



# FORWARD.

UPEI STUDENT UNION POLICY PRIORITIES 2018-2019

## UPEISU 2018-2019 Executive Team:

President William McGuigan

VP Academic & External Emma Drake

VP Student Life Sarah MacEachern

VP Finance John Ployer

**Our Mission:** The UPEI Student Union exists to represent the interests of UPEI students and improve the student experience at UPEI.

**Our Vision:** Through our efforts, students will enjoy the best possible academic and social experience while enrolled at UPEI.

## Our Core Values:

**Integrity and Accountability:** Entrusted with handling students' resources and advocating on their behalf, our employees and elected representatives will conduct themselves in an honest and ethical manner and show consistency in their actions. We commit to what we say, we take responsibility for our actions, and we will work diligently to rectify any mistakes we might make.

**Openness and Transparency:** Our members, staff, and the greater community want to know what is happening in our organization, and we will communicate with them in a transparent way that meets their expectations. We will practice transparency by default, even when it is uncomfortable or difficult. We believe that justification is required to keep things private, not to make them public.

**Inclusivity:** We represent a diverse range of students from different places of origin and with different lived experiences. We will endeavour to make our organization as accessible as possible by actively incorporating all voices and dismantling barriers to participation so that all students feel included in student life.

**Evidence-led:** The use of evidence enhances the quality of our work and lends legitimacy to our positions and decisions. We will rely on consultation and research to guide our work in all aspects of the organization.

**Financial and Environmental Sustainability:** We will conduct our operation in a fiscally and environmentally responsible manner. Meeting the needs of our current members will not compromise the ability of future members to meet their needs.

# Creating Student Dedicated Affordable Housing

The Housing Data and Trends 2017 report states, “Stable, safe, adequate housing is a fundamental human need, and provides a foundation from which Islanders can achieve success in education, employment, community participation, and health”.<sup>1</sup> Accessibility to affordable housing is essential for students when pursuing post secondary education. An inadequate supply of affordable housing presents barriers for many students in their efforts to attend and succeed in postsecondary education.

In the 2018 Canada Mortgage and Housing Corporation (CMHC) Rental Market Report, Prince Edward Island had an all time low vacancy rate of 0.3%, while concurrently Charlottetown had a vacancy rate of 0.2%.<sup>2</sup> In cases such as a rental unit with 3 or more bedrooms, there was a 0.0% vacancy rate.<sup>3</sup> This was a major shift from 2014, when the vacancy rate in Charlottetown was 7.9%.<sup>4</sup>

Despite the substantial increase in population, averaging at 2600 new arrivals to PEI annually,<sup>5</sup> only 100 apartments were built in 2016-17,<sup>6</sup> and 40 in 2017-18.<sup>7</sup> Population growth and inadequate housing development are not the only factors causing a low

vacancy rate. The rising popularity of online rental companies like AirBnb has affected housing supply; former long-term rental properties have shifted to seasonal or short-term rentals. This could be due to the fact that during the months of May-September, some property owners like to take advantage of high temporary demand from tourists. From 2015-2016, AirBnB rental units in Charlottetown increased by double, from 154 to 300 units.<sup>8</sup> Concurrently, the vacancy rate in Charlottetown decreased from 4.2% to 1.7%.<sup>9</sup> One article details that in 2018, 442 housing units in Charlottetown were available for short term rental via AirBnB.<sup>10</sup> The rapid increase of short-term rentals effects students as the academic calendar no longer operates September-April,<sup>11</sup> coinciding with the short term rental season like it once did. Since 2003 there has been an 49.6% increase in enrolment of summer courses, therefore an increase of students requiring housing within proximity to the University, not just in the months of September-April. Short term rentals have contributed to loss of housing stock, and have consequently narrowed housing options for students.

<sup>1</sup> The Province of Prince Edward Island. Report. Housing Data and Trends, Poverty Reduction Action Plan Backgrounder. Charlottetown, PE, 2018..

<sup>2</sup> Canada. Canada Mortgage and Housing Corporation. Rental Market Report: Prince Edward Island Highlights 2018. CMHC, 2018

<sup>3</sup> Ibid

<sup>4</sup> Canada. Canada Mortgage and Housing Corporation. Rental Market Report: Prince Edward Island Highlights 2014. CMHC, 2014

<sup>5</sup> Government of Prince Edward Island, Department of Finance, and Prince Edward Island Statistics Bureau. “PRINCE EDWARD ISLAND POPULATION REPORT 2018.” 2018.

<sup>6</sup> The Province of Prince Edward Island. Report. Housing Data and Trends, Poverty Reduction Action Plan Backgrounder. Charlottetown, PE, 2018.

