

Talent MATCH is a collaboration between:



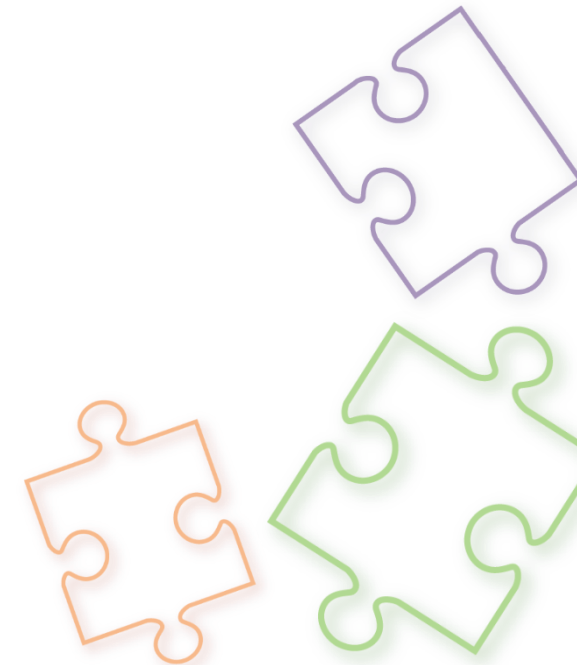
Association for
Co-operative Education and
Work-Integrated Learning BC/Yukon



BC ALLIANCE FOR
ARTS + CULTURE



BC MUSEUMS
ASSOCIATION



Talent MATCH supports:

Museums

Arts

Tourism

Culture

Hospitality

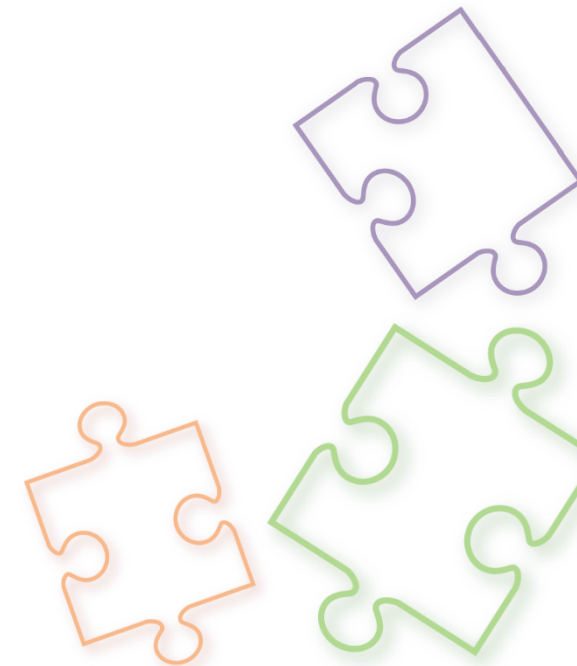
***NEW!**

Talent 4 Non-Profits
will support
Not-For-Profits
across BC



Talent MATCH Provides:

- Resources at acewilbc.ca/talent-match:
 - Funding information
 - Help connecting to post-secondary institutions
 - And finding the programs that suit your projects
 - Tips on how to recruit and onboard students
 - More HR tips & best practices
- One-on-one support
 - Contact TalentMatch@acewilbc.ca





Talent **MATCH**

Talent MATCH for Students

acewilbc.ca/talent-match-for-students

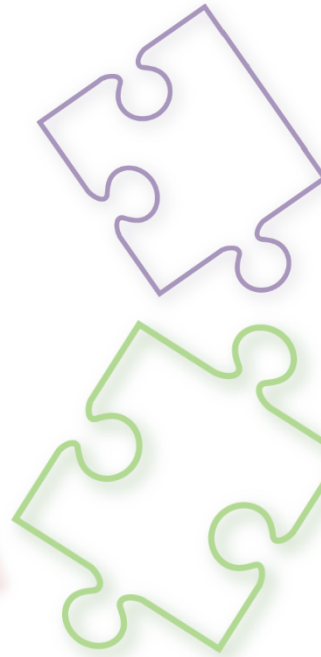
- Career Coach, Alana Hibbert, available for one-on-one consultations: ahibbert@uvic.ca
- Resources for students looking to work in MATCH sectors
- Upcoming info session: Young Women of WORTH: Advocating for your Professional Development (WORTH is Women of Recreation, Tourism and Hospitality)



