

Employer Partnership Guide

Careers Hub at Okanagan College

2025-2026



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Careers Hub Overview

At Okanagan College's Careers Hub, we connect employers with students through meaningful Work-Integrated Learning (WIL) experiences that enhance student growth while adding value to your organization.

The Careers Hub team supports employers in:

- Navigating WIL experiences, such as Co-op Education opportunities
- Accessing funding programs
- Engaging in career connection events
- Providing opportunities to connect with other organizations in the region

Complementing this hands-on support, Careers Hub offers a web-based student recruitment application where students and community partners intersect to build key connections and valuable employment relationships.

Through the Careers Hub App, employers can:

- Post unlimited opportunities
- Reach across diverse programs
- Manage student applications
- Access resources for free
- Register for on-campus employer events



Why partner with us?

The job market is evolving rapidly, leaving many young people uncertain about their career goals and how to achieve them. Work Integrated Learning helps students reflect on their career paths and is invaluable to both students and employers.

The flexibility of WIL enables students to explore the world of work and gain the understanding needed to target their next roles.

Key Benefits:

- **Cost-effective talent pipeline:** “Recruit once, hire twice”- reduce onboarding costs and hiring risks by developing future-ready employees through experiential learning.
- **Innovation and industry growth:** Students bring fresh, research driven ideas that help companies stay competitive and drive industry advancement.
- **Diversity of skills and perspectives:** Access a talent pool with adaptable, tech-savvy, and cross disciplinary skills that strengthen organizational agility and inclusiveness.
- **Funding and partnership opportunities:** Through the Careers Hub App, employers access the funding guide to help navigate federal and provincial WIL grants.
- **Measurable business outcomes:** Track impact through productivity gains, project results, and hire conversion - tangible metrics that demonstrate a real return on investment.

Types of Opportunities You Can Post:

- Co-op Education
- Full-time positions
- Part-time positions
- Internships
- Seasonal or temporary roles
- Volunteer positions
- Apprenticeships
- New Grad positions

WIL Pathways and Services Offered through Careers Hub:

	Co-operative Education (Co-op)	Essential Technical Skills for Architecture, Construction, and Engineering (ACE)	Indigenous Intern Leadership Program (IILP)
<i>Focus Area</i>	<ul style="list-style-type: none"> • Business Administration • Civil/ Electronic/ Mechanical/ Water Engineering Technology • Computer Information Systems • Culinary/ Pastry Arts 	<ul style="list-style-type: none"> • Architecture • Construction Management • Engineering 	Broad disciplines across faculties
<i>Student Profile</i>	Upper year students alternating academic and work terms	Motivated students in a joint OC and BCIT accredited certificate program with hands- on training following a 150-hour summer intensive program	Indigenous graduates transitioning to the workforce
<i>Employer Profile</i>	Provide paid, full-time work terms that develop professional skills	Provide full-time employer paid placements in construction, design, or engineering settings	Provide paid employment and mentorship
<i>Duration & Format</i>	420 hours per work term: <ul style="list-style-type: none"> • Jan. to Apr. • May to Aug. and/or • Sept. to Dec. 	23 weeks per internship: <ul style="list-style-type: none"> • 1st Internship: <ul style="list-style-type: none"> ◦ Sept. to Feb • 2nd Internship: <ul style="list-style-type: none"> ◦ Mar. to Aug. 	Two-years
<i>Key Benefits</i>	<ul style="list-style-type: none"> • Fills Short-term • Staffing Needs • Flexible Timing • Ongoing support • Funding available 	<ul style="list-style-type: none"> • Access to talent pipeline • Candidates selected for aptitude, attitude, and potential • Brings practical applied training focused on entry level skills (e.g., AutoCAD, Revit, Sketchup, WHMIS) 	<ul style="list-style-type: none"> • Ongoing support from Vancouver Island University • Indigenous perspectives in the workplace • Empower Indigenous youth • Contribute to economic reconciliation in BC

Co-operative Education

Co-operative Education (Co-op) alternates students' academic studies with employer-paid work terms. The Co-op program offers required and elective co-ops for a wide variety of academic programs. It is intentionally designed to ensure that the skills students learn are relevant to the current job market.

