CO-OP + CAREER

BUILDING TOMORROW'S WORKFORCE

OCTOBER 14 - 17

Welcome to Day 3!

UVIC

VIRTUAL EMPLOYER SYMPOSIUM

BUILDING TOMORROW'S WORKFORCE

OCTOBER 14 - 17

CO-OP ✚ CAREER

AI and the Future of Hiring –
What Employers Need to Know

UVIC

Territory Land Acknowledgement

Tansi, I acknowledge and respect the Lək̓ʷəŋən (Songhees and Xʷsepsəm / Esquimalt) Peoples on whose territory the university stands, and the Lək̓ʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day.
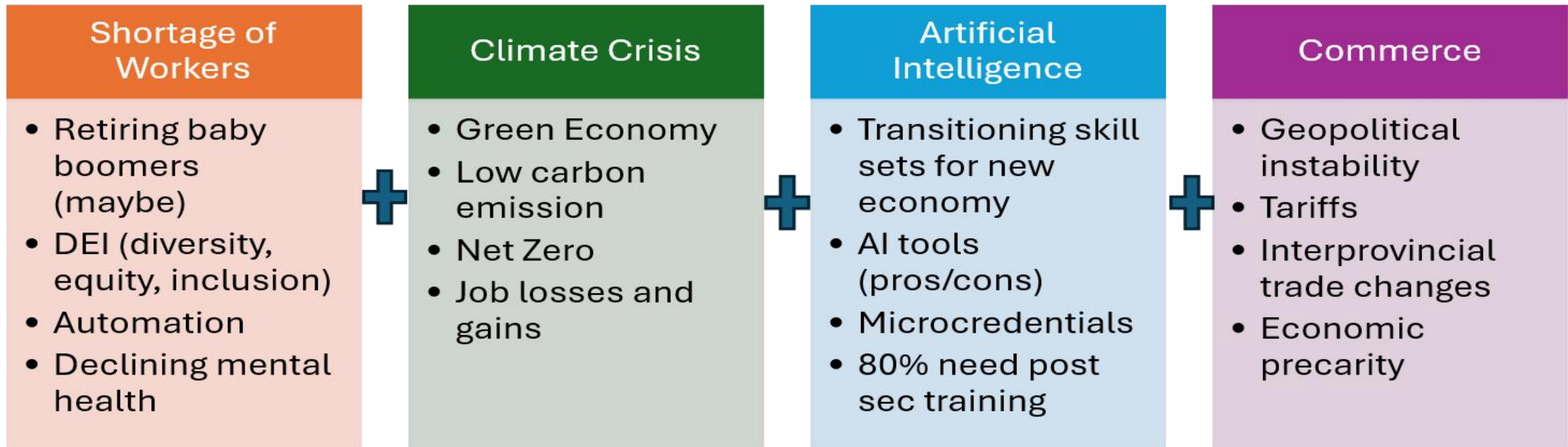
In the **chat**, tell us:
1. Number of employees at your company
2. Nature of the company where you work - private, public, start up, nonprofit

"The Perfect Storm"

Canadian

Changes in the Economy

= CHANGE

Shortage of Workers	Climate Crisis	Artificial Intelligence	Commerce
• Retiring baby boomers (maybe) • DEI (diversity, equity, inclusion) • Automation • Declining mental health	• Green Economy • Low carbon emission • Net Zero • Job losses and gains	• Transitioning skill sets for new economy • AI tools (pros/cons) • Microcredentials • 80% need post sec training	• Geopolitical instability • Tariffs • Interprovincial trade changes • Economic precarity

Employers Need to Know …

Demographics
Entry Level Positions
Skills in Demand
Hiring
Team Sport

In the **chat**, tell us:

Is the company using AI or software tools frequently enough that they have replaced the equivalent of a worker?

