

Job Search & Networking Strategies

FEAS CO-OP CAREER ADVISING TEAM



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LAND ACKNOWLEDGEMENT

Toronto is in the 'Dish With One Spoon Territory'.

The Dish With One Spoon is a treaty between the Anishinaabe, Mississaugas, and Haudenosaunee that bound them to share the territory and protect the land. Subsequent Indigenous Nations and peoples, Europeans and all newcomers have been invited into this treaty in the spirit of peace, friendship, and respect.

Chi Miigwetch!



AGENDA

- Strategizing your Job Search
- How to identify Job Goals
- Adapting your Job search
- Internal vs External Job Search
- Networking
- Informational Interviews
- Small Talk
- Labour Market Information

Strategizing your Job Search

Strategizing your Job Search

- **Identify your job goals (titles, industries and target companies)**
- Apply both external jobs on LinkedIn/Indeed and internally through the co-op portal
- Create a Job Search Tracker
- Let your network know of your job search
- Check LinkedIn for any 1st and 2nd degree connections that work with organizations you aim to apply

Identifying your Job Goals

Research

- Job Search Engines (Indeed, LinkedIn, Glassdoor...)
- Company website
- Social media
- Informational Interviews
- Professional Associations

Me-search

- Identify your transferable skills
- Explore your strengths
(email > gulsen.baysal@torontomu.ca for Strengthfinder Assessment)
- Explore your gaps

Job Search on LinkedIn to Identify your job goals

linkedin.com/jobs/search/?currentJobId=3616734364&keywords=software%20engineering%20co-op

software engineering co-op Canada Search Home People Message Alert Grid

Jobs Date posted Experience level Salary On-site/remote Easy Apply All filters

Software engineering co-op in Canada 895 results Set alert

 Stagiaire, Développeur(euse) de logiciels, Forge (à pourvoir)/Intern, Software Engineer (FALL 2023)
Autodesk
Canada (Remote)
24 alumni work here
Promoted

 Co-Op/Intern Software Developer, Core Algorithms
Kinaxis
Ottawa, ON (On-site)
2 company alumni work here
Promoted • in Easy Apply

 Software Nodal Automation Student Co-op, Ottawa, ON
Ericsson
Ottawa, ON
1 connection works here
Promoted

 Co-Op/Intern Software Developer, Algorithms, Quality
Kinaxis
Hamilton, ON
2 company alumni work here
Promoted • in Easy Apply

Co-Op/Intern Software Developer, Core ...
Kinaxis - Ottawa, ON (On-site)
and are looking for an opportunity to learn and grow—this challenge is for you.

in Easy Apply Save ...

What you will do

- Work under the supervision of a mentor who will guide you through your journey at Kinaxis
- Work together with other developers and tester on feature development and performance enhancements
- Maintain and develop tools for testing and debugging
- Collaborate and work closely with your team members
- May perform additional projects upon request

What we are looking for

- Completion of 1st year of studies in a Computer Science or Software Engineering (or equivalent) program
- C++ programming experience preferred, willingness to expand knowledge
- Desire to enhance your skills in Object-Oriented Design and related best practices
- Very strong technical aptitude, with a preference for algorithms, data structures
- Insatiable drive for improving performance – you want to do it fast and right!
- Good collaborative skills and positive attitude
- Excellent verbal and written communications skills
- Strong initiative and drive to get things done!
- Exposure and willingness to develop under agile framework and software development lifecycle processes

What we have to offer

- Challenging Work - We love solving highly complex problems. And as the global leaders in our industry, we never stop innovating—our work is never "done. That's because across our teams and in all roles, every employee is empowered to bring their best ideas forward and to jump in and solve the problems they're passionate about.
- Great People - We take our work seriously, but we don't take ourselves too seriously! It's in our DNA to celebrate, laugh, and have fun. We are stronger, together, when we are open, honest, and above all, real. Every person is valued here and plays an important role in our shared success.
- Global Impact - As a global team spanning continents, boundaries, and cultures,

Adapting your Job Search: Upskilling / Reskilling

Brush up on your skills to fill the gaps between your qualifications and job requirements

- ***Upskill:*** Improve skills in your field

Diversify your knowledge for different opportunities

- ***Reskill:*** Learn a totally new skill

How?

