



The Secret to Getting Long-Term Value from Asper Talent? Nail the Offboarding.

When it comes to creating a strong student experience, most organizations focus on onboarding. But offboarding, the way an internship ends, can have just as much impact on your talent pipeline. A thoughtful offboarding process strengthens your reputation among students, increases the likelihood they return for future terms, and can even influence whether they consider your organization for full-time roles after graduation.

Here are 10 high-impact offboarding practices that help employers get long-lasting value from Asper students:

1. Hold a meaningful wrap-up meeting. Review accomplishments, strengths, challenges, and learning outcomes. This reflection helps both the student and your future hires.
2. Ask for feedback. Invite honest input on their experience - what supported their success and what could be improved.
3. Discuss future opportunities. If they performed well, ask whether they'd consider returning, taking on part-time/project work, or exploring full-time pathways.
4. Let students showcase their work. A short presentation builds confidence and highlights the meaningful contributions students make.
5. Plan for continuity. A simple handover guide or checklist ensures a smoother transition for your next student hire.
6. Celebrate the term. Small gestures like thank-you notes, team acknowledgements leave a lasting positive impression.
7. Share early talent pathways. Inform students about new grad roles, rotational programs, or other career opportunities within your organization.
8. Encourage referrals. Top students often know other top students. Referrals are powerful and often overlooked.
9. Stay connected. LinkedIn, talent pools, or occasional check-ins help maintain long-term relationships.
10. Recognize returning students. Offering increased responsibility or compensation shows appreciation and builds loyalty.

Intentional offboarding is one of the simplest and most effective ways to strengthen your student talent strategy. A great ending often becomes the beginning of a long-term relationship.



How to Hire Top Talent This Summer— Without Screening Hundreds of Resumes

As summer hiring ramps up, many employers face a familiar challenge: high application volumes and limited time to identify the right candidates. The Asper School of Business Co-op Program offers a more efficient way to recruit top undergraduate talent for Summer 2026. Through the BComm Co-op Rank/Match process, employers can hire students in Accounting, Finance, Supply Chain Management, Business Analytics, Marketing, and Human Resources—without managing hundreds of applications. Rank/Match prioritizes quality over volume, connecting employers with a focused pool of high-performing, pre-screened students who have completed workplace readiness and business communication training.

Why employers choose Rank/Match

- **Focused applicant pool:** Review applications from workplace-ready co-op students admitted through a competitive selection process
- **Reduced screening volume:** Evaluate a concentrated set of top candidates rather than managing large applicant volumes
- **Clear timelines:** Structured dates for posting, shortlisting, interviewing, and offers
- **Dedicated support:** Save time with support throughout the process, including posting assistance, interview coordination, and outcome communication

Employers benefit from structured timelines, meaningful interviews, and dedicated recruitment support, including posting assistance and interview coordination. The result is a streamlined hiring experience and stronger talent matches during peak recruitment season.

If your hiring timeline doesn't align with Rank/Match, **flexible recruitment options are also available** outside the process.

To participate in Summer 2026 BComm Co-op Rank/Match, post your opportunity in the Career Portal by **February 6, 2026**. For questions or support, contact aspercoop@umanitoba.ca.

Hiring at the graduate level? Master's Co-op students can be recruited **at any time** and bring prior professional experience with advanced expertise in Supply Chain Management, Finance, Leadership, Marketing, and related fields—delivering immediate impact to your organization. For questions, contact yevheniia.buriakova@umanitoba.ca



International Student Career Success Series: Embrace Global Talent. Build the Workforce of Tomorrow.

As organizations across Canada navigate an increasingly competitive and global talent landscape, employers who invest early in inclusive, future-focused talent development are best positioned to succeed. The CDC is proud to offer the **International Student Career Success Series**, a flagship initiative connecting international talent with the Canadian labour market.

This five-session, in-person series supports international students as they prepare to transition confidently into the Canadian workplace. The program addresses well-documented challenges, including understanding Canadian workplace culture, recruitment expectations, and effective job-search strategies, while building professional confidence and networks.

For employers, the series offers a meaningful opportunity to demonstrate leadership in diversity, equity, and inclusion while engaging with a highly motivated, globally minded talent pool.

The series has consistently seen strong attendance and positive student feedback, with participants citing its practical relevance and impact. Grounded in employer insight and labour market realities, the program focuses on skills that support long-term workforce success.

Employer partners benefit from:

- Brand visibility among international students preparing for the Canadian job market
- Early access to emerging talent
- Engagement aligned with inclusive hiring strategies
- Long-term relationship building with the Asper community

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