<sup>7</sup> Rental Market Report. Report. Prince Edward Island Highlights, Canada Mortgage and Housing Commission. 2018.

<sup>8</sup> Fraser, Sara. “Airbnb Takes Flight in P.E.I. as Popularity of Rental Site Doubles.” CBC PEI. May 30, 2016.

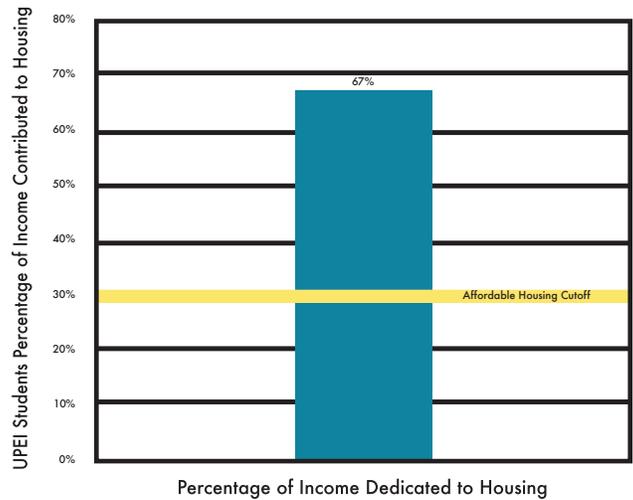
<sup>9</sup> Canada. Canada Mortgage and Housing Corporation. Rental Market Report: Charlottetown CA 2016. CMHC, 2016.

<sup>10</sup> Neatby, Stu. “Airbnb Listings up 40 per Cent in 2018.” The Guardian, November 06, 2018.

<sup>11</sup> Headcounts in Summer Sessions, Historical Trend” Yuqin Gong

In July 2018, the UPEI Student Union circulated a survey to students gathering information on their housing situations, if they were being affected by the 0.9% vacancy rate, and how. From this the UPEI Student Union found that, on average, students were paying 67% of their income, pre tax, towards housing.<sup>12</sup> Similarly, in their 2018 Youth Housing Report, Charlottetown - Youth Matters found that, on average, 65% of students spent over 30% of their income towards housing.<sup>13</sup> As defined in the 2018 Provincial Housing Action Plan and CMHC, "housing is considered affordable if shelter costs account for less than 30% of before-tax household income".<sup>14</sup>

According to the UPEISU's housing survey, students expressed that they experienced stress on their mental health from the current housing situation in two ways. The first source of stress related to the financial burden associated with spending approximately 67% of their wages on housing, with the procurement of wages coming at the expense of study time for work time, thus hindering their academic efforts. The second source pertained to the challenging nature of finding a residence with a 0.9% vacancy rate. Approximately 66% of students said that the current vacancy rate affected their ability to move housing when they wanted. The CMHA Citizen's for Mental Health project concluded that "to improve the mental health of all, governments must ensure access to



safe, affordable and appropriate housing as individual circumstances necessitate".<sup>15</sup>

Inaccessible housing is a barrier to education. To break this barrier, student-specific solutions are needed. Student-dedicated affordable housing is a solution which has been proven to have positive effects not just for students but for the community as a whole.

The lack of affordable housing is not just an issue faced by present students at UPEI, but one for those graduating as well. When students were asked if they planned on staying in PEI after graduating, 45% of students living away from home said they intended on leaving PEI; of those respondents, 46% said they would stay if the housing situation were different.<sup>16</sup> Additionally, 55% of students living with their parent/guardian said they intended to leave PEI after their studies, of

<sup>12</sup> UPEI Student Union Housing Survey Results. Report. Student Union, University of Prince Edward Island. Charlottetown, PE, 2018

<sup>13</sup> Youth Housing Report. Report. Charlottetown Youth Matters. Charlottetown, PE, 2018.

<sup>14</sup> "About Affordable Housing in Canada." Canada Mortgage and Housing Corporation. May 31, 2018.

<sup>15</sup> Ibid

<sup>16</sup> UPEI Student Union Housing Survey Results. Report. Student Union, University of Prince Edward Island. Charlottetown, PE, 2018

<sup>17</sup> Ibid

these respondents; 41% said they would stay if the housing situation were different.<sup>17</sup>

Youth out-migration from Prince Edward Island is a major long-term issue for the province's economic future. Island students have made it clear that they want to stay in this province they call home, but insurmountable housing barriers have made this impossible. If Island students are to have a future on Prince Edward Island, immediate action must be taken to ensure that there is housing which is both affordable and available.

