

# PERSONNEL



# OPPORTUNITIES

SUMMER  
2024

## New Season = New Opportunities

Working in the summer can lead to an expanded social and professional networks, while providing new learning experiences and opening many doors



## Reminder

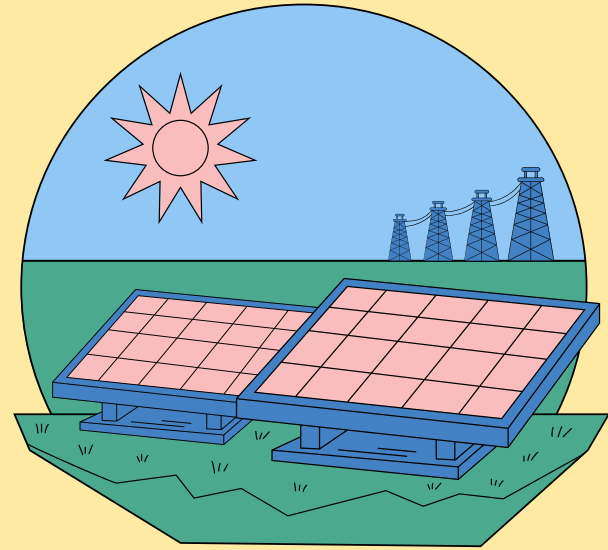
*"If you are working on something that you really care about, you don't have to be pushed.  
The vision pulls you." - Steve Jobs*



## Upcoming

- Sustainable Summer Tips
- AI Resume Negatives
- Epic Summer Salad

# 7 WAYS TO HAVE A SUSTAINABLE SUMMER



Here are a few ideas to help make your summer more fun and more sustainable:

- 1. Re-use and recycle*
- 2. Pick up waste*
- 3. Plant trees or flowers*
- 4. Get outside*
- 5. Use a reusable water bottle*
- 6. Skip the Straw - or bring your own*
- 7. Composting*



# JUNE

**JUNE 16 - FATHERS DAY**

**JUNE 19 - JUNETEENTH**

**JUNE 20 - FIRST DAY OF  
SUMMER**

**JUNE 21 - NATIONAL  
INDIGENOUS PEOPLES DAY**

**JUNE 23 -25 - PRIDE  
TORONTO**

**JUNE 28 - JULY 1 - RIBFEST**

# JULY

**JULY 1 - CANADA DAY**

**JULY 6 -7 - SALSA ON ST. CLAIR**

**JULY 9 - NUNUVUT DAY**

**JULY 3 - 14 - TORONTO FRINGE  
FESTIVAL**

**JULY 5 - 21 - SUMMERLICIOUS**

**JULY 5- 21 - BEACHES JAZZ  
FESTIVAL**

# August

**AUGUST 1 - THE F1 EXHIBITION**

**AUGUST 1 - WILD CATS AT THE ROM**

**AUGUST 5 - CIVIC HOLIDAY**

**AUGUST 5 - 6 - TORONTO CARIBBEAN CARNIVAL**

**AUGUST 11 -13 - WATERFRONT NIGHT MARKET**

**AUGUST 16 - SEPTEMBER 2 - CNE**

# WHY SHOULD YOU THINK TWICE BEFORE WRITING RESUMES WITH AI

## 1) Lack of human observation, intuition, and personality

While you can prompt AI to draft well-structured bullet points, it cannot delve deep into the details of your career journey to date and unpack transferable skills and common themes which will be relevant to the roles you wish to apply for. It cannot coach you to achieve your career aspirations, or effectively help you tie your resume into your overall personal brand image. In addition, it lacks a human personality so it will look uncomfortably artificial and in some cases, crowded with too unnecessary verbiage. You cannot communicate your passion for a role or your culture fit for an organization using AI alone.

## 2) Lack of a compelling narrative

Resumes are more than just a bulleted list of previous job roles and associated descriptions. They are most effective when designed to convey your *career story*. AI struggles to communicate in a genuinely creative, effective storytelling manner. Thus, you lose opportunities to make your application unforgettable, merely merging into the sea of candidates with nothing unique to bring to the table.

## 3) Lack of understanding of unique trends and contexts

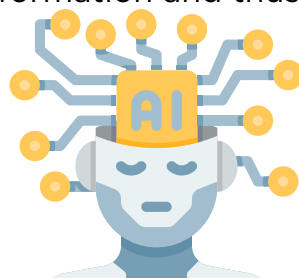
There are some things that only you, or a resume writer working with you, would be able to convey in your resume. For example, recent market and industry trends, role-specific or industry-specific jargon, and the priorities and values of the company advertizing the role will not be factored into your resume. In addition, the context of your career, especially if it is an unconventional one, will require a unique approach and may call for slightly different wording. All of this may be painfully evident if your resume is not customized to adapt to this.

