

# Co-op FAQs

## HOW DO I POST A CO-OP POSITION?

The Engineering Career Assistance Center (ECAC) has multiple ways an employer can engage with students. ECAC has a very active job board (powered by Symplicity) accessed by over 6000+ engineering students annually. For more information, visit this [webpage](#).

## WHAT ARE THE EXPECTATIONS OF CO-OP EMPLOYERS?

- Provide the student with at least two co-op work terms (6 months minimum)
- Educate students by having them perform technical engineering work relevant to their academic discipline
- Provide direct supervision by an engineer
- Review students' work and complete a performance evaluation for each semester of work
- Maintain communication with the Cockrell School's co-op office regarding recruitment and student performance

## WHAT IS A COMPETITIVE CO-OP SALARY?

Typically, co-op salaries are equal to, if not slightly greater than, internship salaries. View salary information for UT engineering students [here](#).

## CAN I KEEP A CO-OP STUDENT ON AFTER THE TERM HAS FINISHED?

Yes, and it is something we highly encourage. If you'd like to transition a student from full-time to part-time for seasonal work, you may choose to do so.

## WHEN SHOULD A CO-OP WORK?

A majority of students work back-to-back semesters (i.e. spring-summer or summer-fall). We do not advise employers to have students work fall to spring, so that students can stay updated on their coursework. Oftentimes, students do work split semesters and this enables them to learn from past co-ops, while leading the next group.

## HOW CAN I ENHANCE MY CO-OP PROGRAM?

- Assign challenging tasks with increased responsibility. Allow students the opportunity to work on complex projects and gain more responsibility.
- Provide a mentor to help the student navigate the organizational culture, learn about industry and explore career options.
- Encourage open dialogue on performance. Provide positive feedback and constructive criticism from supervisors and mentors.
- Coordinate networking opportunities. Include students in employer events or arrange activities especially for co-ops.

## CAN INTERNATIONAL STUDENTS WORK A CO-OP? DO THEY REQUIRE SPONSORSHIP?

Co-ops are an excellent opportunity for international students as they can utilize their curricular practical training (CPT) allowance (if enrolled in the co-op/internship course). Usage of CPT does not require sponsorship.

