Please refer to the Student Handbook during all workshops

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Welcome to the UBC Engineering Co-operative Education Program

This handbook is designed to be used in conjunction with the UBC Engineering Co-op (also referred to as the ‘Co-op Program’, ‘Co-op’ or ‘the Program’) toolkits and workshops as your guide to a rewarding Co-op experience. The handbook contains information that will prepare you for both your Co-op work terms and your professional career. We hope you enjoy your time in the Co-op Program and we look forward to working with you.

History

Co-operative education was introduced to Canada in 1957 at the University of Waterloo and has grown steadily since that time. The University of British Columbia officially initiated cooperative education programs in 1980 and has programs available in all faculties. In 2006, the UBC Engineering Co-op Program also began offering services to students at UBC Okanagan in Kelowna.

Work Term Statistics

The graph above represents the number of Co-op work terms secured by UBC Engineering Co-op students, undergraduate and graduate, across all disciplines over the past eight years.

Accreditation

The UBC Engineering Co-op Program is accredited by the Cooperative Education and Work Integrated Learning Canada (CEWIL). The Faculty of Applied Science standards, in combination with CEWIL’s minimum guidelines for accreditation, determine the following requirements:

- Mandatory completion and attendance for online and in-person pre-employment training Co-op workshops, as provided by the UBC Engineering Co-op Program prior to the initial work term
- Completion of 12-16 full-time weeks of employment during each approved four-month Co-op work term
- Completion of a Co-op work term assignment and employer evaluation for each four-month work term
- Undergraduate students must complete a minimum of four work terms, including at least one term in each of a minimum of two seasons (e.g. summer and winter), to graduate with Co-op Standing and have Co-op designation on their parchment
- MEng students are permitted to complete a maximum of three work terms but are not eligible to receive a degree distinction.
- Enrolment in a minimum 80% full-time course load during each academic term; and
- Enrolment in at least one academic term upon completion of the final work term, prior to graduation

UBC Engineering Co-op – Helping You Engineer Your Career

The UBC Engineering Co-op Program enhances students’ education with paid, relevant, technical work experience and launches their engineering careers. The Co-op staff are here to assist you during your Co-op career and to facilitate your development of skills that will help you secure Co-op employment. The Program liaises between Co-op students actively seeking employment and prospective employers who can benefit from the skills of engineering students. The services we provide to Engineering Co-op students include:

- Extensive pre-employment training during your first year of Co-op
- A designated co-op coordinator with knowledge of your discipline, to support and advise you through the co-op process
- Continued training as needed during your entire Co-op career
- Personal advising in preparing for interviews and presenting yourself professionally
• Ongoing support during your Co-op work terms, including assistance in resolving workplace issues
• Exclusive access to job postings on PD Portal, the recruitment system for UBC Engineering Co-op students and employers
• Access to telephone and meeting room facilities for interviews and access to scanner for your job search
• Coordination of the job application, and interview and ranking / offer processes on behalf of students and employers
• Evaluation of Co-op work terms by arranging E-Visits, on-site visits or telephone site visits with you and your work term supervisors; and
• Marketing the benefits of Co-operative education, the strengths of UBC Engineering Co-op students and developing relationships with prospective local, national and international employers

Our office facilities are open year-round and staffed full-time to provide continual service and support for the administration of the Co-op Program. The UBC Engineering Co-op office is responsible for covering all costs directly related to the effective management and promotion of the Program. These expenses include staff salaries, office equipment and technology infrastructure, travel costs for site visits and marketing, publicity and promotional materials, and costs related to copying, printing, postage, courier, fax and telephone.

If you take advantage of the services and support offered by the Co-op Program, you will benefit from the cooperative education experience. By proactively participating in the Co-op Program, you have opportunities to:

• Develop a well-rounded educational experience by applying your classroom learning to relevant engineering work environments
• Acquire up to 20 months of technical work experience with diverse employers in a variety of locations
• Develop a network of professional contacts
• Refine your existing strengths and develop new professional skills
• Experience professional development and personal growth; and
• Earn money to finance your education while gaining valuable experience

Application Process

• For the most up-to-date information, please visit: http://pd.apsc.ubc.ca/engineering-co-op/apply-for-co-op/
UBC Engineering Co-Op Program
Undergraduate Terms And Conditions

This Agreement is designed to comply with the requirements of BC’s Freedom of Information and Privacy Act. It reflects your right to privacy and permits the UBC Engineering Co-op Program to disclose relevant information about you to current and potential Co-op employers. It also stipulates Co-op regulations and expectations. It is intended to ensure a procedural fairness for individuals by establishing a set of principles governing all Co-op students administered by UBC Engineering Co-op. These terms and conditions are in addition to those regulations listed in the University of British Columbia Calendar.

These terms and conditions are consistent with accreditation standards outlined by the Cooperative Education and Work Integrated Learning (CEWIL) Canada.

The UBC Engineering Co-op Program reserves the right to update, modify, or revise these Terms and Conditions.

Questions about the collection of this information may be directed to the Senior Manager, Student Experience: Sara Buse at sara.buse@ubc.ca

I understand and agree to comply with all of the following terms and conditions:

1. Information Release
   1.1 That the Co-op office will access my academic records for the purposes of the Co-op Program.
   1.2 To permit UBC to release information about me to prospective employers, including my resumé, cover letter, transcripts, contact information, citizenship status, and other relevant information to prospective employers to secure employment for co-op work terms while I am in the Co-op Program.
   1.3 To keep the co-op job posting information, employer lists, contacts, passwords to the Engineering Co-op Program database (PDPortal) confidential.

2. Communication With The Co-Op Office
   2.1 To respond promptly to all messages from a Coordinator and the Co-op staff.

2.2 To notify the Co-op staff, in writing, of any changes regarding my work eligibility, work status or current contact information.

2.3 To inform the Co-op staff as soon as reasonably possible of any inappropriate, unsafe, and/or unethical behaviour or treatment during my participation in the Co-op Program, including during the recruitment process, in an interview, or in the workplace.

3. Academic Performance & Student Conduct
   3.1 To maintain a minimum, cumulative grade average of 65% to remain in the Co-op Program.
   3.2 To behave appropriately and according to all UBC policies, procedures and guidelines for the duration of my participation in the Co-op Program, whether on an academic term at UBC or on a co-op work term.
   3.3 That any disciplinary action imposed on me by the University, whether for academic or non-academic misconduct, may result in my being withdrawn from the Co-op Program.

4. Co-Op Workshops / Pre-Employment Training
   4.1 To pay the co-op pre-employment workshop fee at time of admission to the Co-op Program, by the deadline set by the Co-op Program, and understand that this fee is non-refundable.
   4.2 To attend all required co-op workshops on pre-employment training.

5. Job Search Process
   5.1 That the Co-op Program does not, and cannot, guarantee employment during a co-op work term. I will be actively engaged in the job search, through positions posted on the PDPortal and through my own endeavours. It is ultimately my responsibility to secure co-op work term employment.
   5.2 To review and discuss my self-directed job search with a Coordinator and keep him/her updated on my application and work search progress.
| 5.3 | To allow the Co-op Program to solicit positions on my behalf. |
| 5.4 | That I will only submit applications to positions that I intend to accept if offered. |
| 5.5 | That I will not solicit positions from a co-op employer directly on my own without prior permission from Co-op staff. |
| 5.6 | To provide the Co-op Program and prospective employers with accurate and appropriate information regarding my qualifications and interests. |
| 5.7 | That I will not falsify information in my application packages, during interviews or meetings with prospective employers. |

| 6.1 | To attend all interviews with employers who have selected me as a candidate, and to conduct myself professionally throughout the process. |
| 6.2 | That the Co-op staff may, if necessary, select interview times on my behalf. |
| 6.3 | That interviews will only be rescheduled at the sole discretion of the employer, for exams, health reasons or emergencies and I will notify Co-op staff immediately of any interviews I am unable to attend for any reason. |
| 6.4 | To notify the Co-op staff of the details of all interviews an employer arranges directly with me. |
| 6.5 | To contact a Coordinator as soon as possible after an interview if I do not want to accept the position if offered. |

| 7.1 | That I will accept or reject all job offers through a Co-op Coordinator or designated Co-op staff. I will consult with a Coordinator before accepting a job offer external to PD Portal and allow him/her to contact this employer to ensure the position satisfies the criteria of a co-op work term and to inform the employer of the co-op guidelines. |
| 7.2 | That I will be required to pay the necessary travel and/or relocation expenses (including housing), if not subsidized by the employer, when accepting positions not within close proximity of my current home or campus. |
| 7.3 | To respond to a co-op job offer, indicating whether I will accept or decline the offer within 2 business days. |
| 7.4 | To accept the salary offered by employers understanding that the work terms are paid employment and reflect the organization's salary scale and my level of training and experience. I will not negotiate the salary offered. |

| 7.5 | That once I have signed an offer of employment and/or agree to a verbal offer of employment, I have a professional and ethical obligation to satisfy the requirements of my employment contract. If I break my contract of employment, for a position secured through co-op or via my self-directed job search efforts, I will not be satisfying the conditions of the Co-op Program and will be assigned a 'Fail' grade for the co-op course and be withdrawn from the Co-op Program unless I have obtained permission to breach the contract from the Co-op Program prior to doing so or, if it is impractical to obtain prior permission, I have notified co-op staff as soon as reasonably possible following the breach of the employment contract and it is determined the breach is one for which permission would have been granted had it been sought in advance. |

| 8.1 | To be registered by the UBC Engineering Co-op office administration in one co-op course for each four-month work term period when I have secured co-op employment. |
| 8.2 | To pay the co-op course fee for every co-op work term (consecutive or not) by the due dates specified in the UBC Calendar whether I secure a co-op work term through the Co-op Program or through my self-directed job search and will not de-register myself from the co-op course. |

| 9.1 | That I am responsible to ensure I have the appropriate documentation, e.g. work permit, visa, Social Insurance Number (SIN), health insurance, and so forth, prior to commencing the work term. |
| 9.2 | That while on a co-op work term I am an employee of the employer and not an employee or agent of the University. In all matters relating to work activities, I am under the supervision and direction of the employer and not under the supervision and direction of the University. |
| 9.3 | That employment during each co-op work term must be full-time, supervised, and remunerated. |
| 9.4 | To discuss with my employer or co-op staff as soon as reasonably possible of any inappropriate, unsafe, and/or unethical behaviour or treatment during a co-op work term. |
9.5. To comply with all policies and procedures of my employer, including policies regarding use of social media, cell phones, company vehicles, and confidential/proprietary information, both during and after a work term.

9.6. To follow the procedures as outlined in the UBC Engineering Co-op Work Term Checklist and UBC Engineering Co-op Student Handbook.

9.7. That I will limit my enrollment in academic courses, delivered outside of my employer’s business hours, to one course per work term. That if I wish to take more than one academic course outside of my schedule work hours or to enroll in a course during regular business hours, I will obtain permission from both my employer and a Co-op Coordinator prior to registering in the course(s).

9.8. That I am required to submit a Work Term assignment for every co-op work term (whether or not any of my work terms span multiple consecutive work terms) and that I am aware that each assignment is due as outlined by the Co-op Program. A late Work Term assignment may result in being assigned a ‘Fail’ grade for the Co-op course.

9.9. That I need to receive a “Satisfactory” or better assessment on my employer’s evaluation and a passing assessment on my Work Term assignment(s) in order to receive a ‘Pass’ (P) for the co-op work term. An unsatisfactory assessment on my employer’s evaluation may result in being assigned a ‘Fail’ grade for the Co-op course.

9.10. That if I am unable to complete a co-op work term for medical or compassionate reasons, I am eligible to be withdrawn from the co-op course without penalty after:
   • I notify a Coordinator, to confirm the employer is aware that I am unable to complete the work term; and
   • I provide a Coordinator, where appropriate, with a supporting letter from my doctor or medical certificate indicating I cannot complete the term.

   I may be eligible to receive a ‘Pass’ for the work term at the discretion of the Co-op Program, if I have completed all of the above and all of the following occur:
   • A Coordinator determines that my performance and learning process on the co-op work term to date have been satisfactory; and
   • My employer evaluates my work term performance as “Satisfactory” or better.

10. Completion Of The Co-Op Program

10.1. To graduate with co-op designation on my degree parchment, I must successfully complete a minimum of four (4) scheduled work terms in the Co-op Program, completed over more than one season of the year.

10.2. To follow the co-op work term schedule; except where changes to the co-op schedule have been discussed with a Coordinator, followed by a formal written request and written approval by the Co-op Program.

10.3. That I must complete my degree on an academic term.

11. Sequence Change And Withdrawal From The Co-Op Program

11.1. That any requests to withdraw from a job search term, to deviate from the co-op work term sequence, or to fully withdraw from the Co-op Program must be formally communicated.

11.2. That I will not be permitted to withdraw from the Co-op Program:
   • after I have accepted an employment offer, for a position secured through the Co-op Program or through my own endeavours
   • while on a work term
   • and/or after employment has been confirmed for subsequent work term with the same employer.

   Enrollment in the co-op course(s) will be maintained and I will be responsible for all assessed fees for the duration of the employment contract.

12. Work Term Failure

12.1. That I may be assigned a ‘Fail’ grade on a co-op course for any of the following reasons:
   • Failure to report for work at the location specified by the employer;
   • Ending a work term without permission from the Co-op Program and the employer;
   • Failure to honour a signed employment offer;
   • Dismissal by the employer for cause;
   • Unsatisfactory performance as determined by the employer;
   • Failure to submit required documents to the Co-op office.

   Prior to the assignment of a ‘Fail’ grade in any co-op course, the Co-op Program will notify the student that they are at risk of failure and the basis for that risk, and provide the student a reasonable opportunity to provide information regarding the circumstances underlying the risk of failure. Circumstances creating a risk of failure may also amount to non-academic misconduct and will be subject to the normal non-academic misconduct process.
12.2 That acceptance of a job offer spanning multiple consecutive co-op work terms necessitates my completion of all requirements for each work term and that if I terminate the work agreement early without the consent of the Co-op Program, I may be assessed a failing grade for the current work term and any future work term(s) covered by the original employment offer.

12.3 That if I fail to comply with the obligations set out in the UBC Academic Calendar, or any of these Co-op Terms and Conditions, I may be assigned a ‘Fail’ grade for the co-op course and/or be withdrawn from the Co-op Program. The Co-op Program reserves the right to withdraw students for improper behaviour.

### 13. Student Appeals Procedures

13.1 I understand that I may, at any time, request a meeting with a Coordinator to discuss concerns over a decision made pertaining to my academic standing in the Co-op Program.

13.2 I understand that if I am unable to reach an agreement with a Coordinator, I may appeal his/her decision as per the Student Appeals Procedures in the Co-op Student Handbook.

13.3 I understand that if a satisfactory resolution cannot be achieved within the Co-op Program, I may formally request a meeting with the Associate Dean, Education and Professional Development, for a decision in the appeals process.

13.4 I understand that if a satisfactory resolution cannot be reached with the Associate Dean, Faculty of Applied Science, I may appeal the decision of the Associate Dean to the University Senate, Committee on Appeals on Academic Standing in accordance with the procedures listed in the University Calendar.

### International Students Only (Students Attending UBC On A Study Permit/Student Visa)

1.1 That I must obtain a co-op work permit from Immigration, Refugees, and Citizenship Canada (IRCC) prior to commencing my first co-op work term and ensure my co-op work permit and study permit are valid for each subsequent work term.

1.2 That I must apply for a Social Insurance Number (S.I.N) from a Service Canada Centre and provide my valid S.I.N to the employer each work term.

1.3 That if my immigration status changes during my participation in the Co-op program, I will notify the Co-op office immediately as this may affect my eligibility for employment.

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Co-op Procedures

Communicating with the UBC Engineering Co-op Office

Maintain contact with the Co-op Office as much as possible, and as required. Coordinators can provide guidance, direction and feedback during your participation in the Co-op Program.

• You are encouraged to contact a Co-op Coordinator whenever necessary; please make an appointment to speak with a Co-op Coordinator. All Co-op Coordinators offer student office hours for you to schedule an appointment via PD Portal, or phone to arrange a mutually convenient meeting time.

• Students should always include their full legal name and number with all email and voicemail correspondence with the Co-op Office.

• You can also access Co-op Coordinators by emailing: askme.engcoop@ubc.ca, Monday to Friday throughout the year.

• Keep current – Whenever your contact information changes, please update your UBC Student Services Center (SSC) account and PD Portal immediately. It is important that we are able to reach you quickly due to the time sensitivity of our work.

• Co-op Office or Company Voicemail - When reaching voicemail at the Co-op Office or any company, leave a brief, detailed message (include your full name and your student number if you are calling the Co-op Office). Do not assume that your phone number and date of call will be recorded.

• Personal Cell Phone Voicemail – The Co-op Program highly recommends that you activate voicemail on both your home telephone number and your cell phone. Interviews are often arranged with very little notice, and administrative staff will need to provide you with interview details during our business hours.

• Respond to all Co-op email within 36 hours (2 business days) – Not only will Co-op Coordinators send you emails, but announcements, job details and interview requests will also come from our administrative staff. Please ensure that you read and respond to all Co-op-related messages within 36 hours (2 business days) if a response is requested.

• Booking Appointments – We strongly recommend that you book appointments with your designated co-op coordinator, as they will be familiar with your co-op journey and will be able to support you the best. Appointments are booked via PD Portal Dashboard > ‘Book an Appointment’.

Academic Requirements

• You are responsible for ensuring you meet all the Faculty and program requirements applicable to your degree and year, in addition to the requirements of the Co-op Program.

• The Co-op office will periodically check that your CGPA is within the required range to remain in the Co-op Program. If your CGPA is below the required average you will be placed on academic watch and will be given one term to bring your CGPA back to the required average.

• If you have course-related inquiries, including scheduling questions, please contact your specific engineering department or Engineering Students Services (604.822.6556) on the Vancouver Campus. Students on the Okanagan campus can email Engineering Academic Advising at soe.advising@ubc.ca

International Students

If you are an International Student enrolled in the UBC Engineering Co-op Program, you require (in addition to your valid study permit) a valid Co-op work permit to work in Canada.

• Once you have full admission to the program, you will receive an email from the Engineering Co-op office with instructions on applying for your Co-op work permit. Please submit your application immediately to Immigration and Citizenship Canada (online or via paper), as you must receive your work permit prior to commencing your first Co-op work term.

• It is your responsibility to ensure both your study and co-op work permits are valid and that you are legally able to work in Canada throughout the time you are enrolled in the Program.

• Once you have obtained your first Co-op job offer and have received the offer letter from the company, you must apply for a Social Insurance Number (SIN) from any Canada Employment Centre. General information can be found at esdc.gc.ca/en/sin/overview.page and more specific information can be found at: esdc.gc.ca/en/sin/apply.page.

• Apply for a SIN immediately after receiving your offer letter.

• If your immigration status changes at any point during your participation in the Co-op Program, please notify the office immediately, as this may affect your eligibility with a number of government agencies.
• Please note that some job postings are limited to Canadian citizens only. International students are not eligible for National Science and Engineering Research Council (NSERC) awards, and some government positions. Job postings will specify eligibility requirements.
• International Students are currently assessed the same Co-op work term tuition as Canadian citizens and landed immigrants/permanent residents.

Applying for Jobs
Below is a brief summary of the process for applying for Co-op jobs. PD Portal is the web-based system you will use to upload your application documents to apply for online job postings. PD Portal also allows you to update your personal contact information and work term history, and to submit evaluation forms. More details can be found in the “PD Portal Navigation Basics” section of this handbook (Chapter 7).

The job search term begins four months prior to your scheduled Co-op work term.

Jobs will be posted in PD Portal starting at the beginning of September (for winter work terms), January (for summer work terms), and May (for fall work terms). Provided you meet the requirements for full acceptance into the Co-op Program (see page 2), you will be eligible to apply for summer jobs beginning in January.

