

Contents

INTRODUCTION	2
RESPONSIBILITIES	2
1. THE STUDENT.....	2
a. Admission to a Co-op Program.....	2
b. Continuation of Study.....	2
c. Co-op Fees	5
d. Confidentiality of Information.....	7
e. Release of Information	7
f. Employment Process	7
g. Withdrawal	11
h. Appeals	12
i. Inactive Students	12
j. Conditions for Graduation.....	12
2. THE ACADEMIC DEPARTMENT	13
3. EXPERIENTIAL LEARNING HUB - CO-OPERATIVE EDUCATION	13
4. THE EMPLOYER	14

INTRODUCTION

The Co-operative Education Program at the University of Guelph reflects a partnership among four parties: Co-op Students, Academic Departments, Co-op Employers, and the Experiential Learning Hub (EL Hub) - Co-operative Education. These policies and procedures have been established to bring maximum benefit to students and to expedite the co-op process in an efficient way. It is the goal of Co-operative Education and the Academic Departments to support co-op students to every extent possible.

RESPONSIBILITIES

The success of the co-op program relies upon the four partners understanding their responsibilities.

1. THE STUDENT

Students are representatives of the University of Guelph and must conduct themselves accordingly in a professional manner. The responsibilities of the student include:

a. Admission to a Co-op Program

Normally, students are admitted to a Co-operative Education program directly from high school in the Fall semester through Admission Services. For a complete listing of University of Guelph admission requirements for degree programs and associate diploma programs visit <https://www.uoguelph.ca/applying/>.

The decision to admit an in-course student is dependent upon space in the program, the grades of the student, the approved Co-op Academic & Work Sequence Agreement, and any other information relevant to the program. Co-op in-course admission is only available for degree co-op programs.

Some programs may admit in-course students after first or second semester. Please refer to the Schedule of Dates in the Undergraduate Calendar for in-course application deadlines.

b. Continuation of Study

Students are required to meet their academic program Continuation of Study requirements as outlined in the Academic Calendar.

Co-op is designed for full-time students. Deviating from the prescribed schedule of studies listed in the Academic Calendar may result in delayed graduation, unsuccessful completion of the co-op requirements and/or being required to withdraw from the co-op program. Exceptions will be made for Student Accessibility Services (SAS) registered students requiring an accommodation. Exceptions will also be considered for students who have temporarily reduced their course load if there are sufficient extenuating medical, psychological, or compassionate circumstances. It is the student's responsibility to consult the EL Hub as soon as extenuating circumstances affect academic course load, in order to initiate action, and provide any required documentation.

i. Academic Status

It is mandatory that co-op students be registered full-time for the duration of their program as outlined in the schedule of studies listed in the Academic Calendar.

Students who deviate from the prescribed schedule must complete a revised Co-op Academic & Work Sequence Agreement (refer to Student Responsibilities b) iii. for further details) and obtain the necessary approvals.

*ii. Introduction to Co-operative Education (COOP*1100) and Professional Development Modules*

COOP*1100 is a required, non-credit course for all students in the co-op program and is scheduled prior to the student's first work search semester.

Students should consult the Schedule of Studies for their major in the Academic Calendar.

While this course carries a 0.0 credit weight, a grade of Outstanding Pass, Pass or Fail will appear on the student's transcript. As the pre-requisite for the first employment process and Work Term I course (COOP*1000), students must pass COOP*1100 in order to be eligible to continue in the co-op program. In addition, students must complete required co-op professional development modules.

External transfer students who have completed a similar course at another institution may be eligible to waive the COOP*1100 requirement. Student's must provide a copy of the course outline and any other required documents requested by the COOP*1100 Instructor to evaluate.

iii. Co-op Academic & Work Sequences

Students are required to follow the schedule of studies as outlined in the Academic Calendar. Where a program has two co-op stream options, students will be defaulted to an established "Stream A".

