Transcription de la session de fermeture de l'occasion d’emploi pour les étudiants en situation de handicap // Transcript of the Closing Event for Employment Opportunities for Students with Disabilities

15 août 2023 // August 15th, 2023

À noter:

*À certains moments, l'événement n'a pas été correctement transcrit et/ou l'audio était inaudible. Afin de vous fournir un compte rendu aussi précis et complet que possible,* ***les sections qui paraphrasent ou résument ce qui a été dit par notre modérateur et nos panélistes et les questions posées aux panélistes sont indiqués dans le texte.***

Please Note:

*There were moments where the event was not properly transcribed and/or the audio was inaudible. To provide you with the most comprehensive and accurate transcript possible,* ***the sections that paraphrase or summarize what was said by our moderator and panelists and the questions asked to the panelists are indicated in the text.***

**Sabrina Fauteux**

Hello everyone! Thank you for joining us for our last event of our 2023 EOSD summer program! We cannot believe how fast this summer flew by!

My name is Sabrina Fauteux and my pronouns are she and her. For those of you who may benefit from a visual description: I have white skin, blue eyes, brown hair, and I'm currently wearing a white sweater and a blue dress. I work as a student for the Public Service Commission in the Diversity and Inclusion. I'll be your English co-host for today's session.

**Sylvie Laliberté**

Bonjour! Je m’appelle Sylvie Laliberté et mon pronom est « elle ». Pour ceux d’entre vous qui auraient besoin d’une description visuelle, j’ai la peau pâle, les yeux et les cheveux bruns et je porte un chandail noir. Je travaille pour la Commission de la fonction publique, à la division du recrutement inclusif et habilitation opérationnelle. Ma responsabilité principale est agente de projet et j’appuie l’équipe du Centre d’expertise autochtone et le Centre d’expertise sur la diversité et l’inclusion. Je serai votre coprésentatrice en français pour la séance d'aujourd'hui.

**Sabrina Fauteux**
So today's event will be an opportunity to bring our summer work term season to a close. We know that many of you may be finishing your contracts and either returning to your studies for the fall or taking on other types of jobs. We want to take this time to thank you for your participation, leave you with some valuable information on what comes next, and give you some time to ask any last questions.

**Sylvie Laliberté**
L'événement d'aujourd'hui sera l'occasion de bien boucler la saison des contrats d'été. Nous savons que beaucoup d'entre vous sont en train de terminer leur stage et de reprendre leurs études pour l’automne ou encore d'accepter d'autres types d'emplois. On veut profiter de cette occasion pour vous remercier de votre participation ainsi que vous partagez des informations précieuses particulièrement en lien avec ce que signifie les prochaines étapes pour vous, mais aussi pour vous laisser le temps de poser vos dernières questions.

**Sabrina Fauteux**
As always, to open in a good way, I would like to acknowledge that I am joining you today from the traditional unceded territory of the Algonquin Anishinaabeg People. The Algonquin peoples have lived on this land since time immemorial, and I am grateful to have the opportunity to be present in this territory. In an era of reconciliation, land acknowledgements have been widely utilized to recognize First Nations, Inuit, and Metis Territories. These acknowledgements must be delivered with a good heart, an authentic approach, and a style that is thoughtful and meaningful, so it can be received in the same manner. I believe it’s important for us to each develop our own personal understanding of what these territorial acknowledgements mean to us and to take the time to be intentional in connecting them to our own participation in systemic change. To do this today with all of you, I would like to take 20 seconds of silence. During this time, I encourage you to do some personal reflection on your own relationship with the traditional Indigenous territory where you work and live. And to think about what efforts you can make in your everyday life to work towards decolonization and to bridge awareness into action. We’ll start our 20 seconds now.

\*\*20 seconds of silence\*\*

Thank you everyone for your respect and participation in our 20 seconds of silence. I encourage you to return to what you reflected on just now and find ways to draw meaningful connections for yourselves.

**Sylvie Laliberté**
Comme pour tous nos autres événements, nous allons parler de quelques règles de base avant de débuter officiellement. D’abord, nous vous demandons de bien vouloir mettre votre micro en sourdine pendant que les présentateurs parlent afin de limiter les distractions et les bruits de fond. Pour ce faire, cliquez sur le bouton « microphone » dans le coin supérieur droit de votre écran de MS Teams.

La séance d’aujourd’hui se veut, encore une fois, interactive et vous permet de poser des questions ou de faire des commentaires. Si à un moment ou à un autre, vous souhaitez prendre la parole, vous pouvez le faire de deux façons. La première façon est d’utiliser la fonction « Lever la main » et attendre qu’un présentateur vous accorde la parole et vous demande d’activer votre son. La seconde manière est de, tout simplement, utiliser l’espace clavardage, le « chat » pour écrire ce que vous souhaitez dire.

**Sabrina Fauteux**
In addition, it’s important to know that this event is being held in both English and French. There is ASL available to interpret when English is being spoken and LSQ available to interpret when French is being spoken. We would like to thank our ASL and LSQ interpreters for being here today and providing such important services. We encourage participants who may benefit from the interpretation to use the pin function to ensure they can always see those frames during the meeting today.

Lastly, we want to mention that we have enabled the MS Teams Live Captioning feature in case anyone wishes to use this during the meeting today. The link in the chat has written instructions on how to activate this feature.

**Sabrina Fauteux**

So, we would like to take some time to let you know what to expect for our last event of the season. Today we have an amazing roster of guest speakers and topics to cover with you.

Firstly, we would love to welcome back Mégan Le Stum to speak to you today. You may recognize Mégan from the opening event where they spoke about some of their own experiences as a former EOSD participant. Mégan is now one of our mentors for the EOSD program and participated in the Speed Matching event which was held on July 25th. We are thrilled to have Mégan back with us today to talk about their experiencing finding employment after graduation through the bridging mechanism.

 **Sylvie Laliberté**Après le témoignage de Mégan, nous aurons une présentation sur la manière de postuler aux offres d'emploi du gouvernement du Canada. Laura Blaquière est avec nous aujourd'hui pour parler de ce sujet. Laura travaille en collaboration avec l'équipe de l'OEÉSH de la Commission de la fonction publique. Elle partagera avec nous son expertise en ce qui concerne la manière de postuler un emploi après l'obtention du diplôme.

**Sabrina Fauteux**
Lastly, we have our very own Camila Das Gupta, the HR Advisor responsible for EOSD program design and implementation. She will be joining us to talk about the Graduate Inventory as part of the Virtual Door to Talent with Disabilities as well as what options are available to participants who would like to continue with the mentorship program.

So, there is a lot to cover today! With that we will now officially introduce you to Mégan for anyone who hasn’t met them before.

**Sylvie Laliberté**
Mégan vient de célébrer sa première année au sein du gouvernement. Après avoir étudié en journalisme et fait des études reliées aux situations de handicap, iel a joint Statistique Canada en tant que conseiller.ère en ressources humaines au secrétariat d’accessibilité. Iel est une personne neurodivergente, trans et non binaire. Vous pouvez lea trouver en train de courir à travers Montréal pour goûter aux perles culinaires et assister à une variété d'expositions d'art.

Sur ce, nous avons le plaisir d'accueillir Mégan pour qu'iel commence à partager avec nous. Mégan, la parole est à toi!

**Le Stum, Megan**
[*speaker unintelligible / l'orateur est inaudible*] So, I finished my summer with EOSD last year and I thought it was a really enriching experience. I was working in a work environment that valued the input of persons with disabilities. That was very accommodating and adapted to my needs and valued my personal and professional growth.

