

# Hubert's Insights

## For Ted Rogers School Students

Each month, Hubert asks TRSM students a specific question concerning preferences and attitudes related to employers and the work environment. This Series provides you with a concise summary of each monthly poll and coaching on how to leverage the insight.

December 2024

### Co-op Students Earn an Hourly Wage of \$22.48

This is a special report based on data for all work terms secured during the period January 1, 2023 - April 30, 2024.

Students earned an average hourly wage of \$22.48, with the wage for 4th work term being 15% higher than the 1st.

#### Average Wage, by Work Term

	Work Term 1	Work Term 2	Work Term 3	Work Term 4+
Hourly	\$20.92	\$21.99	\$22.93	\$24.09
Monthly	\$3,033	\$3,188	\$3,324	\$3,493

There are some interesting differences, however, across industry sectors. The table below highlights the average wages, by industry, across all work terms, with Financial Services paying the highest average wage at \$25.12/hour.

#### Average Wage, by Work Term, and by Industry Sector

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

#### Food for Thought



Does your industry of interest pay the hourly wage you want?



Do you know how to negotiate your salary?



Have you researched the starting salaries for organizations/sectors of interest?

## Want to Learn More for Free?



### Hub Insight Reports

Exploring different job search techniques and strategies from our Hub Insights' Student Resources website including [Tips on Doing Your Own Career Research](#) and [Salary Discussions and Negotiations](#)



### Canadian Salary Data

Delve into comprehensive salary information encompassing numerous job titles and varying experience levels in Canada.

[Robert Half's 2024 Canada Salary Guide](#)

[Randstad's Salary Guide 2024](#)



### Discover your Strengths

[HIGH5](#) is a free, strengths-based assessment that has assisted more than 3M people in learning which areas they are particularly strong in.

## 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 - PowerBI - Ace This Case Capital Markets - R - Python  
[Click here to register for current bootcamps.](#)

### Coaching & Mock Interview

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



[TedRogersBCH](#)



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[TRSM Business Career Hub](#)



[www.torontomu.ca/trsm-careers/](http://www.torontomu.ca/trsm-careers/)



### Staff Contributor Rianne Kee

Rianne is a Co-op Coordinator and TRSM co-op alumni. She has 6+ years of experience in HR and recruitment in various industries, including professional services and healthcare. She is passionate about helping students explore and pursue their passions.



### Student Contributors 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.