- Be intentional with your electives – other disciplines
- Check out online course providers

[TMU DME Lab](#) | [Coursera](#) | [Udacity](#) | [edX](#) | [FutureLearn](#) | [LinkedIn Learning](#) | [SoloLearn](#) | [Leetcode](#)



Strategizing your Job Search

- Identify your job goals (titles, target companies)
- **Apply both internally and externally to increase your chances**
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Internal vs External Job Search

Internal

- Application through the co-op portal
- Higher chances to get hired than other hiring platforms
- Internal jobs are already approved to be considered as a co-op opportunity

External

- Application outside of the co-op portal: LinkedIn / Indeed / Networking / Company websites
- Upon securing an offer, job needs to be approved by FEAS co-op to be accepted as a co-op placement
- Job Eligibility Form to be processed (send the form to feascoop@torontomu.ca)

Strategizing your Job Search

- Identify your job goals (titles, target companies)
- Apply both internally and externally to increase your chances
- **Create a Job Search Tracker**

Date Applied	Job Title	Company	Application platform (Co-op portal, LinkedIn, Indeed, etc.)	Location	Job Posting Link	Name and/or LinkedIn URL of person you can follow up with	Followed up on LinkedIn or email? (Y/N)	Status (Did they respond, Interview booked?)

- Let your network know of your job search
- Check LinkedIn for any 1st and 2nd degree connections that work with organizations you aim to apply > Ask for an introduction to a company connection

Strategizing your Job Search

- Identify your job goals (titles, target companies)
- Apply both internally and externally to increase your chances
- Create a Job Search Tracker
- **Let your network know of your job search**
- **Check LinkedIn for any 1st and 2nd degree connections that work with organizations you aim to apply**
 - Ask for an introduction to a company connection

linkedin.com/company/amd/people/

Search

Home My Network Jobs Messaging

AMD

Home About Posts Jobs Life **People** Events

People you may know

Alex Jung · 2nd
Intern @ AMD | Electrical Engineering @ Toronto...

Meliza Yao Li, Rochelle Mendonca, and 7 other mutual connections

Connect Message

Mithu Prabhach... · 3rd
MTS Silicon Design Engineer at AMD

View 2,014 decision makers with Sales Navigator Try Free for 1 Month

Nicolas Louie · 2nd
Packaging Design Engineer @ AMD | Electrical Engineer

Sebastian Salazar · 2nd
Software Engineer 2 at AMD

Shearoy Ankles... · 2nd
AMD Intern IC Package Design | Third Year Electrical Engineering

Check LinkedIn connections who work at your “dream company”

Finding Alumni

- Go to Toronto Metropolitan University's LinkedIn page
- Click **Alumni**
- Search Alumni by title/program

The screenshot shows the LinkedIn profile page for "Toronto Metropolitan University". The page header features the TMU logo and a large aerial photograph of the university's urban campus. Below the header, the page title is "Toronto Metropolitan University" with the subtitle "The most urban and entrepreneurial university in Canada." The bio indicates it is a "Higher Education · Toronto, Ontario · 300,961 followers". A profile picture of three people is shown next to the text "Gulsen & 10 other connections work here · 7,650 employees". Below the bio, there are three buttons: "Following" (with a checkmark), "Invite", and "More". A navigation bar at the bottom includes links for Home, My Employer, About, Posts, Jobs, **Alumni**, and Events. The "Alumni" link is underlined with a green line and has a blue arrow pointing upwards from below it. The main content area displays the statistic "29,972 alumni" and a search bar with the placeholder "Search alumni by title, keyword or company". In the bottom right corner, there is a note: "Ryerson University LinkedIn Page still has over 180,000 Alumni".



<https://www.menti.com/alqifi7btpkh>

Access Code:
Did you know
that?

70% of jobs are found
through networking
in Canada

Networking

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through networking
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Networking is...

- Mutual exchange of information, advice and support
- Process of developing and nurturing genuine connections (i.e., mentorship)
- Approached with generosity, authenticity, sincerity
- Desire to learn with curiosity

Networking is not...

