



Skills *for* Success

A collection of initiatives
supporting Skills for Success in
Quebec's English-language
post-secondary education sector

WELCOME!

Welcome to the 2023 *Skills Symposium* hosted jointly by the Consortium of English-language CEGEPs, Colleges, and Universities of Quebec and the Office of the Vice-Provost, Innovation in Teaching and Learning, Concordia University.

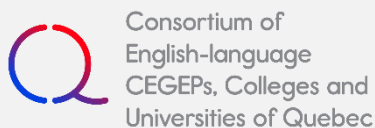
The Consortium of English-language CEGEPs, Colleges, and Universities of Quebec is an alliance of nine post-secondary institutions in Quebec: Bishop's University, Champlain Regional College, Concordia University, Dawson College, Heritage College, John Abbott College, Marianopolis College, McGill University and Vanier College.

Funded by the Secrétariat aux relations avec les Québécois d'expression anglaise with the support of Bishop's University, the Consortium is mandated to strengthen research and inter-institutional capacity related to the retention, employment, and success of English-speaking graduates from post-secondary institutions in Quebec.

The Consortium has partnered with Concordia University's Office of the Vice-Provost, Innovation in Teaching and Learning to help operationalize its mandate; to create opportunities that bring key people together from all nine Consortium institutions to share, foster relationships, and identify areas for potential collaboration to advance students' skills for success.

To learn more about the Consortium of English-language CEGEPs, Colleges, and Universities of Quebec: www.consortiumquebec.ca

To learn more about Concordia University's Office of the Vice-Provost, Innovation in Teaching and Learning: www.concordia.ca/provost/about/areas/innovation-teaching-learning.html



ABOUT THIS BOOKLET

This *Skills for Success* booklet is a compilation of submissions from members of the Consortium of English-language CEGEPs, Colleges, and Universities of Quebec as part of a project focused on *Skills for Success in Quebec's English-language Post-secondary Education Sector*, established in partnership with Concordia University's Office of the Vice-Provost, Innovation in Teaching and Learning.

Context

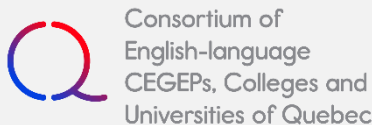
Over the past several decades, economic, social, and technological changes have transformed the workforce and society at large. These changes have led to a stronger focus on skills development in post-secondary education around the world, with an emphasis on promoting lifelong learning and helping individuals develop the skills they need to succeed in the modern economy.

The names for these skills abound (e.g., 21st century skills, employability skills, etc.), as do the models and frameworks designed to support their development. Two of particular relevance to this project are the [Référentiel québécois des compétences du futur](#) (Commission des partenaires du marché du travail) and the [Skills for Success framework](#) (Government of Canada).

Skills for Success Project Overview

Consortium member institutions offer unique curricular and co-curricular opportunities for students to develop their skills for success, each facing their own triumphs and challenges in this work.

The *Skills for Success in Quebec's English-language Post-secondary Education Sector* project aims to create opportunities that bring key people together from all nine Consortium institutions to share, foster relationships, and identify areas for potential collaboration to advance students' skills for success across Quebec's English-speaking PSE institutions.



Skills Symposium

November 9th, 2023

This day-long event aims to bring together the nine English-language CEGEPs, colleges and universities within the Consortium network to:

- foster stronger relationships;
- highlight initiatives happening within Consortium-member institutions that have proven successful in supporting students to develop their [Skills for Success](#);
- identify best practices, opportunities, gaps, areas for collaboration, and resource sharing.

Themes

The Skills Symposium has been organized around **five key themes** that emerged from a post-secondary education breakout session hosted at the [Unlocking Potential: Creating Opportunities for Quebec's Workforce](#) conference in May, 2023:

1	Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec
2	French second language-learning/French language training for the workforce in Quebec
3	Impactful mentorship initiatives
4	Innovative cross-sectoral, inter-institutional, and /or inter-regional collaborations
5	Improving remote learning opportunities and regional access to skills development and employment services

Leading up to the *Skills Symposium*, Consortium members have been invited to submit initiatives that speak to one or more of the five themes.

Lightning Talks

During the morning of the *Skills Symposium*, Consortium members will give *Lightning Talks* on their submitted initiatives. These short, thought-provoking presentations are designed to share insight and impact, as well as spark conversation and possible collaboration.

