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 Advice is outdated.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

Year 1  Year 2  work 4 months  Year 3  work 12-16 months  Year 4

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

Year 1

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

Year 2

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

indicate interest
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

<table>
<thead>
<tr>
<th>University</th>
<th>Domestic</th>
<th>International</th>
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</thead>
<tbody>
<tr>
<td>UTSC</td>
<td>$4,688</td>
<td>$6,224</td>
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<tr>
<td>U Waterloo</td>
<td>$5,832</td>
<td></td>
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<tr>
<td>U Ottawa</td>
<td>$3,975</td>
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<tr>
<td>Ryerson U</td>
<td>$3,500</td>
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Proposed fee structure

six equal installments over three years; subject to change

Year 1: Installment 1: $600
Year 2: Installment 2: $600
Year 3: Installment 3: $600
Work 4 mos (optional) Year 3
Year 4: Installment 4: $600
Work 12-16 mos

$51,000 average 12-month salary

Programming begins in first year, but there are no fees in first year
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
<table>
<thead>
<tr>
<th>Student concerns</th>
<th>How addressed in new model</th>
</tr>
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<tbody>
<tr>
<td>Not enough jobs across all sectors</td>
<td>Proactive industry relations to yield greater job diversity</td>
</tr>
<tr>
<td>Support is too generic and outdated (already offered elsewhere)</td>
<td>Personalized support from staff/mentors; unique exposure to changing industry needs</td>
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<tr>
<td>Desire to work for more than one company</td>
<td>4-month (optional) and 12-to-16-month term</td>
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<tr>
<td>Employer concerns</td>
<td>How addressed in new model</td>
</tr>
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<td>-------------------------------------------------------</td>
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<tr>
<td>Students less equipped to transition to workplace</td>
<td>3 years of quality programming to develop professional skills, market- and self-awareness</td>
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<tr>
<td>(missing ‘polish’)</td>
<td></td>
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<tr>
<td>Students inadequately prepared for interviews</td>
<td>Enhanced and iterative prep with constructive 1:1 feedback</td>
</tr>
<tr>
<td>Better service from staff</td>
<td>Staffed to enhance service for employers.</td>
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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?

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

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Participation Rate</th>
<th>Students</th>
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<tbody>
<tr>
<td>2010-11</td>
<td>51%</td>
<td>554</td>
</tr>
<tr>
<td>2011-12</td>
<td>56%</td>
<td>581</td>
</tr>
<tr>
<td>2012-13</td>
<td>59%</td>
<td>632</td>
</tr>
<tr>
<td>2013-14</td>
<td>66%</td>
<td>705</td>
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<tr>
<td>2014-15</td>
<td>63%</td>
<td>724</td>
</tr>
<tr>
<td>2015-16</td>
<td>66%</td>
<td>790</td>
</tr>
<tr>
<td>2016-17</td>
<td>66%</td>
<td>734</td>
</tr>
<tr>
<td>2017-18</td>
<td>66%</td>
<td>779</td>
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<tr>
<td>2018-19</td>
<td>71%</td>
<td>853</td>
</tr>
<tr>
<td>2019-20</td>
<td>73%</td>
<td>721</td>
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