

Co-Op FAQ

Q: *What is an average wage range for Co-op Students?*

A: Most Co-op positions continue to fall somewhere between \$16 - \$24 per hour, but this is a fluid range and can vary depending on employer, industry, and role.

Q: *Can I extend the length of a co-op position when the student has already started with my company?*

A: Yes- you can extend a co-op position length to 8 or 12 months total even if the student has already started with you, so long as the student also approves this change.

Q: *Is there any cost or fee to post jobs on Career Connection or be involved in KPU's Co-op program?*

A: No, there is no cost for either.

Q: *Can a Co-op position be completed online or in a hybrid environment?*

A: Yes, so long as the student is supervised appropriately.

Q: *Can I fire a student if it's not working out?*

A: No! This is a learning experience for students. Co-op Instructors will work with the student and employer to navigate issues and come up with the best solution (in some cases, this may mean terminating the work term).

Q: *Can I post a Co-op job and a full-time permanent full-time job at the same time?*

A: No, you can either post the position as a full-time role or a Co-op role.

Q: *Can I hire co-op students for jobs on commission?*

A: No. Students must be paid a guaranteed wage for work.

Q: *Can I hire a co-op student mid-term for a co-op position?*

A: No. For a co-op position to fulfill the requirements of the job, the student must work at least 420 hours over the course of at least 12 weeks per term. Starting a co-op position mid-term would make meeting these requirements impossible.

Q: *Am I allowed to run security clearance processes for student hires?*

A: Yes; our team understands and respects this need for those employers. We ask that employers ensure such processes are completed by the beginning of the term during which the student will be employed. If the security clearance process runs into the start of the term, that can impact the student's start of work and may result in them being unable to complete their work term.