



**TALENT
FORWARD**

RECRUITING STUDENT TALENT

How and where to find the student talent right
for your business

BC Chamber of Commerce
Know what's on BC's mind.



Ready to bring student talent into your workplace, but unsure of how to start in the recruitment process? Here are our top 6 tips on how to recruit student talent.

RECRUITING STUDENT TALENT

1. **Find out about the student talent programs available in your area.** There are many ways you can bring a student onboard including apprenticeship, co-op, internships, projects, or community service learning. Find out more about the types of student talent available in BC [here](#) and see the schools that offer student talent [here](#).
2. **Understand the requirements of the student talent program(s) you want to work with.** Each student talent program may operate a bit differently in terms of duration, start dates, availability of students, and level of involvement required. Understanding the program requirements will better help you in your recruitment planning.
3. **Get to know the post-secondary staff and faculty who work with student talent.** Many staff and faculty are eager to help and can support you in posting jobs and keeping you up-to-date on upcoming deadlines/opportunities.
4. **Utilize job posting boards.** Many schools have internal job posting boards for students to access work experience opportunities. Some schools will have more than one job posting board (e.g. one for co-op students and through the careers centre for all students.)
5. **Recruit across schools.** You can post your opportunity to several schools at once to increase your application pool. By using the [Post an Opportunity](#) portal on the ACE-WIL website, you can send your posting to multiple schools at one time.
6. **Build engaging job postings.** When writing your [job posting](#), be sure to market why students should consider your opportunity. Include on what the student will learn, how they will benefit from the role, and what the company culture is like. Some employers even add quotes from past students, speaking to their positive experience.



TALENT FORWARD PROGRAM

To attract the best and brightest students, you can take these additional steps to improve your visibility on campus to become an employer of choice.

BECOMING AN EMPLOYER OF CHOICE

1. Participate in Career/Job Fairs

Your local colleges or universities may run regular career fairs, either in-person or virtually. This is an easy way to meet potential hires, review resumes, and raise awareness of your organization.

2. Offer to Speak

Universities and colleges may have opportunities for you to speak on campus in an information session, during a class, or through video to share about your industry, area of expertise, organization, or career path.

3. Share Success Stories

If you have worked with student talent in the past, share your success stories. Not only are these stories motivating for other potential hires, but it's also great exposure for you on campus. Sometimes, the schools may opt to share your story via social media or website.

4. Ask for Advice

Each student talent program may have different student demographics. Be sure to consult with school staff or faculty on what recruitment approaches they recommend to attract the student talent you need.

