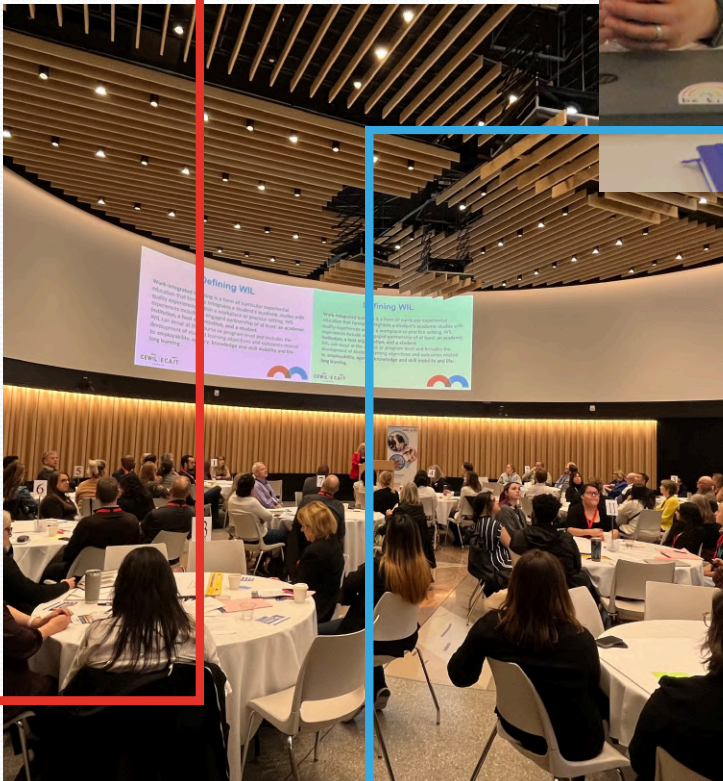


50 YEARS OF IMPACT



**THE HISTORY OF
CEWIL CANADA
AND THE
EVOLUTION OF
WORK-INTEGRATED
LEARNING IN
CANADA
1973 - 2024**



Executive Summary

This historical report chronicles the evolution of Cooperative Education and Work-Integrated Learning Canada (CEWIL), formerly the Canadian Association for Co-operative Education (CAFCE), from its foundational years to 2024. It highlights the association's enduring contributions to the advancement of co-operative education and work-integrated learning (WIL) in Canada. From the launch of the first co-op program in 1957 to the establishment of CAFCE in 1973, and through to the organization's transformation into CEWIL Canada in 2017, the report outlines major milestones, national policy influence, and structural innovations.

Key developments include the introduction of accreditation standards, federal funding to expand co-op programs, and the establishment of a national office. The organization's leadership in research, advocacy, and quality assurance continued to grow through the decades. More recently, CEWIL Canada has expanded its mandate, launched innovative programs like the Innovation Hub, and embedded equity, diversity, inclusion, and accessibility into its operations and governance. This report provides a comprehensive timeline of CEWIL Canada's impact, strategic initiatives, and vision for the future of WIL in Canada.





Introduction

The history of CEWIL Canada is deeply rooted in the evolution of co-operative education across the country. Beginning with the pioneering program at the University of Waterloo in 1957, the concept of combining academic study with meaningful work experience gained momentum throughout the 1960s and 1970s. This led to the formal founding of CAFCE in 1973 by representatives from fifteen post-secondary institutions committed to promoting co-op education nationally.

Over the past five decades, CAFCE—and later CEWIL Canada—has become a cornerstone organization in Canada’s post-secondary education system. It has played a pivotal role in advancing the quality, accessibility, and impact of work-integrated learning. Through advocacy, accreditation, research, and collaboration with stakeholders, CEWIL has shaped national dialogue on WIL and positioned Canada as a global leader in this field.

This report presents a chronological account of CEWIL Canada’s major milestones and achievements from its inception to the present day. It captures how the organization has responded to changing educational landscapes, student needs, and labour market demands through continuous innovation and collaboration.



