

UTM Co-op Internship Program

Andreas Bendlin
Vice-Dean, Academic Experience

Rena Banwait
Director, Experiential Education &
Community Engagement

October 2023

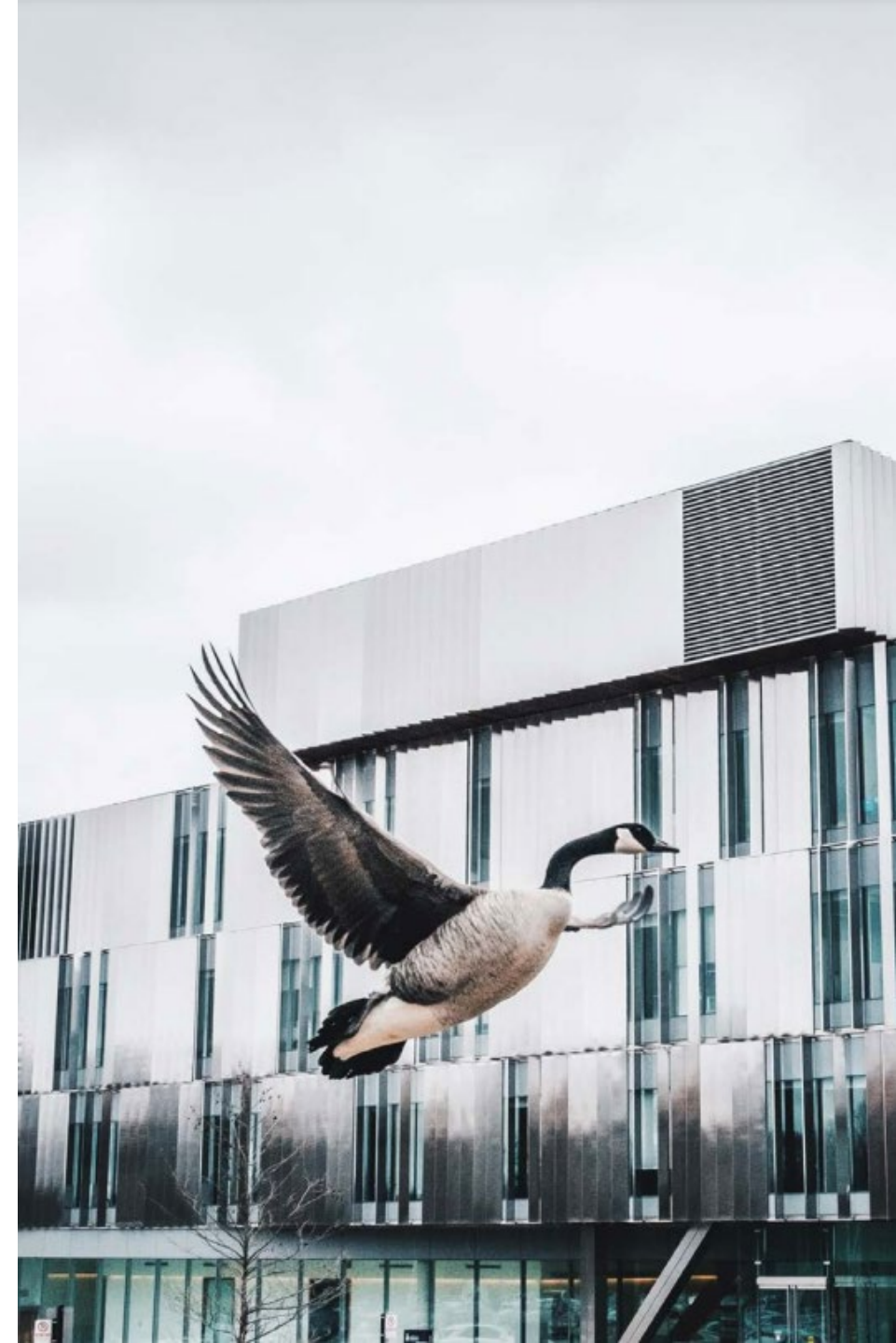


UTM Co-op Internship Program



Meeting Agenda

- UTM Co-op Internship Program
 - ❖ Why Co-op at UTM?
 - ❖ Student Survey Data
 - ❖ Research and Development
 - ❖ Tri-Campus Co-op Partnership
 - ❖ Program Admissions
 - ❖ Labour Market Research
 - ❖ Program Timeline
 - ❖ Preparatory Program
 - ❖ Recruitment Cycle & Work Term
 - ❖ Roles & Responsibilities
 - ❖ Program Fees
 - ❖ Summary



UTM Co-op Internship Program



Why Co-op?