## 4) Lack of dynamic adaptation

Nothing remains the same for long. Over the past four years alone, we've witnessed tremendous differences to the way we work each day, from small-scale industry changes to larger scale global transformations including the rise of remote work, the dawning of hybrid working, and—amongst other things—AI. Unfortunately, AI is trained on a set of data that is not current and evolving with the times. Currently, it cannot be aware of immediate events that could have an impact on you landing your future role, neither is it aware of buzzwords that should be incorporated into your resume.

## 5) You could be rejected because of AI

Recruiters and hiring managers are becoming more savvy at spotting increasing numbers of candidates using AI-generated resumes to apply for roles, and while in some cases, AI tools can improve your chances, this can also work against you. Since AI is trained on data existing all over the web, it could produce plagiarized copy. According to recruitment company [Michael Page](#), "submitting AI-generated materials without differentiation from the original content could lead to rejection." So you'll need to run your final copy through a plagiarism checker to ensure it is not unknowingly repeating existing information and thus reducing your perceived integrity.



# Epic Summer Salad



## **Food.** Is Always there for me

Perfect for BBQs and buffets, our epic salad is an assembly job of gorgeous ingredients – no cooking required. Serve it with lamb kebabs for an impressive summer feast

### **Ingredients**

**400g black beans, drained**  
**2 large handfuls baby spinach leaves, roughly chopped**

**500g heritage tomatoes, chopped into large chunks**  
**½ cucumber, halved lengthways, seeds scooped out and sliced on an angle**

**1 mango, peeled and chopped into chunks**  
**1 large red onion, halved and finely sliced**  
**6-8 radishes, sliced**

**2 avocados, peeled and sliced**  
**100g feta, crumbled**

**handful of herbs (reserved from the dressing)**

**For the dressing**

**large bunch mint**  
**small bunch coriander**  
**small bunch basil**

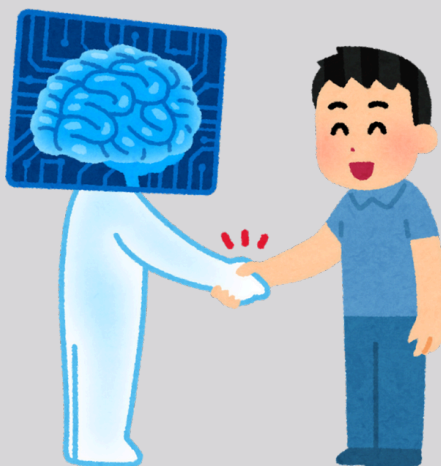
**1 fat green chilli, deseeded and chopped**  
**1 small garlic clove**

**100ml extra virgin olive oil or rapeseed oil**  
**2 limes, zested and juiced**  
**2 tbsp white wine vinegar**  
**2 tsp honey**

# HOW AI IS TRANSFORMING THE WORLD OF RECRUITMENT

## CANDIDATE SOURCING

AI-BASED SOURCING SOLUTIONS MAKE IT EASIER FOR RECRUITERS TO LOCATE AND CONNECT WITH RELEVANT TALENTS MORE QUICKLY. THESE TOOLS USE ALGORITHMS AND MACHINE LEARNING TO AUTOMATE VARIOUS TASKS, INCLUDING SEARCHING JOB BOARDS, INTERNAL DATABASES, AND SOCIAL MEDIA PLATFORMS, TO IDENTIFY AND SOURCE THE MOST RELEVANT CANDIDATES FOR A PARTICULAR ROLE. SOME OF THE AI-POWERED SOURCING TOOLS ALSO PROVIDE RECRUITERS WITH DATA-DRIVEN INSIGHTS AND RECOMMENDATIONS, HELPING THEM MAKE INFORMED DECISIONS.



## TALENT ASSESSMENT

AI-POWERED TALENT ASSESSMENT TOOLS ARE INCREASINGLY BEING USED BY COMPANIES TO MEASURE CANDIDATE COMPETENCY AND PERSONALITY TRAITS. THESE AI-POWERED TOOLS OFFER A MORE COMPREHENSIVE AND EFFICIENT WAY TO ASSESS CANDIDATES BY INCORPORATING GAMIFICATION, BEHAVIORAL ASSESSMENTS, AND SKILL TESTING. THE DATA GENERATED FROM THESE TOOLS ARE ANALYZED BY AI ALGORITHMS TO PROVIDE AN IN-DEPTH REPORT ON A CANDIDATE'S STRENGTHS, WEAKNESSES, AND PERSONALITY TRAITS. THIS NOT ONLY SAVES TIME AND RESOURCES FOR THE ORGANIZATIONS BUT ALSO PROVIDES A BETTER EXPERIENCE FOR THE CANDIDATES BY ALLOWING THEM TO SHOWCASE THEIR ABILITIES IN AN ENGAGING AND INTERACTIVE WAY.