1973

CAFCE is Founded

The foundation for CAFCE was laid over the preceding two decades, beginning with the launch of [Canada's first co-operative education program](#) at the University of Waterloo in 1957. This pioneering model, inspired by international examples, quickly spread across the country. By the late 1960s, institutions such as Université de Sherbrooke, Memorial University, and Georgian College had adopted and adapted co-op programs to meet local and national labour needs. As momentum grew, so did the need for coordination, standards, and advocacy.

On September 26, 1973, representatives from 15 institutions came together to formally establish the Canadian Association for Co-operative Education (CAFCE), with the goal of advancing co-operative education nationwide.



1979

Federal Incorporation and Accreditation Council Established

CAFCE became federally incorporated, and the Co-operative Education Council of Canada (CECOC) was created to provide program accreditation based on standardized criteria. CECOC was later renamed the Accreditation Council.

1980

Federal Engagement and Advocacy

CAFCE presented submissions to national task forces and built strong relationships with federal departments, leading to the inclusion of co-op education in federal policy planning. These efforts marked the beginning of long-standing ties between CAFCE and federal departments, laying groundwork for future funding and recognition.

1982

Albert S. Barber Award

CAFCE's highest honour, sponsored by the University of Waterloo and first awarded in 1983. It recognizes individuals who have made outstanding contributions to the advancement of the philosophy and practice of co-operative education in Canada.

1984

First Major Federal Funding Secured

CAFCE successfully lobbied for a \$4 million federal seed-funding program to support the launch and expansion of co-op programs across Canada.

1986

CAFCE National Office Established

CAFCE hired its first Executive Director and opened a national office in Toronto, transitioning to a professional organizational structure.

1987

Research Committee Established

CAFCE formally launched its Research Committee. This marked a shift toward evidence-based advocacy and the professionalization of co-op as a scholarly field.

1988

Second Federal Grant

CAFCE received a second multi-year grant from the federal government, reinforcing its credibility as a national organization.

National Co-op Week

Plans were developed for a National Co-op Week, showcasing the value of work-integrated learning to students, institutions, and employers across Canada.

1989

World Conference in Hamilton

CAFCE organized the 6th World Conference on Co-operative Education, showcasing Canadian programs and expanding its global profile.

The CAFCE Research Award / Dr. Graham Branton Research Award

Originally called the CAFCE Research Award, it was renamed to honour Dr. Graham Branton, a co-op education leader and researcher. The award recognizes significant scholarly contributions to the field of co-operative education.



1990

CAFCE Archives Established

CAFCE archives were formally established at the University of Waterloo's Career Information Centre. This initiative aimed to collect founding documents, photos, and records to preserve the organization's legacy.

1994

Loss of Historical Records and Organizational Transition

Following downsizing and office relocation, CAFCE discovered that many early records had been lost. This absence of documentation created challenges in preserving institutional memory and continuity. Despite the loss, CAFCE restructured and continued evolving. A volunteer-driven model persisted, supported by minimal paid staff and strong institutional in-kind support.

Co-operative Education Student of the Year Award

CAFCE initiates the Co-operative Education Student of the Year award to recognize outstanding achievement by students in areas of academic performance, community involvement, support for co-operative education, and contribution to their co-op employer.

In 2006, the award was expanded to include two recipients annually—one from a college and one from a university—to reflect the diversity of post-secondary institutions engaged in co-op programming.

In the early 2000s, the award was further enhanced through the creation of the Emery-Dufault Award, a \$500 cash prize granted to each Student of the Year recipient. Funded by a \$25,000 endowment led by Christopher Dufault, the award honoured co-op pioneers Les Emery and George Dufault, and helped recognize the tangible impact of student excellence. As CEWIL's mandate later broadened, the award was eventually expanded again to include WIL Student of the Year recipients.

1998

Volunteer Recognition Award

Honours CAFCE members who have contributed at least five committee-years of service to the association. It acknowledges both individual contributions and institutional support.