Talent **4** Non-Profits

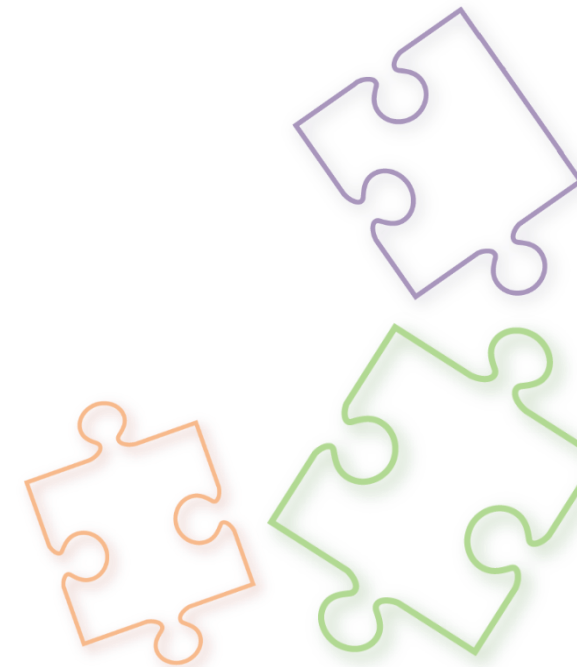
acewilbc.ca/talent-4-non-profits

- Support for non-profit organizations outside of MATCH
- Free consultations with Miranda Maslany: mmaslany@uvic.ca
- Info Session with ECO Canada re: funding for environmental organizations on May 5th



Recruit From Multiple Schools

- Use the ACE-WIL Post an Opportunity Portal:
acewilbc.ca/post-an-opportunity
- View BC schools, their programs & map of their locations:
acewilbc.ca/member-institutions





A Simplified Recruitment Guide for GLAM Organizations

GLAM: Galleries, Libraries, Archives, and Museums.

The following lists post-secondary institutions with programs relevant to GLAM that include a work-integrated learning (WIL) component such as co-op or practicum, and is meant to simplify student recruitment. Please note that gallery specific programs have not yet been added.

Most work terms are semester based: Fall (Sept.-Dec.), Winter or Spring (Jan.-April), or Summer (May-Aug.). Short placements can take place at the end of a semester, throughout the semester, and in some cases, only in Spring or Summer.

Some schools/programs may be listed in multiple categories because they fit into two categories or there are various options for student placements from the program.

All placements are paid except for those noted with an Ⓢ symbol, which are unpaid, however, student honorariums are appreciated. Those with an 🎁 symbol can be paid or unpaid placements, with preference given to paid placements.

For more information on programs and what students learn, visit the schools' websites.

Arts & Social Sciences Undergrad (History, Sociology, Anthropology, Indigenous Studies, Asian Studies, Humanities, etc.)

- Douglas College
- Simon Fraser University
- University of British Columbia (as well as Art Amplifier program & Postgraduate Co-ops)
- University of the Fraser Valley
- University of Northern BC
- University of Victoria

Library and Information Technology

- Langara College 🎁
- University of the Fraser Valley
- University of British Columbia (School of Information)



To recruit from multiple schools at once, use ACE-WIL's Post an Opportunity portal at: <https://acewilbc.ca/post-an-opportunity/>



GLAM Recruitment Guide (continued)

Specialty Programs

- Coast Mountain College
 - Archaeological & Cultural Resource Management 🎁
- Kwantlen Polytechnic University
 - NGO & Non-Profit Studies Ⓢ
- Simon Fraser University Archaeology
 - Cultural Resource Management & Biological Anthropology Certificate
- University of British Columbia
 - Master of Archival Studies Ⓢ and Master of Museum Education Ⓢ
- University of the Fraser Valley
 - Global Development Studies, 🎁 Peace & Conflict Studies 🎁
- University of Victoria
 - Cultural Resource Management, Ⓢ Collections Management, Ⓢ Visitor and Community Engagement, Ⓢ Museum Studies Ⓢ and Master of Arts in Public History

Short term (<200 hours) and/or Project Based Placements

- Camosun College
 - Archaeological Field Assistant
- Capilano University
 - City Studio Ⓢ (works with North Vancouver municipally funded organizations) and Office of Creative Activity, Research and Scholarship
- Coast Mountain College
 - Archaeological & Cultural Resource Management 🎁
- Kwantlen Polytechnic University Ⓢ
 - Asian Studies, Anthropology, History, NGO & Non-Profit Studies, and Geography
- Langara College
 - Library and Information Technology 🎁
- University of British Columbia
 - School of Information Ⓢ and Arts Amplifier program
- University of the Fraser Valley
 - General Arts, 🎁 Peace & Conflict Studies, 🎁 and Library and Information Technology 🎁
- University of Victoria
 - Cultural Resource Management, Ⓢ Collections Management, Ⓢ Visitor and Community Engagement, Ⓢ and Museum Studies Ⓢ

To recruit from multiple schools at once, use ACE-WIL's Post an Opportunity portal at: <https://acewilbc.ca/post-an-opportunity/>



Hospitality, Tourism, and Culinary Arts Recruitment

Available at acewilbc.ca/talent-match

Other resources also available on the Talent MATCH webpage.

