



ACE-WIL Virtual Town Hall: TALENT MATCH & More

Hosted by BCcampus

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Association for
Co-operative Education
and Work-Integrated
Learning

BC/Yukon



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Selkirk College acknowledges that we live and instruct upon the traditional and unceded territories of the Sinixt (Lakes), the Syilx (Okanagan), the Ktunaxa, and the Secwépemc (Shuswap) peoples.





Talent **MATCH**



**Talent MATCH
Talent 4 Non-Profits
and
Talent MATCH for
Students**



Talent MATCH is a collaboration between:



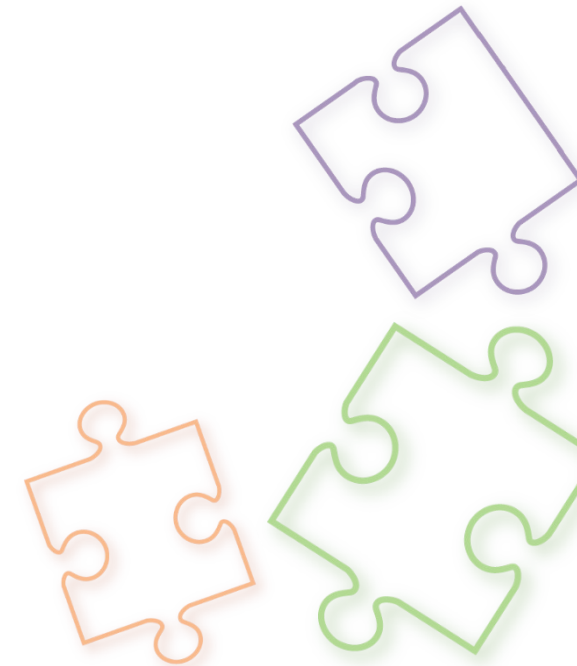
Association for
Co-operative Education and
Work-Integrated Learning BC/Yukon



BC ALLIANCE FOR
ARTS + CULTURE



BC MUSEUMS
ASSOCIATION



Talent MATCH supports:

Museums

Arts

Tourism

Culture

Hospitality

Talent MATCH: acewilbc.ca/talent-match



Talent 4 Non-Profits

For Not-For-Profits across BC:
acewilbc.ca/talent-4-non-profits

Talent MATCH for Students:

acewilbc.ca/talent-match-for-students





Talent **MATCH** Presentations & Events (during Phase 2):

- Lighting Talk at BCMA 2021 Conference
- Canada Summer Jobs Info Session
- Info Session on Propel: A New Wage Subsidy
- Info Session: Cultural Human Resources Council's Student Work Placement Program Wage Subsidy (SWPP)
- Info Session: Canadian Museums Association's Young Canada Works Programs: A Webinar
- Hiring with EDI in Mind: A Webinar & Resources
- Talent 4 Non-Profits Info Session hosted by ASPECT BC
- Talent 4 Non-Profits Info Session hosted by Vantage Point
- ECO Canada Employment Funding Info Session
- Arts and Culture Industry Chat
- Cultivating Student Leadership and Entrepreneurship in Museums, Arts, and Culture: A Webinar
- Young Women of WORTH: Advocating for Your Professional Development
- Symposium for ACE-WIL
- Talent 4 Non-Profits 11:11 Info Session hosted by VIU
- Talent MATCH 11:11 Info Session hosted by VIU
- BC Tourism and Hospitality Conference
- Pacific Contact: Performing Arts Conference
- ECO Impact 2022
- Royal Roads Career Day
- Arts BC Conference
- Volunteer BC Conference
- BC Museums & Heritage BC Conference (November 2022)
- Vantage Point's BOSS Conference (November 2022)



Resources for Employers & Students

- Onboarding Checklist
- How to be a Good Mentor
- How to be a Good Mentee
- Student Wage Funding for Non-Profits
- Simplified Recruitment Guides
 - Fine & Performing Arts
 - Digital Design & Marketing Roles
 - GLAM (Galleries, Libraries, Archives & Museums)
 - Hospitality & Tourism
- Free & Low Cost Training Resources (focused on MATCH jobs)
- Free & Low Cost Training Resources (focused on non-profit jobs)
- How to Find Your Own Work Placements
- Arts & Culture Networking Guide
- Tourism & Hospitality Networking Guide

COMING SOON!