Submit Job Applications
• Apply for a job if you have at least 51% of the technical skills required.
• You must write a separate cover letter for each job, unless otherwise stated in the job posting. The maximum length for a cover letter is one page.
• There are a variety of ways to apply for jobs through PD Portal, depending on how the employer would like to receive applications. The application process will be indicated under “Application Instructions” on the job description. The possibilities include submitting an online application through PD Portal, applying directly to an employer’s website, emailing application materials to the employer contact, or a combination thereof.
• Each job has a closing date and time. Most jobs posted in PD Portal close at 7:00 am, but please read all postings carefully for closing information, as they will automatically close at the specified date and time. Once the job has closed, you will no longer be able to submit an application.
• If technical difficulties arise to prevent you from applying to a posting before the job closes in PD Portal, please immediately email your cover letter and the PD Portal job ID to your Co-op Coordinator. We may be able to assist you in submitting your application the next business day if the job has closed.
• You are expected to actively submit applications for positions for which you are qualified and suited. Normally students seeking their first or second Co-op position will apply to 35+ postings over the core search term.

NSERC Eligibility for Undergraduate Students
Occasionally you will see that some jobs require students with NSERC eligibility. The Natural Sciences and Engineering Research Council of Canada (NSERC) subsidizes eligible professors and companies to hire students for research projects. There are two separate programs for undergraduate students; one for post-secondary research with a faculty member – the Undergraduate Student Research Award (USRA), and one for research focused positions in industry – the Experience Award.

USRA
The Undergraduate Student Research Award (USRA) is intended to help foster understanding of and interest in a research career and possible graduate studies by providing financial support to faculty to hire students from their university programs. All USRA are administered directly through UBC. USRA positions normally meet co-op requirements and are eligible as co-op positions. For details on the awards, go to: https://students.ubc.ca/career/campus-experiences/nserc-undergraduate-student-research-awards

Experience Award
The NSERC Experience Awards is a funding opportunity for organizations to bring on STEM students to address their organization’s specific R&D challenges while providing valuable industrial research experience and mentorship to students during a work term.

To be eligible to apply for an award, you must:
1. Be a Canadian citizen or permanent resident of Canada
2. Be registered (at the time you apply) as a full-time undergraduate student in a bachelor’s degree program at an eligible university (exception for graduating students: see number 5, below)
3. Have obtained, over the previous years of study, a cumulative B- (68%) average or above
4. Have completed all the course requirements of at least the first year of university study (or two academic terms) of your bachelor's degree AND
5. As a co-op student, you may hold up to two Experience awards in one fiscal year (April 1 to March 31)
6. However, you may hold up to a maximum of three Experience awards during your post-secondary career.

Full details of the Experience award criteria, purpose, value, and application are outlined at: http://www.nserc-crsng.gc.ca/Students-Etudiants/UG-PC/Experience-Experience_eng.asp

Application and Hiring
Recruitment and Hiring Process
The Engineering Co-op program follows the traditional recruitment practices you will experience for job search post-graduation. Jobs are posted, applications submitted, interviews conducted, and offers extended on an on-going basis. Once an offer is extended, verbally or in writing, students have two (2) business days to either accept or decline the offer. Please note that verbal offers are legally binding.

A standard four-month work term entails 16 weeks of full-time employment. As students may secure a Co-op position late in
the recruitment term (e.g. during the first month of the work term), Co-op credit will be applied as long as the work term period is a minimum of 12 full-time weeks (or a minimum of 420 hours) of work, and this has been pre-approved by a Co-op Coordinator. For example, most jobs for the summer work term begin in May; however, a Co-op student can continue to apply for positions and commence the summer work term until early or mid-June.

Interview Process

Employers will review applications received, shortlist candidates for interviews and schedule interviews through the Engineering Co-op office. In some cases, employers may contact you directly to arrange an interview or conduct a pre-screening phone call. Requests for interviews can take place from the second week of the recruitment term (a.k.a search term) throughout the term and into the first month of the work term, if students are still available.

Ensure to check your email, PD Portal account, and voicemail daily to learn if you have been selected for an interview. Employers will often contact the Co-op Office to schedule interviews with very short notice, so it is important to have voicemail on your main phone number and to return calls from the Co-op office promptly.

If you receive an interview request, the Interview Liaison will send you an email with interview information. You will need to log in to PD Portal immediately to confirm your interview time. Interview time confirmation in PD Portal is on a first-come, first booked basis – log in promptly to have the greatest option of interview times.

After receiving an interview request, ensure you respond promptly and follow the points below:

- If interviews are scheduled during a time you have an exam, please advise the Interview Liaison immediately and provide alternate times when you will be available. We will do our best to arrange times that are convenient for both you and the employer. Since the majority of interviews are conducted during business hours, and you must attend all interviews for which you have been selected, you are expected to miss class in order to attend interviews, if necessary. You are advised to make alternate arrangements with your instructor if you have an interview scheduled during class time.
- If the interview indicates it is an in-person interview in an area outside of your current proximity and you are not able to travel for the interview, advise the Co-op Office. Select the interview time that suits your schedule, then contact the Co-op Office (coop.interviews@ubc.ca) to provide them with your contact number and/or Skype ID so that alternate interview arrangements can be made if the employer is amenable.
- If you have any concerns with any position you have been interviewed, you need to speak with a Co-op Coordinator as soon as possible, and no later than the following business day, i.e. within 24 hours.
- Prepare for the interview:
  - Review the original job posting
  - Research the company (e.g. refer to the company website, check industry publications, conduct a Google search)
  - Prepare for the interview (refer to Interviewing Toolkit, via Canvas)
  - Plan your travel, if interview is not on-campus, to ensure you arrive 10 minutes prior to your scheduled interview and arrive prepared
  - Contact a Co-op Coordinator after the interview if you have any concerns about the position

Confirmation of Job Offers

Employers who have arranged and conducted interviews through the Co-op Office, will extend offers to students through a Co-op Coordinator on a first come, first served basis. Once you receive a job offer, verbally or written, you must respond within two business days. All work term positions are to be accepted or declined through a Co-op Coordinator. Verbal acceptance of an offer is legally binding.

Once you have accepted a position, via a phone call or an email to a Co-op Coordinator, the employer will send a written offer letter to the Co-op office. We will upload your offer letter to your PD Portal account, send the letter as an email attachment (i.e., .pdf, .doc) or notify you to pick up the offer letter at the front desk to sign it for your, Co-op and company records.

NOTE: If you receive an offer directly from an employer, please consult with a Co-op Coordinator before making a decision. Co-op Coordinators will review the position to ensure it meets all Co-op Accreditation requirements and is eligible to be counted as a Co-op position.

- If you receive an offer letter directly, please ensure the Co-op office is advised. Once you accept the offer, forward a copy to the Co-op office as well.
- If your offer letter contains a confidentiality agreement, please see a Co-op Coordinator if you have any questions or require a witness to your signature.
- Fulfill all other employment requirements, such as:
  - Completion of a medical exam, background check, criminal record check, driver’s abstract, purchase of protective clothing, and so forth.
  - E-mail, fax or mail your signed offer letter to your employer; you are welcome to use the services at the Co-op office to return the letter.
- Once you have signed the offer letter, you should contact your new employer to confirm your start date, location of orientation, start time, dress code, and so forth.
- When signing your offer letter, you must also complete either the Domestic or International Waiver form (which can be found on the UBC Engineering Co-op website by clicking on Students, then Forms, and selecting the ‘Co-op Forms’ link) and upload to your workterm file in PD Portal.
  - The Domestic Waiver form is to be completed for work terms based in Canada
  - The International Waiver form is to be completed for work terms based in any country other than Canada e.g., USA, China, Germany, Japan.

Guidelines for Site Visits and E-Visits

While you are on a Co-op work term, we encourage you to remain in close contact with a Coordinator. As part of our commitment to your success in the Program, we will be conducting either an in-person site visit, a telephone site visit or an electronic visit (known as an e-visit) to check in with you and your supervisor. These visits take place at approximately the mid-point of each four month work term.

The purpose of your site visit is to:

- Assess how the work term is progressing from both your perspective and your supervisors, and to ensure it is mutually beneficial for both parties
- Review your learning objectives and discuss work performance and progress
- Ensure your supervisor is satisfied with your performance and progress, and address any issues that may arise
- Review your work term requirements that are necessary to
successfully pass the work term, including:

— Work term report (which will vary based on the number of work terms the student has completed); and

— Online employer and student evaluation forms

— Discuss your career progression and next steps within the Co-op Program
4 Workshop Summary

Life-Long Job Search Skills

The pre-employment skills taught in the co-op workshops have been identified by employers as essential in the workplace. Workshops are delivered via Canvas and in-person. Co-op toolkits are available on Canvas. As each workshop is mandatory, please contact a Co-op Coordinator at least one week before the scheduled in-person workshop if you are unable to attend so that other arrangements can be made.

The goal of the pre-employment workshops and toolkits are:

- Self-assessment skills to help you set personal objectives in terms of education, work terms and career choices
- Accomplishment-based résumé-writing
- Components of a targeted, compelling cover letter
- Job search skills that will assist you in successfully gaining employment
- How to analyze job descriptions to predict interview questions
- Interview preparation skills and key factors for succeeding in interviews
- Ethics and confidentiality rules and how to apply them during your Engineering Co-op career
- The requirements for co-op work term assignments; and
- Fundamentals of the Human Rights Act, Employment Standards Act, and collective agreements that apply to you in the workplace

Mandatory workshops will be conducted throughout the fall and winter terms.
The UBC Engineering Co-op Website

The Engineering Co-op website (www.coop.apsc.ubc.ca) is a key source of information for students and employers, and includes:

- All forms required during your work term, including submission deadlines
- A copy of the most current Student Handbook
- Key dates and co-op reminders
- PD Portal link
- Co-op staff contact information
- Salary statistics
- Links to online job boards; and
- Co-op publications and news

Information Specific to UBC Co-op Students

U-Pass

While you are on a co-op work term, you are eligible for the U-Pass, and you will automatically be enrolled in the U-Pass program. More information is available for Vancouver students at planning.ubc.ca/vancouver/transportation-planning/u-pass-compass-card and for Okanagan Students at ubcso.ca/u-pass. If you secure a co-op work term outside of the Lower Mainland, you may apply for a U-Pass exemption during the duration of that work term. Please review the exemption process for Vancouver students at planning.ubc.ca/vancouver/transportation-planning/u-pass-compass-card/eligibility-and-exemptions and for Okanagan students at ubcso.ca/u-pass-opt-out.

Medical and Dental Health Benefits

As of September 2007, UBC students enrolled in the Co-op Program are automatically assessed student-levied fees including all of the benefits provided by the Alma Mater Society (AMS) on the Vancouver Campus, and by the UBC Students’ Union Okanagan (UBCSUO) on the Okanagan Campus. Students who are enrolled in a co-op work term in Term 1 will be enrolled in the AMS Extended Health and Dental plan or the UBCSUO Health & Dental plan respectively. For more information on coverage, Vancouver students can visit students.ubc.ca/health-wellness/health-insurance and Okanagan students can visit: ubcso.ca/health-dental.

If you are covered by another plan through your current employer or family, you can elect to opt out of the extended health plan. To do so please follow the instructions listed by your health care provider for Vancouver students here: studentcare.ca/rte/en/UniversityofBritishColumbiaAMSGSS_ChangeofCoverage_OptOuts and for Okanagan students here: studentcare.ca/rte/en/IHaveAPlanUBCOkanaganUniversityofBritishColumbiaStudentsUnionOkanaganUBCSUO_ChangeofCoverage_ChangeofCoveragePeriod.

If you are an international student, you must be covered by the British Columbia Medical Service Plan (MSP) or have equivalent coverage. Without MSP or equivalent coverage, you cannot make claims for health plan benefits. For more information on IMED, or provincial health care (MSP), please contact International House at 604.822.5021 or by email at isa@students.ubc.ca on the Vancouver Campus. Students on the Okanagan Campus can contact International Programs and Services at 250.807.9100 or by email at ips.ubco@ubc.ca.

For Students Working Outside British Columbia

You will need to ensure you have adequate medical coverage for the period of time you are away from British Columbia. Most students are covered under a provincial health plan, but you must still contact your health insurance agency before commencing your co-op work term. If you do not, any claims you make may be invalid. Make arrangements to maintain your provincial insurance while you are away, and be sure to reactivate it when you return, if necessary.

Check to ensure you will be covered while residing in the country/province of your work term. Please see the Medical Services Plan website at www2.gov.bc.ca/gov/content/health/health-drug-coverage/msp as it will describe what coverage you have (and do not have) while you are outside the province.

Extended Medical Insurance

Extended medical coverage is required; some employers will require co-op students to purchase a specific medical insurance plan before beginning employment. If you are enrolled in the AMS/GSS Health and Dental Plan or the UBCSUO Health & Dental Plan, you can request to extend your Travel Insurance to cover you while you are on your work term outside of BC. For more information, see students.ubc.ca/health-wellness/health-insurance for Vancouver students, and studentcare.ca for Okanagan Students.

If you are not enrolled in the AMS/GSS Health and Dental Plan, you will need to purchase your own medical insurance. While many students are covered under their family’s insurance policy, this is something you will have to look into for
yourself. Carefully read each insurance company’s coverage to understand what will and will not be covered while away from Canada.

Scholarships

UBC offers a number of scholarship award programs to students entering undergraduate programs, as well as those continuing their studies at UBC. Renewable entrance scholarship payments normally span a four-year period; however, the payments may extend over a five-year period for co-op students.

Co-op status does not affect eligibility for renewable scholarships; however, it does affect the amount received. Scholarship amounts relate to the previous year’s credit course load and academic average; therefore, finances should be budgeted and allocated accordingly. For more information on how co-op affects scholarship funds, Vancouver students please see students.ubc.ca/enrolment/finances/awards/special-circumstances and Okanagan students please see students.ok.ubc.ca/finance/financial-support/awards/coop.html.

Student Housing

Co-op students who are first-time housing applicants do not receive special assignment priority. However, if a student becomes a resident and has a work term that is out of cycle with the residence term (which runs from September to April), UBC Housing may be able to make special arrangements to reinstate a residence room, depending on the availability of space and receipt of advance notice. Co-op students residing in the UBC single student residences during the winter session may require special services for reinstatement after their work term.

Co-op students on a Fall work term wanting to return to residence at UBC for January must:

1. Apply for housing in February as a returning resident for the following September.
2. Contact UBC Housing by April 30 to confirm you do not want a room assignment for Term 1, but want the offer deferred to Term 2.
3. One week before the application period, arrange for the Engineering Co-op office to send studentship letter/email on your behalf to UBC Housing in support of your request for deferment.

Co-op students on a Winter work term and wanting to return to UBC residences for September must:

1. Have a current residence assignment for the upcoming academic year
2. Give 30 days’ written notice to the UBC Housing office that you are terminating your contract at the end of Term 1. Please refer to your residence contract for specific details.
3. Contact the Housing office before the end of the re-application period (the first week of February) to reapply for housing for the applicable Winter Session and to ask for reinstatement as a returning co-op student.
4. One week before the application period, arrange for the Engineering Co-op office to send studentship letter/email on your behalf to UBC Housing in support of your request for deferment.

Please note that residence assignments are not guaranteed and are based on availability. Contact UBC Housing and Conferences by accessing their website at housing.ubc.ca.

Student Loans

You can apply for a Canada Student Loan and/or a British Columbia Grant or Student Loan. To qualify for a loan you must be a Canadian citizen or a permanent resident (landed immigrant) and you must have had residency in BC as established according to federal-provincial criteria.

University loans are available to students who have exhausted all other means of finance. Students who are BC residents, should apply through Student Aid BC at studentaidbc.ca. For the most up to date information on eligibility for student loans and interest free status while on a co-op work term, please contact your Enrolment Services Professional (ESP).

Maintaining Interest-Free Status

While on a co-op work term, a student is eligible for interest-free status. To do so, submit an application online (at studentaidbc.ca) or download the Schedule 2 forms. For assistance, please contact your Enrolment Services Professional (ESP) at 604.822.9836. Okanagan students can contact students.ok.ubc.ca/finance/financial-support/loans/interestfree.html or 250.807.9100.

Revenue Canada

Please do not contact the Co-op Office for information or to get answers to specific tax questions. Instead, please visit the Canada Revenue Agency website at www.canada.ca/en/revenue-agency.html or call 1.800.267.6999 for automated service, or 1.800.959.8281 to speak to a Customer Service Agent.

NOTE: International students must file a Canadian income tax return when on a co-op work term. For more information, visit the Canada Revenue Agency website at www.canada.ca/en/revenue-agency/services/tax/international-non-residents/individuals-leaving-entering-canada-non-residents/international-students-studying-canada.html.

When you are on a co-op work term, Revenue Canada does not consider you to be a full-time student. Therefore, you cannot claim full-time education tax credit for the months that you work as a co-op student. However, you can claim the tuition fee tax credit for co-op work term tuition paid.

Moving Expenses

Co-op students may claim certain costs related to relocation for co-op work terms that are more than 40 km from their homes as tax deductions. To claim these costs, students must complete a T1-M Claim for Moving Expenses form from Revenue Canada which can be found at www.canada.ca/en/revenue-agency/services/forms-publications/forms/t1-moving-expenses-deduction.html.

Working Internationally

All students (including Canadian citizens, permanent residents and international students) who secure co-op work terms internationally are required to secure the appropriate legal paperwork and travel documents prior to departure. The UBC Engineering Co-op Program Co-op Coordinators assist students with the various processes, but the Program is not a legal authority on international documentation. It is it each student’s sole responsibility to ensure legal documents are attained in order to work in the country of the co-op work term.

Each student completing a work term outside of Canada must complete registration on the UBC Student Safety Abroad Registry and review the UBC Safety Abroad information and modules at safetyabroad.ubc.ca.
If you are working outside Canada, you are required to submit and pay taxes in the country in which you are employed. You must also report your earnings to the Canadian government and may be required to pay additional taxes.

Additional UBC Student Services

Student Financial Assistance & Awards

UBC offers a range of merit-based academic awards for undergraduate studies, as well as financial need-based awards for both undergraduate and graduate studies. Contact Student Services by accessing their website for the Vancouver Campus: students.ubc.ca/enrolment/finances/awards and for the Okanagan Campus: students.ok.ubc.ca/finance/financial-support.html.

Career Services

UBC Centre for Student Involvement and Careers (CSI&C) offers students a number of career-related services, including career consulting and planning, job search and interview skill development, and résumé workshops. Contact CSI&C in Brock Hall, by phone at 604.822.4011, or by accessing their website: students.ubc.ca/career/career-resources. Okanagan students can contact Career Services in the University Centre by phone at 250.807.9871 or by accessing their website: students.ok.ubc.ca/careers/services.html.

Counselling Services

Counselling Services provides students access to a variety of mental health resources and professionals. Mental health professionals work with students to assess their wellness needs, and identify the level of care that's right for them – from self-directed programs and tools to workshops, group programs, and individual therapy – to help each student have the best university experience possible. Students at UBC Vancouver, go to https://students.ubc.ca/health-wellness/counselling-services or visit their offices in Brock Hall, 1040 - 1874 East Mall, Vancouver or by phone at 604-822-3811. Okanagan students contact Health and Wellness in the University Centre, 337 – 3272 University Way, by phone 250-807-9270 or access their website at https://students.ok.ubc.ca/health-wellness/counselling.html.

International Student Advising

The International Student Guide https://students.ubc.ca/international-student-guide provides detailed information on life as an international student at UBC’s Vancouver campus including immigration, working in Canada, taxes, and resources for family in Canada. International Student Advisors are Regulated Canadian Immigration Consultants (RCICs) or Regulated International Student Immigration Advisors (RISIAs) who can assist at UBC Vancouver. To contact an advisor, visit the International Student Advising website for details on drop-in advising available at UBC Life Building, 1200 – 6138 Student Union Blvd., Vancouver; or isa@students.ubc.ca; or call 604-822-5021.

Okanagan students should access the International Programs and Services (IPS) website at https://students.ok.ubc.ca/international/welcome.html for information on events and programming at UBC Okanagan as well as links for immigration, employment in Canada, and health insurance as well as advising appointments. IPS is located in the University Centre, 227 – 3272 University Way, Kelowna or email ips.ubco@ubc.ca
Roles and Responsibilities

The Student

As a UBC Engineering Co-op student, you will participate in a program during which you will have the opportunity to acquire valuable work experience that relates to your degree. You are expected to treat others (Co-op Coordinators, office staff, employers and colleagues) with professional courtesy in all forms of verbal and written communication.

