

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.

In this issue of *Early Talent Insights*, we explore how confident students feel about finding meaningful full-time work after graduation, comparing current year trends to last year's data.

May 2026

Confidence Levels Have Dipped Slightly for Some Students

Over the past two years, we surveyed students to assess their confidence in securing meaningful full-time employment. This report presents a comparative analysis of the results, which are detailed following the survey question below. Overall, confidence levels have remained stable, though certain groups of students have experienced a slight decline.

STUDENT POLL

How confident are you in securing a meaningful, full-time position that aligns with your training and credentials, within the following timeframes after graduation?

Summary of Student Responses - Fall 2025



1,510

No. Responses*



12

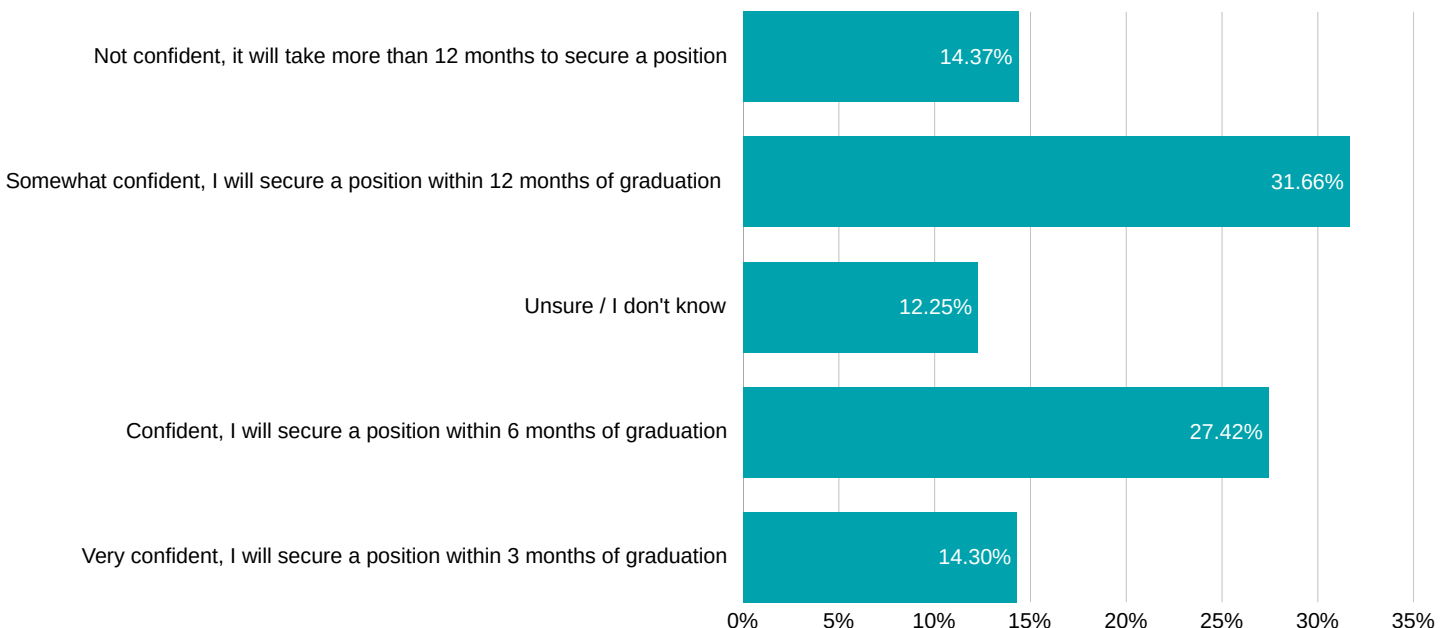
No. Bachelor of Commerce Programs (representing 5 Schools)



1-4

Years of Study

In Fall 2025, 1,510 students responded to the student poll question above. The key findings are summarized below.



Student Responses by Year of Study

Student Responses by Year of Study

Response	1st	2nd	3rd	4th
Not confident, it will take more than 12 months to secure a position	8.14%	14.00%	15.49%	15.80%
Somewhat confident, I will secure a position within 12 months of graduation	30.23%	29.78%	34.27%	31.60%
Unsure / I don't know	10.47%	15.11%	12.21%	10.17%
Confident, I will secure a position within 6 months of graduation	38.37%	28.22%	24.65%	25.11%
Very confident, I will secure a position within 3 months of graduation	8.14%	14.00%	15.49%	15.80%
	100%	100%	100%	100%

Findings

- 1st year students were less likely than students in other years to report confidence in securing a full-time role within three months, yet more likely to report confidence in securing a role within six months.
- 2nd year students were more likely than students in other years to report uncertainty about their post-graduation plans.
- 4th year students were more likely than students in other years to report low confidence in securing a position within 12 months. This greater hesitation about securing a job within 12 months is likely influenced by the realities of the job market as they approach graduation.

Student Responses by Co-op Participation

Student Responses by Co-op Participation

Response	Non-Co-op	Co-op
Not confident, it will take more than 12 months to secure a position	19.84%	8.74%
Somewhat confident, I will secure a position within 12 months of graduation	30.94%	32.39%
Unsure / I don't know	11.88%	12.63%
Confident, I will secure a position within 6 months of graduation	24.67%	30.24%
Very confident, I will secure a position within 3 months of graduation	12.66%	15.99%
Grand Total	100%	100%

Findings

- Co-op students are far more confident in securing a full-time position within six to 12 months of graduation, likely reflecting the fact that they have secured at least three or four paid work terms (four months each).

Note: These patterns were identified using chi-square analysis, which tests whether the distribution of responses differs from what would be expected by chance.

Comparison to Last Year's Responses

In Fall 2024, we posed this same question to students and received responses from 1,918 participants (refer to our [Early Talent Insights April 2025 Issue](#)). The following analysis compares this year's findings with last year's data.

YoY Findings

- Confidence has slipped this year - nearly 74% of students this year are either very confident, confident or somewhat confident in securing a role within 12 months compared to 79% last year.
- 2nd, 3rd, and 4th year students became less confident that they would secure a full-time role post-graduation, compared to last year.
- Co-op students were less confident this year compared to last year, but remained more confident in securing a full-time role than non-Co-op students did in 2025.

Note: These patterns were identified using an Independent t-test, which compares the means of two samples to determine whether a statistically significant difference exists between them.

Question to Consider



How is your organization coaching and supporting students and future leaders to remain competitive and distinct within an ever-evolving labour market?

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

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