- The How and Why of Off-Boarding Student Staff
- Business Administration Recruitment Guide
- Finding Housing: The Student Housing Search for Work Placements
- Tips for Students to Manage Work Email

Examples of Content Shared via Partners & Umbrella Organizations

**Writing a
Job
Posting?**

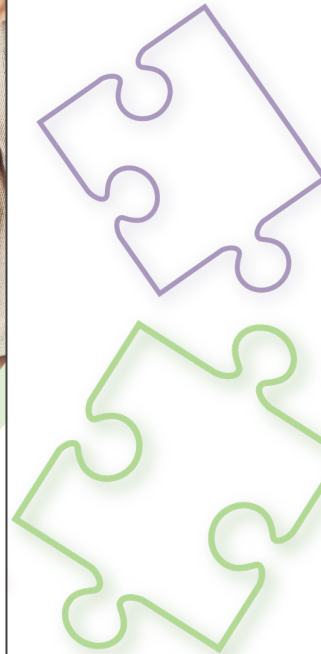
Download
this
template
and tips to
get started



**Building
your team?**



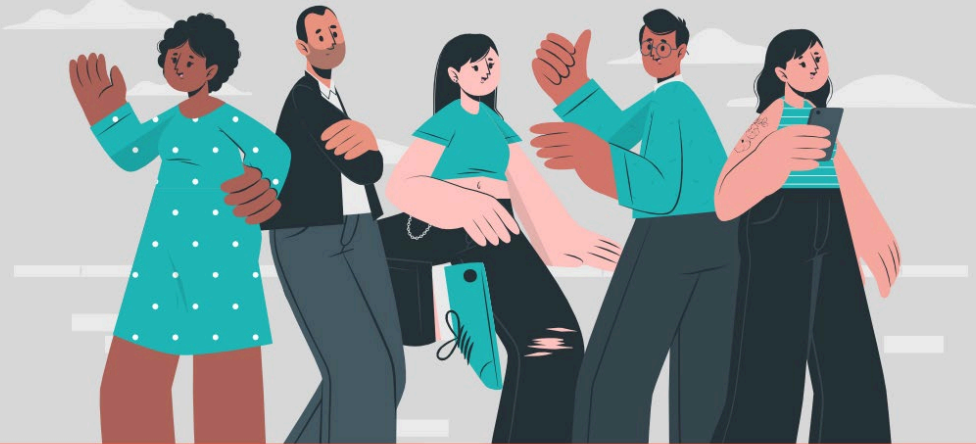
Recruit student talent
from schools across BC
using the ACE-WIL
Post an Opportunity Portal



LinkedIn & Student Media Advertising Campaigns

Hire a Student this Fall

with our **FREE** posting portal!



Share your opportunity
with **thousands of students**
across British Columbia



Talent **MATCH**

Talent **4**
Non-Profits

Looking for a co-op or work placement?

ACE-WIL's Talent MATCH program
offers **free resources** and **career
coaching** to support you!

The MATCH Sector includes: Museums, Arts,
Tourism, Culture, and Hospitality.

The Non-Profit Sector includes: Environment,
Health, Legal Services, Housing, Poverty Reduction,
Food Security, and more!