So, this led to me deciding to stop school and join this position full time, so I didn't graduate from my master’s program, which I had begun before starting this job. And as a summer ended, I realized that I was learning so much about the topics that I was passionate about: the rights of persons with disabilities and accessibility.

Because I was getting a lot more lived experience and concrete experience than I was when I was writing my thesis, I made the choice to change my professional career as opposed to continuing my thesis. I am not encouraging you by any means to cut your studies short: for me, I was exhausted with school, and I was having a hard time getting accommodations at school and this Employment Opportunity was a much-needed change of pace.

A lesson that I can share about bridging is that it's a long process. So, as I finished my summer program in August, I started a casual contract from September to December, so I never stopped working. I just changed into a different contract. This meant that there was [*speaker unintelligible / l'orateur est inaudible*] change in my benefits and in my pay. So, make sure to check that if you are getting bridged.

During the time of my casual contract, my manager and I worked on getting my indeterminate position, which means a permanent position within the government. This meant that I needed to update my CV to reflect what I had done in my summer in my EOSD position. I also needed to update the skills that I had gathered in past experiences to reflect that I was qualified to be in this position, even though I had been working there that summer.

A pro tip for your CV is that you don't need to organize your CV by working experience. A lot of persons with disabilities, meaning us, sometimes find it difficult to get professional experiences, but a lot of us have experience in volunteering and in being involved in our communities. So you can organize your CV by relevant experiences, meaning that you can include positions that you held as a volunteer or when you were sitting on a board or when you were consulted, for example, and really describe those.
Let's get those learned experiences that you acquired and how that taught you how to behave and how to have expertise in the job that you currently hold. That's what I developed with the help of my manager. She gave me a lot of support in helping me draft my CV, so don't be scared to ask for help from the colleagues around you, from mentors, managers, even from me, I'm happy to put my e-mail in the chat so you can reach out if you want help.

Also, during that time, I took my language exams. My first language is French, so I had to be tested in written and oral in English. My top tip for you before doing these exams is taking the practice test on the Canada School of Public Service Portal. The courses are usually called preparing for English or French as a second language evaluations, and then they'll have different topics and different approaches. So, I really recommend taking those practice exams.

When my CV was completed and sent for approval, I received the results from my language exams. I was able to be considered for a non announced position, meaning that I wasn't competing for my position and being interviewed for my position. Instead, my department had declared that they needed a position like me and I was said to be qualified for this position and then in December, I received my letter of offer to get an indeterminate position, meaning that I have job security and insurance and a full-time salary only a few months after finishing my studies: which is good.

Donc pour traduire en français : le processus a été quand même long pour passer d’un étudiant à un employé permanent. À travers ce processus-là, j’ai terminé mon programme au mois d’août et au mois de décembre, j’ai pu avoir la lettre d’offre pour une position permanente. Entre temps, ce qui s’est passé, c’est que j’ai développé mon CV et passé mes tests de langues au sein du gouvernement. Une fois que j’ai reçu les résultats, j’ai pu être admise comme étant un employé non annoncé pour pouvoir ensuite avoir ensuite ma position permanente.

So where am I now? Currently I'm in a development program. I was hired as a PE1, which is an HR position. I'm a junior HR consultant, so I fall under the family of HR, but what I do is basically accessibility and making sure that persons with disabilities at Statistics Canada have what they need and have the support to be included and for Stats Can to be more inclusive for persons with disabilities. That development program means that I'm giving the support and the learning opportunities to develop my skills. So, over the course of about three years, I will move from being a PE1 level to being a PE3. So, this learning experience has led to a lot of exciting projects. I was the Co lead in drafting the Statistics Canada accessibility strategy. So, I got to get really into the nitty gritty of how excessive like how accessibility works at Stats Can. Now I'm writing the annual report on accessibility at Stats Can. So, the follow up of that is that I'm the lead of it. My responsibilities have grown over time.

I'm also looking into different opportunities to be in an assignment next year. Assignments mean a temporary position in another department, after which you come back to your home department. So, I'm looking to kind of diversify the things that I can learn from the government while also staying within the government. And that's something that's super encouraged. Is that you try different things while staying within the government, something else that I'm super interested about is pride and the rights of 2SLGBTQIA+. And so, I'm trying to find another assignment opportunity to be able to develop that.

Donc où je suis rendu maintenant? Je suis dans un programme de développement qui va me permettre de passer d’un PE-01 à un PE-03, qui est une position dans les ressources humaines. En fait, au courant de la dernière année, j’ai eu beaucoup d’occasions excitantes, comme écrire le plan d’accessibilité de Statistiques Canada ainsi que le rapport annuel. Maintenant je cherche des opportunités pour faire des affectations au cours de l’an prochain. Une affectation c’est une position temporaire au sein d’un autre ministère et ensuite on retourne à son ministère original. Ça donne la chance d’essayer de nouvelles expériences.

A tip that I can leave you with going forward before we go with the question portions of this presentation is that you as a person with a disability as a student who's just spent a summer working in the government, you have a lot to offer. You gained a lot of valuable experiences, but also just your experiences that you came into before joining the government are extremely valuable and necessary to the government. The government needs employees with disabilities right now and desperately needs the input. And that is both for people who are working specifically on accessibility and for people who are working on things that have nothing to do with accessibility. It's important that we take up space and that we are vocal about our experiences, our accessibility needs, and everything that comes in between.

And it's both something that is required by law, that the government be more accessible and more inclusive of people with disabilities. But it's also just something that is necessary in terms of the change of culture that needs to happen in the government. So be picky with your jobs, make sure that your position values, your labour, your health, your work life balance, and your accommodation requests.

Donc, si je peux vous laisser avec une astuce avant de terminer cette présentation et de passer aux questions, c’est que vous sachiez que vous avez beaucoup à apporter en tant que personne en situation de handicap et en tant qu’étudiant qui vient de passer un été au sein du gouvernement. Vous êtes des voix nécessaires et super importantes au sein du gouvernement. Le gouvernement a beaucoup à apprendre de vos expériences. Prenez de la place : que ce soient des positions qui ont rapport avec l’accessibilité ou des positions qui n’ont pas rapport avec l’accessibilité. C’est important que des personnes en situation de handicap prennent leur place et parlent de leurs besoins, de leur expérience, de ce que ça veut dire être une personne en situation de handicap. On n’a pas toujours besoin de parler de soi-même, mais juste de parler de la communauté c’est important. Donc, assurez-vous d’être exigent de vos positions. Assurez-vous d’avoir des positions qui valorisent votre travail, votre santé, de votre équilibre de vie et de travail et vos mesures d’adaptation. Donc, merci d’avoir écouté!

Si vous avez des questions, on n’a quelques minutes dédiées à ça. Donc, c’est à votre tour. Vous pouvez utiliser la fonction de clavardage ou lever votre main.

So now would be the time to ask a question. If you have any. You can either use the chat function or raise your hand to ask a question. I will also be putting my e-mail if ever you want to e-mail me a question.

Je vais aussi mettre mon adresse courriel si jamais vous voulez m’envoyer une question par courriel.

Don’t be shy! Ne soyez pas gêné!

Je vois des questions qui entrent dans le chat. I see questions in the chat.

**First question for Megan**

Megan, I want to become a policy analyst. Would you recommend going back to school to do my masters or to gain experience through work?

