
J.	Provide specialized training for WIL staff and HR professionals.	Offer anti-racism, unconscious bias, and cultural sensitivity training for staff. Work to revise and personalize program admission requirements.

- None of these recommended directives should be understood as short-term projects, nor should these initiatives be thought of as free standing, being sufficiently achievable on their own. The work of creating more accessible and supportive WIL programs requires a holistic approach as well as sustainable, long-term timelines, commitments, and partnerships.

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