Agenda

Time	Activity
8:00 - 9:00AM	Registration/Breakfast
9:00 - 9:15AM	<p>Words of Welcome</p> <p>Dr. Sandra Gabriele, Vice-Provost, Innovation in Teaching & Learning, Concordia University</p> <p>Dr. Andrew Webster, Vice Principal, Academic & Research, Bishop's University / Consortium Steering Committee Member</p>
9:15 - 9:45AM	<p>Overview of the Consortium & <i>Skills for Success</i> Project</p> <p>Celine Cooper, Managing Director, Consortium of English-language CEGEPs, Colleges, and Universities of Quebec & Megan Marcoux, Skills Innovation Lead, Office of the Vice-Provost, Innovation in Teaching & Learning, Concordia University</p>
9:45 - 11:00AM	<p>Lightning Talks + Reflection Activities Round #1</p> <p>THEME 1 Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec</p> <ol style="list-style-type: none"> 1. <i>Doctoral Internship Program</i> (McGill) - Lilia Eskildsen 2. <i>FutureBound</i> (Concordia) – Andrea Taylor 3. <i>Micro-Exp</i> (McGill) – Darlene Hnatchuk & Susan Ajersch 4. <i>Student Success Committee</i> (John Abbott) – Andrea Cooperberg <p>THEME 2 French-second-language learning/French language training for the workforce in Quebec</p> <ol style="list-style-type: none"> 1. <i>Français au travail</i> (McGill) - Marion Vergues & Darlene Hnatchuk 2. <i>Micro-certificates in French as a Second Language + Model for Liberal Education EL</i> (Bishop's) – Sarah Théberge & Bassam Chiblak 3. <i>Nous travaillons en français</i> (Concordia) – Mathilde Noiro
11:00 - 11:15AM	Coffee Break
11:15 - 12:30PM	<p>Lightning Talks + Reflection Activities Round #2</p> <p>THEME 3 Impactful mentorship initiatives</p> <ol style="list-style-type: none"> 1. <i>Art Volt</i> (Concordia) – Fannie Gadouas 2. <i>Beat the Odds</i> (Concordia) – Samantha Larocque

	<p>THEME 4 Innovative cross-sectoral, inter-institutional, and /or inter-regional collaborations</p> <ol style="list-style-type: none"> 1. <i>Developing Transversal Competencies for all Quebec Students</i> (Vanier & John Abbott) – Avery Rueb 2. <i>FUSION Skill-Development Curriculum</i> (Concordia) – Megan Marcoux <p>THEME 5 Improving remote learning opportunities and regional access to skills development and employment services</p> <ol style="list-style-type: none"> 1. <i>Dialogue McGill Regional Internships Project; OQLF French-language Internship Prep Workshops</i> (John Abbott) – Douglas Brown 2. <i>Set Yourself Up for Success</i> (Concordia) – Stefanie Corona & Natalie Roper 3. <i>Take the Leap!</i> (Concordia) – Sonia Di Maulo
12:30 - 2:00PM	LUNCH
2:00 - 4:15PM	Facilitated Conversation & Action Planning
4:15 - 4:30PM	<p>Closing Remarks</p> <p>William Floch, Sous-ministre adjoint, Secrétariat aux relations avec les Québécois d'expression anglaise</p>
4:30 - 6:00PM	Networking Cocktail

Wifi

Please follow these [instructions](#) to access the wifi at Concordia, using the following credentials:

WIFI NETWORK = ConcordiaGuest

ACCESS CODE = WAC-skills23

**Registration will be required*

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Art Volt

CONCORDIA

The [Art Volt Mentorship](#) program pairs recent alumni of Concordia’s Faculty of Fine Arts with established professionals from their fields who are also alumni of the Faculty. Mentors offer personalized guidance to the mentees and help them increase their competencies, knowledge and networks. Our mentorship program also promotes the integration of emerging creative practitioners on a social level via cohort-based activities and outings, providing the opportunity to build a post-studies peer network at the beginning of their careers. Now in its fourth year of operation, the Art Volt Mentorship program pairs mentors with mentees for a period of about one year. During this period, we ask for a commitment of 20h from both parties. Mentors and mentees are invited to meet in person and/or virtually. The program is built to be flexible to accommodate the realities of art professionals. Recently we have partnered with Artist-run centres across the city to offer a handful of participants access to specialized equipment, studios, and/or rehearsal spaces. This collaboration also benefits the artist-run centres and their ecosystem by steering emerging arts professionals towards their communities and networks. What makes this initiative unique is that it is carefully curated to fit the needs and the realities of a very specific demographic: recent alumni of the faculty of Fine Arts. Providing mentors with resources that are specifically geared toward this demographic (instead of a more generalized mentorship for alumni across the institution) ensures high participation and retention rates each year.

