

Widener University

Cooperative Education

Employers' Guide

Co-op Benefits

Employers participate in cooperative education for a many reasons: to create a hiring pool for future employees; fill gaps in their work force with enthusiastic, temporary employees; provide training and opportunities for young people; and build strategic alliances with universities, to name a few.

Widener's Co-op

For more than 30 years, Widener has been providing co-op students to employers with a flexible and supportive program.

- Employers are involved throughout the hiring season to ensure they have access to the students who fit their needs best.
- Timelines are often adjustable to work with employers' schedules.
- Students enter the workplace prepared, having completed a series of workshops on professional development and etiquette, as well as technical knowledge.
- Widener Career Services (co-op) staff are available before, during, and after the co-op to provide support and answer questions, but also to help with any problems that may occur.

We will work diligently to make your Widener co-op experience successful.

Uniquely Qualified Students

- Co-op students have an average GPA of 3.3, almost 36% earned 3.5 or higher.
- Co-op students graduate in four years, many with one year of work experience upon graduation.
- Co-op students opt into a program that demands personal, academic, and professional dedication.
- Co-op students are among the more active students on campus.

Optional & Non-Credit

A major advantage to Widener's co-op program is that students are not required to participate. Widener co-op students elect to work and want to work.

Co-op is available for the following majors:

School of Engineering

- Biomedical Engineering
- Chemical Engineering
- Civil Engineering
- Electrical Engineering
- Mechanical Engineering
- Robotics Engineering

School of Business Administration

- Accounting
- Business Analytics
- Economics
- Finance
- International Business
- Management: includes *concentrations in Finance, Human Resources, Information Systems, Marketing and Advertising, Sport Management*

College of Arts & Sciences

- Computer Science
- Computer Information Systems

Two Co-op Cycles

Our program offers flexible co-op cycles.

Cycle #1 — August to January

- 2nd semester sophomores
- 2nd semester juniors
- 1st semester seniors

Cycle #2 — January to August*

- 1st semester seniors prior to the senior year
- 2nd semester juniors

* Employers may elect to offer a position for all or part of this 8-month cycle.



Hiring a Co-op Student

Hiring a Widener co-op student is easy and customized to fit your needs. Simply put, employers interview the students that they are most interested in and make an offer to those who are the best fit.

Cycle #1

Resumes are sent via email early May.

Cycle #2

Resumes are sent via email late August.

Interviews

Once resumes are received, interviews may begin immediately. Employers contact the Career Services (co-op) office with names of students to interview and a job description. Employers choose if they want to manage their interviews or let the Career Services office arrange them on or off campus.

Offers

Prior to extending an offer to a student, employers are required to contact the Career Services office (co-op) with information on salary and offer deadlines.

Average Co-op Pay

Competitive pay rates vary by student class standing, the amount of experience, and co-op cycle. Typically students on the first co-op cycle with no previous experience will earn less than the averages stated below. Students participating in the second co-op term with previous co-op experience may earn more than the averages stated below.

Total hourly wage average - \$15.11

- Accounting - \$18.19
- Business - \$16.44
- Biomedical Engineering - \$15.00
- Chemical Engineering - \$19.37
- Civil Engineering - \$15.35
- Computer Science - \$18.79
- Electrical Engineering - \$19.00
- Mechanical Engineering - \$16.00

Career Services staff can help research wages, depending on expected duties.

Employer Responsibilities

While co-op students are not enrolled in school while working, the experience is a recognized form of experiential education. Our goal is, while the employers benefit from the student's contributions, the student will apply the theories he/she learns in the classroom. The experience will receive designation on the student's transcript and requires program oversight. The program has requirements of the employer, including:

- All employers will allow the co-op staff to conduct an on-site visit with the student and supervisor.
- The supervisor must complete a student evaluation at the end of the co-op term.

Employers are not required to offer employment after the co-op term, whether it is full time or part time. We do, however, encourage using co-op as a hiring pool for the organization's recruiting needs.

Frequently Asked Questions

What is the difference between a co-op and an internship at Widener University?

Cooperative education is coordinated through Career Services and is an optional academic program where students take a semester off to work full time, must be paid, and do not receive academic credit. Students must meet minimum GPA standards and credit hours to enroll in the co-op program. It is a structured program with a strong commitment by the student. Internships may be part- or full-time, for credit or not, completed any time during the year, and are managed by each academic department often in cooperation with Career Services.

How many hours may a co-op student work?

All co-op positions are required to be full time, 32 hours a week or more.

How much are students expected to make per hour?

Co-op students should be paid a fair market wage. Refer to the Average Co-op Pay section for detailed information about wages by major.

Are students eligible for employee benefits such as 401(k) and health insurance?

A co-op student is an organization's employee, but is typically brought on as a temporary employee and does not accrue benefits as such. However, we recommend employers confer with their Human Resources experts for correct employment status and policies.

About Widener University

- Comprehensive doctoral granting university located in Chester, PA only 12 miles from Philadelphia
- AACSB accredited School of Business Administration
- The biomedical, chemical, civil, electrical, and mechanical engineering programs are accredited by the Engineering Accreditation Commission of ABET
- SAP university alliance partner with certificates in SAP/ERP
- Middle States Association of College and Schools accredited university
- Approximately 2,500 full-time undergraduate students
- Approximately 85% of students originate from the Tri-state region

Cooperative Education Program

Offered through Career Services

Widener University

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