Talent MATCH is brought to you by:



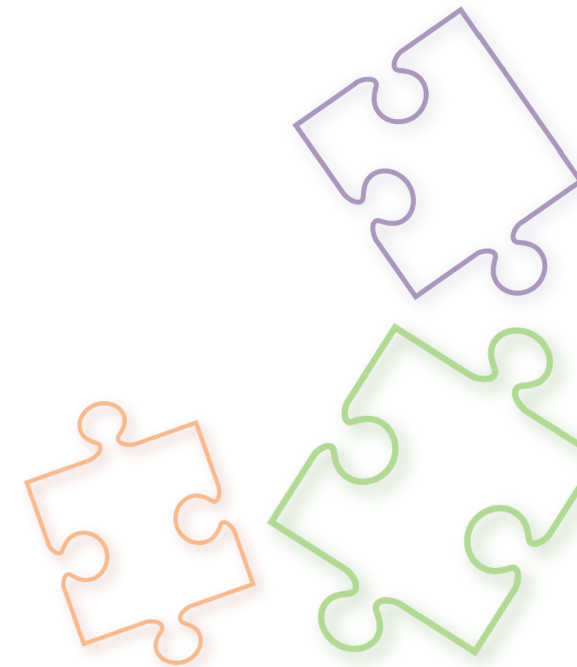
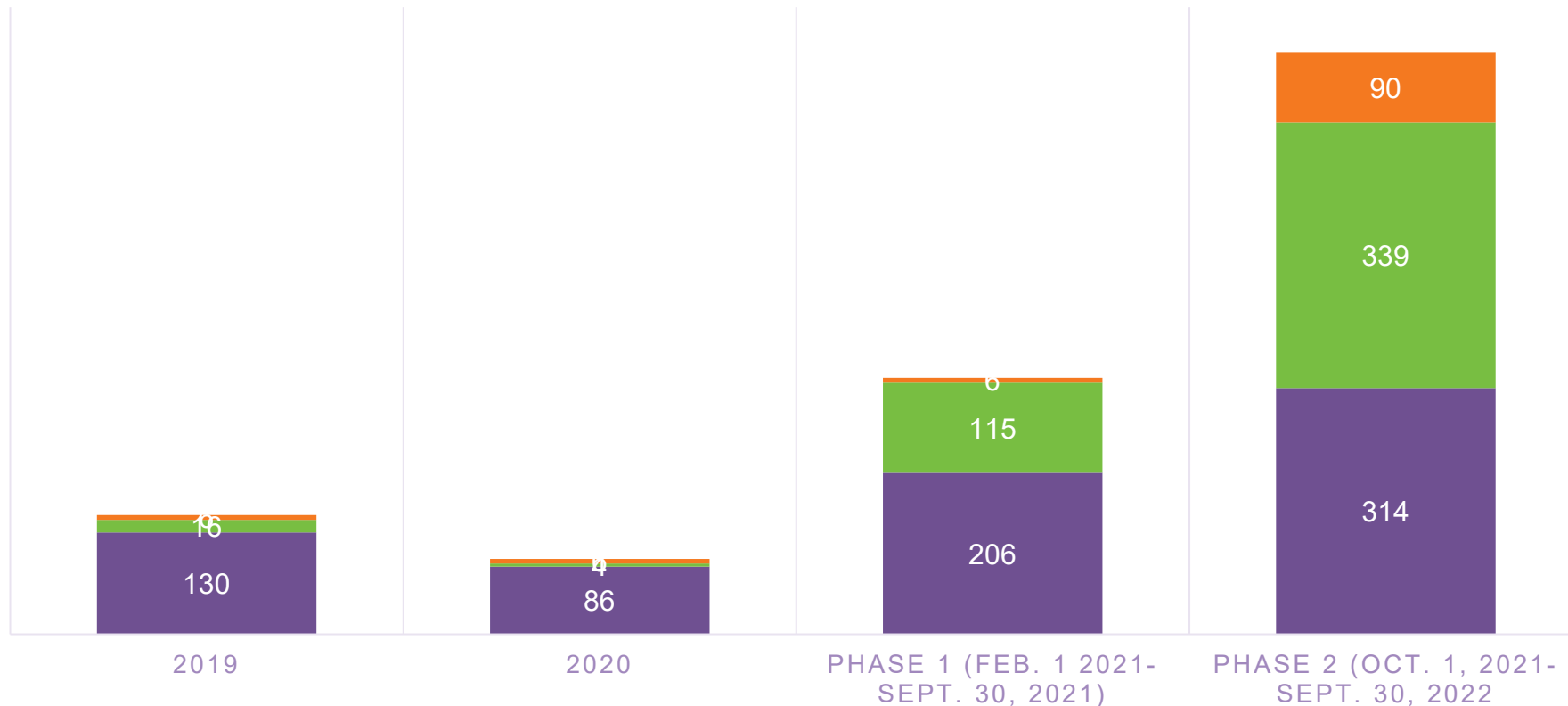
- How to Find Your Own Work Placement
- Free and Low Cost Training Resources
- Be an Effective Mentee