**Megan’s response**

OK so. There's a lot of options here. You don't necessarily need to go get your masters if you have an opportunity right now to contact someone that works either in your department or someone that you've seen in a presentation that is a policy analyst, I recommend looking at the mentors list or even just looking around in your department. I'm sure that there are policy analysts there and reaching out to them and be like, hey, how did you get your job? How I'm interested in the task that you do. Where did you start? Because you already have, you're already in the government, so you have no expiration to being bridged or whatnot. So, you can go back to school if you want. You don't have to.

So, I recommend just talking to people who already have a position that is like something you would like. It doesn't have to be a one to one but reach out to people that have a position that is like something that you would like.

**Second question for Megan**
I'm seeing another question. Do you have any recommendations for when students or prospective employees should be… I'm assuming that this means that like when you should bring up accommodations while in the job-hunting process.

**Megan’s response**
And definitely. It's open to interpretation. You can always ask before you even apply to the job. So, you can say ‘’hey, like I need more time in the interview, I need to have the question in advance’’. You can make those requests ahead of time, but not everyone feels comfortable disclosing that they have a disability, so you don't have to. And when you do ask for accommodations request, you never have to disclose what your disability is. You just have to say that you require accommodations. So that's the first part.
The second part is that there's never a perfect time to disclose it. So, whenever you feel comfortable disclosing it and you feel as though it is important for you to get this accommodation, that is one is the right time to disclose it.

Yeah, but there's never. There's never going to be a perfect time. And considering that there's a lot of changes in culture that need to happen to be more inclusive, it's not everywhere that they will ask you, hey, do you need accommodations? So, you must be your own advocate, which is difficult because you must stand up for yourself all the time. So really, it's when you feel it's most appropriate and convenient.

So, if you need something before the job application really begins, such as interpretation, more instructions, or questions ahead of time, I really recommend doing it as early as possible. If you think that you need to live in the job before knowing what kind of accommodation requests you need, that's also totally fine. You can start a few weeks on the job and say ‘’hey I’m realizing that when I write my emails, I need to answer that ‘’. Or ‘’When I'm in meetings, I need to have support and pass in the same order ‘’or something like that. There are so many kinds of accommodation requests, but it's really what feels best to you.

**Third question for Megan**

I'm seeing that there is another question. As a student worker who will go from a full time to part time… Do you know if we are eligible to PSHCP? Do you know if how the six-month counted for eligibility purposes?

**Megan’s answer**

That's a good question and I recommend asking the folks from EOSD. I think they'll be better suited to answer the question. I’m bookmarking that and making sure that it gets through to EOSD.

**Fourth question for Megan**

OK. Is disclosing some disabilities during a job interview a good idea?

**Megan’s answer**

Ah, that's a good question. It really depends on how safe you feel in that moment.

Sometimes I find that it's easier for me personally to disclose my disability through e-mail, because sometimes explaining my disability out loud can be difficult. So, it really depends on how you feel explaining yourself. I recommend saying it ahead of time, because if you say it ahead of time and you need the questions or something like that, they can really provide that for you.

OK, so I have a few more minutes. I'm good. OK. So, I'll do one last questions.

**Fifth question for Megan**

I'm wondering where I could find student bridging opportunities.

**Megan’s answer**

Yeah, OK. So, student bridging opportunities, you can ask your manager if there is an opportunity for you to be bridged in a position then the position that you currently are in or if there are other positions that are open in your department that you can be bridged into. You can also ask if they know anyone that would be open to having a student or like an ex-student being bridged into a position. You must find a little [speaker unintelligible / l'orateur est inaudible] where you can fit in. And you can still apply to open positions that are public positions. But you can also apply to positions that are internal positions, because you are currently a government employee, so you have a lot of options at your disposition. What I recommend is asking either your mentor or your manager for guidance in that that is specific to you so that you can get like ideas about what are positions that could be more interesting for you. What are positions that you would like to grow into, what are positions that you're aiming towards.

Let's see if I can squeeze in one last question, maybe not. So, I think I'm going to wrap it up for here, but I'm seeing that there's quite a few questions that were asked that I didn't get a chance to answer. So, if you want to e-mail them to me, I'm more than happy to answer them by e-mail.

So, I think you're seeing Sabrina and Sylvie here. So, I will let them take over now.

**Sabrina Fauteux**
Thank you so much. Megan was just an amazing insights and useful pieces of advice and information, and I hate to wrap it up, but we're so grateful to you for reflecting on your own experiences and taking the time to share them with us.

So, I now bring this to the end of our lot of time, Megan, and in order see on track we will have to be moving on to the next section. But one last massive thank you again for taking the time to be here with us and for sharing so much of what you've learned working in the government as a new graduate. So, we really appreciate having you.

**Sylvie Laliberté**
Merci Megan.

Nous avons maintenant le plaisir d'accueillir Laura. Elle fera une présentation approfondie pour partager des conseils et des astuces sur la façon de postuler les emplois du gouvernement du Canada. Elle a beaucoup de choses à dire, alors nous lui laissons la parole pour que nous puissions commencer!

**Laura Blaquière**
Hello. Bonjour everyone. My name is Laura Blaquière and I'm a human resources advisor with a Public Service Commission. I do apologize in advance: I was planning on taking this meeting on my computer. However, our office is having some technical difficulties today with the Internet has been going in and out throughout this presentation. So, I apologize in advance if my screen is moving around. I'm literally holding my cell phone and I will do my best to keep it as still as possible.

Bonjour, je me présente Laura Blaquière. Je suis conseillère en ressources humaines à la Commission de la fonction publique du Canada. Je m’excuse en avance : je rencontre quelques difficultés techniques. On perd l’Internet et l’Internet est lent. Alors, j’utilise mon téléphone cellulaire. Je m’excuse en avance si ça bouge beaucoup. J’ai essayé de mettre contre mon portable, mais à cause de mes écouteurs, ça bloque un peu.

Because of my headphones I am not able to put it straight: it tilts. I do apologize in advance.

For visual description. I have brown hair, light skin, dark eyes, and I'm wearing a black cardigan.

J’ai la peau pale, les cheveux bruns, les yeux foncés et je porte un gilet noir.

My presentation will be bilingual today. I will be switching back and forth. I will not be giving everything in both official languages, but as you can see on the screen, all the information will be presented in both official languages. I do encourage you to ask your questions in your official language of choice.

Je vous encourage de poser vos questions dans la langue de votre choix. La présentation ne sera pas faite complètement dans les deux langues. Je vais mélanger les deux langues. En revanche, les présentations à l’écran seront dans les deux langues.

 So, on that note, I'm going to get started on my presentation about our GC jobs connecting you and our future.

Today I'm going to focus a lot on our graduate and focus recruitment options that are available through the Public Service Commission.

We have several options that are available within the Government of Canada. We, for example, have our postsecondary recruitment campaign, but to note that this year we are putting that campaign on pause. But keep in mind have a look and see if we have anything on our website. We have our recruitment of policy leaders which are policy leaders that we have for shaping government policy. We have other specialized recruitment that we have with different departments looking for specific positions. It could be for example with the military, and we have our generals, GC jobs recruitment or GC jobs.

Now, did you know, as we've been talking about today, students who have been hired previously through FSWEP, other government student programs such as Coop or Rap can be hired in subsequent semesters? We also have what's called the bridging mechanism that facilitates the hiring of students into positions in the federal public service after the completion of their educational program. If you're hired as a student, you could be bridged to a temporary or permanent position. I'm a former bridge student. I started my career 15 years ago at what's now called public Services and Procurement Canada, I started as a student. I did a 16-week internship with public works, and I was able to stay on. I was offered a full time and determinate position upon the completion of my coop. So, I can tell you that bridging works in government and hey, I'm still here after 15 years.

