

All About Co-op

For Ted Rogers Students

March, 2024

Special Report for 1st Work Term Students

Applying Early is Your Key to Success

We analyzed the factors that predict student success in the Co-op program - this special report is intended to act as a guide for students searching for their 1st Work Term - what has worked for students in the past will very likely work for you!

In order to support Co-op students in job search mode, we analyzed the job and application data for all Co-op students in searching for a 1st work term in 2023 - we also looked at Program Major, Work Term, earned TedPoints, and Admission Term.

Our Question

Are certain students more likely than others to be successful in their job search (i.e. secure a work term and secure it earlier) and what factors contribute to this success?

Our Conclusion

The analysis demonstrated that students who applied to positions within 7 days of the posting date (i.e. well before the deadline date) were more successful in securing a role and securing it earlier.

Applying to a Posting
Within 7 Days



Leads to Securing a
Job Offer Early in
Your Search Term

Let's Analyze Why

Applying early to jobs on the Co-op portal demonstrates to an employer your eagerness and interest in the role. An early application also positions you as an organized and committed candidate, potentially increasing your chances of securing the desired job posting or Work Term.

When searching for a Work Term, you need to apply a very 'disciplined' approach (this may be a strong trait of yours, or not) - for those of you who tend to 'put things off', you need to know that the average number of applications among 1st work term students is 100. This is the equivalent of 6-10 applications per week, depending on when you started your job search.



DID YOU KNOW?

That applying to a Co-op job within the first 7 days of it being posted increases your likelihood of securing employment by 27%!

Review Your Lumina Profile

Based on the Lumina profile that you completed at the time of admission to Co-op, your strongest traits speak to how you approach situations.

Depending on your personalized assessment, your strongest traits (listed and described on p. 11 of your profile) will indicate much about you. You will learn to leverage these strengths while on Work Term and in your personal life, and, in some cases, learn how and when to 'tap into a trait' that may not be one of your strongest, but is important to leverage at the time.

Your Next Steps

What to Do	And, Why
Schedule a 1:1 with your Co-op Coordinator	You can understand how to succeed
Have your Resume/Cover Letter ready	So you can apply to jobs right away
Check the job portal daily	A role is usually only posted once, and then it's gone
Apply immediately, do not wait for deadline	HR teams review resumes in order

Visit the Business Career Hub

Employer Events

Interested in expanding your network and meeting industry professionals? BCH organizes and hosts many industry events - refer to your 'Careers Newsletter' or visit [here](#).

Bootcamps/Prep Programs

Microsoft Excel - Financial Modeling - VBA - Tableau - Power BI - Ace This Case Capital Markets - R - Python
[Click here to register for current bootcamps.](#)

Career Coaching

For career coaching, interview prep and more, [schedule a 1:1 appointment](#) with a Career Consultant or a Co-op Coordinator.

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 [Business Career Hub](#)



Staff Contributor Melina Elia

Melina is a Co-op Coordinator with the Business Career Hub with over 10 years of experience in career development. She has worked for government-funded employment agencies and post-secondary institutions. Melina prides herself on being approachable, supportive, and strategic in planning the next steps for a successful outcome.



Student Contributor Antonio DiVincenzo

Antonio is a Marketing Management Co-op student working as a Project Coordinator for Hub Insights on his first work term. With a strong interest in competitive gaming, he uses his spare time competing on TMU E-Sports R6 team and wishes to pursue a marketing career within the E-Sports industry.