Find these resources & more at:

acewilbc.ca/talent-match-for-students

Number of Positions: Highlighting Phase One & Two of Talent MATCH/4 Non-Profits

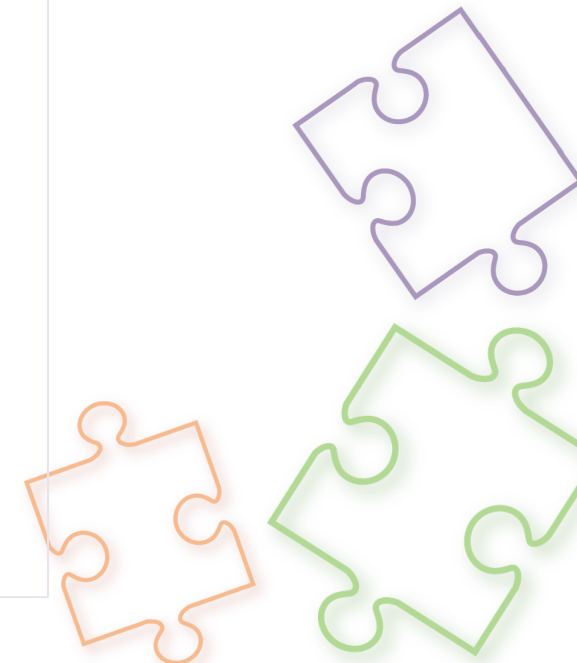
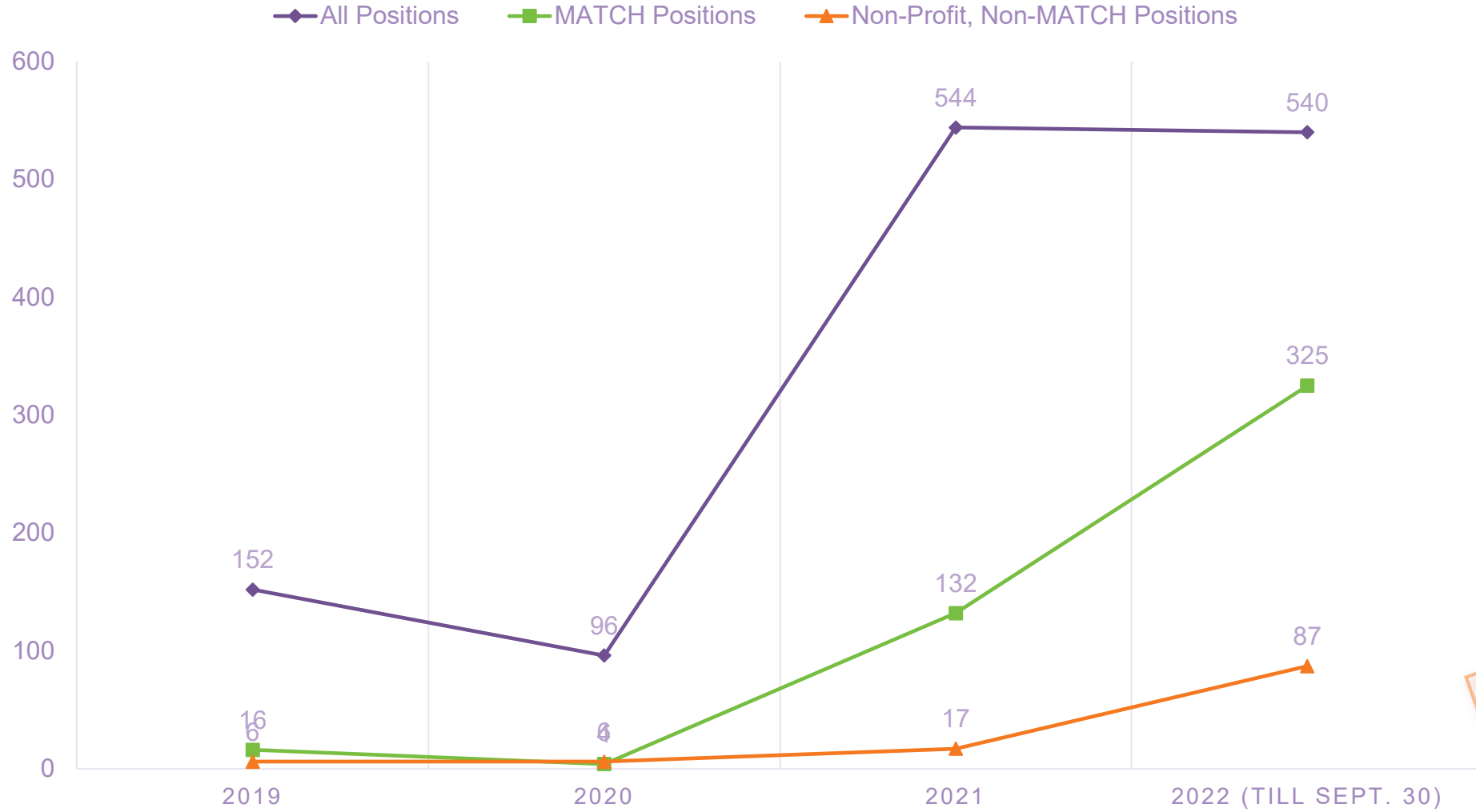
■ Not MATCH, Not Non-Profit ■ MATCH ■ Non-Profit, non-MATCH