"Student housing should be considered as a distinct and important factor in shaping healthy, affordable communities."<sup>18</sup> As essential, however economically vulnerable, members of the Charlottetown community, adequate action must be taken now to provide student specific solutions to address the dire need for affordable and available housing.



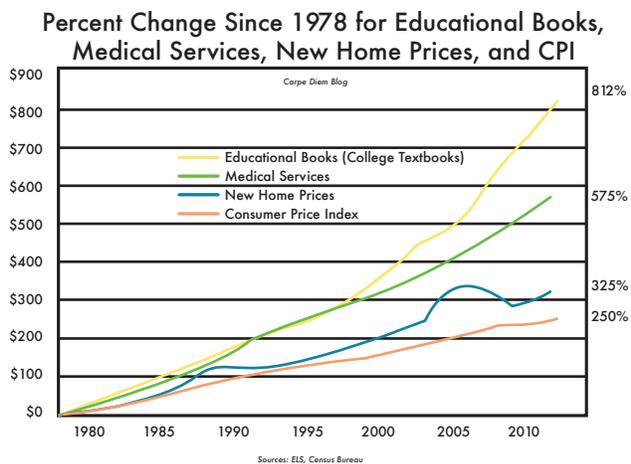
**The UPEI Student Union recommends that the Government of Prince Edward Island, the City of Charlottetown, and UPEI collaborate to create student-dedicated affordable housing.**

**The UPEI Student Union recommends that the City of Charlottetown and Government of PEI collaborate to encourage the prioritization of long term rental, and discourage the use of 8-10 month rentals with the purpose of profiting off short-term rentals.**

<sup>18</sup> Housing Data and Trends. Report. The Province of Prince Edward Island. PE, 2018.

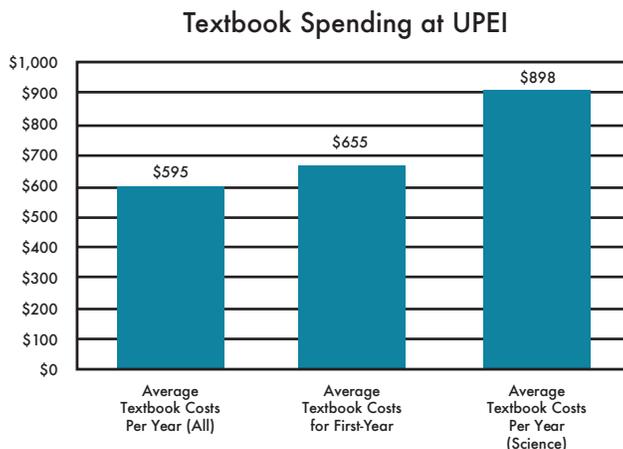
# Using Open Educational Resources in all First-Year UPEI Courses

Traditional educational resources, such as textbooks and academic journals, have long been known to have considerably high costs. More alarming however, is the rate at which these costs are increasing. This trend of increase in costs is echoed in Canada: textbook prices have increased at a rate of more than 3 times that of inflation since 1977.<sup>19</sup> Textbooks are not the only educational resources suffering from hyperinflation either: from 1986 to 2004, North American research library spending on academic journals increased by 273%.<sup>20</sup>



Open Educational Resources are teaching and learning materials that are freely available online for everyone to use, whether you are

an instructor, student, or self-learner. With the advent of massive open online courses, the increasing availability of free course materials online, and an OER movement that is picking up speed, now is the time to start the conversation at the University of Prince Edward Island about open educational resources.

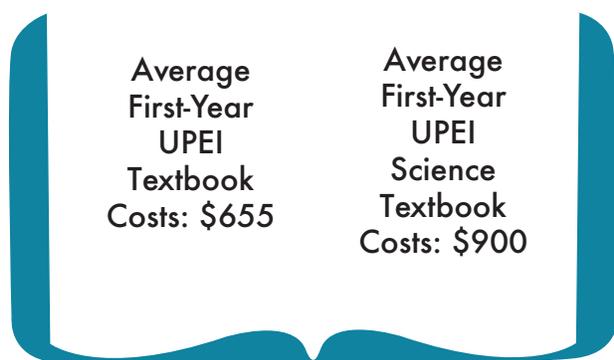


The UPEI Student Union believes that all first-year courses should be taught using open educational resources. The introductory nature of first-year courses, combined with higher-than-average textbook costs, makes first-year classes a priority target for the introduction of OER use on a large scale at the University of Prince Edward Island.