Demographics

Driving force is our need for productivity

"*Productivity should matter to every Canadian, because it directly influences inflation and income, and its effects are felt by all.*"

- AI helps to maintain productivity
- Immigration helps to maintain productivity

https://theconversation.com/to-close-its-productivity-gap-canada-needs-to-rethink-its-higher-education-system-264663

Demographics

Challenges to Productivity

- Literacy

- Costs of AI to business and planet

- Testing, certifications, open education system

Productivity Report
https://cwf.ca/research/publications/new-reports-released-addressing-canadas-lagging-productivity/
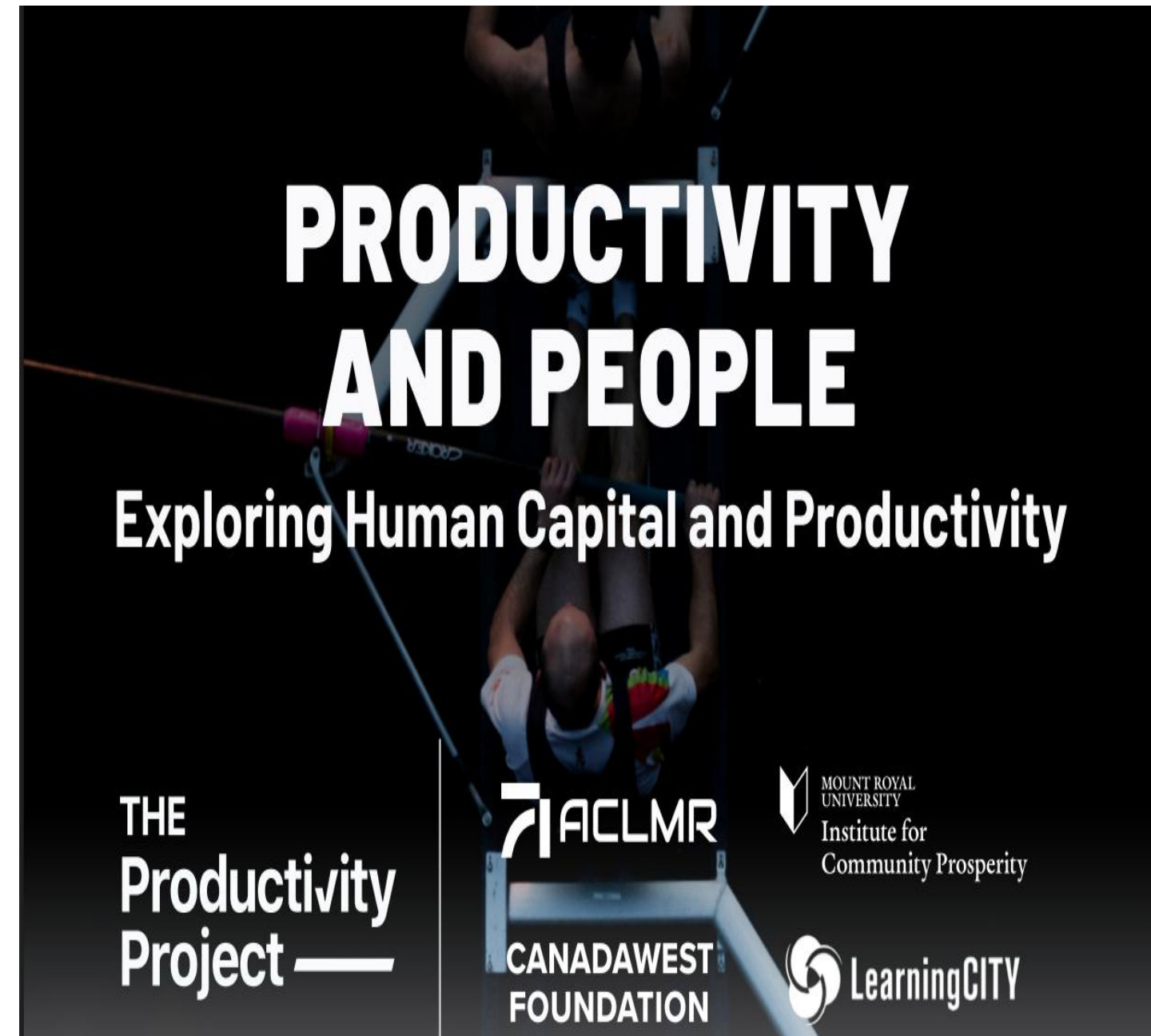
Canada's Skills Mismatch

- There's a growing gap between workers' skills and the economy's needs.

