

Talent MATCH is a collaboration between:



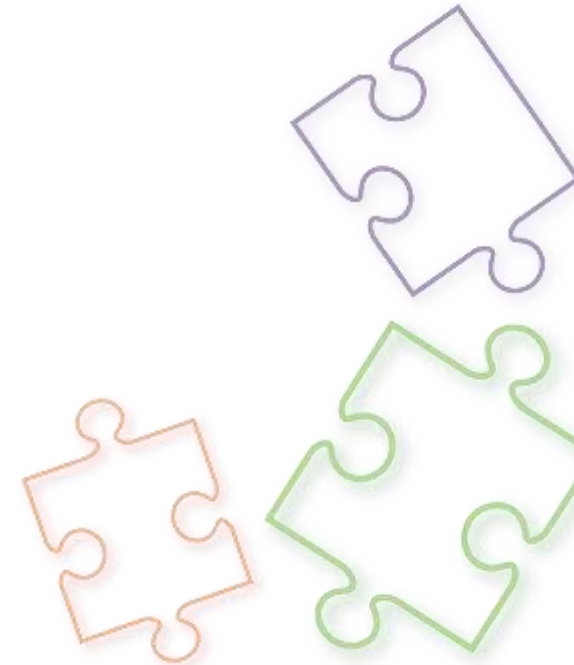
Association for
Co-operative Education and
Work-Integrated Learning BC/Yukon



BC ALLIANCE FOR
ARTS + CULTURE



BC MUSEUMS
ASSOCIATION



Talent MATCH supports:

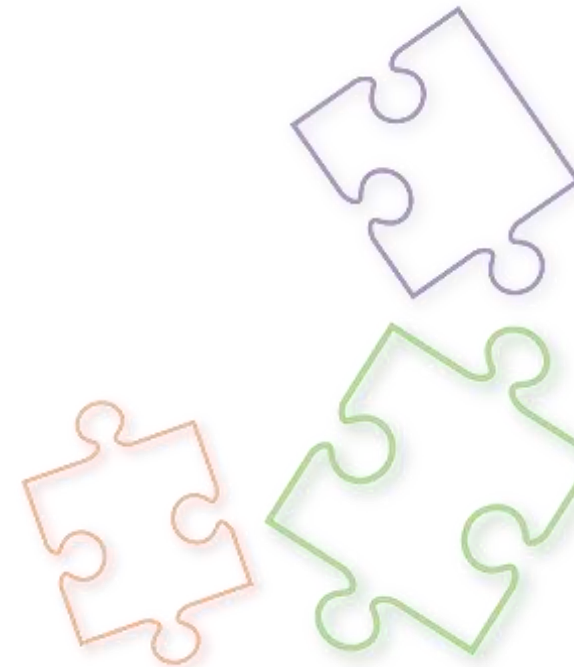
Museums

Arts

Tourism

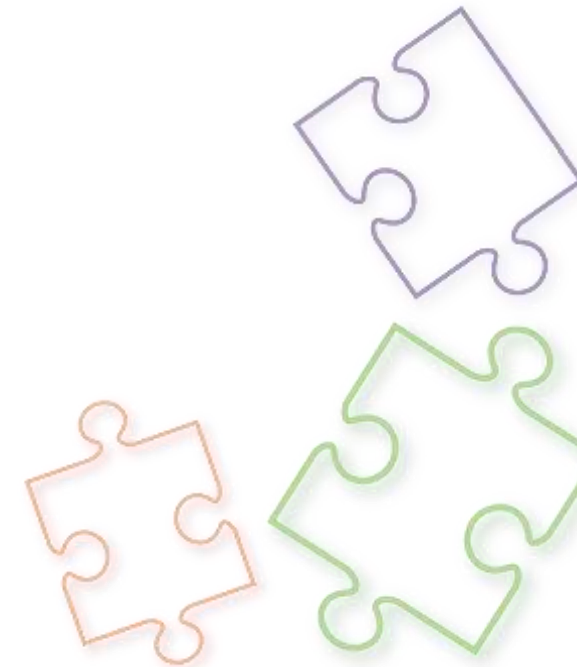
Culture

Hospitality



Talent MATCH 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





GLAM Recruitment Guide



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/>



Resources Available at acewilbc.ca/talent-match:

- Recruiting: Job Posting Tips, Sample Interview Questions, etc.
- Hiring For & Cultivating Initiative
- 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 Be a Good Mentor
- Tips for Hiring for the First Time
- Fine & Performing Arts Recruitment Guide
- Admin, Marketing, Design Etc Recruitment Guide

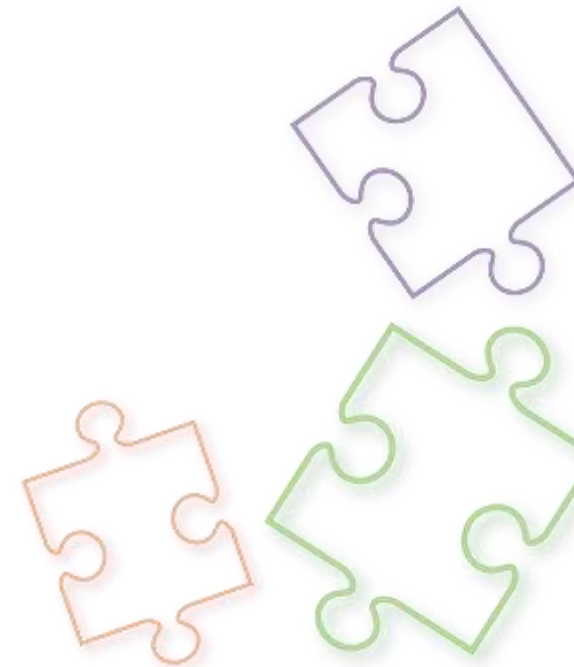
Contact for one-on-one support:
TalentMatch@acewilbc.ca



Recruit From Multiple Schools

- Use the ACE-WIL Post an Opportunity Portal:

acewilbc.ca/post-an-opportunity



Young Canada Works

<https://www.canada.ca/en/canadian-heritage/services/funding/young-canada-works.html>

- Four Streams:
 - Two to hire students for 6-16 weeks:
 - Young Canada Works in Heritage Organizations
 - Young Canada Works in Both Official Languages
 - Two to hire recent post-secondary graduates for 4-12 months:
 - Young Canada Works at Building Careers in Heritage
 - Young Canada Works at Building Careers in English and French

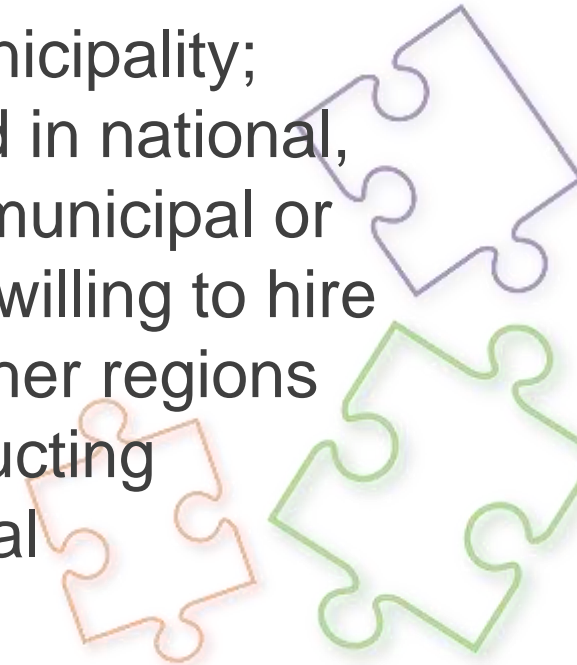


Young Canada Works in Heritage Organizations (YCW-HO)

- Eligible employers must be a non-profit museum, archive, library, heritage site, and/or an Indigenous organization preserving and supporting Indigenous heritage
 - May include art galleries, cultural centres, natural history museums, historical and heritage societies, science centres, zoos, aquaria, botanical/heritage gardens, insectaria and herbaria

Young Canada Works in Both Official Languages (YCW-BOL)

- Eligible employers may be a private, public, non-profit organization, or a municipality; incorporated; involved in national, provincial, territorial, municipal or community activities; willing to hire young people from other regions of Canada; and conducting activities in both official languages.



