



MEMORANDUM

To: Campus Leadership Forum, University of Toronto Scarborough
From: Professor William A. Gough, Vice-Principal Academic & Dean
Date: 31 August 2021
Re: **Tri-Campus Co-op Partnership (TCP)**
Note: For broad distribution

A handwritten signature in cursive, likely belonging to Professor William A. Gough.

In response to the institutional and government calls, and to increased student interest and demand for experiential learning, each of U of T's three campuses are directing significant resources and energy into expanding experiential learning available to students, particularly work-integrated learning (WIL) programming such as co-op and internships (paid, academically relevant, full-time, 4-, 8-, 12- or 16-month work experiences). The current structure of our divisional WIL programs, independent employer outreach teams and employer databases often leads to internal competition, duplication of efforts and resources, and confusion for employers trying to navigate our complex landscape. To leverage our institutional strengths, and to remain a top recruiting destination, we believe it is essential we actively work to break down barriers to engagement and streamline the processes for our employer partners to connect with and recruit our co-op and internship students.

U of T Scarborough Arts & Science Co-op, the Faculty of Applied Science and Engineering's PEY Co-op, and the Faculty of Arts & Science's new Arts & Science Internship Program (ASIP), in collaboration with University of Toronto Mississauga, have committed to work together to create a more harmonized approach for employer outreach and engagement. We are pleased to announce the creation of a new tri-campus co-op partnership (TCP). The goals of the new TCP are to:

- Minimize duplication of efforts and maximize the impact of employer outreach activities
- Create a seamless experience for employers recruiting Arts, Science, and Engineering co-op/internship students from U of T
- Expand the range of employer industries, sectors, and territories we engage with, both locally and internationally
- Increase the talent pool available to employers, particularly for smaller employers
- Increase and broaden the number of work term opportunities available to students
- Create cross-disciplinary opportunities and expose students to a broader range of career options and job opportunities
- Leverage shared resources and institutional reputation to strive and push for more equitable and inclusive hiring practices
- Ensure equity, diversity, inclusion, and access principles are at the forefront of all employer engagement and student interactions
- Enhance U of T's reputation and brand as a source for top talent and contribute positively to institutional rankings

The TCP will be led by a Steering Committee of the Deans of the participating divisions and an Executive Committee made up of the Directors of the participating programs, with guidance and input from the Vice-Dean, Undergraduates or their designates. Participating divisions will maintain full discretion and autonomy for student-focused programming. The TCP will be hiring a new Director, Tri-campus Co-op Partnerships, to guide our combined external outreach strategy, as well as Operations and Marketing Leads.

We welcome involvement and inquiries from other divisions interested in learning more. For further details, please contact [Susan Soikie](#), Director, Arts & Science Co-op, University of Toronto and Chair, TCP Executive Committee.