- The main shortfall is in **foundational skills**, especially **adaptability** — the ability to learn, unlearn, and relearn.

- **Literacy** underpins adaptability; only about half of Canadian workers meet rising literacy demands.

- A **1% literacy gain** can increase productivity by **up to 5%**.

- The gap is expected to **widen with AI and automation**.

adaptable

prepared minds

https://theconversation.com/to-close-its-productivity-gap-canada-needs-to-rethink-its-higher-education-system-264663

Paradox in Hiring – Dual Workforce Challenge

World Economic Forum

Over Capacity in Legacy Roles

- AI Automates routine, repetitive, process-heavy jobs
- Overstaffed
- Institutional knowledge & soft skills
- Retrain

Talent Shortages in AI-Driven Roles

- New demands created
- Technical roles
- Strategic roles
- Human centered roles that integrate AI
- Understaffed
- Use AI to fill gaps

Paradox Creates

- Productivity friction
- Cultural strain (uncertainty & morale)
- Economic risk

WEF's Approach

- Two strategies
- Invest in learning ecosystems
- Create adaptive workforce planning
- Talent pipelines in collaboration with post secondaries

Demographics

Questions to consider

- What AI/software tools can help you with training tasks? With guiding experiences? With learning goals?

- Could co-op students help you to remain productive while transitioning into an AI economy?

