

# 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 issue of *Early Talent Insights*, we create the basis for a new Student Confidence Index by asking students about their confidence level in securing a meaningful full-time role upon graduation.

April 2025

## Nearly 80% of Students Feel Confident in Their Future



1,918

No. Responses



12

No. Bachelor of Commerce Programs  
(representing 5 Schools)



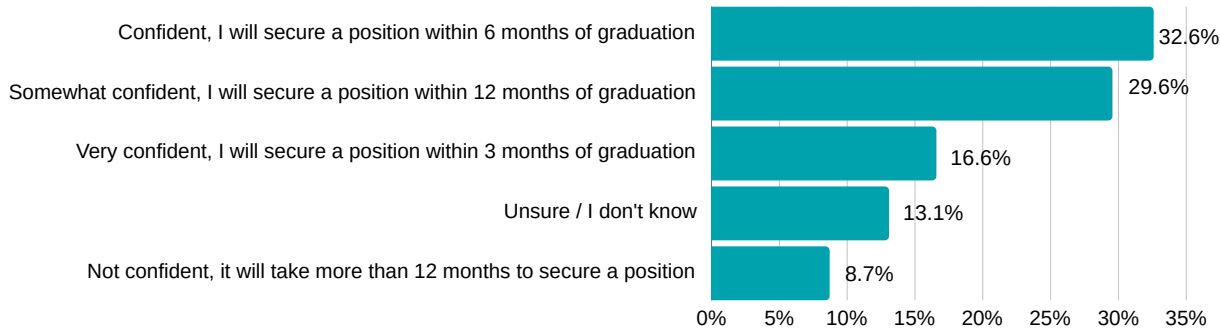
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Years of Study

### STUDENT POLL

Within these timeframes of graduation, how confident are you in securing a meaningful, full-time position that aligns with your training and credentials?

### Summary of Student Responses



While most students don't anticipate landing a full-time job right after graduation, nearly 80% feel either very confident or somewhat confident about securing employment within a year.

### Student Responses by Year of Study, as a Percentage of Total

Response	1st	2nd	3rd	4th
Confident, I will secure a position within 6 months of graduation	29%	32%	36%	33%
Somewhat confident, I will secure a position within 12 months of graduation	29%	29%	30%	30%
Very confident, I will secure a position within 3 months of graduation	17%	17%	15%	17%
Unsure / I don't know	17%	14%	11%	10%
Not confident, it will take more than 12 months to secure a position	8%	8%	8%	10%

Students in their 1<sup>st</sup> and 2<sup>nd</sup> year are only somewhat less confident (75% and 78% respectively) that they will secure full-time employment within 12 months.

## Co-op Student Responses vs. Non-Co-op, as a Percentage of Total

Response	Co-op	Non Co-op
Confident, I will secure a position within 6 months of graduation	38%	28%
Somewhat confident, I will secure a position within 12 months of graduation	28%	30%
Very confident, I will secure a position within 3 months of graduation	19%	15%
Unsure / I don't know	11%	15%
Not confident, it will take more than 12 months to secure a position	4%	12%

Students in the Co-op program are significantly more confident about securing a full-time job within 12 months and are much more likely to expect to start working within the first six months after graduation.

### Questions to Consider



Might you consider partnering with TRSM to mentor students?



Have you considered hosting an event to promote your brand while supporting students in their career journey?



Do you remember being in their shoes and being uncertain about the job market?

### Contact Us

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



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