WIL FACT SHEET

HUMAN RESOURCES MANAGEMENT

ONTARIO GRADUATE CERTIFICATE

1 WIL FIELD EXPERIENCE 160 HOURS

FALL SEMESTER
September – December

WINTER SEMESTER
January - April

SUMMER SEMESTER
May - August

WORK INTEGRATED LEARNING

Work-Integrated Learning (WIL) is a model and process of curricular experiential education which formally and intentionally connects a workplace experience to the learning outcomes of the academic curriculum. A work-integrated learning experience satisfies the following criteria:

- it's appropriate to the field of the program
- has articulated, appropriate learning outcomes
- is supervised by both a College representative and an industry/community member who collaborate to evaluate the student performance
- provides opportunities and structure for student reflection on program learning outcomes in relationship to work-integrated learning experience.

Learn more about the program here.
Learn more about WIL with the Longo Faculty of Business

WE ARE HUMBER

HUMAN RESOURCES MANAGEMENT
PROGRAM LEARNING OUTCOMES

Program Learning Outcomes (PLO's) offer a guideline of what students are prepared for and what they are able to do in the workplace. Refer to the following PLO's to determine whether a work opportunity is suitable as a Work Integrated Learning Experience.

- Contribute to the development, implementation, and evaluation of employee recruitment, selection, and retention plans and processes.
- Administer and contribute to the design and evaluation of the performance management program.
- Develop, implement, and evaluate employee orientation, training, and development programs.
- Facilitate and support effective employee and labour relations in both non-union and union environments.
- Research and support the development and communication of the organization's total compensation plan*.
- Collaborate with others, in the development, implementation, and evaluation of organizational health and safety policies and practices.
- Research and analyze information needs and apply current and emerging information technologies to support the human resources function.
- Develop, implement, and evaluate organizational development* strategies aimed at promoting organizational effectiveness.
- Present and evaluate communication messages and processes related to the human resources function of the organization.
- Manage own professional development and provide leadership to others in the achievement of ongoing competence in human resources professional practice.
- Facilitate and communicate the human resources component of the organization's business plan.
- Conduct research, produce reports, and recommend changes in human resources practices.