

A GUIDE FOR EMPLOYERS

What advantages does our program have to offer an employer?

Here are a few: Personnel services, the opportunity to observe potential permanent employees without making long term commitments, a contribution to the morale of your organization (the history of cooperative education programs suggests this), favorable publicity, and the opportunity to contribute to the education of young people.

As an employer, what will I be asked to do?

The duties of the employer are to provide a “real job,” and work closely with the coordinator for the benefit of all. We want to insure that you get top quality work from your cooperative education employee and will check on the student’s performance on a regular basis. The employer should also pay the “going rate,” depending on the job market and the student’s usefulness to your organization, and complete the student evaluation form (cooperative education periods are considered educational). The academic credit the student received is dependent upon your endorsement. It is the responsibility of the employer to establish regulations and policies regarding appearance, safety, benefits, work schedule, etc.

How does the program work?

Ideally, a Defiance College cooperative education student will work during the summers following the freshman and sophomore years, and for a six-month period during either the junior or senior year. Cooperative Education credit can be earned for as few as two semester hours per semester for students who feel they can contribute a minimum amount of time (8-10 hours a week). Employers who take on a student with a light cooperative education schedule usually need the extra help on the weekend or two days a week, as opposed to a full cooperative education experience which would be 40 hours of work a week. The Defiance College program is flexible to meet the needs of both the student and the employer. The cooperative education coordinator works closely with the college’s academic department heads in matching potential cooperative education students with potential employers.

Who should I contact for further information?

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