- Supports the vision of the [UTM Academic Plan 2017](#) and its goal of offering a diversity of experiential learning (EL) opportunities to all undergraduate students
- Employers that host UTM interns routinely comment that they would appreciate more than a 200-hour work commitment
- Students comment that they are looking to graduate from university with a year or more of paid work experience in their desired field
- Co-op is a key recruitment tool for post-secondary institutions and necessary for UTM to remain competitive with other U of T divisions
- Promotes student retention and optimizes program progression through the integration of disciplinary knowledge and practical experience

UTM Co-op Internship Program

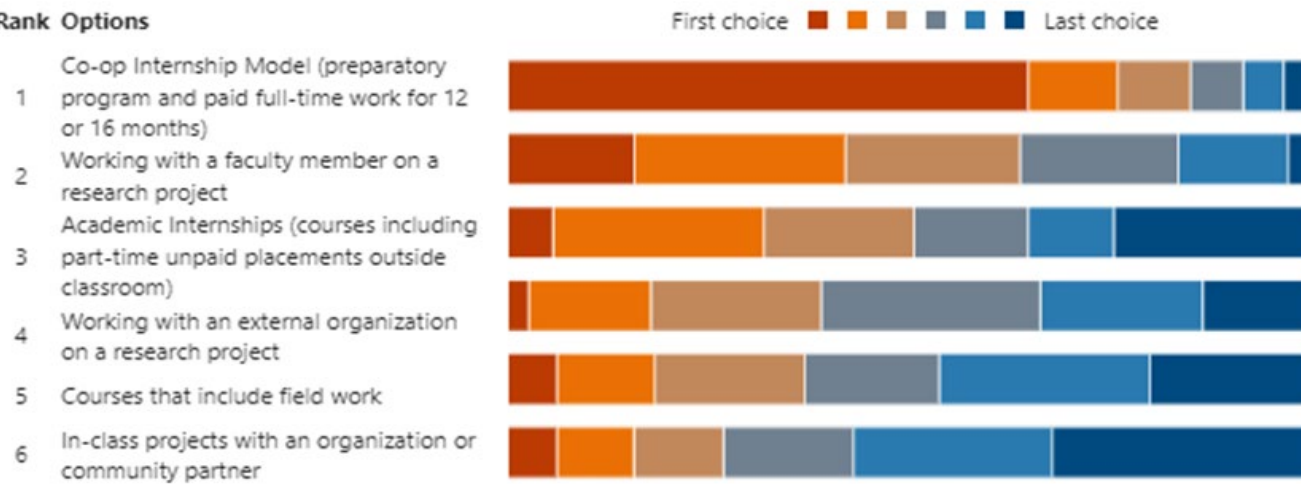


Student Survey Data

3. Please rank, the following experiential learning opportunities in order of interest (first choice should be at the top of your list).

199 Responses

Rank Options



UTM Co-op Internship Program



Research and Development

- Secured funds through the Experiential Learning University Fund
- Hired Manager, WIL Programming to support program research and development
- Consulted with academic and non-academic campus partners as well as tri-campus partners
- Joined the Tri-campus Co-op Partnership (TCP) to leverage centralized resources available for co-op across U of T

Consultants

- Academic Units
- UTM Students
 - UTMSU, surveys, focus groups
- Office of the Registrar
- International Education Centre
- Career Centre
- Accessibility Services
- TCP Partners
 - FASE, FAS, UTSC Management and Arts & Science

UTM Co-op Internship Program



Tri-Campus Co-op Partnership

- PEY, ASIP, UTSC, and UTM are all part of the Tri-Campus Co-op Partnership (TCP)
- The TCP is resourced through a shared budget to which UTM will contribute
- The goal of the TCP is to:
 - Work together on one recruitment platform
 - Coordinate external relations outreach
 - Present U of T as a unified institution in the co-op landscape

UTM Co-op Internship Program



Program Admissions

- As a pilot, UTM will primarily offer this optional program for undergraduate students enrolled in the Department of Chemical & Physical Sciences, Mathematical & Computational Sciences, Economics, Biology, and ICCIT.
- The Department of Management will join the pilot in 2025-26.

