

All About Co-op

For Ted Rogers Students

Your Guide to the Human Resources Co-op Program

For the 2024-2025 Academic Year

Published June 2024

The Ted Rogers School of Management (TRSM) offers one of the largest business Co-op programs in all of Canada, with over 2,500 students participating across 12 program streams. With high employment rates, strong relationships with hiring managers, and an industry-leading Co-op Prep Program, the Ted Rogers Co-op program sets you up for success.

The Human Resources (HRM) Co-op program is the 7th largest Co-op program at the Ted Rogers School of Management, and has been steadily growing since its inception in 2017.

As an HRM Co-op student, you have the opportunity to complete up to four Work Terms, representing 16 months of work experience. HRM Majors have the benefit of being in an employment market with very strong demand. This is demonstrated by an average employment rate of 95.48% for HRM students in 2024-2025.

You will prepare yourself for your 1st Work Term by completing the mandatory Co-op Prep Program, in addition to completing technical Bootcamps.

You can subscribe to our monthly newsletter, Application Insider for the latest information and updates on applying to the Ted Rogers Co-op Program [here!](#)

Upon joining the Ted Rogers Co-op program, Business Management students will share their intended major with the Co-op team. If their intended major changes, they can speak with their Co-op Coordinator.'

HRM Highlights: 2024-2025



136

HRM Co-op Students



17.44%

% HRM Students
Participating in Co-op



95.48%

Employment Rate



\$55,933

Average Earnings Over
Four Work Terms

Top Co-op Employers for HRM Students

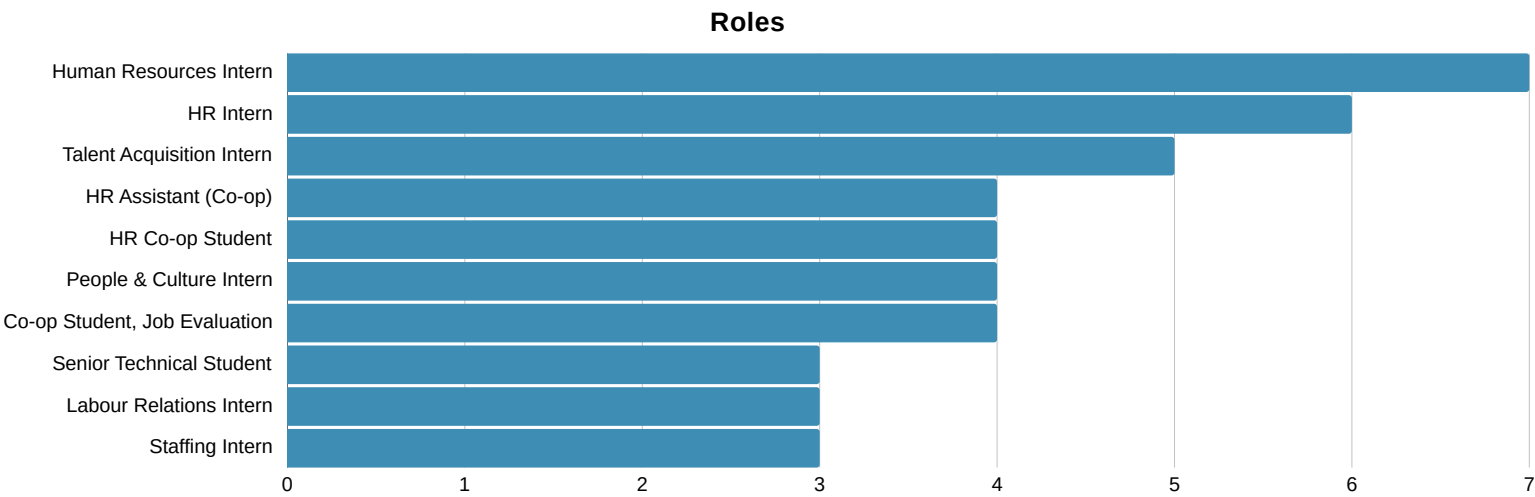
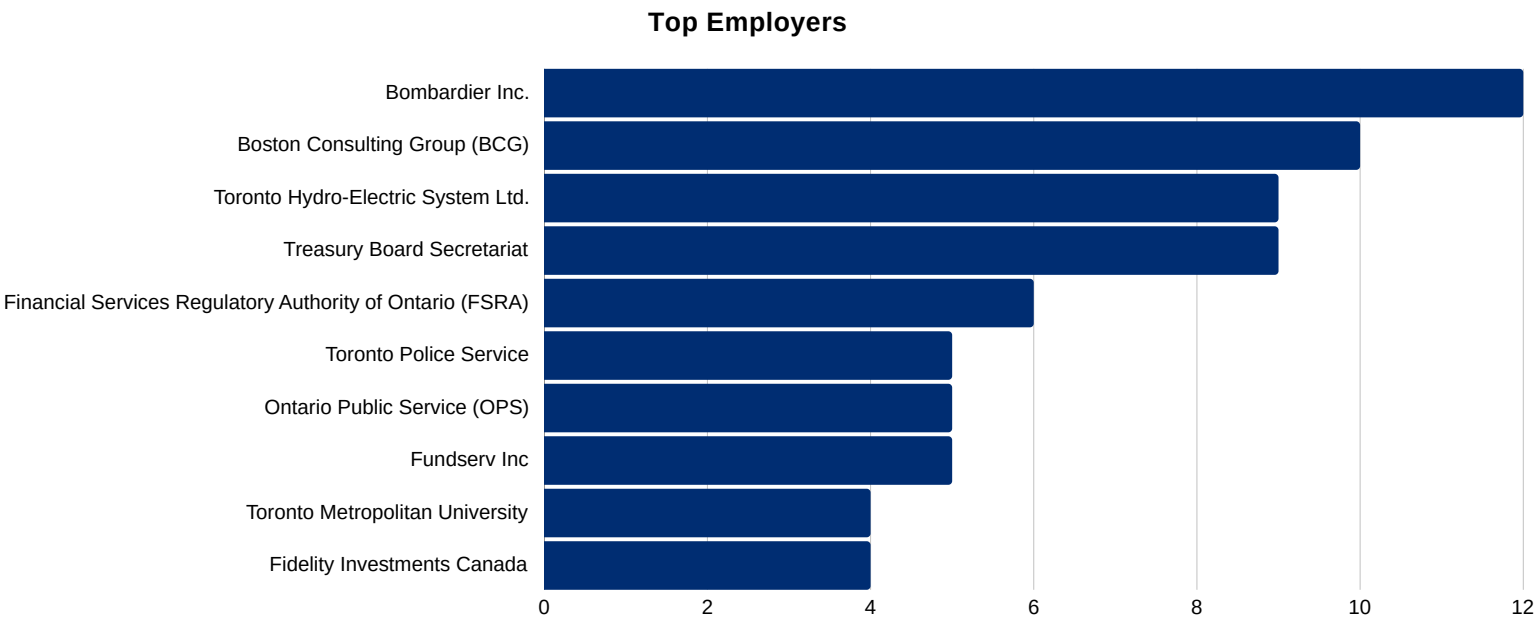


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Top Employers and Position Titles

For the academic year of April 30, 2024 - April 28, 2025, the top employers and the most common position titles for students in the Human Resources Management major were:



Full-Time Positions for HRM Graduates

Highlighted below are some of the full-time positions that our Human Resources Management graduates secured, to date, including a few of the their employers.

