



Hiring a Co-op or Intern Student

Benefits to your Company

As an employer you can tap into an excellent, cost-effective system for recruiting and training students engaged in a high-quality educational process. Most co-op students work for the same employer in increasingly more challenging positions throughout the program. Intern students may participate in one or more work semesters with the same employer or with different employers. As a result, employers benefit from the ever-increasing expertise that the student brings to the job. In addition, the employer also has an extended length of time to evaluate the students' performance for a possible full-time position.

- o Cost of recruiting co-op students averages sixteen times less than recruiting recent graduates.
- o There is a savings to the employer as co-op students average 40% less in wages than full-time permanent employees.
- o The percentage of members of underrepresented groups who are hired is twice as high among co-op students as among recent college graduates, which helps co-op employers meet EEO objectives.
- o Many companies report similar benefits from hiring interns in relation to recruitment, retention and cost benefits.

The Who

Freshman through Masters level students are available in the following majors.

Applied Engineering Systems	Biosystems Engineering
Chemical Engineering	Civil Engineering
Computer Engineering	Computer Science
Electrical Engineering	Materials Science and Engineering
Mechanical Engineering	

A biomedical or environmental engineering concentration is available in many majors.

The How

Employers can directly post their experiential education opportunities, collect resumes, of qualified students and schedule on campus interviews through SpartanCareer.com.

The Plan

Most co-op students follow a work schedule of alternate semesters of on campus study with semesters of off campus employment. This pattern makes it easy for students to fully concentrate on their academics during study semesters and of their professional training during work semesters. Interns are usually summer semester but can be arranged during the academic year. Local employers may prefer to have their students work and attend classes in parallel, doing both on a part-time basis.

The Hire

Co-op and intern students are considered actual employees of the cooperating organization and are subject to the same rules and regulations as other employees. Salaries and benefits will vary from one organization to another.

Call the Center for Spartan Engineering at 517-355-5163 to learn more about hiring students and how we can help facilitate this process for you.