

## Cooperative Education & Internship Programs

### May 2018 Graduating Class Early Results:

**93%**

*of respondents  
 accepted a full-time  
 job/accepted to  
 graduate school at  
 graduation*

**94%**

*of respondents  
 graduated with  
 internship/co-op  
 experience*

**63%**

*of former interns/co-ops  
 accepted full-time  
 employment with their  
 intern/co-op employer*

**96%**

*of graduates accepted  
 opportunities in  
 Wisconsin*

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### An Introduction

The Career Services Office in the College of Engineering & Applied Science (CEAS) provides a link between education and the real world. The office is dedicated to helping CEAS students secure engineering or computer science-related work experience before graduation with interested employers.

The college offers two ways for students to gain experience - internships and co-ops. The principle goals of the programs are to provide students with the opportunity to expand classroom knowledge and to enhance a student's professional development. Both co-ops and internships are paid, professional positions that provide students with an opportunity to apply the skills they are learning in the classroom under the supervision and guidance of an engineer. The average pay rate is \$19.00/hr (range \$15.00 - \$24.00/hr.).

The primary difference between a co-op and an internship is that a co-op involves a commitment of at least three terms, whereby a student is eligible to receive one credit for each term enrolled. At least one of the three terms must be during fall or spring semester. Credits may assist in fulfilling technical electives.

Additionally, co-op students maintain their full-time student status during their co-op terms. As a result, the company has no obligation to offer the co-op employees the same benefits provided to full-time employees.

Internships are also professional work experiences; however they are part-time during the academic year and full time during summer and breaks. Internships may be one summer in length or can last multiple years provided the working relationship is mutually beneficial.

### Sample Co-op Rotations Sample Rotation #1

	Freshman	Sophomore	Junior	Senior
Fall	S	S	W	W
Spring	S	S	S	S
Summer	S	S	W	

### Sample Rotation #2

	Freshman	Sophomore	Junior	Senior
Fall	S	S	S	W
Spring	S	S	W	S
Summer	S	W	S	

## Cooperative Education & Internship Programs

### Companies with a high volume of Engineering & Computer Science Co-ops and Internships:

*Aeronautics Corporation of America*  
*Broan Nu-Tone*  
*Briggs & Stratton*  
*Charter Manufacturing*  
*Generac Power Systems*  
*Harley Davidson*  
*Husco International*  
*JDA Software*  
*Johnson Controls*  
*Kohler Company*  
*Leonardo DRS*  
*Master Lock*  
*Modine Manufacturing*  
*MPE*  
*Northwestern Mutual*  
*Pentair*  
*Quad Graphics*  
*RA Smith National*  
*Rockwell Automation*  
*Strattec Security Corporation*  
*TCI, LLC*  
*WEC Energy Group*  
*Wisconsin Department of Transportation*

### Getting Started

#### Contact the Career Services Office

Contact Juli Pickering at 414-229-3208 or jlpicker@uwm.edu for complete details about the co-op/internship program or to have any questions answered. To maximize your recruitment efforts, it is recommended to initiate contact as soon as you are aware of any openings.

#### Provide a Detailed Position Description

To ensure that your recruitment process is a smooth one, follow these suggestions to help your company receive qualified resumes in a timely manner.

The position description should include:

- Scope of the projects students will be working on
- Duration of the work term or proposed rotation
- Minimum requirements (major, GPA, etc.)
- Required technical skills
- Work site location
- The position description can also include:
  - Additional company information
  - Pre-employment screening information
  - Pay rate

### Best Practices

- Hold an orientation: This ensures that students start with set expectations and role definitions.
- Provide meaningful work assignments: Doing so will help the company achieve its objectives and make the intern/co-op feel like a valued member of the team.
- Provide timely feedback: Constructive and positive feedback from a supervisor makes for a positive experience for all.
- Assign a mentor: Ideally this is someone from a different work group. Mentors are excellent go-to people should the intern/co-op have questions about company culture.
- Provide exposure to company leadership: This provides an excellent role modelling opportunity for students.
- Socialize: This can be through a volunteer group outing or volunteering opportunity. It allows students to get to know other students and employees in a relaxed way.
- Conduct exit interviews: Obtaining feedback is an excellent way to ensure a strong internship/co-op program.