

Cooperative Education & Internship Programs

2019 First Destination Survey Results:

87%

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

93%

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

90%

*of graduates accepted
 opportunities in
 Wisconsin*

Juli Pickering
 UWM College of Engineering
 & Applied Science
 Career Services
 MS 387B
 PO Box 784
 Milwaukee, WI 53201-0784

Phone: 414-229-3208
 Fax: 414-229-2854
 Email: jlpicker@uwm.edu

An Introduction

The Career Services Office in the College of Engineering & Applied Science provides a link between education and the real world. The office is dedicated to helping the college's 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	School	School	Work	Work
Spring	School	School	School	School
Summer	School	School	Work	

Sample Rotation #2

	Freshman	Sophomore	Junior	Senior
Fall	School	School	School	Work
Spring	School	School	Work	School
Summer	School	Work	School	

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.