The next evolution of PEY Co-op

Tom Coyle, Vice-Dean Undergraduate Studies

Student concerns

Support is generic. Advice is outdated. Why are we paying for this?

There are many jobs in some sectors and hardly any in others.

Why not have short and longer-term job opportunities?

We need more access to industry.

Employer concerns

Students seem less prepared for interviews than co-op students from other schools.

Very capable on the job, but professional skills need improvement.

Can be difficult to coordinate with staff on things like interview rooms.

We heard your concerns.

Over the past few years, we have:

- Received co-op status
- Conducted extensive market research
- Consulted and collaborated with stakeholders
- Applied for and secured grants to fund development
- Expanded staff who nurture company relationships
- Hired a specialist to develop enhanced student programming
- Prototyped aspects of the new programming

New co-op model at a glance

indicate interest → Year 1 → Year 2 → work 4 months → Year 3 → work 12-16 months → Year 4

indicate interest	Year 1	Year 2	work 4 months
• Check "yes" on Student Online Profile as a U of T Engineering applicant	• Understand program requirements • Map interests to sectors • Guided process to set personal goals	• Network with industry • Advice from mentors and alumni • 1:1 feedback from staff and industry on resume & interviews • Professional skills (EDI, workplace challenges)	• Opportunity to work in summer (paid)

indicate interest	Year 1	Year 2	work 4 months	

- Focus on applying for and securing job
- Access robust database of exclusive job listings
- Support during interview process and offer negotiation

- 1:1 check-ins with staff
- On-site check-ins
- Reflection and refine next steps

- Support during transition from work to school
- Support to put learning and experience into action

Three-pronged delivery approach

1 Career Advising

- Expanded team to serve more students
- 1:1 interactions with students
- Staff with industry and HR expertise
- Facilitate progress through the program

2 Online Platform

- Exploring industrial training and course management platforms
- Students can map progress, engage with mentors
- Practice interviews with live feedback

3 Enriching Experiences

- Industrial field trips
- On-campus conferences and networking events
- Alumni mentorship
- Peer-to-peer mentorship
- Employer info sessions

$3,600 = total program fee per student

- **Last year:** 1,200+ students participated
- **This year:** 90% of engineering applicants said yes to co-op
- **Need:** scale operations to deliver high-quality program to 5,000+ students

UTSC
$4,688 (domestic)
$6,224 (international)

U Waterloo
$5,832

U Ottawa
$3,975

Ryerson U
$3,500

Proposed fee structure
six equal installments over three years; subject to change

Installment 1: $600
Installment 2: $600

Installment 3: $600
Installment 4: $600

Installment 5: $600
Installment 6: $600

Programming begins in first year, but there are **no fees in first year**

$51,000 average 12-month salary

New co-op model and corresponding fee structure does not apply to current students

- Incoming students (Fall 2020) will be first cohort in new model

- Current students will benefit immediately from more jobs and enhanced programming

Student concerns	How addressed in new model
Not enough jobs across all sectors	Proactive industry relations to yield greater job diversity
Support is too generic and outdated (already offered elsewhere)	Personalized support from staff/mentors; unique exposure to changing industry needs
Desire to work for more than one company	4-month (optional) and 12-to-16-month term

Employer concerns	How addressed in new model
Students less equipped to transition to workplace (missing 'polish')	3 years of quality programming to develop professional skills, market- and self-awareness
Students inadequately prepared for interviews	Enhanced and iterative prep with constructive 1:1 feedback
Better service from staff	Staffed to enhance service for employers.

