



VIRTUAL EMPLOYER SYMPOSIUM

CO-OP + CAREER

# **BUILDING TOMORROW'S WORKFORCE**

**OCTOBER 14 - 17**



## Welcome to day 4

### **Best practices for hiring recent grads**

JOY ANDREWS WITH AILSA CAMPBELL



*We acknowledge and respect the Ləkʷəŋən (Songhees and Xwsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Ləkʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day.*



come figures outside First Peoples House carved by Doug Lafortune (Tsawout)



Joy Andrews,  
Career Educator

Ailsa Campbell,  
Career Assistant



CAREER SERVICES



# Session goals

- Present selected best practices to attract and retain recent graduates
- Analyze a job posting to apply best practices
- Discuss Gen AI and hiring grads
- Share successful practices



# What is the size of your business?

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# Best practices for hiring recent graduates

- Let students and graduates know what your business does and what you stand for (purpose)
- Use a competency-based approach encouraging graduates to demonstrate their abilities (let grads show you their strengths)
- Know what qualifications you need your new hire to have and what you can help them develop (invest for the future)
- Connect with students before graduation (support their career development)



What can recent  
graduates  
contribute to  
your business?

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# What can recent graduates contribute to your organization?



# Clear, purpose-driven job postings





**Job Title:** Viticulture lab technician

**Organization:** Desert Vines

**Location:** Desert Vineyard, Osoyoos, BC

**Employment Type:** Full-Time

**Start Date:** As soon as possible

## About Us

Desert Vines is located in the Okanagan Valley. we are committed to sustainable viticulture, scientific integrity, and community collaboration.

## Position Summary

The Lab Technician will support the winemaking team by conducting chemical and microbiological analyses of grapes, juice, and wine.

## Key Responsibilities

- Perform routine lab tests
- Maintain accurate records and data logs
- Assist with fermentation monitoring and quality control
- Clean and calibrate lab equipment
- Communicate findings clearly with winemakers and vineyard staff
- Collaborate across departments
- Follow safety protocols and contribute to a clean, organized lab environment



**Job Title:** Winery lab technician

**Organization:** Desert Vines

**Location:** Desert Vineyard, Osoyoos, BC

**Employment Type:** Full-Time

**Wage:** \$34 per hour

**Start Date:** November 15 or sooner if possible

### About Us

Desert Vines is a small, values-driven winery nestled in the heart of the Okanagan Valley. With a dedicated team of 15 full-time and 20 seasonal employees, we are committed to sustainable viticulture, scientific integrity, and community collaboration. Our wines reflect the unique desert terroir, and our lab plays a vital role in ensuring quality from grape to bottle.

### Our Values

We believe in:

- Sustainability: Respecting the land and minimizing our environmental impact
- Integrity: Upholding scientific rigor and transparency in all lab processes
- Community: Supporting local partnerships and fostering a positive, inclusive workplace
- Innovation: Embracing new technologies and methods to improve wine quality and production



What do you actually need your new hire to be able to do?





## Key Responsibilities

- Perform routine lab tests
- Maintain accurate records and data logs
- Assist with fermentation monitoring and quality control
- Clean and calibrate lab equipment
- Communicate findings clearly with winemakers and vineyard staff
- Collaborate across departments
- Follow safety protocols and contribute to a clean, organized lab environment

## Qualifications

- Bachelor's degree in Chemistry, Biology, Food Science
- Experience in a laboratory setting
- Strong attention to detail and organizational skills
- Excellent verbal and written communication skills
- Ability to work independently and as part of a collaborative team
- Comfortable translating technical data into actionable insights for non-scientific staff
- Familiarity with wine production or agricultural science is an asset
- Comfortable working in a fast-paced, seasonal environment



## Key Responsibilities

- Perform routine lab tests (e.g., pH, TA, Brix, SO<sub>2</sub> levels)
- Maintain accurate records and data logs
- Assist with fermentation monitoring and quality control
- Clean and calibrate lab equipment
- Communicate findings clearly with winemakers and vineyard staff
- Collaborate across departments to ensure timely and informed decision-making
- Follow safety protocols and contribute to a clean, organized lab environment

## Qualifications

- Bachelor's degree in Chemistry, Biology, Food Science, or a related combination of education and experience (describe how your education and experience prepare you for this job)
- Experience in a laboratory setting (academic or industry)
- Strong attention to detail and organizational skills
- Strong written communication skills with the ability to write clear lab documentation and professional email communication
- Excellent interpersonal communication skills to develop effective working relationships
- Ability to work independently and as part of a collaborative team
- Comfortable translating technical data into actionable insights for non-scientific staff
- Familiarity with wine production or agricultural science is an asset
- Comfortable working in a fast-paced, seasonal environment



# Use a competency model: UVic core competencies

## Using competencies

### What are competencies?

### Why use them?

### Core competencies

### Cultural Intelligence competencies

### Program competencies

### Professional competencies

### Describe your skills

At UVic, we use a competency-based model to help you understand your strengths and market your skills to land a job you love.

## What are competencies?

A competency is a combination of your strengths, skills and knowledge.

You use them at work, school and in other environments, and can involve expertise that you already have. They are:

- observable
- measurable
- transferable
- based on performance
- linked to the workplace, academic environment and other life experiences

# Invest for the future



Know what qualifications you need your new hire to have and what you can help them develop

- Meet with new hires regularly
- Provide clear feedback to help them develop
- Build on strengths

Approach hiring recent graduates as an investment in your organization.

"Organizations must stop viewing people as depreciating assets and start treating them as appreciating equity. Hiring isn't a cost—it's an investment in long-term value."

— Lisa Taylor, The Talent Revolution [[challengefactory.ca](https://challengefactory.ca)]



# UVic students use of Gen AI

Co-op and Career resources:

“As a UVic student, you have access to [Microsoft Copilot](#), which is more secure than similar tools like ChatGPT and Google Gemini. Through Microsoft Copilot, your user and organizational data are protected, prompts and responses are private to you, and chats are not used to train the underlying AI model.”



# Opportunities to connect with UVic students

- Offer information meetings (talk about career paths and entry level roles)
- Mock interview clinics
- Attend Career Fairs
  - Feb. 2026, Hi Tech Fair)
  - Fall 2026 In-person, Career Fair (stay tuned)
- Career panels
- Employer in residence, Engineering and Computer Science ( 15- minute meetings)
- Hire a Co-op student




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# Adopt and adapt best practices


Activity: In small groups, review the best practice guidelines

Discuss which of these practices could work for your organization.

Add practices that you find helpful

 University of Victoria | Co-op + Career Portal



 OVERVIEW SAVED SEARCH

Create New Organization (Active)

### Organization Details

Enter the organization information. Fields marked with an \* are required.

* Organization Name	<input type="text" value="ABC Organization"/>
* Size	<div>21-50</div>
* Type	<div>Private Business</div>

## Hire a recent grad

- Use the Co-op and Career portal:  
<https://learninginmotion.uvic.ca>
- Create an account
- Add your job posting
- Contact [careers@uvic.ca](mailto:careers@uvic.ca) for support

Q & A



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<https://www.surveymonkey.ca/r/THPYFC3>

*We value your feedback.  
Please take a moment and  
answer this short survey.*

*Thank you for  
participating in UVic's  
Employer Symposium!*

