

PEY CO-OP: PROGRAM ACTIVITY REPORT

September 2024



**ENGINEERING
CAREER CENTRE**

Overview and Report Objectives

The Professional Experience Year (PEY) Co-op program is designed to provide students with hands-on work experience that augments their academic studies and prepares them for their future careers.

This briefing provides an overview of key aspects of the program, including job seeking preparation, job search statistics and job offer insights from the previous academic year. Additionally, it showcases the impact of the program through student and employer testimonials.

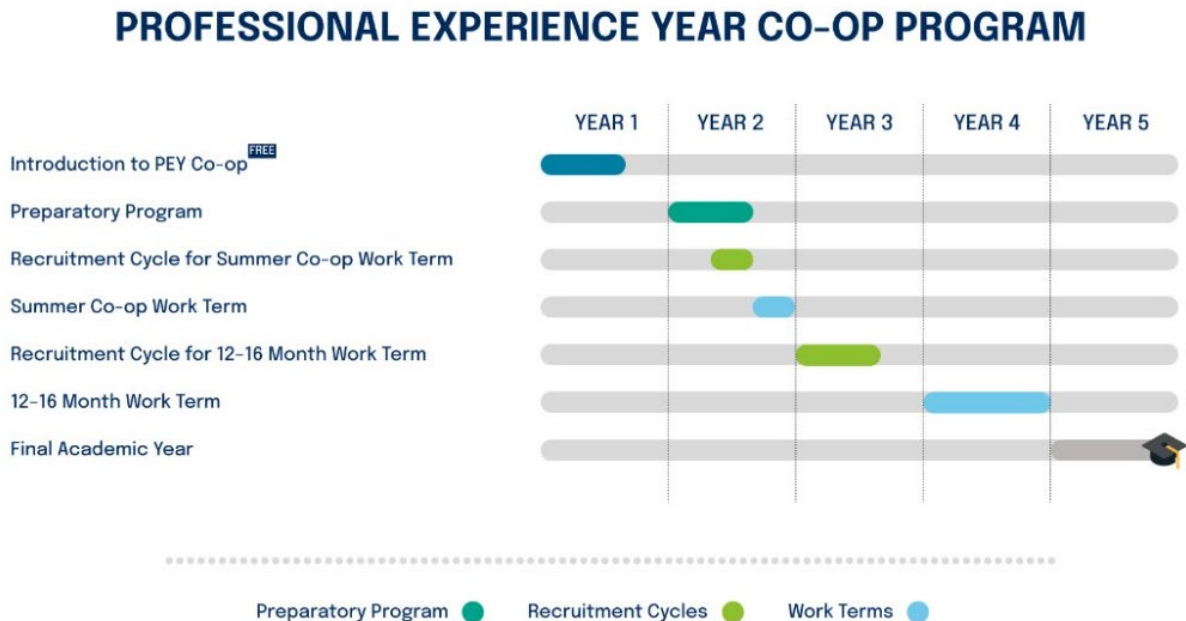
Please note that the information contained herein is not final, as the report’s data predates the conclusion of the cycle. Securing valuable co-operative learning experiences and to continually improve our offerings is extremely important to us. Please share your feedback on your PEY Co-op experience and the results shared in this briefing by contacting us at pey.coop@utoronto.ca.

The data provided is for informational purposes only. Our goal is to support students in their decision-making; as a tool to determine if PEY Co-op is the appropriate mode of experiential learning for them.

The deadline to withdraw from the program for Year 3 students is September 16, 2024.

Program Structure

The PEY Co-op program commences in the first year and extends until students return for their final academic year. This program encompasses several key stages, including the Introduction to PEY Co-op in the first year, the Preparatory Program in the second year, two recruitment cycles, and two work terms (the Summer Co-op Work Term and a 12 to 16-Month Work Term), as depicted in the graphic below:



Student Professional Development

Student Development and Career Programming (SDCP) looks to prepare students to be highly competitive in the recruitment cycle and during the transition to the work term. Programming and learning materials for both the **Introduction to PEY Co-op** and the **Preparatory Program** in PEY Co-op are uniquely designed with the U of T Engineering Student in mind. These initiatives are designed to help students:

- Explore their interests and strengths
- Define a job search strategy
- Practice personal branding and perform competitively in recruitment processes
- Better understand workplace dynamics
- Identify their rights and responsibilities during their work terms

Student interaction with the SDCP team is mainly concentrated in Academic Years 1 and 2, during which the preparatory program modules are offered, however services are offered throughout the entirety of the PEY Co-op program.

During the preparatory phase of the PEY Co-op program, there was a high engagement rate with our learning materials:

- **98%** of Engineering students enrolled in the PEY Co-op Program in their first year
- **Over 91%** of registered students successfully completed the **Introduction to PEY Co-op** program by the end of Year 1
- **Over 94%** of students registered in PEY Co-op successfully completed the **PEY Co-op Preparatory Program** by the end of Year 2

Student Engagement and Events

The ECC hosted a total of 1,378 one-on-one (1:1) meetings, consisting of 1039 scheduled meetings and 339 drop-in meetings. The center also organized over 100 events, with more than half of them attended by multiple employer contacts.

