



ASPER CO-OP PROGRAMS

CAREER DEVELOPMENT CENTRE



SCHOOL OF
BUSINESS



University
of Manitoba



Why Asper Co-op?

The Asper Co-op Programs (BComm and Master's) are your connection to top talent to support your business needs year-round. Co-op students are bright and highly motivated. Whether you need a driven BComm student or an experienced Master's student, Asper has a student to meet your organization's needs. Participating in the co-op program can bring fresh ideas into your workplace, increase your organization's brand recognition, and strengthen your talent pipeline.



- ✓ Entrance into Asper's Co-op Programs is competitive. Successful applicants have been pre-screened and admitted to the program based on academic excellence, professionalism and communication skills. All students attend professional development and workplace coaching led by the Career Development Centre prior to starting their work terms.
- ✓ BComm students study a broad business curriculum that allows them to leverage their academic knowledge across a wide range of business functions. Master's students have in-depth subject matter expertise in their area of concentration, are life-long learners, and many have existing professional work experience.
- ✓ Co-op students bring strong computer and research skills, written and verbal communication skills, and are quick to adapt to new challenges and environments.
- ✓ Co-op allows students to apply their academic learning in the workplace for relevant, professional paid work experience. BComm students alternate periods of academic study with work terms, allowing them to progress deeper into their professional skills. Master's students have one work term, usually at the end of their studies allowing them to apply their full degree knowledge to the workplace and positioning them for immediate hire.

How can hiring an Asper student help your organization?



TALENT PIPELINE

Employing co-op students is a cost-effective and low-risk means of recruiting and evaluating potential future hires. They can provide relief for short-term peaks in workload, special projects or research.

TAILORED SKILLS & EXPERTISE

Hire a BComm student for a diversity of business-focused roles or a master's student with a greater depth of academic and technical skills.

BE AN EMPLOYER OF CHOICE

Your organization will establish an enhanced presence on campus and will be seen as an employer of choice by students seeking employment.

AVAILABLE YEAR-ROUND

Students can begin work in January, May, or September for a four-month period. Eight-month placements can be facilitated for our BComm students.

It has been an incredibly positive experience for me and my staff. Our Asper Co-op student has quickly become a mentor to many of my high school age staff and that has them thinking about their post-secondary schooling. My team now sees our company as not only a part of their work career but also their schooling. Amazing!

CANADIAN TIRE CORPORATION

Who are Asper co-op students?


Employers can hire Asper students at a range of academic and professional levels to suit their specific organizational needs.

MASTER'S CO-OP STUDENTS

With a degree and classes at the graduate level already completed, they will be ready to contribute to projects alone or in a team environment. The Stu Clark Graduate School also has many international students who speak two or more languages and have strong cross-cultural competencies, which can be advantageous if you work with or are interested in suppliers and customers around the world.

MASTER OF BUSINESS ADMINISTRATION (MBA)

- ✓ MBA students can apply both their in-class and past work experience
- ✓ Strong strategic thinkers
- ✓ MBA students are known for their communication skills, and are likely to contribute to the workplace verbally and share ideas and fresh perspectives



MBA students on average enter the program with six years of work experience.

MBA students may specialize in one or more of the following:

Financial Analysis
Finance
Leadership and Organizations
Marketing
Supply Chain Management
International and Emerging Markets

Sustainability
Entrepreneurship and Innovation
Health Administration
Management of Public Enterprises

MASTER OF FINANCE (MFIN)

- ✓ High level math skills, in-depth Excel skills, and high degree of attention to detail
- ✓ MFin students are required to complete all finance courses before their co-op, which covers 80% CFA Body of Knowledge content plus other financial knowledge
- ✓ Advanced experience and competency in data manipulation, providing a solid foundation to research and deliver comprehensive data for financial decisions
- ✓ Strong quantitative skills, plus understanding of ethical and behavioural finance

MASTER OF SUPPLY CHAIN MANAGEMENT & LOGISTICS (MSCM)

- ✓ Completing the negotiations course prepares students with tactics for purchasing, procurement, contracts, and arranging supplier terms and processes
- ✓ Advanced knowledge in logistics and supply chain
- ✓ Strong understanding of ecological and relationship sustainability in supply chain and logistics
- ✓ Experience with project management and supply chain analytics

BACHELOR OF COMMERCE CO-OP STUDENTS

Co-op students at the undergraduate level are eager to add to their skills and bring their knowledge to the workplace. All students admitted to the program are pre-screened, meaning you're getting a talented student who understands the value of a work placement to their long-term career exploration and success.

