

# HUB INSIGHTS

## For Ted Rogers Faculty & Staff

February 2023 Issue

### 66% of Co-op Students Receive Excellent/Outstanding Ratings Fall 2022 Work Term Data

One of the driving forces behind the growth of the Ted Rogers Co-op program over the last five years is the quality of our students and how they have been able to contribute to their organizations, while on a work term.

As a team, we are so grateful that we have employers willing to create meaningful work experiences for our students, that we often overlook the fact that our students are actually providing real value to their employers.

We looked at 600 work term evaluations from Fall 2022, and analyzed the employer feedback on student performance.

The good news is that almost two thirds of our students received an excellent or outstanding rating – a benchmark clearly demonstrating the calibre of our students.



600

Work Terms



24.33%

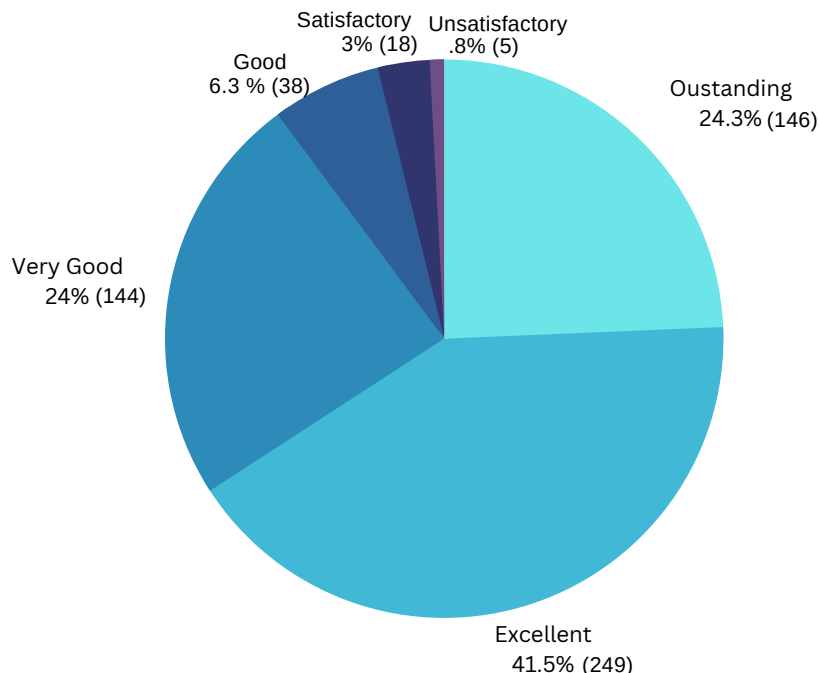
Outstanding



41.5%

Excellent

### Fall 2022 Work Term Ratings



When we dig a little deeper, by academic program, we can see that the strong ratings (excellent and outstanding) are spread across all programs.

Major	Number of Students on a Fall 2022 Work Term	Outstanding	Excellent	Outstanding & Excellent	Outstanding & Excellent Shown as a Percent of Stream
ACC	10	3	4	7	70.0%
BTM	184	43	77	120	65.2%
EMS	81	16	31	47	58.0%
ENT	10	1	6	7	70.0%
FIN	33	7	17	24	72.7%
GMS	145	41	61	102	70.3%
HRM	18	5	9	14	77.8%
HTM	12	4	4	8	66.7%
LAW	18	4	5	9	50.0%
MKT	58	16	22	38	65.5%
REM	26	5	12	17	65.4%
RTM	5	1	1	2	40.0%
<b>Total</b>	<b>600</b>	<b>146</b>	<b>249</b>	<b>395</b>	

## Students Helping Other Students

To support students in achieving a strong rating while on work term, we are developing a series of videos showcasing those that earned an 'outstanding' rating this past Fall.

These video stories are intended to help students visualize and plan for similar success. Students will share their unique approaches to creating systems that keep them and others organized, in addition to ways in which they have demonstrated initiative.

## Employers Highlight Quality, Engagement, and Attitude

Just for fun, I have highlighted comments offered by some of the Supervisors who managed students receiving an 'outstanding' rating.

Recurring themes of strong work ethic, high quality work, strong engagement with the team, and positive attitude are spread throughout.

*'Z. was amazing. She did not shy away from work and always produced good work. Anything assigned she was able to complete or ask the correct questions when stuck to complete tasks. She helped to automate some data entries needed that will continue to help me even when she is gone. She was able to work independently but also in group settings.'* (ACC)

*'I'm extremely happy to mentor H. in the past 8-months. There has been tremendous improvement in him from the time he has joined us and to what he is right now. He has been an asset to the team and I greatly loved his work. His time management, attention to details, having the sense of responsibility for his tasks, all are in the right direction for him to grow as a great IT Professional. I wish him all the best for his career and I'm sure that he will have a great one.'* (BTM)

*'R. has been great to work with. He is near the top of our underwriters and is competing with employees sometimes twice his age. He is very adaptable and shows a great work ethic which is extremely valuable to our team.'* (EMS)

*'J. has been a truly outstanding Co-op. He is committed to building strong relationships with customers and has been executing with excellence. He has made an impact on the team and within his Territory.'* (ENT)

*'I have recruited and worked with interns and Co-op students for over 12 years. C. is a standout in terms of his maturity, professional presence, quality of his work, ability to learn quickly, and his initiative. He has been instrumental to the work of the team over the last 4 months and we are sad to see him go but wish him the best ...'(FIN)*

*J. started with an extremely demanding Project which was already halfway through most of the work. However, she made sure that it didn't deter her from taking up the challenge head-on and performing brilliantly. It was a testimony of her courage and potential leadership skills. (GMS)*

*'A. was simply amazing with her outstanding performance. She has the zeal to learn and grow and clearly shows the potential to outshine in her role as an intern. We were lucky to have her on our team and looking forward to seeing her back at Ceridian in a full-time role.' (HRM)*

*'M. was truly exemplary with us, and I hold him in extremely high-regard. He is a gifted communicator, and he cares greatly about the work that he does. I truly enjoyed having M. on our team, and was continually impressed with the quality, pace, and quantity of his work.' (HTM)*

*'He is a very essential member of the ....team, willing to share all of his ideas and knowledge. He is always thinking outside of the box and would ask very intelligent questions on how each process would be applicable to his current objectives in school.' (LAW)*

*I can't say enough positive things about A.! She's quick, asks smart questions, is eager to learn/grow, is proactive, and overall just a joy to work with. She ticks all of the boxes for being a stellar intern and the BM team is going to miss her so much. I can't wait to see all of the amazing things she'll accomplish in her career'. (MKT)*

*'B. was instrumental in creating and presenting an asset repositioning strategy for a marquee asset in the portfolio and his work and role in the budgeting and business planning process stood out amongst his peers and his contribution was over and above what was required.' (REM)*

*J. has far exceeded my expectations, which were quite high, as I had two previous interns who were fantastic. Her knowledge, attitude, work ethic, everything was great. She eagerly took on new tasks and quickly adapted to everything I threw at her'. (SRM)*

## **Wish To Learn More?**

If you are interested in learning more about student performance while on work term, we welcome the opportunity to connect with you.

Please contact Donna Muirhead for more information - [dmuirhead@torontomu.ca](mailto:dmuirhead@torontomu.ca)

## **References**

Orbis

Salesforce