- One-way communication
- Pestering or using people
- A contest



Types of Networking

Two Types of Networking

Farmer Approach	Hunter Approach
Sow the seeds and enjoy the fruits later	Hunting for the opportunity
No current job opportunities	There is a job opportunity open
Long term rapport building	Done through cold calling or referrals
Master resume is used when necessary	Resume is ready

Networking Strategy

Networking Strategy

1- Prepare

- Be clear on why you want to build connections
- Discover where your target connections are (e.g. LinkedIn)
- Listen to podcasts about your industry
- Build your LinkedIn profile
- Make a list of connections
- Create an elevator pitch

2- Connect

- Invite them to connect with you by sending a personalized note
- Ask for informational interview/Coffee chats
- Prepare 4-5 questions tailored to the person
- Listen Carefully, Ask follow-up questions

3- Build and Maintain relationship

- Follow up with the contact: Send a thank you note in 2 days
- Share an interesting article/comment on or share their post
- Invite them to an event
- Holiday greetings

Networking Tracker

Contact Name	Company Name	Source (How do you know them?)	Email Address	Phone Number	Date Contacted	Status (Date of Coffee Chat, what you discussed, etc.)

Where to Network

Networking Online / In-Person

- On campus groups
 - Student Unions
 - Student Groups
 - Competitions
- Professional Associations
- Online interest groups
- Social media
- Mentorships
- Volunteering
- Work, internship, co-op
- Networking Events / Conferences

Upcoming Event where you can network

Toronto Metropolitan University Faculty of Engineering & Architectural Science FEAS Co-op

Want to upgrade your resume with help from our employer partners?