Employer Relations

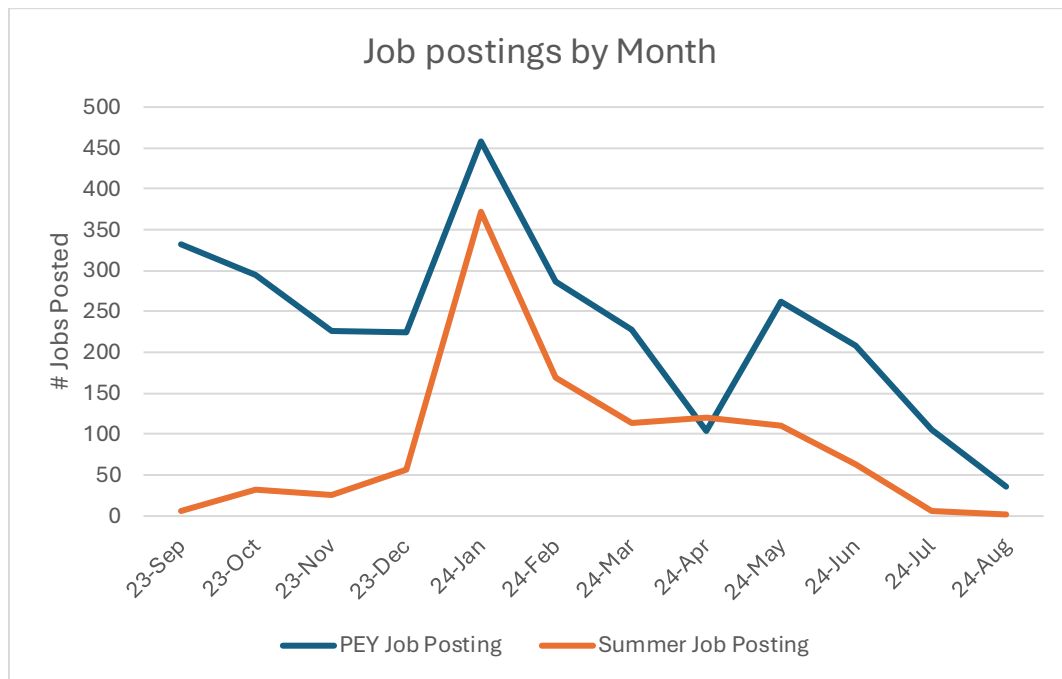
The employer relations team mandate is to enhance the overall effectiveness of PEY Co-op by aligning educational goals with industry needs and coordinating with students and employer partners to provide high-quality work experiences.

The Employer Relations team also oversees the coordination of the Recruitment Cycle, the structured process through which employers seek out, select, and hire co-op students for work terms. This includes managing the job portal and job posting process, student application process, employer screening and job offer process.

2023-2024 Interim Recruitment Cycle Statistics

As of August 23, 2024, we have successfully recorded a **total of 1518 four-month and 12 to 16-month work terms** across various industries and disciplines. We continue to expand our relationship development to reach a diverse range of opportunities for all students.

Job Postings by Month



External Job searches

An external job search refers to the process where students seek and secure work terms outside of the portal's job postings, which is supported in the recruitment cycle. Externally sourced work terms make up 10% of PEY 12 to 16-month positions.

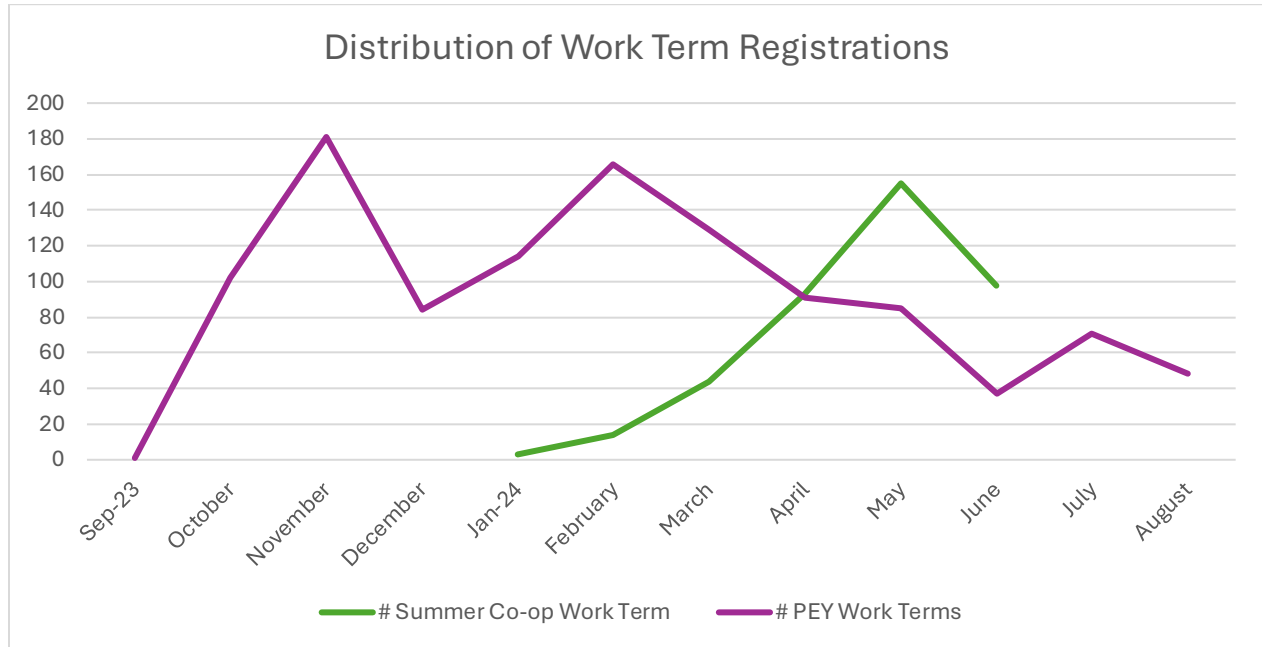
The Engineering Career Centre's job portal is only part of the diverse support mechanisms offered to students in the PEY Co-op Program. The guidance and relationship-building provided by the ECC plays a more critical role in securing the work term and maintaining employability than often perceived.