2001

National Office Re-established at Yonge Street

The national office of CAFCE was relocated to Yonge Street in Toronto. The new office served as a hub for national initiatives, communications, and archive recovery.

2006

Strategic Plan Calls for History Project

CAFCE's 2006 Strategic Plan formally called for a history project to document the association's evolution and contributions. The initiative aimed to recognize key leaders, preserve important milestones, and inspire future practitioners. In response, CAFCE commissioned Andrew Crichton, a former co-op coordinator, to research and write the organization's history. His work brought together archival records and interviews with members across the country, culminating in the 2009 publication *From Impossibility to Reality: Documenting the History of CAFCE in Canada*.

2009

Expanding Collaboration and Membership

The CAFCE board emphasized inclusivity by opening executive meetings to all Board of Directors members. Additionally, a historic agreement with the World Association for Co-operative Education (WACE) was initiated, allowing CAFCE members to gain WACE membership benefits.

2010

Advancing Accreditation and International Collaboration

In October, CAFCE approved a new accreditation application reflecting the co-op definition as a guiding principle. By December, CAFCE established the International Committee, which coordinated initiatives to support student mobility for co-op students abroad and in the U.S.

2011

Data Collection and Evidence-Based Advocacy

CAFCE signed an agreement in February with the Association of Co-operative Education BC/Yukon (ACE) and the World Association of Co-operative Education (WACE) to collaborate on the CEIA Journal. June saw the first nationwide collection of co-op statistics to support evidence-based advocacy.

CAFCE Updates Definition to Include Work-Integrated Learning (WIL)

CAFCE officially expanded its definition of co-operative education, declaring it a form of work-integrated learning (WIL). This marked the first formal recognition of WIL within the organization, signaling a shift toward a broader WIL mandate.

Addressing Financial Challenges

Also at the 2011 AGM, CAFCE reported significant financial difficulties, including a significant projected deficit. In response, the association initiated strategic planning efforts to ensure future financial sustainability and operational resilience.

2012

J1 Visa Partnership Secured

In February 2012, CAFCE partnered with Cultural Vistas to secure preferred rates for J1 Visas, making it easier and more affordable for co-op students to participate in international work experiences, particularly in the United States.

National Co-op Week Gains Formal Recognition

March 2012 marked a milestone for national visibility, as National Co-operative Education Week received formal recognition from both federal and provincial governments, affirming the importance of co-op education in Canada's post-secondary and employment sectors.

Transition to Association Management Company

In April, CAFCE transitioned from a longtime Office Manager model to professional management through the firm Managing Matters. This structural shift enhanced administrative capacity and operational sustainability.

New Employer Membership Category Introduced

To broaden its perspective beyond post-secondary institutions, CAFCE introduced an Employer Membership category in October, encouraging greater engagement from industry and non-academic stakeholders in the co-op and WIL ecosystem.

2013

Enhancing Representation and Institutional Stability

CAFCE approved new Director-at-Large positions in October to ensure equal representation of colleges and universities, strengthening engagement and governance.

Investment in Technical Solutions and Data Collection

Financial stability was restored, and new technical solutions were introduced, including a statistical database and a program database. The National Co-op Statistics Database Project was also initiated. CAFCE was officially approved under the new Canadian Not-for-Profit Act in December.

2014

40th Anniversary of CAFCE

CAFCE celebrated its 40th Anniversary at the National Conference in Niagara Falls in June. A major membership survey conducted this year revealed that many members were supporting multiple forms of WIL, laying the foundation for CAFCE's eventual transition to CEWIL Canada.



2015

Expanding Accreditation Criteria

At the October AGM, members approved an amendment to accreditation criteria, reducing the co-op work experience requirement for programs two years or less, enabling more college and graduate programs to seek accreditation.

2016

Strengthening Government Relations and Data Collection

The Government Relations Committee was established to strengthen relationships with key federal departments and national organizations. In December, CAFCE launched the National Co-operative Education Statistics Database, hosted at the University of Waterloo, marking a milestone in co-op data collection.