TARGET AUDIENCE: Recent alumni of the Faculty of Fine Arts

ASSOCIATED PARTNERS: Multiple artist-run centres and arts organizations in Montreal including Eastern Bloc, MAI, OBORO, Studio 303 and Vidéographe

Potential to be scaled up/replicated?
MAYBE

The general format and framework of the program would be quite simple to scale or recreate in other institutions.

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

Impactful mentorship programs

Innovative cross-sectoral, inter-institutional, and /or inter-regional collaborations

Contact

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Art Volt Coordinator - Dean's Office, Faculty of Fine Arts

Beat the Odds (BTO)

CONCORDIA

The [Beat the Odds Internship Program](#) (BTO) aims to level the playing field for students in equity deserving groups. It is designed to be flexible and inclusive to actively promote students who are more likely to face barriers to employment. The experience is built around the student’s needs so that they can broaden their professional network, gain essential employability skills and access support and mentorship opportunities to better prepare them for life after graduation. To ensure student success, students receive individualized coaching to support them in achieving their goals, scaffolding their learning and navigating challenges they may encounter along the way. What’s more, BTO supports host organizations that aim to strengthen a commitment to EDI. The supervisor gains a unique professional development opportunity to grow their leadership style by mentoring, training and sponsoring student-interns from all walks of life. This year, we are also implementing a pre-internship training program that aims to set students up for success for the internship experience while also developing an EDI resource library to better prepare host organizations to supervise student-interns.

TARGET AUDIENCE: Students in equity-deserving groups

ASSOCIATED PARTNERS: [RBC Future Launch](#) and the [Business and Higher Education Roundtable](#) (BHER)

Potential to be scaled up/replicated?
YES

Creating flexible experiential learning helps PSEs better serve an increasingly diverse student population and demonstrate the value of an educational pursuit by providing insight into possible directions for the future.

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

Impactful mentorship programs

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Lead, Experiential Learning – Office of Experiential Learning & Co-operative Education

Developing Transversal Competencies for all Quebec Students

VANIER & JOHN ABBOTT

Vanier and John Abbott Colleges in collaboration with l'Université de Montréal are working on a project aimed at developing transversal skills including collaboration, health and wellness, citizenship and time management for students to become 21st century leaders. In the first part of the project, the team will adapt a research-based educational approach created in the United States to help students develop transversal skills. We are developing competency continua for each of the skills. Here is one for [collaboration](#), for example. In the second part of the project, the team will work with a video game studio to design and develop a gamified digital application with the objective of motivating pupils and students in Quebec to develop their transversal skills in class and outside of class. Finally, we will develop a badging system for students to receive upon reaching level 10 or 12 of the different grids as validated by teachers, coaches and other project stakeholders. The goal is to create free tools for all elementary, secondary and post-secondary schools in Quebec to use so that as many students as possible graduate school competent in these vital skills.

TARGET AUDIENCE: CEGEP students first, and then elementary, secondary and university students as well

ASSOCIATED PARTNERS: [Université de Montréal](#)

Potential to be scaled up/replicated?

YES

These are free tools that anyone can use. We can also provide training to schools and teachers who want to implement these tools in their classrooms and communities.

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

Innovative cross-sectoral, inter-institutional, and /or inter-regional collaborations

Improving remote learning opportunities and regional access to skills development and employment services

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Instructor, French Department

Dialogue McGill Regional Internships Project; OQLF French-language Internship Prep Workshops

JOHN ABBOTT

The Dialogue McGill Regional Internship Project involved an initial study looking at the feasibility of regional internships for students in English-language CEGEPs health and social services programs and Nursing and Dental Hygiene internships non-metropolitan regions. The OQLF Internship Prep project developed workshops for students in 3-year technical programs to prepare them for internships in francophone milieux.