If a student cannot follow their prescribed schedule, an alternate Co-op Academic & Work Sequence Agreement must be arranged with the Program Counsellor or Co-op Faculty Advisor who will review the academic requirements and provide academic approval. Co-operative Education will ensure the revisions to the Co-op Academic & Work Sequence Agreement meet the co-op requirements and provide final approval.

To achieve co-op certification, schedules must normally include:

- COOP*1100, taken in the semester prescribed by the program
- one Summer co-op work term, Fall co-op work term, and Winter co-op work term, unless otherwise prescribed by the program
- no more than five full-time academic semesters before beginning the first co-op work term for degree programs, unless it is a co-op internship (e.g. One Health)
- no more than two full-time academic semesters before beginning the first co-op work term for associate diploma co-op programs
- co-op work terms that do not follow an "OFF" term
- the final term as an academic term
- a list of courses scheduled for completion, clearly articulating the availability of courses in a particular semester

- full-time academic semesters, exceptions will be made for SAS registered students requiring an accommodation. Exceptions will also be considered for students who have temporarily reduced their course load if there are sufficient extenuating medical, psychological, or compassionate circumstances (refer to Student Responsibilities 1. b)

Co-operative Education approval is required for exceptions to the requirements listed above. Requests will be considered on a case-by-case basis.

iv. Co-op Work Term

Students must be compensated during a co-op work term. A co-op work term normally consists of 16 weeks beginning in January, May, or September, with a minimum requirement of 12 weeks of full-time hours and the equivalent of 420 hours.

A mid-semester co-op work term check-in is scheduled with each student by a Co-op Coordinator or Co-operative Education representative, and will be completed either in-person, via telephone, video conference or electronic check-in.

The student's supervisor is required to complete a Work Performance Evaluation (WPE) each co-op work term. A grade of Outstanding, Very Good, Good, Marginal or Unsatisfactory will appear on the student's Academic Record. It is the student's responsibility to follow-up with the employer to ensure they have completed and submitted an online performance evaluation before leaving the co-op work term.

Students who receive a Marginal WPE will be required to meet with their Co-op Coordinator and in some situations with the Manager, Co-operative Education. Students who receive two Marginal WPEs or an Unsatisfactory WPE will be required to withdraw from co-op and transferred to the regular academic program.

v. Co-op Work Term Report

A co-op work term report is required for each registered co-op work term. The Co-op Faculty Advisor determines all co-op work term report requirements and guidelines, which vary by program. Confidential Co-op Work Term Reports are not permitted.

Co-op work term reports must be submitted to the Co-op Faculty Advisor by the 5th class day of the semester following the co-op work term. The Co-op Faculty Advisor grades the co-op work term report by the end of the semester the report is due. A grade of Outstanding, Very Good, Good, Satisfactory or Unsatisfactory will appear on the student's official Academic Record.

Students completing two or more consecutive co-op work terms with the same employer must consult with their Co-op Faculty Advisor regarding co-op work term report submission requirements.

A student who receives an Unsatisfactory co-op work term report evaluation may be given one opportunity to make revisions and resubmit the report within the pre-approved deadline, if permitted by the Co-op Faculty Advisor. If the co-op work term report evaluation is still deemed Unsatisfactory, the student will be required to withdraw from co-op and will be transferred to the regular academic program. The unsatisfactory grade will remain on the student's official transcript and an overall grade of Fail.

If a co-op work term report is not submitted, the grade is assigned as “Required to Withdraw from Co-op” and an overall grade of Fail will remain on the student’s official Academic Record. The student will then be removed from co-op and transferred to the regular academic program within the same major.

vi. *Change of Major*

Students who wish to change their major and maintain their co-op status must contact their Program Counsellor to complete the following forms and submit to Co-operative Education:

- Approved Co-op Academic & Work Sequence Agreement
- Undergraduate Schedule of Studies Change Request for degree programs or Program Transfer Request for associate diploma programs
- Co-op Transfer Request

The decision to approve a transfer is dependent upon space in the program, the grades of the student, the approved Co-op Academic & Work Sequence Agreement, and any other information relevant to the program.

vii. *Change of Degree Program*

Students who wish to change their degree program and maintain their co-op status must first apply for the degree change with Admission Services within the Office of Registrarial Services, who determine requirements and deadlines for internal degree changes.

