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WIL Quarterly

Work-Integrated Learning

CPHR
Alberta

Different by Design: Building Smarter Post-Secondary Systems for Canada

The Business + Higher Education Roundtable (BHER) is excited to share our latest Thought Leadership, [Different by Design: Building Smarter Post-Secondary Systems for Canada](#).

Different by Design makes the case that Canada needs a smarter, more coherent approach to differentiating our post-secondaries - one that recognizes institutions for their distinct strengths so that learners, employers, and communities are better served.

We argue that Canada already has the ingredients for strongly differentiated systems to serve employers and hiring managers better, through clearer career pathways and more coordinated industry collaboration. One of the examples we look to in the report is how Alberta institutions like BHER member the University of Calgary and the University of Alberta have specialized in critical areas such as energy transition and digital innovation.

We also make the argument that work-integrated learning and experiential education must become systems-level infrastructure to link education directly to labour market needs, strengthening equity, employability, and economic resilience across Canada's post-secondary landscape.

Different By Design promotes an approach that ensures clearer pathways for learners and stronger talent pipelines for employers. We would welcome the opportunity to connect and convene to better understand your perspective as human resource professionals on this critical, nation-building opportunity. Reach out to [Matthew McKean](#), Chief R&D Officer at BHER and visit BHER Thought Leadership [BHER Thought Leadership](#) for more content.

NorQuest Business Administration Program 2026 Co-op Opportunity

Looking to explore potential opportunities for co-op students in a [Business Administration Program](#)? We invite you to consider hosting a co-op student within your organization for the upcoming work term.

Our Business Administration co-op students are engaged, motivated, and eager to add value while gaining hands-on experience.

About the Co-op Program:

- Work term: 4 months, May 4 to August 21, 2026 (Dates are flexible)
- Hours: 480 Minimum – 640 Max paid hours
- Wages: Can be discussed with students directly
- BA Student specializations: Human Resources, Accounting, Finance, Operations, and Management
- Work Mood: In-person, Hybrid

There are funding options available at <https://www.mitacs.ca/> that can cover part funding for the students' wage <https://libguides.norquest.ca/careercentre/foremployers>

Students undergo competitive preparation and selection process, including job application, resume and interview preparation, ensuring employers receive highly motivated candidates.

Timeline:

- January–April: Employers to post their Jobs for students to apply. [If you already have a co-op job post, please share the link.](#)
- 2 weeks: Employer reviews and shortlists applications
- 2 weeks: Interviews and selections concluded
- May 4, 2026: Student onboarding begins
- Great opportunity for summer covers off, special project support, or supervisory training operational assistance.

If you would like support with creating a job posting for the NorQuest Job Board, discuss your preferred