Employers Need to Know …

Demographics
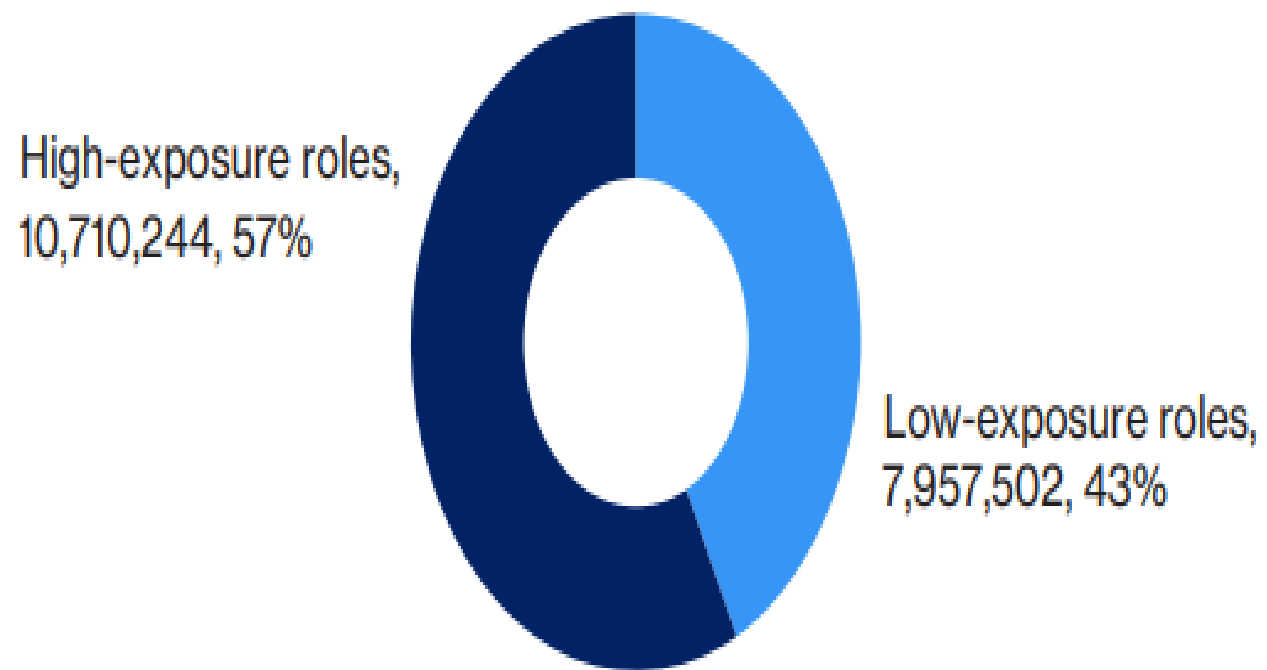