



Talent MATCH

A Simplified Recruitment Guide for the Fine & Performing Arts

The following lists post-secondary institutions with programs focused on the fine and performing arts that include a work-integrated learning (WIL) component. This may include co-ops, practicums, or projects. This document is meant to simplify student recruitment by showcasing which schools have programs that fit your needs. For more information on programs and what students learn, visit the schools' websites.

Work terms are semester based and are indicated by the following symbols:

🍁 Fall (Sept.-Dec), ❄️ Winter (Jan.-April), or ☀️ Summer (May-Aug).

The best time to connect in order to recruit a student is two months before the start of the semester, even for shorter placements. To recruit from multiple schools at once, use ACE-WIL's Post an Opportunity portal at: acewilbc.ca/post-an-opportunity.






Talent MATCH is brought to you by:





Arts Administration mixed with Creative Work:

Note that students from liberal arts (ie English, Humanities, etc) are often suited for, and interested in arts administration, however those programs are not listed here.




Institution & Program	Timing	Duration	Compensation
Capilano University: Advanced Arts & Entertainment Management Certificate	🍁 ❄️	364 Hours	paid or unpaid
Capilano University: Arts & Entertainment Management Diploma	❄️ ☀️	489 Hours	paid or unpaid
Emily Carr University of Art & Design: Social Practice & Community Engagement (SPACE), Critical & Cultural Practice, Communication Design, Curatorial Practices, and others	🍁 ❄️ ☀️	96 to 288+ hours	paid
Simon Fraser University: School of Contemporary Arts (Dance, Film, Music, Theatre, Visual Art, and/ or Art, Performance & Cinema Studies)	🍁 ❄️ ☀️	80 or 120 hours	unpaid

University of British Columbia: Fine Arts (Creative Writing, Film, Theatre, and Visual Art) or Media Studies		420+ hours	paid
University of British Columbia Okanagan: Fine Arts (Visual Arts and Theatre) or Media Studies		420+ hours	paid
University of the Fraser Valley: Fine Arts (Art History, Creative Writing, Film, Media Arts, Theatre, and Visual Arts)		420+ hours	paid
University of the Fraser Valley: Fine Arts Practicums (Art History, Creative Writing, Film, Media Arts, Theatre, and Visual Arts)		90 or 280 hours	unpaid
University of Victoria: Fine Arts (Art History and Visual Studies, Music, Theatre, Visual Arts, and/or Writing)		420+ hours	paid

Fashion and Costuming

Institution & Program	Timing	Duration	Compensation
Kwantlen Polytechnic University: Fashion Design & Technology		120 hours	paid, unpaid, or stipend
Vancouver Community College: Fashion Design		120 hours	paid, unpaid, or stipend

Theatre

Institution & Program	Timing	Duration	Compensation
Capilano University: Technical Theatre		200-300 hours	paid
Douglas College: Stagecraft & Event Technology		60 hours	paid, unpaid, or stipend
Langara College: Theatre Arts at Studio 58		projects	stipend

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Film and Animation

Institution & Program	Timing	Duration	Compensation
Capilano University: Motion Picture Arts Practicum	❄️	72 hours	paid or unpaid
Emily Carr University of Art and Design: Film and Screen Arts	🍁 ❄️ ☀️	96 to 288+ hours	paid
Okanagan College: Animation	☀️	420+ hours	paid
Selkirk College: Digital Arts	☀️	420+ hours	paid
University of British Columbia: Film Practicum	🍁 ❄️ ☀️	150 hours	unpaid

Publishing and Creative Writing

(This section does not include graphic design specific programs.)

