

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.

February 2025

In this edition of Early Talent Insights, we explore the methods students find most appealing for gaining insights and professional development while on the job.

Students See Value in Mentoring

STUDENT POLL

Which method do you find most appealing for gaining insight and developing professionally while on the job?



1,424

No. Responses



12

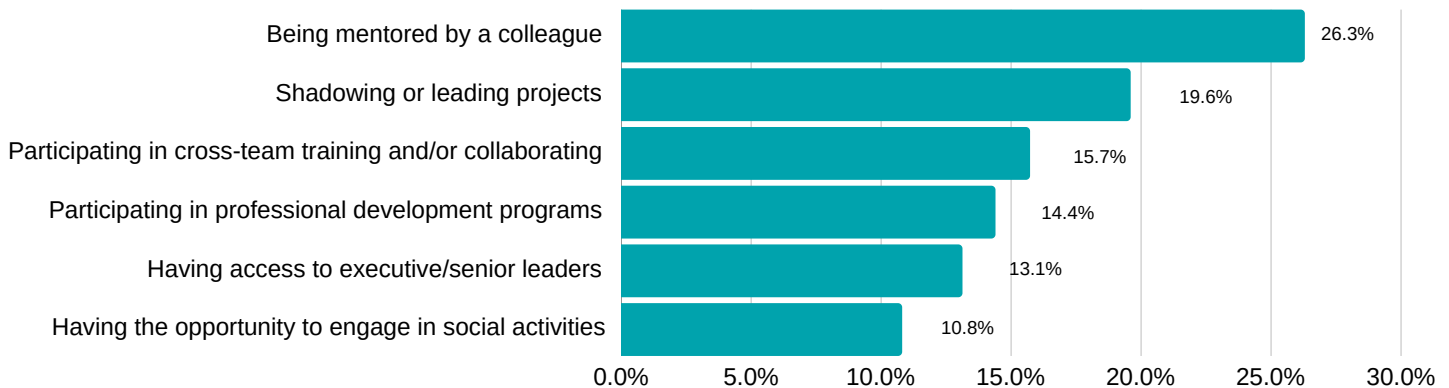
No. Bachelor of Commerce Programs
(representing 5 Schools)



1-4

Years of Study

Summary of Responses



Overall, our students most value personal connections and mentorship as they provide real-world insights and career guidance from experienced professionals.

Further, students appear to appreciate the opportunity to involve themselves in projects and other collaborative work.

Responses by Year of Study, as a Percentage of Total

Final-year students tend to favor opportunities to shadow or actively engage in projects, while first-year students equally value mentorship and cross-team training experiences.

Response	1st	2nd	3rd	4th
Being mentored by a colleague	25%	27%	29%	23%
Shadowing or leading projects	18%	14%	18%	29%
Participating in cross-team training and/or collaborating	25%	16%	13%	18%
Participating in professional development programs	14%	16%	15%	12%
Having access to executive/senior leaders	12%	15%	13%	10%
Having the opportunity to engage in social activities	6%	12%	12%	8%

Responses by School, as a Percentage of Total

Accounting and Finance students show a significantly stronger preference for being mentored by a colleague, with Business Technology Management students following closely behind.

Response	Accounting & Finance	Business Management	Business Technology Management	Hospitality & Tourism Management	Retail Management
Being mentored by a colleague	31%	24%	28%	20%	21%
Shadowing or leading projects	16%	21%	20%	23%	16%
Participating in cross-team training and/or collaborating	16%	16%	15%	17%	16%
Participating in professional developmental programs	15%	14%	14%	17%	5%
Having access to executive/senior leaders	14%	14%	12%	6%	21%
Having the opportunity to engage in social activities	8%	11%	11%	17%	21%

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

As for our Co-op students, they clearly place greater importance on being mentored by a colleague, and far less than non-Co-op students on cross-team training.

Response	Co-op	Non-Co-op
Being mentored by a colleague	28%	23%
Shadowing or leading projects	19%	21%
Participating in cross-team training and/or collaborating	14%	20%
Participating in professional developmental programs	14%	16%
Having access to executive/senior leaders	14%	11%
Having the opportunity to engage in social activities	11%	9%

Questions to Consider



Are you intentional in how you support students and/or early talent staff?



Do you offer a mentorship program whereby senior staff support younger recruits?



Have you considered a job shadowing program that offers junior team members an opportunity to learn from observing?

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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