Talent MATCH

Number of Positions Posted



Work-Integrated Learning in British Columbia

TALENT MATCH

&

TALENT 4 NON-PROFITS

June 2022



Majid Khoury

The Takeaways

Employers and students experience different types of challenges across their Work-Integrated Learning (WIL) journey from pre-employment through to onboarding and engagement

- For **both Employers and Students** there is a **general limited understanding** and **awareness** of these WIL programs.
 - Those that **are aware** of these programs are open to implementing them.
 - This study observed that those that were aware of WIL had been **highly likely to have participated** in these programs when they were students.
 - This is an opportunity to **'activate' alumni** of these programs as advocates as another channel to promote the benefits.
- For **Employers**, challenges range across **staffing constraints, economic and funding limits, and labour market conditions** that limit their ability to use WIL.
 - The **exposure to Talent MATCH/4 Non-Profits** content helped them **recognize the benefits and addressed many concerns**.
 - Employers will generally **benefit** from **tools** that **show** the **ROI** and benefits of these programs, as well as opportunities that **streamline their access to funding**.
 - **Smaller organizations** will benefit from resources for **onboarding and engaging**, which the larger ones typically have in place.
 - Those **in less urban centres**, where **housing is a significant barrier**, will benefit from creative approaches to hiring, such as **local collaborations on job sharing and remote work**.
- For **Students**, it is not just **lack of familiarity** with the concept of WIL programs, but a **(mis)perception** they are mostly relevant and available to those **in business and science** programs.
 - Students will benefit from the **resources Talent MATCH/4 Non-Profits offer (and have in development)**, specifically a **repository for job searching, tips on the job application journey**, resources to **be successful in finding and sustaining roles**.
 - WIL could generally be an opportunity for arts, humanities, social science students to become more familiar with the broader opportunities available to them with their degree programs.

Alumni are Advocates!