Maintenant, je vais parler un peu plus du recrutement général du gouvernement du Canada sur notre site Web Emplois GC.

Alors qu’est-ce que le recrutement général du gouvernement du Canada? Le recrutement c’est seulement pour des emplois permanents et des postes pour une période indéterminée. Il y a aussi des occasions d’emploi à court terme, des postes à durée déterminée ou un emploi occasionnel qui est habituellement, pour une période de 90 jours ou moins.

So, who is eligible to apply for Government of Canada positions? When you look on our GC Jobs website, you'll see on our posters as we call them under what's here, what's listed there is an area that's called who can apply for those that aren't able to see for visual description on there, it is a screenshot of our GC Jobs website under the job search link. When you click on it you will be brought to the blue screen and that's where you can search for jobs that are available within the government.

How do you apply? You go on to our GC Jobs website. There are links that explain how to apply for our GC job positions and we also encourage you to register for e-mail alerts because some of our posters sometimes are only available online for 24 to 48 hours. So instead of having to check every single day to see if there are new posters online, the e-mail alert system will alert you when anything that matches your search criteria is available online and you'll get links directly to that staffing process or that poster as we call it. So that's why I encourage you to go to create an account and register for those job alerts.

And where to find them? If you go into canada.ca/GC jobs and click on the search for government jobs, that's where you're going to find a listing for all our current opportunities available within the Government of Canada. Now to note that not all our departments and agencies have to use our GC Jobs website. Certain agencies, for example, the Canada Revenue Agency, do use their own website. Sometimes you'll see posters that will lead you to another website and that's OK, that just means it's an agency that hosts their own hiring platform. You will have to create an account on their platform. Your GC job account will not transfer through, but it's a great opportunity to view positions not only within the core of the government, but also outside on our separate agencies as well. And additionally, a lot of connections and networking. Networking is very important, especially when looking for bridging opportunities and there's great opportunities to move around within government as well. Within your career, I, for example, in 15 years have had the opportunity to work at four different departments and agencies within human resources. I started my career at public services and Procurement Canada. I've worked at Canada Border Services Agency environment and Climate Change Canada and now in my current role in human resources at the Public Service Commission.

All right. And as I'd mentioned, when you go to apply, you do need to create an account on our GC jobs website. It's a very simple procedure: you create it with an e-mail address and a password and you're able to upload a lot of the information such as your resume, CV, personal information so that you don't have to fill out information every time you fill out one of our applications. A lot of our fields will be prepopulated.

Consultez notre site Web Canada.ca, puis Emplois GC. Il faut créer un compte. C’est vraiment facile avec une adresse courriel et vous créez un mot de passe. Ensuite, vous cherchez des offres d’emplois.

You can look for specific job opportunities.
Here we have on the left-hand side on my screen. Now what it typically looks like once you hit that job, search. On the left-hand side of the screen, you will see a job search criteria. So, you can refine your search through different fields such as the job title, work location, even the different type of jobs: student job, graduate job, or regular recruitment. And then on the right-hand side, we'll be a list of all the active posters or job ads that we have available now. If you can see it there, left-hand side search criteria, right to hand side search results and when you sign up for your e-mail alerts. You'll use the same search criteria on the left-hand side of the job search to create those e-mail alerts. And so that you'll get the right information that you're looking for.

Understanding job posters. Décortiquer une offre d’emploi.

 There's a lot of information on our posters and it could be a little overwhelming. So, what do you need to know when you're looking at our posters? One thing you need to know is the general information you see here on our screen. All our posters will tell you what the title is of the position, and I'll also tell you the department or agency that's hiring where it's located, you'll see what we have: These are group and level.

 All our positions go by occupational groups depending on the type of work that you're doing, the first letters determine what type of occupational group you are part of, and then the numbers are the level of complexity. So, on my screen, for example, this is an example of an EX1 position you've heard Megan talk about ECs for example. That would be another occupational group. You'll see what the tenure of the position is. It could be indeterminate. It could be a term or casual. It'll tell you when the closing date is because you must submit your application before the closing date. Unfortunately, we do not accept any applications after the closing date has expired. And then lastly, you'll see who is eligible to apply for this position. There's also an apply online button that you press and that'll take you to the application process. There's also more information throughout the poster and an additional apply online at the bottom.

Sur nos affiches, quelle terminologie est utilisée? On a, par exemple, durée du mandat, l’objectif du processus, ce qui est essentiel pour le poste, ce qui pourrait être essentiel pour le poste et s’il faut être bilingue. Le bilinguisme impératif, le BBB/BBB, par exemple.

I’ll translate this slide in English just to provide the information. So, when you're looking at the poster, you want to look at things such as tenure. It is going to tell you if it is an indeterminate or term position, what is the intent of the process. You are also going to see: What's essential for the job, what may be needed for the job, or what we call assets. And if a position is bilingual, you'll see the code such as the bilingual imperative, BBB/BBB as an example.

As well in the poster, you're going to see at the bottom for a lot of places in the other information which will be we'll describe what sort of assessments will be using during the process. It could be, for example, a written test and interview reference text. It all depends on the process and normally where you will find that information is at the bottom of the poster in this section other information.

Alright, so you've read the poster. Something seems interesting to you, and you'd like to apply now. Once you click on the apply online first, it will prompt you to sign into your account and then you'll see the actual application process. Looking at the application. As you can see here, on my screen you'll have at the top on the left-hand side a link to go back to the poster to review it. You can view your application at anytime and if for some reason you change your mind and you no longer like to submit your application, you can hit on delete on the right-hand side. These are the requirements. Ce sont les exigences.

The first part is a notice. So, when you click on the add and start to fill it out, you will be asked to provide that information is truthful. Then every time you complete one of the steps in the application process, those little red arrows that are there will turn to green check marks and once you've achieved all the green check marks, you are ready to submit your application.

Things that you'll submit again will depend on the application, but you'll typically see things like your resume, your CV. There will be screening questions that you have to answer that are essential to the position, and different work locations. If there are multiple locations listed on the poster, you'll also have your employment tenure, which could be that indeterminate, term or casual positions. The classification which is that occupational group in level. Most posters only have one. The education and that's something you prefill out as well your languages and for Government of Canada purposes, this does mean specifically the use of English and French, Canada's both official languages. The last part is filling out the employment equity form and then once you've completed all the steps, you're ready to submit your application.

Now let's talk a little bit more about things needed in the application.

 Qu’est-ce qui faut avoir? Votre CV. L’objectif de votre CV est de fournir suffisamment d’information détaillée pour que les gestionnaires d’embauche puissent déterminer si vous répondez aux exigences du poste. N’oubliez pas d’écrire : nom et coordonnées, les points saillants de vos compétences et qualifications, l’éducation, l’expérience professionnelle, les diplômes et certificats, des bourses et des prix et l’expérience de bénévolat.

When it comes to applying at your application, some points to consider read carefully and follow the instructions on the advertisement. Again, as I mentioned before, submit both before the deadline. You want to ensure and submit only what is required. A lot of times, like your CV you could have a master CV that could be 7 pages long, but when you're applying for a process, we only want to see the information that's relevant to the process. So, it's OK for example to have gaps in your resume if it's not relevant to what you're applying for. And just make sure that what information you have in your cover letter or in your screening questions, the answers that you provide match your resume. Please be clear and precise. Remember that accommodations are always there to help you at any point during the staffing process.