2017

Expansion of Mandate and Name Change to CEWIL Canada

At the November AGM, CAFCE officially expanded its mandate to include work-integrated learning (WIL) and rebranded as Co-operative Education and Work-Integrated Learning Canada (CEWIL Canada). The membership also introduced new WIL Director-at-Large positions for colleges and universities. This transformation broadened the association's reach and influence in national WIL discussions.

2018

National WIL Conversations and External Partnerships

CEWIL hosted the first National Conversations on WIL in Toronto and Montreal, engaging post-secondary institutions, industry partners, and government representatives. These conversations strengthened CEWIL's role as a national leader in WIL policy and programming.

2019

Quality Assurance and Best Practices in WIL

CEWIL launched the WIL Quality Improvement Council, which focused on enhancing student learning experiences through integrated academic, work, and community partnerships. The council developed and shared best practices in WIL, further strengthening CEWIL's role as a quality assurance leader.

Forging National Connections

In June 2019, CEWIL and Education at Work Ontario co-hosted a national symposium in Ottawa focused on future skills, Indigenous perspectives, and regional collaboration in WIL. The event demonstrated the strength of national partnerships in shaping the future of experiential learning.

Launch of the WIL for All Resource

CEWIL launched the WIL for All online resource to highlight inclusive and innovative WIL practices. It showcases examples from across Canada that support underrepresented populations and promote equitable access to quality work-integrated learning.

2020

CEWIL Navigates the COVID-19 Pandemic

The onset of COVID-19 in 2020 drastically altered the landscape of Work-Integrated Learning (WIL) in Canada. As concerns around youth employment and cancelled work terms grew, CEWIL quickly responded by developing campaigns, tools, and resources to support students, institutions, and employers. The organization championed a shift from "Work from Home" to "WIL from Home," advocating for increased flexibility in WIL programs and ensuring students could continue meaningful work experiences despite disruptions.

Recognizing the need for greater engagement, CEWIL strengthened its member community through frequent virtual town halls, creating a space for institutions to collaborate and problem-solve. This period also marked CEWIL's emergence as a thought leader in national conversations on youth employment and WIL. The association played a key role in securing policy adjustments and financial support for students affected by the pandemic.



Equity, Diversity, and Inclusion (EDI) Transformation

Amid the global response to systemic racism following the murder of George Floyd, CEWIL took decisive action to embed equity, diversity, and inclusion into its governance and operations. Rather than issuing a generic statement of solidarity, CEWIL initiated a Call to Action on EDI, fundamentally reshaping the organization’s structure and mandate. This led to the creation of an EDI Committee, engagement of an external consultant, and a comprehensive review of CEWIL’s bylaws, accreditation processes, training, committee structures, and board composition. These steps ensured that CEWIL evolved into a more inclusive and equitable organization, reinforcing its commitment to diversity and belonging across all aspects of WIL.

2021

Federal Funding and the Launch of Innovation Hub (iHub)

CEWIL’s strong federal relationships and expertise in WIL positioned the organization as a leader in funding distribution. In late 2021, CEWIL secured \$17.8 million in federal funding, requiring rapid operational expansion. To facilitate this transition, Past President Cara Krezek served as CEWIL’s first and only CEO, overseeing the strategic scale-up of staffing, financial management, and program delivery.

A key outcome of this funding was the launch of CEWIL’s Innovation Hub (iHub), a transformative initiative aimed at expanding WIL beyond traditional co-op placements. iHub enabled the development of new, flexible, and innovative WIL models, increasing access to experiential learning opportunities across Canada. The program’s iterative approach allowed it to evolve based on feedback, ensuring ongoing relevance and impact. By the end of 2024, iHub had funded over 108 institutions and enabled 48,889 WIL experiences.

