



## **SPARKING** GREAT CAREERS

**Do you want to hire  
a student with:**

- ✓ ...an inquisitive mind?
- ✓ ...an interest in business?
- ✓ ...an eagerness to learn?



**Help spark a great career—  
create a Sparking  
Great Careers Internship!**

## THE SPARK

The goal of Sparking Great Careers is to remove barriers for marginalized youth through summer internships for high school and post-secondary students. These internships will allow students to gain valuable workplace skills and experience as well as provide an early introduction to the CPA profession. These internships allow employers to obtain assistance from a summer student with a passion for accounting, at a subsidized rate.

## THE BENEFITS

CPAs are the best ambassadors to showcase just how far the designation goes. We count on you to share your knowledge and passion for the profession to help us raise the future stars of accounting. With your help, the CPA Education Foundation would like to spark eight great careers this summer. By providing these summer internships, we know that students will gain valuable accounting experience and get a head start on their professional careers in accounting. As a contributing partner and leader of the profession, you will help to shape the future of an up-and-coming CPA.

### What interns have said

**“My favourite part of participating in this internship was the hands-on experience I got while also gaining valuable knowledge in the field I want to go into.”**

**“For me, a big takeaway from this experience was the definitive knowledge that the path to the accounting field is one I want to follow.”**

### What employers have said

**“My favourite part about hosting an intern was being part of a great project, a true win-win. I’m passionate about the future leaders of our profession.”**

**“This is a great opportunity to expose the future generation to the accounting profession. They can bring new and interesting ways to do things we do as accountants.”**

## THE INTERNS

The interns that are chosen to participate in Sparking Great Careers have outside factors impacting their ability to obtain work experience in the accounting field. They also have great potential within the accounting field. We work with the students to match them with an employer who will give them quality work experience, and we subsidize their pay.

### There are two routes:

High school interns are in grade 12 at an Alberta high school and will be engaged for an eight-week internship.

Post-secondary interns are enrolled in business, with an accounting major, and will be engaged for a sixteen-week internship.

Internship applicants must demonstrate satisfactory academic standing. Preference will be given to students who:

- demonstrate financial need;
- be enrolled at an Alberta school;
- do not have current ties to the CPA profession (i.e., an immediate family member who is a CPA);
- Demonstrate interest in the CPA profession;
- have no prior work experience in accounting; and
- have had to overcome unusual or turbulent circumstances.

## THE INVESTMENT

This is a partnership between the Foundation and the Employer. As such, the Foundation will match the investment made by the Employer, thus splitting the salary cost. The Foundation will reimburse the Employer for up to 50% of the interns' pay, to a maximum of \$10,000 for 16-week internship terms and a maximum of \$3,500 for eight-week internship terms.

## THE SELECTION PROCESS

The Foundation will receive application packages that include a resume, cover letter, transcripts, information on indicated financial need, and a letter of support. Applications are reviewed by the Foundation Team and short-listed based on the award criteria and applicant's submissions. The short list is sent to the Employer for final selection and hiring.

The donor will be responsible for the onboarding and workplace liabilities of each intern.

## THE SUPPORT

To support the efficacy of the program, the following actions are being put in place:

- Monthly check-in meetings between CPA Education Foundation Director and Employer
- Two mandatory PD sessions for students
- Employer cohort roundtable (subject to enrolment)
- Intern cohort group sessions

## THE RECOGNITION

In recognition of your generous support, we would like to share a few different ways to show our appreciation and celebrate the opportunity you are providing students:

- Profile in two leading publications with CPA Education Foundation and CPA Alberta:
  - Report to the Community
  - Capitalize Magazine
  - Dividends and/or Daily Dividends
- Recognition on CPA Education Foundation's virtual donor wall.
- Announcement on CPA Alberta's main social media channels.

## Contact

To discuss the proposal and partnership in further detail please contact:

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**We all have the potential to spark a great career.**

[cpaalberta.ca/SparklingGreatCareers](http://cpaalberta.ca/SparklingGreatCareers)



*Strengthening the future of the accounting profession in Alberta by supporting business education, students, and the incubation of innovative ideas.*