

---

# What is Co-op?

Co-operative education integrates work experiences with academic studies, where periods of full-time study alternate with periods of full-time paid positions related to the student's field of study. By alternating work terms with academic terms, students get the chance to apply their evolving knowledge and skillset at work and bring new expertise into the classroom/lab.



## Interested in hiring a co-op student?

- Students bring with them new ideas and fresh perspectives along with current and applied training.
- A co-op program offers an opportunity for you to reduce costs in recruitment by functioning as a vetting process for talented and highly motivated students.
- You get the opportunity to be involved in the educational process and help ensure that our program is responsive to industry needs.
- Our students work on a temporary basis and can help alleviate a temporary vacancy.

## How does co-op benefit students?

- They gain valuable work experience while in school.
- As co-op is a paid work experience, it helps offset their educational costs.
- They will gain valuable pre-employment skills such as resume and interview preparation.
- Acts as an opportunity for students to apply and practice the knowledge they've gained, identify professional strengths and weaknesses, explore career options, and network with employers.

## How does BCIT benefit?

- Co-operative education has been shown to increase employment rates of our graduates and is vital in enhancing and building relationships with businesses, government and community organizations.
- Campus culture is greatly enriched by our students through their engagement with external communities.
- We benefit from feedback you provide us, as we strive to meet industry demands.

---

# Turn a corner on your recruitment process

01

## Post your job

Please forward a job description to the co-op coordinator responsible for your industry and we will post it on 'the Bridge', our job listing site.

02

## Receive Applications

We will send you the applications of interested students following the end date of the posting.

03

## Shortlist and Interview

Let us know once you've shortlisted your candidates and we would be happy to coordinate the interviews on your behalf. On-campus interviews can also be arranged.

04

## Hire a Student

Please advise the coordinator of your hiring choice(s), if any. In your offer, please identify salary, start and end dates and any other conditions of employment. We aim to provide a response within 24 hours.

Students are encouraged to develop their own work terms, and may approach potential employers directly. If you have not worked with co-op students previously, we highly recommend that you [contact the CWE office or a co-op coordinator for assistance](#).

### Work Term Duration and Subsequent Work Terms

The average work term is 4 months and some programs have subsequent work terms that are required prior to a student's graduation. Often students in a subsequent work term will be given increased responsibility and as such, their salaries are adjusted accordingly.