Important links:

1. [Retention Study](#) by Constance Crossland
2. [Regional Internship Report](#) by Diane McGee
3. [Formation et integration ateliers](#) by Claude Nicou & Maria Popica

TARGET AUDIENCE: Students in 3-year technical programs, as well as faculty and academic administrators

ASSOCIATED PARTNERS: [Dialogue McGill](#), the [OQLF](#), regional health institutions

Potential to be scaled up/replicated?
YES

Regional internships have the potential to be developed for all CEGEP technical programs, using available information technology and through government funding. The OQLF Internship Prep workshops we developed are available for outside institutions to use.

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

French second language-learning/French language training for the workforce in QC

Innovative cross-sectoral, inter-institutional, and /or inter-regional collaborations

Improving remote learning opportunities and regional access to skills development and employment services

Contact

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Dean of Pedagogical Development and Innovation - Program Deans Office

Doctoral Internship Program

MCGILL

The [Doctoral Internship Program](#) (DIP) offers McGill’s doctoral students the opportunity and financial support to learn and grow outside of academia through a internship of a period of one to three months. Participants enhance the skills they have developed as graduate students and gain new professional expertise that will aid in their transition from university to the workplace. Students are welcome to find their own opportunities or browse the opportunities posted by previous DIP host organizations. The program is designed to take place at the end of the degree, between thesis submission and defence, when students have more flexibility in their schedule. Internships are also possible with supervisor support.

TARGET AUDIENCE: Doctoral students

ASSOCIATED PARTNERS: None

Potential to be scaled up/replicated?
YES

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

Contact

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FUSION Skill-development Curriculum

CONCORDIA

FUSION is an acronym for the *Future Skills Innovation Network*, a pan-Canadian collaboration of five universities, spearheaded by Concordia University and originally funded by the Canadian Future Skills Centre. The FUSION curriculum is a collaborative project among the universities comprising a series of skill-specific, interactive and self-directed online modules. Through the modules, students explore key skills critical to 21st century success and leadership (i.e., *Adaptability, Collaboration, Communication, Inclusivity, Metacognition, Problem-solving, and Self-management*); apply these skills to their unique contexts (which is typically alongside an experiential learning activity); and reflect on how they have developed these skills. Each skill module comprises approximately 4 hours of learning and is hosted within each institution’s Learning Management System (e.g., Moodle, at Concordia).

FUSION has recently received new federal funding through [Employment and Social Development Canada’s \(ESDC\) Skills for Success Program](#). This funding will be used to develop a series of new skills modules and make *all* FUSION modules available as open-source resources to the public.

TARGET AUDIENCE: Post-secondary students

ASSOCIATED PARTNERS: [Carleton University](#), [Memorial University](#), [University of Calgary](#), [University of Saskatchewan](#); [Employment and Social Development Canada](#) (ESDC)

Potential to be scaled up/replicated?
YES

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

Innovative cross-sectoral, inter-institutional, and /or inter-regional collaborations

Improving remote learning opportunities and regional access to skills development and employment services

Contact

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FUSION Project Lead - Innovation in Teaching & Learning

Français au Travail

MCGILL

[French at Work](#) is an innovative program made for McGill students who have French as their second or third language. Through this series, students can discover Quebec's job market and actively network with other French as second language (FSL) students all the while developing their professional communication skills in French. Useful workshops and theme-oriented conferences are offered so they can prepare to get a job (e.g., learn to introduce themselves and stand out during a job interview, and write an attractive CV). Role-plays are introduced to develop oral confidence and strategies based on authentic professional scenarios, such as small talk practice, team building activities, and diplomatic communication. What's more, students get the chance to meet with alumni who learned French at McGill, which helps to demystify the job hunting process in Quebec. Students receive recognition on their co-curricular record for participating in this series.

TARGET AUDIENCE: McGill undergraduate and graduate students

ASSOCIATED PARTNERS: [Career Planning Service](#), McGill University

Potential to be scaled up/replicated?
YES

Any institution that offers French as a Second Language classes and provides career or orientation advising can create a French for professional communication series, if one or several career advisors are fluent in French and tailor offerings to their FSL learners' needs.

