

HIRE CO-OP STUDENTS FOR YOUR SMALL BUSINESS OR STARTUP

The future of work is changing. The gig economy, automation and the increase in remote work are just a few of the reasons why it's a critical time for small businesses and startups to invest in the right kind of talent to help prepare, scale and future-proof their operations.

At the University of Waterloo, we help businesses recognize and leverage the value that co-op students can bring to their workplace: extra hands to advance a project, providing fresh perspectives and energy, or driving advancement by applying digital skills and new technology.

As Canada's #1 school for connecting employers to students, Waterloo has helped over 7,100 employers identify and recruit for the skills they need for their business to thrive.

WHY HIRE FROM WATERLOO?

IT'S AN INVESTMENT IN YOUR BUSINESS

Most organizations see a return of \$2 for every \$1 invested in hiring Waterloo co-op students.

IT'S EASY TO FIND THE TALENT YOU NEED

It's easy to find the talent you need with over 25,000 co-op students available to be hired each year.

IT'S NEVER BEEN MORE AFFORDABLE

With grants, tax credits and funding programs covering 50-70% of a student's salary.

IT'S ALWAYS FREE TO POST JOBS

Recruit Waterloo co-op students, new graduates and alumni using one system.

FIND TALENT FROM THE WORLD'S LEADING CO-OPERATIVE EDUCATION PROGRAM.

Our team of experts are here to help:

uwaterloo.ca/hire/sme | 1-877-928-4473 | hire.talent@uwaterloo.ca
[@hirewaterloo](https://www.linkedin.com/company/uwaterloocoopcee) | [linkedin.com/uwaterloocoopcee](https://www.linkedin.com/company/uwaterloocoopcee)



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WATERLOO

Co-operative and
Experiential Education

WHAT IS CO-OP?

Co-operative education (co-op) pairs the benefits of academic learning with the value of real-world experiences. Our students alternate between study terms and work terms, which results in students graduating with a degree and up to two years of relevant work experiences in their fields.

For employers, co-op is a straightforward way to find affordable talent that can support a range of business needs throughout the year. It's also a strategic way to continuously build a talent pipeline.

THE WATERLOO ADVANTAGE

- Waterloo is home to Canada's largest student talent pool. With over 25,000 co-op students, Waterloo is Canada's largest hub for year-round access to agile, collaborative and tech-savvy talent who are ready to recognize the biggest problems of businesses today and develop innovative approaches to resolve them.
- Waterloo uses one system for talent acquisition, making it easy to find, select, interview and hire students from more than 120 programs.
- Students are qualified and working in roles such as:
 - › Accounting Associate
 - › Communications Assistant
 - › Customer Service Representative
 - › Data Analyst
 - › Digital Marketing Coordinator
 - › E-commerce Development
 - › Engineering Assistant
 - › Lab Technician
 - › Operations Assistant
 - › Programmer
 - › Project Management Assistant
 - › Quality Assurance Analyst
 - › Research Analyst
 - › Sustainability Associate
 - › Web Designer
 - › Wellness and Event Co-ordinator

TALENT AVAILABLE YEAR-ROUND

- Hire for four or eight month work terms beginning in January, May and September.
- Find student talent fast with shorter recruitment cycles.
- Schedule interviews in-person or virtually.
- Select a co-op model that fits, with options to have students complete their work term remotely or in-person.

AN AFFORDABLE TALENT SOLUTION

- Student co-op placements are typically paid. Several funding programs, such as the Government of Canada's Student Work Placement Program (SWPP), can cover 50 to 70 per cent of wages for full-time post-secondary students' salaries.
- The cost of hiring a student can be further subsidized by combining funding with provincial tax credits and grants.

HOW IT WORKS

WATERLOO'S HIRING PROCESS IS FREE AND EASY.

1. Write a job description
2. Register on WaterlooWorks
3. Post a job
4. Interview and hire
5. Onboard your students and get ready for a successful work term

We're here to help! Waterloo's nation-wide team of support staff can provide information, resources and guidance to help you through the hiring process.

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