	<u>UTSC</u>	<u>ASIP</u>	<u>PEY</u>	<u>UTM</u>
Optional Program	✗	✓	✓	✓
Direct Entry	✓	✗	✗	✗
Minimum cGPA Required	✓	✗	✗	✓
Domestic & International Students eligibility	✓	✓	✓	✓
Time to Graduation	4 years	5 years	5 years	5 years

UTM Co-op Internship Program



Labour Market Research

Mississauga Priority Sector	Mississauga Priority Sub-sector	Alignment with UTM proposed co-op programs	Key Proof Points
Advanced Manufacturing	Aerospace Automotive Food & Beverage Cleantech	-> Alignment with MCS, Management, Economics, ICCIT	•According to the Toronto Board of Trade, the Pearson Economic Zone accounts for 51% of Canada's air transportation jobs
Smart Logistics	Transportation Distribution & Delivery Warehousing & Storage	-> Alignment with MCS, Management, Economics, ICCIT	•30% of the Toronto region's logistics sector is in Mississauga – the largest cluster of the GTA.

UTM Co-op Internship Program



Labour Market Research

Mississauga Priority Sector	Mississauga Priority Sub-sector	Alignment with UTM proposed co-op programs	Key Proof Points
Life Sciences	Pharmaceutical Biotechnology Diagnostics Medical Devices Digital Health	->	<p>Alignment with Biology, CPS, MCS, Management, Economics, ICCIT</p> <p>See Unlimited Mississauga, 2019</p> <ul style="list-style-type: none"> •Mississauga is the second largest life science sector in Canada by employment – over 500 companies employing ~26,000 workers. •Life science businesses account for \$2.7B or 6.3% of Mississauga’s real GDP •Biotechnology – 40+ firms •Pharmaceuticals – 60+ firms •Diagnostics – 25+ businesses •MedTech – 140+ businesses •Digital health – 40+ firms •UTM will open a new life science accelerator, Spin Up in late 2023 that aims to connect new start-ups with experiential learning opportunities for students at UTM.
Higher Value Business Services	Finance & Insurance Business Technology FinTech Business, Management, Scientific & Technical Support Services	->	<p>Alignment with MCS, Management, Economics, ICCIT</p> <p>See Unlimited Mississauga, 2019</p> <ul style="list-style-type: none"> •Mississauga is home to more than 45 Financial Services head offices. •The Toronto region has seen a 40% increase in software developers and data analysts in the past five years (Toronto Global) •Financial services in the Toronto region: 10,000 companies employing 320,000 workers (Toronto Global)

UTM Co-op Internship Program



Program Timelines

UTM: 16-months of Work Experience											
Year 2			Year 3			Year 4			Year 5		
Fall	Winter	Summer	Fall	Winter	Summer	Fall	Winter	Summer	Fall	Winter	Summer
Module 1: Work Readiness	Module 2: Work Readiness	Academic Term (Optional)	Module 3: Recruitment Cycle	Academic Term	Work Term (16 Months)	Academic Term	Academic Term	Graduate			
			Module 4: Professional Development	Recruitment Cycle							

Ending in Summer of Year 4

Ending in Winter of Year 4

UTM: 12-months of Work Experience											
Year 2			Year 3			Year 4			Year 5		
Fall	Winter	Summer	Fall	Winter	Summer	Fall	Winter	Summer	Fall	Winter	Summer
Module 1: Work Readiness	Module 2: Work Readiness	Academic Term (Optional)	Module 3: Recruitment Cycle	Academic Term	Work Term (12 months)	Academic Term (Optional)	Academic Term	Academic Term	Academic Term	Graduate	
			Module 4: Professional Development	Recruitment Cycle							