BComm Co-op students may choose to major in one or more of the following:

Accounting	Indigenous Business Studies
Actuarial Mathematics	International Business
Entrepreneurship/ Small Business	Leadership and Organizations
Finance	Logistics and Supply Chain Management
Human Resources Management/ Industrial Relations	Management Information Systems
	Marketing



Being a co-op employer

Co-op employers are members of the community who commit to supporting the professional and personal growth of Asper Co-op students.

Asper Co-op employers range from large corporations to small locally-owned businesses.

What we're looking for in employers:

- ✓ Provide relevant paid employment for a minimum of 14 weeks for 35 hours or more per week
- ✓ Provide an orientation to the workplace and foster a positive working and learning environment for the co-op student
- ✓ Host a Co-op Coordinator for a site visit once per term to assess student progress
- ✓ Complete an online student evaluation form at the end of the work term

Note: Employers may benefit from government subsidies and tax credit programs



How to hire a co-op student

Recruiting at Asper is a simple three step process which is guided by our knowledgeable staff who are available to work closely with you – at no cost – to find the best candidate to meet your needs.

1 POST YOUR JOB

Submit your job posting on our online Career Portal.

2 INTERVIEW

Screen applicant resumes and select the candidates you wish to interview.

3 HIRE

After interviewing, select the candidates that best meet your needs.

BCOMM CO-OP: RANK/MATCH

Rank/match is a matching algorithm that uses both the employer's and the student's preferences to place individuals into positions, working on the principle of lowest sum wins. There are structured timelines for job postings, interviews and job offers.

MASTER'S CO-OP: CONTINUOUS PLACEMENT

All three master's co-op programs use continuous placement in which employers post co-op jobs when they wish, invite students for interviews, and make offers directly to desired students on their own timeline. Employers and students are encouraged to inform Asper Co-op Coordinators of their progress.

Our co-op student joined us remotely. He did very well in adapting to our work environment, quickly finding ways to stay connected with others virtually so he felt like one of our team. He helped us to align our analysts by tracking progress in projects and created great articles that helped the team share and stay connected.

IG WEALTH MANAGEMENT

Our team is here to help.

Expand your recruiting team by working directly with the Asper Co-op team. We are here to assist you in all aspects of the hiring process.

WHAT WE PROVIDE:

- ✓ Advice on developing job postings and descriptions to help you attract the best possible candidates
- ✓ Free posting on our online Career Portal
- ✓ Delivery of applicant resumes and cover letters

BComm Co-op:

- ✓ Co-ordination of on-campus interview schedules
- ✓ Managing the rank/match process

Master's Co-op:

- ✓ Employers contact students directly to offer interviews and work placements

By participating in the co-op program, we are extended the opportunity to work with, coach and develop our future talent, while also providing students with an invaluable learning and work experience.

BDO CANADA



When to hire a co-op student

Asper Co-op students are available during the following recruitment periods:

BCOMM STUDENTS

	Summer work term	Fall work term	Winter work term
Post job	February	June	October
Interviews	March	July	November
Start	May	September	January

MASTER'S STUDENTS

Schedules below are ideal timelines; however, master's co-op uses continuous placement therefore employers can post positions anytime within the semester preceding their desired start for a co-op work term. For example, if you would like a student for a summer co-op term, you can post anytime from January to April. Please note, posting early provides you with access to the highest number of applicants as students are continually accepting offers throughout the semester.

MASTER OF BUSINESS ADMINISTRATION (MBA)

	Summer work term	Fall work term	Winter work term
Post job	February	June	October
Interviews	March	July	November
Start	May	September	January

MASTER OF SUPPLY CHAIN MANAGEMENT AND LOGISTICS (MSCM)

	Summer work term
Post job	February
Interviews	March
Start	May

MASTER OF FINANCE (MFIN)

	Fall work term
Post job	June
Interviews	July
Start	September

I was so impressed with the quality of the students available as part of the Asper Co-op program and was even more impressed by our student's contributions to our team. Her level of expertise, enthusiasm and support made the co-op placement a fabulous experience.

JAMES W. BURNS LEADERSHIP INSTITUTE

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ASPER
SCHOOL OF BUSINESS



**CAREER DEVELOPMENT
CENTRE**

CEWIL
CANADA

Co-operative
education and
work-integrated
learning