- Many employers were co-op or WIL students themselves
- See hiring students as a way to give back
- **Opportunity to build connections to new employers by reaching out to your alumni**



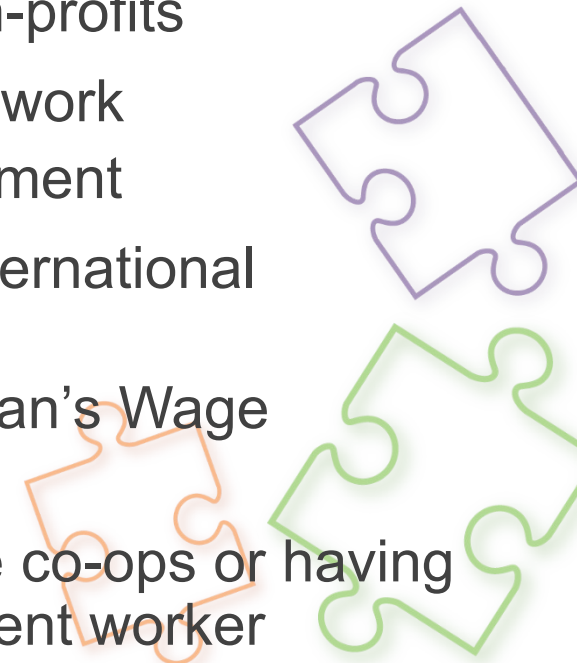
Funding & Flexibility

Barriers:

- Lack of funding options outside of summer semester
- “Net New” (SWPP) is a barrier for small and non-profit organizations
- Lack of funding for International Student work placements
- Contracts not allowed under funding = barrier in arts and small organizations

Possible Solutions:

- Advocacy to adjust SWPP eligibility
 - waive Net New for non-profits
- Flexibility to allow contract work
 - training for self-employment
- Funding alternatives for International Students
 - similar to UBC Okanagan’s Wage Subsidy
- More flexibility for part time co-ops or having organizations share a student worker



Confusion Re: Roles & Responsibilities

Issues & Barriers:

- Not sure what tasks or roles are suitable role for a student or what level of responsibility is appropriate
- Students lack soft skills (customer service, team work)
- Students are tech savvy, but don't manage email/calendar well

Possible Solutions:

- Provide examples of roles & past projects; example job postings
- Encourage students to highlight other work they've held and to take on roles in student clubs & organizations
- More training and resources on "how to work in an office"



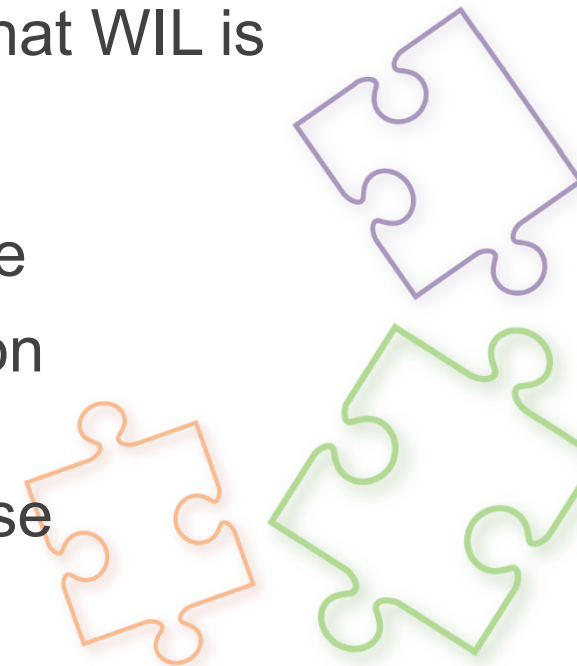
Finding Information on Hiring Students

Issues & Barriers:

- Difficult to find info on most school websites
- WIL webpages are targeted to students rather than employers
- Slow or no response to email queries from public facing emails