Young Canada Works at Building Careers in Heritage (YCW-BCH)

- Eligible employers must be a non-profit museum, archive, library, heritage site, and/or an Indigenous organization preserving & supporting Indigenous heritage
 - May include art galleries, cultural centres, natural history museums, historical and heritage societies, science centres, zoos, aquaria, botanical/heritage gardens, insectaria and herbaria
 - Arts admin & arts practice organizations

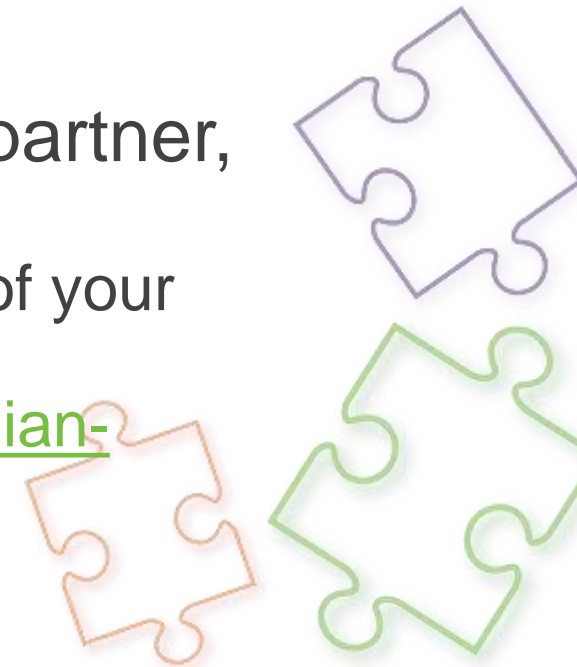
Young Canada Works at Building Careers in English and French (YCW-BCEF)

- Eligible employers are a private, public or non-profit organizations; incorporated; conducting activities in an official language environment; stable and financially healthy; and for internships in Canada: an official-language minority community media (radios and newspapers).



Delivery Partners

- Apply through grant portal:
 - <https://young-canada-works.canada.ca/Account/Login>
- Each application is evaluated by a different delivery partner, which must be identified when you apply
 - Which delivery partner you use depends on the mandate of your organization
 - To determine yours, visit: <https://www.canada.ca/en/canadian-heritage/services/funding/young-canada-works/delivery-organizations.html>



YOUNG CANADA WORKS

How to craft a winning
employer application



Why we're here & what to expect



Museums Matter

OUR MISSION:

We champion, support, connect
and elevate the museum sector.

OUR VISION:

Stronger museums.
Engaged citizens.
A better Canada.

Connect with us: www.museums.ca

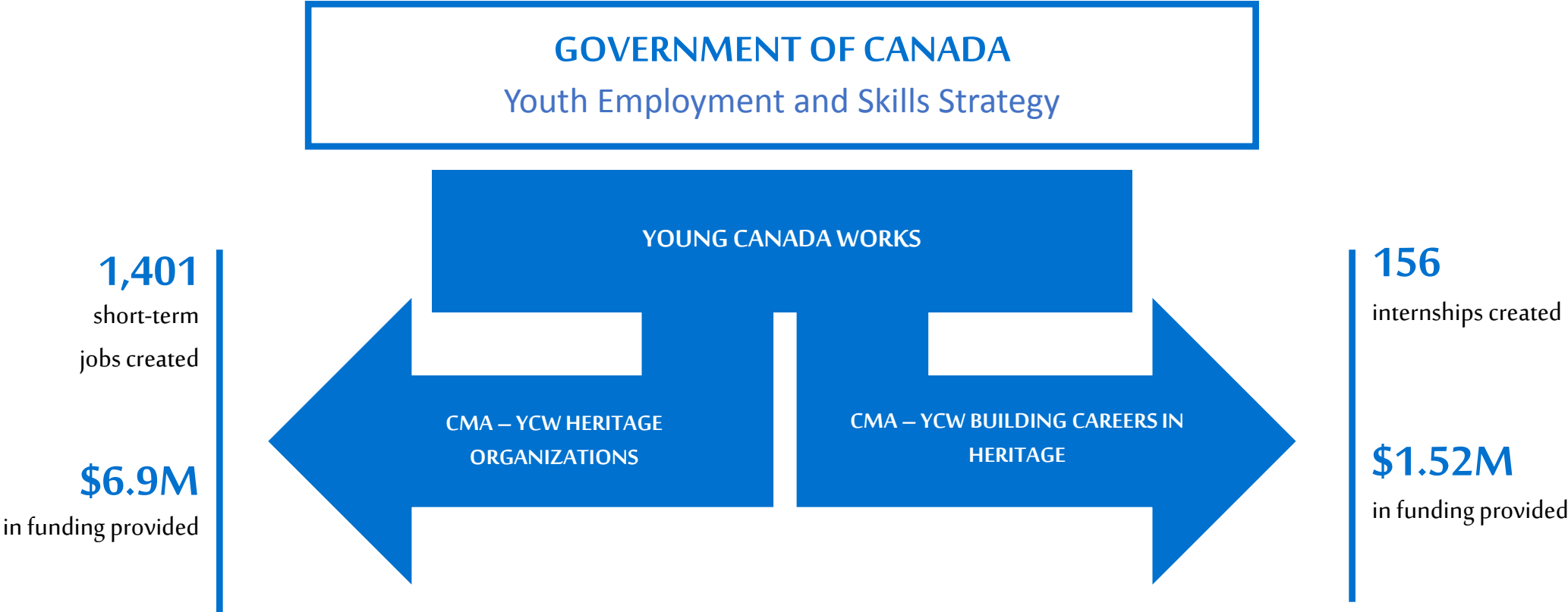
Follow us on Twitter, LinkedIn, Facebook & Instagram



