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

Money/Fees
- Students earn a salary while participating in Co-op and have all the benefits associated with their hiring package. This may include health benefits, vacation pay etc.
- Students maintain full-time student status while going to school. This has several 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](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 classes. Students may get a UPass (if desired).
  - The T2202 tax form will not only show full-time student status, but any tuition fees paid. These can 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 charged when you are admitted into the program. [ucalgary.ca/pubs/calendar/current/p-2-7.html](ucalgary.ca/pubs/calendar/current/p-2-7.html)

Employer Benefits
- Employers understand that we pre-screen and vet our Co-op students. With that comes greater trust and opportunities for Haskayne Co-op students.
- When students work on a Co-op term, employers are often evaluating Co-op students to see if they would be a good fit for a permanent position following graduation. Many of our Co-op students are hired permanently after graduation.
- As work terms can be longer than 4 months, employers can hire Co-op students for roles that would not be appropriate for shorter terms.
- The government has money available to employers who hire Co-op students. This often means that salary will be greater than a typical summer student, and that employers benefit from employing Co-op students as well.
- More information can be found here:
  - [cewilcanada.ca/CEWIL/Resources/Employer-Community-Partners/Employer-Benefits.aspx](cewilcanada.ca/CEWIL/Resources/Employer-Community-Partners/Employer-Benefits.aspx)

Student Benefits and Services
- Many students get hired full-time after graduation due to their Co-op work. Several 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.
- This work experience will increase skills & capability in the eyes of potential employers. It gives students a chance to contribute to more projects, get invited to more meetings, gain confidence, and demonstrate responsibility.
• The self-reflection component required through the academic work attached to Co-op means that student learning is deeper and more effective.
• Support is provided through the Career Development Centre and Co-op office to ensure a smooth work term. If there is a rare issue during a work term, our office is available to support.
• The ability to work in the fall and winter sessions increases the variety of work experience. For example, students can experience the tax season in full 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 their concentration. Most students leave Co-op with significantly greater clarity about their future and what is important to them.
• The job experience is very rich. Co-op students are often surprised to find that they are treated like any other employee in the company.
• Typically, schoolwork after Co-op takes on more meaning because students have a greater understanding of how businesses function.