During the Job Search Term

- Review the Terms & Conditions and digitally agree to them each term.
- Attend all meetings that have been scheduled with a Co-op Coordinator.
- Initiate a personalized job search for an appropriate work term, using personal contacts and other external contacts, while also applying jobs posted on PD Portal.
- Prepare for interviews by researching both the company and the job posted.
- Respond to offers of co-op employment within two business days.
- Complete and submit any required documents to the employer prior to your start (e.g., driver’s abstract, forms needed for security clearances, etc.)
- If you receive an offer letter directly from an employer, please ensure you send a copy to the Co-op Office or upload in PD Portal in the work term page, for our records.
- Complete a Domestic or International Waiver Form once you have signed an offer letter. Upload the signed waiver on the work term file in PD Portal.
- If you are an International student, you must ensure you have a valid work permit prior to commencing your Co-op work term.

During Your Work Term

- Within the first three weeks of each four-month work term, update your current home address and edit Work Term Details in PD Portal. Be sure to include your direct supervisor’s name, phone number and email address.
- Prepare your Learning Objectives within the first three weeks of the work term, review them with your supervisor and upload to PD Portal.
- If you are planning to enroll in an academic course during your work term, you will advise a Co-op Coordinator and ensure the course does not conflict with your work term position. Academic courses are to be completed by distance and/or outside of regular and/or required work hours.
- Honour your commitment to an employer by fulfilling the terms of your employment. Respect the policies, procedures, confidentiality and proprietary information of your employers. Assume information is confidential unless informed otherwise.
- Adhere to all conditions and rules that apply to employees in the organization. These may include working hours, union membership, income tax reporting and suitable attire.
- You will be contacted by the Engineering Co-op staff to arrange a site visit between you, a Co-op Coordinator and your supervisor, and you are expected to facilitate these arrangements.
- Immediately advise a Co-op Coordinator of any concerns or problems you have with your work term assignment or working environment before taking matters into your own hands. A Co-op Coordinator will work with you and the company to reach a mutually beneficial solution.
- Submit a work term assignment for each four-month work term. Include a signed release form with your submission. Assignments will not be accepted without a release form signed by your supervisor (except for the Career Development Report, which is a non-confidential report).
- If your report is confidential, your employer will have to assess the report and complete the Confidential Report Grade Form. Forms must be received by the Engineering Co-op office in order for a grade to be assessed.
- For specific due dates, refer to the Work Term Checklist that is published every work term. It is your responsibility to meet the deadlines assigned.
- Complete the online Student Evaluation of Work Term Form by the assigned deadline for each four-month co-op term. Ensure that your manager or supervisor completes the online Employer Evaluation, which is an assessment of the co-op student’s work performance, before the deadline.
- Please follow the Work Term Checklist to ensure you submit all the necessary forms. The Work Term Checklist provides hyperlinks to the required co-op forms.

After Your Work Term

- Work Term Reports are submitted online via UBC Canvas (Canvas.ubc.ca) by the specified deadline for each Work Term.
- Co-op staff will contact you within the first three weeks of
the academic term of your return to campus to have you participate in a debriefing session.

Co-op Coordinators

Co-op Coordinators work closely with you and employers to develop suitable co-op work term opportunities and make sure you are career ready. Co-op Coordinators have several responsibilities, including:

- Advising students on career navigation and career skills.
- Marketing co-op education to prospective employers to maximize the number of job opportunities
- Selecting students for the Program, monitoring progress and advising students to help them develop and refine career goals
- Providing you with appropriate pre-employment training for your career development
- Advising and assisting employers through all aspects of the co-op recruiting process
- Conducting site visits during the first, third and fourth work term to assist in the evaluation of the student and employer, and to identify future work terms for co-op students
- Marking APSC 110 and 210 work term reports, and attending and assessing APSC 411 presentations
- Ensuring fair and equitable treatment of students and employers throughout the recruitment process; and
- Working with employers, students and faculty to evaluate the students’ work terms’, ensuring the needs of employers, students and faculty are met

Co-op Coordinators act as a resource and are your representatives throughout your co-op career whether you are in school or on a work term.

If you face challenges during your work term (e.g., unsafe working conditions, difficult co-workers or managers, excessive overtime, non-technical work, personal issues, etc.), contact your Co-op Coordinator immediately! They can help you determine productive ways to address your challenges.

The Employer

The employer provides you with engineering-related work experiences. You will be paid, supervised and evaluated as regular employee during your work term. The employer has several responsibilities, including:

- Providing the Engineering Co-op office with an offer letter outlining salary and benefits, hours of work, and start and end dates
- Providing a supervisor who will oversee your work and discuss expectations with you
- Advising you of confidentiality in the workplace and ensuring that you sign required non-disclosure agreements prior to commencing work
- Participating in the site visit (in person, by phone or E-visit)
- Completing the online Employer Evaluation (a performance assessment) at the end of the term
- Providing you with guidance, reviewing the Work Term Report, and signing the Work Term Report Release form
- Marking the report if it is deemed confidential; and
- Adhering to Employment Legislation and the Human Rights Act

NOTE: To help the Engineering Co-op office fulfill its responsibilities, you must update your work term information (including the precise work location, telephone number and email address for yourself and your supervisor) within the first three weeks of each four-month work term, directly in your PD Portal file.

The Co-op Office

The Engineering Co-op office administers the UBC Engineering Co-op Program and serves as an informational, organizational and administrative resource for you. The office has several responsibilities, including:

- Providing students, employers and faculty members with information about the Co-op Program
- Registering students in APSC 110, 210, 310, 410, 411 and 412
- Communicating important Program deadlines to students (Please note that it is ultimately your responsibility to meet all deadlines)
- Reviewing job descriptions and posting positions in PD Portal
- Accepting employer interview requests and organizing interview schedules
- Collecting, recording and distributing offer letters from employers
- Confirming and authenticating student work terms for employer funding agencies (e.g. Innovate BC)
- Arranging and scheduling site visits and/or telephone/ email site visits between students, supervisors and Co-op Coordinators each work term
- Recording and processing of student Work Term Report packages, and
- Obtaining the Work Term Report grades and recording the marks

NOTE: To help the Engineering Co-op office fulfill its responsibilities, you must update your work term information (including the precise work location, telephone number and email address for yourself and your supervisor) within the first three weeks of each four-month work term, directly in your PD Portal file.
PD Portal Navigation Basics

Log in to PD Portal

On the Login screen, please choose “Students” and login using your Campus Wide Login (CWL) Username and Password. The link to login to PD Portal is pdportal.apsc.ubc.ca/home.htm.

Dashboard

The Dashboard contains 6 tabs (Dashboard, Co-op, Documents, Postings/Applications, Interviews, Appointments, and Event Registration) as well as 5 links (My Account, My Messages, My Forms, My Tasks, and My Calendar) as shown in the figure below. Many of these tabs can be located under the “Co-op” section in the navigation panel to your left.

‘Dashboard’ – This page provides you with buttons to all tabs along with snapshots of upcoming schedules, events/workshops, messages, interviews and links.

‘Dashboard’ —> ‘My Account’ – This is where you can view your personal data. If your personal information needs to be updated, please login to your Student Service Centre (SSC) account and update your information. PD Portal pulls all of your information directly from your SSC account. Please note that some sections are filled in directly from SSC and are not editable. For all other editable fields, please update in PD Portal.

Co-op

The ‘Co-op’ tab, provides you with information on your personal Co-op Sequence (formerly called Co-op Work Term Schedule). By choosing any of your work terms, you will be directed to your work term record detail. Here you will be able to review and update your work term information, personal contact information during your work term, learning objectives and student evaluation.

NOTE: If you are not scheduled to be searching for a work term or if you have not accepted the Terms and Conditions, or if you have not set your intentions for the work term, you will be unable to view active job postings through PD Portal.

Accepting Terms and Conditions

To agree with the Terms and Conditions when you first login to the system at the beginning of each job search term, click the ‘My Co-op Record’ button. You will then see the ‘Current Job Search Term’, to the left, information including the Terms and Conditions and your ‘Co-op Sequence’ history including your current and any future terms. You will need to read the Terms and Conditions and at the bottom of the page click on the ‘Accept’ button. This will then bring up the ‘Intentions’ where you will indicate if you are participating in the search term or if you have already secured a position for the work term. Once completed, you will now be ‘Released’ and eligible to view and apply for Co-op positions for your scheduled term; or if currently on a work term, you will be able to continue accessing and updating your work term requirements in PD Portal.

The Terms and Conditions are an important legal document; by agreeing to them in PD Portal, you are acknowledging that you understand them, and will abide by them. We strongly recommend you re-read them in full each term to familiarize yourself with them. If there are any Terms and Conditions you disagree with, please set up a meeting with a Coordinator immediately to seek clarification.

My Documents

In the ‘Documents’ tab or on the navigation bar to the left under ‘Co-op’ select ‘My Documents’, you can upload documents and create application packages. You will upload individual application documents, including a cover letter, résumé and other required material under ‘Documents’. You will then be able to combine individual uploaded documents into one bundle and upload into an application package so it can be accessed by an employer in response to a job posting. You are required to include your transcripts as available directly in PD Portal for all Co-op jobs.

You will be able to download the UBC Engineering Co-op Résumé template from the Resources Tab in PD Portal. It is also available on the UBC Engineering Co-op Website (coop.apsc.ubc.ca/students/undergraduate/).

Individual Application Documents

Before uploading your individual application documents to PD Portal, please follow these steps:

- Save your résumés and cover letters in Word or PDF.
**Résumé and Cover letter Naming Tips**

Since you will create many résumés in PD Portal throughout your co-op career, it is helpful to accurately label your files so you and a Co-op Coordinator can easily select the most current and most appropriate résumé for each job application. Your résumé labels are only visible to you and Co-op Staff (not to employers). Here are some helpful tips for standardizing your résumé names.

**DO**

Create a résumé for each industry or type of position you apply for, and label the file in PD Portal with an appropriate description, such as:

- Software
- Telecommunications
- Mining
- Mineral Processing
- Structural
- Alternative Energy

After the description, include the date you created the résumé so you and a Coordinator know which is the most current version, for example:

- Software 31-Jan-10

Each time you revise a résumé, save it as a new version, then update the date label, for example:

- Software 31-Jan-10
- Software 02-Feb-10

Include the company name and job code in the name of each cover letter you upload.

- Ballard 44925

**DON’T**

- Don’t use labels like “draft”, “résumé”, your name, etc., since these descriptions will not help you choose the most appropriate résumé from PD Portal next time you apply for a job.
- Don’t create a new résumé for every company (or job posting), unless advised by a Co-op Coordinator; your time can be used more effectively by creating a small number of résumés geared toward specific job types, while your cover letters will specifically address each individual job posting.

**Job Postings**

To access the job postings, click on ‘Job Postings’ under ‘Co-op’ on the navigation panel to your left.

You may search for jobs by:

- ‘For My Program’ – This will show all available jobs that are relevant to your engineering discipline.
- ‘New Posting Since Last Login’ / ‘Postings added in the Last Day’ / ‘Application Deadline Today’ / ‘Application Deadlines in the next 10 Days’ – This will show available postings in
the specified time frames.

- ‘Search Posting’ – Enter a keyword or Job ID and click ‘Search’

You may also search for jobs by:

- Advanced Search – Click ‘Search Job Postings’ next to the Keyword box. Enter your desired search parameters and click ‘Search Job Postings.’ Saving particular search parameters on this screen allows you to access jobs that fit the criteria you chose. In the Search Results screen, you have the option to ‘Save My Search Results.’ If you select the check box, you will be notified by email when job postings that match your search criteria are added to PD Portal.

- ‘My Saved Searches’ – Your previously saved job searches can be found here. Remove any saved searches you will not be using any longer by clicking the corresponding delete link.

Once you select a job posting through one of the searches noted above, you will be provided with details about the job posting, including the method of application and required documents.

Applying for a Position (Online via system)

- Go to the ‘My Documents’ tab and create your application package.
- In the position you want to apply for, click the ‘Apply for this Position’ link on the top right side of the posting.
- OPTION 1: Apply with an application package already uploaded – Select the corresponding application package you created and then click ‘Apply.”
- OPTION 2: Create a new application package - If you have already uploaded your documents (e.g. résumé, cover letter) for this position and want to quickly create a new package, select the applicable documents. Then click ‘Create Package.’ A new package will be created for you and appear under Option 1. Click ‘Apply.’
- You will receive a message that your online application has been submitted.
- You may also check the ‘Applications’ tab in the navigation panel to confirm that you have submitted your application successfully.
- Always preview your applications to ensure all your documents appear correctly.

Applying for a Position (via employer’s website)

Some job postings in PD Portal will require that you apply directly to an employer’s website. Please ALSO click the large “I intend to apply to this position” button on the job posting in PD Portal so that both you and the Co-op Office can keep a record of all of your applications.

Your cover letter and résumé uploaded to PD Portal must meet Program requirements.

Engineering Co-op student applications will be removed and not forwarded to employers for the following reasons:

- Alterations to the résumé, for example: header; layout; changes in font colour, size or style; spacing – multiple types of spacing, too much or too little; missing lines, thinner lines, double lines etc.; incorrect bullet shape or size; incorrect year of study or degree name; inappropriate bolding and un-bolding; and usage of different colours (e.g. all black)
- Incorrect company or incorrect job code cited in cover letter

If your application is removed, it will not be resubmitted. It is your responsibility to ensure your cover letter and résumé meet the Program requirements. Should you have any questions about your application, please contact a Co-op Coordinator.

Applications

To access your job applications, click on the ‘Applications’ tab under ‘Co-op’ in the navigation panel or the ‘Posting / Applications’ tab on the Dashboard.

You will be able to view your job applications and the status of each application by scrolling right, including whether you have been selected for an interview, as the information becomes available. You may delete applications before their deadline by clicking ‘Cancel Application.’ You are unable to delete or add PD Portal applications to a job posting once the deadline has passed.

To delete jobs that you have indicated as ‘I intend to apply for this Position,’ click the Organization name, which will bring you to the Posting Detail. Click on the ‘Application Information’ tab and click ‘I don’t intend to apply.’

Interviews

To access your interviews, click on the ‘Interviews’ tab on the Dashboard or under ‘Co-op’ on the navigation bar to the left.

If you have been selected for an interview for a job it will appear under ‘Unbooked Interviews’ and to select an interview time, click either the position title in the ‘Job Title’ column or click ‘Not Yet Booked’ under Interview Date. Remember that you are to attend any interview for which you have been scheduled.
Once an employer confirms his or her interview schedule, you will be able to view your Interview Details, including the date and time selected for your interview, by clicking on the job title in the Booked Interviews table.

**Work Terms**

To access your work term details, click on ‘Co-op’ on the navigation bar to your left. From there, select the work term you wish to view or edit from your Co-op Sequence. Under ‘Work Term Record’ details regarding your work term (i.e. job information, salary, your employer contact information, company location etc.) will appear here and you can edit the record, fill in your work term contact information and your supervisor’s contact information, upload or download your offer letter, and complete your waiver (domestic or international). Please ensure you click ‘Save’ after making any changes.

**Offer Letters and Waivers**

**Offer Letters**

Your offer letter will be uploaded to your work term detail in PD Portal for you to download, sign and return directly to your Co-op employer. If your employer sends the Co-op offer letter to you directly, you must upload a copy to your work term record. To upload your offer letter, click on ‘Co-op’ on the navigation bar. From there, select the appropriate work term from your Co-op Sequence and select ‘Edit Work Term Detail’. Go to the Offer Letter and browse to find the document and then upload.

**Domestic/International Waiver**


**Submitting Learning Objectives**

Learning objectives are to be submitted three weeks into each four-month Co-op work term. Please review the current ‘Work Term Checklist’ and deadlines on the Co-op website ([coop.apsc.ubc.ca](coop.apsc.ubc.ca)). Under ‘Students,’ select your student category. Select ‘Work Term Requirements’ and click the appropriate link for your work term.

Learning objectives are submitted through PD Portal in your Co-op Record (as per the instructions above for viewing your Work Term Record). Instead of editing your work term record details, select ‘Learning Objectives’ under ‘Work Term Details.’ Select ‘Create Record’ and enter the answers to your learning objectives questions. To save these, click ‘Submit Posting.’

**Submitting Evaluations Online**

For each four-month Co-op work term, your employer provides feedback on your work experience to the Co-op Program by submitting an online Performance Evaluation. You also have the opportunity to evaluate your employer, your work experience and provide feedback on the Co-op Program itself under ‘Student Evaluation.’ Both evaluations are completed online through PD Portal. Paper copies of the student and employer evaluations may be filled out and emailed to our office if Internet access is unavailable.

You are able to view all the student evaluations you have submitted online through PD Portal directly in your Co-op record for each Work Term Record. Evaluations submitted as paper copies cannot be viewed online.

**Performance Evaluations**

**Employer Evaluations**

Your performance evaluation accounts for half of your mark for the term; by entering your supervisor’s email address into your Co-op Work Term Record detail in PD Portal, the Co-op Office sends an email near the end of the term to your supervisor with instructions to access PD Portal to evaluate your performance for the work term. If your supervisor changes during the work term, please update PD Portal immediately with the new contact name, phone number and email address. It is very important that your supervisor’s email address is available to us in order for the online form to be completed by the term deadline.

**Student Evaluations**

The Student Evaluation allows you to provide feedback on your experience in the Co-op Program and on your Co-op work term. You complete the online evaluation for each four-month work term by logging into PD Portal and following the same instructions as for entering your Learning Objectives (above). Instead of selecting the Learning Objectives, you will select ‘Student Evaluation.’ Next, select ‘Create Record’ and enter the answers to each of the questions. Be sure to click the ‘Submit’ button when complete.
Appointments

To book an appointment, click on ‘Appointments’ under ‘Co-op’ on the navigation bar. You can book an appointment with a Co-op Coordinator by choosing either ‘Book Appointment by Provider’ or ‘Book Appointment by Type.’

Book Appointment by Provider:
- Appointment Providers - Choose the individual (Co-op Coordinator or Director) you are to meet with.
- Appointment Types - Select the type of appointment you would like to book.
- Choose and click on the available time slot.
- Fill in additional information as necessary.
- Click ‘Book Appointment.’
- Once you have booked an appointment, the appointment will appear under the ‘Appointments’ tab on the Dashboard.

Book Appointment by Type:
- A list of appointment types (e.g. General Advising, Mock Interview, and Résumé/Cover Letter Review) are available on this page.
- Select the type of appointment you would like to book and a calendar will appear showing you the available dates.
- Appointment Providers - Select the individual (Co-op Coordinator or Director) you are to meet with.
- Choose and click on the available time slot.
- Fill in additional information as necessary.
- Click ‘Book Appointment.’
- Once you have booked an appointment, the appointment will appear under the ‘Appointments’ tab on the Dashboard.

To View a Scheduled Appointment:
Click on the ‘Appointments’ tab on your Dashboard to see all previous and future appointments you have scheduled.

Cancelling Appointments
- You may cancel or change your appointment up until the day before the appointment, directly in PD Portal.
- To cancel on the day of the appointment, you must email or phone the Co-op Office or Coordinator, as the appointment will need to be manually removed.

Events

To sign up for and view events, click on the ‘Events’ tab under Co-op on the navigation panel.

To view a list of events, select Event Categories under ‘Event Filters.’ Click on each event title for more details to learn whether you need to register. If registration is required, click the ‘Register for this session’ button. Once you have signed up for an event, the event will appear under the ‘Event Registration’ tab on the Dashboard.

Help

If you experience difficulties with PD Portal, please contact the UBC Engineering Co-op office for assistance at eng.coop@ubc.ca and your query will be answered in the order it is received.
The following co-op toolkits are available via Canvas to develop your skills and documents needed throughout your co-op career and beyond:

- Interview Toolkit
- Resume Toolkit
- Cover Letter Toolkit
- Job Search Strategies Toolkit
Understanding the Workplace

For many of you, your first Co-op work term will be your first experience in a professional environment. Some professional environments are less formal than others but are nevertheless very different from the academic surroundings you are accustomed to. In this section, we will discuss the guidelines for workplace behaviour, introduce you to the concept of professional ethics and responsibility, and briefly examine workplace legislation.

