

TOP 10 FREQUENTLY ASKED EMPLOYER QUESTIONS ABOUT THE WCSU COOPERATIVE EDUCATION INTERNSHIP PROGRAM:

1) What is the difference between the terms “Cooperative Education” and “Internship”?

There is no difference. Both terms are used to describe a beneficial pre-professional experience related to a student’s major or career plans. “Cooperative” implies a cooperative relationship among student/employer/university and “internship” is the traditional term used to describe such experiences.

2) Do all positions posted by employers qualify as Cooperative Education Internships?

No. The CDC will review your position, follow-up as needed, and make a determination regarding cooperative education internship status. Positions that are less than semester-long, less than pre-professional in nature, and not aligned with any particular field of study at WCSU may not necessarily qualify as a Cooperative Education Internship and may be better suited as a general job listing.

3) Do most Cooperative Education Internship positions pay a salary or are they unpaid?

The majority of Cooperative Education Internships offer a competitive hourly salary with no fringe benefits. A small number of unpaid Cooperative Education Internships are typical in the public and not-for-profit sectors.

4) Who awards college credit?

WCSU awards credit based on student fulfillment of academic requirements during the cooperative education internship semester. Employers do not award credit and credit is not considered a substitute for compensation.

5) Will the CDC screen applicants for cooperative education internship positions and make hiring recommendations?

The CDC can screen student applicants only according to major and specialized skills. Employers make all decisions related to interviews and subsequent selection for cooperative education internship positions.

6) What should I know about “timing” regarding the Cooperative Education Internship Program?

It is recommended, whenever possible, that employers contact the Career Development Center at WCSU as soon as a need for cooperative education internship positions is known, or at least 6 weeks *prior* to the start of the following timeframes:

- Spring Semester: January 2
- Summer Semester: June 1st
- Fall Semester: September 1st

We realize that urgent and/or unanticipated employer needs arise and we will work with employers to meet those needs beyond the scope of the recommended timing noted above.

7) What are my responsibilities as a WCSU Cooperative Education Internship employer once a student has started his/her experience?

Employers provide a semester-long pre-professional career-related experience for WCSU students and student supervisors complete an employer evaluation due at the end of the respective semester. Throughout the cooperative education internship experience, employers provide meaningful responsibilities, mentoring and appropriate training and feedback.

8) What if the Cooperative Education Internship student is not performing up to your expectations?

First, employers should speak directly with the student to remedy any real or perceived problems. Contact the CDC at WCSU for further assistance.

9) Do employers have to hire cooperative education internship students once the respective semester’s experience concludes?

No. Although many employers convert cooperative education internship students to ongoing positions, there is no obligation to do so after the cooperative education internship semester concludes.

10) How do I get started?

Call 203-837-8265, complete the Cooperative Education Internship Interest form, or complete the Cooperative Education Internship Position description form. Both forms can be accessed on this site.