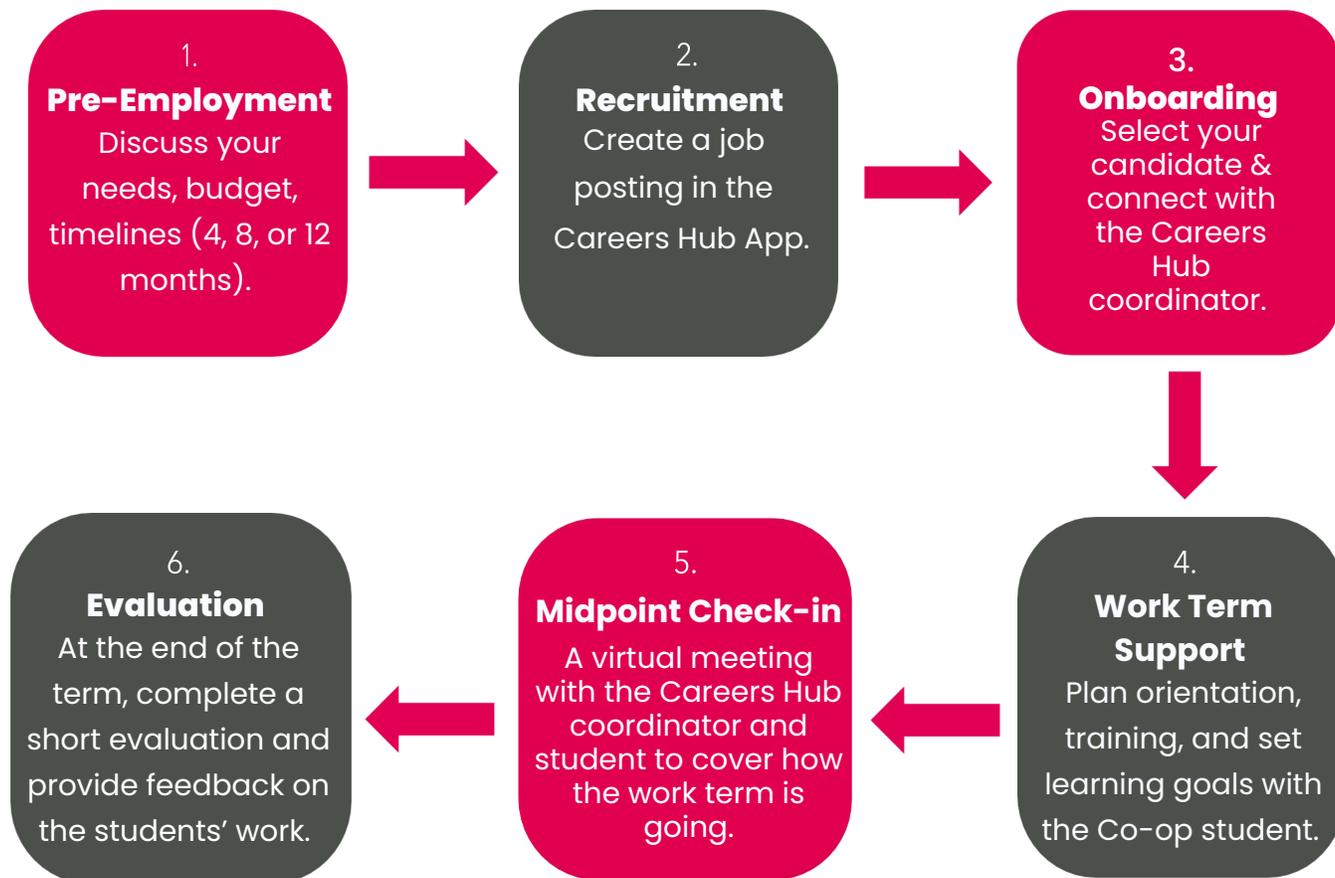
Students complete 12 online Co-op Preparatory Learning Modules designed to build workplace readiness, covering expectations, essential skills, safety, professionalism, and inclusive practices. These learning modules ensure students understand how to contribute effectively, integrate academic learning, and make the most of their work term.

