

# Collaborative Innovations in Career Development Outreach for Distinct Groups

Korrie Belanger, Career Consultant: Diversity Programs

Jessie Eulenberg, Career Consultant: International Programs

Wilfrid Laurier University

Career Development Centre

CANNEXUS Conference

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# Land Acknowledgment

# Agenda

- History and Purpose
- Building Collaborative Partnerships
- Who we are and why our Roles are Important
- Who we Serve
- Key Programming
- Wrap up

# Career Development Centre's Vision

The Career Centre at Laurier has a vision that all students are engaged in career development as an integral part of the Laurier experience.

## Overview of the Laurier Career Development Centre

- Centralized services
- Distinct co-op services
- Career Consultant portfolios

**Career Development Centre**  
[students.wlu.ca/career](https://students.wlu.ca/career)



# History and Purpose

2007

- Launched RBC Career Transition Program for Students with Disabilities

2010

- Outreached to campus partners (Indigenous Initiatives, Laurier International, Accessible Learning Centre, and Centre for Student Equity, Diversity and Inclusion)
- Program evolved to formally include these distinct groups

2012

- Staffing increased to 2 Career Consultants; one for programming with International Students and one for the rest
- Awarded CACEE Excellence and Innovation Award: Diversity (2013), recognized as a leader for SWD employment (2017)

# Who We Are

- Professionals and collaborators
- MBTI trained
- Consistent professional development
- Trained social workers
- Work exclusively from a strengths-based inclusive anti-oppressive and trauma informed approach
  - Allies

# Our Approach to Inclusive Practice

1. **Be self-aware** – be aware of our own worldview, bias and social location
2. **Build awareness of relevant aspects of distinct groups** (including knowledge of Indigenous history, disability information and cross-cultural competence, etc.) and ongoing learning of how to address/incorporate this into practice
  - Embrace partners as our experts and cultural trainers to build our own cultural awareness
3. **Ensure client-centred, strength-based practice** – listen and understand each client's unique worldview

# Why are our roles important?

- Under-representation
- Diversity in employment
- Connect students to diversity inclusive employers
- International student difficulties and pressure



# Who We Serve

- Indigenous Student Centre: approximately 500 students who identify as First Nations, Métis, Inuit
- Laurier International: over 1200 students
- Accessible Learning Centre: over 2000 students registered
- Centre for Student Equity, Diversity & Inclusion: comprised of Association of Black Students, Rainbow Centre, The Centre for Women and Trans People & the Muslim Student Association
- Total Laurier population: 18,500

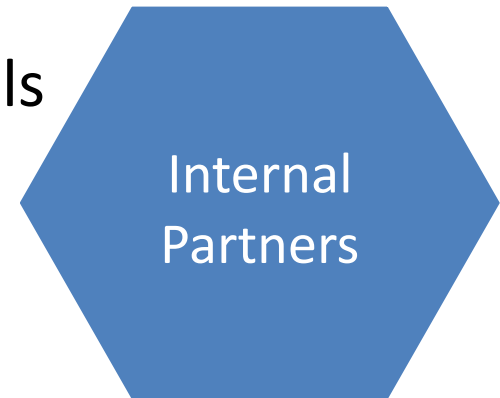
**Student input is continually solicited to guide programming  
(focus groups, meetings, surveys, etc.)**

# Key Programming



# Internal Partners

- Regular meetings and communication
- Committed to continual engagement with partners
  - Attending Soup Tuesdays, Drop-in Lunches, Disability Awareness Week, Indigenous Education Week, International Education Week, International orientation events, Laurier International Thanksgiving dinner, Accessible Learning open house, staff professional development
- Consistent staff contact for student referrals
- Collaboration with peer leaders results in increased engagement due to referrals



# Community Partnerships

- Network with community groups
  - Immigration partnership
  - NPAAMB
  - LimeConnect
  - Other university partnerships (LinkedIn group)
  - Employment supports for particular groups
- Share resources and offer support/promote events
  - Global Skills Conference, SIN workshops



Community  
Partnerships

# Appointment Outreach

- Provide drop-in consulting on site (Accessible Learning Centre, Centre for Student Equity, Diversity and Inclusion, Indigenous Student Centre, Laurier International)
  - Purpose
  - Frequency
  - Attendance
- Graduating student appointments and life-long services



Programming  
and  
Resources

# Resources

Committed to inclusiveness in materials

- Career profiles
- Workshop examples
- Handouts

Specialized materials

- Disclosure in the workplace
- Resumé & cover letters for new Canadians
- Website material



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Resources

# Specialized Career Assistance

The Career Centre recognizes the value of providing tailored services to all groups on campus. As a result, we work closely with campus clubs and academic areas to provide specialized events and workshops geared to their particular interests.

Through a generous donation from the **RBC Foundation**, the Laurier Career Development Centre launched the **RBC Career Transition Program for Students with Disabilities** in 2007 to meet the needs of Laurier students and alumni with disabilities. While serving students and alumni with disabilities remains a priority, the focus of the program has expanded to include other distinct groups, such as Indigenous students/alumni, diverse students/alumni, and international students. This inclusive, innovative programming encompasses career-related research, specialized resources, technology, staff development and accessibility to better serve our students, alumni and employers. We appreciate the leadership and support from the RBC Foundation to make this initiative possible.

The Career Centre offers a wide variety of services for all students and alumni, as well as programming and information geared to the specific career-related issues for each distinct group, recognizing that multiple identities will overlap.

