

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.