<sup>19</sup> "To Combat Soaring Textbook Costs" The Globe and Mail Avail: <https://www.theglobeandmail.com/opinion/to-combat-soaring-textbook-costs-look-to-an-open-source-approach/article37477566/>

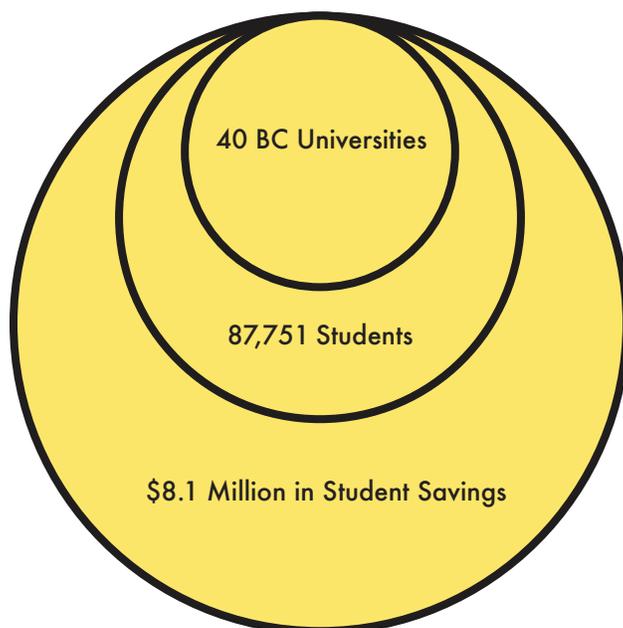
<sup>20</sup> "Trends in Scholarly Communication," S. Venkatesan. Avail: <https://www.inflibnet.ac.in/caliber2009/CaliberPDF/48.pdf>

A survey of student debt and textbook spending conducted during Education Week 2012 revealed that the average student at UPEI will spend an average of \$595 per year on textbooks, with first-year students spending above the average at \$655 for the year. First-year science students were found to be paying even more on average, among the hardest hit, having reporting expenses of almost \$900 to acquire obtain their required books.<sup>21</sup> According to a MacLean's survey from 2017, UPEI students now pay on average \$778 for textbooks each year.<sup>22</sup>



A successful initiative called the “Open Textbook Project” was adopted in British Columbia in 2012. The Open Textbook Project is funded by the BC Ministry of Higher Education and is managed by an organization called BCcampus. The open textbooks in BC are openly licensed using a Creative Commons license so they can be offered free of charge. Since the adoption of this government-funded initiative, BCcampus has seen their open textbooks adopted by 40

## BC Open Textbook Project



educational institutions, being used by 87,751 students, and has amounted to roughly \$8.1 million in savings for students in BC.<sup>23</sup> From their success, BC has been able to aid the advancement of open educational resources in other provinces such as in Ontario with the eCampus Ontario project.

In order to make educational resources available online, professors must adapt existing educational resources into an accessible online version, or they must write original resources intended for online use on an open education platform. UPEI already has this digital framework in place as the University has acquired an existing online textbook software called PressBooks, which is also used by BCcampus. A select few

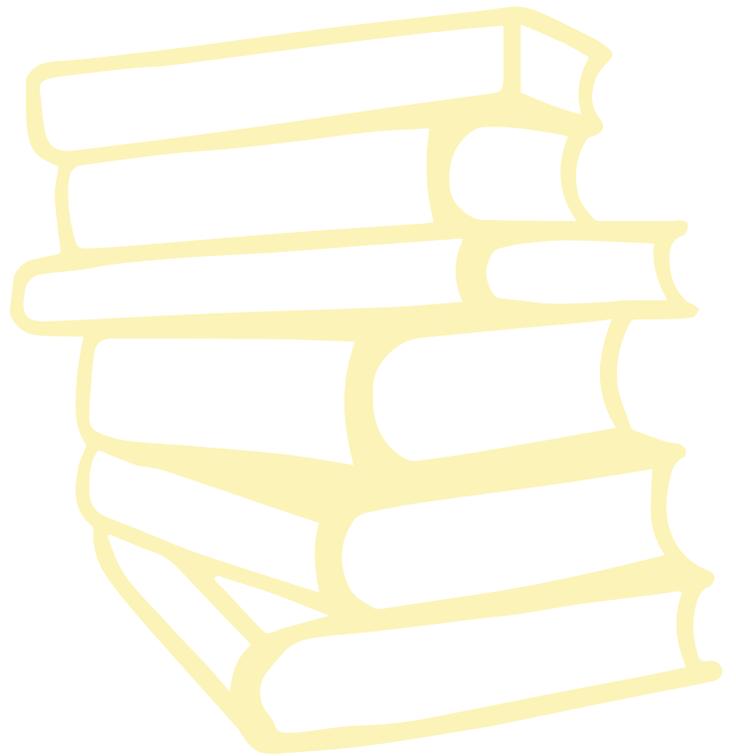
<sup>21</sup> Internal Data: Information Collected from 336 respondents in late September, 2012.