Strengthening the museum workforce today and for the future

- CMA conferences and events, awards, bursaries
- Delivering the YCW program is a key pillar for meeting this CMA objective

YCW refresher



**All numbers from 2019-20*

Developing a passion for heritage

Send us your story at
ycw@museums.ca



A group of five diverse women are gathered around a table in a meeting room. They are looking at a laptop and discussing it. The image has a blue overlay. The text "Tips for preparing a great application" is written in white, bold, sans-serif font across the center. Below the text is a white horizontal line.

Tips for preparing a great application

#1.



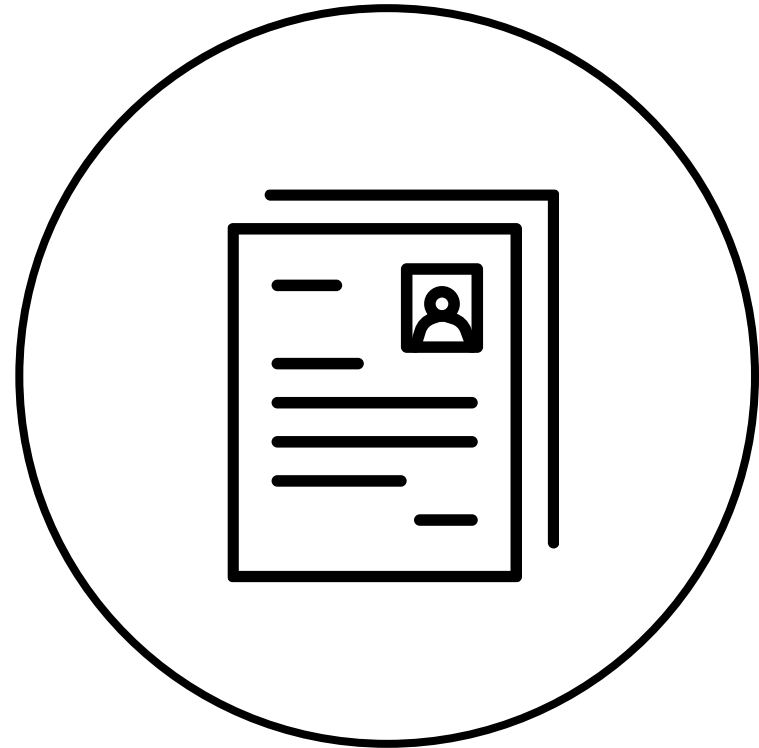
Appeal to emerging professionals.



#2.