The student must re-apply to the co-op program immediately following notification (and no later than the end of the first semester the degree change is effective) of the degree change approval from Admissions Services. A Co-operative Education Reinstatement Request form and an approved Co-op Academic & Work Sequence Agreement form must then be submitted to Co-operative Education.

The decision to approve a co-op reinstatement request is dependent upon space in the program, the grades of the student, the approved Co-op Academic & Work Sequence Agreement, and any other information relevant to the program.

viii. *Co-op Work Term Credit*

A Co-op Work Term Credit is a 0.50 credit weight for co-op work term courses (COOP*1000 through COOP*5000) which are additional credits over and above academic degree/associate diploma requirements for all students who complete the co-op portion of their program.

c. *Co-op Fees*

The Ministry of Colleges and Universities has set regulations that co-op fees collected from students can only support co-op programming activities. The Experiential Learning Hub complies with this and has a clear budget process to show that all co-op fees collected are only spent to support Co-op program (examples include but not limited to: salaries, marketing costs, employer development, student work term preparation, Experience Guelph software). It is important to note co-op fees are amortized over the entire program and not related to the specific services received in any one term.

i. *Degree Co-op Fee Schedule*

Co-op fees are required for 8 academic semesters and all registered co-op work terms. Fees will be paid each academic and co-op work term semester and will be billed to the student's financial account. If registered for an academic course during a co-op work term, both the academic and co-op work term semester fees will be billed. If registered in an academic course during an OFF semester, the co-op academic fee will be charged. In both cases, the co-op academic fee will count towards the 8 co-op academic fees.

If a student does not follow the prescribed schedule in the Academic Calendar, this may result in an under or over payment on the student's account. To resolve these issues, the student is required to contact Co-operative Education. Students are responsible for paying all other university fees as outlined in the Academic Calendar.

Withdrawing from Co-op *after accepting a **second** co-op work term* (meaning 2 (4-month), 1 (8-month) or 1 (12-month) work term) will result in the student being responsible for **paying the balance of their remaining co-op academic fees at the time of withdrawal.**

Late Admission

There is no application fee for Co-operative Education. Undergraduate degree students admitted to the co-op program after their first or second academic semester will receive a revised payment schedule with their offer of co-op admission.

Co-op Work Term Fees

Students must register and pay fees for each of the required co-op work terms in their program.

If a co-op work term is not registered and paid for by the published deadline, Co-operative Education is authorized to add the co-op work term course to the student's account. The Office of Registrarial Services will apply a late fee as outlined in the Academic Calendar.

Co-op Fee Credits

A student who withdraws from the Co-op program prior to accepting a second co-op work term will not be credited for fees paid in previous semesters. If the withdrawal occurs prior to the 15th class day, the student is eligible for a credit of Co-op fees paid for the current semester. Co-op fees will not be credited following the 15th class day in the current semester.

Students who are required to withdraw from Co-operative Education due to the reasons stated in the Policy (1.g.ii.) *may* not receive a credit on the current or previous semesters.

ii. *Associate Diploma Co-op Fee Schedule*

Co-op fees are required for 2 academic semesters. Fees will be paid in the first and second academic semester and will be billed to the student's financial account.

If a student does not follow the prescribed schedule in the Academic Calendar, this may result in an under or over payment on the student's account. To resolve these issues, the student is required to contact Co-operative Education. Students are responsible for paying all other university fees as outlined in the Academic Calendar.

Co-op Fee Credits

A student who withdraws from the Co-op program prior to the 15th class day is eligible for a credit of Co-op fees paid for the current semester.