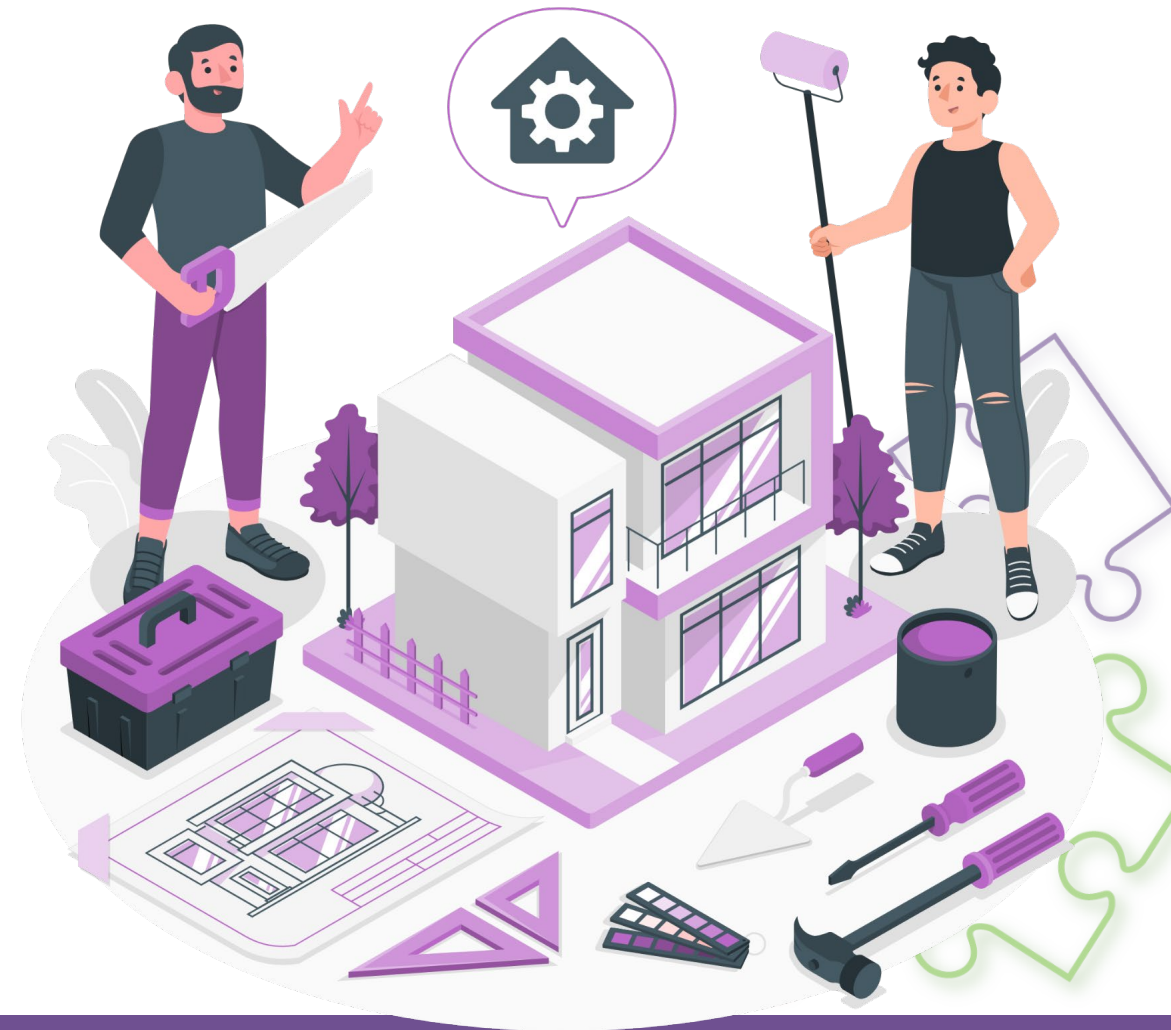
Possible Solutions:

- Update webpages to help employers
- Train *all* faculty & staff on what WIL is and who to connect with for information
 - Practice customer service
- Update your school's page on ACE-WIL site
- ACE-WIL could host database of WIL programs across BC



Student Housing

- Housing crisis
- Need for advocacy
- Lack of student housing making headlines
- Upcoming housing resource for students
- Need for funding, advocacy, and creative solutions



