



THE UNIVERSITY OF BRITISH COLUMBIA



BC Thompson Okanagan Post-Secondary Accounting Student Recruitment Timeline – Fall 2023

Attention: Post-Secondary Accounting Students

The Chartered Professional Accountants of BC (CPABC) wishes to share with you that the Post-Secondary Institutions in the BC Thompson Okanagan region have collaboratively agreed to jointly adhere to a structured Fall 2023 recruitment timeline for all accounting students (co-op, internships, and permanent positions) that begin in the 2024 calendar year.

Structure Purpose

The objectives behind this structured approach to recruitment is intended to benefit the student candidates, academic institutions and hiring organizations. This structure allows employers time to interview and make job offers without the pressure of having to rush their offers. Likewise, it allows the job candidates time to attend events and interviews at a pace that is in the best interests of their academic responsibilities, allowing job candidates to review all job offers with adequate consideration.

Participating Post-Secondary Institutions

The participating Thompson Okanagan post-secondary institutions include:

- Okanagan College
- Thompson Rivers University
- University of British Columbia Okanagan

This structure was created with input from CPABC, the aforementioned post secondary institutions and a subset of employers located in the Thompson Okanagan region that offer Pre-approved Route (PPR) positions at their organizations and that have agree to the recruitment structure as outlined below.

Which job offers are covered under this structure?

In Scope for this Framework

- Job offers for PPR (Pre-approved Route) full-time, summer and co-op positions where the position start date falls within the 2024 calendar year
- Job offers extended by the Thompson Okanagan organizations participating in this framework (“Committing Organizations”)

Out of Scope for this Framework

- EVR (Experience Verification Route) position job offers with any start date.

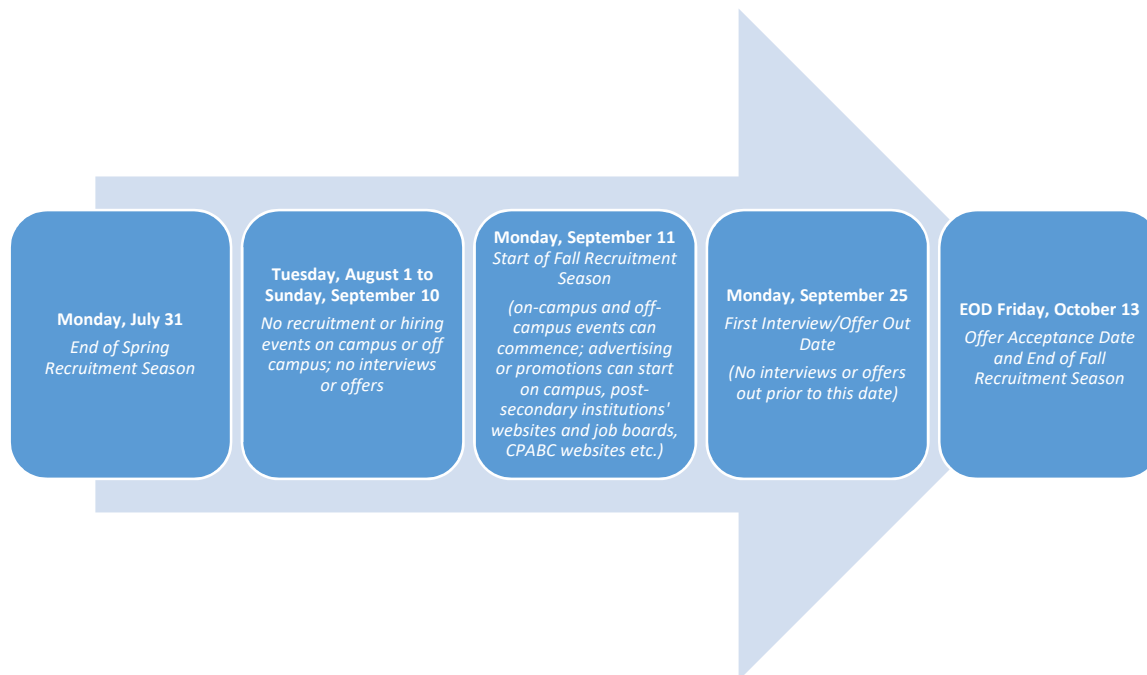
- This recruitment framework does not apply to job offers extended by organizations to students who have previously **completed** a co-op position with their organization.
- “On Demand” hires or job offers extended to post-secondary students with a job position start date within the 2023 calendar year are exempt from this Framework structure.