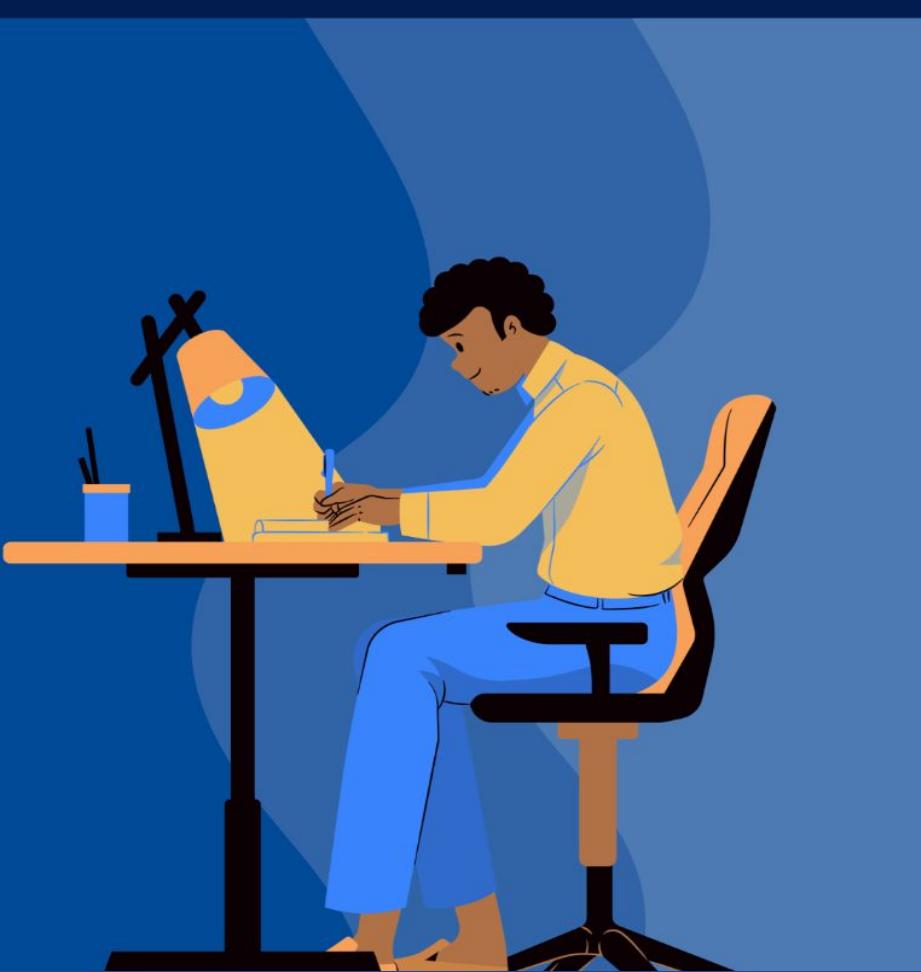
Resume Roast

October 24 | 6:00 - 7:30 pm

FEAS Co-op employers will professionally “roast” your resume, providing feedback and details on how to make improvements. Their valuable advice will help tailor your resume to specific industry job searches.



REGISTER HERE!



Registration Link

Date: October 24th, 2023

Time: 6:00PM - 7:30PM

Location: ENG LG12

ENG LG13 - ENG LG06

Companies:

- Aecon
- Upper Canada Consultants
- Toronto Hydro
- BMO
- Celestica
- Novatrend
- ...



moses structural
engineers



Networking 101 Checklist for Events

HOW TO NETWORK 101

BEFORE THE EVENT:

- Research the organizations and employers who will be there
- Create a list of targeted questions for each employer
- Polish and print copies of your resume



DURING THE EVENT:

- Present your elevator pitch during introductions or when answering questions like “tell me about yourself?”
PRO TIP: Follow the **present-past-future structure** where you explain:
 - What you are currently doing
 - What you have achieved in the past
 - What you hope to accomplish and how this company aligns with your goals (if applicable)
- Take notes during the conversation to show interest and capture key points
- Ask thoughtful questions that will help you gather insight on the industry, organization, employer, and job opportunities
- You may provide employers with your resume and/or LinkedIn profile

AFTER THE EVENT:

- Connect with employers on LinkedIn to thank them for their time, re-emphasize your interest in their organization, and ask additional questions you may have
- If interested in the employer, check the co-op portal for opportunities

Networking at Work

Networking with Manager/Supervisor: 5 Tips

- 01 Anticipate Needs and Be Proactive
- 02 Tell them how to best use your strengths
- 03 Avoid blindsiding
- 04 Do your job well and close the loop
- 05 Offer solutions, not only questions

Networking with Colleagues: 5 Tips

- 01** Engage: Make time,
learn, listen

- 02** Deliver on Work

- 03** Respect boundaries and
keep an open mind

- 04** Collaborate, offer help and support

- 05** Expand your Networking

Anatomy of a Self Introduction

- Understand who you are talking to
- **Present > Past > Future**
- Articulate what you are interested in and passions
- Describe the challenges you solve, state your accomplishments rather than what you do.
- Add personal flair

“My name is ___. I’m an Industrial Engineering student at Toronto Metropolitan University, and the reason why I chose it in the first place is that I love working on problems that have to do with workplace safety, particularly in processing plants and warehouses. I recently led a project at TMU where we were able to help a food processing plant increase efficiency and promote safety amongst machine operators, which I really enjoyed. I’m interested in pursuing a career path in XYZ and hoping to learn more about your career journey through our conversation today”

Informational Interviews

Informational Interviews

01 Identify an Industry Professional

- Advocates
- Strategic connections
- Subject matter experts

03 Research:

- Individual
- Company
- Field
- Questions

02 Reach out and Personalize

- Cold connections
- Warm connections

Informational Interviews

04 Prepare

- 4-5 tailored questions and send beforehand
- Stay informed

05 Conduct

- Listen carefully and ask follow-up questions
- Present yourself professionally
- Be mindful of time and the interviewee

06 Follow-Up

- Express gratitude
- Provide contact information

Small Talk

Small Talk - Why is it Beneficial?

- Find common grounds and shared interests
- Overcome social discomfort in crowded/ unfamiliar settings
- A great transition tool into more serious topics



Approaching Small Talk

- Introduce yourself
- Ask open-ended, engaging questions - The Muse conversation starters
- Active listening skills

Examples:

- How their day has been? What do you think about the weather?
- At an event/conference: How is the event going? Attended any interesting talks?
- No personal questions



Some Useful Examples and Templates

Self-Introduction: Cold Connection on LinkedIn

Hello Adit,

I'm a _____ student at Toronto Metropolitan University. After reading your profile, I see that we both share an interest in creating sleek designs on Photoshop and are both members of GDC.

