

# Let's Talk Business

## For Ted Rogers School Students

These reports describe industry sectors and career paths of interest to Ted Rogers School students and alumni. Each report leverages BCH employment data and the expertise of our staff. This collaborative effort engages staff, students, alumni and the University Business Librarian.

Updated September 2024

## Are You Ready for a Career in Human Resources?

### Brief Overview of the HR/OB Major

HR/OB majors can expect to learn how to create high performance workplaces where innovation, diversity and ethical behaviour are valued and rewarded. Ted Rogers students will also learn about all the major functions of HR such as recruitment, compensation and industrial relations, and develop organizational behaviour knowledge and skills in areas such as leadership, interpersonal communication, conflict management, and team building.

Through experiential learning opportunities such as simulations and role playing, you will learn to apply critical thinking and practical skills relevant to the industry. <sup>1</sup>

### Potential Career Paths for HRM Majors

Students in this major have access to a number of different career paths.

#### Entry Level

- HR Administrator
- Equity, Diversity & Inclusion Coordinator
- Recruitment/People & Culture Coordinator
- Compensation Coordinator
- HR Analytics
- Learning & Development Coordinator
- HR Coordinator

#### Mid - Senior Level

- HR Generalist
- HR Specialist
- Talent Management Advisor
- Learning & Development Lead
- Payroll Manager
- Diversity Equity & Inclusion Lead
- HR Manager/Senior Manager
- Instructional Designer

#### Senior Level

- HR Director
- Chief Equity Officer
- Chief HR Officer
- Labour Relations Director
- Senior HR Consultant
- Senior HR Business Partner

It is common for students to begin their HR journey in entry-level roles such as an 'HR/Recruitment Assistant'. In this role, you can expect to respond to employee questions, assist in organizing corporate events, manage the logistics of interviewing and hiring, including reference checks. You might then transition into a Coordinator role within any of the HR functions such as Payroll & Benefits, Recruitment/People & Culture, Training & Development, HRIS, and Analytics.

As you progress with more experience and gain a broad knowledge of all the Human Resources functions you can expect to move into an 'HR Generalist', involved in various HR functions, or an 'HR Specialist' who is a subject matter expert in one HR function.

All of this experience leads you to an 'HR Manager' role. At this point, you will oversee all elements of a Human Resources program, and be responsible for driving cultural change and improving transparency by linking management and employees together.

After several years in the industry, you can continue your growth in management and aspire to be a 'Director of HR', a 'Chief HR Officer' or a 'Human Resources Business Partner' where you can plan, strategize and implement organization-wide HR plans and goals that will drive cultural change in the organization.

## Top Companies that Hire our Students

HR is one of the primary pillars of success for an organization to remain sustainable in the long term. It is a function that is applicable in all types of industries and fields.

Based on the rich employment data that the Business Career Hub (BCH) has access to, we have identified the employers who, within the last several years, have hired the most HR/OB Co-op students. If interested check out the Co-op application guide [here](#).



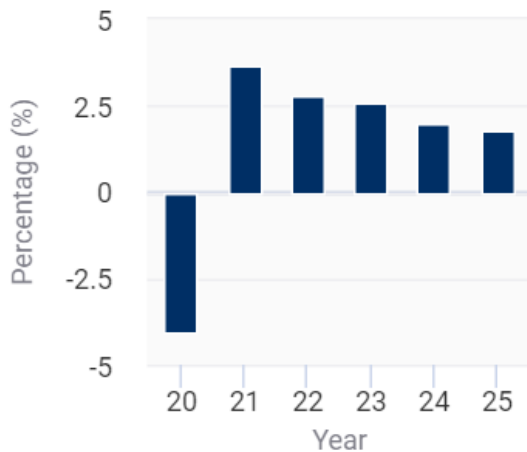
## Labour Data

The HR industry can be broken down into two market segments - Human Resources & Benefits Administration and Global HR & Recruitment. Both segments are expecting growth in the next five years, especially on the recruitment side. Refer to the growth data on the following page.