CEWIL Sponsors Publishing of Co-op and WIL Book

In the same period, CEWIL also sponsored “The Practice of Co-op and Work-Integrated Learning in the Canadian Context”, a comprehensive e-book that highlights diverse WIL practices across the country.



2022

Expanding WIL Access Through National Data and Transparency Tools

CEWIL advanced its national leadership in work-integrated learning by launching two major tools to support and strengthen WIL across Canada. The National WIL Directory became the first open-access resource showcasing curricular WIL opportunities from post-secondary institutions nationwide, helping to build awareness and capacity for quality WIL experiences.

Complementing this, the National WIL Data Dashboard was introduced to provide members with aggregated, pan-Canadian data on student participation in WIL. This dashboard not only supports institutional benchmarking and planning but also reinforces CEWIL's advocacy efforts at the provincial and federal levels. Together, these initiatives marked a significant step forward in enhancing transparency, accessibility, and impact of WIL in Canada.

Formalizing Equity, Diversity, Inclusion, and Accessibility in Governance

At the November AGM, CEWIL formalized its commitment to embedding equity, diversity, inclusion, and accessibility (EDIA) into its governance by approving two EDIA-focused Director-at-Large positions on its Board of Directors. Additionally, the organization updated its purpose statement in its Articles of Incorporation to reflect EDIA values and translated the association's bylaws into both official languages.

2023

Strengthening CEWIL's Advocacy and Research

In June, CEWIL hosted WIL on the Hill, an advocacy event in Ottawa aimed at engaging policymakers on the role of WIL in addressing labor shortages and fostering talent. The event was followed by the 4th National Conversation on WIL, bringing together over 70 representatives from post-secondary institutions, industry, and government to discuss the future of WIL in Canada.



Data-Driven Insights into WIL

CEWIL released its inaugural Data Report in June 2023, providing a comprehensive analysis of WIL activity across the country. The report consolidated data from four sources: the National Directory on WIL, Co-op National Reporting, Pulse Surveys, and iHub reporting, marking a significant milestone in WIL research and advocacy.

Expanding Professional Development

January 2023 saw the launch of CEWIL's WIL Practitioner Certification Program, beginning with Module 1: Foundations of Quality WIL. The second module, Student Engagement, followed in the fall, with a third module planned for early 2024.

Celebrating 50 Year Anniversary of CEWIL and Looking Ahead

On September 26, 2023, CEWIL celebrated its 50th anniversary, marking five decades of leadership in co-operative education and work-integrated learning in Canada. To commemorate the milestone, CEWIL published the first issue of The WILderness Post/Horizon AIT, featuring reflections on its history, student voices, and industry insights. The publication reaffirmed CEWIL's commitment to advancing inclusive and impactful WIL across the country.



2024

Continuing the National Conversations on WIL

In 2024, CEWIL hosted the National Conversation: Future of WIL in Ottawa, uniting over 100 participants from across the WIL ecosystem. Held alongside National Co-op & WIL Day, the event featured keynotes, a youth panel, and collaborative sessions focused on breaking barriers and strengthening inclusive, innovative WIL practices nationwide.

Release of National WIL Research Reports: “Mapping the Terrain” and “Navigating New Ground”

In 2024, CEWIL Canada released two landmark reports that provided a comprehensive overview of the evolving work-integrated learning (WIL) landscape in Canada. The first report, Mapping the Terrain: A Synthesis of Recent Research and Future Directions, authored by Academica Group and funded in part by the Government of Canada's Innovative Work-Integrated Learning Initiative, offered a foundational analysis of national trends, challenges, and opportunities in WIL.

Later in the year, CEWIL released a second report, Navigating New Ground: Perspectives from Canada's WIL Ecosystem, which expanded on the initial findings with insights gathered from students, educators, employers, government, and community partners. Together, these reports reinforced CEWIL's commitment to building a resilient, inclusive, and collaborative WIL ecosystem and provided evidence-based direction for the future of experiential learning in Canada.