With your background in design, what do you enjoy the most about what you do? Would you be willing to spare 20 minutes to share insights about your experience working as a Graphic Designer at MLSE? I would be so happy to meet you at a date and time suitable to your schedule.

Kind regards,
Vivian Tam

Request an introduction: Warm Connection on LinkedIn

Hi Nahid,

I hope you are keeping well. I am currently doing some research on Shopify, and I noticed that you are connected to Annie Patel works there. Would you be open to contacting her to ask if she can spare 15 minutes of her time to answer a few quick questions?

Thank you,
Jen

Follow-up after an event: Warm Connection on LinkedIn

Dear Leanne,

It was so great listening/speaking with you at the Nutrition and Food Academic Orientation Session Event. I found the panel enlightening, full of energy and so engaging with us all. Love to hear what you thought!

You have such an interesting Nutrition and Food background with experience in a variety of different spaces. I would love to get your advice on how I can learn more about Nutrition in Clinical Practice. Would you have 10-15 minutes to meet with me? Happy to meet you at a date, time, and place convenient for you.

Kind regards,
Mairi Kalam

P.S. I think you may find the following article on 'Can Changing What Foods You Eat Improve Your Mental Health?' interesting: goo.gl/mkBuEJ.

[Find out more on this Informational Interview Guide](#)

Engineering Labour Market

Labour Market Research: Aerospace Engineering

Website Reference	https://www.services.labour.gov.on.ca/labourmarket-ui/jobProfile?nocCode=21390
Average Student Income	\$43,695
Median Income	\$107,000
Top Location	Toronto (60%)
Foundational Skills	Communication Skills, Planning, Teamwork / Collaboration, Problem Solving, Organizational Skills, Troubleshooting, Research, Detail-Oriented
Specialized Skills	Avionics, Systems Engineering, Project Management, Product Development, System Design, Mechanical Engineering, Aircraft Maintenance, Prepare Presentations, Failure Mode and Effects Analysis (FMEA), Engineering Support
Software	AutoCAD

Potential Titles:

- Operations Intern (Bombardier Aircraft)
- Robotic Process Automation Co-op/Intern (Nokia)
- Production Group Leader Co-op (General Motors)

Link to EngineersCanada PDF:
<https://www.acec.ca/files/Publications/Labour-Market-2015-e.pdf>

LABOUR MARKET FORECAST

“Aerospace engineering is dominated by the transportation equipment manufacturing industry in Quebec. As the average age of aerospace engineers rises in Quebec, there will be excess demand in the short to medium-term.

Given the forecasted new entrants levels and net other migration levels for aerospace engineers to Quebec, in-migration is not a strong requirement for the province and there should be no major difficulties in obtaining the required workforce for aerospace engineers.”

-EngineersCanada (Projections to 2025)

Labour Market Research: Biomedical Engineering

Website Reference	https://www.services.labour.gov.on.ca/labourmarket-ui/jobProfile?nocCode=21399
Average Student Income	\$45,317
Median Income	\$93,000
Top Location	Toronto (52%)
Foundational Skills	Communication Skills, Teamwork / Collaboration, Problem Solving, Planning, Writing, Troubleshooting, Organizational Skills, Written Communication, Detail-Oriented, Research
Specialized Skills	Project Management, Quality Assurance and Control, Scheduling, Quality Management, DevOps, Kubernetes, Budgeting, Root Cause Analysis, Product Development, Failure Mode and Effects Analysis (FMEA), Software Development, Software Engineering
Software	Python, Linux, Microsoft Excel, SQL, Java, C++, Microsoft Powerpoint, Ruby

Potential Titles:

- Co-op Student - Microbiology and Virology (Sanofi Pasteur)
- Co-op Student - Material Technology and Lifecycle Management (Sanofi Pasteur)
- Sysadmin and Automation Development Student (Blackberry)
- Security Research Student - Compliance Programs (Blackberry)