## Online Career Resources Created in Consultation:

- Information for Employers
- Specialized Information for Distinct Groups



DIVERSE STUDENTS AND ALUMNI	∨
INDIGENOUS STUDENTS AND ALUMNI	∨
INTERNATIONAL STUDENTS	∨
LGBTQ+ STUDENTS AND ALUMNI	∨
STUDENTS AND ALUMNI WITH DISABILITIES	∨

# International Programming

## International Outreach

- Meeting invitations sent to all first year students in January
- Graduation students information and appointment invitations

## International Workshops

- How to Gain Experience Student panel
- Career Night with International Alumni panel
- Work Eligibility and Job Search workshop
- Let's Talk: Success Strategies for Transitioning to the Canadian Workplace workshop
- Introduction to Networking in Canada



Programming  
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Resources



# International Programming

## International Student Work Experience Program

- On-campus work experience program for international students

## International Student Job Shadow Program (winter 2019 pilot)

- On-campus departments are offering a one-day experience over Reading Week or the following week

## Mock Interview Day for International Students (pilot)

- Initiated by our Career Centre ISWEP student
- Speed mock interviews with our peer volunteers
- Require students to attend Interview Workshop in advance



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# Indigenous Programming

## Indigenous Student Centre Workshops

- Resumé Writing, LinkedIn, Interview, Further Education, Transferable Skills and more
- SEEDS Fund program and the Career Development Certificate

## Campus Career Shadow Day for Indigenous Students

- Opportunity for students to connect with faculty/staff

## Professional Development

- Specialized sessions for peer leaders and staff
  - Personality Type: Teamwork and Communication



Programming  
and  
Resources

# Disability Programming

## Accessible Learning Workshops

- Disclosure in the Workplace
- Job Search and Networking Strategies for Students with Disabilities

## Orientation and Awareness

- Attend specialized orientation sessions
- Student services lunch

## Professional Development

- Specialized sessions for peer leaders
  - Transferrable Skills
  - Personality Type: Teamwork and Communication



Programming  
and  
Resources

# Diversity Programming

## Centre for Student Equity, Diversity and Inclusion

- Muslim Student Association, Rainbow Centre, Association of Black Students and the Centre for Women and Trans People
  - Volunteer training, Transferable skills for peer leaders, Disclosure coffee chat

## Association of Black Students

- Team building activities
- Event planning support, BTO conference

## Rainbow Centre

- LGBTQ+ Professionals in Science

## \*Campus Diversity Clubs

- OUT in Business, LinkedIn and Disclosure Workshop
- Bridging the Gap, Mental Health Speaker Series



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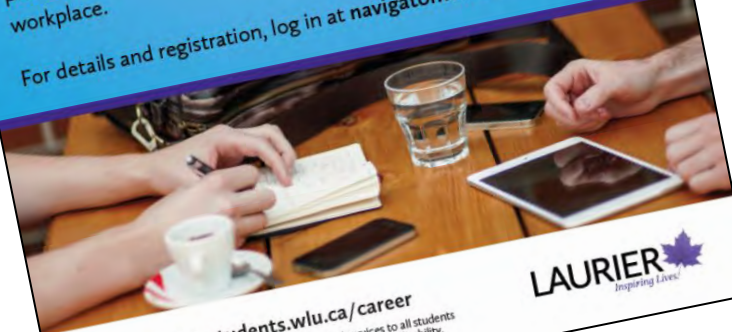
# Events

WILFRID LAURIER UNIVERSITY WATERLOO | Brantford | Kitchener | Toronto

Career Development Centre  
**Disclosure Discussion  
in the Workplace**  
Thursday, Nov. 29 | 2:30 - 3:30 p.m. | Career Centre, CC-101

Have you ever wondered when the most appropriate time is to disclose your disability or request accommodations in the workplace? Are you unsure about how to professionally discuss your disability with your employer? Come participate in a presentation and open discussion regarding disclosure in the workplace.

For details and registration, log in at [navigator.wlu.ca](http://navigator.wlu.ca).



Career Centre [students.wlu.ca/career](http://students.wlu.ca/career)

We are committed to providing inclusive programs and services to all students and alumni. Please contact us if you require accommodation for a disability.

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Inspiring Lives!


Career Development Centre and Laurier International  
**Pathways to  
Permanent Residence**  
Information Session for International Students

Thursday, January 31, 2 - 3:30 p.m.  
Career Centre CC-101, 192 King St. North

Learn about:

- Requirements for Express Entry and Permanent Residence Programs
- Post-Grad Work Permits and other work permit options

Log in at [navigator.wlu.ca](http://navigator.wlu.ca) to register.



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# Employers and Recruiting

## Recruiting and Experiential Learning:

- Engage with [LimeConnect](#) (connecting corporate partners with “talented people who happen to have disabilities”)
- Post jobs targeted for specific populations (i.e., job promotion/targeted search to Indigenous students in Navigator)
- Host targeted employer sessions
- Partner in annual Disabilities Mentoring Day
- Information for employers



Employers  
and  
Recruiting


# Specialized Knowledge

## Professional Resource Sharing:

- Professional development and sharing of expertise with Career Centre team

## Case Conferences:

- Work collaboratively with other Career Centre staff to provide support and guidance



Specialized  
Knowledge

# Summary

- Self-awareness
- Partner relationships are key
  - Internal and external
- Balance of integration and unique programming
  - Resources and materials
  - Workshops
- Professional development and knowledge sharing
- Understanding each student is unique in their circumstance





“If you’ve met  
one person with  
autism, you’ve  
met one person  
with autism.”

Dr Stephen  
Shore

# Questions?

# Connect with us!

Korrie: [kbelanger@wlu.ca](mailto:kbelanger@wlu.ca)

Jessie: [jeulenberg@wlu.ca](mailto:jeulenberg@wlu.ca)



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