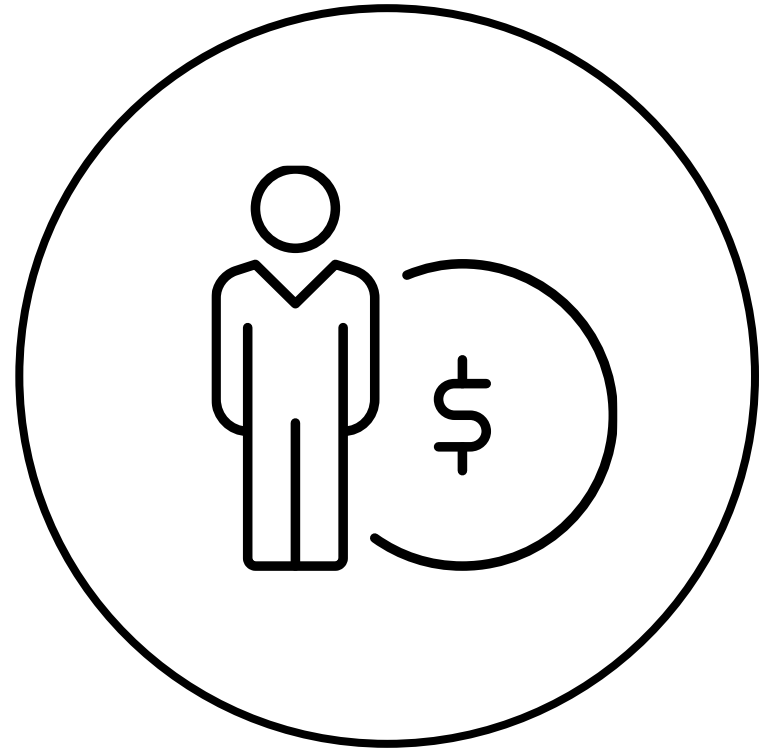
Highlight what makes you stand out.



#3.



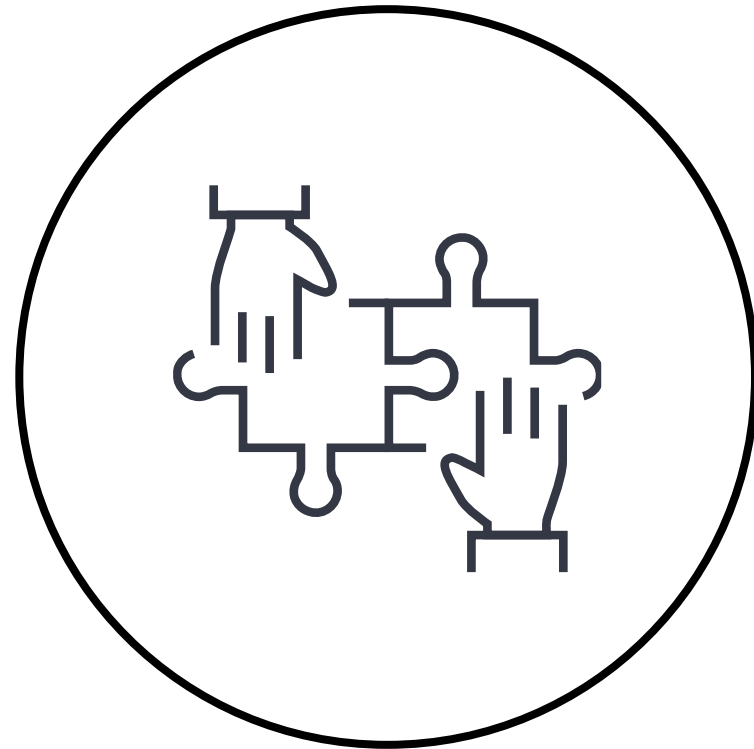
Understand and outline your budget.



#4.



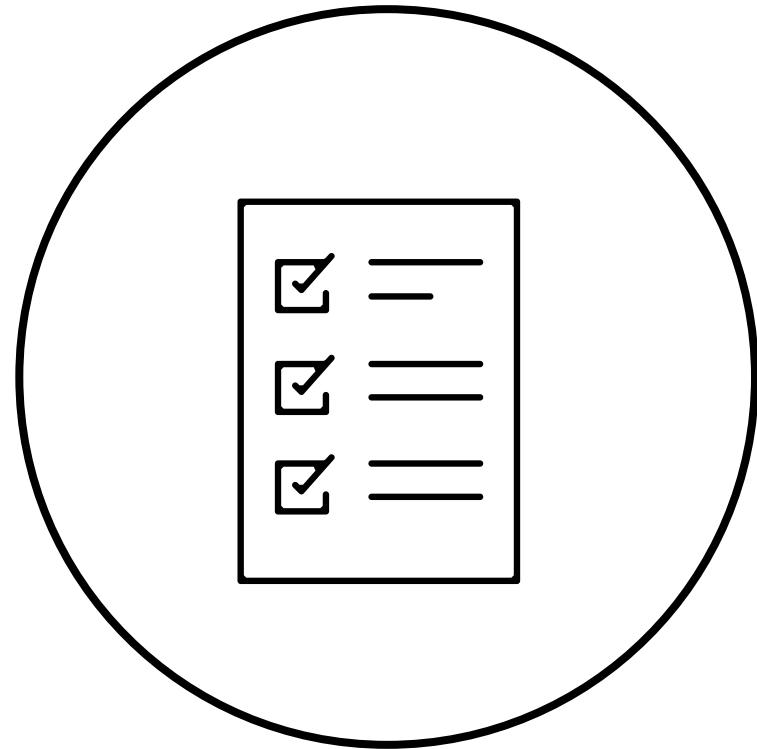
Align to YCW program goals.



