



University of Waterloo School of Accounting and Finance – Internal Audit Talent Development Program

In response to feedback from large enterprises, government, and financial industry employers, the IIA Toronto Chapter, in partnership with the University of Waterloo School of Accounting and Finance (SAF), is in the process of organizing a formal experiential education program specifically geared toward internal audit (IA). The IA Talent Development Program leverages the SAF's outstanding undergraduate and graduate programs in Accounting and Finance, as well as Waterloo's industry-leading co-operative education program. We are seeking to collaborate with employers to help shape the design of this program and curate co-operative work opportunities so that we can develop the next generation of IA professionals.

Goals of the Program

- Bring together the supply of motivated students with the demand for IA professionals
- Formalize an IA focused university co-operative program that positions new graduates for an IA career
- Create a pipeline of qualified professionals specific to the IA profession who are equipped with Undergraduate and Masters degrees that positions students to complete the CIA certification
- Potential to expand the program to other Universities across Canada

Benefits to Your Organization

- Create an ongoing pipeline for recruiting IA talent
- Potential to hire experienced entry level IA professionals, upon graduation
- Cost effective way to obtain IA talent, with no long term commitment
- Potential to reduce overall recruiting, training and retention costs for IA talent
- Obtain employees trained in the latest data analytics and audit techniques
- Opportunity to provide direct feedback to the SAF-IA educators as they shape the program to produce graduates with the necessary skills for work in your sector and the IA profession

Your Organization's Role

- Participation in the University of Waterloo co-op program and a soft commitment to hire co-op students in support of the program (initial program placement goal is 50 – 60 co-op roles per year)
- Post full-time IA opportunities to graduating students that have followed an IA academic pathway

For additional information please contact

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How it Works

- Employers will partner with the School of Accounting and Finance and Co-operative Education at the University of Waterloo to develop a recruitment strategy, post co-op roles to students, and participate in the [co-op recruitment process](#).
- Jobs made available under this program will be posted to students with a descriptor attached to the co-op job title: *IA Talent Development Program*. For example, a job title may be “Internal Audit Analyst - IA Talent Development Program”.
- Job descriptions will include the following Special Message: *This role is being posted as part of the SAF/IIA Talent Development Program. This role will expose students to people and work related to internal audit, risk management, and control. This role will qualify toward the practical experience requirements for the Certified Internal Audit (CIA) designation. It is intended for students in undergraduate co-op programs at the School of Accounting and Finance who plan on pursuing undergraduate study in internal audit, risk management and controls, performance management, and the Master of Accounting (MAcc) program.*