



2023 CACEE National Conference

“Cultivating the Early Talent Pipeline: Embracing Inclusion, Pushing Boundaries, and Strategic Partnerships”

December 4 – 6 | BMO Institute for Learning (IFL) | Toronto, ON

Communities of Practice (CoP) Sessions – Round 1

Monday, December 4th, 2023 | 2:15 – 3:30 pm

A reminder that questions noted in the CoP session descriptions are starting places and that the conversation can be steered towards other topics that the group would like to explore.

Senior Career Leaders – University

Room 101

In our current strategic and operational climate, we know that there is power in partnership and collaboration. How do we best harness it to meet the diverse needs of our students, staff, employers, and other interest-holders? This interactive discussion will be anchored by the following key questions:

- What are the emerging needs, opportunities, and pain points for you and your team?
- What collaborative initiatives are you undertaking to provide students with real-world insights, internships, skill-building opportunities, and mentorship that align with employer need?
- What strategies are you using to foster collaboration between career services and other departments, creating a seamless support system for students – particularly from Indigenous, International Student and other equity-deserving communities?
- What partnerships and vendor relationships are you leveraging to support service-delivery and resourcing your team? How are partnerships and strategic alliances helping you tell a compelling ROI story to advocate for the resources you need to maintain and enhance service-delivery?
- How are you tapping into the expertise of alumni to support your on-campus recruitment and career education programming?

Campus & Early Talent Recruitment Strategy

Room 102

The campus and early talent landscape has seemingly always been in a state of constant change, but it feels like the last few years have brought about more change than the previous 10 combined – the COVID-19 pandemic, policy changes, the AI revolution, the imperative for intensified focus on IDEA, increased blurring of employer and consumer brands, and more... Together we will start to unpack:

- What are you noticing has evolved or changed the most in the early talent space? How is your organization responding?
- How are you leveraging your career centre partnerships to help you navigate and engage the students you are trying to attract?
- What inclusion-focused work is your organization undertaking to support the attraction, engagement, and retention of diverse talent?

- How have recent policy/legislative changes and trends influencing our space impacted your ability to connect with different talent pools (e.g., bilingual talent, international students)

Optimizing Strategies & Best Practices for Student Engagement

Studio

Student engagement – it is nuanced and always a hot topic for discussion. We will take a closer look at engagement tactics, niche and more tailored approaches to engaging students, digital tools, and platforms, and how we can best measure our success in our programming. The discussion will be sparked by the following questions:

- What's working – How are you developing innovative strategies to capture student interest and involvement in your programming?
 - How are you niching down and tailoring your programming to the needs of specific communities on campus? (e.g., equity-deserving communities, bilingual talent, student athletes, students in a particular area of study)
 - What are some of the pain points right now from an engagement standpoint and how are you addressing them?
 - How are you engaging alumni, professionals, and student voices to help foster and create opportunities for engagement?
 - Which digital tools and platforms have proven effective in enhancing student engagement?
 - What metrics and assessment methods are you using to measure success of engagement strategies? How do you ensure continuous improvement and adaptability?
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Communities of Practice (CoP) Sessions – Round 2

Monday, December 4th, 2023 | 3:45 – 5:00 pm

Colleges – Career Educators & Leaders

Room 101

There has been a tremendous amount of focus across the country on-campus, in public policy, and in the media on international students, particularly at colleges, institutes, and polytechnics. This session provides a chance to learn, share, and talk about our approaches to:

- supporting international students in securing part time employment
- fostering experiential and skill building opportunities that offer pathways for international students to showcase, hone, and grow their expertise.
- how you are collaborating with internal and external partners (e.g., platforms, service providers, government, employers/industry) to provide wrap-around supports and create pathways to career opportunities for the international student community.
- ways you are evaluating successes in supporting international students in achieving their job search and career goals; and you are helping employers engage with the international student community.
- the pain points, wins, and opportunities that have emerged in your work with international students.

AI & Technology – Applications in Career Education

Room 102

The AI & Technology revolution is not coming... it's here! What have some of the implications been for you in your work with students, new graduates, and early career talent? In this CoP roundtable, we will explore the following key questions:

- How is AI & Technology helping or hindering service delivery, recruitment, and programming?

- What are some of the broader opportunities and potential pitfalls you see with regards to AI in career development, education, and campus recruitment? What about for your students?
- Which skills are emerging as or perhaps becoming even more critical in the AI Era? Are all of these technical skills? How can we support students in developing and honing these skills?
- What are some of the innovative ways you are using AI tools or technology platforms in your own work and organizations?
- What are you most intrigued/freaked out by when it comes to AI and related technologies?

Building Working Alliances with Industry – Employer Relations

Studio

Over the last 3 ½+ years there have been several different models of what recruitment has looked like 'on-campus'. How have you been able to help Employers weather the shifting sands and what strategies are proving most effective in your work with them today? Specifically, we will examine:

- In what ways has your role evolved in recent years? Have you found a shift in what employers want and expect from you/your career centre/your institution?
- From your perspective, what does a strong partnership with an employer look like? What do you find most effective in cultivating these types of partnerships?
- What are some of the biggest pain points employers are facing when recruiting on campus? How are you helping them to address these?
- What are some examples of innovative collaborations between your career centre, internal partners (e.g., student clubs and groups, faculty) and employers that are creating meaningful experience-building opportunities for students? Do you have any examples from emerging/in-demand fields like sustainability, the skilled trades, healthcare, data analytics, etc.?
- How do you keep a pulse on the needs, experiences (e.g., at a company/with a student, as a part of a particular experiential learning project), and outcomes for your students/employers (e.g., where are they working/did they hire one of your students)? As data-driven decision-making becomes more critical, how are you gathering and applying this data?
- What kind of events/services are currently most in-demand on your campus from both an employer and student standpoint?