Use the Post an Opportunity Portal to reach multiple schools at once:

acewilbc.ca/post-an-opportunity

Hospitality, Tourism, and Culinary Arts Programs

A Simplified Recruitment Guide

Use this guide to help you select which post-secondary institutions to recruit from for the hospitality, tourism, and/or culinary arts related positions you are looking to fill.

- The majority of student placements are paid positions requiring industry standard rates.
- Note that placements at schools listed under Tourism/Hospitality Management can include everything from entry level to supervisory roles, from operations and customer service, to sales and marketing positions.
- The sun ☀️ (May-August), leaf 🍁 (Sept.-Dec.), snowflake ❄️ (Dec./Jan.-April), and/or clock 🕒 (anytime) indicate when student placements take place. Ideally, recruiting students starts two months before the job's start date.

For more information on programs and what students learn, visit the schools' websites.

Tourism/Hospitality Management:

- BCIT ☀️ (March-May)
- Camosun College 🍁☀️❄️
- Capilano University ☀️❄️
- College of New Caledonia 🕒 (Spring or Fall)
- Douglas College 🕒
- North Island College 🍁☀️❄️
- Royal Roads University ☀️
- Selkirk College ☀️
- Thompson Rivers University 🍁☀️❄️
- Vancouver Community College 🕒
- Vancouver Island University ☀️

Adventure/Outdoor Recreation:

- Capilano University ☀️
- College of the Rockies ☀️
- North Island College ☀️
- Selkirk College (Ski Resort Operations) ❄️

Event Management:

- BCIT 🕒

Culinary Arts/Cooking/Baking/ Pastry Chef:

- Camosun 🕒
- Coast Mountain College ☀️ (March-July)
- College of New Caledonia ❄️ (Nov.-Dec.)
- Nicola Valley Institute of Technology 🍁☀️❄️
- Okanagan College 🍁☀️❄️ (uses a quarterly semester system)
- Selkirk College ☀️
- University of the Fraser Valley ☀️
- Vancouver Island University ☀️

Viticulture:

- Okanagan College ❄️ (Feb.-April)

To recruit from multiple schools at once, use ACE-WIL's Post an Opportunity portal at: <https://acewilbc.ca/post-an-opportunity/>



Talent **MATCH**

Resources Available:

- Recruiting: Job Posting Tips, Sample Interview Questions, etc.
- Hiring For & Cultivating Initiative
- Mentorship Guide
- Hospitality, Tourism & Culinary Arts Recruitment Guide
- Simplified Recruitment for GLAM Organizations
- Funding Aimed at MATCH Employers
- Managing Students Working Remotely
- Post-Secondary Institutions and Programs
- Recordings of Past Info Sessions

COMING SOON!

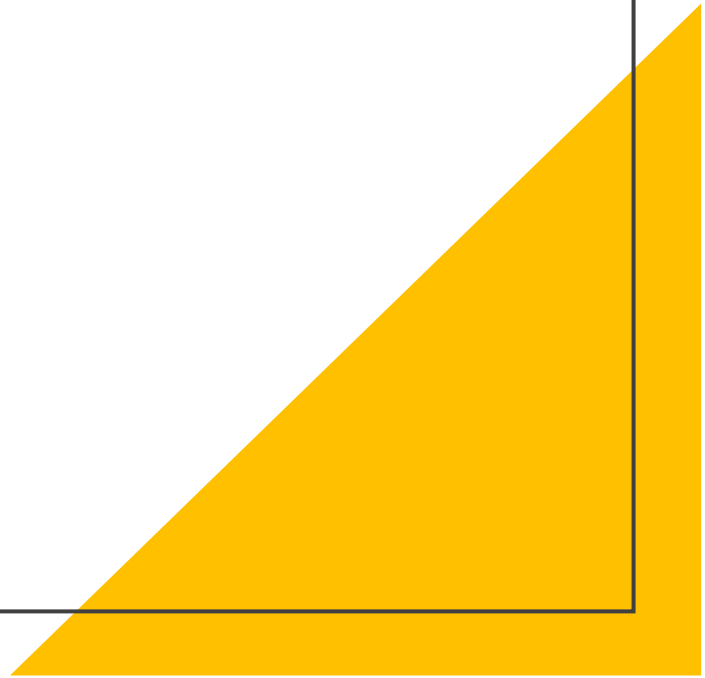
- How to Find Your Own Work Placements
- Tips for Hiring for the First Time
- Fine & Performing Arts Recruitment Guide
- Admin, Marketing, Design Etc Recruitment Guide