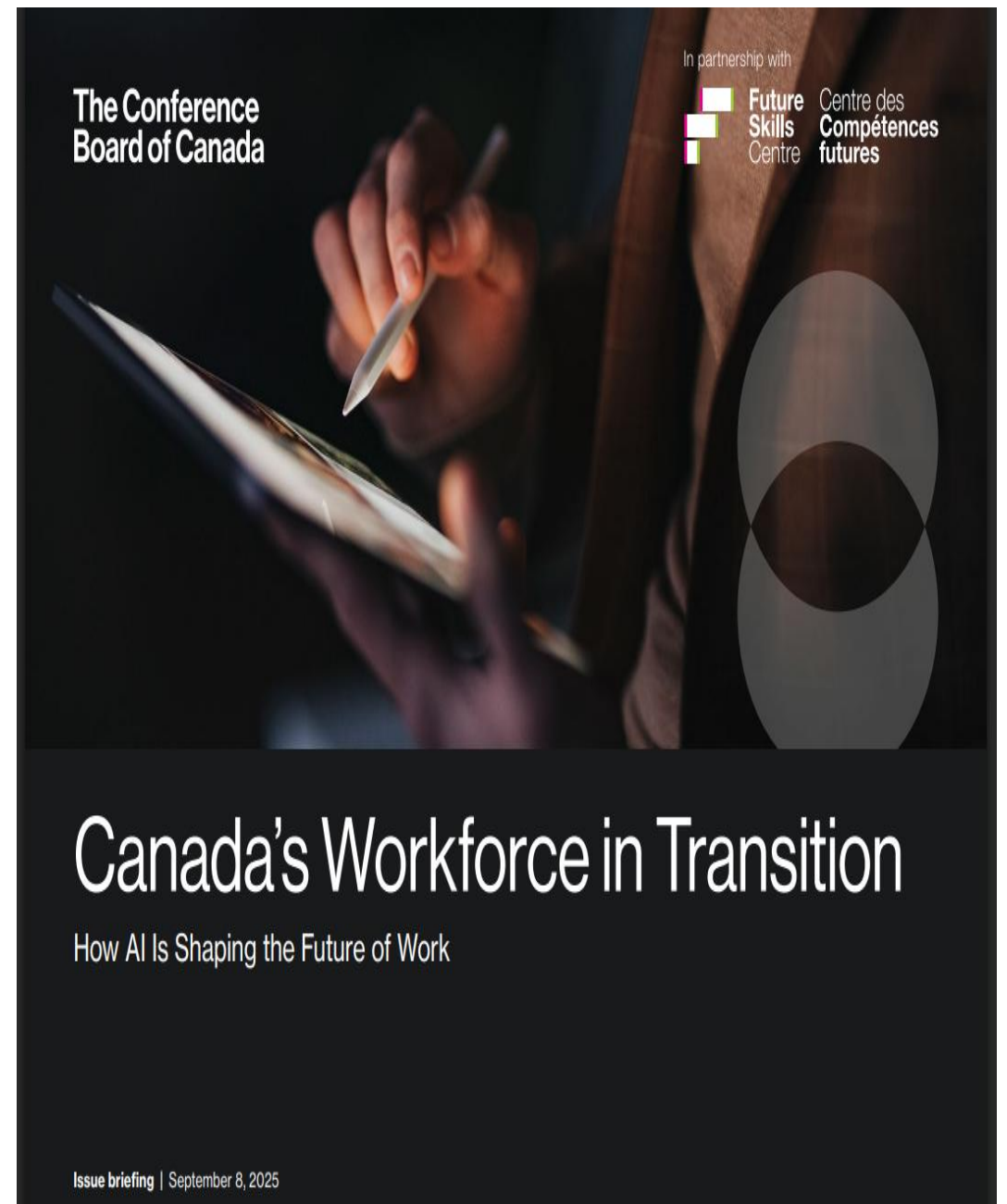Entry Level Positions
Skills in Demand
Hiring
Team Sport