Our established co-op programs offer structured Work-Integrated Learning experiences that benefit both students and employers by:

- Providing early access to OC's student talent pool
- Bridging staffing gaps, tackling projects and events
- Providing use of web-based recruitment tool – the Careers Hub App



Co-op Work Term Pathway for the Employer



Find out more about Co-op:
okanagancollege.ca/careers-hub/co-op



Essential Technical Skills for Architecture, Construction and Engineering (ACE)

Okanagan College has partnered with BCIT (British Columbia Institute of Technology) to deliver the 14-month ACE Certificate. The program places motivated students in two employer paid WIL internships with industry partners following a 150-hour summer intensive.

ACE interns are open to explore different career pathways within architecture, construction management, or engineering backgrounds.

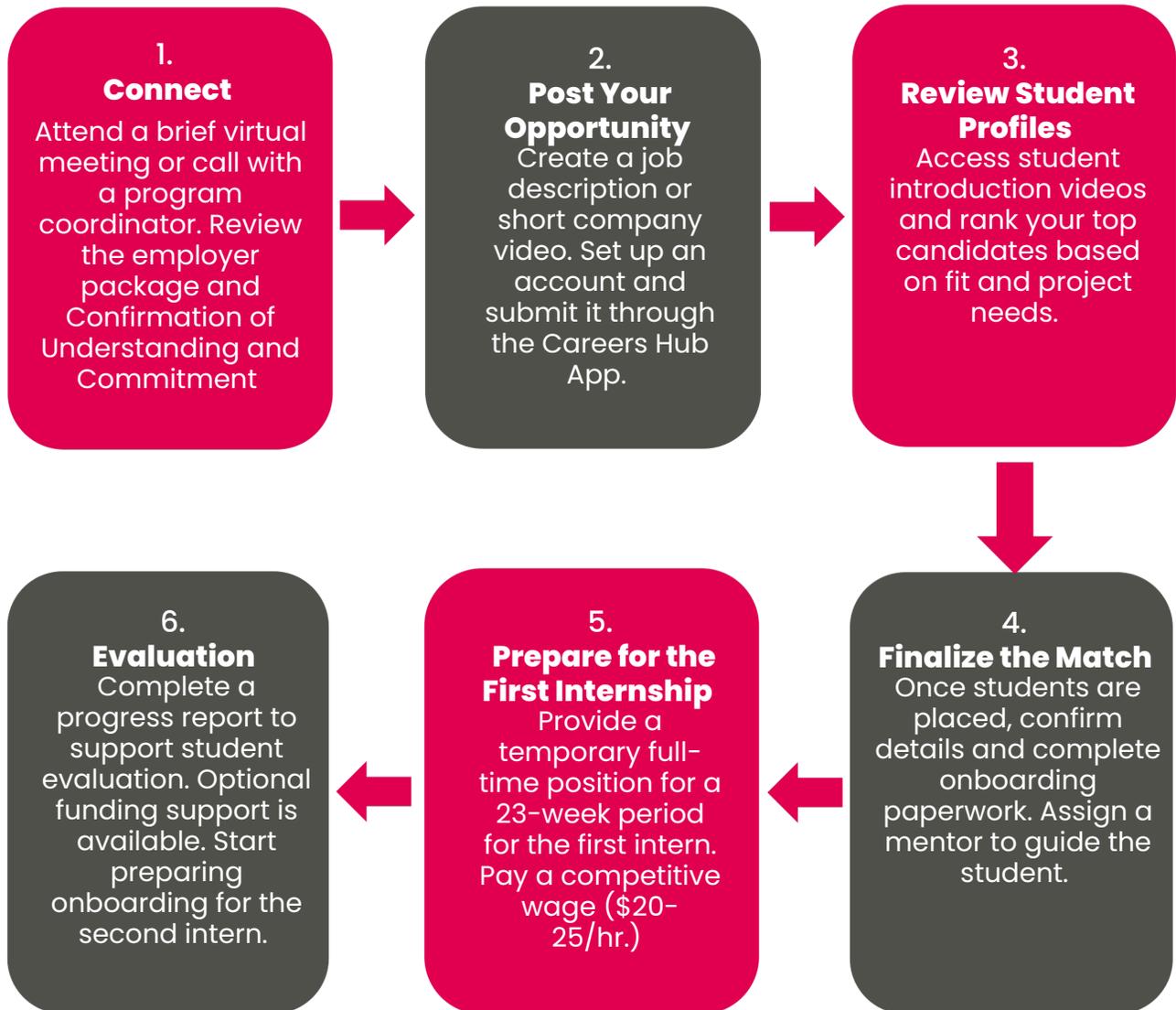
Following the summer intensive they bring:

- **Technical Skills:**
 - *Basic AutoCAD, SketchUp, Revit, Building Technology Fundamentals, Building Envelope Mockups, Technical Drawing, PowerPoint*
- **Professional Knowledge:**
 - *Budget and Estimating, Project Lifecycle Management, Procore & Bluebeam Basics, Construction Documentation, WHMIS, Microsoft Office Suite*
- **Practical Experience:**
 - *Wall Assembly Workshop, Quality Assurance/Control, Built Environment Observation, Teamwork, and Workplace Safety*

Alongside their internships, students complete 225 hours of online coursework through BCIT covering: Intro to Structural, Mechanical & Electrical Systems, Materials & Methods for Design Build, Estimating with Digital Tools, Business Communication for Construction and Revit Fundamentals.

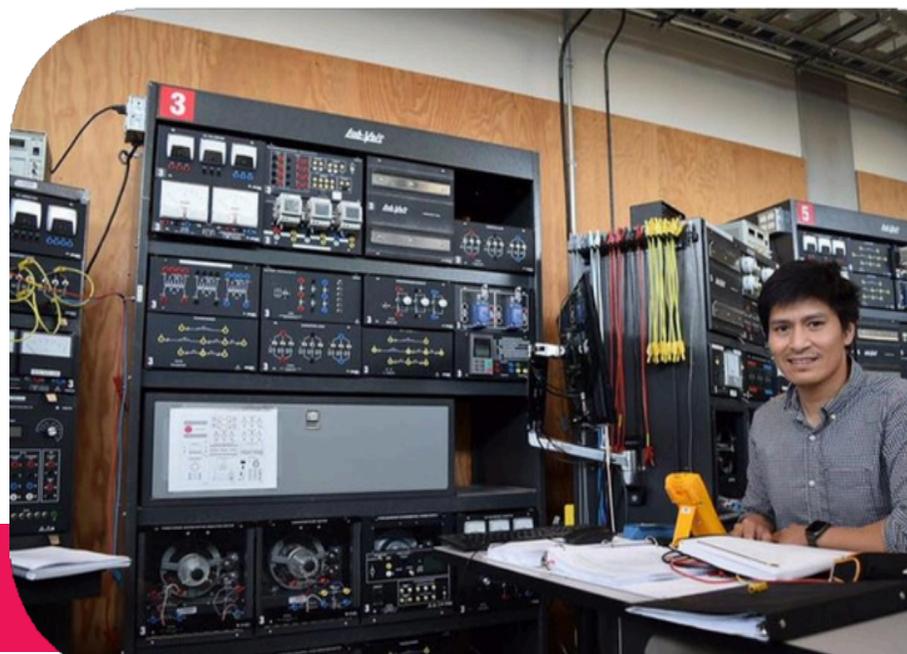


ACE Pathway for the Employer



Find out more about ACE:

okanagan.college.ca/ace



Indigenous Intern Leadership Program (IILP)