Timeline for Your First Three Weeks in the Workplace

In order to be successful in the workplace, it is crucial to make excellent first impressions. Furthermore, you will need to have a thorough understanding of the company and your role within it, and your supervisor’s expectations of you during the work term. The following table outlines the action items that you must take prior to commencing each Co-op work term, as well as action items for the first three weeks:

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Action Item</th>
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| Before starting the work term | • Research the history of the company and division/unit employing you. This should include the products and services the company produces/declines.  
  • Review the following items with your company Human Resources (HR) contact or other primary contact:  
    — Start date and time  
    — Dress code and required safety equipment (if applicable)  
    — Your expected hours of work  
    — Items you need to bring with you on your first day  
  • Organize transportation to the worksite (look up the bus schedule and stops, if applicable).  
  • If you will be driving to work, determine the parking situation. Is there street parking? Is on-site parking restricted?  
  • Ensure you have the relevant contact details for your employer.  
  • Submit the Domestic or International Waiver via PD Portal. |
| Week 1                      | • Obtain an overview of the company and division/unit.  
  • Review your job responsibilities with your supervisor for your four-month work term, and discuss your supervisor’s expectations of you.  
  • Call your employer if you are ever unable to get to work or are delayed, eg. due to transit outage. |
| Weeks 2 and 3               | • Review your Learning Objectives with your supervisor.  
  • Complete your Learning Objectives and then submit online in PD Portal. |
| Weeks 3 and 4               | • With your supervisor’s permission, arrange meetings with other employees in your unit to discuss the department’s responsibilities and where they see you fitting into the organization.  
  • Take note of people in the organization you would like to meet with to discuss your career development, e.g., people you would like to conduct mini-informational interviews over coffee to learn about their career development. |
Guidelines for the Workplace

Greetings - In business situations, a firm (not crushing) handshake with good eye contact is appropriate when you are first introduced.

Titles/Forms of Address – Using just people’s first names has become the standard form of address in most North American organizations. However, if someone is introduced using a more formal standard (e.g., Mr. Jones, Dr. Chan, Prof. Darb, Ms. Becker), then you should address that person as he/she is introduced. If you’re unsure, use the formal standard until you are invited to call a person by his/her first name.

Punctuality – Different organizations value punctuality differently. Some companies may start meetings exactly on time and everyone may begin their day promptly at 8:30 am, while other companies may have more flexible approaches to timeliness and hours of work. As a professional standard, you should always arrive early for work and meetings.

Body Language – Be aware of your body language and the message it communicates to your colleagues. Avoiding eye contact is seen as a sign of disrespect, lack of interest, dishonesty or lack of confidence. Poor posture (slouching, lounging or sprawling) at your desk or at meetings is a sign of unprofessionalism, immaturity and boredom.

Dress and Hygiene – Acceptable dress codes range from casual (e.g., jeans and T-shirts) to business casual (e.g., khakis and button-down shirts) to business (e.g., suits). Once you have accepted the employer's job offer, check with your contact about the company's dress code. If in doubt, opt for business casual. Be aware of your personal hygiene and ensure your clothes are clean and neat. If t-shirts are appropriate, avoid printed t-shirts and/or ensure there is no offensive print. Cologne or perfume is not appropriate in the workplace, as many people have allergies to fragrances.

Religious Holidays – Many Canadian statutory holidays are linked to Christian traditions. If you need time off for other religious celebrations, speak with your supervisor at least three weeks in advance to make arrangements.

Vacation – Co-op students do not generally get vacation days during their work terms, but instead receive 4% vacation pay. If you need to take time off, you should speak with your manager well in advance to see if this is possible. If you know you will need time off before you begin your work term, you should discuss this with your employer when a job offer has been extended.

Work Term End Dates – End dates are usually specified in your offer letter and you are expected to work until then. If you wish to end your work term early, you should speak with your supervisor well in advance to see if this is possible. You will also need to obtain approval from a Co-op Coordinator.

Sick Days/Personal Appointments – If you are unable to work due to illness, be sure to inform your manager or an HR representative before your shift begins. For planned absences, be sure to request permission from the appropriate supervisor well in advance.

Extended Illness – For illnesses that last for more than three days, you must inform a Co-op Coordinator about the extended time you will be away from work. This practice must be followed in addition to informing your workplace supervisor and an HR representative about the implication the extended illness will have on your employment (which may affect payment of your income depending on the company’s policies).

Injuries on the Worksite – It is imperative that all injuries in the workplace, however minor, be reported to your supervisor immediately. The company’s policy and procedures for reporting injuries must be strictly adhered to, and WorkSafe BC (or equivalent provincial agency) will need to be informed through your employer (worksafebc.com). You also need to inform a Co-op Coordinator about the injury when it occurs.

Telephone and Computer Use – A company’s position on employees’ personal use of the telephone, Internet and computer varies from organization to organization. Avoid using your computer and telephone for personal use, even during assigned break times until you have learned about your employer’s policy. No matter what your employer’s policy may be, viewing sites with adult or otherwise inappropriate content is never acceptable. Also, do not use your personal smartphone during business hours. This includes texting – texting during work hours should be avoided.

Social Media – Social media has fast become an important dimension of everyday life. It is important to consider the way we learn, socialize, and work. Many companies communicate internally and externally through blogs, social networks, videos and tweets. The internet is a source of company information and career postings, and it may become an important networking resource for you.

However, for employers the use of social media has created new risks. Companies are expected to conduct transparent communications and to comply with regulations. Employers struggle with several problems related to the use of social media: 1) time theft or use of personal social media in the work hours; 2) malicious, negative, or damaging employee comments made about employers; 3) leaks of proprietary and/or confidential information; 4) damage to brand reputation; 5) legal, regulatory and compliance violations.

Once you start your work term, you should carefully consider what you may want to post to Facebook, YouTube, Twitter, LinkedIn, or others, about your work term experience or the company. If you mention your company’s name, your posting may be picked up by company staff monitoring social media sites. This type of posting is considered inappropriate.

Personal Cell Phone Usage – Unless given explicit permission by your employer, personal cell phones should not be used during working hours. Even if regular permanent employees in the workplace are using their personal cell phones during business hours, you should not assume that the same privilege is granted to Co-op students. Many students find it easier to leave their cell phones in a locker, desk drawer, or in another secure location to avoid temptation. Save your cell phone usage for your breaks or after working hours. If you need to keep your phone on your for emergency purposes, ensure you are using it for that purpose and do not abuse this privilege.

Teamwork – When you work in a team environment, your input is expected, as well as input from other members. It is important that you actively participate by contributing your ideas and comments during discussions or meetings. If you are shy or uncertain of your ideas, start slowly to build your confidence. Aim to contribute one good idea per meeting and work up from there. If you feel strongly about an idea or position, do not be afraid to present your viewpoint with conviction.

Problem Solving – In an educational environment, you are rewarded when you are able to solve problems on your own,
regardless of the time it takes. In the workplace, you are rewarded for solving problems quickly, either on your own or with help from others. When facing a problem you do not know the answer to, you should invest a reasonable amount of time and make a distinct effort to solve the problem on your own. However, do not be afraid to ask your manager or co-workers for assistance.

If you're not sure how you should respond to an ethical issue, contact a Co-op Coordinator

Ethics and Confidentiality

In your role as a Co-op student, it is unlikely that you will have to deal with a serious ethical dilemma, but it is important to be aware of potentially challenging scenarios. Ethical dilemmas arise due to conflicts of interest between different parties, and you may find yourself in a situation in which your principles and those of your employer may not always coincide. You may encounter a variety of ethical dilemmas or potential conflicts in the workplace, including the following situations:

- You may be presented with an employment opportunity at a company that competes directly with your previous employer, or a business in which either yourself, or a close friend or relative is employed.
- You may have access to information about a company that is not known to the general public, and you could use that information to increase your personal wealth.
- There may be racism or other prejudices exhibited within the workplace.
- You or your colleagues may be subjected to unprofessional and generally unacceptable behaviour by managers or fellow employees.

There are rules and principles available for reference at various levels when trying to determine the appropriate approach to resolving ethical dilemmas. The most basic level is formal policies, standards or codes of ethics developed by your employer, your professional association, and/or the University. Your employer may ask you to sign an agreement about a code of ethics or confidentiality before your work term commences.

It is your responsibility to know these written guidelines and to abide by them. If you find yourself in a situation which is in conflict with your own personal beliefs and you’re not sure how to address the situation, consult a Co-op Coordinator.

Unacceptable Behaviour

As a UBC student you should be familiar with the Academic Regulations described in the UBC Calendar (calendar.ubc.ca) for students at both Vancouver and Okanagan campuses. While you are on a Co-op work term, these regulations are applicable to everything you produce for your employer and the University. For example, if you use the work of others as a basis for your own creations and submissions, the authors should be acknowledged and appropriately referenced. Plagiarism will not be tolerated. Other unacceptable behaviours and related penalties are described in the Student Discipline section of the Academic Regulations.

Legal and Ethical Responsibilities

As an employee, you have specific legal and ethical responsibilities in the workplace. You must protect the interests of your current and previous employers to the best of your ability, and prove that you are worthy of their trust. Here are some general rules to guide your behaviour in the workplace:

- Protect the interests of your current and previous employers. Be worthy of their trust.
- You do not have the right to access or disseminate information, unless those rights are specifically granted.
- Access to a part of the organization's system or information does not give you the right to browse though all of it or to try breaking through to test security systems.
- The details of projects, structure, operations and financial condition of an organization are confidential and are not appropriate topics of conversation with friends, family or other organizations.
- If you generate reports or computer printouts for an employer, ensure they are adequately secured. It is not advisable to leave confidential or sensitive material lying around.
- Your Co-op work term assignments may be assigned one of a number of levels of confidentiality by your employer. In some cases, UBC staff may not even be authorized to review it.

Confidentiality

During your work term, you may have access to proprietary information or techniques. You should determine the nature of your responsibility and the restrictions on your future activities before familiarizing yourself with confidential and/or sensitive information. The following are examples of situations that involve confidentiality issues:

- You may be placed in a private organization undertaking a research project similar to one pursued by UBC faculty; furthermore, any release of information may be detrimental to one or the other party.
- You may have acquired knowledge on an earlier work term that is of great interest to a current employer, but which may place the previous employer at a disadvantage (e.g., plans for new products or services, details of projects that you were working on).
- You may be given access to sensitive internal information that could cause employee disruption or ill-feeling if circulated (e.g., compensation arrangements, plans for downsizing).

Intangible and Intellectual Property

You may end up working for several competing companies, or potential competitors; therefore, you should be aware of restrictions upon the use of information you may gain as a result of your employment for any company.

Intellectual property laws state that, under most circumstances, the firm you are employed by legally owns ideas, printed materials, programs and/or techniques and products you develop as an employee. The fact that you created or invented something does not give you the right to use it, especially if you

The fact that you may create or invent something on your work term does not necessarily mean you own the legal rights to it
were hired in a creative or inventive position.

You and your future employers could be liable for damages if you copy, transport, recreate, disclose or use intellectual property in a way that dilutes the value of the creation to its original owner. If you are in doubt as to your right to use or apply knowledge gained in a previous work term, contact a Co-op Coordinator before taking any action that may put you or your employer at risk.

**Employment Legislation**

The Provincial Employment Standards Acts (ESA’s) cover employee rights in all jobs, including Co-op work terms. These Acts ensure workers receive at least the minimum standards of wages and terms of employment. Furthermore, they establish basic rights for employees as well as the obligations of employers.

Most Co-op students fall under the jurisdiction of the Act corresponding to their province of employment, and although the Acts may vary slightly from province to province, they all encompass the same basic principles. Other Co-op students fall under the jurisdiction of the Federal Standards Act, depending on their industries of employment.

The British Columbia Employment Standards Act can be found at bclaws.ca/civix/document/id/complete/statreg/96113_01; it offers detailed information on the topics briefly outlined below.

**Minimum Wages**

The minimum wage varies from province to province, based on individual Employment Standards Acts. The BC Government has set the minimum wage at $12.65/hour (as of June 1, 2018) and will increase to $13.85/hour as of June 2019.

**Paydays**

All employees receive pay at least twice monthly. Employers must pay all money earned in a pay period within eight days after the end of the pay period, except annual vacation pay and wages credited to an employee’s time bank. The duration of a pay period may not exceed 16 days.

**Forms of Payment**

Employers must pay wages in cash, by cheque, bank draft, money order, or by direct deposit to an employee’s bank account. The employee must authorize, in writing, payment by direct deposit.

**Wage Deductions**

Provincial and Federal laws allow employers to make specific deductions from an employee’s wage, without the written agreement of the employee.

**Wage Statements**

On paydays, an employer must give each employee a written wage statement for the pay period (paper or electronic copy), which includes the following information: the employer’s name and address; number of hours worked by the employee; the employee’s wage rate (whether hourly, salary, flat rate, piece rate, commission or other incentive basis); the employee’s overtime rate(s); hours worked at the overtime rate(s); and, any money, allowance or other payment that the employee is entitled to.

**Statutory Holiday Pay**

In order to be eligible for Statutory Holiday Pay in British Columbia, you must:

- Have been employed for 30 calendar days before the statutory holiday and,
- Have worked or earned wages on 15 of the 30 days immediately before the statutory holiday.

When an employee is given a day off on a statutory holiday, or if it falls on a regular day off, an eligible employee is entitled to be paid an average day’s pay.

An eligible employee who works on a statutory holiday is entitled to be paid time-and-a-half for the first 12 hours worked and double-time for any work over 12 hours; plus an average day’s pay.

**Human Rights Legislation**

Human rights legislation protects all citizens from offensive treatment and discrimination. In Canada, our domestic human rights laws operate in two jurisdictions: the federal and the provincial. At the federal level, the Canadian Human Rights Act (lois-laws.justice.gc.ca/eng/) is administered and enforced by the Canadian Human Rights Commission and Tribunal. At the provincial level, the British Columbia Human Rights Code (bclaws.ca/Recon/document/ID/freeside/00_96210_01) is administered and enforced by the BC Human Rights Tribunal.

If you are working in a different province, the Human Rights Code of that province may apply. Both pieces of legislation are similar in the protections they provide, although slight variations do exist. Neither the federal nor the provincial legislation supersedes the other. Rather, the appropriate legislation is determined according to which level of government regulates a specific area (bchrc.net/overview_of_human_rights_law).

The Canadian Human Rights Commission also oversees the Employment Equity Act (laws-lois.justice.gc.ca/eng/acts/e-5.401/page-1.html). The purpose of the Act is as follows:

“To achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfillment of that goal, to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences”.

**Canadian Human Rights Act as it Pertains to Employment**

The Canadian Human Rights Act specifies the following as ground for discrimination (“prohibited grounds of discrimination”):

- Race
- National or ethnic origin
- Colour
- Religion
- Age
- Sex
- Sexual orientation
- Marital status
- Family status
- Disability
- Conviction for which a pardon has been granted
The Canadian Human Rights Act specifies the following as discriminatory actions as they relate to employment:

- To refuse to employ or continue to employ any individual, or in the course of employment, to differentiate adversely in relation to an employee.
- To use or circulate any form of application for employment, or in connection with employment or prospective employment, to publish any advertisement or to make any written or oral inquiry that expresses or implies any limitation, specification or preference.
- To establish or pursue a policy or practice, or to enter into an agreement affecting recruitment, referral, hiring, promotion, training, apprenticeship, transfer or any other matter relating to employment or prospective employment, that deprives or tends to deprive an individual or class of individual of any employment opportunities.
- To establish or maintain differences in wages between male and female employees employed in the same establishment who are performing work of equal value.

BC Human Rights Code as it Pertains to Employment

The BC Human Rights Code restricts the following actions with respect to employment:

- A person must not refuse to employ or refuse to continue to employ a person, or discriminate against a person regarding employment or any term or condition employment because of:
  - Race
  - Colour
  - Ancestry
  - Place of origin
  - Political belief
  - Religion
  - Marital status
  - Family status
  - Physical or mental disability
  - Sex
  - Sexual orientation
  - Age of that person
  - Because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person

- The previous statement does not apply as it relates to age, to a bona fide scheme based on seniority, or as it relates to marital status, physical or mental disability, sex or age, to the operation of a bona fide retirement, superannuation or pension plan or to a bona fide group or employee insurance plan. Furthermore, the previous statement does not apply with respect to a refusal, limitation, specification or preference based on a bona fide occupational requirement.

Equity Office for a Discrimination & Harassment Booklet).

Harassment is often a subtle or an overt abuse of power by someone in authority. Harassment may include, but is not limited to:

- Demeaning remarks about a particular group
- Disrespectful, dismissive or degrading jokes or comments
- Racist comments or insults
- Unnecessary touching
- Reprisal for rejection of sexual advances
- Sexually explicit pin-ups and graffiti

Most Co-op employers have their own harassment policies and will usually give new employees guidance on the policy and how to interpret the policy in their organization. Understand how this policy affects you in terms of your own behaviour and how to grade the behaviour of others. In many cases, the policy outlines additional resources.

WorkSafeBC

WorkSafeBC (worksafebc.com) is a no-fault accident insurance system for work-related injuries or diseases. Workers are eligible for workers’ compensation benefits for on-the-job injuries or illnesses arising because of the work or the workplace. In return, Workers’ Compensation protects employers from being sued in the event of an employee injury. The employer assumes the entire cost of this benefit.

You are eligible to receive Workers’ Compensation for a work-related injury or illness. Under current legislation, if an injury occurs, Workers’ Compensation pays 75% of an employee’s gross non-taxable income up to a stipulated maximum. The maximum value changes periodically. In addition to this payment, any medical costs such as doctor, hospital and medication bills are covered.

Health and Safety on the Job

Both the employer and employee have certain responsibilities and duties under occupational health and safety regulations. The supervisor must provide access to the necessary equipment, protective devices or clothing and must advise employees of potential or actual danger. Employees must report any accidents as soon as possible.

If there are hazardous materials in the work environment, the employer must inform employees about the WHMIS program (Workplace Hazardous Material Information System) and provide workplace-specific training on safety issues.

NOTE: As an employee, you have the right and the responsibility to refuse any work that could endanger the health and safety of yourself and/or others. Please contact a Co-op Coordinator if you are ever unsure or have any questions or concerns about safety in a workplace.
Overview
This section reviews the UBC Engineering Co-op Program’s requirements for each Co-op work term assignment. Students must complete the Learning Objectives online at the beginning of each work term and complete one work term report at the end of each four month work term, as described below.

Learning Objectives
At the beginning of each work term, students are required to reflect on their objectives for the work term and to review the objectives with the supervisor. Each Learning Objective should be “SMART” - specific, measurable, attainable, realistic, and timely. These objectives are for the current term; however, these should assist you in your longer term objectives for your career development while being in line with the duties of the Co-op position.

Learning Objectives are a great way to communicate with your supervisor regarding skills or experiences you would like to gain while on your work term. They can also help you in gaining a clear understanding of their expectations of you during your work term.

Ensure to review your Learning Objectives with your supervisor before the end of your second week of employment. After you have discussed your Learning Objectives with your supervisor and received his/her feedback, submit the completed text directly in your PD Portal file. It is advised to review your objectives with your supervisor at least once later in the work term to see how you are progressing and if anything has changed.

Tips for Creating Learning Objectives
Make them Specific, Measurable, Attainable, Realistic and Timely (SMART). Each learning objective should answer the following four questions:

- What is to be accomplished?
- How will it be accomplished?
- How will it be evaluated/measured and by whom?
- When will it be completed?

Example: ‘By June 20, I will devise, print and post a safety checklist, following head office and provincial guidelines, which will make safety information readily available to staff working in Section G. I will have my supervisor review this safety checklist for accuracy prior to posting.’

Review the self-assessment and transferable skills section in the Co-op Student Handbook. Consider which transferable skills you would most like to develop during your work term. Then compile an inventory of your technical and interpersonal skills and strengths.

Fit these short-term objectives into long-term plans. Always keep long-term career goals in mind, and think about the small steps that are necessary to help get you to where you want to be (caution: the path is not always linear and predictable). Think about skills that you want to develop in the short, medium and long term.

Form a clear vision of your long-term goals and needs. Ask yourself the following questions:

- What are my engineering interests?
- What are my values and needs? How will my chosen career(s) complement them?
- What do I do well (i.e. manage projects, analyze problems, write, work in a team)?
- What do I not do well (i.e. handle criticism, manage time, work independently)?
- What feedback have I received regarding my skills or performance?
- What would my ideal job look like (consider hours, people, location, your psychological profile - introverted/extroverted)?
- What does the job market look like in terms of growth or opportunity in my chosen engineering field?

When you start your position, make sure that the objectives you have set are in line with the duties of the job. Redevelop your learning objectives in consultation with your employer, if necessary. You may wish to develop a more specific set of short-term and long-term goals with your supervisor.