Entry Level Positions

Chart 1

The majority of jobs in Canada are highly exposed to AI

(occupational employment in 2024, per cent)

High-exposure roles, 10,710,244, 57%

Low-exposure roles, 7,957,502, 43%

Sources: Statistics Canada; The Conference Board of Canada's MOST (Modeling Occupations, Skills, Technologies).

The Conference Board of Canada

In partnership with
Future Skills Centre
Centre des Compétences futures

Canada's Workforce in Transition

How AI Is Shaping the Future of Work

Issue briefing | September 8, 2025

Entry Level Positions

- AI targets cognitive work – analyzing data, recognizing patterns and drawing conclusions

- Reducing entry level positions

- *"Canada ranks highest among OECD countries for postsecondary completion."*

- *"...but it also has the highest rate of underemployment among graduates."*

- OECD recommends focusing on a skills-based approach to education and training

Organization for Economic Co-operation and Development (OECD)

Entry Level Positions

Breakout Rooms to discuss

Questions to Consider

1. How do you see entry level roles changing?

2. Will there be a need for in-house training to reach higher levels?

3. Does your organization have talent management program to take people from junior to senior levels?

Need spokesperson for the group

Entry Level Positions

Breakout Rooms Report back on

Answers to

1. How do you see entry level roles changing?

2. Will there be a need for in-house training to reach higher levels?

3. Does your organization have talent management program to take people from junior to senior levels?

Employers Need to Know ...
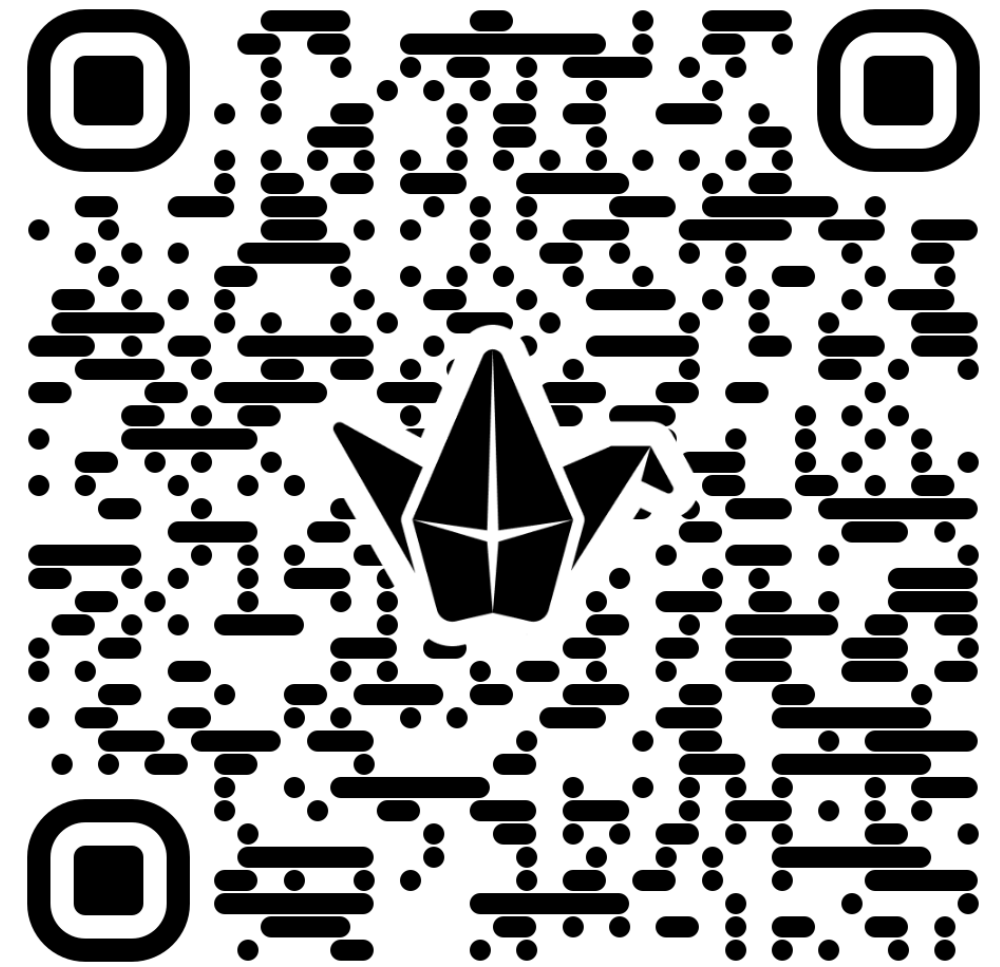
Demographics
Entry Level Positions
Skills in Demand
Hiring
Team Sport