Contact for one-on-one support:
TalentMatch@acewilbc.ca



WIL Equity Diversity Inclusion Resource Hub

AKANKSHA THAKUR, M.Ed.



Land
Acknowledgement



Project Goals

- To build a provincial WIL-EDI resource hub
- Accessible to all ACE-WIL member institutions and community partners who are members of the advisory committee
- Understand barriers to WIL faced by students who experience marginalization
- Build resources with an aim to help reduce equity barriers to WIL opportunities

Identifying EDI Barriers

- What does the contemporary research say about types of barriers faced by WIL students who experience marginalization?
- What are some evidence-based strategies and recommendations to overcome barriers and foster a more inclusive and equitable WIL environment?

Students' Top Barriers

Facing discriminatory attitudes such as biases, stereotypes and stigma

One-size-fits-all i.e. universal strategies and policies that aim to support all students in one way despite diversity

The pathways for navigating WIL and its processes lack specialized supports

Top
Recommendations

Ongoing professional
development for all people
of WIL

An EDI Review of PSI's WIL
Policies and Procedures

Clearly Articulated Resources
and Supports for the WIL
Student Lifecycle

Primary Student Facing EDI Barriers

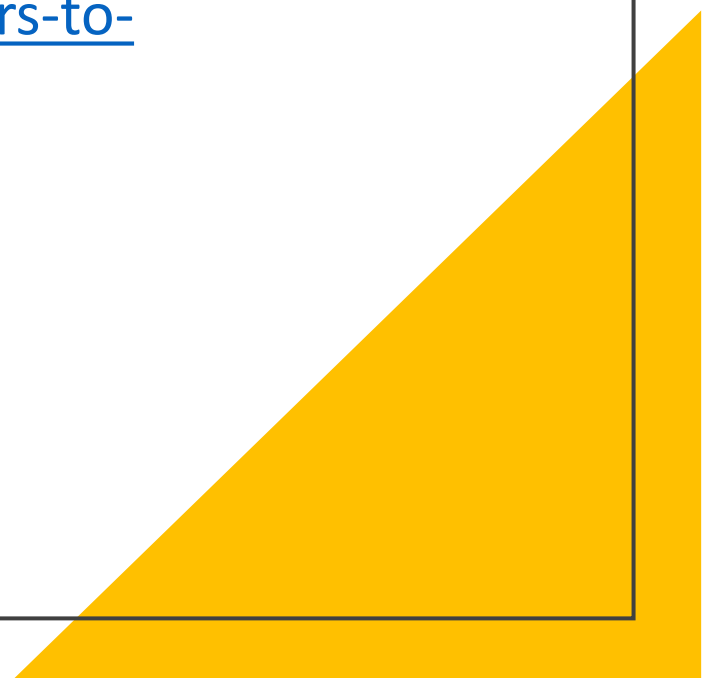
- Discrimination/ Exclusion based on identity characteristics such as gender, disability, race, religion, immigrant status, cultural background, and English fluency.
- Not knowing how to access supports at different stages in the WIL lifecycle.
- Difficulties in landing a job.
- Navigating unclear expectations of the placement in WIL. As well, difficulty and/or unfamiliarity navigating workplace dynamics during a work term.

EDI HUB Resource Topics and Themes

- Understanding Diverse Needs of Diverse Students
- Supporting Diverse Needs of Diverse Students
- Recognizing Discrimination: Examples of Discrimination in Action
- Understanding Power Dynamics, Cross-Cultural Communication, Biases and Assumptions
- Expanding WIL Opportunities with an Accessibility Lens
- Advancing Justice, Equity, Diversity & Inclusion in WIL – A Toolkit for WIL Employers and Community Partners

WIL EDI Resource Hub

<https://acewilbc.ca/projects/wil-edi-resources-addressing-discrimination-and-barriers-to-inclusion/>



For employers to stay competitive today, understanding the diverse and intersectional needs of employees is crucial to success.