Work Term Assignments
*Please note that work term assignments will be revised in 2019.*

Students must complete the work term assignment specified by these guidelines and submit each by the assigned deadline. Failure to do so will result in a failing grade for the work term. Students must submit one report for each four-month Co-op work term, according to the following schedule:

Undergraduate Student Assignments

- Work Term 1 (APSC 110) - Experiential Report
- Work Term 2 (APSC 210) - Career Development Report
- Work Term 3 (APSC 310) - Technical Report
- Work Term 4 (APSC 410) - Technical Memo
• Work Term 5 (APSC 411) – Technical Oral Presentation
• Work Term 6 (APSC 412) – Your Choice of Technical Report, Technical Memo, or Oral Presentation

MEng Student Assignments
• Work Term 1 (APSC 410) - Technical Report or Memo
• Work Term 2 (APSC 411) - Technical Oral Presentation
• Work Term 3 (APSC 412) - Technical Report or Memo

Assignments must be written on the student’s own time and not during Co-op work term employment hours.

The work term assignment is equivalent to a homework assignment. On occasion the report may be part of your regular work assignments but this is not a requirement nor an expectation you can have of the employer.

APSC 110, 310, 410, 411 and 412 assignments require a Work Term Report Release Form to be completed by your supervisor with submission of the assignment. Work term assignments will not be graded if a release form is not received, and a failing grade may result.

Plagiarism in any form will be viewed as academic misconduct and will be handled as outlined in the UBC Calendar.

Submitting Your Work Term Assignment
All work term assignments, except the APSC 210 Career Development Report, are to be reviewed by your supervisor to determine if the report is confidential. If your report is deemed to be confidential, your supervisor will need to complete the appropriate Report Release Form and Grade Form, to be submitted by deadline specified within the Work Term Checklist located on the website at coop.apsc.ubc.ca/students/undergraduate/work-term-requirements. If your report is not deemed to be confidential, complete the appropriate Release Form and submit it with your report. The APSC 210 Career Development report cannot be confidential, and does not need to be discussed with your supervisor.

All Co-op work term reports and forms are to be submitted online via Canvas (Canvas.ubc.ca) by the due dates indicated on the checklist. Hard copy reports and release forms will not be accepted. You will be enrolled in a Co-op Course on Canvas at the start of each work term. Please see the work term checklist for specific deadlines (coop.apsc.ubc.ca/students/undergraduate/work-term-requirements).

Formatting Guidelines
Please follow these guidelines for all written work term report submissions (APSC 110, 210, 310 & 410):
• Double-space and use 12-point Times New Roman or Arial font, with 1-inch margins.
• Use PDF or Word format files.
• Use standard, formal English. Do not use slang terms, contractions, or colloquialisms.
• Define technical terms and introduce acronyms the first time they are used. You may also include a glossary of terms in the appendices.
• Use section headers and subheaders where appropriate. Start major sections of the report on new pages.
• Number the pages. All prefatory parts (pages which come before the body of the report) are numbered using lower case Roman numerals. The title page is not numbered, but is counted as the first page. The body of the report begins with the introduction on “page 1”.

Undergraduate Work Term Assignments

APSC 110: Experiential Report

Objective
During your first work term, you will write an Experiential Report. The objective is to encourage you to reflect on your present work experience and how it relates to your academic and career development. Good written communication skills are vital to the successful practice of professional engineering. Writing the report will help you develop technical writing abilities throughout your Co-op career. This report will also assist you with understanding your first work term experience and the company you are working for. Refer to the section “Understanding the Workplace” in Chapter 13 for a list of weekly guidelines for starting a new position.

How to Begin Your Report
By the end of your second week, review the Experiential Report requirements with your supervisor and obtain his/her input. Take detailed notes on all information received. With your supervisor’s permission, arrange meetings with other employees to discuss where they see you fitting into the organization. Take detailed notes of all such meetings, including names and titles of participants.

Assignment
The body of the Experiential Report should be between 2,000 to 3,000 words. To ensure you have a good understanding of your role in the organization before the assignment is due, it will be written over the first seven weeks of your co-op work term. Please refer to the Formatting Guidelines above; and the following table outlines the requirements for this Experiential Report:

<table>
<thead>
<tr>
<th>Section</th>
<th>Purpose</th>
<th>Content</th>
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</thead>
<tbody>
<tr>
<td>Title Page</td>
<td>Identifies the topic and writer of the report</td>
<td>• Title of the report (reflects the content, not the assignment)</td>
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<td>• Your name, student number and discipline</td>
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<td>• Co-op course number (e.g., Work Term One – APSC 110)</td>
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<td>• Co-op employer</td>
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<td>• Date the report is submitted</td>
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<tr>
<td>Table of Contents</td>
<td>Identifies contents and organization of document</td>
<td>• Section headings</td>
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<tr>
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<td>• Page numbers</td>
</tr>
<tr>
<td>List of Figures (if applicable)</td>
<td>Identifies all figures, drawings, and/or photographs in the report</td>
<td>• Number of figures</td>
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<td></td>
<td>• Title of figures and corresponding page numbers</td>
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<tr>
<td>List of Tables (if applicable)</td>
<td>Identifies all tables shown in the report</td>
<td>• Numbers of tables</td>
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<td></td>
<td></td>
<td>• Title of tables and corresponding page numbers</td>
</tr>
<tr>
<td>Introduction</td>
<td>Introduces the company, division (if applicable) and nature of your position</td>
<td>• Subject and purpose of the report (states briefly why the report is written and what it is intended to achieve)</td>
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<td></td>
<td>• Scope (describes the breadth or limitations of the treatment of the subject)</td>
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<tr>
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<td></td>
<td>• Plan of development (outlines the company and its mandate, the division, if applicable, and your position within the company/organization)</td>
</tr>
<tr>
<td>Company Overview</td>
<td>Presents an understanding of the company and its position in the industry to which it belongs</td>
<td>• Company history</td>
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<tr>
<td></td>
<td></td>
<td>• Industry overview</td>
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<td></td>
<td></td>
<td>• Competitors to this company</td>
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<td></td>
<td></td>
<td>• Company mandate</td>
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<tr>
<td></td>
<td></td>
<td>• An organization chart</td>
</tr>
<tr>
<td>Division Overview</td>
<td>Presents the division or department you are working in and its function and role within the company</td>
<td>• Division mandate</td>
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<td></td>
<td>• Discussion of the role of the division within the company</td>
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<td></td>
<td>• Brief description of other divisions in the company and their relationships to the division you are working in</td>
</tr>
<tr>
<td>Section</td>
<td>Purpose</td>
<td>Content</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
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</tbody>
</table>
| Position Overview             | Provides the reader with a good understanding of the position you have been hired for       | • Title of position and brief description of your role  
• Description of your responsibilities and how they relate to the company and/or division mandate  
• Discussion on how this position relates to your academic program and future Co-op work terms |
| Recommendations for Future Students | Provide insight for future students and how they can succeed in this organization        | • Provide tips and suggestions to future Co-op students, based on your experience to date, as to how they can succeed in this workplace                                                                 |
| References                    | Acknowledge use of materials from printed sources, websites and interviews with colleagues in the preparation of your report. Indicate the exact source of all quotations and/or results of previous work. | • Author’s name, title of book, year published, publisher’s name, city, page number  
• References are listed alphabetically by the name of the author or by the first major work of the title  
• Common knowledge does not require a reference (e.g., the speed of light), but if a new value for a commonly accepted quantity is cited, the source should be referenced  
• All sources must be cited correctly; please refer to the following UBC website for proper citation of all sources: help.library.ubc.ca/evaluating-and-citing-sources/how-to-cite/  
• Follow APA (American Psychological Association) style for all referencing; library.ubc.ca/pubs/apastyle.pdf |

**Submission**

The Experiential Report must be reviewed by your work supervisor prior to submission via Canvas. A signed Work Term Report Release Form must accompany your non-confidential report submission.

Confidential Reports: You must submit the assignment, grade form and release form to your supervisor to grade the assignment. Your supervisor must then return the completed confidential release and grade form back to you to submit on Canvas (by the deadline indicated on the checklist).

Please see the work term checklist for specific deadlines (coop.apsc.ubc.ca/students/undergraduate/work-term-requirements).

**Grading**

Your Experiential Report will be evaluated by a Co-op Coordinator. It will receive an overall evaluation on a scale ranging from “Excellent” to “Unsatisfactory”. If your report is marked “Unsatisfactory”, you will be given one (1) attempt to re-write and be provided with 30 days to make revisions and re-submit your report to the Co-op Office for re-evaluation.

Successful completion of your Co-op work term is assessed on the quality of your report and a satisfactory Employer Evaluation of your work performance from your supervisor. A pass (P) will be entered on your transcript for the completed Co-op work term. If you fail to obtain a “Satisfactory” evaluation for both your Work Term Report and your Employer Evaluation, a fail (F) will be issued.

The Experiential Report is graded out of 100 points and will be assessed as follows:

| Expression | 20 Points | • Grammar & Spelling (5 points each)  
• Clarity & Style (5 points each) |
| Structure   | 20 Points | • Layout & Readability of the report (10 points each) - includes proper Table of Contents, headings, introduction, conclusion and citations |
| Content     | 60 Points | • Understanding of the organization (20 points)  
• Understanding of the division (20 points)  
• Understanding of the position and recommendations (20 points) |

<table>
<thead>
<tr>
<th>Grade</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent</td>
<td>80 to 100 points</td>
</tr>
<tr>
<td>Good</td>
<td>65 to 79 points</td>
</tr>
<tr>
<td>Satisfactory</td>
<td>50 to 64 points</td>
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<tr>
<td>Unsatisfactory</td>
<td>0 to 49 points</td>
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</tbody>
</table>
Guidelines for Writing Co-op Assignments

APSC 210: Career Development Report

Objective
During your second work term, you will write a Career Development Report. Engineers must understand the marketplace and the job opportunities that exist within a particular industry sector. Conducting research and writing this report will give you a better understanding of factors influencing employment in your industry sector.

To write this report, you will research the area of industry where you are currently employed, and an area of industry where you would like to work in your future Co-op work terms.

If you are interested in staying within the industry where you are currently completing your work term, examine two sectors of that industry for your report. For example, if you are interested in the oil and gas industry. For your report, investigate the sectors within the broader oil and gas industry and write about your current sector (e.g., non-conventional oil extraction) and then examine another sector (e.g., natural gas production or conventional crude oil extraction).

If you have questions, speak to a Co-op Coordinator about how to write the second half of your report.

How to Begin Your Report
Refer to the table below as a reference/guide to determine the industry sector where you are currently working, as well as the industry sector where you would like to work during future Co-op work terms. The table contains examples of the primary industry sectors; however, sectors that are not listed can still be chosen for this report. You can also refer to the North American Industry Classification System (NAICS) at http://statcan.gc.ca/eng/subjects/standard/naics/2017v2/index in order to determine the industry classification of the companies of greatest interest to you. If you are unsure of which sector you should write about, contact a Co-op Coordinator for assistance.

<table>
<thead>
<tr>
<th>Transportation &amp; Warehousing</th>
<th>Natural Resource</th>
<th>Construction</th>
<th>Manufacturing</th>
<th>Communication/ Utilities</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pipelines</td>
<td>Forestry</td>
<td>Building, General Contracting</td>
<td>Wood Products/ Pulp/Paper</td>
<td>Telecommunications</td>
<td>Research &amp; Development</td>
</tr>
<tr>
<td>Water/Air/Rail/Transit/Transport</td>
<td>Oil &amp; Gas Extraction</td>
<td>Heavy Construction (road/bridges/rail/subway)</td>
<td>Chemical/ Petrochemical/ Refinery</td>
<td>Electric/Power</td>
<td>Government (Municipal, Provincial or Federal)</td>
</tr>
<tr>
<td>Ports</td>
<td>Mining (open pit or underground; identify what mineral is mined)</td>
<td>Naval Architecture</td>
<td>Metal/Metal Products/Machinery</td>
<td>Oil/Gas Transmission/ Distribution</td>
<td>Computer Programming/ Software</td>
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<tr>
<td>Agriculture (crop &amp; animal production, aquaculture)</td>
<td>Aerospace and Aviation</td>
<td>Water Supply/ Sewer Systems</td>
<td>Pharmaceuticals/ Biotechnology</td>
<td>Consulting (identify sector)</td>
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<td>Automotive/Fuel Cell</td>
<td>Materials Testing</td>
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<td>Food/Beverage</td>
<td>Air/Water Waste Management</td>
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<td>Computer/ Electrical/ Electronic Machinery/ Equipment</td>
<td>Charitable Organization (not-for-profit)</td>
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<td>Textiles</td>
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</tbody>
</table>

Assignment
The body of the Career Development Report should be between 2,000 to 3,000 words. Refer to the formatting guidelines earlier in this chapter. The following table outlines the requirements for this report:
<table>
<thead>
<tr>
<th>Section</th>
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<td>• Title of the report (reflects the content, not the assignment)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Your name, student number and discipline</td>
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<td>• Co-op course number (e.g., Work Term Two – APSC 210)</td>
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<td>• Co-op employer</td>
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<tr>
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</tr>
<tr>
<td></td>
<td></td>
<td>• Titles of tables and corresponding page numbers</td>
</tr>
<tr>
<td>Introduction</td>
<td>Introduces the industry sector where you are currently working and any future industry sector(s) you wish to work within</td>
<td>• Subject and purpose of the report (states briefly why the report is written and what it is intended to achieve)</td>
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<tr>
<td></td>
<td></td>
<td>• Scope (the breadth or limitations of the treatment of the subject)</td>
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<td>• Plan of development (outlines the company and its mandate, the division, if applicable, and your position within the company/organization)</td>
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<tr>
<td>Section 1</td>
<td>Reviews your current work term industry sector in detail</td>
<td>• Industry sector history</td>
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<td></td>
<td>• Projected economic status of the industry</td>
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<td></td>
<td>• Geographic locations of industry concentration</td>
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<td>• Opportunities for engineers, including disciplines</td>
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<td>• Employers in the industry – list 5 to 8 you would consider working for, and for each employer provide the following (in bullet, paragraph or table format):</td>
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<td></td>
<td></td>
<td>— Full name of company and parent company, if applicable</td>
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<td>— Division, if applicable</td>
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<td>— Location (city, province/state, country)</td>
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<td>— Website address</td>
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<td>— Brief description of company or division</td>
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<td>— The reason you included the company in your list (e.g., most innovative, highest earnings in past three years, projected growth, international interest, largest, etc.)</td>
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<td>• Union involvement (if applicable)</td>
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<td>• Economic factors influencing the industry</td>
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<td>• Political factors influencing the industry</td>
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<td>• Government involvement/control (if applicable)</td>
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<td>• Advancement opportunities (hiring trends and long-term prospects)</td>
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<td>• Environmental issues/factors (if applicable)</td>
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<tr>
<td>Section 2</td>
<td>Provides an overview of your technical and non-technical skills gained and developed in your current work term</td>
<td>• Describe the technical skills required to succeed in this position</td>
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<td></td>
<td>• Describe the non-technical skills required to succeed in this position</td>
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<tr>
<td>Section 3</td>
<td>Identifies and assesses your desired future industry sector as it relates to your senior Co-op work terms</td>
<td>• Industry sector history</td>
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<td></td>
<td></td>
<td>• Projected economic status of the industry</td>
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<tr>
<td></td>
<td></td>
<td>• Geographic locations of industry concentration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Opportunities for engineers, and in which disciplines</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Employers in the industry – list 5 to 8 you would consider working for, and for each employer provide the following (in bullet, paragraph or table format):</td>
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<tr>
<td>Section</td>
<td>Purpose</td>
<td>Content</td>
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</tbody>
</table>
| Section 4 | Provides an overview of the technical and transferable skills you will need to gain in order to attain your senior Co-op work term in the industry sector identified in Section 3 | • Review online resources such as APEGBC (job postings), talentegg.ca, engineeringcareers.ca, Workopolis for job information for the identified industry resources in the identified industry sector and determine from the job descriptions which advanced skills you will need to gain in order to make yourself marketable for these positions.  
• Describe the technical and transferable skills required to succeed in this position  
• Provide a detailed plan of action for attaining these skills |
| Conclusion | Provides final comments on your strategy to obtain your next Co-op position | • List possible strategies you will implement to assist you in becoming a highly sought-after UBC Engineering Co-op student  
• Draw on major points raised in the body of the report |
| References | Acknowledge use of materials from printed sources, websites and interviews with colleagues in the preparation of your report. Indicate exact source of all quotations and/or results of previous work. | • Author’s name, title of book, year published, publisher’s name, city, page number  
• References are listed alphabetically by the name of the author or by the first major work of the title.  
• All sources must be cited correctly; please refer to the following UBC website for proper citation of all sources: help.library.ubc.ca/evaluating-and-citing-sources/how-to-cite  
• Follow APA (American Psychological Association) style for all referencing: library.ubc.ca/pubs/apastyle.pdf |

**Submission**

This report must be submitted online via Canvas. Please see the work term checklist for specific deadlines (coop.apsc.ubc.ca/students/undergraduate/work-term-requirements).

**Grading**

A Co-op Coordinator will evaluate your Career Development Report. Your report will receive an overall evaluation on a scale ranging from “Excellent” to “Unsatisfactory”. If your report is marked “Unsatisfactory”, you will be given one (1) attempt to re-write and be provided with 30 days to make revisions and re-submit your report to the Co-op Office for re-evaluation.

Successful completion of your Co-op work term is assessed on the quality of your report and a satisfactory Employer Evaluation from your supervisor. A pass (P) will be entered on your transcript for the completed Co-op work term. If you fail to obtain a “Satisfactory” evaluation for both your Work Term Report and your Employer Evaluation, a fail (F) will be issued.

The Career Development Report is graded out of 100 points and will be assessed as follows:

| Expression | 20 Points | • Grammar & Spelling (5 points each)  
| Structure | 20 Points | • Clarity & Style (5 points each)  
| Content | 60 Points | • Layout & Readability of report (10 points each) - includes proper Table of Contents, headings, introduction, conclusion and citations  
| • Understanding of the current industry sector (20 points)  
| • Understanding of technical skills required (10 points)  
| • Understanding of a future work term industry sector or subsector (20 points)  
| • Understanding of technical skills required (10 points) |

**Excellent: 80 to 100 points**  
**Good: 65 to 79 points**  
**Satisfactory: 50 to 64 points**  
**Unsatisfactory: 0 to 49 points**
APSC 310: Technical Work Term Report

Objective
For your third work term, you will write a Technical Work Term Report.

To communicate well, engineers need to be able to write effectively. Writing a report is one of the most formal ways of presenting the results of professional engineering work. However, engineers must also be able to write:

- Advertisements
- Emails
- Letters
- Presentations
- Reports
- Bulletins
- Job descriptions
- Memos
- Procedures
- Specifications
- Contracts
- Legal documents
- Notes
- Proposals

Engineering reports can be written about any professional engineering activity, including test results, failure analysis, accidents, design proposals, environmental impact studies, economic or technical feasibility studies, and project summaries. Reports are usually submitted after a major engineering effort; they are often read by multiple audiences, including people involved in decision-making or affected by the completed work.

Assignment
Your Technical Work Term Report will include a body of content that should be fifteen to twenty pages, excluding title pages, references and appendices. The Technical Work Term Report contains four essential parts:

- **Introduction**: a clear, concise summary and statement of the problem or project addressed by the study
- **Discussion**: details of the study including assumptions, alternatives and predicted outcomes
- **Conclusion**: the conclusions you have drawn following from the details presented in the report
- **Recommendations**: derived from the conclusions and addressing the problem

There may be a few situations in your career where recommendations are not required. For example, an accident report may not include recommendations in a case where, for legal reasons, the engineer was called on specifically to report on the cause of the accident. These situations are rare and occur usually in industrial settings; organizations look to the professional engineer for recommendations addressing a particular problem. For this reason, an engineering report almost always includes recommendations.

Choosing a Topic
Your report should be based on your Co-op work term experience and a problem or project that you, your manager or your department have encountered during your work term. If there is not an obvious problem or specific project you are working on, you should ask your supervisor, manager, or a Co-op Coordinator for suggestions.

Style
The Technical Work Term Report is analytical rather than descriptive in style. This report should contain accurate, factual information together with sound arguments and conclusions. The format of the report should normally follow the guidelines provided in this handbook, but you may follow the company’s guidelines if the report will be used internally.

If your employer has given you company-specific guidelines for your report, you must advise a Co-op Coordinator, as this may affect the way your report is marked.

