

Alberta Accounting Recruitment Timeline – Fall 2024

Dear Valued Partners,

For the Fall of 2024, Alberta's Post-Secondary Institutions have decided **to not** provide a structured recruitment timeline for accounting students which includes Co-op placements, internships, or permanent positions that begin at any point in 2025. Participating Alberta Academic Institutes include:

- MacEwan University School of Business
- Mount Royal University Bissett School of Business
- SAIT School of Business
- NAIT JR Shaw School of Business
- University of Alberta School of Business
- University of Calgary Haskayne School of Business
- University of Lethbridge Career Bridge & Dhillon School of Business

We are working with our students to ensure that they are prepared for the recruiting season, however no designated dates will be set.

The Alberta Post-Secondary Institutions have come up with a list of best practices that we would like to share with the Accounting Firms looking to hire and students in the upcoming year.

1. **Clearly Define Roles and Expectations:** Ensure that you have a clear understanding of the role you need to fill and the expectations associated with those roles. This includes defining responsibilities, required skills, and potential career growth opportunities.
2. **Provide Flexibility:** Recognize that students often have academic commitments and other obligations. When offering a role to a student our recommendation would be to allow 5 business days to consider the role you're offering.
3. **Provide Meaningful Feedback:** Offer constructive feedback to students throughout the recruitment process, regardless of whether they are ultimately hired. This helps students understand their strengths and areas for improvement, contributing to their professional growth.
4. **Attend Career Fairs and Events:** Participate in career fairs, networking events, and industry panels to connect directly with students. These events provide valuable opportunities to showcase your company, answer questions, and meet potential candidates in person.
5. **Utilize Us:** We are here to support our students first and foremost, but we want to ensure that your organization has success in your recruitment process. Reach out to each institutions designated representatives for assistance in your hiring season, as we are the experts here to help.

By following these best practices, employers can effectively recruit and hire students, helping to build a diverse and talented workforce for the future. If you have any questions, please feel free to contact any of the post-secondary institutions mentioned.

Thank you,



Bissett School of Business



UNIVERSITY OF ALBERTA
ALBERTA SCHOOL OF BUSINESS

haskayne
School of Business



JR SHAW
SCHOOL OF BUSINESS



UNIVERSITY OF ALBERTA
ALBERTA SCHOOL OF BUSINESS



MacEwan
UNIVERSITY

haskayne
School of Business



UNIVERSITY OF
CALGARY



Bissett School
of Business



CAREER | **BRIDGE**



School of Business



JR SHAW
SCHOOL OF BUSINESS