UTM Co-op Internship Program



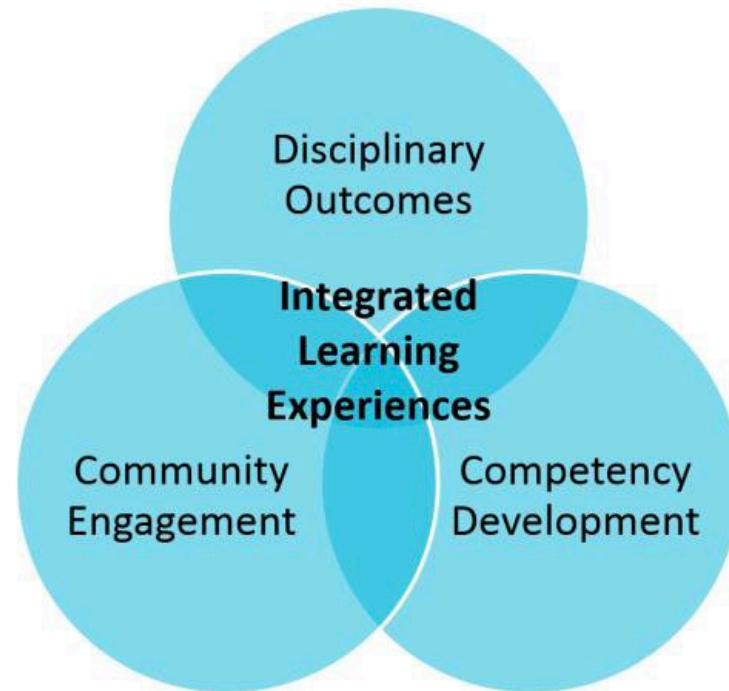
Preparatory Program

- Four asynchronous modules with support from Program Staff and Peer Coaches
 - **Year 2:** Module 1: Work-Readiness – Assessing Skills and Developing a Profile (topics)
 - **Year 2:** Module 2: Work-Readiness – Preparing for the Job Search (topics)
 - **Year 3:** Module 3: The Recruitment Cycle
 - **Year 3:** Module 4: Professional Practice and Development
- Students receive transcript notation upon successful completion of the entire program

UTM Co-op Internship Program



Preparatory Program



Rethinking Higher Education Curricula: Increasing Impact Through Experiential, Work-Integrated, and Community-Engaged Learning. A White Paper for the University of Toronto (2017), p. 10

UTM Co-op Internship Program



Recruitment Cycle & Work Term

- Upon successful completion of all four modules, students will enter the Recruitment Cycle (the Winter of Year 3, prior to the work term)
- Students may apply to postings on the TCP job board or leverage alternative employer relations and interview with employer partners
- For students to successfully complete their work term, they must:
 - Complete the minimum number of hours
 - Complete their 5th **module, on Professional Development**
 - Complete Reflective Reports at regular intervals during the work period
 - Submit a **Learning Plan** at the onset of each work term
 - Participate in a **Site Visit** with a member of the co-op team
 - Submit a final **Work Term Assignment/Report**
 - Ensure their supervisor submits the **Final Evaluation**

UTM Co-op Internship Program



Roles & Responsibilities

Experiential Education Unit

- Administration and promotion of the program
- Offer specialized professional development training, networking opportunities, day-to-day guidance
- Develop co-op job opportunities for students
- Manage the work term completion process:
 - Review the Skills Assessments for completion
 - Conduct site visits and check-ins
 - Distribute, collect, review and track final evaluations

Academic Units

- Help develop discipline-specific work term reports and student selection criteria
- Departmental staff conduct ongoing eligibility checks to help manage student tracking
- Dedicated advisor (grad student, sessional, or faculty) to grade work term reports and provide feedback to students

UTM Co-op Internship Program



Program Fees

UTM Fees (subject to change)		
# of Installments x Amount	Amount	Total
4 x \$470.00	\$1880.00	\$ 3740.00
2 x \$930.00	\$1860.00	

UTM Co-op Internship Program



Summary

- The Program will be introduced as an optional stream in select programs with specific admission requirements and limited enrolment
- Preparatory program will consist of four asynchronous work-ready modules
- Recruitment cycle will leverage the TCP infrastructure to support students in securing work terms
- Work term will either be a 12- or 16-month paid experience and includes multiple assessments for students
- UTM's co-op fee structure will be comparable to that of ASIP and PEY
- Tentative launch date: September 2024

THANK YOU!

Rena Banwait

Director, Experiential Education & Community Engagement
Experiential Education Unit

Office of the Dean

Email: rena.banwait@utoronto.ca

Experiential Education Unit

<https://uoft.me/experience>

experientialeducation.utm@utoronto.ca