NOTE: The Co-op Program recommends referring to a grammar handbook and dictionary. Here are some recommended writer’s handbooks and style guides:
Chicago Manual of Style, 16th edition, University of Chicago Press, chicagomanualofstyle.org

Detailed Section Information
The following table explains the purpose and suggested content of each report section:

<table>
<thead>
<tr>
<th>Section</th>
<th>Purpose</th>
<th>Content</th>
</tr>
</thead>
</table>
| Cover   | Provides a binding for the report, identifies the topic and writer of the report | • Title of the report  
• Your name and student number  
• Co-op course number (e.g., Work Term three – APSC 310)  
• Co-op employer  
• Date the report is submitted |
<table>
<thead>
<tr>
<th>Section</th>
<th>Purpose</th>
<th>Content</th>
</tr>
</thead>
</table>
| Letter of Transmittal                        | A brief covering letter, addressed to the first official reader (usually a Co-op Coordinator) | • Name of manager and department for whom the report was prepared  
• Terms of reference of the report  
• Authorization, degree of confidentiality of report  
• General comments on the nature and the time involved in the investigation  
• Comments on the quality of the recommendations  
• Formal business letter format, signed in long-hand |
| Title Page                                   |                                                                           | • Title of the report (clearly identifies the subject of the report)  
• Name of student, student ID  
• Date and place |
| Preface and Foreword                         |                                                                           | • Purpose, background, scope of subject coverage  
• Contributions of others to the report |
| Summary - considered by many to be the most important part of report, often only this part is read, so it is important to state your case succinctly | Provides a one-page summary. No reference is made to any part of the report; a summary is complete in itself. | • States the more important information in the report including the purpose, method, reason for the report  
• Succinctly defines the problem the report addresses  
• Summarizes the findings, conclusions, decisions, recommendations  
• Summarizes all major generalizations or assumptions of the report |
| Table of Contents                             | Identifies contents and organization of document                         | • Section headings  
• Page numbers |
| List of Figures (optional)                   | Identifies any figures, drawings, or photographs shown in the report     | • Number of figures  
• Title of figures and corresponding page numbers |
| List of Tables (optional)                    | Identifies any tables shown in the report                                | • Number of tables  
• Title of tables and corresponding page numbers |
| Introduction                                 | Introduces the subject of report as the reader may be from a different branch of the discipline and will require some orientation to the subject of your report | • Subject and purpose of the report (states briefly why the report is written and it is intended to achieve)  
• Scope (describes the breadth and limitations of the treatment of the subject)  
• Plan of development (outlines which areas will be covered)  
• Thesis of the report (the general conclusion and/or the general recommendation) |
| Discussion                                   | Presents evidence (facts, arguments, details, data, test results, etc.) necessary to the purpose of the report | • This section contains the main part of the report. All evidence must be developed in an organized, logical and orderly manner and must be relevant. It should contain pertinent figures, tables, footnotes, references to material in appendices. Any additional information should be placed in an appendix, but referenced in the discussion. |
| Conclusions                                  | States briefly the major inferences that can be drawn from the discussion | • Must be based on information presented in the discussion  
• Each conclusion should be presented as a separate paragraph, with paragraphs numbered in sequence for easy reference |
### Recommendations

Suggests a course of action based on the findings and conclusions

- Must follow logically from the conclusions
- Must be supported both by conclusions and by data in the discussion

### References

Acknowledges use of materials from printed sources in the preparation of your report. Indicates exact source of all quotations and/or results of previous work.

- Author’s name, title of book, year published, publisher’s name, city, page number
- References are listed alphabetically by the name of the author or by the first major work of the title
- Common knowledge does not require a reference (e.g., the speed of light), but if a new value for a commonly accepted quantity is cited, the source should be referenced
- All sources must be cited correctly; please refer to the following UBC website for proper citation of all sources: help.library.ubc.ca/evaluatingand-citing-sources/how-to-cite
- Follow APA (American Psychological Association) style for all referencing.

### Appendices (optional)

Includes data which are not necessary for an immediate understanding of the discussion

- Appendices may contain program listings, drawings, extra figures, technical specifications, or other detailed explanations of some aspects of your report

### Submission

The technical written report must be submitted to your work supervisor prior to submission via Canvas. A signed Release Form must accompany your non-confidential report submission.

Confidential Reports: please see page 38.

Please see the work term checklist for specific deadlines (coop.apsc.ubc.ca/students/undergraduate/work-term-requirements).

### Grading

A technical evaluator grades Technical Work Term Reports. Your report receives an overall evaluation on a scale ranging from “Excellent” to “Unsatisfactory”. Successful completion of your Co-op work term relies on the quality of your Work Term Report and a satisfactory Employer Evaluation from your employer. A pass (P) will be entered on your transcript for the completed Co-op work term.

If you fail to obtain a “Satisfactory” evaluation for both your report and your Employer Evaluation, a failing grade (F) will be entered on your transcript. If your report is marked “Unsatisfactory”, you will be given one (1) attempt to re-write and be provided with 30 days to make revisions and re-submit your report to the Co-op Office for re-evaluation by the technical evaluator.

The Technical Work Term Report is graded out of 100 points and will be assessed according to the table on the following page.
| Literary Quality | 25 Points | - Grammar  
- Spelling  
- Clarity  
- Style  
- Structure / Flow |
|------------------|-----------|--------------------------------------------------|
| Technical Quality | 50 Points | - Introduction  
- Discussion: tables/ figure presentation, analytical content, authority & accuracy, thoroughness of treatment  
- Conclusion  
- Recommendations  
- Appendix/ices (optional) |
| Report Requirements | 25 Points | - Suitability of Topic  
- Cover & Title Page  
- Letter of Transmittal  
- Proper Report Folder  
- Table of Contents  
- List of Figures / List of Tables  
- List of Abbreviations / Glossary  
- Preface / Forward  
- Summary  
- References |

Excellent: 80 to 100 points  
Good: 65 to 79 points  
Satisfactory: 50 to 64 points  
Unsatisfactory: 0 to 49 points

An overview of the Technical Work Term Report writing process is shown in the flowchart below:

**Determine Thesis/**

Discuss topic and ideas for report with your supervisor.

Write your report according to guidelines provided in this workshop or company-specific guidelines.

Submit your report to your supervisor for review at least

Have your supervisor determine the report’s degree of

**Non-Confidential**

Obtain approval from your supervisor for the report to be marked by an adjunct faculty member or teaching assistant.

Your report must be accompanied by the Work Term Report Release signed by your supervisor and the Faculty Evaluation of Work Term Report when you submit it to the Co-op office.

Submit your report to the Co-op office, via Canvas, by the due date.

**Confidential**

To notify the Co-op office that your report is confidential and will be marked by your supervisor, submit the following completed forms:

- Work Term Report Release
- Employer Evaluation of Confidential Report

It is your responsibility to ensure the Co-op office receives the completed Work Term Report Evaluation.
APSC 410: Technical Memo

Objective
For your fourth Co-op work term, you will prepare an Engineering Technical Memo.

NOTE: If you participate in a sixth work term, you will have the option to complete another technical report, a technical memo, or an oral presentation.

Memo
The term “memo” derives from the Latin word “memorandum” meaning “a thing which must be remembered”. Memos and letters are common types of correspondence in the workplace. In contrast to a letter, a memo is a professional document designed to be read quickly. The memo should have only one main idea, be short and well-structured, and get to the point within the first paragraph, or the first sentence, if possible. Engineers and scientists use memos to make or respond to requests, provide updates and announcements, and sometimes to communicate a condensed version of a report.

Memos are often circulated, forwarded, and posted, which means they can reach large audiences. The email message evolved from the memo; email has become by far the most common form of workplace correspondence. Memos are often filed away for keeping and future reference which means the document can either come back to help you or haunt you. Typos or careless mistakes can result in costly errors, such as the need to re-circulate another memo to correct the previous error.

Principals of good technical writing, such as accuracy, clarity, knowing your audience, and using a professional tone, are important considerations when writing memos. Do not be fooled by the short length of the document; proper and effective memo writing can be more difficult than a full technical report.

Examples of technical memos:

<table>
<thead>
<tr>
<th>Type of Memo</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Field Reports</td>
<td>• Soil Quality Changes in the Columbia Basin from April to July 2013</td>
</tr>
<tr>
<td></td>
<td>• Analysis and Comparison of Concrete Samples at Sites 1, 2, and 3</td>
</tr>
<tr>
<td></td>
<td>• Overview of Occupational and Safety Hazards at the New Afton Mine</td>
</tr>
<tr>
<td>Lab / Analytical Reports</td>
<td>• Extreme Temperature Effects on Bio-diesel Blends</td>
</tr>
<tr>
<td></td>
<td>• Limitations of Optical Lithography for Semiconductor Etching</td>
</tr>
<tr>
<td></td>
<td>• Statistical Analysis of Defects Found in Product X</td>
</tr>
<tr>
<td>Progress or Status Reports</td>
<td>• Status Report for Stage 2 of M-phone Testing</td>
</tr>
<tr>
<td></td>
<td>• New Production Numbers due to Manufacturing Line Improvements</td>
</tr>
<tr>
<td></td>
<td>• Top Construction Challenges Facing the George Massey Tunnel</td>
</tr>
<tr>
<td>Policy / Process / Operational Changes</td>
<td>• Updates to Test Script for Amazing Game XII</td>
</tr>
<tr>
<td></td>
<td>• Replacement of BC Hydro Energy Meters in the Lower Mainland</td>
</tr>
<tr>
<td></td>
<td>• Flex-time Procedures for Union and Non-Union Staff</td>
</tr>
<tr>
<td></td>
<td>• Amendment to Mechanical Changeover Procedure for Filler Machine</td>
</tr>
</tbody>
</table>

Assignment
The length of your Engineering Technical Memo will be between 650-1000 words, double-spaced, in a 12-point font (~ 3 pages). The word count does not include the header. Select a topic and type of memo that is relevant to your current work term. Consult the table above for examples and ideas, or speak with your employer, work colleagues, or a Co-op Coordinator.

A memo typically has several components, as described below.

1. Header
One of the defining features of a memo, the header is a compact block of information at the top of the document. Companies typically have their own template with a logo. The subject should be very specific. For example: “Report on Recycling” is too vague; “2013 Annual Report on the Recycling of Office Paper” is better. Spell the date out so there is no confusion (January 4, 2013 instead of 01/04/13). Become familiar with your company’s carbon-copy (cc) and blind carbon-copy (bcc) policies. Those who are cc’d should not necessarily know those who are bcc’d. An example of a Header is shown below.
2. Purpose / Problem
Immediately state your reason for the document. Keep in mind the five W’s: who, what, where, when, and why.

3. Summary
If your memo is only one page long, this section is not required. However, when the memo is more than a page, such as this assignment, consider including a summary section. It should do more than describe the content. A summary is like a mini-memo in a memo; therefore, it should include all key points and recommendations. Put all of your information up front. Practice being concise and learn how to summarize the content without repeating the same language in the body of the memo.

4. Discussion
This is the longest section of the memo. It includes all the details required to support your ideas. Sufficient background and discussion should be presented so that your memo will make sense if read a year or two later. Specific details should be included: the names and titles of people involved, links to previous memos, timelines, contract numbers, contact numbers, machine model numbers, next steps, etc. The discussion section should expand on all the points you made in your summary and provide strong evidence or justification to support these points. Sub-headings can be used.

You should use “active” verbs and keep your language simple and direct (this is not a descriptive story). It is possible to use the first person (“I”).

5. Action / Recommendation
The memo should finish with a call to action. A common statement like “if you have any questions, feel free to call me” is too vague and should not be used. Do not forget to include any steps that you plan to take next, or that you need others to take. Include a timeframe and contact information.

Detailed Section Information
The following table explains the purpose and suggested content of each memo section.

<table>
<thead>
<tr>
<th>Section</th>
<th>Purpose</th>
<th>Content</th>
</tr>
</thead>
</table>
| Header  | Identifies the date, writer of report, intended audience and topic of the memo. | • Date: spelled out  
• To: name(s) & title(s)  
• From: name & title  
• CC: list of names & titles  
• Subject: as specific as possible |
| Purpose  | To immediately inform the reader of the reason for the memo. | • Who are the stakeholders?  
• What is the situation?  
• Where does the situation take place?  
• When does the situation take place?  
• Why is it necessary to change / update; why are you writing this memo? |
| Summary  | To summarize content of memo, mostly the discussion and recommendations. | • Key points  
• Key recommendations |
### Purpose

<table>
<thead>
<tr>
<th>Section</th>
<th>Purpose</th>
<th>Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discussion</td>
<td>To provide enough information / evidence to justify your recommendations.</td>
<td>• Include necessary background information&lt;br&gt;• Expand on details of the situation&lt;br&gt;• Include data / findings&lt;br&gt;• Explain the result (e.g., theory behind change)</td>
</tr>
<tr>
<td>Action / Recommendations</td>
<td>To lay out the next steps with specific tasks and timelines.</td>
<td>• Based on the results / situation, describe your recommended course of action and next steps&lt;br&gt;• Be specific with clear roles (name &amp; title) and responsibilities with timelines&lt;br&gt;• Include follow-up action for your audience and yourself</td>
</tr>
</tbody>
</table>

### Submission

The technical memo must be submitted to your work supervisor prior to submission via Canvas. A signed Release Form must accompany your non-confidential memo submission.

Confidential Reports: please see page 38.

Please see the work term checklist for specific deadlines ([coop.apsc.ubc.ca/students/undergraduate/work-term-requirements](http://coop.apsc.ubc.ca/students/undergraduate/work-term-requirements)).

### Grading

A technical evaluator grades Technical Memos. Your memo will receive an overall evaluation on a scale ranging from “Excellent” to “Unsatisfactory”. Successful completion of your Co-op work term relies on the quality of your Work Term Assignment and a satisfactory Employer Evaluation from your employer. A pass (P) will be entered on your transcript for the completed Co-op work term.

If you fail to obtain a “Satisfactory” evaluation for both your memo and your Employer Evaluation, a failing grade (F) will be entered on your transcript. If your memo is marked “Unsatisfactory”, you will be given one (1) attempt to re-write and be provided with 30 days to make revisions and re-submit your report to the Co-op Office for evaluation by the technical evaluator.

The Technical Memo is graded out of 100 points and will be assessed according to the following table.

| Technical Quality | 15 Points<br>• Appropriate topic<br>• Effective structure | 5<br>• Presentation of data (table / figure)<br>• Information is reliable, repeatable, accurate<br>• Information is justified (i.e., evidence, theories, examples, citations) | 10<br>• Clear, concise, coherent, using professional tone<br>• Sentence structure, spelling, punctuation | 10<br>• Subject is specific<br>• Appropriate names and titles are included<br>• Date is spelled out | 5<br>• Purpose is explained within the first few sentences<br>• Thorough - 5 W-questions are answered | 10<br>• Includes all key points and recommendations<br>• Background information (5)<br>• Sufficient data / evidence (5)<br>• Valuable explanation of results (15) | 25<br>• Convincing<br>• Clear directives - role & responsibility<br>• Timelines<br>• Follow-up for all stakeholders | 15<br>**Excellent:** 80 to 100 points<br>**Good:** 65 to 79 points<br>**Satisfactory:** 50 to 64 points<br>**Unsatisfactory:** 0 to 49 points |
APSC 411: Technical Oral Presentation

Objective
Throughout your professional engineering career you will be expected to give a variety of presentations. You may find yourself hosting “lunch-and-learn” sessions to disseminate information to colleagues, outlining proposals to clients, or updating senior managers on your project outcomes. This Co-op oral presentation will provide you with the opportunity to gain practice with formal presentations.

Delivery of Presentation
After completing your fifth Co-op work term, you will deliver a formal, ten-minute technical oral presentation on an aspect of your work term or project. The presentation should include the following: an overview, summary, analytical content, ending with conclusions and recommendations.

Your presentation slides should be created using MS PowerPoint. If handouts are required, they must be provided to the Engineering Co-op office at least two days prior to your scheduled seminar for copying and distribution at your presentation. Students must sign up for presentation times through PD Portal when directed by Co-op Staff. Each student will receive feedback from Co-op representatives after their presentation, and a grade will be submitted. Presentation timetables will be scheduled with a new student presenting every 25 minutes. Students may invite their employers to attend.

Alternatively, students may wish to conduct their presentation for their supervisor or company on site before the completion of the work term. In this case, a Co-op Coordinator may be able to attend to make the presentation. Contact the Co-op Office in advance of the presentation to make arrangements. If a Co-op Coordinator is unable to attend, your Co-op supervisor will need to complete the Technical Oral Presentation Grade Form and submit it directly to the Co-op office via email at eng.coop@ubc.ca.

Submission
A Release Form is required for the Technical Oral Presentation. Please see the work term checklist for specific deadlines (coop.apsc.ubc.ca/students/undergraduate/work-term-requirements).

Confidential/On-site Presentations: If you present for your supervisor or company before the completion of your work term, then please submit your Grade Form and Release Form to the Co-op Office via Canvas.

Non-confidential/On-Campus Presentations: Submit your Release Form via Canvas before the presentation. Co-op staff cannot attend your presentation without the release form.

Grading
A Technical Oral Presentation Release form is required. Your presentation will receive an overall evaluation on a scale ranging from “Excellent” to “Unsatisfactory”. Successful completion of your Co-op work term relies on the quality of your Work Term Assignment and a satisfactory Employer Evaluation from your employer. A pass (P) will be entered on your transcript for the completed Co-op work term.

If you fail to obtain a “Satisfactory” evaluation for both your presentation and your Employer Evaluation, a failing grade (F) will be entered on your transcript. If your presentation is marked “Unsatisfactory,” you will be given one (1) attempt to re-do it and will be provided with 30 days to make revisions and re-present.

The Technical Oral Presentation is graded out of 100 points and will be assessed according to the following table:

<table>
<thead>
<tr>
<th>Structure</th>
<th>20 Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Overall Structure of the Presentation (5 points)</td>
<td></td>
</tr>
<tr>
<td>• Knowledge of the Audience (5 points)</td>
<td></td>
</tr>
<tr>
<td>• Clarity &amp; Style (5 points each)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Content</th>
<th>40 Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Suitability of Topic (5 points)</td>
<td></td>
</tr>
<tr>
<td>• Reliability and Accuracy (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Analytic Content (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Thoroughness of Treatment (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Table/Figure Presentation (5 points)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expression</th>
<th>40 Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Quality of Visual Aids (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Ability to Engage the Audience (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Oral Communication Skills (20 points)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grade</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent: 80 to 100 points</td>
<td></td>
</tr>
<tr>
<td>Good: 65 to 79 points</td>
<td></td>
</tr>
<tr>
<td>Satisfactory: 50 to 64 points</td>
<td></td>
</tr>
<tr>
<td>Unsatisfactory: 0 to 49 points</td>
<td></td>
</tr>
</tbody>
</table>
APSC 412: Your Choice of Technical Report, Technical Memo or Oral Presentation

See the appropriate section in regards to your Co-op assignment:
Technical Report - see APSC 310
Technical Memo - see APSC 410
Oral Presentation - see APSC 411
Guidelines for Writing Co-op Assignments

MEng Work Term Assignments

APSC 410 Graduate Student Co-op Assignments:

All co-op students are required to complete a co-op assignment for each 4-month work term. Graduate students will complete a written assignment for the first work term (APSC 410), followed by an oral presentation for the second work term (APSC 411). For the first assignment you are required to complete either a Technical Report or a Technical Memo. The following sections outline the requirements of the two written assignments.

Objective

Good written communication skills are vital to the successful practice of professional engineering. The work term report builds on your technical writing abilities used throughout your co-op career and beyond.

To communicate well, engineers need to be able to write effectively. Writing a report is one of the most formal ways of presenting the results of professional engineering work. However, Engineers must also be able to write:

Engineering reports can be written about any professional engineering activities, including test results, failure analysis, accidents, design proposals, environmental impact studies, economic or technical feasibility studies, and project summaries. Reports are usually submitted after a major engineering effort; they are often read by multiple audiences, including people involved in decision-making or affected by the completed work.