A student who withdraws after the 15th class day in the current semester will not be credited any co-op fees. Co-op fees paid in previous semesters are not credited.

Students who are required to withdraw from Co-operative Education due to the reasons stated in the Policy (1.g.ii.) *may* not receive a credit on the current or previous semesters.

d. Confidentiality of Information

A confidential electronic file is maintained in Co-operative Education for each student. Students are welcome to request access to review their own personal file and must give Co-operative Education 48 business hours to make it available. A clearly defined request will greatly assist Co-operative Education in identifying the records/personal information being sought.

e. Release of Information

By applying to the Co-op program, students grant permission to the Office of Registrarial Services to release to Co-operative Education their University of Guelph Official Transcript and any transcript from other post-secondary institutions that may be part of the Academic Record held by the Office of Registrarial Services.

When in the co-op program, students also grant permission to Co-operative Education to release their resumes, cover letters and any Official Transcripts released by the Office of Registrarial Services to prospective employers to whom the students are applying.

f. Employment Process

To be eligible to participate in the employment process, students must be able to confirm (upon request) that they are legally able to work in Canada.

It is the student's responsibility to fully participate in the co-op process. Students must actively apply to co-op job postings in Experience Guelph and/or show evidence of application activity through a network job search and promptly respond to messages from Co-operative Education staff including their Co-op Coordinator. Failure to fully participate in the co-op process or respond to messages may result in a student being off sequence, deemed an inactive co-op student, and required to withdraw.

i. Registering for a Co-op Work Term

Co-op work terms are identified on the student's Academic Record as a course (e.g. COOP*1000 – Work Term I, COOP*2000 – Work Term II, etc.). Students are required to register for the appropriate co-op work term and are subject to all course selection deadlines, fees and late fees as outlined in the Academic Calendar. Each co-op work term is a pre-requisite for the next co-op work term (COOP*1000 must be registered and paid for before registering for COOP*2000, etc.).

ii. *OFF Semester Confirmation*

If a sequence allows a student to take a co-op work term as an “OFF” semester, the student must request approval in writing from a Co-op Coordinator for the “OFF” status. If a student does not request and receive approval to change a work term to an OFF semester, they may be required to withdraw.

An OFF semester on the student’s prescribed schedule cannot be considered a co-op work term semester. Students may not apply or accept co-op positions that are scheduled during an OFF semester without prior approval from Co-operative Education.

iii. *Job Postings*

Co-op students registered for the employment process are required to respond to email and phone inquiries from Co-operative Education as soon as possible. Students should be checking email messages several times per day and phone inquiries immediately. This may include communication from a Co-op Coordinator, the Employment Services Team, or other staff members of the Experiential Learning Hub. Examples of the types of inquiries may include:

- Confirming interview scheduling
- Providing information specific to a particular employer/job application
- Providing an update on the student’s job search/status

Job postings received by Co-operative Education begin during the first month of each semester and are made available on Experience Guelph. Students must respond online by the application deadline. Applications are forwarded to the employer who will select candidates to be interviewed.

iv. *Interviews*

Students selected for an interview will be notified via Experience Guelph and an email to their @uoguelph.ca account. Students are required to:

- Be professional at all times throughout the recruitment process
- Accept and sign up for all interview requests following notification
- Attend all scheduled pre-interview briefing sessions and interviews regardless of location
- Complete all pre-interview assignments, pre-tests, and questionnaires required by the employer before the scheduled interview
- Participate in video conference or phone interviews for employers who schedule during Reading Week and Fall Break
- Provide employment references within 24 hours, if requested by the employer

At the end of the interview, co-op students are welcome to ask if an hourly rate for the position is available if it was not posted in Experience Guelph. This information may not be available from the employer until an offer is extended in the system and will include hourly rate and hours per week.

Students with a pending job offer and interview(s) scheduled for the following business day will be required to attend their interview(s) unless the **offer is accepted by 1 p.m.** on the business day before the interview.