Now the next one I really want to talk about is our screening questions, because this is where we lose many of our candidates. When you see a poster, you will see that there are essential education and experience factors. They are essentials. You need to have them before we will consider you in the next part of our staffing process. When you're filling out the answers, we are looking for full complete sentences. We need to see beyond a reasonable doubt, how you meet each of our experience and education factors. For example, if there are five, five essential experience factors, you must meet all five and how you answer our questions, we talk about the star method which is: situation, task, action, and results. Another way that I like to describe it is to tell us the: what the where, when, and how.

So, you need to take the time using full sentences of a paragraph or possibly to explain how you meet that experience factor. Writing ‘’please refer to my CV’’ does not answer the question. Another example that I've seen with candidates is a question related to experiencing client service and the candidate wrote: ‘’I'm a real estate agent. That's what I do.’’ But for us, that doesn't give enough information. I mean, are you dealing with residential, commercial, industrial? What are you doing? So, we need to see it beyond a reasonable doubt because all our staffing processes work on merit. How you meet? So as an example, that I give of a way that I like to answer the screening questions, I like to build something in my role as a human resources advisor at the Public Service Commission that I've occupied since September 2021 because that already gives the reader what, when and where. And now, I'm going to go into detail in the how it is my responsibility to provide client service daily by and then providing examples responding to client emails, whatever you need. But at the end of the day, good paragraph or two just to demonstrate how you meet each one of those educational and essential experience.

Now, I did mention that there's also the ‘’Nice to haves or the assets’’. When it comes to assets, it is very simple and again, those are the nice to haves. You don't need to meet any of the assets to be considered for the next part of the staffing process. If you have one or more, the more you have, please feel free to fill them out. Sometimes what it comes down to if there are multiple positions, the essentials are the need to haves, but a manager might have additional need of one of those assets. So, the manager might invoke an asset to add to the staffing process. Note to never be intimidated by those nice to have assets, but at the very least we need to see in your application how you meet the experience factors and the education when you're filling out the questions as part of the application process.

Next on the screen is about education. So yes, during the application process there is a whole section on education, but you still must write a paragraph to explain to us how you meet the education experience when you're filling out the application. To notice, well that if you have graduated outside of Canada, please make sure that you have your education equivalency before the testing period starts and we recommend that you check our website because there are multiple organizations that will verify education equivalency. However, not all of them are recognized in the Government of Canada. We do recommend you have a look in our website to see what those institutions are before you start the process.

Official languages. So as previously mentioned in Canada are two official languages are English and French. You can use French or English at any stage of the hiring process, wherever you are in Canada.

Dans les deux langues, vous pouvez utiliser le français ou l’anglais à n’importe quelle étape du processus d’embauche peu importe où vous vous trouvez au Canada.

Regardless of if the position is what we call an English essential or it’s a bilingual position: you have the right to pick your official language of choice. As an example, if you’re applying for an English only position and you are doing all your assessments in French: you have that right.

At some point the manager will check to make sure that you speak English, but you have the right at any time to use one of the official languages of your choice during the staffing process.

All right, so you've taken the time to fill out all our questions and now you've applied, you wait and what happens?

Well, what we do, one of the reasons why it can take so long to hear back from us is that we don't have any algorithms or buzzwords or special tools. We are responsible for manually checking every single answer from every single applicant. So, say for example we have a staffing process with five essential experience questions, and we have 500 candidates. That's 2500 answers to manually review. That's going to take some time.

So just to note that government, we are not, you're not going to apply on a Monday hear back by Friday and start the new job in the next week. Some of our processes can take a while anywhere from six months to up to two years, which that is an extreme, of course, but it's to note that it can take a little while to get through our processes. Once we review your answers and we deem that you've meet the qualifications of the essential education and experience, then the hiring department or agency will contact you for additional assessments. And again, that could be something along the lines of an interview or written exam. You'll always be told you'll be sent an invitation by email. It'll tell you what is being assessed. It could be a competency or knowledge and ability, and it's going to tell you how they're going to assess it: through a written exam through reference checks. So, you'll always know what you're going to be tested beforehand.

Once all the assessments are complete, we create what's called a pool of candidates. What that means is we've assessed candidates, we put them in a pool or an inventory. So that once positions become available, then we offer job offers to the successful candidates located in the pool. So it might be that you are successful in the process, and you're notified that you're in a pool. The reason why we create a lot of these pools is because our staffing processes can take a while as I mentioned. So, instead of having to launch a staffing process every single time, we have a vacancy, we create a pool of candidates so that we can just continually pull from the pool.

So, that's to note too if you see, coming back to that intent of the process, that it says the intent of the process is to create a pool, it could be that they're just doing anticipatory staffing at this time.

Alors quelques choses à noter. N’oubliez pas que si vous n’êtes pas citoyen canadien, mais vous résidez au Canada, votre candidature est la bienvenue, mais la préférence sera accordée aux vétérans, aux citoyens canadiens et aux résidents permanents qui répondent aux exigences du poste à doter. Tel que décrit la méthode STAR, the Star method: situation, tâche, action, résultat/ Situation, task, action, result. So, keep them in mind when you're answering our screening questions.

Now a great thing that we have in place with the Government of Canada at any point is if any candidate requires an accommodation during our assessments they are there for all candidates to utilize that meet the requirements, they are there to remove obstacles from the selection process so that you are able to demonstrate your abilities to the fullest of your capacity, and it's not necessarily tied to a disability as well. It's tied to one of the 13 grounds of discrimination found in the Canadian Charter of Rights. It could be for family reasons. It could be for sexual orientation. There are many different reasons. They are there at any point to help you. And to note, it doesn't change what is being assessed. It's going to be how. It might be a very simple option. So, if you're ever contacted for a test, interview, and you require adjustments at any point during the staffing process, please inform the hiring organization of your needs and they will put they will review them with you and help to the best of your ability to meet those accommodations.

Just some examples of a disability because there's so many things that are out there. I mean, it could be a temporary and impairment when one is recovering from an injury.

Ça pourrait être des exemples de handicap visible, par exemple, de mobilité, de dextérité, visuel, auditif ou le syndrome de down.

 It could be complex like multiple sclerosis, muscular dystrophy, fibromyalgia.

Ça pourrait être aussi des handicaps invisibles : des maladies environnementales, le daltonisme, vision en tunnel (perte de la vision périphérique).

I will give you a personal example of an accommodation that I required before. I was pregnant, and I had some morning sickness. I was doing a timed exam that if I stopped my exam I'd be penalized. So, I requested an accommodation just to stop my time without penalty. Even something as simple as that as an accommodation can be put in place.

What are some things that we can put in place for those accommodations? It could be something as changing the setting: making sure it's in a small room with dim lighting versus in a large room. It could be response format: maybe instead of filling it out on paper, you fill it out online. You could also use a different adaptive material. If we are talking about scheduling and timing: that could be that you're not able to attend during the day and you must do your assessment during the evening or weekend. Also, for the presentation format, something that can be done is offering it in Braille or in a different format if it requires sign language interpretation, for example.

There are lots of different opportunities that we can offer as accommodations in the selection process. We tell people, let us say no, never exclude yourself because you think you need an accommodation. Let us be the judges. It's very simple process. Most times we don't ask for any medical information. It's filling out a form or assessment specialist, will review it, see what they can do to get to meet that accommodation. They send it back to you and if it's agreed upon, then we move forward with the accommodation.