Themes

French second language-learning/French language training for the workforce in QC

Innovative cross-sectoral, inter-institutional, and /or inter-regional collaborations

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Director – Career Planning Services

FutureBound

CONCORDIA

FutureBound is Concordia University’s skill development program for undergraduate students. Our low-stakes, high-impact virtual and in-person workshops help students develop the competencies they need to successfully navigate the transition from university to professional life and thrive in the workplace of tomorrow. We facilitate hands-on, multidisciplinary learning experiences to support students in recognizing the transferability of their skills and encouraging them to meet new students across the university.

Workshops and events are free to students and grouped under six core skill modules based on current workplace trends and designed around a set of learning outcomes, so students can be confident, adaptable, and forward-thinking in their academic and professional endeavors. We offer certificates to students who complete four workshops within one core skill module, facilitating a deeper learning experience and encouraging them to show their network how they are participating in skill development. Meaningful reflection based on Kolb’s Experiential Learning Model is integrated into every activity before they receive their certificate.

This semester, we are offering over 50 dynamic and interactive workshops given by expert facilitators across industries and the university to bring students diverse and experienced perspectives. From public speaking, pitching and visual thinking & storytelling to project management, excel and design thinking, there is something for all students. FutureBound is supported by a vibrant and highly engaged student team, who participate in all areas of the program design, development, and implementation. FutureBound's Core Skill Modules: *Communication and Digital Capabilities, Career Development, Leadership and Collaboration, Innovation and Entrepreneurship, Financial Literacy, Growth and Balance.*

TARGET AUDIENCE: Undergraduate students from all faculties

ASSOCIATED PARTNERS: Units across Concordia including [Art Volt](#), [Career Advising and Professional Success](#) (CAPS), [Career Counselling & Educational Transitions](#) (CCET) [District 3 Innovation Centre](#), [Innovation Lab](#), the [Library](#), and [Zen Dens](#)

Potential to be scaled up/replicated?
YES

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

Contact

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Humanities+ (no Lightning Talk)

CONCORDIA

H+ is a free, zero-credit skills development and work-integrated learning (WIL) program that runs from Jan-Aug each year and offers students in [Humanities-based programs](#) (including Art History and Film Studies) a unique opportunity to prepare for life after graduation.

In the first part of the program (Jan-Apr), participants engage in workshops where they are supported to identify, articulate and *translate* the skills being developed in their degree program to an employer-based audience; reflect on their strengths and weaknesses, values and career interests; and develop critical career development skills like resume writing, interview preparation, and networking. Through this period, students are also working to secure a paid summer internship (80 hours or more) through the support of the program's Employability Coordinator. Internships through the program are not guaranteed.

Students successful in securing a summer internship engage in the WIL Experience summer course, where they connect regularly as a cohort and receive support from the H+ Team and their peers. The program offers two additional and *optional* components: a one-week Digital Skills Bootcamp the first week of May; and a self-directed Professional Skills course, which involves 10+ hours of professional skill development aligned with students' professional goals.

Outside the Humanities+ programming, The H+ team is currently working with Concordia's Department of Theological Studies to pilot the integration of H+ high impact practices into their degree programs. This initiative supports the program's long-term goal of integration into academic programs, which would help to ensure that all students studying at Concordia have access to competencies needed to successfully transition from university to career post-graduation.

TARGET AUDIENCE: Undergraduate students studying in Concordia's humanities-based programs (as well as Art History and Film Studies)

ASSOCIATED PARTNERS: Concordia academic departments in the [Humanities](#) (and Art History, Film Studies); non-academic units including [Career Advising and Professional Success](#) (CAPS), [Career Counselling & Educational Transitions](#) (CCET), and [FutureBound](#); and the [Ministère de l'Éducation et de l'Enseignement supérieur](#) (MEES) and a variety of industry partners

Potential to be scaled up/replicated?
YES

Themes

Strengthening the "Post-Secondary Education to Career" transition for English-speaking graduates in Quebec

Impactful mentorship programs

Innovative cross-sectoral, inter-institutional, and /or inter-regional collaborations

Contact

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Inclusive Mentorship (IM) Initiative (no Lightning Talk)