Failing to sign up for an interview or missing a scheduled interview will count as a decline for the semester (including Reading Week and Fall Break).

Students may contact Co-operative Education requesting an alternative interview timeslot only if the available interview times are in direct conflict with a lab, midterm or exam. Students may be required to miss class in order to attend an interview.

v. *Withdrawal of an Application*

Withdrawing an application from the employment process is only permitted if, during the interview, a student learns a job is not consistent with the job posting. The student must contact their Co-op Coordinator or Co-operative Education designate immediately following the interview to obtain approval for the withdrawal. An approved withdrawn application does not constitute a decline (refer to Student Responsibilities f) vii.

vi. *Responding to Offers of Employment*

Co-operative Education sends employment offers to students via the Experience Guelph and an email to their @uoguelph.ca account. Students must respond within 48 hours (excluding weekends but including statutory holidays) from the day and time the offer is sent. The offer of employment must be accepted in Experience Guelph for all Co-operative Education posted positions.

Students cannot negotiate salary for jobs posted in Experience Guelph and can contact their Co-op Coordinator if they have any questions about their offer. Students can also contact their Co-op Coordinator if they have any questions regarding offers from jobs posted outside of Experience Guelph.

If a student accepts a co-op job offer conditional upon reference check, security clearance, medical certification, etc. through Experience Guelph, they will be considered employed for the job search term and removed from the employment process. If for any reason the student does not meet the conditions set out by the employer, they will regain access to Experience Guelph to continue their job search.

Accepting an offer of employment is an agreement to work with an employer in the specified position as a co-op student. Refusal thereafter to work with that employer or in that specified position will be considered a breach of contract and the student will be required to withdraw from the co-op program.

Students not responding to an offer of employment by the deadline will have their offer revoked and it will be extended to the next preferred student. This will be considered a decline (refer to Student Responsibilities f) xi.).

vii. *Declining an Offer of Employment*

Students are allowed to decline two offers of employment per employment process.

Students who do not respond to an offer by the 48-hour deadline (including statutory holidays and excluding weekends) will be deemed to have declined the offer.

The approved Withdrawal of an Application does not constitute a decline (as noted in Student Responsibilities 1.f.v.).

A third decline will result in the student losing access to the Experience Guelph co-op job postings and any applications or interviews the student has through Experience Guelph will be cancelled. Students can continue their job search using their personal network. A Co-op Job Confirmation form must be completed, and the job must be approved by the student's Co-op Coordinator before accepting a position. Students will regain access to co-op job postings on Experience Guelph for subsequent work terms.

viii. Reappointments

Students who accept a written offer to return to a previous co-op employer will be required to confirm this decision with their Co-op Coordinator or Co-operative Education designate immediately. Once confirmed, refusal to work with that employer or in that specified accepted position will be considered a breach of contract and may result in being required to withdraw from the co-op program.

Co-op work terms not confirmed by the student within six weeks following the recommended co-op work term start date will not be approved and will not count towards co-op requirements.

ix. Network Contacts

Students are encouraged to use personal network contacts in conjunction with Co-operative Education job postings when looking for a co-op work term opportunity. The student must consult with their Co-op Coordinator and discuss the viability of the job description before accepting a position. The Co-op Coordinator will confirm the position meets the co-op work term requirements.

Students must be compensated during a co-op work term. A co-op work term normally consists of 16 weeks beginning in January, May or September, with a minimum requirement of 12 weeks of full-time hours and the equivalent of 420 hours.

Once the offer has been accepted, refusal to work with that employer or in that specified accepted position will be considered a breach of contract and may result in being required to withdraw from the co-op program.