List of Committing Employers

The organizations that have committed to the structure outlined include:

- BDO
- Crowe MacKay
- Finnie Hunka LLP
- Grant Thornton
- KPMG
- MNP
- Tenisci Piva LLP

Committing Employer Recruitment Timelines



End of Spring Recruitment Season: July 31st, 2023

- Committing employers may extend job offers for in-scope positions up to and including July 31, 2023 as part of the spring recruitment season, however, the job offer must have an offer acceptance date of July 31, 2023 or sooner.

August 1, 2023 until September 10, 2023

- There will be no recruitment or hiring events on campus or off campus between the dates of August 1, 2023 until Sunday, September 10, 2023.
- There will be no on campus or off campus interviews conducted or offers extended between August 1st, 2023 to Sunday, September 24th, 2023 (see section on **First Interview/Offer Out Date**: Monday, September 25, 2023).

Start of Fall Recruitment Season: Monday, September 11, 2023

- Starting Monday, September 11th, on-campus and off-campus recruitment events may be organized by the above-mentioned Committing Employers only.
- Communications to students through Faculty, and Career/Co-op Centre Staff, will be shared for the above-mentioned Committing Employers only.
- Advertising or promotions on campuses, post-secondary institutions' websites or CPABC's website will be allowed for the above-mentioned Committing Employers only.

NOTE: Some post-secondary institutions may not be able to post third-party off-campus events on their institutions' event calendar due to university policy.

- Committing Employers can have their off-campus recruitment events scheduled between Wednesday, September 13 to Friday October 13, promoted to students through faculty, staff, and/or PSI websites and CPABC Website.
- Committing Employers can have their in-scope job positions posted on post-secondary institution job boards throughout the Fall recruitment season, starting September 11th.
- Committing Employers can have their in-scope job positions posted on their own websites at any time.

First Interview/Offer Out Date: Monday, September 25, 2023

- No interviews may be conducted or offers extended **prior** to this date.
- On-campus recruitment events and interviews may be organized by the above-mentioned Committing Employers only.

Offer Acceptance Date: Friday, October 13, 2023

- All job offers must remain open for acceptance until this date. Candidates are not required to respond to any "In Scope" (Please see the section above "Which Job Offers Are Covered Under This Structure?") job offer from the committed employers until Friday, October 13, 2023.

Non-Committing Employers

Organizations that have opted out of committing to the above recruitment timelines for the 2023 recruitment season will be subject to the following recruitment restrictions during the recruitment season of August 1, 2023 until the end of the day, Friday, October 13, 2023:



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- Not being invited on-campus for hiring or recruitment events, including recruitment-based information sessions or interviews between August 1 and October 13th.
- Can NOT host on-campus recruitment and hiring events or interviews between August 1 and October 13th.
- No hiring or recruitment related communications will be conveyed to post-secondary students through Faculty or Career/Co-op Centre Staff.
- Will NOT have their off-campus recruitment events and interviews scheduled between August 1 to October 13 promoted to students through faculty, staff, and/or post-secondary institutes' websites and CPABC Website.
- Restrictions on other on-campus recruitment activities at the discretion of the participating post-secondary institutions.
- Are not restricted from hosting off-campus recruitment events or interviews at any time.
- Will NOT have their in-scope job positions posted on post-secondary institution's job boards between August 1 and October 13th, 2023.
- Can have their in-scope job positions posted on their own websites at any time.

Non-committing employers may resume on-campus recruitment and hiring activities on or after October 14, 2023.

Note on Job Offers:

- For non-committing employers, they should provide a reasonable amount of time (preferably at least 5 business days) for students to respond to job offers.
- Confirm job offers and terms of employment in writing to students.