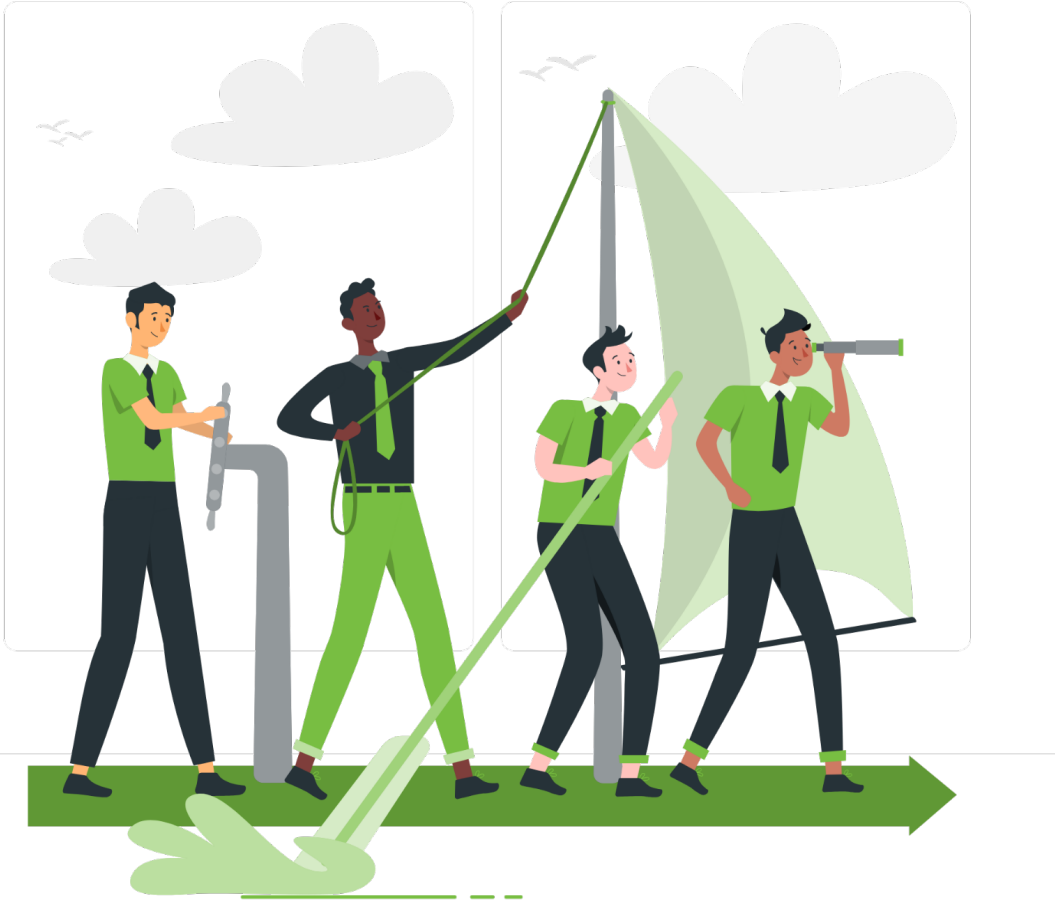
Gauging student interest in the MATCH sectors:



- Familiarity with WIL programs
- Concerns about wages and career sustainability
- Desire to make an impact in an organization with similar values



Opportunities for continued discussion:



- General advocacy for MATCH/non-profit funding
- Promoting the variety of career pathways available in MATCH



Thanks & More Info

- Find resources at:
 - acewilbc.ca/talent-match
 - acewilbc.ca/talent-match-for-students
 - acewilbc.ca/talent-4-non-profits
- Email Debby Reis with any questions:
TalentMatch@acewilbc.ca





Fall PD

Refresh. Reset. Reimagine.



NOVEMBER 21, 2022

**Learning and Teaching the United Nations
Sustainable Development Goals**

10 a.m. to 12 p.m. PT

Online

FREE

REGISTER TODAY!

Building on our Spring PD workshop, participants will delve further into learning and teaching with the UN Sustainable Development Goals (SDG) in mind. Participants will explore this topic with CIFAL Victoria and colleagues. By the end of the session, participants will identify which SDGs are relevant in their teaching and begin to create strategies for building or enhancing meaningful learning experiences in this area.





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Thank you everyone!



BCcampus

Learning. Doing. Leading.