LABOUR MARKET FORECAST

"The forecast is for the Canadian economy to produce about 285 job openings for other engineers annually over the next five years. It is expected that total job openings will taper off to about 190 per year during the latter 5 year period as expansion demand from industry is diminished"

-EngineersCanada (Projections to 2025)

Labour Market Research: Civil Engineering

Website Reference	https://www.services.labour.gov.on.ca/labourmarket-ui/jobProfile?nocCode=21300
Average Student Income	\$43,836
Median Income	\$96,000
Top Location	Toronto (56%)
Foundational Skills	Communication Skills, Teamwork / Collaboration, Planning, Organizational Skills, Writing, Problem Solving, Detail-Oriented, Written Communication, Research, Time Management
Specialized Skills	Project Management, Budgeting, Scheduling, Professional Engineer, Calculation, Cost Estimation, Quality Assurance and Control, Business Development, Engineering Design and Installation, Engineering Design
Software	Microsoft Excel, AutoCAD, Microsoft Powerpoint, Civil 3D, Microsoft Word, Microstation, Microsoft Project, SAP, Python, Computer Aided Drafting/Design (CAD)

Potential Titles:

- Student Project Coordinator (Bird)
- Estimating Student (Bird)
- Operations Technician Co-op Student (York Region)
- Kearn Mining Engineering Student (Imperial)
- VDC Designer Coop (Modern Niagara)

LABOUR MARKET FORECAST

"A normal market situation is expected for civil engineers across most provinces. British Columbia and Manitoba are the exception. The average age of civil engineers rises notably in British Columbia and Manitoba, which will lead to excess demand in these provinces in the short to medium term as many approach retirement age and leave the field. Given the current graduate levels, the forecasted new entrants levels and international in-migration of civil engineers to the provinces, there should be no difficulties in obtaining the required workforce for civil engineers in these provinces. Mobility of new entrants across the country may be the greatest difficulty, particularly for British Columbia where there is a relatively high requirement for mobility"

-EngineersCanada (Projections to 2025)

Labour Market Research: Computer Engineering

Website Reference	https://www.services.labour.gov.on.ca/labourmarket-ui/jobProfile?nocCode=21311
Average Student Income	\$52,180
Median Income	\$111,000
Top Location	Toronto (61%)
Foundational Skills	Communication Skills, Teamwork / Collaboration, Problem Solving, Troubleshooting, Planning, Writing, Research, Creativity, Written Communication, Organizational Skills
Specialized Skills	Systems Engineering, DevOps, Project Management, System Design, Cisco, Network Engineering, Telecommunications, System Architecture, Virtualization, Kubernetes
Software	Python, Software Development, Linux, Java, SQL, Software Engineering, Solution Architecture, C++, JavaScript, Oracle

Potential Titles:

- Mobile Application Developer Co-op (FGF Brands)
- Open Source Developer Student (Blackberry)
- Cloud Operations Intern (Ceridian)
- Software Developer Intern (Ceridian)
- QA Automation Engineer, Coop (The Score)

LABOUR MARKET FORECAST

The vast majority of computer engineering positions are in Ontario and Quebec. Together they account for over 75 per cent of the average annual job openings forecasted for Canada in the next 5 years – Over 60 per cent of which will be due to replacement demand.

-EngineersCanada (Projections to 2025)

Labour Market Research: Electrical Engineering

Website Reference	https://www.services.labour.gov.on.ca/labourmarket-ui/jobProfile?nocCode=21310
Average Student Income	\$54,089
Median Income	\$108,000
Top Location	Toronto (55%)
Foundational Skills	Communication Skills, Teamwork / Collaboration, Problem Solving, Planning, Troubleshooting, Writing, Detail-Oriented, Organizational Skills, Written Communication, Creativity
Specialized Skills	Electrical Engineering, Project Management, Software Development, Budgeting, Scheduling, Electrical Design, Commissioning, Calculation, Professional Engineer, Electrical Systems
Software	AutoCAD, Microsoft Excel, Computer Engineering, C++, Microsoft Word, ETAP Software, Python, MATLAB, Microsoft Powerpoint