So those assessment accommodations. Les mesures d’adaptation éliminent les obstacles potentiels liés aux tests, comme les examens ou les entrevues, afin de vous permettre de démontrer clairement vos capacités.

It does not change the nature, or the level of the qualification evaluated.

Si vous avez besoin des mesures d’adaptation en matière d’évaluation, consultez l’offre d’emploi ou la convocation à l’entrevue pour identifier la personne ressource responsable et l’informer de vos besoins le plus tôt possible.

There are different reasons why people are afraid to disclose. They can feel, for example, that might be used against them. It could be a fear of being singled out or maybe they feel the disability is not relevant to the performance. There’s fear for asking about that accommodation, a discomfort about asking for help or concern about experiencing attitudinal barriers and unconscious bias. But at the end of the day, they are there for you and we highly encourage you if you require those accommodations, to request them and we will do our best to accommodate you.

Now we're going to what's called our self declaration. So, we have self declaration, and we have self identification. So, let's talk a little bit about both and what they mean.

Self Declaration is when you apply for a Government of Canada job. It's that last little part on the application process called employment equity. You'll be asked to fill out a self declaration form to identify if you're part of one or more of our employment equity groups. Normally self declaration is a voluntary process.

It's highly encouraged and it's a way to fully demonstrate that your skills and abilities. It also helps to increase the representation for the federal public service. The one time it is not voluntary is if, for example, a staffing process is restricted to one or more of the employment equity groups. At that point you will have to self identify because to self declare because if not, the system will be screening out of the process. Normally though, it is a voluntary process.

So, what is that difference between self identification and self declaration? Is it almost slipped up myself.
Self Declaration basically is what you're filling out during the application process. Self identification is once you get into the government, and you fill out an employment equity card. So that's used to help create a diverse and inclusive public service that is truly representative of the population we serve. This information will only be used for statistical purposes. Just to keep in mind that with both self identification and self declaration are confidential, for most part voluntary and are highly encouraged to fill out.

What are those four groups that I've been talking about? Well, those four groups fall under what's called our Employment Equity Act, and these are the four that we recognize at this time. The first one is women, especially in nontraditional roles such as enforcement or stem or science, technology, engineering, and math. The second group is Indigenous people, and that includes First Nation, Métis and Inuit. Another group is persons with disabilities. It could be visible, invisible. It can be anything from a physical to a learning disability, etc. There are different examples when you see that part in the employment equity, a part of the application process, and even then, those are just examples. The last group is what we call members of the visible minority or as we are going to new language: officialised community.

Alors encore, nos quatre groupes sur la loi de l’équité en matière d’emploi incluent les femmes dans des rôles non traditionnels, comme l’application de la loi, les sciences et technologies, ingénierie et les mathématiques; les Autochtones qui incluent les Premières Nations, les Métis, les Inuits. Les personnes en situation de handicap et ça peut être un handicap visible ou invisible, un handicap physique ou un problème d’apprentissage, mais on parle aussi des membres des minorités visibles.

Now if you identify as multiple groups, you can choose multiple. You're not restricted to one or that you must choose one. You can choose as many with which you identify with.

So why do we ask for that self declaring?
Well, if you identify as being belonging to one or more employment equity groups, and you choose to self declare, you become eligible for tailored programs, mentorships, learning and working activities such as EOSD. You help us build a public service that represents Canada's diversity. Our public service should represent our Canadians. So, for example, if we know that 3.4% of Canadians are Canadians to identify with a disability, we should have at least 3.4% of our government employees that also have a disability. We want to make sure that our public servants are truly representative to the Canadians that we serve. It also allows the public service to identify and eliminate any barriers to hiring being faced by members of employment equity groups by measuring their success rates at each step of the hiring process.

Autodéclaration avec les personnes en situation de handicap.

Si vous êtes en situation de handicap et que vous choisissez de vous autodéclarer, vous allez contribuer au changement, à faire la différence en partageant votre talent, perspective et vos idées uniques. Ceci aide les personnes en situation de handicap à mettre leurs compétences au service de la fonction publique canadienne et à contribuer à la création d’une fonction publique diversifiée et inclusive qui représente pleinement la population canadienne.

For the diversity, inclusion[*speaker unintelligible / l'orateur est inaudible*] initiatives for the federal government, we have launched the accessibility strategy for the public Service of Canada. We have our call to action on anti racism, equity, and inclusion. Our goal to hire 5000 persons with disabilities by 2025. We have our federal internship program for Canadians with disabilities or what we call our FIPCD program. There are targeted recruitment processes or focused or specialized that are open to one or more of employment equity groups. Plus, there are committees across government and within departments for all, for multiple groups. Even for example, we have indigenous working groups, we have visible minority working groups. We have a lot of great interdepartmental committees on so many different initiatives that we love to support all our different groups.

All right, so that’s for the most part concludes my portion of the presentation. If you do have any questions, as you can see, we have provided our email address if you have any additional questions. We also have some social media accounts, so if you're curious to follow us on Facebook, on Twitter that is now called X, and Instagram. Those are the handles there online. GC jobs for Facebook, GC Jobs Twitter and for Instagram: it's @jobs\_GC. So, that is about it for my presentation.

C’est ma présentation: je l’ai terminée.

I am available now to answer questions. Je suis disponible pour répondre à vos questions : en anglais ou français/ In English or French.

**Question 1 for Laura Blaquière**

Can I apply for internal positions while on a 90-day contract?

**Laura’s response**

Unfortunately, the answer is no. While you are hired as a casual, you're not considered part of being an indeterminate employee. To access the internal website, you do have to be an indeterminate employee or term over a certain length if I'm not mistaken. Unfortunately, those internal are not open to students unless they specifically say it's for graduating and not open to casuals as well.

**Question 2 for Laura Blaquière**

Can you answer the questions in point form? I have the following education.

**Laura’s response**
You can, I mean, we prefer to see it in paragraph form because honestly, a lot of times you'll see in posters that we look for the ability to communicate effectively in writing. Sometimes those screening questions will be evaluated not only on your experience factors, but how well you write. You can ask the hiring person. So, when you look at that poster at the bottom, you'll always see contact information and you can ask to clarify that. Like I said, normally we like paragraphs, but honestly at the end of the day, if you have that full information that we can all see, we're not able to make assumptions. But if you provide enough information in that answer that anyone can well see, yes, you meet that experience factor, you're good to go.

**Question 3 for Laura Blaquière**

When is the next recruitment of policy leaders 2023 campaign?

**Laura’s response**
So that starts in the fall, so I recommend having a look on our website. We don't have an official date set yet, but that's a great thing when you sign up for your email alert, you can click on graduate positions.

**Question 4**

You are currently a student in graduate Diploma Masters, but it's not a master’s degree per se. Will I be still qualified to apply?

**Laura’s response**

Have a look to see what it says online. Sometimes things can change from year to year depending on what we're looking for. So, I recommend consulting our website. You'll see on the GC Jobs website there will be a link for graduates and that is where you're going to find information on the recruitment of policy leaders’ campaign.

