

Employers Share Insight on Desired Traits

In August 2022, we asked 1,300 Supervisors of Co-op students the following question.

"What are the top three traits you look for when hiring a Co-op student?"

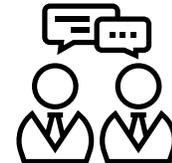
In preparation for this Hub Insights report, we analyzed the answers to this question and identified the three most cited reasons employers hired our students.



Willingness to Learn



Attitude

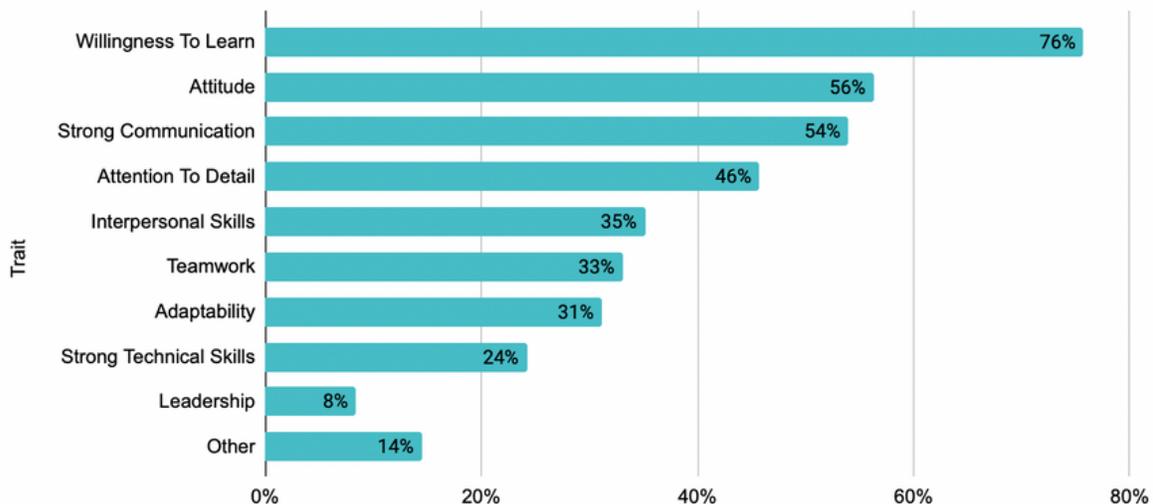


Strong Communication

The Question

"What are the top 3 traits you look for when hiring a Co-op student?"

As a % appearing in 1,153 responses (S'22 Work Terms)



Co-op Check-Ins Validate These Findings

This insight has also been reinforced through thousands of Co-op check-in visits conducted each year by members of the Co-op team.

Each semester, we schedule meetings with our students and their immediate Supervisors, to ensure our students are a) safe and b) working effectively within their new team.

During these one-hour meetings, we typically also ask the question 'what was it about this particular student that made them stand out and that led to you extending an offer?'

When I facilitate these check-ins, I often find students are surprised by the answer. Consistent with the evaluation data, employers are seeking students who have a strong professional skill set rich in what we often describe as 'soft skills'.

Working in our students' favour is the fact that they can clearly demonstrate a certain level of mastery through their academic course work, in addition to an 'eagerness to learn' through their extracurricular involvement, (like TRSS student leadership and case competitions) and the completion of bootcamps and industry prep programs.

Now that we are armed with this data, we will focus on developing a new hands-on, interactive program, called the *Professional Experience Program* - an offering that will complement our technical bootcamp training.

Supporting ENT 101 'Building an Entrepreneurial Mindset'

We also look forward to supporting the new ENT101 course, mandatory for Business Management students, starting in September 2023.

In collaboration with Professor Steve Gedeon, we will develop a number of Hub Insight resources for students seeking to explore their strengths, build their skills and discover associated career pathways.

Wish to Learn More?

If you are interested in further information about the skills employers are looking for when they recruit early talent, we welcome the opportunity to connect with you.

Please contact Donna Muirhead for more information - dmuirhead@torontomu.ca

References

[Hub Insights](#)
[Hub360](#)