## HR/Benefits Administration

The HR and Benefits Administration industry in Canada will likely benefit from improving economic conditions over the next few years to 2025. New operators will likely enter the industry due to attractive factors including growth in the pool of potential clients, consistently low barriers to entry and increased industry assistance.<sup>3</sup>

Human Resources & Benefits Administration



**56,586**  
Employment

Annual Growth 2015–2020	Annual Growth 2020–2025	Annual Growth 2015–2025
-8.1%	0.4%	

**\$4.0bn**  
Wages

Annual Growth 2015–2020	Annual Growth 2020–2025	Annual Growth 2015–2025
-7.1%	0.9%	

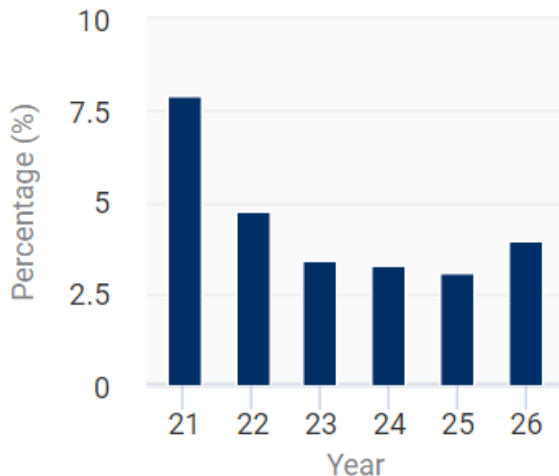
**\$7.6bn**  
Revenue

Annual Growth 2015–2020	Annual Growth 2020–2025	Annual Growth 2015–2025
-6.4%	2.6%	

## Global HR and Recruitment Services

The Global HR and Recruitment Services industry is expected to grow and experience strong demand over the next five years. With continuous investments in technology lowering labour costs, there will be an increase in demand for client services.<sup>4</sup>

Global HR and Recruitment Services



**12m**  
Employment

Annual Growth 2016–2021	Annual Growth 2021–2026	Annual Growth 2016–2026
1.7%	3.5%	

**\$493.6bn**  
Wages

Annual Growth 2016–2021	Annual Growth 2021–2026	Annual Growth 2016–2026
1.9%	3.6%	

**\$737.0bn**  
Revenue

Annual Growth 2016–2021	Annual Growth 2021–2026	Annual Growth 2016–2026
1.9%	3.7%	

## Top Positions Secured by HR/OB Students

We looked at 200+ portal positions secured by our Co-op students in the HR/OB program for the period 2017-2024, and we uncovered the following most common position titles:

- Human Resources Intern
- Talent Acquisition Coordinator
- People & Culture Intern
- Human Performance Co-op Position
- Academic Awards Administration Co-op
- Business Analysis
- Global HRMS Support Specialist Co-op
- Development Coordinator
- Human Resources Assistant
- People & Culture Administrator



## Importance of Analytics in HR

Organizations are now heavily transforming HR data into insights that will add value to the company both in the short and long-term. This data, for example, can help organizations recruit top talent by knowing how to identify them, attract them and retain them.<sup>5</sup>

## Meet an HR Student



HR/OB Student  
**GABRIELLA BUNAG**



Have an open mind and don't be afraid to explore other types of work and disciplines within the HR major. There are so many options that combine the knowledge and skills of other majors, like marketing, finance, and events, that work with HR tasks and disciplines in the workplace.

The HR major has helped me pursue a career in people far beyond my expectations. Initially, I believed HR to be the general operations of the department and nothing more, which I was already interested in. Throughout my degree and Co-op work terms, I learned that HR is so much more, and my interests broadened to payroll, benefits, and diversity, equity, and inclusion. The skills I have learned in this major have prepared me to pursue HR with a wider range of opportunities, with the confidence of being able to work anywhere within any HR capacity that I desire.