**Question 5**
How far in advance should we start applying to inventories and pools?

**Laura’s response**
Such a great question and a lot of times I say, you know, try to get that application in as soon as possible. When it comes to your education, you do have to meet the education requirement at time of appointment. So, that doesn't necessarily mean as soon as when you start applying, it's a time of appointment. So, if you're two years out, I wouldn't recommend unless you're going for some of those higher-level positions. But for the most part, about six months beforehand, it's usually a pretty good way to start. I mean, at the very least, getting that GC jobs account, that's the main thing and getting those email alerts and then you can start applying for all those positions.

I do have to wrap up, I do apologize, but you can always email us for more questions.

**Question 6**

 You are a student who completed your internship, you accepted a casual position, but a few days into it you're told it was going to be cut short before the extended date due to budgets. How easy or hard is it to get to another casual position?

**Laura’s response:**
Well, yes, with government and with the PSC, you might find a lot of our answers are ‘’it depends’’ because we are representing over 200 plus departments and agencies. You know, some departments are looking at their budget right now. Others are not. It's hard to completely answer that question without knowing what's going on fully, but there are, you know, other departments are probably looking for casuals. It's a matter of reaching out, trying to find those connections and that networking to see who's reaching out there and then, from there, building on to see if you can find some more casual contracts. I apologize that wasn't probably the best answer you were looking for, but yeah, it kind of depends right now.

**Question 7**

[*speaker unintelligible / l'orateur est inaudible*] You completed your MA, you're not doing your pH D is it applied to full time positions and once I get the positions changed to doing my PhD part time…

**Laura’s answer**
Well, I guess that's a personal preference question about completing your PhD part time. I mean pros and cons. If you'd like to gain some work experience and then you're working on your PhD part time, there's a possibility for that. I guess it would depend on what you're studying, what experience you're gaining. You're looking to gain other things too. You might want to start on an entry level position to get your foot in the door to get that indeterminant and then work your way up while you're doing your PhD to then apply to those internal positions as well. So, I guess again it depends on what your personal preference would be and where you want to focus your time. Do you want to gain more experience and maybe possibly an entry level to move in while working on your PhD? Or would you like to finish your PhD before moving? So, I guess personal preference, I guess it's more about what you are looking to gain. Are you looking to gain more education first or more experience?

And I think that's my times…3 minutes over. So, I guess on that note: Thank you very much for

Merci beaucoup for attending my presentation/ d’avoir participé à ma présentation.

If you have any questions, please feel free to reach out for in general how to apply more than happy to answer it. And again, thank you everyone! Merci beaucoup!

**Sabrina Fauteux**
And thank you so much, Laura, for all this incredibly helpful detailed information.
You know, there's a lot packed in there, so rest assured we will be sharing important links and info with you after the event as well to keep us on time. We're now going to jump right into the next presentation about the virtual door to talent with disabilities and how to continue your mentorship after your summer work terms. So, Camila, the floor is now yours.

**Camila Das Gupta**
Hi everyone! So as Sabrina has mentioned my name is Camila Das Gupta. For anyone who hasn't met me yet, I work for the Public Service Commission as an HR advisor and my main responsibility is program design and implementation for EOSD. So, you have most likely seen me on one of these events before or received an email from me at some point during the summer. We are going to finish up today's session, but I'm talking about graduate inventory and that is a part of the virtual door to talent with disabilities and we'll also talk a little bit about what options are available for you if you wish to continue with your mentorship after the summer is over.

So, I know you put a lot about bridging today from our previous speakers. Thank you so much to Megan and Laura for covering so much, so much good information. I'm sure you're all very eager to learn about what opportunities are available to you in this area, so we're going to 1st talk about the graduate inventory. This is a program component of EOSD that is only for participants and is specific to students who are getting ready to graduate.

So, what exactly is this? The graduate inventory branch of the virtual door to talent with disabilities is a support service designed to help you start your career and remain with the federal public service after your work term in studies are over. It is an inventory where we will hold your CV to share and promote it with managers in the Federal Public Service who are looking to hire. We publish information online about your profile that shows your education, your skills, and any areas of interest you might have. Of course, this is all done without sharing your name. And then managers can browse these details and request the CV of specific candidates that meet the needs of the position they are looking to fill. So, they come to you, which is cool.

I'm going to switch the French now.

Donc, à titre de rappel, le mécanisme de nomination s'appelle l'intégration (autrement connu sous le nom de ‘’bridging’’) et l’intégration désigne généralement la nomination non annoncée d'un étudiant qui a été employé dans la fonction publique fédérale dans le cadre d'un programme pour étudiants. L'intégration est une façon attrayante d'effectuer des nominations, car le fait d’éviter un processus de sélection formel permet d'économiser beaucoup de temps et d'énergie tant pour le gestionnaire d'embauche que pour le candidat.

You will also be pleased to know that there is no formal or established date limit on how long you keep your eligibility to be bridged.

Vous serez tous heureux d'apprendre qu'il n'y a pas de date limite formelle pour demeurer éligible à « l’intégration ».

If you have completed 1 work term with the federal government, you’re eligible for bridging potentially even years later. The amount of time between when you complete your work term and when you’re still eligible to be bridged is generally up to the discretion of each department, so make sure to ask the right questions to the staffing advisors that may be considering you as a candidate. As well, don’t hesitate to accept casual contracts if they come your way because it won’t impact your eligibility to get bridged, in fact it would most likely help as these short-term contracts will expose you to more departments and help you continue to expand your network and contacts.

I’ll also mention here that the purpose of the inventory is to provide new graduates with opportunities to get bridged and become appointed indeterminately with the Government of Canada.

J'aimerais également mentionner ici que le but du répertoire est d'offrir aux nouveaux diplômés des possibilités d'être intégrés et d'être embauchés pour une période indéterminée au sein du gouvernement du Canada.

Unfortunately, the inventory is not designed for career advancement and moving from one classification to another, so if you already have a permanent position, it’s best to use GC Jobs rather than this inventory to find promotional opportunities for career advancement.

In terms of eligibility for our graduate inventory, anyone who has completed a student work term with the Government of Canada and S identifies like Laura was explaining the difference between self identification, self declaration.

En ce qui concerne l'admissibilité à notre répertoire des diplômés, toute personne ayant effectué un contrat de travail étudiant avec le gouvernement du Canada et s'identifiant comme personne en situation de handicap satisfait aux critères d'admissibilité.

So EOSD participants who are graduating by December 31st, 2023, can apply at this moment to the bridging inventory. It's extremely important not to apply too soon to ensure that candidates that we share with managers are ready to be working full time and have finished their studies.

So, I noticed some questions in there. I think there was a question about the PhD.

Like absolutely, if you feel prepared to accept a full-time position, and a long-term position, then now is the time to sign up for the inventory. If it's going to be quite a while, quite a few months before you graduate, before you're ready to find long term work, then we suggest you apply closer to that date. Managers do tend to come to our inventory to hire for long term contracts and sometimes even indeterminate. So, if you're not ready to work in that capacity, it will mean that you might need to decline an offer. The manager might not feel satisfied with the service and then it kind of makes it a difficult situation for us to be able to run the inventory. So, by keeping the timelines accurate and applying closer to your graduation date. Meaning, when you're able to accept long term contracts, you are ensuring a successful experience for both you and the hiring manager. So, if you are not graduating by December 2023, there will of course be future intake that will happen and will be more suitable for the date of your application.

Currently, I'll mention that there are usually two different intakes every calendar year: generally, one in August and September and one in January. So, lots of opportunities to apply if the current intake is too soon and there will also be an intake in January 2024. So, for those of you who may be ready to accept long term work contracts by April 2024, that's generally around the time that you should apply.