<sup>22</sup> “What Canadian University Students Can Expect to Pay for Books.” Macleans. Avail: <https://www.macleans.ca/education/most-expensive-books/>

<sup>23</sup> Open Textbook Stats. BC Open Campus. Avail: <https://open.bccampus.ca/open-textbook-stats/>

number of UPEI professors use this already for their courses, but many do not as converting texts for online use is a lengthy process without financial payoff as it stands now. Unless professors are being compensated for the labour they put in to making texts accessible, they will not be commonly used. The government can incentivize the adoption of online education resources by monetarily compensated professors to contribute to the accessibility of online texts, and this can be achieved by an Open Textbook Project fund.

These textbook costs could easily be reduced by using open educational resources, such as open access journal articles or open textbooks. To accomplish such a task, as proven in British Columbia, will require significant buy-in from post-secondary education institutions and government.



**The UPEI Student Union recommends that the Government of Prince Edward Island fund an Open Textbook Project to ease the cost of accessing educational resources.**

# Tuition Regulation at UPEI

Tuition is an issue oft-discussed on University campuses, and the University of Prince Edward Island is no different. At UPEI, tuition has increased by 32% since 2006, while inflation for the Province during the same period increased by 19.5%. The UPEI Student Union understands the need for growth at UPEI, but tuition increases must be kept reasonable and should balance the needs of the University and students – this is why the UPEI SU believes in and fully endorses placing reasonable upper limits on yearly tuition increases.

Most provinces across the country have introduced measures to regulate tuition increases. Ontario, has a four-year framework in place which caps tuition increases to an average of three per cent per year. Inflation, has averaged two per cent per year over the past ten years.<sup>24</sup> This framework was extended for two more years in December, 2016.<sup>25</sup>

Here in the Atlantic provinces, tuition increases are limited by government in every province except for ours. In New Brunswick, the government imposes a cap of 2% per year to tuition increases.<sup>26</sup> In Nova Scotia, the government has instituted a tuition cap of 3% per year.<sup>27</sup> Newfoundland and Labrador has

had a tuition freeze in place since 1999,<sup>28</sup> which shows: tuition fees for the 2018-2019 year were just \$2,550 for domestic students studying in Newfoundland and Labrador and \$3,330 for Canadian students from other Provinces.<sup>29</sup>

The Alberta government recently tabled amendments to their existing post-secondary tuition law to continue to freeze tuition through the 2019-2020 year, followed by limiting domestic tuition increases to Alberta's Consumer Price Index. These amendments would also ensure that universities must be able to show the complete tuition costs for international students at the start of their degrees. This decision was made to prevent the repetition of program tuition hikes as high as 31% between years, which occurred as recently as four years ago.<sup>30</sup>

Since 2005, tuition increases in British Columbia have been capped at a maximum of 2% per annum.<sup>31</sup>

It is to be expected that tuition fees for domestic and international students be different, reflecting the fact that before arriving, international students do not pay

<sup>24</sup> "New Tuition Framework Reduces the Cap on Tuition Increases." Government of Ontario. March 2013. Avail: <http://news.ontario.ca/tcu/en/2013/03/new-tuition-framework-reduces-the-cap-on-tuition-increases.html>

<sup>25</sup> "Ontario Continues to Cap University and College Tuition Fees." Government of Ontario. December 2016. Avail: <https://news.ontario.ca/maesd/en/2016/12/ontario-continues-to-cap-university-and-college-tuition-fees.html>

<sup>26</sup> McPhail, Colin "STU the odd school out as universities reach funding, tuition deal" Jan 25, 2018. Avail: <https://www.cbc.ca/news/canada/new-brunswick/tuition-cap-funding-universities-1.4504399>

<sup>27</sup> NS to cap tuition fees at 3%. Academica Group. Avail: <http://www.academica.ca/top10/stories/12071>

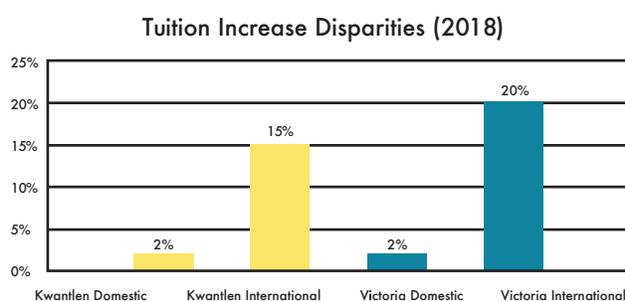
<sup>28</sup> Dunne and Falvo. "Danny Williams' Post-Secondary Education Legacy." December 3, 2010. Avail: <http://www.academicmatters.ca/2010/12/danny-williams%E2%80%99-post-secondary-education-legacy/>