Technical Work Term Report

Your Technical Work Term Report will include a body of content that should be fifteen to twenty pages, excluding title pages, references and appendices. The Technical Work Term Report contains four essential parts:

- **Introduction:** a clear, concise summary and statement of the problem or project addressed by the study
- **Discussion:** details of the study including assumptions, alternatives and predicted outcomes
- **Conclusion:** the conclusions you have drawn following from the details presented in the report
- **Recommendations:** derived from the conclusions and addressing the problem

There may be a few situations in your career where recommendations are not required. For example, an accident report may not include recommendations in a case where, for legal reasons, the engineer was called on specifically to report on the cause of the accident. These situations are rare and occur usually in industrial settings; organizations look to the professional engineer for recommendations addressing a particular problem. For this reason, an engineering report almost always includes recommendations.

*Note: Your report is expected to be between fifteen to twenty pages (from the Introduction to Recommendations). This length excludes the title page(s), tables, summary, preface, references, and appendices.*

Choosing a Topic

Your report should be based on your co-op work term experience and a problem or project that you, your manager or your department have encountered during your work term. If there is not an obvious problem or specific project you are working on, you should ask your supervisor, manager, or a Co-op Coordinator for suggestions.

Style

The Technical Work Term Report is analytical rather than descriptive in style. This report should contain accurate, factual information together with sound arguments and conclusions. The format of the report should normally follow the guidelines provided in this handbook, but you may follow the company’s guidelines if the report will be used internally.

If your employer has given you company-specific guidelines for your report, you must advise a Co-op Coordinator, as this may affect the way your report is marked.

*Note: The Co-op Program recommends referring to a grammar handbook and dictionary. Here are some recommended writer’s handbooks and style guides:*

- Chicago Manual of Style, 16th edition, University of Chicago Press. chicagomanualofstyle.org
- University of Toronto, Engineering Communication Program: Online Handbook. www.engineering.utoronto.ca/directory/students/ecp/handbook.htm

Detailed Section Information

The following table explains the purpose and suggested content of each report section:
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<th>Section</th>
<th>Purpose</th>
<th>Content</th>
</tr>
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</table>
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• Your name and student number  
• Co-op course number (e.g., Work Term three – APSC 310)  
• Co-op employer  
• Date the report is submitted |
| Letter of Transmittal           | A brief covering letter, addressed to the first official reader (usually a Co-op Coordinator) | • Name of manager and department for whom the report was prepared  
• Terms of reference of the report  
• Authorization, degree of confidentiality of report  
• General comments on the nature and the time involved in the investigation  
• Comments on the quality of the recommendations  
• Formal business letter format, signed in long-hand |
| Title Page                      | Identifies the topic and ownership of the report                        | • Title of the report (clearly identifies the subject of the report)  
• Name of student, student ID  
• Date and place |
| Preface and Foreword            | Provides the reader with background of the report                       | • Purpose, background, scope of subject coverage  
• Contributions of others to the report |
| Summary - considered by many to be the most important part of report, often only this part is read, so it is important to state your case succinctly | Provides a one-page summary. No reference is made to any part of the report; a summary is complete in itself. | • States the more important information in the report including the purpose, method, reason for the report  
• Succinctly defines the problem the report addresses  
• Summarizes the findings, conclusions, decisions, recommendations  
• Summarizes all major generalizations or assumptions of the report |
| Table of Contents               | Identifies contents and organization of document                        | • Section headings  
• Page numbers |
| List of Figures (optional)      | Identifies any figures, drawings, or photographs shown in the report    | • Number of figures  
• Title of figures and corresponding page numbers |
| List of Tables (optional)       | Identifies any tables shown in the report                               | • Number of tables  
• Title of tables and corresponding page numbers |
| Introduction                    | Introduces the subject of report as the reader may be from a different branch of the discipline and will require some orientation to the subject of your report | • Subject and purpose of the report (states briefly why the report is written and it is intended to achieve)  
• Scope (describes the breadth and limitations of the treatment of the subject)  
• Plan of development (outlines which areas will be covered)  
• Thesis of the report (the general conclusion and/or the general recommendation) |
| Discussion                      | Presents evidence (facts, arguments, details, data, test results, etc.) necessary to the purpose of the report | • This section contains the main part of the report. All evidence must be developed in an organized, logical and orderly manner and must be relevant. It should contain pertinent figures, tables, footnotes, references to material in appendices. Any additional information should be placed in an appendix, but referenced in the discussion. |
| Conclusions                     | States briefly the major inferences that can be drawn from the discussion | • Must be based on information presented in the discussion  
• Each conclusion should be presented as a separate paragraph, with paragraphs numbered in sequence for easy reference |
<table>
<thead>
<tr>
<th>Section</th>
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<tbody>
<tr>
<td>Recommendations</td>
<td>Suggests a course of action based on the findings and conclusions</td>
<td>• Must follow logically from the conclusions</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Must be supported both by conclusions and by data in the discussion</td>
</tr>
<tr>
<td>References</td>
<td>Acknowledges use of materials from printed sources in the preparation of your report. Indicates exact source of all quotations and/or results of previous work.</td>
<td>• Author's name, title of book, year published, publisher's name, city, page number</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• References are listed alphabetically by the name of the author or by the first major work of the title</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Common knowledge does not require a reference (e.g., the speed of light), but if a new value for a commonly accepted quantity is cited, the source should be referenced</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• All sources must be cited correctly; please refer to the following UBC website for proper citation of all sources: <a href="http://help.library.ubc.ca/evaluatingand-citing-sources/how-to-cite/">http://help.library.ubc.ca/evaluatingand-citing-sources/how-to-cite/</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Follow APA (American Psychological Association) style for all referencing.</td>
</tr>
<tr>
<td>Appendices (optional)</td>
<td>Includes data which are not necessary for an immediate understanding of the discussion</td>
<td>• Appendices may contain program listings, drawings, extra figures, technical specifications, or other detailed explanations of some aspects of your report</td>
</tr>
</tbody>
</table>

**Submission**

This technical written report must be submitted to the Engineering Co-op office via Canvas. A signed Release Form must accompany your non-confidential report submission.

Confidential Reports: please see page 38.

Please see the work term checklist for specific deadlines: [http://pd.apsc.ubc.ca/graduate-students/](http://pd.apsc.ubc.ca/graduate-students/)

**Grading**

A technical evaluator grades Technical Work Term Reports. Your report receives an overall evaluation on a scale ranging from “Excellent” to “Unsatisfactory”. Successful completion of your co-op work term relies on the quality of your Work Term Report and a satisfactory Employer Evaluation from your employer. A pass (P) will be entered on your transcript for the completed co-op work term.

If you fail to obtain a “Satisfactory” evaluation for both your report and your Employer Evaluation, a failing grade (F) will be entered on your transcript. If your report is marked “Unsatisfactory”, you will be given 30 days to make revisions and re-submit it to the Engineering Co-op office for re-evaluation by the technical evaluator.

The Technical Work Term Report is graded out of 100 points and will be assessed according to the table on the following page.
### Technical Quality

<table>
<thead>
<tr>
<th>Category</th>
<th>Points</th>
<th>Details</th>
</tr>
</thead>
</table>
|            | 30     | • Suitability of Topic (5 points)  
|            |        | • Authority and Accuracy (5 points) |
|            |        | • Analytic Content (10 points)    |
|            |        | • Thoroughness of Treatment (5 points) |
|            |        | • Table/Figure Presentation (5 points) |

- **Excellent:** 80 to 100 points  
- **Good:** 65 to 79 points  
- **Satisfactory:** 50 to 64 points  
- **Unsatisfactory:** 0 to 49 points

### Literary Quality

<table>
<thead>
<tr>
<th>Category</th>
<th>Points</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>20</td>
<td>• Grammar &amp; Spelling (5 points each)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Clarity &amp; Style (5 points each)</td>
</tr>
</tbody>
</table>

### Structure

<table>
<thead>
<tr>
<th>Category</th>
<th>Points</th>
<th>Details</th>
</tr>
</thead>
</table>
|            | 50     | • Preliminary Pages (17 points)  
|            |        | (Includes: cover, letter of transmittal, title page, preface or foreword and summary, table of contents, list of figures/tables, list of abbreviations)  
|            |        | • Body of Report (20 points)    
|            |        | (Includes: introduction, discussion, and conclusion)  
|            |        | • Recommendations and Trailing Pages (13 points)  
|            |        | (Includes: recommendations, select bibliography/references, and appendix/ices) |

An overview of the Technical Work Term Report writing process is shown in the flowchart below:

1. **Determine Thesis/**
   - Discuss topic and ideas for report with your supervisor.
   - Write your report according to guidelines provided in this workshop or company-specific guidelines.
   - Submit your report to your supervisor for review at least
   - Have your supervisor determine the report’s degree of

2. **Non-Confidential**
   - Obtain approval from your supervisor for the report to be marked by an adjunct faculty member or teaching assistant.
   - Your report must be accompanied by the Work Term Report Release signed by your supervisor and the Faculty Evaluation of Work Term Report when you submit it to the Co-op office.
   - Submit your report to the Co-op office, via Canvas, by the due date.

3. **Confidential**
   - To notify the Co-op office that your report is confidential and will be marked by your supervisor, submit the following completed forms:
     - Work Term Report Release  
     - Employer Evaluation of Confidential Report
   - It is your responsibility to ensure the Co-op office receives the completed Work Term Report Evaluation.
Guidelines for Writing Co-op Assignments

**Technical Memo**

The term “memo” derives from the Latin word “memorandum” meaning “a thing which must be remembered”. Memos and letters are common types of correspondence in the workplace. In contrast to a letter, a memo is a professional document designed to be read quickly. The memo should have only one main idea, be short and well-structured, and get to the point within the first paragraph, or the first sentence, if possible. Engineers and scientists use memos to make or respond to requests, provide updates and announcements, and sometimes to communicate a condensed version of a report.

Memos are often circulated, forwarded, and posted, which means they can reach large audiences. The email message evolved from the memo; email has become by far the most common form of workplace correspondence. Memos are often filed away for keeping and future reference which means the document can either come back to help you or haunt you. Typos or careless mistakes can result in costly errors, such as the need to re-circulate another memo to correct the previous error.

Principals of good technical writing, such as accuracy, clarity, knowing your audience, and using a professional tone, are important considerations when writing memos. Do not be fooled by the short length of the document; proper and effective memo writing can be more difficult than a full technical report.

Examples of technical memos:

<table>
<thead>
<tr>
<th>Type of Memo</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Field Reports</td>
<td>• Soil Quality Changes in the Columbia Basin from April to July 2013</td>
</tr>
<tr>
<td></td>
<td>• Analysis and Comparison of Concrete Samples at Sites 1, 2, and 3</td>
</tr>
<tr>
<td></td>
<td>• Overview of Occupational and Safety Hazards at the New Afton Mine</td>
</tr>
<tr>
<td>Lab / Analytical Reports</td>
<td>• Extreme Temperature Effects on Bio-diesel Blends</td>
</tr>
<tr>
<td></td>
<td>• Limitations of Optical Lithography for Semiconductor Etching</td>
</tr>
<tr>
<td></td>
<td>• Statistical Analysis of Defects Found in Product X</td>
</tr>
<tr>
<td>Progress or Status Reports</td>
<td>• Status Report for Stage 2 of M-phone Testing</td>
</tr>
<tr>
<td></td>
<td>• New Production Numbers due to Manufacturing Line Improvements</td>
</tr>
<tr>
<td></td>
<td>• Top Construction Challenges Facing the George Massey Tunnel</td>
</tr>
<tr>
<td>Policy / Process / Operational Changes</td>
<td>• Updates to Test Script for Amazing Game XII</td>
</tr>
<tr>
<td></td>
<td>• Replacement of BC Hydro Energy Meters in the Lower Mainland</td>
</tr>
<tr>
<td></td>
<td>• Flex-time Procedures for Union and Non-Union Staff</td>
</tr>
<tr>
<td></td>
<td>• Amendment to Mechanical Changeover Procedure for Filler Machine</td>
</tr>
</tbody>
</table>

**Assignment**

The length of your Engineering Technical Memo will be between 650-1000 words, double-spaced, in a 12-point font (~ 3 pages). The word count does not include the header. Select a topic and type of memo that is relevant to your current work term. Consult the table above for examples and ideas, or speak with your employer, work colleagues, or a Co-op Coordinator.

A memo typically has several components, as described below.

1. **Header**

One of the defining features of a memo, the header is a compact block of information at the top of the document. Companies typically have their own template with a logo. The subject should be very specific. For example: “Report on Recycling” is too vague; “2013 Annual Report on the Recycling of Office Paper” is better. Spell the date out so there is no confusion (January 4, 2013 instead of 01/04/13). Become familiar with your company’s carbon-copy (cc) and blind carbon-copy (bcc) policies. Those who are cc’d should not necessarily know those who are bcc’d. An example of a Header is shown below.

---

**INTEROFFICE MEMORANDUM**

TO:  
FROM:  
SUBJECT:  
DATE:  
CC:  

---

48 Guidelines for Writing Co-op Assignments
2. Purpose / Problem
Immediately state your reason for the document. Keep in mind the five W’s: who, what, where, when, and why.

3. Summary
If your memo is only one page long, this section is not required. However, when the memo is more than a page, such as this assignment, consider including a summary section. It should do more than describe the content. A summary is like a mini-memo in a memo; therefore, it should include all key points and recommendations. Put all of your information up front. Practice being concise and learn how to summarize the content without repeating the same language in the body of the memo.

4. Discussion
This is the longest section of the memo. It includes all the details required to support your ideas. Sufficient background and discussion should be presented so that your memo will make sense if read a year or two later. Specific details should be included: the names and titles of people involved, links to previous memos, timelines, contract numbers, contact numbers, machine model numbers, next steps, etc. The discussion section should expand on all the points you made in your summary and provide strong evidence or justification to support these points. Sub-headings can be used.

You should use “active” verbs and keep your language simple and direct (this is not a descriptive story). It is possible to use the first person (“I”).

5. Action / Recommendation
The memo should finish with a call to action. A common statement like “if you have any questions, feel free to call me” is too vague and should not be used. Do not forget to include any steps that you plan to take next, or that you need others to take. Include a timeframe and contact information.

Detailed Section Information
The following table explains the purpose and suggested content of each memo section.

<table>
<thead>
<tr>
<th>Section</th>
<th>Purpose</th>
<th>Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>Header</td>
<td>Identifies the date, writer of report, intended audience and topic of the memo.</td>
<td>• Date: spelled out&lt;br&gt;• To: name(s) &amp; title(s)&lt;br&gt;• From: name &amp; title&lt;br&gt;• CC: list of names &amp; titles&lt;br&gt;• Subject: as specific as possible</td>
</tr>
<tr>
<td>Purpose</td>
<td>To immediately inform the reader of the reason for the memo.</td>
<td>• Who are the stakeholders?&lt;br&gt;• What is the situation?&lt;br&gt;• Where does the situation take place?&lt;br&gt;• When does the situation take place?&lt;br&gt;• Why is it necessary to change / update; why are you writing this memo?</td>
</tr>
<tr>
<td>Summary</td>
<td>To summarize content of memo, mostly the discussion and recommendations.</td>
<td>• Key points&lt;br&gt;• Key recommendations</td>
</tr>
<tr>
<td>Discussion</td>
<td>To provide enough information / evidence to justify your recommendations.</td>
<td>• Include necessary background information&lt;br&gt;• Expand on details of the situation&lt;br&gt;• Include data / findings&lt;br&gt;• Explain the result (e.g., theory behind change)</td>
</tr>
<tr>
<td>Action / Recommendations</td>
<td>To lay out the next steps with specific tasks and timelines.</td>
<td>• Based on the results / situation, describe your recommended course of action and next steps&lt;br&gt;• Be specific with clear roles (name &amp; title) and responsibilities with timelines&lt;br&gt;• Include follow-up action for your audience and yourself</td>
</tr>
</tbody>
</table>
Submission
The technical memo must be submitted by your work supervisor prior to submission via Canvas. A signed Release Form must accompany your non-confidential memo submission.
Confidential Reports: please see page 38.
Please see the work term checklist for specific deadlines (http://pd.apsc.ubc.ca/graduate-students/).

Grading
A technical evaluator grades Technical Memos. Your memo will receive an overall evaluation on a scale ranging from “Excellent” to “Unsatisfactory”. Successful completion of your co-op work term relies on the quality of your Work Term Assignment and a satisfactory Employer Evaluation from your employer. A pass (P) will be entered on your transcript for the completed co-op work term.
If you fail to obtain a “Satisfactory” evaluation for both your memo and your Employer Evaluation, a failing grade (F) will be entered on your transcript. If your memo is marked “Unsatisfactory”, you will be given 30 days to make revisions and re-submit it to the Co-op office for re-evaluation by the technical evaluator.
The Technical Memo is graded out of 100 points and will be assessed according to the following table.

<table>
<thead>
<tr>
<th></th>
<th>Technical Quality</th>
<th>Literary Quality</th>
<th>Structure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Points</td>
<td>15</td>
<td>20</td>
<td>65</td>
</tr>
<tr>
<td></td>
<td>Appropriate topic</td>
<td></td>
<td>Subject is specific</td>
</tr>
<tr>
<td></td>
<td>Effective structure</td>
<td></td>
<td>Appropriate names and titles are included</td>
</tr>
<tr>
<td></td>
<td>Presentation of data (table / figure)</td>
<td></td>
<td>Date is spelled out</td>
</tr>
<tr>
<td></td>
<td>Information is reliable, repeatable, accurate</td>
<td></td>
<td>Purpose is explained within the first few sentences</td>
</tr>
<tr>
<td></td>
<td>Information is justified (i.e., evidence, theories, examples, citations)</td>
<td></td>
<td>Thorough – 5 W-questions are answered</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Includes all key points and recommendations</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Background information (5)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Sufficient data / evidence (5)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Valuable explanation of results (15)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Convincing</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Clear directives - role &amp; responsibility</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Timelines</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Follow-up for all stakeholders</td>
</tr>
<tr>
<td>Points</td>
<td>15</td>
<td></td>
<td>Total Points</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Excellent: 80 to 100 points</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Good: 65 to 79 points</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Satisfactory: 50 to 64 points</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Unsatisfactory: 0 to 49 points</td>
</tr>
</tbody>
</table>

Excellent: 80 to 100 points
Good: 65 to 79 points
Satisfactory: 50 to 64 points
Unsatisfactory: 0 to 49 points
APSC 411: Technical Oral Presentation

Objective
Throughout your professional engineering career you will be expected to give a variety of presentations. You may find yourself hosting “lunch-and-learn” sessions to disseminate information to colleagues, outlining proposals to clients, or updating senior managers on your project outcomes. This co-op oral presentation will provide you with the opportunity to gain practice with formal presentations.

Delivery of Presentation
If you are delivering the APSC 411 presentation, you will deliver a formal, ten-minute technical oral presentation on an aspect of your work term or project. The presentation should include the following: an overview, summary, analytical content, ending with conclusions and recommendations.

Your presentation slides should be created using MS PowerPoint. If handouts are required, they must be provided to the Engineering Co-op office at least two days prior to your scheduled seminar for copying and distribution at your presentation.

Students must sign up for presentation times through PD Portal when directed by Co-op Staff. Each student will receive feedback from co-op representatives after their presentation, and a grade will be submitted. Presentation timetables will be scheduled with a new student presenting every 25 minutes. Students may invite their employers to attend.

Submission
A Release Form is required for the Technical Oral Presentation. Please see the work term checklist for specific deadlines (http://www.coop.apsc.ubc.ca/students/master-of-engineering/work-term-packages/).

Confidential/On-site Presentations: If you present for your supervisor or company before the completion of your work term, then please submit your Grade Form and Release Form to the Co-op Office via Canvas.

Non-confidential/On campus Presentations: Submit your Release Form via Canvas before the presentation. Co-op staff cannot attend your presentation without the Release Form.