Facility to support 5,000+ students and 500+ employers

- Space to facilitate meaningful professional interactions between students, employers and staff

- Joint investment by Engineering, A&S and Provost

- Not supported by co-op fees

Thank you | Questions?

tom.coyle@utoronto.ca

Proposed staffing to serve 5,000+ students and 500+ employers

Sub-teams	Function
Executive	Provides strategy and oversight; benchmarks success
Business Development	Builds relationships with employers; aligns student need with job opportunities
Student Development & Programming	Supports students throughout the program; liaises with employers during recruitment cycle
Administration	Triages requests; communicates with stakeholders; organizes events; fulfills operational need

How fees support the program

Program Fee: $3,600
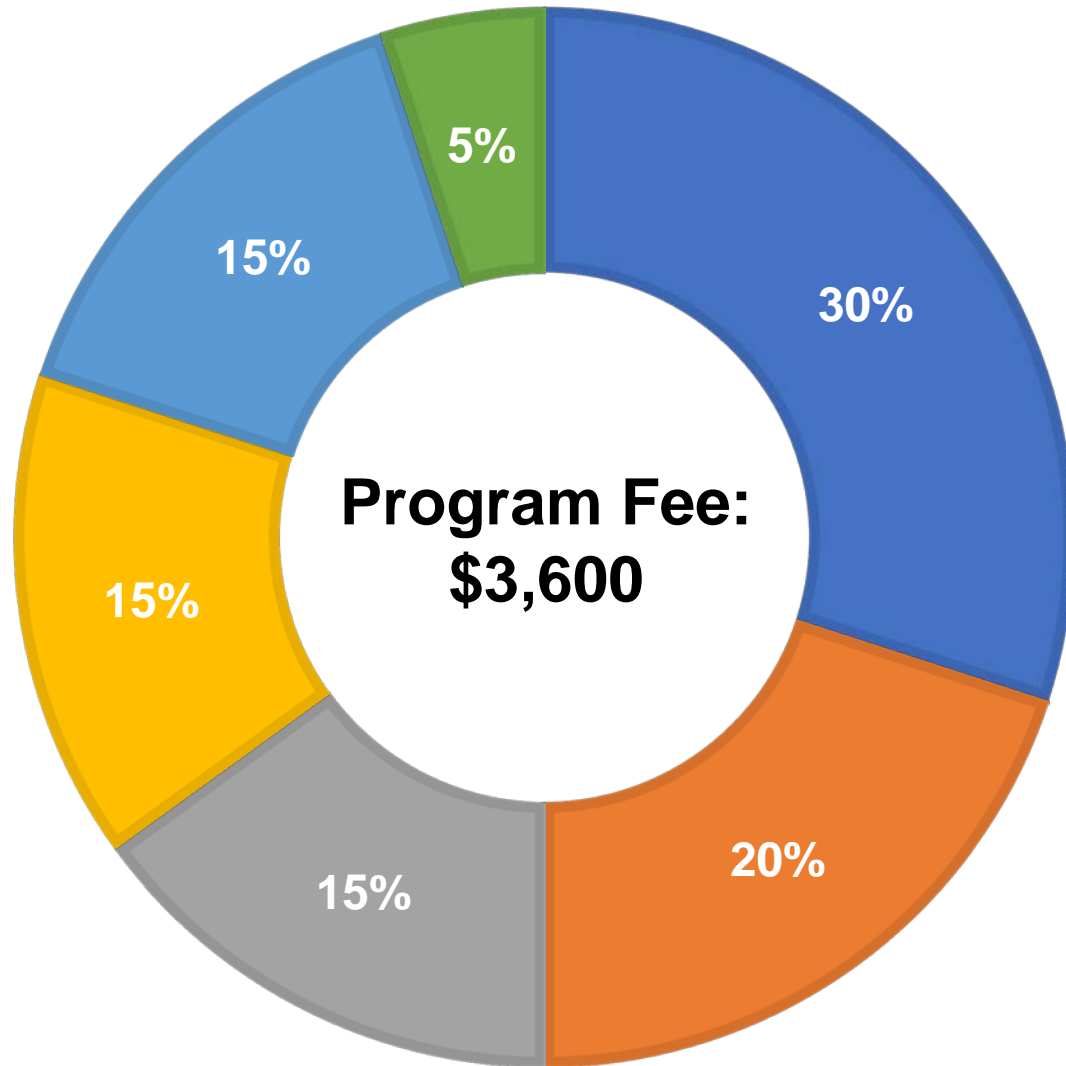
- Recruitment cycle management — 30%
- Business development — 20%
- Student development/programming — 15%
- Work-term management — 15%
- Administration — 15%
- Institutional relations — 5%

Engineering Student Participation in PEY Internship Program