<sup>29</sup> MUN.ca "Become an Undergraduate Student | Tuition & Fees." Avail: <https://www.mun.ca/undergrad/money/>

<sup>30</sup> Baker, D. & Wilson, M. The Gauntlet. "Alberta Bill 19 Step in Right Direction to Providing Affordable Education". November 8, 2018. Avail: <http://www.thegauntlet.ca/alberta-bill-19-step-in-right-direction-to-providing-affordable-education/>

<sup>31</sup> Gov't of BC. "Education Costs." Avail: <https://www2.gov.bc.ca/gov/content/education-training/post-secondary-education/institution-resources-administration/tuition-limit-policyhttp://www.aved.gov.bc.ca/tuition/>

taxes into the Canadian system; however the proportional disparity between what these two groups of students are paying for tuition has been growing significantly. Canadian citizens pay on average \$6,500 per year on tuition for an undergraduate degree, whereas international students pay \$25,000 per year.<sup>32</sup> On average, international students are paying approximately 3.8 times more than domestic students. That being said, it has become commonplace for tuition to rise disproportionately more for international students than domestic students. In the past two decades, domestic tuition has risen on average 2% more than inflation.<sup>33</sup> However for international students it has doubled between 2010-2017, rising by 4% more than inflation every year.<sup>34</sup> In 2006-2007 international students paid close to \$9,000 more, or 3.04 times the tuition fees domestic student paid.<sup>35</sup> Comparatively, in 2017-2018 international students paid on average \$20,321, or nearly four times more on tuition than domestic students.<sup>36</sup>



In the Spring of 2018, Kwantlen Polytechnic University saw a dramatic increase to new international student tuition rates with a 15% increase.<sup>37</sup> In comparison, domestic student tuition rates are capped at 2% in BC. For returning international students, tuition will be increasing by 7.5% for Fall 2018, and 6.98% for Fall 2019.<sup>38</sup> For Fall semester 2018 at Kwantlen, international students will be paying \$9,870 in comparison to \$2,000 for domestic students.<sup>39</sup> The University of Victoria saw an even more dramatic change, with a 20% increase to new international student tuition Fall 2018. Additionally, the institution is proposing an additional 15% increase for new international students for the 2019-2020 academic year.<sup>40</sup> Domestic students attending University of Victoria will only be facing a two per cent student fee increase, reflecting the capped provincial rate.

The increase to international student fees has replaced the decrease in government support that universities had been previously receiving. In 2006, international student fees were less than \$1 billion total, equal to 19% of all fees collected at Canadian Universities, and 4% total revenues.<sup>41</sup> However in 2016-2017, these numbers had risen to \$2.75 billion, making up for 35% all fees collected, which contributed 9.3% of total revenue.<sup>42</sup> From 2009-2015, government support to universities fell by roughly 1.6 billion in real terms, while concurrently, international student fees rose by \$1.5 billion.<sup>43</sup> That is to say, while universities

<sup>32</sup> Usher, A., (2018). *The State of Post-Secondary Education in Canada, 2018*. Toronto: Higher Education Strategy Associates.

<sup>33</sup> Ibid.

<sup>34</sup> Usher, A., (2018). *The State of Post-Secondary Education in Canada, 2018*. Toronto: Higher Education Strategy Associates.

<sup>35</sup> Statistics Canada. Canadian and international tuition fees by level of study. 2018. Raw data.

<sup>36</sup> Ibid.

<sup>37</sup> Xu, Xiao. "B.C. Universities Impose Steep Tuition Increases for Foreign Students." *The Globe and Mail*, April 22, 2018.

<sup>38</sup> Ibid.

<sup>39</sup> Ibid.

<sup>40</sup> Ibid.

<sup>41</sup> Usher, A., (2018). *The State of Post-Secondary Education in Canada, 2018*. Toronto: Higher Education Strategy Associates.

<sup>42</sup> Ibid.

may be losing government support, this loss is being almost seamlessly offset by revenues collected from increased international student fees.

An economic dependency and increasing international student population can make universities more economically vulnerable due to unpredictability of international student enrollment from geopolitical factors. For example, in August 2018 Canadian post secondary institutions saw a loss of approximately 7000 Saudi students, after an unexpected international dispute, less than one month before classes began.<sup>44</sup> Offsetting costs through international student fees leads to an unjust proportional disparity in domestic versus international student tuition, and cannot be considered an economically sustainable approach for the longevity of a university.