Grading
A Technical Oral Presentation Release form is required. The Technical Oral Presentation is graded out of 100 points and will be assessed as follows:

<table>
<thead>
<tr>
<th>Structure</th>
<th>20 Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Overall Structure of the Presentation (5 points)</td>
<td></td>
</tr>
<tr>
<td>• Knowledge of the Audience (5 points)</td>
<td></td>
</tr>
<tr>
<td>• Clarity &amp; Style (5 points each)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Content</th>
<th>40 Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Suitability of Topic (5 points)</td>
<td></td>
</tr>
<tr>
<td>• Reliability and Accuracy (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Analytic Content (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Thoroughness of Treatment (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Table/Figure Presentation (5 points)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expression</th>
<th>40 Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Quality of Visual Aids (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Ability to Engage the Audience (10 points)</td>
<td></td>
</tr>
<tr>
<td>• Oral Communication Skills (20 points)</td>
<td></td>
</tr>
</tbody>
</table>

Excellent: 80 to 100 points
Good: 65 to 79 points
Satisfactory: 50 to 64 points
Unsatisfactory: 0 to 49 points
APSC 412: Your Choice of Technical Report or Technical Memo

See the appropriate section in regards to your Co-op assignment:
Technical Report or Memo - see APSC 410
Appendices
UBC Engineering Co-op Program Appeal Procedure

The UBC Engineering Co-op Program (the Program) has a responsibility to provide fair and equitable procedures for the lodging and hearing of student complaints or concerns arising from Program regulations, policies and actions. Students who wish to contest a resolution can do so by following the three sequential steps of the UBC Engineering Co-op Student Appeal Procedure.

1) Students who are not satisfied with a decision pertaining to the Program should initially attempt to resolve their concerns informally by requesting a meeting with a Coordinator.

- To book a meeting with a Coordinator, use the Appointments tab in EngCORE and find a time that is convenient for you.
- Please enter a few notes about the appeal in the “additional information” section of the appointment booking to help the Coordinator prepare for the meeting.

2) If a student is not satisfied with the decision from their Coordinator, the student may appeal the decision to Senior Manager, Student Experience.

- Prior to this meeting, the student will have to re-connect with a Coordinator to go over the next steps and documentation required, including an appeal letter and any other written documentation. The student’s appeal letter should reference the terms and conditions / program policy they are appealing against and reasons why.
- The Coordinator who provided the initial decision will also have to provide a memo to the Senior Manager, Student Experience outlining the situation, the policy/terms and conditions the student is appealing against, the reason they made a decision on this and any recommendations.
- Upon the receipt of a formal appeal letter from a student and Coordinator, an appeal meeting will then be booked with the Senior Manager, Student Experience. One day a month will be committed to reviewing appeals.
- The Senior Manager, Student Experience shall communicate her decision in writing to the student and the Coordinator within a reasonable time frame.

3) If the student is not satisfied with the decision by the Senior Manager, Student Experience, the student may appeal to the Associate Dean, Education & Professional Development, by submitting a meeting request to the Senior Manager, Student Experience. The Senior Manager, Student Experience will arrange a convenient time for the Associate Dean, the appellant and herself. The Associate Dean shall communicate the final decision of the appeal process in writing to the student, Coordinator and Senior Manager, Student Experience within a reasonable time frame.
DOMESTIC WORK TERM AGREEMENT AND WAIVER OF LIABILITY

I, ___________________________________________________________________,
(name of student) (student number)
a student enrolled in the Engineering Co-operative Education Program of the University of British Columbia (hereinafter called the “University”) accept a work term with

__________________________________________________________________________
(name of employer)

__________________________________________________________________________
(address of employer)

(herinafter called the “Co-op Placement”).

In consideration of being permitted to participate in the Co-op placement associated with the Co-operative Education Program at the University of British Columbia, I hereby:

1) ACKNOWLEDGE that I have been informed of the nature of the employment with the Co-op employer, the responsibilities that I may be expected to assume, and the risks known to the University that may be associated with the Co-op Placement.

2) Without restricting the generality of the foregoing, the risks include:

   a) injuries suffered:

      (i) in the course of employment with the Co-op Employer

      (ii) by the acts of third parties including acts that would be regarded as criminal acts under Canadian law, and

      (iii) by being a passenger in or operating a motor vehicle, boat, bicycle or any similar means of transportation or being a passenger in or on an airplane, bus, taxi, boat, or other means of transportation

   b) standards of criminal justice that vary by province.

3) ACKNOWLEDGE that I have informed the University of any physical or medical limitations, allergies, or other conditions that may affect my participation in the activities of the Co-op Placement or that may be associated with the Co-op Placement.

4) ACKNOWLEDGE that I am exclusively responsible for making all travel arrangements that may be associated with the Co-op Placement and that notwithstanding that the University may provide information to me with regard to travel arrangements, the University does not warrant the safety of any carrier and the University is not responsible for the acts or omissions of any carrier.
5) ACKNOWLEDGE that I am exclusively responsible for making all arrangements for my accommodation during the period of the Co-op Placement and that notwithstanding that the University may provide information to me with regard to accommodations, the University does not warrant the quality or safety of any accommodation and the University is not responsible for the acts or omissions of the operators of any place of accommodation.

6) AGREE that I will pay all of my travel, accommodation, food and other personal expenses associated with my participation in the Co-op Placement other than those expenses that the University or the Co-op employer has expressly agreed in writing to pay.

7) CONSENT to the disclosure by the University of British Columbia during the period of my participation in the Co-op Placement of any personal information that is in the possession of the University, other than records of my academic performance, that may be necessary in any or all of the following circumstances:
   a) To a hospital, supervising medical personnel, provider of medical treatment or next of kin where a representative of the University is informed that I may require medical attention or treatment,
   b) To an official of the Canadian Government, an airline on which I am booked as a passenger or an agency that is responsible for my travel arrangements where a representative of the University is informed that the information is required to facilitate my travel in conjunction with the Co-op Placement.
   c) To law enforcement authorities where the University is informed that the information is required to assist me.

8) AGREE to abide by all the University and Faculty Co-operative Education regulations.

9) AGREE to assume all of the risks related to any personal injuries to me, or damage to property or loss to my property, of whatsoever nature or kind howsoever arising out of my participation in the Co-op Placement.

10) AGREE that the University reserves the right to terminate my enrollment in the Co-op Placement if the University determines that I am not performing satisfactorily in the placement or if I fail to adhere to the standards of public conduct.

11) I WAIVE, RELEASE AND DISCHARGE THE UNIVERSITY OF BRITISH COLUMBIA, the members of the University’s Board of Governors and anyone employed by or acting on behalf of the University from any and all claims, causes of action, and any liability for personal injury, death, damage to property or loss of whatsoever nature or kind and howsoever caused which I or my heirs, executors, administrators, or anyone else may have arising out of my participation in the Co-op Placement.

12) If the University is also the Co-op Employer, the waiver set out in paragraph 11 shall not apply to claims that I may have against the University as a sole result of my employment relationship with the University.

13) I acknowledge that prior to signing this form, I have read and understood this agreement and waiver of liability in its entirety and I am aware that by signing this document, I am affecting the legal rights of myself, my heirs, next of kin, executors, administrators and assigns.

Dated at ________________, Province of British Columbia, this _____ day of _____________, 20____.

_____________________________________________  _______________________________________
Signature of Witness  Signature of Student
INTERNATIONAL WORK TERM AGREEMENT AND WAIVER OF LIABILITY

I, ________________________________, __________________________
(name of student) (student number)

a student enrolled in the Engineering Co-operative Education Program of the University of British Columbia (hereinafter called the “University”) accept a work term with

________________________________________
(name of employer)

________________________________________
(address of employer)

(thereinafter called the “International Co-op Placement”).

In consideration of being permitted to participate in the International Co-op placement associated with the Co-operative Education Program at the University of British Columbia, I hereby:

1) ACKNOWLEDGE that I have been informed of the nature of the employment with the International Co-op employer, the responsibilities that I may be expected to assume, and the risks known to the University that may be associated with the International Co-op Placement.

2) Without restricting the generality of the foregoing, the risks include:
   a) injuries suffered:
(i) in the course of employment with the Co-op Employer
(ii) by the acts of third parties including acts that would be regarded as criminal acts under Canadian law, and
(iii) by being a passenger in or operating a motor vehicle, boat, bicycle or any similar means of transportation or being a passenger in or on an airplane, bus, taxi, boat, or other means of transportation
b) illnesses and the lack of medical personnel or medical facilities to treat injuries or illnesses, and
c) standards of criminal justice that are different than Canadian standards.

3) ACKNOWLEDGE that due to the international aspect of the International Co-op placement, circumstances beyond the control of the University of British Columbia may arise including war, civil unrest, or natural disasters that may require a modification or termination of my work term.

4) ACKNOWLEDGE that I have informed the University of any physical or medical limitations, allergies, or other conditions that may affect my participation in the activities of the International Co-op Placement or that may be associated with the International Co-op Placement.

5) ACKNOWLEDGE that I have been advised to arrange for extended medical insurance coverage on my own account that will cover any medical or hospital expenses that I may incur during the period of the International Co-op Placement.

6) ACKNOWLEDGE that I am responsible for obtaining any visas or permits that may be necessary with regard to my travel to foreign countries.

7) ACKNOWLEDGE that I am responsible for obtaining any vaccinations or inoculations that are recommended or required by the government of a foreign country in which I will be travelling or by the Canadian Government for persons entering Canada from a foreign country.

8) ACKNOWLEDGE that I am not required to undertake the International Co-op Placement in order to complete the requirements of my academic program and that I have the option of substituting another Co-op placement in place of a International Co-op Placement.

9) ACKNOWLEDGE that I am exclusively responsible for making all travel arrangements that may be associated with the International Co-op Placement and that notwithstanding that the University may provide information to me with regard to travel arrangements, the University does not warrant the safety of any carrier and the University is not responsible for the acts or omissions of any carrier.

10) ACKNOWLEDGE that I am exclusively responsible for making all arrangements for my accommodation during the period of the International Co-op Placement and that notwithstanding that the University may provide information to me with regard to accommodations, the University does not warrant the quality or safety of any accommodation and the University is not responsible for the acts or omissions of the operators of any place of accommodation.

11) AGREE to notify the Coordinator of my International Co-op Placement of my planned itinerary for the International Co-op Placement including any extended personal travel.
12) AGREE that I will pay all of my travel, accommodation, food and other personal expenses associated with my participation in the International Co-op Placement other than those expenses that the University or the Co-op employer has expressly agreed in writing to pay.

13) CONSENT to the disclosure by the University of British Columbia during the period of my participation in the International Co-op Placement of any personal information that is in the possession of the University, other than records of my academic performance, that my be necessary in any or all of the following circumstances:

   a) To a hospital, supervising medical personnel, provider of medical treatment or next of kin where a representative of the University is informed that I may require medical attention or treatment,

   b) To an official of a Canadian Consulate or the Canadian Government, an airline on which I am booked as a passenger, or an agency that is responsible for my travel arrangements where a representative of the University is informed that the information is required to satisfy the immigration or visa requirements of any country in which I am travelling or plan to travel, or to facilitate my travel in conjunction with the International Co-op Placement.

   c) To law enforcement authorities where the University is informed that the information is required to assist me.

14) AGREE to abide by all the University and Faculty Co-operative Education regulations.

15) AGREE to assume all of the risks related to any personal injuries to me, or damage to property or loss to my property, of whatsoever nature or kind howsoever arising out of my participation in the International Co-op Placement.

16) AGREE that the University reserves the right to terminate my enrollment in the International Co-op Placement if the University determines that I am not performing satisfactorily in the placement or if I fail to adhere to the standards of public conduct that prevail in the geographic area of the placement.

17) I WAIVE, RELEASE AND DISCHARGE THE UNIVERSITY OF BRITISH COLUMBIA, the members of the University’s Board of Governors and anyone employed by or acting on behalf of the University from any and all claims, causes of action, and any liability for personal injury, death, damage to property or loss of whatsoever nature or kind and howsoever caused which I or my heirs, executors, administrators, or anyone else may have arising out of my participation in International Co-op Placement.

18) I acknowledge that prior to signing this form, I have read and understood this agreement and waiver of liability in its entirety and I am aware that by signing this document, I am affecting the legal rights of myself, my heirs, next of kin, executors, administrators and assigns.

Dated at ________________, Province of British Columbia, this _____ day of ________, 20__.  

________________________________________  ______________________________________

Signature of Witness                    Signature of Student
**Engineering Co-op: Work Term Sequence Change Form - Undergraduate**

**Last Name:**  
**First Name:**  
**Phone:**  

**Student Number:**  
**Discipline:**

You are required to complete the table below by filling out the relevant details of your original Co-op/Academic schedule and your requested sequence modification(s) by indicating the cycle of academic ("study") terms (e.g. S3, S4 represents year 2) and work terms (e.g. WT1, WT2, WT3, WT4, WT5, WT6).

By submitting this completed, signed form, you are confirming that you have read and agree to the policies and procedures outlined on the reverse of this form.

Sequence change requests submitted with missing information will be declined. If you are seeking to withdraw from the Co-op Program, you must use the Co-op Withdrawal form.

Sequence modifications are to be submitted to the Co-op Office four-months prior to the term impacted (see page 2 of this form). Please consult a Co-op Coordinator regarding any questions and or if you have missed the deadline.

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<tr>
<th>Year</th>
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<tbody>
<tr>
<td>Term</td>
<td>Fall (T1)</td>
<td>Winter (T2)</td>
<td>Sum (S)</td>
<td>Fall (T1)</td>
<td>Winter (T2)</td>
<td>Sum (S)</td>
<td>Fall (T1)</td>
<td>Winter (T2)</td>
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<tr>
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<td>S2</td>
<td>off</td>
<td>S3</td>
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<td>Request</td>
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**Codes:**  
- S = Study Term (e.g. S1, S2, S3);  
- WT = Work Term (e.g. WT1, WT2);  
- off = term off (not working, not studying);  
- CIE = APSC Coordinated International Experience;  
- EXCH = other UBC exchange program (not CIE);  
- GRAD = graduation term

**NOTES:**  
- BASc degree program with co-op option must end on a full-time study term (e.g. S8)  
- It is possible to schedule six co-op work terms during an undergraduate degree (BASc); however, special permission is required to add a seventh (WT7) or eighth work term (WT8). If you are an international student, please review details on reverse.

**Reason for change request:** (Indicate the appropriate reason below. If requested, attach a letter outlining your circumstances)

- [ ] Secured/Extending to an 8 month work term  
- [ ] Secured/Extending to a 12 month work term  
- [ ] Secured/Extending to a 16 month work term  
- [ ] To complete required academic courses  
- [ ] To participate in an APSC Coordinated International Experience (CIE)  
- [ ] Personal/Extenuating circumstances (attach letter)  
- [ ] Other (attach letter)

If you are extending a current work term or have secured a position through your personal job search (not via a posting in the PD Portal), please list the name of the employer below and include a copy of the offer/extension letter.

<table>
<thead>
<tr>
<th>Employer (if applicable)</th>
<th>Student Signature</th>
<th>Date</th>
</tr>
</thead>
</table>

UBC Co-op Sequence Change (v. August 2018)
Co-op Work Term Sequence Change policies and procedures:

- The typical undergraduate co-op schedule normally includes five work terms, beginning in summer after the fourth academic term (year 2), and a total of eight academic terms. The co-op schedule for students admitted to the program after year 2 or transferring from another institution may be modified reducing the total number of work terms.
- Ensure to indicate your reason for this requested change to the standard Co-op work term sequence and include any supplemental information as an attachment.
- **The onus lies with the student to investigate and understand all possible impacts to your academic schedule and course scheduling for any changes requested on this form.**
- You must consult with your academic advisor(s) before completing this form and/or agreeing to co-op employment that deviates from your original schedule that will impact your co-op sequence, e.g. applying to an 8, 12 or 16 month position when your co-op sequence does not currently schedule multiple, consecutive work terms.
- **You must obtain approval from your academic advisor(s) for changes that will impact your academic schedule.** Note:
  - Academic courses offered in T1 may not be offered in T2 or vice versa. Departments are not obligated to provide access to courses for students completing program outside of standard sequence.
  - Deviating from your original co-op/academic schedule may result in a delay in your graduation.
  - Due to Capstone projects and fourth year requirements, students are required to complete the fourth year of the degree program in two consecutive academic terms, i.e. T1 immediately followed by T2 (in the same academic year).
- As per Co-op Terms and Conditions, a request to remove a work term in which you are already employed **will not be approved**, regardless of how the work term position was secured (i.e. outside of the Co-op PD Portal).
- In order to graduate with Co-op Standing, it is a requirement to have successfully completed a minimum of four work terms with at least two different seasons of the three seasons (summer, fall, winter). If you are participating in a APSC Coordinated International Experience (CIE), please speak to a Co-op Coordinator regarding graduation with Co-op standing.
- Your final term prior to graduation must be academic, i.e. a “study” term (e.g. S8, S9).
- You can request to add an additional work term, up to a total of seven work terms, before your final academic term. (*International students see below)
- As per Co-op Terms and Conditions, if you secure work term employment after withdrawing from the scheduled co-op work term, you will advise the Co-op office of the change and will be enrolled in the appropriate co-op course for the work term(s).
- Approval of this request does not prevent requests for future changes to your co-op sequence to accommodate other changes due to employment or academic requirements or extenuating circumstances.
- **International Students only:**
  - You must have a valid Co-op Work Permit before you begin your confirmed work term(s).
  - Your Co-op Work Permit can only be used for approved Co-op work term(s). You cannot to use your Co-op Work Permit for an employment position which is not approved nor registered as an official UBC co-op work term.
  - As part of your undergraduate degree, you are able to complete a maximum of five (5) co-op work terms as per Immigration, Refugees and Citizenship Canada’s guidelines. If you have any questions regarding your status in Canada, your study or co-op work permit, contact an International Student Advisor at the UBC Life Building.

Please complete this form and drop off or email (AskMe.Engcoop@ubc.ca) it to the Engineering Co-op Office prior to the due dates outlined in the UBC Engineering Co-op Terms & Conditions (listed below) if you do not intend to participate in the job search term outlined:

- **Schedule change requests must be received by the following dates:**
  - a) December 31st for Summer term (May to August)
  - b) April 30th for Fall (T1) term (September – December)
  - c) August 31st for Winter (T2) term (January – April)
Completion of this form is required for withdrawal from the Engineering Co-op Program.

Please submit the completed form to AskMe_EngCoop@ubc.ca for review and processing. You will receive a confirmation email that the form has been received and your withdrawal request will be processed. If any additional information is required, you will be contacted by phone or email.

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<thead>
<tr>
<th>Date (yy/mm/dd):</th>
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<tbody>
<tr>
<td>Student First Name:</td>
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<td>Student Last Name:</td>
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<td>UBC Student Number:</td>
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<td>Current Email Address:</td>
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<td>Current Daytime Phone Number:</td>
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<td>Okanagan:</td>
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<td>Engineering Discipline:</td>
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<tr>
<td>Number of Work Terms Completed:</td>
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</table>

**NOTE:** If you have obtained a job through your independent job search you are ineligible to withdraw from the Co-op Program as per the Engineering Co-op Terms and Conditions. Enrolment in the Co-op course will be maintained and you will be responsible for tuition and all assessed fees.

Select the most accurate option for your decision to withdraw from the Engineering Co-op Program, and provide additional information in the text box below:

Select Option:
Provide more details as to your selection of “The scholarship I am receiving excludes participation in a Co-op Program,” “Has not met my expectations,” or “Other” below:

Authorization

☐ By submitting this completed form, I confirm I have reviewed and understand the process to withdraw from the Engineering Co-op Program and I authorize the Engineering Co-op Program and Engineering Student Services, and any related units, to remove the Co-op option from my academic record.

Withdrawal Deadlines and Transcripts

☐ As per the Engineering Co-op Terms and Conditions, I understand that requests to withdraw from the program must be received by the following dates in order to be processed without notation on my transcript and without penalty:

- For Winter work term (January to April) – by August 31st
- For Summer work term (May to August) – by December 31st
- For Fall work term (September to December) – by April 30th

If my withdrawal request is not received by the required date (see above) I will be assigned a “Withdrawal” standing on the appropriate co-op course and will be responsible for paying 100% of the co-op tuition fee and all other student related fees.

For INTERNATIONAL Students Only:

☐ I acknowledge that I am required, by the Canadian Government, to return my Co-op work permit to Citizenship and Immigration Canada.

For assistance, please contact International Student Development at UBC International House at 1783 West Mall, or 604-822-5021 or isa@students.ubc.ca.

**Please ensure you have completed all fields prior to submitting for processing**
UBC Engineering Co-op Program Offices

Vancouver Campus
2385 East Mall
Vancouver, BC  V6T 1Z4
Phone: 604.822.3022
Fax: 604.822.3449
email: eng.coop@ubc.ca

Okanagan Campus
1137 Alumni Avenue, EME 3225
Kelowna, BC V1V 1V7
Phone: 250.807.9279
Fax: 250.807.8127
email: eng.coop@ubc.ca

coop.apsc.ubc.ca