Advancing Quality in WIL

CEWIL reinforced its commitment to quality through key developments in certification and accreditation. New co-op accreditation standards were introduced to better reflect the evolving needs of the work-integrated learning ecosystem. The Co-operative Education Accreditation Council implemented these updated standards for expiring programs. CEWIL also welcomed its first cohort of certified practitioners in August—a milestone that highlights the expertise and dedication within the national WIL community.

Conclusion:

As CEWIL Canada reflects on more than 50 years of leadership in co-operative education and work-integrated learning, the association stands at the forefront of a national movement toward more inclusive, innovative, and impactful experiential learning opportunities. Its evolution from a volunteer-led group of educators to a nationally recognized, federally funded organization underscores the strength of its vision and the dedication of its members.

The transformation from CAFCE to CEWIL Canada marked not only a change in name but a broadening of purpose. With the integration of EDIA principles, robust data infrastructure, and bold initiatives like iHub, CEWIL continues to address systemic barriers while driving high-quality learning outcomes. Its role as a trusted partner to governments, post-secondary institutions, and employers ensures it will remain central to the future of talent development in Canada.

This historical account is not just a reflection on the past—it is a springboard for the future. As Canada's education and employment landscapes continue to evolve, CEWIL Canada's commitment to excellence, equity, and innovation will be essential in shaping the next generation of work-integrated learning.



Appendices

Appendix A – List of CAFCE/CEWIL Presidents

- 2023/2025: Judene Pretti, University of Waterloo & Anita Abraham, Toronto Metropolitan University
- 2021/23: Matthew Rempel, Sheridan College
- 2019/21: Cara Krezek, Brock University
- 2018/19: Kristine Dawson, Conestoga College
- 2017/18: Claudia Sperling, University of Victoria
- 2016/17: Anne Fannon, University of Waterloo
- 2015/16: Jasmin Berteotti, University of Lethbridge
- 2014/15: Julie Walchli, University of British Columbia
- 2013/14: Jeela Jones, University of Ottawa
- 2012/13: Christine Arsenault, University of Toronto Scarborough
- 2011/12: Norah McRae, University of Victoria
- 2010/11: Kelly Mahoney, University of Manitoba
- 2009/10: Kevin Rolston, Langara College
- 2008/09: Anil Raheja, Memorial University of Newfoundland
- 2007/08: Stefan Kerry, Ryerson University
- 2006/07: Linda Hart, University of Guelph
- 2005/06: Helene Codere, University of Sherbrooke
- 2004/05: Sonya Horsburgh, Mount Saint Vincent University
- 2003/04: Kirk Patterson, Fanshawe College
- 2002/03: Anne Marie Coolen, Dalhousie University
- 2001/02: Kathy Verspagen, Mohawk College
- 2000/01: Natalie Nossal, McMaster University
- 1999/00: Natalie Nossal, McMaster University
- 1998/99: Debbie MacIntosh, University College of Cape Breton
- 1997/98: Shani Pearson, Mount Saint Vincent University
- 1996/97: Doreen Godwin, Simon Fraser University
- 1995/96: Dick White, University of Regina
- 1994/95: Graham Branton, University of Victoria
- 1993/94: Michelle Strenkowski, University College of Cape Breton
- 1992/93: Russ Winslade, Okanagan University College
- 1991/92: Barbara Strang, University of Alberta
- 1990/91: Barry McGill, Fanshawe College
- 1989/90: Stuart Koch, Seneca College
- 1988/89: Jim Wilson, University of Waterloo
- 1987/88: Wendy Coffin, Wilfrid Laurier University
- 1986/87: Carol Ottosen, University of Alberta

- 1984/85: Bob Anderson, University of Regina
- 1983/84: Bernie Ladoucier, Fanshawe College
- 1982/83: Martin Hendy, Dr., Simon Fraser University
- 1981/82: Michel Turgeon, University of Sherbrooke
- 1980/81: Andrew Crichton, Memorial University
- 1979/80: Ray Wieser, University of Waterloo
- 1978/79: Gord Lancaster, Fanshawe College
- 1977/78: Alex McAuley, University of Victoria
- 1976/77: Bruce McCallum, University of Waterloo
- 1975/76: Gord Partridge, Mohawk College
- 1974/75: Gord Partridge, Mohawk College
- 1973/74: Gilles Joncas, Université de Sherbrooke