Co-op work terms not confirmed by the student within six weeks following the recommended co-op work term start date will not be approved and will not count towards co-op requirements.

x. Employer Contact

Co-operative Education is responsible for all contact with an existing employer who has posted a position in Experience Guelph, however, in some cases an employer may contact the student directly to follow up on an application or arrange an interview. If contacted by an employer directly, the student is responsible to keep their Co-op Coordinator informed.

xi. Two Decline Summary

A decline, as noted in Sections: 1.f.iv. - Interviews; 1.f.vi. - Responding to an Offer of Employment; and 1.f.vii. - Declining an Offer of Employment, could occur by:

- not scheduling an interview on Experience Guelph when notified
- not attending a scheduled interview
- not accepting a job offer on Experience Guelph within the 48-hour deadline
- declining a job offer

Students are able to decline two offers during each employment process.

A third decline will result in the student losing access to the Experience Guelph co-op job postings and any applications or interviews the student has through Experience Guelph will be cancelled. Students can continue their job search using their personal network. A Co-op Job Confirmation form must be completed, and the job must be approved by the student's Co-op Coordinator before accepting a position. Students will regain access to co-op job postings on Experience Guelph for subsequent work terms.

g. Withdrawal

Students who withdraw or are required to withdraw from the co-op program after:

- accepting their second 4-month Co-op Work Term Offer of Employment
- accepting an 8-month or 12-month month Co-op Work Term Offer of Employment

will be required to pay all remaining co-op fees *at the time of withdrawal*. Details of fee policies can be found in the Academic Calendar.

i. Voluntary Withdrawal

Students who wish to withdraw voluntarily from co-op must complete a Co-operative Education Withdrawal Request form, requiring approval from the appropriate Co-op Coordinator. A student may not voluntarily withdraw from co-op during a co-op work term or after an offer of employment has been accepted.

Students who voluntarily withdraw from co-op cannot re-apply to a co-op program in subsequent terms.

ii. Required to Withdraw from Co-op

Students may be required to withdraw from the co-op program for any of the following reasons:

Co-op Work Term and Work Preparation Related Issues

- a) The student does not begin employment after accepting a position or leaves the employer during the work term without Co-operative Education approval.
- b) The student is dismissed by the employer from a co-op work term.
- c) The student receives an "Unsatisfactory" Co-op Work Performance Evaluation by the employer.
- d) The student does not complete COOP*1100 in the prescribed semester or does not receive a passing grade.
- e) The student completes more than five full-time academic semesters in their co-op program before beginning the first co-op work term.
- f) The student does not or cannot complete a Fall, Winter and Summer co-op work term if applicable.

Academic Related Issues

The student:

- a) Does not follow the approved Co-op Academic & Work Sequence Agreement (i.e. unable to maintain "eligible to continue" status on their academic record; does

- not successfully complete the requirements for each of the approved scheduled academic semesters).
- b) Receives an “Unsatisfactory” co-op work term report evaluation.
 - c) Does not submit a co-op work term report within the required deadlines and therefore is assigned a grade of “Required to Withdraw from Co-op” on the official Academic Record.

h. Appeals

A student who is required to withdraw from the Co-op program has the option to appeal. In the case where a student wishes to apply for re-admission to the program, the student must appeal the “Required to Withdraw from Co-op” decision *no later than 15 class days following notification*. Students cannot re-apply for admission to the Co-operative Education program in subsequent terms.

i. *Co-op Work Term and Work Preparation Related Appeals*

If the student is required to withdraw from the Co-op program on the basis of Co-op Work Term or Work Preparation related reasons and wishes to appeal this decision, the appeal must be submitted to the Co-op Appeals Committee using the Co-op Appeals Form. The form can be obtained from the Co-operative Education website. The decision of the Co-op Appeals Committee is final.

ii. *Academic and Co-op Work Term Schedule of Studies Related Appeals*

If the student is required to withdraw from the Co-op program due to not following the Academic & Co-op Work Term Schedule of Studies an appeal may be submitted to the Academic Review Sub-committee, according to the procedures outlined in Section VIII of the Academic Calendar under “Academic Consideration, Appeals and Petitions”.