Potential Titles:

- Operations Technician Co-op Student (York Region)
- Electronics Engineering Co-op (Starfish Medical)
- Telecom Network Solutions Support Co-op (HydroOne)
- Telecom Design Engineer Co-op (HydroOne)
- Electrical Engineering Student (Suncor Energy)
- Robotic Process Automation Co-op/Intern (Nokia)

LABOUR MARKET FORECAST

“The forecast is for the Canadian economy to produce about 1,800 job openings for electrical and electronic engineers annually over the next five years. Sixty-five per cent of these openings will be driven by replacement demand. It is expected that total job openings will taper off to about 1,350 per year during the latter 5 year period as expansion demand from industry falls off.”

-EngineersCanada (Projections to 2025)

Labour Market Research: Industrial Engineering

Website Reference	https://www.services.labour.gov.on.ca/labourmarket-ui/jobProfile?nocCode=21321
Average Student Income	\$46,212
Median Income	\$85,000
Top Location	Toronto (50%)
Foundational Skills	Communication Skills, Problem Solving, Teamwork / Collaboration, Planning, Detail-Oriented, Organizational Skills, Computer Literacy, Troubleshooting, Writing, Written Communication
Specialized Skills	Manufacturing Processes, Project Management, Industrial Engineering Industry Expertise, Manufacturing Engineering, Budgeting, Quality Assurance and Control, Industrial Engineering, Scheduling, Packaging, Root Cause Analysis
Software	Microsoft Excel, Microsoft Word, Microsoft Powerpoint, AutoCAD, SolidWorks, Python, Computer Aided Drafting/Design (CAD), Enterprise Resource Planning (ERP), SQL, Microsoft Access

Potential Titles:

- Security Response Program Manager Student (Blackberry)
- Chemical/Process Engineering Student (Canadian Natural)
- Printing Maintenance Co-op Student (Polytainers)
- AfterSales Intern (Porsche)

LABOUR MARKET FORECAST

According to the projections, the Canadian economy will produce about 584 job openings for industrial and manufacturing engineers annually over the next five years. Ontario employs the vast majority of these engineers and is expected to produce about 305 of these jobs annually. Nearly 70 per cent of these openings will be driven by replacement demand."

-EngineersCanada (Projections to 2025)

Labour Market Research: Mechanical Engineering

Website Reference	https://www.services.labour.gov.on.ca/labourmarket-ui/jobProfile?nocCode=21301
Average Student Income	\$49,340
Median Income	\$98,000
Top Location	Toronto (53%)
Foundational Skills	Communication Skills, Teamwork / Collaboration, Problem Solving, Planning, Organizational Skills, Research, Creativity, Detail-Oriented, Writing, Written Communication
Specialized Skills	Project Management, Calculation, Mechanical Design, Budgeting, Professional Engineer, Commissioning, Scheduling, HVAC, Engineering Design and Installation, Procurement
Software	Microsoft Excel, AutoCAD, SolidWorks, Finite Element Analysis, Computer Aided Drafting/Design (CAD), Microsoft Word, Microsoft Powerpoint, Revit, Python

Potential Titles:

- Project Coordinator Coop/Intern (Modern Niagara)
- Mechanical Lab Co-op/Intern (Nokia)
- Mechanical Engineering Student - Major Projects (Canadian Natural)
- Co-op Student - Material Technology and Lifecycle Management (Sanofi Pasteur)

LABOUR MARKET FORECAST

"The forecast is for the Canadian economy to produce about 2,100 job openings for mechanical engineers annually over the next five years – about 60 percent of these openings will be driven by replacement demand. The number of job openings will fall to 1,400 annually during the latter five years of the forecast primarily due to diminished expansion demand from industry."

-EngineersCanada (Projections to 2025)

Let's Reflect



<https://www.menti.com/almy74fs9813>

Let's Reflect



Questions?



FEAS CO-OP CAREER ADVISING TEAM



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**Thank
you!**



Feedback Form



Faculty of Engineering
& Architectural
Science

FEAS
Co-op