

Co-operative Education



Co-operative Education Overview & Benefits to Employers

- U of G co-op students are available to be hired from over **50 programs** including Arts, Business, Computing, Sciences and Engineering
- Students are available year-round for **4-, 8- or 12-month work-term** (program specific)
- Students complete nearly half of their undergraduate degree program prior to their first work term
- Employment Services Team available to assist employers with job postings, interview scheduling and offers
- We support work-from-home and on-site working arrangements (or a mix of both)
- Co-op provides short- and long-term recruitment solutions. At the University of Guelph, we promote quality in our co-op programs by encouraging in the development of learning goals, conducting in-person work term visits and facilitating the work term performance evaluation process
- Efficient, streamlined hiring process, which features a standard two business day job posting period, and the ability to extend job offers to the preferred candidate(s) immediately following the interview. Students respond to offers within two business days. **No waiting or fees. Post, interview, HIRE!**
- Work terms which include student goal setting, work term visits from co-op coordinators, work term report submissions to faculty members and a final performance evaluation. Work term report and performance grades are recorded on students' official transcripts.
- COOP*1100, a mandatory one semester course that prepares co-op students for their job search and work terms.

Begin posting in early
JANUARY

Employ a student for
SUMMER

(May-August)

Begin posting in early
MAY

Employ a student for
FALL

(September-December)

Begin posting in early
SEPTEMBER

Employ a student for
WINTER

(January-April)

Co-op Financial Hiring Incentives



Your organization can benefit from a variety of recruitment funding opportunities:

Ontario Co-operative Education Tax Credit

- Available to all employers who hire co-op students from an Ontario university. Employers can receive 25% (30% for small businesses) of expenditures back-up to a maximum of \$3,000 for each placement.

Student Work Placement Program(SWPP)

**SWPP funding has temporarily become more flexible during the COVID-19 pandemic:*

- Up to 75% in wage subsidies (to a maximum of \$7,500) per co-op student you hire
- Work experiences with a delayed start, beyond the typical May 1st, will still be approved and may be able to hit the max funding of up to \$7,500
- Students can work from home
- SWPP partners can provide up to 75% of the wage subsidy up front for employers experiencing cash flow issues and need the money in advance
- A pre-approval checklist is being developed, some Partners already have one, so that employers know if they qualify before going through the hiring process. The checklist may vary from Partner to Partner but the ESDC directive has been to keep it simple
- Shortened work terms may now be eligible for SWPP funding
- SWPP funding has also become temporarily more flexible. If you didn't qualify in the past, you should consider applying for the summer work term.

A full list of hiring incentives can be found on our website, uoguelph.ca/coop