



## **Fall Recruitment Timelines**

Some Alberta employers, including many public practice firms, are voluntarily adhering to a structured Fall 2024 recruitment timeline for all accounting placements, including co-op positions, internships, and/or permanent positions that begin in 2025. This structured approach is employer-led and voluntary. The intention is to benefit all relevant stakeholders, including students, candidates, recruiting organizations, and academic institutions.

The following is the agreed-upon timeline for the Fall 2024 recruitment season:

**Recruitment Start Date: August 15, 2024\***

**Interview/Offer Start Date: September 23, 2024**

**Offer Acceptance Deadline: October 15, 2024**

**\*NOTE: Offers made before August 15, 2024 do not have to adhere to the timelines.**

Any offers presented prior to August 15, 2024, and or after October 15, 2024, will be open market. Employers will fill positions as their business needs dictate.

A key element with this structure is that offers can be made once interviews begin, however, candidates are not required to respond to any offers until October 15. If a candidate is satisfied with an offer, they have the option of accepting the offer before October 15.

If you are an employer that wishes to participate in the timeline or have any questions, please contact [employerrelations@cpaalberta.ca](mailto:employerrelations@cpaalberta.ca)

**Current participating Alberta employers include:**

Avail CPA

Crowe Mackay LLP

Deloitte

Ernst & Young LLP (E&Y)

Gregory, Harriman, and Associates LLP

KBH Chartered Professional Accountants

Kingston Ross Pasnak LLP

KPMG Canada

MNP LLP

Mowbrey Gil LLP

Office of the Auditor General of Alberta

Pennock Acheson Nielsen Devaney LLP

PwC Canada

RSM Canada LLP

Wilde & Company CPA's

Y&A LLP

Yates Whitaker LLP Chartered Professional Accountants