CHAMPLAIN REGIONAL COLLEGE

The [IM Initiative](#) facilitates the amelioration of French language communication skills for the comfortable and successful integration of English-speaking individuals into the workforce in Estrie, and has run its programming with Champlain Regional College. This immersive French language mentorship helps boost confidence, increase one's employability, and ultimately help fill vacant positions in the region with diverse bi-lingual individuals, to service both linguistic communities. How it works: The project coordinator pairs English-speaking students from the region of Estrie with French-speaking professionals, based primarily on their field of study/work, location, and availability. To provide an immersive learning experience, pairs are encouraged to meet once per week, virtually or in person, to converse in French about a broad range of topics. Various learning resources and free group activities are also provided to facilitate this interactive learning experience. This non-judgemental environment provides the mentee with the opportunity to practice his or her French with a French-speaking professional, who works in a similar field. The opportunity to network, make new friends, and meet a potential colleague is boundless.

TARGET AUDIENCE: English-Speaking Students, over 18 years old, living in Estrie

ASSOCIATED PARTNERS: [Townshippers' Association](#)

Potential to be scaled up/replicated?
MAYBE

The Townshippers' Association is in the process of creating a model for expansion; however, they are at the very beginning of this process. They do not yet have the capacity, but they are open to collaborations and partnerships.

Themes

French second language-learning/French language training for the workforce in WC

Impactful mentorship programs

Contact

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Project Manager – Inclusive Mentorship Initiative

Micro-certificates in French as a Second Language + Model for Liberal Education EL

BISHOP'S

Bishop's has two new intensive micro-certificates in French as a Second Language. These certificates develop students' language skills in French (all levels) and prepare them to undertake an experiential learning activity in a francophone business or organization, which further supports them to network, join the marketplace and/or fulfill the language requirements for immigration. The Département d'études françaises et québécoises plans to distinguish itself in offering an experiential activity in all courses of its programs to better integrate students in the Quebec culture and job market. This project is yet to be developed, though the new micro-certificates are currently allowing us to identify different challenges that we might have to overcome (either cultural and/or professional) in implementing an experiential learning activity in all of our courses.

TARGET AUDIENCE: French as a Second or Additional Language students (undergraduate and graduate from Québec, Canada & International), professionals, and newcomers

ASSOCIATED PARTNERS: [Ministère de l'Enseignement supérieur](#) (Direction générale des affaires universitaires, de la recherche et de l'innovation en Enseignement supérieur)

Potential to be scaled up/replicated?

MAYBE

Themes

French second language-learning/French language training for the workforce in WC

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Micro-Exp

MCGILL

Micro-Exp began due to students' challenges accessing relevant skill-building opportunities, aiming to boost their self-confidence. International and disadvantaged students often struggled to access 'first experience' opportunities in an uncertain job market. Short-term 'micro' co-curricular Work-Integrated Learning (WIL) opportunities were designed to prevent unpaid labor and included a comprehensive week-long program. This program not only provided preparation and training, but also encouraged student reflection. The objectives were to offer equitable experiences for both international and domestic students without disrupting their studies, allowing them to develop essential career readiness skills and networks in just one week. Additionally, a peer-to-peer support community was established using a Teams Channel as the central communication hub for the Micro-Exp learning community. The program engaged diverse industries, including tech start-ups, non-profits, and areas such as Marketing, Data Analysis, IT, Communications, and Research. A total of 637 students successfully completed the program, earning a 90% satisfaction rating. It bridged the gap for students to acquire NACE career skills without compromising their academic commitments. Collaboration with the Centre de l'Enseignement de Français and industry partners also expanded opportunities for students to engage in French or bilingual environments.

TARGET AUDIENCE: Post-secondary students

ASSOCIATED PARTNERS: [Centre de l'Enseignement de Français](#) and industry partners

Potential to be scaled up/replicated?

YES

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

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Associate Director, Career and Professional Development - Career Planning Services (CaPs)

Nous travaillons en français

CONCORDIA

[Nous travaillons en français](#) is a language preparation, mentoring and internship program that helps the next generation of English-speaking professionals discover the full potential of the Montreal job market and increase their confidence in integrating a French-speaking workplace. The mentoring component enables mentees to ask questions to better understand Quebec's work culture, understand how to position themselves in the job market, and network with professionals working in the same or related fields.