Students are encouraged to incorporate job search strategies that lend to their career interests. Networking and exploring roles outside of the portal is part of a fulsome search process that is endorsed by the ECC.

Of the roles that were found externally, 60% of the positions are from companies that hire PEY Co-op students through the ECC network.

Work Term Registrations by Month

Here's a breakdown of work term registrations by month for both summer work terms and 12 to 16-month work terms. A work term registration is complete when a student declares a job offer acceptance and uploads the appropriate documentation regarding their employment.



Work Term Registrations by Discipline

Program	# 4-mo. Work Term Registrations	# 12 to 16-mo. Work Term Registrations
Chemical Engineering	27	114
Civil Engineering	34	77
Computer Engineering	61	189
Electrical Engineering	35	95
Engineering Science	108	194
Industrial Engineering	28	85
Lassonde Mineral Engineering	6	10
Materials Engineering	6	33
Mechanical Engineering	72	164
Engineering Total	377	961
UTM	32	148
Total	409	1109

PEY Co-op Impacts

PEY Co-op students make a significant impact on employers by bringing fresh perspectives, innovative ideas, and up-to-date academic knowledge to the workplace. They contribute to key projects, enhance productivity, and help organizations tackle complex challenges with enthusiasm and creativity. In turn, employers play a crucial role in shaping the careers of these students by providing hands-on experience, mentorship, and professional development opportunities. This mutually beneficial relationship not only strengthens students' skills but also allows employers to tap into emerging talent, fostering long-term connections with the next generation of industry leaders.

Student Impact stories

Annemeike Tucker, Civ 2T3+PEY

As a Dam Safety Review Coordinator at SLR Consulting Ltd., Annemeike demonstrated an advanced ability to understand new concepts and made positive impacts on various stakeholders. During her work term, she was able to improve her communication skills and streamline her reports under pressure. Her supervisor commented on her accountability, accuracy and intuition when asked about her work style.

Annemeike's work involved evaluating, compiling and explaining technical information in concise reports. She evaluated embankment dam instrumentation, performance reports and hydrology/geology information. She was able to complete work that normally would be completed by Engineers in Training with several years of experience post-graduation.

Andriy Drozd, UTM 23+PEY

As a Full Stack Developer at Garner Distributed Workflow, Andriy was able to develop highly complex features and showed great care for his work. He came to his 12-16 month work term with a positive attitude and sought out work with additional responsibility to get the maximum benefit from his work term.

His supervisors consistently commented on his ability to perform well at a high level, and demonstrate professional attributes to the entire organization.

Employer Impact stories

MDA

A Canadian space technology company located in Brampton, ON, MDA Space has a 55 year record of firsts with over 450 missions to its name. Spanning communications satellites, Earth and space observation, and space exploration and infrastructure, MDA Space is building the space between proven and possible.

A PEY Co-op employer since 2013, MDA Space has a proven record of making every effort to support PEY Co-op students in their work-integrated learning experience. Students are assigned mentors, encouraged to participate in introductory courses to hone their industry knowledge, and can participate in VR tours of the International Space Station.

MDA Space is an employer who can see the value in nurturing a student from intern to executive, and can help students make the right connections within the space industry to further their careers.

RBC

Royal Bank of Canada (RBC) is a Canadian multinational financial services company and one of the largest banks in Canada. With over 20 million clients and more than 100,000 employees worldwide, it's a company where students can grow in their careers for a number of years.

RBC is consistently nominated for Employer of the Year as a PEY Co-op employer because of their commitment to mentorship and work-integrated learning. With opportunities to meet with executives, participate in mentorship, and expand professional networks, RBC has solidified its position as one of the most highly sought after co-op employers.