

EARLY TALENT

I N S I G H T S

Wages for Co-op Students (Based on Data from Winter 2023- Winter 2024 Work Terms)

WINTER 2024

Toronto
Metropolitan
University

Ted Rogers
School of
Management

Average Hourly Co-op Student Wage is \$22.48

In an effort to support our employer partners in extending competitive offers to students in the Co-op program, we are sharing the wage data for the most recent four work-term periods, including Winter 2023, Summer 2023, Fall 2023, and Winter 2024 work terms.

Number of Work Terms



Total: 3,124



Average Wage by Work Term

The average hourly wage in 2023-2024, across all four work terms, is \$22.48. As expected, the wage on 4th work term increased as students gained experience- in fact the student wage, on average was 15% more on their last work term.

For students who complete all four, four-month work terms, they can expect to earn \$49,000- and for students who are on financial assistance, this goes a long way to helping them graduate debt-free.

	Work Term 1	Work Term 2	Work Term 3	Work Term 4+
Average Hourly	\$20.92	\$21.99	\$22.93	\$24.09
Average Weekly	\$758	\$797	\$831	\$873
Average Monthly	\$3,033	\$3,188	\$3,324	\$3,493

On a side note, the average wage across all work terms, has increased by .98 since the average wage reported in 2022-2023 (\$21.50).

Average Wage by Academic Program

If you are curious how the average hourly wage compares across all 12 academic programs, the table below will be a useful reference.

Academic Program	Total Students	Work Term 1	Work Term 2	Work Term 3	Work Term 4+
Accounting	254	\$21.57	\$23.52	\$25.24	\$24.51
Business Technology Management	426	\$20.42	\$21.13	\$22.43	\$24.71
Economics and Management Science	117	\$21.94	\$23.55	\$23.97	\$23.94
Entrepreneurship & Strategy	25	\$18.91	\$20.44	\$22.08	\$21.24
Finance	121	\$21.45	\$22.22	\$24.25	\$25.93
Global Management Studies	185	\$21.12	\$21.83	\$22.89	\$23.16
Hospitality And Tourism Management	29	\$20.02	\$17.99	\$20.43	\$22.19
Human Resource Management	136	\$20.78	\$20.58	\$21.64	\$22.36
Law & Business	109	\$20.83	\$20.59	\$22.77	\$23.58
Marketing Management	377	\$20.34	\$21.16	\$22.12	\$23.21
Real Estate Management	44	\$23.62	\$24.33	\$24.59	\$24.80
Retail Management	14	\$18.55	\$19.23	\$22.05	\$22.54

Average Wage by Industry

Another useful analysis is the average hourly wage, broken down by industry - highlighted below are the top 5 industries students worked for during this 16-month reporting period.

Industry	Total Students	Work Term 1	Work Term 2	Work Term 3	Work Term 4+
Accounting	170	\$ 22.42	\$ 23.03	\$ 23.40	\$ 25.42
Consulting	120	\$ 22.10	\$ 23.00	\$ 25.18	\$ 25.98
Financial Services	616	\$ 22.51	\$ 24.86	\$ 26.50	\$ 26.59
Public Sector	771	\$ 20.53	\$ 21.21	\$ 22.13	\$ 22.71
Tech	271	\$ 20.45	\$ 21.20	\$ 21.35	\$ 21.37

WISH TO LEARN MORE?

If you wish to learn more about the Ted Rogers Co-op program, and the process for hiring one of our students, please contact Jessica Kudlats, Director, Business Development and Program Engagement, at the Ted Rogers School of Management.

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We Offer 12 Academic Program Streams

The Ted Rogers School of Management offers employers the opportunity to hire students from each of the following program specializations.

- Accounting
- Business Technology Management
- Economics and Management Science
- Entrepreneurship and Strategy
- Finance
- Global Management Studies
- Hospitality and Tourism Management
- Human Resource Management and Organizational Behaviour
- Law and Business
- Marketing Management
- Real Estate Management
- Retail Management

➤➤➤ Visit [Ted Rogers Co-op](#) to learn more about the hiring process.

➤➤➤ Visit [Early Talent Insights](#) or scan the QR Code below to learn more about other publications and reports.

