

# 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 edition of Early Talent Insights, we delve into Co-op students' perspectives on their Winter 2025 work experiences, using feedback and data to uncover key themes. We also examine how their views align—or differ—from those of their Supervisors.

November 2025

## Perceptions Can Be Different Among Students and Supervisors



638

No. Co-op Student Responses



638

No. Co-op Supervisor Responses



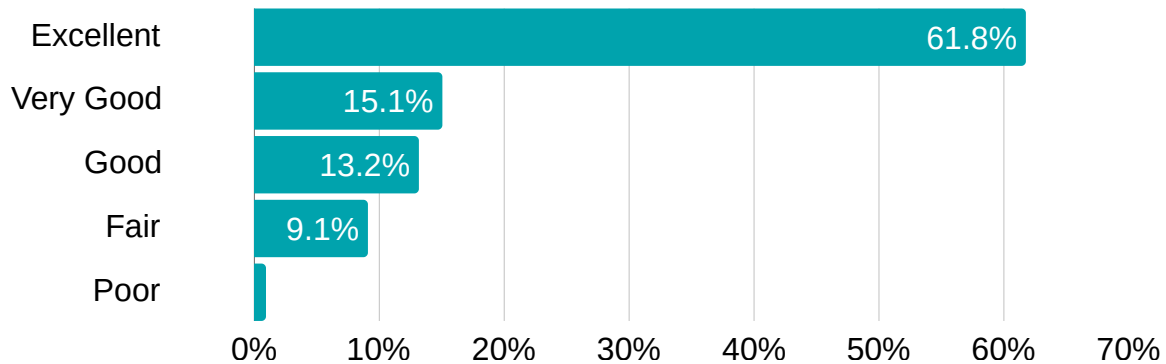
271

No. Employers Represented

### STUDENT POLL

Please evaluate the Co-op Role you had for this term:

### Summary of Co-op Student Responses



Overall satisfaction among Ted Rogers Co-op students remains high, with over 75% rating their experience as either *Excellent* or *Very Good*.

This strong feedback indicates that employers are fostering supportive and engaging work environments that align closely with students' expectations.

## Student Responses by Co-op Work Term

Response	Work Term 1	Work Term 2	Work Term 3	Work Term 4	Work Term 5
Excellent	56.03%	63.49%	65.20%	67.19%	66.67%
Very Good	15.52%	20.63%	12.75%	9.38%	16.67%
Good	15.09%	8.73%	14.22%	12.50%	8.33%
Fair	12.07%	6.35%	6.86%	10.94%	8.33%
Poor	1.29%	0.79%	0.98%	0.00%	0.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Interestingly, Co-op students in their 1st Work Term often view the experience less positively, likely due to the heightened stress of adapting to a professional environment and engaging in tasks they find less meaningful.

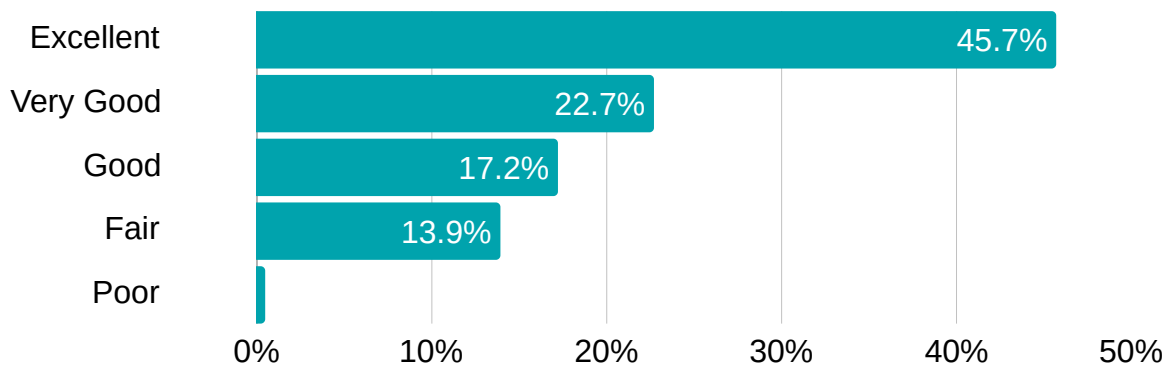
### Let's Compare the Response of Co-op Supervisors

We also posed a similar question to Co-op Supervisors to gain insight into how their students perceived their Work Term experience.

#### CO-OP SUPERVISOR POLL

How do you think your student would rate their work term?

### Summary of Co-op Supervisor Responses



Only 67% of Co-op Supervisors rated the Work Term experiences as *Excellent* or *Very Good*, compared to 75% of students.

## Co-op Supervisor Responses by Co-op Work Term

Response	Work Term 1	Work Term 2	Work Term 3	Work Term 4	Work Term 5
Excellent	48.07%	41.27%	42.16%	60.94%	25.00%
Very Good	16.31%	27.78%	28.43%	12.50%	50.00%
Good	20.60%	18.25%	15.20%	10.94%	8.33%
Fair	14.16%	11.90%	14.22%	15.63%	16.67%
Poor	0.86%	0.79%	0.00%	0.00%	0.00%
<b>Grand Total</b>	100.00%	100.00%	100.00%	100.00%	100.00%

Similarly, Co-op Supervisors consistently gave higher ratings to Work Terms 2, 3, 4, and 5. Could this upward trend reflect growing student maturity alongside increasingly engaging and complex projects?

### Question to Consider



Have you incorporated student feedback in your approach to onboarding, mentoring, and supporting them on Work Term?



Do you have a good sense of what your students find meaningful in their Co-op roles? Are you sharing this feedback with their Co-op Supervisors?

### Contact Us

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



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