Institution & Program	Timing	Duration	Compensation
Selkirk College: Creative Writing	❄️	projects	unpaid
Simon Fraser University: Master of Publishing	☀️	450 hours	paid
Vancouver Island University: Creative Writing & Journalism	❄️ ☀️	60 hours	paid, unpaid, or stipend



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Media Broadcasting

Institution & Program	Timing	Duration	Compensation
British Columbia Institute of Technology: Broadcast and Online Journalism	April-May	120 hours	paid, unpaid, or stipend
British Columbia Institute of Technology: Radio Arts & Entertainment	April-May	140 hours	paid, unpaid, or stipend
British Columbia Institute of Technology: Television & Video Production	April-May	150-160 hours	paid, unpaid, or stipend

Visual Arts and Photography

Institution & Program	Timing	Duration	Compensation
Camosun College: Visual Arts	🍁 ❄️ ☀️	420+ hours	paid
Emily Carr University of Art and Design: Curatorial Practices, Visual Arts, and Photography (Focus within Visual Arts)	🍁 ❄️ ☀️	96 to 288+ hours	paid
Langara College: Professional Photography and/or Entrepreneurship Class	❄️	projects or 8 to 64 hours	stipend, potential unpaid for non-profits



To recruit from multiple schools at once, use ACE-WIL's Post an Opportunity portal at: acewilbc.ca/post-an-opportunity.



**Association for
Co-operative Education
and Work-Integrated
Learning BC/Yukon**



Information for Employers

Key Tips to Hire Post-Secondary Students in BC

Thinking about hiring a student? Students can bring fresh skills to your organization, increase capacity, and help renew your business! But if maneuvering the post-secondary system feels daunting... good news! The Association for Co-operative Education & Work-Integrated Learning BC/Yukon (ACE-WIL) has resources to support you along the way.

From February 2021 until December 23, 2022, ACE-WIL's [Talent MATCH](#) and [Talent 4 Non-Profits](#) programs are developing resources specifically targeted to support museums, arts, tourism, culture, hospitality (MATCH), and non-profit organizations.

Free one-on-one support is available to help with all aspects of bringing on student talent! Contact TalentMATCH@acewilbc.ca to set up a free advising session. If you have questions or require support from January 2023 onwards, reach out to info@acewilbc.ca.

Resources & Webinars

ACE-WIL has an array of downloadable documents and recordings, including:

- [Funding sources](#) and webinars with program officers
- [Recruitment Guides](#) listing industry- and job-relevant programs
- Tips on being a [mentor](#) and [mentee](#)
- [EDI](#) and [Indigenous](#) resource hubs
- Recruitment and interview tips
- A [job posting portal](#) reaching all schools
- And so much [more!](#)

Steps to Hiring a Student

1. **Consider your organizational needs** and what the student will work on. Will this be a valuable learning experience for them? Is this a co-op or other type of work-integrated learning (WIL)? Co-ops are the most common and are generally 4-months long with full-time hours, but shorter or longer term projects are possible.
2. **Apply for funding** if needed. Note that deadlines for wage subsidy programs range from weeks before the position starts, to a year in advance.
3. **Build your Job Posting:** Use our [tips and template](#) to create your most important recruitment tool.
4. **Select schools to recruit from.** Use the [map](#) on the ACE-WIL site to see schools near you, review programs with WIL options, and consult [Talent MATCH Recruitment Guides](#) to make a list of schools to recruit from.
5. **Use the Post an Opportunity Portal:** This tool on ACE-WIL's website will help you recruit from schools across BC in one step. Find it at acewilbc.ca/post-an-opportunity
6. **Review applications** and connect with schools to set up interviews.
7. **Interview applicants:** Use [our tips](#) and [sample interview questions](#) to guide you. Follow up with reference checks to help you make a decision.
8. **Make a job offer!** Follow up with the student's school in case they require any paperwork from you.
9. **Prepare to bring your student on board.** Adjust our [onboarding check-list](#) to determine the steps required for a smooth onboarding process.
10. **Reach out to schools or to ACE-WIL** at any point during the process for support. Email info@acewilbc.ca or the school you're working with.

Visit acewilbc.ca to learn more and find Talent MATCH and Talent 4 Non-Profits in the Resources menu!

The Talent MATCH and Talent 4 Non-Profits programs are funded by the Ministry of Advanced Education and Skills Training and are a partnership between ACE-WIL, the BC Alliance for Arts + Culture, the BC Museums Association, and go2HR.