

## CPABC: Spring Recruit 2021 General FAQs

### ***What types of positions does the CPABC Recruitment Framework apply to?***

[The CPABC Post-Secondary Recruitment Framework](#) applies to all full-time, summer, and co-op positions that start in 2022. These guidelines apply to all candidates applying for a pre-approved positions that begin in the 2022 calendar year, including current students, graduated students, and out-of-province students.

### ***I want to work for a public practice firm, when should I go through the recruit process?***

Many larger firms do their hiring about one year in advance. So, if you are looking to start with a firm in January, May, or September of 2022 you will want to go through the recruitment process in 2021.

### ***When do firms accept applications, interview candidates, and make offers?***

Individual firms set their own application deadlines and interview period at their own discretion. Some firms may hire on an ongoing basis throughout the spring, summer, and fall, while others may have set application deadlines. Students are responsible for familiarizing themselves with each firm's recruiting process and deadlines.

### ***Are firms still hiring students for positions given the situation with COVID and campuses closed?***

Many public practice firms have indicated that they plan to hire with virtual or adjusted recruitment procedures in place. It is important to note that recruitment decisions are sensitive internal business decisions for each employer. Students should familiarize themselves with each employers recruiting process.

### ***Can I expect to see any CPA recruiting events being hosted?***

Yes, employers host their own events for information, networking and engagement. Post-secondary institutions also host opportunities for students, connect with your career services department to find out more. Students should be proactive and seek out opportunity to connect with employers they are interested in working for. CPABC also host many information sessions, webinars and career events every month, please check [our events page](#) for more details on CPABC events, or sign up for [CPABC CareerConnect](#) to ensure you're always first to get invites via email.