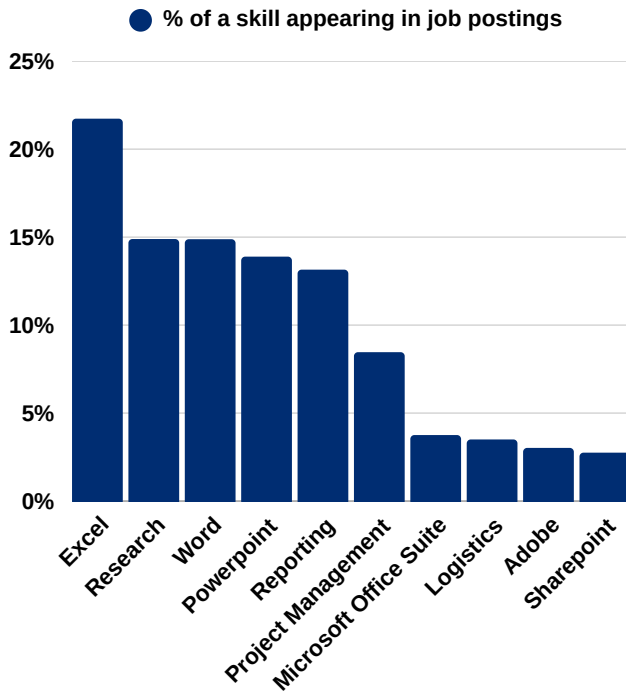
- Human Resources Coordinator
- Talent Acquisition Consultant
- Communications Coordinator
- Benefits Administrator
- Compensation Partner
- Leadership Program Consultant
- Human Resources Advisor
- Program Assistant
- Compensation Analyst



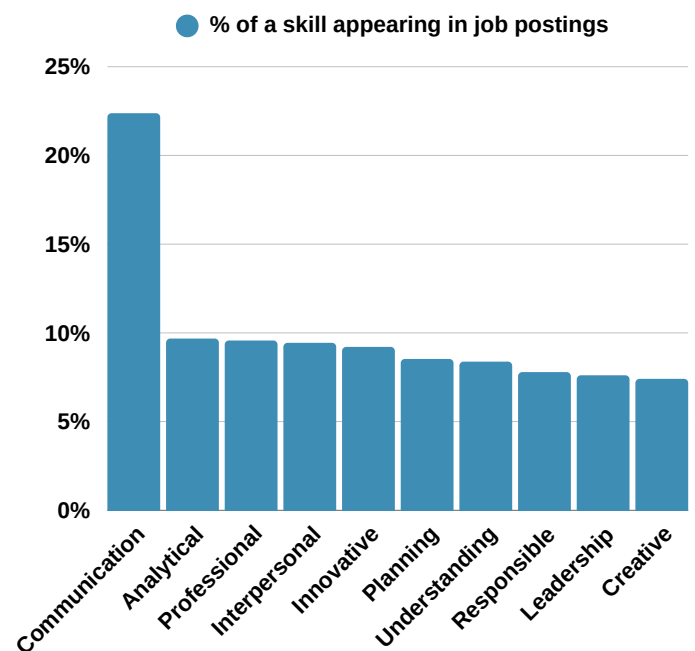
Top Skills Employers Are Seeking

Based on 3,335 job descriptions tagged to students in the Human Resources Management program (all posted in our jobs portal), for the period 2024-2025, the following skills are most often listed in the job requirements section.

Top 10 Technical Skills for HRM



Top 10 Professional Skills for HRM



Average Hourly Wage on Work Term

As one would expect, your pay rate will increase from Work Term to Work Term. Employers value experience and this is reflected in a 15% increase in pay from 1st to 4th Work Term.



Co-op Students Earn \$55,933

The Ted Rogers Co-op program is providing you an opportunity to earn money while you complete your studies. Earning money while on Work Term allows you to graduate debt-free.

Since 2017, HRM students have earned over \$10.48M as a whole - on average, each student is earning \$51K across all four Work Terms.

Bootcamps Provide You a Competitive Advantage

BCH offers students at the Ted Rogers School of Management with **exclusive access** to over 26 technical Bootcamps, all of which are highly endorsed by our employer partners.

Students who take advantage of these programs (by earning badges and certifications) make themselves far more competitive in the workplace.

In 2024-2025 alone, we processed 349 Bootcamp registrations for Co-op students in the HRM stream.

The most popular Bootcamps for HRM students were Excel (required), Tableau, SQL and Social Media Marketing.



