

EARLY TALENT

I N S I G H T S

SPECIAL REPORT

Wages for Co-op Students

Based on Fall 2024 - Winter 2025 -
Summer 2025 Work Term Data

SEPTEMBER 2025

Toronto
Metropolitan
University

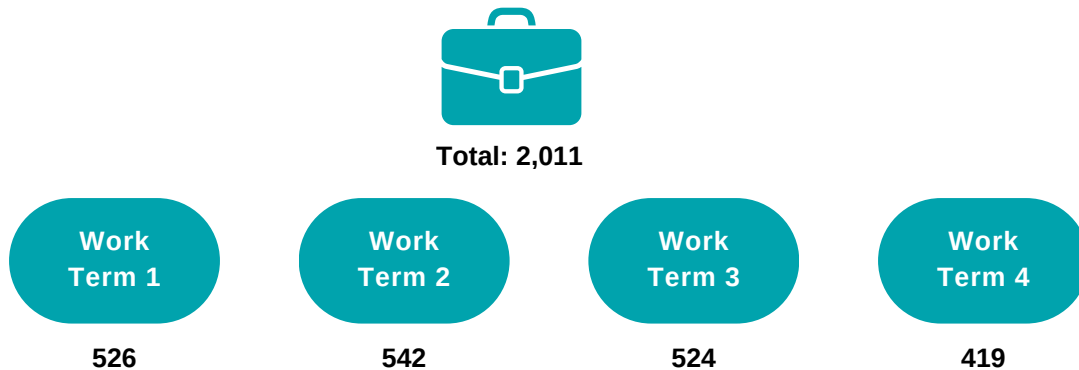
Ted Rogers
School of
Management

Co-op Students Earn an Average of \$23.07 per Hour

To help our employer partners make competitive offers to Co-op students, we're providing wage data from the following semesters: Fall 2024, Winter 2025, and Summer 2025.

During the 2024–2025 academic year, the average wage for work terms is \$23.07 per hour—an increase of 2.6% compared to the previous year's average of \$22.48 per hour.

Number of Work Terms Included in Analysis



Average Wage by Co-op Work Term

Earnings Growth Across Work Terms

As expected, student compensation steadily increased from the first to the fourth work term, reflecting the growth in experience and skill. By their final placement, students earned nearly 17% more on average than they did in their initial work term.

Financial Impact

Students who complete all four work terms typically earn around \$56,000 in total. This income offers substantial financial support—especially for those relying on financial aid—and can play a key role in helping students graduate with minimal or no debt.

Average Earnings by Work Term

Averages Earnings	Work Term 1	Work Term 2	Work Term 3	Work Term 4	Average
Hourly Wage	\$21.23	\$22.29	\$23.97	\$24.79	\$23.07
Weekly Earnings	\$793.98	\$838.00	\$901.40	\$928.59	\$865.49
Monthly Earnings	\$3,175.93	\$3,352.00	\$3,605.59	\$3,714.35	\$3,461.97

Average Wage by Academic Program

The table below provides a helpful comparison of average hourly wages across all 12 academic programs.

Average Earnings by Academic Program

Academic Program	Work Term 1	Work Term 2	Work Term 3	Work Term 4	Average/Program
Accounting	\$21.50	\$23.76	\$25.69	\$26.80	\$24.44
Business Technology Management	\$22.01	\$22.15	\$24.01	\$25.28	\$23.36
Economics & Management Science	\$21.01	\$22.24	\$22.70	\$25.23	\$22.80
Entrepreneurship & Innovation	\$22.20	\$21.23	\$23.66	\$23.36	\$22.61
Finance	\$22.58	\$23.65	\$24.76	\$24.40	\$23.85
Global Management Studies	\$20.91	\$21.77	\$24.10	\$23.56	\$22.59
Hospitality & Tourism Management	\$18.95	\$20.50	\$21.40	\$24.27	\$21.28
Human Resources Management	\$20.30	\$22.29	\$23.47	\$24.49	\$22.64
Law & Business	\$22.49	\$22.89	\$23.25	\$23.64	\$23.07
Marketing Management	\$20.71	\$21.53	\$23.27	\$23.48	\$22.25
Real Estate Management	\$20.97	\$22.81	\$25.74	\$23.59	\$23.28
Retail Management	\$20.41	\$21.60	\$20.05	\$22.75	\$21.20

Average Wage by Industry

Another useful analysis is the average hourly wage, broken down by industry - highlighted below are the top five industries students worked for during this 12-month reporting period.

Average Wage by Top Five Industry Sectors

Industry	Work Term 1	Work Term 2	Work Term 3	Work Term 4	Average Wage
Government	\$20.91	\$21.87	\$23.92	\$24.91	\$22.90
Financial Services	\$23.19	\$24.56	\$25.92	\$25.83	\$24.88
Technology	\$20.59	\$21.45	\$23.22	\$24.64	\$22.48
Consulting	\$22.44	\$21.81	\$23.97	\$26.81	\$23.76
Education	\$19.33	\$19.77	\$20.81	\$21.31	\$20.31

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