So, in terms of the actual application process, it is a straightforward activity, but it does require some time on your end to complete a questionnaire. So, as I mentioned before, there's currently an intake ongoing. You should have received this email from our team, from our generic inbox. My colleague can put our email address in the chat again if that's helpful.

As a reminder, you should have received an email from our generic email in Inbox on July 27th. So, it's been a few weeks now and this email would have notified you that a new intake is happening. If you have not received this email, please contact us at this inbox to let us know and we can resend it to you.

The deadline to apply on this intake is August 18th, so that's by this Friday. The email that indicates that an intake is happening outlines how to apply and asks for information such as your graduation date, education, professional interests, and skills. We also need you to provide us with your updated and polished CV. Once we receive this information, you get included in our inventory going forward and managers will be able to reach out to you directly.

Le courriel indiquant qu'une admission est en cours a été envoyé le 27 juillet et explique les détails de l’admission. Le courriel vous demande des informations telles que la date d'obtention de votre diplôme, des renseignements sur votre formation, vos intérêts professionnels et vos compétences. Nous vous demandons également de nous fournir votre CV mis à jour. Une fois que nous aurons reçu ces informations, vous serez inclus dans notre répertoire et les responsables pourront vous contacter directement.

For future intakes, it will be important to keep an eye out in your personal inbox for this email and to respond in a timely manner within the deadlines for your CV to be included.

If you do end up missing the deadline to apply, you’ll always be welcome to apply on the next intake which will take place in January 2024. If you are graduating by December 2024, you’ll be welcome to apply on the January intake. It’s important to ensure we have your personal email address on file because this is the main way you’ll be notified of future intakes after your work email has expired. We will be asking that all students provide us with their personal email following this event. It’s extremely important that you provide us with this information as your work email may no longer exist after your work term finishes and this will be the only way we can notify you of future intakes that are happening closer to your graduating date.

For graduates that are already part of the inventory, it’s important to keep us updated on whether you want to remain in the inventory or be removed.

Pour les diplômés qui font déjà partie du répertoire, il est important de nous tenir au courant si vous voulez rester dans le répertoire ou en être retiré.

Our team does have the responsibility to keep the inventory fresh and relevant, so for any graduate who are currently in the inventory, we always welcome CV updates and news on indeterminate appointments at any time of the year. So, if you're current virtual door candidate and wish to submit your updated CV to your file for hiring managers to access the most recent version, or you have maybe become appointed indeterminately and you wish to be removed from the inventory, you can let us know at any time and we will make the relevant changes to your file.

So, we’ll move on now to cover some material about continued mentorship.

So, in case some of you don't know, I mentorship program is available all year round. All our lovely mentors have committed to being available to student participants of the EOSD program for an entire fiscal year, so our current mentors are available until April 2024. You do not need to currently be completing a work term to access this component of the EOSD program after the summer months. It's important for you to know that if you have developed a good mentorship relationship and want to continue corresponding with your mentor past the summer and even past the year mark. So, after April 2024, if you've developed a good relationship, that's very much possible.

The main thing that needs to be done is to have these conversations with your mentor. Make sure to take some time to reflect on how the last few months or weeks have been going. What's worthwhile for you? For both of you and what either of you might need to change to continue this mentoring relationship. Then after you have the conversation, you just want to make sure you communicate together what might work for both of you going forward and if there is an interest in continuing the partnership. Make sure to provide your personal email address again if you are returning to your studies in the fall or winter since your work email will no longer exist once your work term finishes. It’s also important to remember that mentorship can take many different forms and does not always involve meeting regularly. It can be as extensive as meeting once a week or as simple as a contact available to answer questions on an as-needed basis.

Nous souhaitons rappeler à tous que les mentorés sont encouragés à avoir plus d'un mentor. Il peut être utile d'avoir quelques mentors différents avec lesquels vous vous engagez à différents niveaux afin d'élargir votre réseau et d'avoir des contacts dans plusieurs ministères différents. Ceci vous permettra de profiter de différents types de conseils et d'expertises dans divers domaines.

It also helps to know a few people available to ask questions so you can draw on different types of advice and expertise in a range of areas. So, with that in mind, there is also still time to reach out to more mentors on the list and see if they can accommodate another mentee during the winter season. An email was sent on July 17th to let you know which mentors are still available. So, if you do want to reach out to any new mentors, make sure to check that list and reach out to those mentors first!

And so, we are coming to the end of our event. I do need to apologize.

We don't have anymore time for further questions, and I imagine there's quite a few unanswered in the chat, so our team will commit to collecting these questions and following up with a written response to everyone. And of course, you're always welcome to email us with more questions and we will get back to you with the response as best as possible. And that's it for me now.

So, I'm going to pass it over to our host Sylvie and Sabrina to finish it off for the event.

**Sabrina Fauteux**
Thank you so much, Camila. So, before we fully finish up for today, we always just want to take a second to remind everyone about how to reach us. And I believe our email was just posted in the chat. So, you'll be able to see that for reference now.

And just to reiterate, after this event we will be sending out an email to gather personal email addresses from anyone who hasn't already provided them to us. This is super important because you're working emails will expire when you're work term finishes and that being the case, we will only be able to reach you and notify you of new virtual door intakes through your personal email. As well, your feedback is extremely valuable for program evaluation and improvement. So, we'd like to remind you that the EOSD summer Programming survey was sent out to everyone on August 8th to gather information on how your experience was and what we can do to improve the program for future students. And your responses are extremely helpful to us, so please take the time to complete the survey before the deadline, which is August 22nd.

If you did not receive a survey for any reason, please reach out to us to let us know.

**Sylvie Laliberté**
Vos commentaires sont extrêmement précieux pour l'évaluation et l'amélioration du programme. Nous souhaitons rappeler à tous qu'un sondage sur les programmes d'été de l'OEÉSH a été envoyé à chacun d'entre vous le 8 août afin de recueillir des informations sur votre expérience et sur ce que nous pouvons faire pour améliorer le programme pour les futurs étudiants. Vos réponses nous sont extrêmement utiles, alors prenez le temps de répondre à ce sondage avant la date limite qui est le 22 août.

Voilà ce qui conclut officiellement notre dernier événement de la saison d’été. Un grand merci encore à Mégan et Laura d'être ici aujourd'hui et d'avoir couvert tant de sujets importants avec nous. Merci à Camila et à Deggen pour tout le travail qu'ils accomplissent en arrière-plan pour l’OEÉSH. Je tiens également à remercier ma co-hôte, Sabrina, ainsi nos quatre interprètes. Enfin, un grand merci à tous les participants à l’OEÉSH. Ce programme est pour vous et nous espérons que vous avez profité de tous les événements et de toutes les communications de cet été. Merci à tous ! Nous vous souhaitons le meilleur pour vos activités d’automne et votre avancement professionnel! Au revoir et n’hésitez pas à nous contacter.

**Sabrina Fauteux**

So, this officially concludes our last event for the summer EOSD season! A massive thank you again to Mégan and Laura for being with us today and covering so much important material with us. Huge thank you as well to Camila and Deggen for all the hard work they accomplish behind the scenes for the EOSD program. I would also like to thank my co-host, Sylvie, as well as our ASL interpreters here today. Lastly, a massive thank you to all our EOSD participants. This program is for you folks, and we hope you have benefitted from all the events and communications this summer. So, thank you to everyone! That’s a wrap on our 2023 summer season and we wish you the best for your fall pursuits and career advancement! Thanks again everyone!