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We Offer A Leading-Edge Co-op Prep Program

We have invested heavily in the development of an industry-endorsed Co-op Prep Program designed to prepare you to be successful on your 1st Work Term and beyond.

You will participate in programming designed to support your professional growth and development through these elements:

Career Discovery
Workshop

Excel Bootcamps

Live Actor Industry
Simulations

Lumina Assesments

Peer Mentoring
(optional)

1:1 Coaching

All elements of the Co-op Prep Program must be completed before your 1st scheduled Work Term.

Pathways into Co-op

Pathway 1

Apply through OUAC

Choose the co-op option for your
program of interest

If accepted into co-op for your
program, you will start as a co-op
student from day one at TRSM

If you aren't not accepted into co-op,
but accepted into the regular program,
or didn't apply to co-op on OUAC then
see Pathway 2

Pathway 2

Apply at the end of 2nd year
with a CGPA of 2.8 or higher

You should be on track with
completing your required first-year
core courses

- The Review Committee evaluates past work, volunteer experience, extracurriculars, and student engagement.
- Admission to the Ted Rogers Co-op Program is competitive - submit a strong, well-crafted resume and cover letter.
- HRM students are encouraged to participate in BCH programs and events before applying.

The HRM Work Term Sequence

HRM students have the opportunity to complete four Work Terms, spread out over two years. Your first two Work Terms are back-to-back in Winter/Summer.

	Fall	Winter	Summer
Year 1	1st Semester	2nd Semester	-
Year 2	3rd Semester	4th Semester	Apply for Co-op Pathway 2
Year 3	5th Semester	Work Term I	Work Term II
Year 4	6th Semester	Work Term III	Work Term IV
Year 5	7th Semester	8th Semester	-

The Co-op Program Fee is an Investment

For students in the Ted Rogers Co-op program, an additional fee is added to your tuition fee.

This fee relates to the cost associated with the administration of the Co-op program and is calculated in accordance with the Ministry of Advanced Education and Skills Development and Toronto Metropolitan University policies.

The fee for participating in the Co-op program is \$4,200. This fee is paid in installments over several years.

The Co-op program fee is non-refundable and subject to change without notice at any time.

Meet an HRM Co-op Student!



Talent Acquisition Intern
- Bombardier



During my Work Term, I expressed an interest in taking on more responsibilities beyond the scope of my job description. For example, I proposed a new initiative to Bombardier's Talent Acquisition Director that would automate and streamline the company's pre-screening process.

In addition, I volunteered to train new members of the Talent Acquisition team on Boolean logic and best practices for using LinkedIn Recruiter. By taking initiative and sharing my ideas, I was able to stand out amongst the other interns and exceed expectations.

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Want to Learn More for Free?



Hub Insights

These engaging student reports share employment data and information on positions that Ted Rogers students secure like HRM Coordinator, Project Coordinator, Recruiter, and Marketing/Social Media Coordinator.



What Can I Do With My HRM Major

Learn more about the TRSM majors and employment opportunities through [Hub Insights reports](#).



Co-op Application Guide

Still have questions about your Co-op application? The [Co-op Application Guide](#) highlights key aspects and includes useful resources.



Resume Builder

This [Resume builder](#) highlights insightful tips to get your resume updated and ready for Co-op

Visit the Business Career Hub

Employer Events

The BCH hosts several employer events to prepare you for your professional career. Refer to your weekly 'BCH Careers Newsletter' for a list of upcoming [events](#).

Bootcamps & Prep Programs

Advance your technical and soft skills, earn digital badges, and gain an advantage in today's workforce through Bootcamps. [Click here to register for current Bootcamps](#).

Coaching & Mock Interview

For career coaching, interview prep and more, [schedule a 1:1 appointment](#) with a Career Consultant or a Co-op Coordinator.



Student Support Team



Co-op Coordinators Joshua Go

When to see Joshua:

For students who have been accepted into the Co-op program.



Careers Team

When to see a Career Coordinator:

For students interested in applying to Co-op, non-Co-op students, and TRSM alumni.