



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

Concurrent Sessions & Workshops - Morning

Tuesday, December 5th, 2023 | 10:00 am – 11:30 am

Privilege - Fostering Collaborative Partnerships that Support Indigenous Students Begins with Understanding Positionality

Room 101

Janet Westbury - Regional Associate Director, Central Canada | CEWIL

In this session, the participants will begin on a personal journey of understanding intersectional privilege. This will be a grounding point of positionality when discussing how to support Indigenous students in respectful ways. Creating safe spaces will fuel empowerment, engagement, and connectedness. Please note this session may be emotionally challenging as we unpack socially constructed norms and discuss the legacy and tragedy of Canada’s past.

Leaders Leading Leaders

Room 102

Diana Kawarsky

President | The Soft Skills Group

Developing yourself as a leader in early talent recruitment or post-secondary career centre environments includes developing your team members to be leaders in their roles as well. This interactive workshop is designed specifically **for people leaders** to increase their awareness and skills in 3 specific leading areas: Delegation, Follow-up, and Feedback. Participants will also engage in candid conversations and engage with one another about the challenges and opportunities they are presented with in leadership roles.

Building Inclusive Career Pathways for Early Talent

Studio

Dr. Guang Ying Mo

Director of Research
Diversity Institute

Dr. Juan Marsiaj

Director of Research (Special Projects)
Diversity Institute

Edmund Sofo

Partnership Development Manager
Diversity Institute

Recent graduates and jobseekers who are members of equity-deserving groups face multiple challenges when trying to join the workforce. This session will explore different approaches to addressing these challenges, highlighting the usefulness of a more holistic approach. By examining a variety of wraparound supports and approaches that take into consideration the background of jobseekers, the discussion will dive into ways to help build more inclusive career pathways for youth and helping build a broader, more diverse pool of talent for employers.

Fostering Collaboration for International Student Employment: Bridging Organizations, Ecosystem Partners, and Post-Secondary Institutions
Presentation Hall**Pat Chaisang**

Founder & CEO | Isempower

Ramneet Brar

Co-Founder & COO | Isempower

In today's globalized world, the employment struggle faced by international students is a critical issue that demands our attention and collaborative efforts. This session aims to delve into the challenges encountered by international students in securing employment and proposes a roadmap for improved collaboration across organizations, ecosystem partners, and post-secondary institutions.

Concurrent Sessions & Workshops - Afternoon

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

AI in Career Education & Experiential Learning: How Seneca Polytechnic Uses AI Simulations to Support Student Interview Success**Room 101****Sheila Bruce**

Manager, Career Ready Programming
Seneca Polytechnic

Imran Mouna

Director, Strategic Partnerships
InStage

Over the next 12 months, more than 10,000 Seneca students will be using AI simulations to develop employability skills. Join InStage and Seneca Polytechnic for an enlightening exploration into the future of Career Education, Work-Integrated Learning (WIL), and Campus Recruitment programs. Unveiling cutting-edge conversational AI simulations, we'll demonstrate how a unique blend of innovative technology and AI-powered personalized feedback can propel students to practice, refine, and perfect their skills. By ensuring they're primed for real-world success, we'll provide a glimpse into the game-changing advancements reshaping the educational landscape. Finally, we'll showcase a live demo, allowing attendees to witness the transformative potential of interview simulations firsthand.

Access & Inclusion: Creating a Hub for Collaboration, Knowledge Building, and Digital Resource Sharing Studio

Chris Hussey

Access & Inclusion Officer
Talent Hub - Conestoga College

Alice Michaud

Associate Director, Talent Development & Career Services
Talent Hub - Conestoga College

As Career Educators and Employers, we are on the lookout for information, tools, and resources that support inclusive and accessible practices in our work. Have you ever thought... wouldn't it be helpful if there was a way to house these resources all-in-one spot? Or wouldn't it be great if staff, students, and employers could access them at any time and in the moment? Or wouldn't it be amazing if we could empower the sharing of resources and coach one another on how to apply them to promote accessibility and inclusion? Conestoga College's Talent Hub has been thinking about these questions too. In this session you will get to see how they are going about answering them through the creation of a digital resource hub and walk through just a few of the many tools housed within it that support the journey to accessibility and inclusion on-campus and in the workplace.

Career Education, Work Integrated Learning, and Inclusive Recruitment Practices – Showcasing Employer Partnerships Presentation Hall

Dr. Fiona Deller

Special Advisor
Diversity Institute

Mary Vourakes

Program Manager (ADaPT)
Diversity Institute

How might we best equip graduates with the skills and competencies needed to help them find jobs? How might we best ensure the skills these jobseekers have match the needs and priorities of employers? This session will explore best practices that promote a more inclusive recruitment through work integrated learning, inclusive skills training programs, and employer-focused platforms targeted at equity-deserving groups.