

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.

We conduct monthly polls with students at the Ted Rogers School to provide Canadian organizations with timely and relevant insights. Our goal is to help you understand the early talent labour force so you can tailor your recruitment and retention strategies accordingly.

In this Special Edition of *Early Talent Insights*, we present a summary of the average wages of our Ted Rogers Co-op students, comparing 1st work term with final work term. Full details can be found in the Special Editions section of the Early Talent Insights homepage.

Co-op Students Earn an Hourly Wage of \$22.48

April 2024

Based on all work terms secured during the period January 1, 2023 - April 30, 2024, our students earned an average hourly wage of \$22.48 with 4th work term wages being 15% higher than 1st.

Average Wage, by Co-op Work Term

Average Wage	Work Term 1	Work Term 2	Work Term 3	Work Term 4+
Hourly	\$20.92	\$21.99	\$22.93	\$24.09
Monthly	\$3,033	\$3,188	\$3,324	\$3,493

There are some interesting differences, however, across industry sectors.

The table below highlights the average wages, by industry, across all work terms, with Financial Services paying the highest average wage at \$25.12/hour.

Average Wage, by Co-op Work Term, by Industry Sector

Industry	Work Term 1	Work Term 2	Work Term 3	Work Term 4+
Accounting	\$ 22.42	\$ 23.03	\$ 23.40	\$ 25.42
Consulting	\$ 22.10	\$ 23.00	\$ 25.18	\$ 25.98
Financial Services	\$ 22.51	\$ 24.86	\$ 26.50	\$ 26.59
Public Sector	\$ 20.53	\$ 21.21	\$ 22.13	\$ 22.71
Tech	\$ 20.45	\$ 21.20	\$ 21.35	\$ 21.37

Interested in More Wage Data?

We released a Special Report earlier this year, *Co-op Wages by Work Term and Industry: 2023-2024*, which can be found in the [Special Editions](#) section of the Early Talent Insights homepage. This report includes detailed wage data by academic program, as well.

Key Considerations for Your Team

Several of our employer partners have expressed interest in determining whether their offer rate is competitive. After all, no one wants to miss out on a strong student candidate.



Are you aware of how your starting salaries compare with other organizations in your sector?



Do you clearly state your wage rates in your job postings?



Do you have the room to negotiate?



Contact Us

If you would like access to the full data set, or wish to hire one of our students and/or graduates, please connect with our Corporate Partnerships team.



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