## AI Based Recruiting in HR

The HR industry is beginning to adopt many AI-based solutions to improve the efficiency and performance of their HR functions such as operations, talent acquisition and employee engagement. The top three reasons for adopting AI include: 1) cost savings 2) more accurate data-based decision making and 3) improved employee experience.<sup>6</sup>



**17%**

of organizations use AI-based solutions in their HR function and another **30%** plan to do so in 2022



## The HR Function Sets the Tone

HR is the main function that sets the tone of the organization through care, trust, nurturing and discipline. It welcomes, trains and supports employees by creating a culture that keeps employees happy and satisfied. HR ensures that employees know the company's core values and adapt to their organizational mindset. HR professionals are seen as 'strategic partners' where executive teams rely on them to provide valuable insights using industry and internal data collection- these insights are used to shape corporate strategy and decision making.<sup>7</sup>

## Let's Talk Money<sup>8</sup>

	Wages (\$/hour)		
	Low	Median	High
Canada	<b>\$23.44</b>	<b>\$36.41</b>	<b>\$57.14</b>

## Pay For Entry Level HR Roles<sup>9</sup>



## HRSA is Your Student Group

Human Resources Student Group Association (HRSA) is a student-run organization which represents over 1000+ students specializing in Human Resources at Toronto Metropolitan University. Through membership, they challenge, connect and support aspiring HR professionals throughout their progression at TRSM. They host award-winning social, academic, and professional events.<sup>10</sup>



## Industry Certifications

- [Human Resources Professional Association \(HRPA\)](#) - Canada Based Certification
  - [Certified Human Resources Professional \(CHRP\)](#)
  - [Certified Human Resources Leader \(CHRL\)](#)
  - [Certified Human Resources Executive \(CHRE\)](#)
- [Professional In Human Resources \(PHR\)](#) - US Based Certification
- [Certified Professional \(SHRM-CP\)](#) - US Based Certification

## Advice from a Ted Rogers Alumni



Majoring in Human Resources has emphasized, for me, the importance of focusing on the organization's human considerations and not just the 'bottom line'. I found the mix of theoretical learning and practical application of the knowledge gained through completing the HR/OB Co-op Program helped me develop a unique mindset in how I approach Human Resources issues. It has emphasized the important role that employees play in the success and growth of an organization.

HR/OB 2021  
HR Representative,  
RBC

**ANJALIKA BOODRAM**

## Want to Learn More For Free?

### Blogs

What Does HR Actually Do?  
11 Key Responsibilities

[Click Here](#)



### 'Discover the Majors' Series

Attend the 'Discover the Majors' organized by the 'Fit for Business' (FFB) team- occurring annually in February - learn more about each Academic Major and meet with upper-year students from that major.

[Click Here](#)





## 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](#)



[TedRogersBCH](#)



[TRSM Business Career Hub](#)



[Business Career Hub Website](#)



### Career Consultant Contributor

#### Alysha Chin

Alysha is a Career Consultant with Ted Rogers School of Management. She is a graduate from TMU with a Bachelor's in Psychology, and has had the opportunity to work in many roles across multiple industries including HR, operations management, recruitment and career services.



### Student Contributor

#### Sumaiya Javed

Sumaiya is a Business Career Hub Ambassador in her 5th year as a Co-op student completing her degree in Business Technology Management at Toronto Metropolitan University. Throughout her Co-op terms, Sumaiya has supported various IT projects and large scale business transformation initiatives at companies such as CIBC, Toyota Canada and TD. She is currently working towards building a career within information security and project management.

### Data Sources

- 1 School of Business Management. (n/a) [Human Resources Management](#)
- 2, 10 Lucid Content Team. (n/a) [A Guide To The Human Resources Career Path](#)
- 3 McGrath, S.(2021, February) [IBIS Canada Industry Report: Human Resources & Benefits Administration In Canada](#)
- 4 Buchko, M.(2021, September) [IBIS Global Industry Report: Global HR & Recruitment Services](#)
- 5 Baker, M. (2020, March) [AI Shows Value and Gains Traction in HR](#)
- 6 Marr, Bernard. (2018, April) [Why Data is HR's Most Important Asset](#)
- 7 Newell, C. (2017, August) [Why Every CEO Should Give HR A Seat At The Table](#)
- 8 Government of Canada.(n/a) [Wages for Human resources professionals](#)
- 9 Glassdoor. (n/a) [Entry Level Human Resources Overview](#)
- 10 Human Resources Student Association. (n/a) [HRSA About Us](#)