#5.



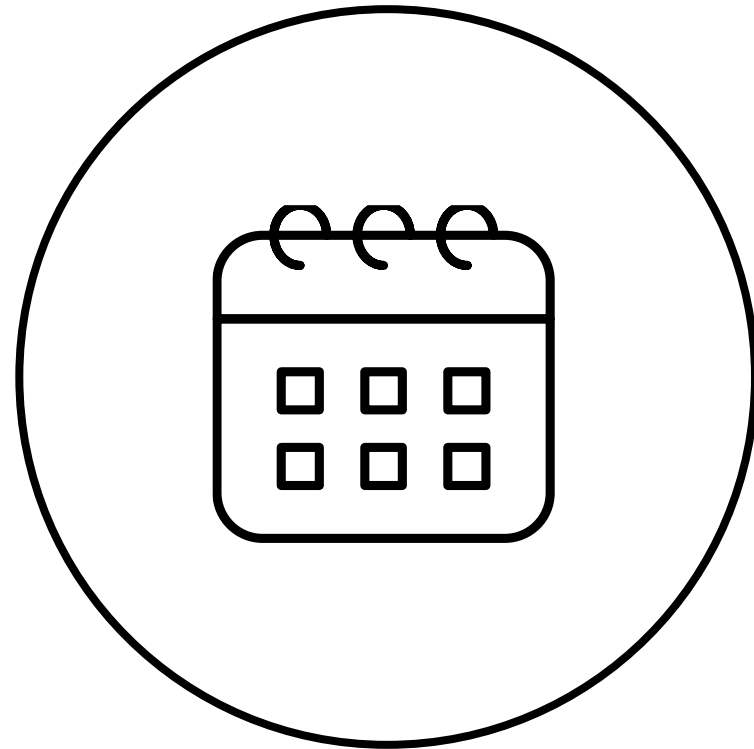
Outline how you will measure outcomes.



#6.

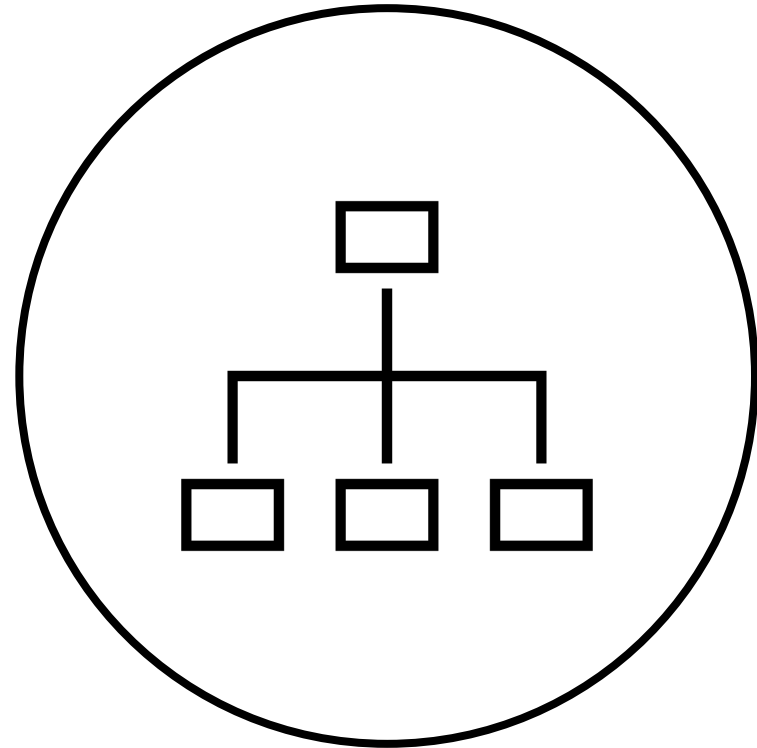


Build a comprehensive timeline.