The IILP is a joint initiative of BC Assembly of First Nations (BCAFN), the Business Council of BC (BCBC), and Vancouver Island University (VIU). It is designed to facilitate the transition of Indigenous graduates into the workforce who are an essential part of the talent pool crucial for bolstering Canada's economic property now and in the future.

The IILP team works closely with post-secondary institutions, Indigenous communities, and industry partners to create a strong pool of Indigenous candidates and employer matches. Employers are supported through:

- End-to-end coordination — from facilitating introductions and supporting interview processes to offering ongoing mentorship and relationship-building throughout each placement.
- Partnerships with the British Columbia Assembly of First Nations (BCAFN) and the Business Council of British Columbia (BCBC) to identify and implement best practices in Indigenous recruitment, training, and workplace inclusion.



IILP Pathway for the Employer



Find out more about IILP:

OkanaganCollege | IILP
Patrick.Brennan@viu.ca



Funding Opportunities

As an employer partner with Okanagan College Careers Hub, you have access to various federal and provincial funding and wage subsidies that can significantly lower the cost of hiring and training a student. Some of this funding can be combined, further enhancing your cost savings.

BC Tech Co-op Grants Program:

Get up to \$20,000 per year in funding to hire co-op students through the Tech Co-op Grants Program. Whether you are a technology-based company looking to grow or a non-tech organization looking to grow your innovation, product footprint, our program could be right for you.

BC Employer Training Grant:

Receive up to \$300,000 to train your workforce through the B.C. Employer Training Grant, which covers up to 80% of training costs for new or current employees to build skills and meet evolving labor market needs.

Canada Summer Jobs Wage Subsidy:

Eligible not-for-profit, public sector, and small private employers (≤ 50 employees) can receive up to 100% wage subsidies through Canada Summer Jobs to create quality summer work experiences for youth aged 15–30.

Student Work Placement Program:

Access up to \$7,000 in wage subsidies through the Student Work Placement Program to hire post-secondary students for short-term work experiences — helping employers build talent pipelines while supporting diverse and early-career students.

Sign up through the Careers Hub App for more funding options, in-depth funding guides, or reach out to the Careers Hub team.

Get involved

Employer Roundtables

Employer roundtables are an opportunity for employers around the Okanagan to network and discuss best practices and hot topics in today's labor market. Past employer roundtables have focused on Indigenous student talent and Attracting, Hiring, and Working with Gen Z Post-Millennial Student Talent.

Annual Career Expo and Employment Fair

A unique opportunity for your organization to connect with OC's talented students, alumni, and graduates. OC has students from a wide variety of program areas, such as: Business, Engineering Technologies, Health, Trades, Office Administration, Computer Information Systems, Arts, and Sciences. With approximately 1000 attendees annually, this is your chance to highlight your company's mission, values, and development opportunities with potential candidates and industry players.

On-Campus Recruitment

We offer on-campus interview support to make your hiring process simple and efficient. Employers can reserve private interview spaces, meet multiple candidates in one day, and connect directly with students in a professional, accessible setting right on campus.

Sign up for the Careers Hub

Connect with students in a few easy steps:

GO TO: okanagan.bc.ca/careers-hub

FIND: Employer Sign up/Log in

THEN: Create your account and post jobs.



Connect with our team!

Email: careershub@okanagan.bc.ca

Instagram: [@occareershub](https://www.instagram.com/occareershub)

LinkedIn: [Okanagan College Careers](https://www.linkedin.com/company/okanagan-college-careers)