TARGET AUDIENCE: English-speaking students about to complete a master's degree in IT

ASSOCIATED PARTNERS: [Montréal Relève-Chambre de commerce du Montréal métropolitain](#) (CCMM), [Montréal International](#)

Potential to be scaled up/replicated?
MAYBE

Themes

French second language-learning/French language training for the workforce in WC

Impactful mentorship programs

Contact

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Former Project Manager - Nous travaillons en français

Set Yourself Up for Success

CONCORDIA

In this post-COVID era, it has been increasingly challenging to maintain student engagement and retention in learning and development opportunities. Executive functioning is a relevant skill for learning in general but particularly critical for post-secondary students who participate in online learning as students must be far more autonomous. At the Concordia University [Office of Experiential Learning & Co-operative Education](#), we implemented a required two-hour online workshop called Set Yourself Up for Success which encourages students to access resources to support their learning experience for each of the learning and development programs we offer. The general format of the Set Yourself Up for Success workshop includes an overview of the syllabus and instructional resources, accessibility, the learning management system used and the requirements to complete.

TARGET AUDIENCE: Members of the Institute for Co-operative Education

ASSOCIATED PARTNERS: None

Potential to be scaled up/replicated?

YES

The format of the *Set Yourself Up for Success* online workshop, as well as the associated instructional resources, could easily be adapted by learning and development professionals to embed within their programs or services.

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

Improving remote learning opportunities and regional access to skills development and employment services

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Stay on Track (no Lightning Talk)

MCGILL

Stay on Track is a peer-to-peer program designed to enhance McGill University undergraduate students' learning skills. It provides layers of support to promote accountability, focus, and motivation to help students be successful in their academic endeavors and beyond. The program offers three distinct peer support pathways and participants have the option to receive customized support through one-on-one coaching, peer-led study groups, and self-reflection exercises. Participation in the program impacts students' learning behaviors, metacognitive practices, and self-perception of their academic performance.

TARGET AUDIENCE: Current undergraduate students registered in McGill's bachelor degree programs

ASSOCIATED PARTNERS: Recently supported by an [Entente Canada-Quebec \(ECQ\) grant](#)

Potential to be scaled up/replicated?
YES

Although developed and implemented at McGill, the program is not institution-specific and has great potential for both scalability and replicability.

Themes

Impactful mentorship programs

Contact

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Student Success Committee

JOHN ABBOTT

The Student Success Committee is represented by all the groups at the College. The main objectives are to identify and address our students' needs to help them succeed during their studies at the college, as well as to prepare them for the next level in their lives and educational milestones. One of the main topics that we are analyzing this year is the level of reading and writing skills that students have, so that we can develop strategies to help them succeed in their program. Mastering good levels of reading and writing helps students succeed in different disciplines. Moreover, the workload of a student at the College can be overwhelming, so we are looking at strategies to help students with reading strategies that can be transferred to different courses.

Reference

La sous-scolarisation des hommes et le choix de profession des femmes (Lacroix, Haeck, Montmarquette & Tremblay, Preeses de l'Université de Montréal, 2023)

TARGET AUDIENCE: Teachers, students, and other educators Professionals and policy makers

ASSOCIATED PARTNERS:

Potential to be scaled up/replicated?

YES

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

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Take the Leap!

CONCORDIA

Students are looking for clarity. They want to better understand how their academic investment will help them achieve their goals and use their skills and strengths to make the world a better place. Using the [Take the Leap!](#) framework, students discover, create, and breathe life into their unique living legacies. The approach combines storytelling, systems-thinking, community-based support, positive education, and inclusive online learning. This experience supplements any program of study for students at every level. Take the Leap! brings balance: a mix of academics, well-being, and character development. The program launched at Concordia University in 2020 and Queen's University in 2022.

TARGET AUDIENCE: Post-secondary students, with a particular emphasis on graduate students who are looking for proven skills-based development programs; the program has also been made available to staff and faculty members at the university level and professionals and senior leaders within the working community

ASSOCIATED PARTNERS: Queen's University, TecMilenio University, McGill University, and a variety of organizations

Potential to be scaled up/replicated?

YES

The initiative can contract or expand based on the needs of the PSE institution.

Themes

Strengthening the “Post-Secondary Education to Career” transition for English-speaking graduates in Quebec

Impactful mentorship programs

Innovative cross-sectoral, inter-institutional, and /or inter-regional collaborations

Improving remote learning opportunities and regional access to skills development and employment services

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