

COOP 523: Benefits and Differences between Co-op and other Work

Money/Fees

Students maintain full-time student status while going to school. This has a number of implications:

- Full-time Co-operative Education/Internship students are required to pay Students' Union fees, Student Health and Dental Plan fees and the Student Services fee. Campus Recreation, Athletic, and UPass fees are not charged. ucalgary.ca/pubs/calendar/current/p-2-7.html
- With those fees come all the privileges attached. Health care and dental is covered in the same way it normally would be while students are attending. Students are able to get a UPass if desired.
- On the T2202 tax form, not only does it show full-time student status, but any tuition fees paid are also recorded. These can then be used for tax credits and/or transferred as per government regulations.

A non-refundable fee of \$50.00 is payable upon admission to the Co-operative Education or Internship program. The fee will be posted in the Student Centre. It is not charged until you start your first work term. ucalgary.ca/pubs/calendar/current/p-2-7.html

Students earn a salary while doing Co-op for their job and have all the benefits associated with their hiring package. Some employers also offer health benefits and packages. Others provide bonus days off or vacation pay. You are eligible for all the perks that your employer extends to Co-op students as per your job contract.

Employer Benefits

Employers understand that we pre-screen and vet all of our Co-op students. With that comes greater trust and opportunities for Co-op students.

When students work on a Co-op term, both for one term or multiple terms, employers are often testing Co-op students to see if they would be a good fit for a permanent position following graduation.

The government has money available to workplaces hiring Co-op students. This often means that your salary will be more than a typical summer student, and that employers benefit from employing Co-op students.

These websites have more information should you be interested:

cewilcanada.ca/CEWIL/Resources/Employer-Community-Partners/Employer-Benefits.aspx
canada.ca/en/employment-social-development/programs/student-work-placement-program.html

Student Benefits and Services

Many students get hired full-time after graduation due to their Co-op work. A number of businesses will use Co-op as a testing ground for students to see if the students are a good fit for their organization after graduation.

Co-op work is noted on your transcript.

Employers are vetted to ensure that your Co-op experience is legitimate and relevant.

Verification letters can be provided.

Students showcase additional work experience on their resumes, LinkedIn, and during interviews.

Networking opportunities abound.

Longer exposure working increases skills, capability in eyes of employer, confidence, responsibilities, and gives chance to contribute to more projects, get invited to more meetings, among others. Many Co-op students are surprised to find that they are treated like any other employee in the company.

The self-reflection component required through the academic work attached to Co-op means that your learning is more effective and deep.

We provide support through the Career Development Centre and Co-op office to ensure a smooth work term. If things go sideways on a work term (which does not happen often), you are not alone. Students have the Co-op Office and Career Development Specialists there for support. We also arbitrate sticky situations.

The ability to work in the fall and winter sessions means that the type of work you can do is different. For instance, students can experience the tax season full on to see if that is something they want to pursue.

It gives students a chance to explore different types of careers and industries, regardless of your concentration. Most students leave Co-op with significantly greater clarity about their future and what is important to them.

Typically, school after Co-op is more meaningful due to a greater understanding of how businesses work.