Skills in Demand

Padlet

- If AI removes the need to gain knowledge, then we are left with soft skills

- What soft skills would you like co-op students to have?

- What tech skills would you like co-op students to have?

https://padlet.com/karaewhite/on-skills-in-demand-ykcr86hpdl2inclx

Skills In Demand

Questions to Consider

- Would discussions with co-op coordinators and faculty help to bridge those skills gaps?

- If there are individual skill gaps will there be a training route? Performance management?

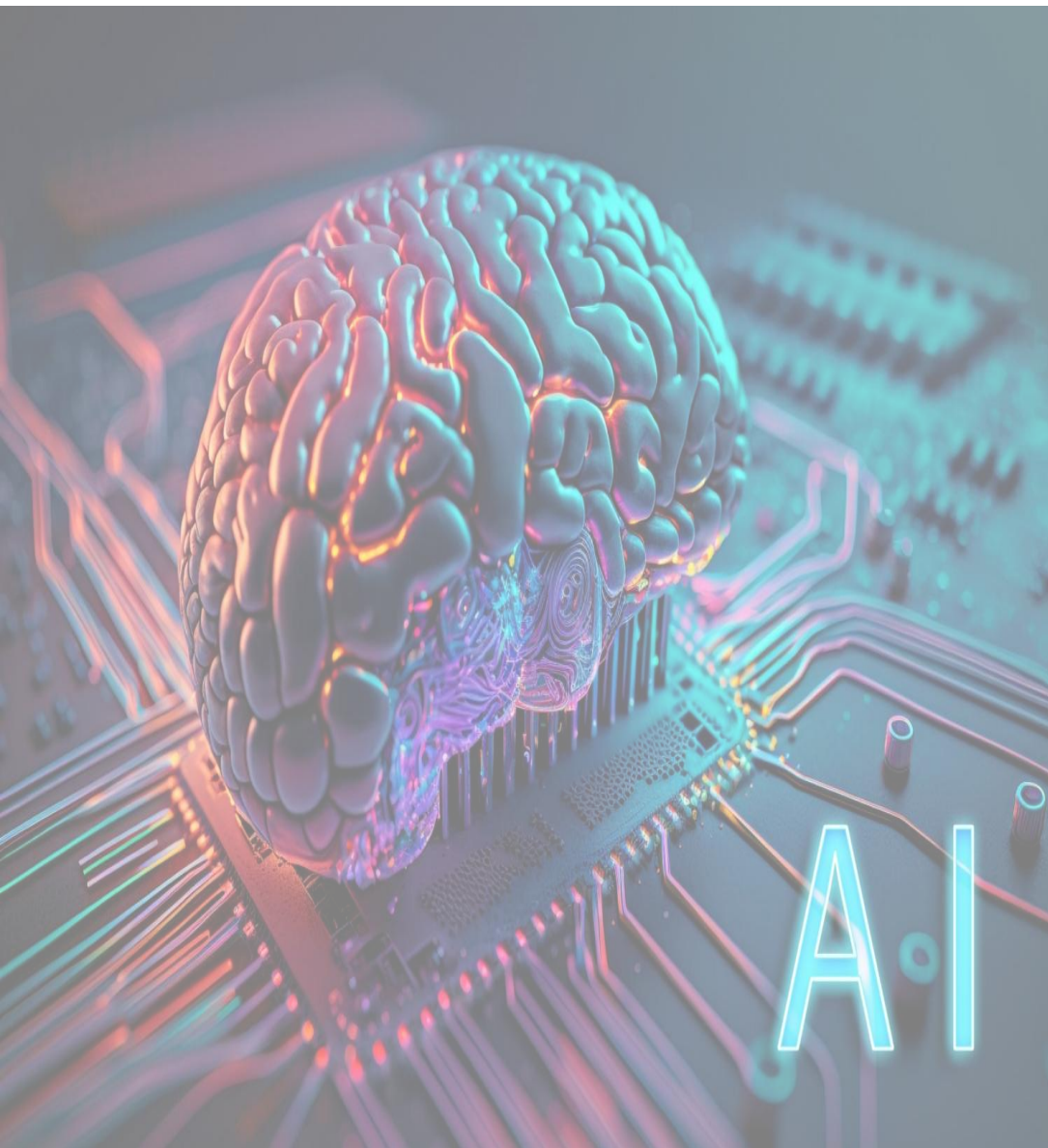# Employers Need to Know …

Demographics
Entry Level Positions
Skills in Demand
Hiring
Team Sport

Hiring – In Breakout Rooms

Report back on #s – how many

- Have you received AI written cover letters?
- How could you tell the cover letter was written by AI?
- Did you interview this person?
- In an online interview, have you noticed someone getting answers from a gen AI?
- How could you tell they were getting answers from a gen AI?

Why Are Students Using AI?

- Overwhelmed

- Saves time

- Not confident in their writing skills or their interview answers

- Can't tell what is good

- Pressure of mandatory co-op

Questions to Consider

- Does a student using an AI tool indicate their ability to do the job?

- Is there a different way to structure the hiring process to avoid AI tools

- Will CLs become obsolete?

