

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.

SPECIAL CO-OP EDITION

March 2025

Students and Supervisors Share Perspectives on Making a Positive Impact

In this issue of *Early Talent Insights*, we compare the responses of Co-op students on work term with those of their Supervisors, as it relates to what actions create the most positive impact. It is based on the work terms completed in the Summer of 2024.



851

No. Co-op Student Responses



881

No. Co-op Supervisor Responses



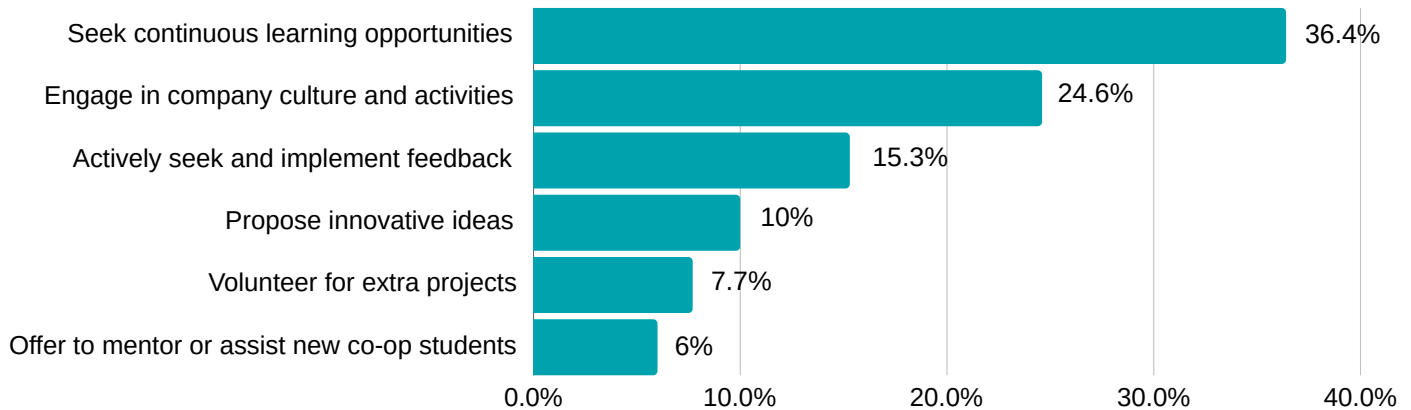
391

No. Employers Represented

STUDENT POLL

Beyond fulfilling your core responsibilities, which of these initiatives makes the most positive impact in the workplace?

Summary of Student Responses



Overall, 61% of our Co-op students believe that 'pursuing continuous learning opportunities' at work and 'engaging in company culture' have the most positive impact at work.

Student Responses by Work Term, as a Percentage of Total

This percentage is even higher, however, for Co-op students on their 4th and typically final work term, with 69% sharing that these two activities are most important in creating positive change.

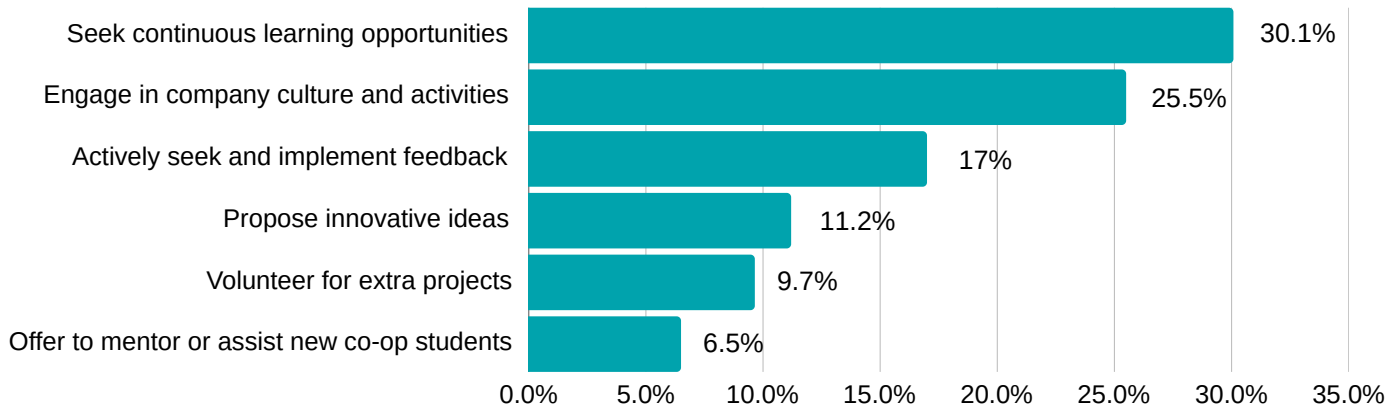
Response	Work Term 1	Work Term 2	Work Term 3	Work Term 4	Work Term 5
Seek continuous learning opportunities	41%	32%	37%	37%	31%
Engage in company culture and activities	23%	23%	23%	32%	24%
Actively seek and implement feedback	17%	19%	15%	10%	12%
Propose innovative ideas	8%	12%	11%	8%	14%
Volunteer for extra projects	9%	5%	9%	4%	12%
Offer to mentor or assist new co-op students	2%	9%	5%	9%	7%

SUPERVISOR POLL

Beyond fulfilling core responsibilities, which of these initiatives makes the most positive impact in the workplace?

The responses of the 881 Supervisors (representing 391 employers) closely mirrored those of their Co-op students, with 55.6% highlighting that 'seeking continuous opportunities' and 'engaging with company culture' were crucial activities for creating positive change within their organization.

Summary of Supervisor Responses



Supervisor Responses by Work Term, as a Percentage of Total

Response	Work Term 1	Work Term 2	Work Term 3	Work Term 4	Work Term 5
Seek continuous learning opportunities	34%	32%	27%	30%	21%
Engage in company culture and activities	27%	24%	23%	29%	23%
Actively seek and implement feedback	12%	18%	16%	23%	20%
Propose innovative ideas	10%	12%	16%	5%	16%
Volunteer for extra projects	10%	9%	11%	8%	8%
Offer to mentor or assist new co-op students	7%	5%	7%	5%	12%



What opportunities are available for Co-op students to participate in activities within your team and the broader organization?



Could you find a way to acknowledge the positive impact students have made during their work term?



Do you motivate students to extend their learning beyond their work term responsibilities? Are there opportunities for them to engage in additional professional development or training within your organization?

Contact Us

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



[Subscribe Now](#)



[Hire Our Students](#)



[Connect With Us](#)