In March 2018, the Government of Prince Edward Island confirmed to create a multi year funding agreement with UPEI. Multi-year funding and tuition regulation go hand and hand, in a way which guarantees

tuition predictability for students, however protects services available at the university by offsetting operating costs via the multi-year funding.

Prince Edward Island is one of the few provinces left to not have limits in place on tuition increases. Other provinces have found suitable models that work for students, institutions, and governments, and keep tuition costs predictable and manageable for students. It is the opinion of the UPEI Student Union that the Government of Prince Edward Island should implement a maximum limit on tuition increases, to both domestic and international, at public post-secondary institutions, indexed to the Consumer Price Index.

**The UPEI Student Union recommends that the Government of Prince Edward Island implement a tuition cap for all public post-secondary institutions, such that no institution may raise tuition by more than the percentage increase in the Consumer Price Index each year.**

**The UPEI Student Union recommends that the Government of Prince Edward Island align domestic and international tuition adjustments in such a way that each change by the same percentage each year.**

<sup>44</sup> Baker, Sinead. "Thousands of Saudi Arabian students have to leave Canada because their governments are fighting". Business Insider. August 26, 2018.

# Ensuring Students Have Experiential Learning Opportunities

The twenty-first century economy has required students to attend post-secondary education at a higher rate than ever before. Students are accumulating student debt at record rates, while simultaneously facing discrimination in the labour market. PEI's youth unemployment rate stood at 10.7% in September 2018, slightly lower than the national youth unemployment rate of 11%, but above PEI's general unemployment rate of 8.7%.<sup>45</sup>

There is an identifiable group in OECD countries, Canada included, that have been called the Poorly Integrated New Entrants or PINEs. This group of young people are educated and qualified enough to gain employment, but find difficulty integrating into the labour force. They slip between temporary jobs and unemployment, even when the economy is showing signs of growth.<sup>46</sup> Prince Edward Island is no exception to this phenomenon.

Government can address these concerns by creating experiential learning opportunities to expose our post-secondary students to the labour market prior to leaving school. Experiential learning can be described as education through experiences that support

students in applying their knowledge and conceptual understanding to real-world problems and situations. The classroom can be a place where experiential learning happens, but when students get to leave the classroom for opportunities such as internships, co-op placements, clinical experiences, research, and service-learning projects, the learning becomes more powerful.<sup>47</sup> This also helps to address the skills gap that currently exists with PINEs.

Exposing students to these opportunities will help create a more skilled and ready workforce, and will make students more employable. The UPEI Student Union believes that the government must assist in funding experiential learning opportunities in partnership with the University.

In doing so, the Province and UPEI should avoid the use of unpaid internships. Unpaid interns are not provided with as high quality of an experience as paid interns. Employment outcomes are higher for those who work in paid internships. According to the National Association of Colleges and Employers in the US, only 37% of unpaid interns receive a job offer following their Bachelor's degree,

<sup>45</sup> Yarr, Kevin. CBC PEI. "P.E.I. Unemployment Rate Below 10% for 5 Straight Months." Oct 9, 2018. Avail: <https://www.cbc.ca/news/canada/prince-edward-island/pei-job-numbers-september-2018-1.4855686>

<sup>46</sup> Bell, D. & Benes, K. Transitioning Graduates to Work: Improving the Labour Market Success of Poorly Integrated New Entrants (PINEs) in Canada

<sup>47</sup> Experiential Learning Defined. University of Texas Faculty Innovation Centre. Access: <https://facultyinnovate.utexas.edu/teaching/engagement/experiential-learning/defined>

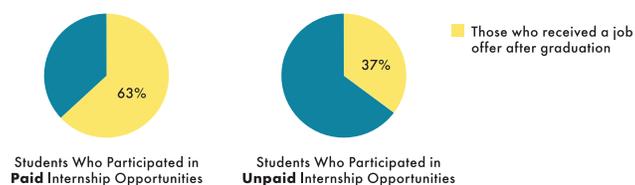
compared to 63% of paid interns.<sup>48</sup> There is currently nothing in the labour code specifically protecting young people from the problems that can arise with unpaid internships. The UPEI Student Union believes that Prince Edward Island should create a six-point test to determine whether an intern must be paid. The six-point test exists in Ontario.