- Will all interviews be in-person?
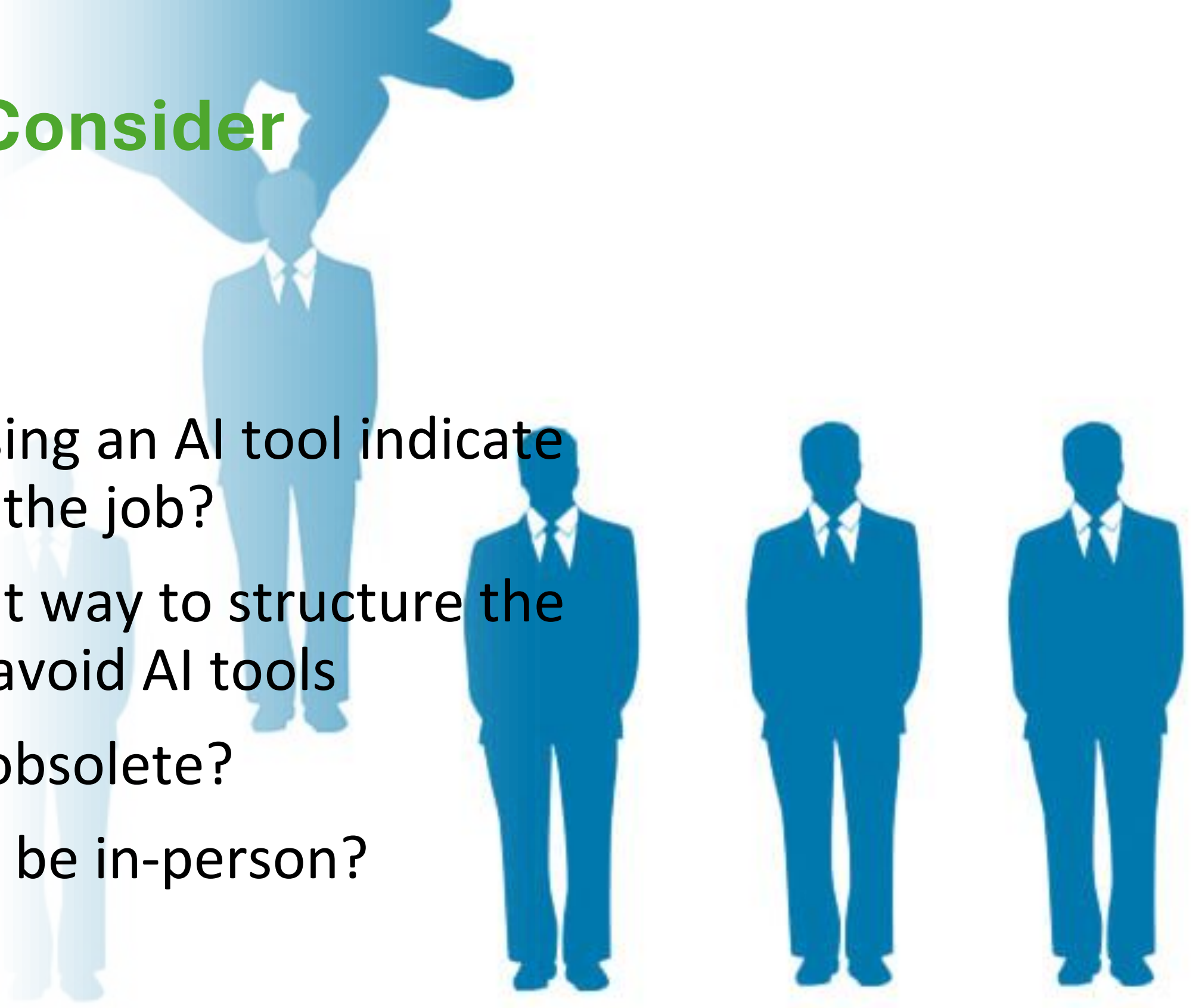
Employers Need to Know …

Demographics
Entry Level Positions
Skills in Demand
Hiring
Team Sport

AI is a Team Sport

70% of employers prioritize enabling competencies over task-specific competencies

"Employers are no longer customers of traditional learning but co-creators in an open, continuous learning system. The first step forward is to recognize the importance of collaborating across the system, whether with other employers, learning providers, credentialing bodies, or policymakers."

from The Productivity Project
https://cwf.ca/wp-content/uploads/2025/09/Report-2.-Coming-Storm.-ES.pdf

UVic's Core Competencies
1. Personal management
2. Communication
3. Managing information
4. Research and analysis
5. Project and task management
6. Teamwork
7. Commitment to quality
8. Professional behaviour
9. Social responsibility
10. Continuous learning

https://www.uvic.ca/career-services/build-your-career/using-competencies/index.php

AI is a Team Sport

How can we collaborate?

- It will take a village to build an AI economy so there is work for everyone (push for UBI)

- $ for sharing AI tools

- Inexpensive staff – co-op students

- Talent pipelines to build senior level skill sets

- Flexibility for productivity

Employers Need to Know

Demographics
Entry Level Positions
Skills in Demand
Hiring
Team Sport

Karae (car-A) White

Career Educator, Engineering and Computer Science

University of Victoria   karaewhite@uvic.ca

BUILDING TOMORROW'S WORKFORCE

OCTOBER 14 - 17

Thank you!

REDBRICK

Sport for Life

FIRSTWEST
CREDIT UNION

BCAA CAA

urbansolar

11:00 AM PDT - 12:00 PM PDT

What Are You Missing Out on When Not Actively Hiring Students from International Pathways

2:00 PM PDT - 3:00 PM PDT

Employer Panel: Inclusion at Work: Practical Ideas from Accessible Employers

UVIC