Appendix B – List of Annual CAFCE/CEWIL Conference Locations

- 2025 – Hamilton, Ontario
- 2024 – Calgary, Alberta
- 2023 – Halifax, Nova Scotia
- 2022 – Virtual Conference
- 2020 – St. John’s, Newfoundland (cancelled due to COVID-19 pandemic)
- 2018 – Montreal, Quebec
- 2017 – Vancouver, British Columbia (in partnership with ACE BC/Yukon and CACEE)
- 2016 – Moncton, New Brunswick
- 2014 – Niagara Falls, Ontario
- 2012 – Whistler, British Columbia
- 2010 – Charlottetown, Prince Edward Island
- 2008 – Niagara Falls, Ontario
- 2006 – Regina, Saskatchewan
- 2004 – Halifax, Nova Scotia
- 2002 – Ottawa, Ontario
- 2000 – Victoria, British Columbia
- 1998 – St. John’s, Newfoundland
- 1996 – Toronto, Ontario (in partnership with CEIA)
- 1995 – Winnipeg, Manitoba
- 1994 – Kelowna, British Columbia
- 1993 – Montreal, Quebec
- 1992 – Halifax, Nova Scotia
- 1990 – Kananaskis, Alberta
- 1989 – Hamilton, Ontario (in partnership with WACE)
- 1988 – Corner Brook, Newfoundland and Labrador
- 1987 – Mount Rolland, Quebec
- 1986 – Vancouver, British Columbia
- 1985 – Alliston, Ontario
- 1984 – Halifax, Nova Scotia
- 1983 – Toronto, Ontario
- 1982 – Victoria, British Columbia
- 1981 – St. John’s, Newfoundland
- 1980 – Hamilton, Ontario
- 1979 – Banff, Alberta
- 1978 – Toronto, Ontario
- 1977 – London, Ontario
- 1976 – Sherbrooke, Quebec
- 1975 – Barrie, Ontario
- 1974 – Waterloo, Ontario
- 1973 – Hamilton, Ontario (CAFCE Formation Meeting)

Appendix C – Select Publications and Further Reading

From Impossibility to Reality: Documenting the History of CAFCE in Canada

Author: Andrew Crichton

Publisher: CEWIL Canada (CAFCE)

Year: 2009

Description: Commissioned by CAFCE, this foundational publication captures the association's early development, leadership, and influence through archival research and interviews with key figures.

The Practice of Co-op and Work-Integrated Learning in the Canadian Context

Editors: Ashley E. Stirling & Judene Pretti

Publisher: CEWIL Canada / WACE

Year: 2021

Description: A comprehensive e-book highlighting diverse models of WIL practice across Canadian post-secondary institutions, featuring case studies and practitioner insights.

The WILderness Post / Horizon AIT (Issue 001)

Publisher: CEWIL Canada

Year: 2023

Description: Launched on CEWIL's 50th anniversary, this publication features reflections on the association's history, student stories, and thought leadership on the future of work-integrated learning in Canada.

Mapping the Terrain: A Synthesis of Recent Research and Future Directions

Authors: Julie Peters & Roger Pizarro Milian

Publisher: CEWIL Canada / Academica Group

Year: 2024

Description: This national research report provides an overview of key trends, challenges, and future opportunities in Canada's WIL ecosystem, based on recent academic and industry research.

Navigating New Ground: Perspectives from Canada's WIL Ecosystem

Authors: Julie Peters & Kascie Shewan

Publisher: CEWIL Canada / Academica Group

Year: 2024

Description: A follow-up to Mapping the Terrain, this report captures stakeholder voices from students, educators, employers, and community partners to shape a collective vision for the future of WIL.