The criteria is as follows:

- 1) The training is similar to that which is given in vocational learning;
- 2) The training is for the benefit of the individual;
- 3) The person providing the training derives little, if any, benefit from the activity of the individual while he or she is being trained;
- 4) The individual does not displace employees of the person providing the training;
- 5) The individual is not accorded a right to become an employee of the person providing the training;
- 6) The individual is advised that he or she will receive no remuneration for the time that he or she spends in training.<sup>49</sup>

Another way to improve the youth employment situation in Prince Edward Island is to

incentivize the private sector to increase its commitment and contribution toward creating a skilled workforce. Canada is currently experiencing an “employer training gap” and is falling behind other OECD countries. Currently, Canadian employers pay 64 cents for every dollar American employers spend on training. Meanwhile, Canadian spending on training has declined by about 40%.<sup>50</sup>



Quebec is already taking steps to address the PINEs issue by bringing the private sector back into the picture. In Quebec, companies are required to spend 1% of their total payroll on training such as formal courses, apprenticeships, salaries to interns, and other workforce development programs. Those companies that refuse to pay 1% on training pay a 1% tax that goes into a Workforce Skills Development and Recognition Fund.<sup>51</sup> If a company pays a portion of the 1%, they pay only the difference. Quebec ensures this tax does not apply to small businesses. The UPEI Student Union believes that Prince Edward Island should introduce a PEI Training Tax so that the private sector would be increasingly committed to helping young students become labour market ready.

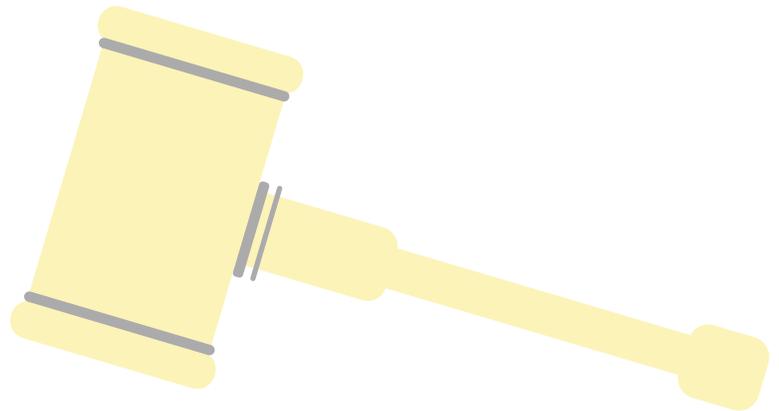
<sup>48</sup> National Association of Colleges and Employers. Class of 2013 Student Survey. Accessed: <http://www.nacweb.org/s05292013/paid-unpaid-interns-job-offer.aspx>

<sup>49</sup> Canadian Intern Association. What is the law? Access: <http://www.internassociation.ca/what-is-the-law/>

<sup>50</sup> Munro, Daniel, Conference Board of Canada, Developing Skills: Where are Canada's Employers? March 20, 2014. Access: [http://www.conferenceboard.ca/topics/education/commentaries/14-03-20/developing\\_skills\\_where\\_are\\_canada\\_s\\_employers.aspx](http://www.conferenceboard.ca/topics/education/commentaries/14-03-20/developing_skills_where_are_canada_s_employers.aspx)

<sup>51</sup> Editeur Officiel du Quebec, An Act to Promote Workforce Skills Development and Recognition, updated Dec 2015. Access: [http://www2.publicationsduquebec.gouv.gc.ca/dynamicSearch/telecharge.php?type=2&file=/D\\_8\\_3/D8\\_3\\_A.html](http://www2.publicationsduquebec.gouv.gc.ca/dynamicSearch/telecharge.php?type=2&file=/D_8_3/D8_3_A.html)

The youth employment issue in Prince Edward Island is significant, but the UPEI Student Union believes that with support from the Province, steps can be taken together to change that. The Province must provide experiential learning opportunities to students in PEI to address their need for real world experience prior to graduation. Furthermore, the private sector must contribute to training our workforce. This is a problem that can be fixed, but only if industry, government, and educational institutions work together.



**The UPEI Student Union recommends that the Government of Prince Edward Island create an Experiential Learning Fund to create co-op and internship opportunities for post-secondary students.**

**The UPEI Student Union recommends that the University of Prince Edward Island significantly expand its co-op programs so students in every Faculty can take part in experiential learning.**

**The UPEI Student Union recommends that the Government of Prince Edward Island take steps to build protections for unpaid interns in PEI. Unpaid interns should be protected under a six-point system like they are in Ontario.**

**The UPEI Student Union recommends that the Government of Prince Edward Island introduce a Prince Edward Island Training Tax to incentivize the private sector to contribute in the training of our workforce.**



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