

EARLY TALENT INSIGHTS

Home to over 12,000 students, the Ted Rogers School of Management at Toronto Metropolitan University is Canada's leading diverse, entrepreneurial business school centered in an urban learning environment.

Each month, we survey students at the Ted Rogers School to deliver timely and relevant insights to Canadian organizations. Our goal is to help you better understand the early talent workforce, enabling you to refine your recruitment and retention strategies accordingly.

December 2025

How Students and Employers Are Using AI in the Workplace

In this edition of *Early Talent Insights*, we explore how Co-op students and employers incorporated AI tools into their Summer 2025 Work Terms. The findings highlight the extent to which AI has become integrated into everyday workflows, while also revealing key differences in expectations between students and employers.



832

No. Co-op Student Responses



832

No. Supervisor Responses



356

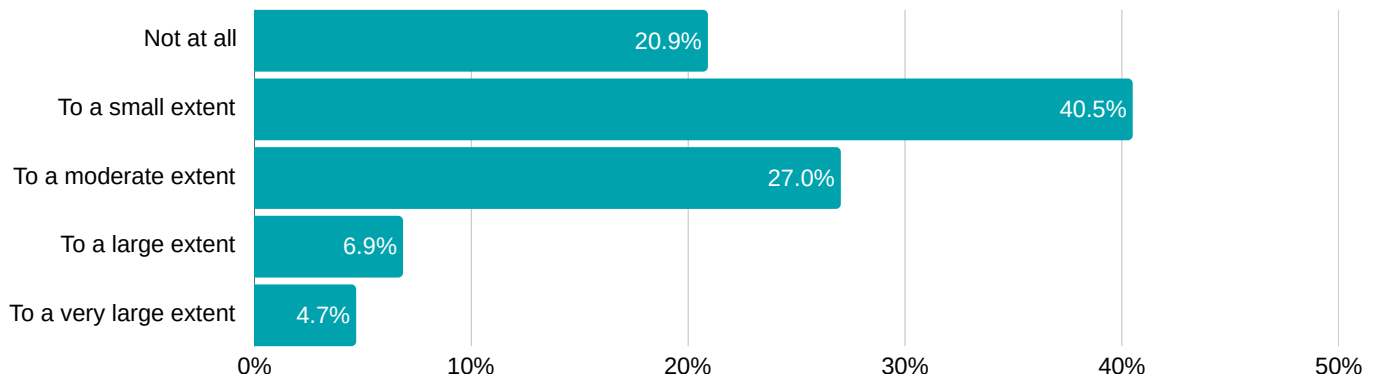
No. Supervisors (Employers) Represented

STUDENT POLL

During this work term, to what extent did you leverage AI to complete your work?

Summary of Student Responses

The majority of students are “light users,” turning to AI for quick support with writing, research, idea generation, or organization. A smaller segment of students are “power users,” who use AI frequently to accelerate complex tasks, analyze data, or support creative work - indicating early specialization in AI-augmented workflows.

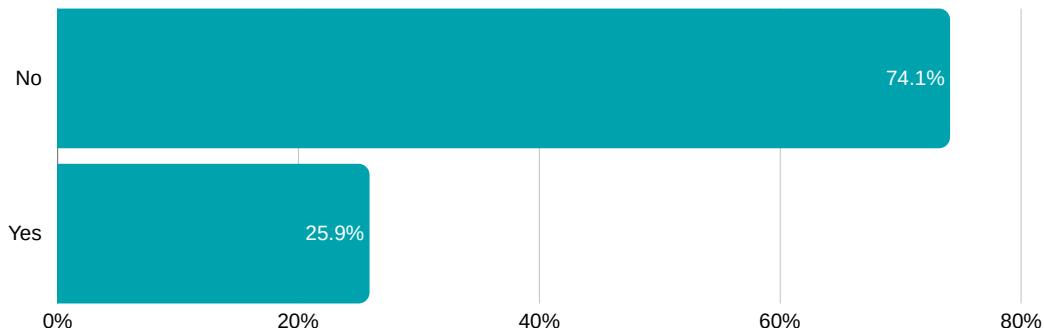


SUPERVISOR (EMPLOYER) POLL

Did you require Co-op Student(s) to leverage AI during this work term?

Summary of Supervisor (Employer) Responses

Employers are integrating AI into their workflows, but expectations vary significantly by Supervisor and by industry. Overall, we see a significant difference between the expectation of Co-op Supervisors and actual student behaviour.



Specific Use of AI On Work Term

Our Co-op Supervisors shared specific examples of how they expected students to use AI during their Work Terms - covering everything from efficiency to creativity to technical problem-solving.

Enhancing Productivity & Efficiency



- Drafting emails, reports, and social content
- Summarizing long documents
- Organizing data or generating insights
- Conducting research across industry trends
- Preparing internal briefs and presentations

Creative & Strategic Applications



- Campaign ideas, design concepts, and social creative
- Coding assistance and debugging
- Scenario planning and problem-solving
- Content optimization and SEO drafting
- Learning new tools and technical concepts

Company Integration & Policy



Several large organizations (e.g., banks, telecom, insurance) provided:

- Access to internal AI platforms (e.g., Copilot, corporate ChatGPT, Gemini)
- Mandatory training on safe and ethical use
- Clear expectations to validate outputs and apply human judgement

AI Tools Most Commonly Used by Students

General-Purpose AI:



ChatGPT



Copilot

Gemini

Specialized / Integrated AI:

Canva



Adobe Express



grammarly

byword_



GitHub Copilot

Questions to Consider



Are you providing students with appropriate training, and policy guidelines around the use of AI tools?



In the future, do you envision asking your Co-op students to integrate the use of AI tools even more into their work? How will you monitor their use of AI?

Contact Us

If you would like to discuss these findings in more detail or explore ways in which a Business Co-op student can add value to your organization, please click the '*Connect With Us*' button below.



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