#7.

Be detailed in your supervision plan.



#8.

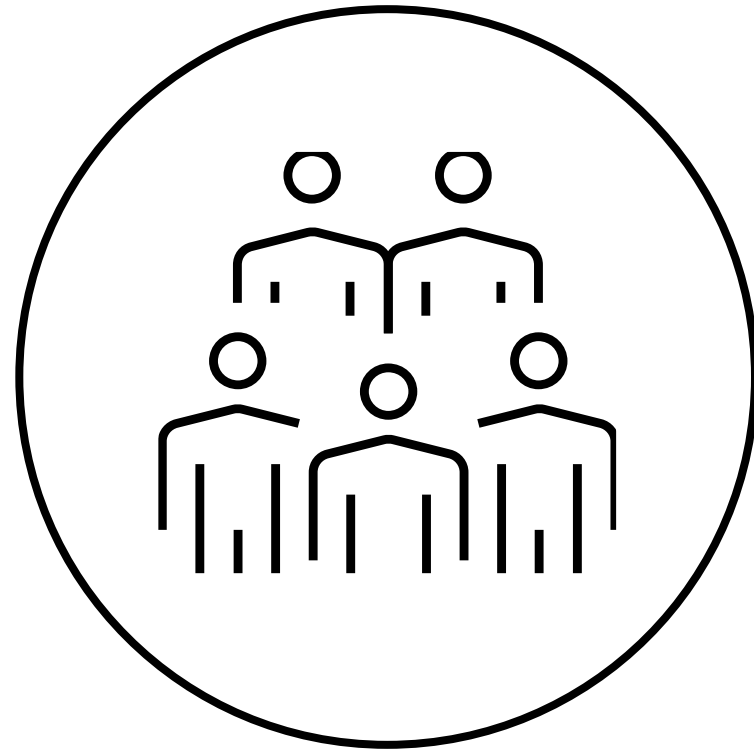
Prioritize professional development.



#9.

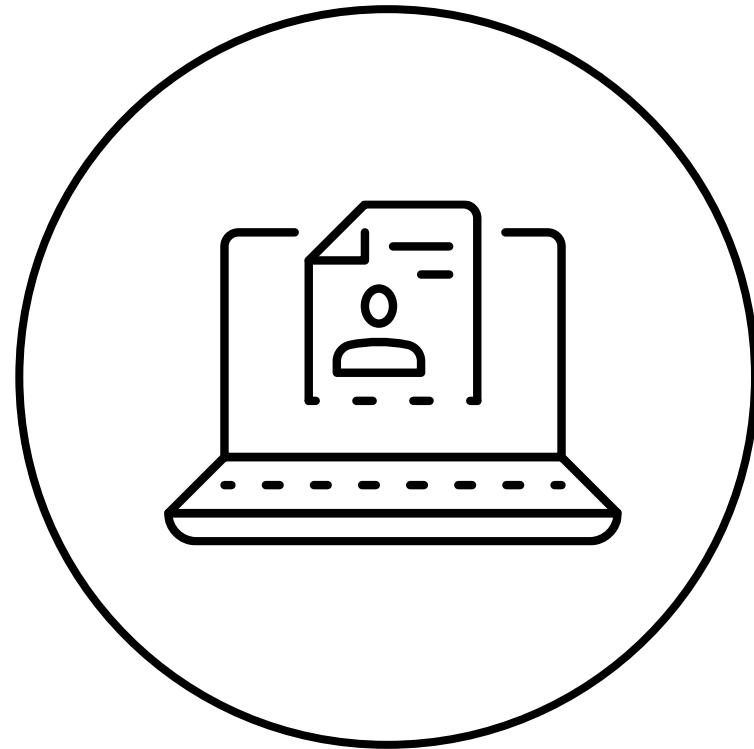


Explain your job equity strategy.



#10.

Write and save your application elsewhere.



Additional resources & contacts

museums.ca/site/youngcanadaworks

ycw@museums.ca

1-888-822-2907



Questions?

Recap

The best applications are those that:

- Appeal to emerging professionals
- Highlight what makes you stand out
- Understand and outline budget
- Align to YCW program goals
- Measure outcomes
- Have a comprehensive timeline
- Include a detailed supervision plan
- Prioritize professional development
- Explain your job equity strategy
- Are saved separate from the YCW portal



Thanks & good
luck!



+ Canada^{ca}