iii. *Academic Related Appeals*

Students that wish to appeal a Co-op Work Term Report Evaluation grade of “Unsatisfactory” or “Required to Withdraw from Co-op” due to not submitting a co-op work term report must submit an appeal according to the Grade Reassessment section within Section VIII of the Academic Calendar under “Academic Consideration, Appeals and Petitions”.

i. Inactive Students

If a co-op student is not actively registered as a University of Guelph student, they must contact Co-operative Education if and when they return. Co-operative Education will then determine eligibility to continue in co-op. It is the student’s responsibility to contact Co-operative Education, if a student fails to reach out as soon as they return to their studies, they may incur non-refundable co-op fees unnecessarily.

j. Conditions for Graduation

In order to graduate with co-op certification, co-op students must first meet the academic conditions for graduation for their degree or associate diploma program as outlined in the Academic Calendar. In addition, students must:

- Receive evaluations of “Good” or higher in all but one of the Work Performance Evaluations.
- Receive evaluations of “Satisfactory” or higher in all Co-op Work Term Report Evaluations.
- Have paid their co-op fee account, equivalent to eight full-time academic semesters and all co-op work terms (see section 1.c.i) for more information).

Students wanting to graduate with less than the required number of co-op work terms must contact their Co-op Coordinator with the request, and it will be brought to the Manager, Co-operative Education for consideration and final approval. The Co-operative Education and Work-Integrated Learning Canada (CEWIL) guidelines regarding co-op work terms will be followed at all times.

Students must graduate from a co-op program. If a student transfers to a general degree or a program that does not offer co-op, they will not receive co-op certification.

2. THE ACADEMIC DEPARTMENT

The Academic Department is responsible for all academic components of the co-op program including the offering of courses to support the co-op option and the evaluation of the co-op work term report. A Co-op Faculty Advisor is provided for each co-op program and advises students regarding the curriculum and the schedule of studies.

For the majority of co-op programs, a Program Counsellor counsels the student in completing the Co-op Academic & Work Sequence Agreement. Alternatively, the Co-op Faculty Advisor assists in the completion of the sequence agreement.

The Co-op Faculty Advisor has full responsibility for the Co-op Work Term Report including setting guidelines and ensuring the Co-op Work Term Reports are graded within the established deadlines.

3. EXPERIENTIAL LEARNING HUB - CO-OPERATIVE EDUCATION

Co-operative Education co-ordinates the administration of the Co-operative Education program and follows the required operational guidelines as an accredited program of Co-operative Education and Work-Integrated Learning Canada (CEWIL).

Co-operative Education prepares students for the co-op experience; co-ordinates job development relevant to the academic curriculum and facilitates the employment process. The Co-op Coordinators are primarily responsible for job development in a specific discipline area and advising students on their activities in the employment process for the co-op work term. The Co-op Foundations Coordinators are primarily responsible for COOP*1100 and first year co-op student inquiries and touchpoints.

The co-op program at the University of Guelph involves a competitive employment process. While Co-operative Education makes every effort to assist students in gaining employment, there is *no guarantee* that every student will become employed through the co-op employment process.

Co-operative Education is responsible for the review and approval of co-op job postings; however, the department does not assume responsibility for endorsing the companies.

4. THE EMPLOYER

Employer Responsibilities

- Provide an overview of the job responsibilities that demonstrate the co-op student will be engaged in productive, authentic and full-time work.
- Provide job offer details, including remuneration, and any other terms of employment.
- Assume the same accountabilities as with any other temporary employee (independent contractor arrangements will not be approved for co-op work terms) for the period of co-op employment including adherence to the required legislation:

[Ontario Human Rights Code \(Discrimination\)](#)

[Occupational Health and Safety Act \(Workplace Safety and Harassment\)](#)

[Intellectual Property](#)

- Offer orientation and training regarding the role and the organization.
- Ensure on-going supervision is provided throughout the co-op employment period.
- Respond to and provide feedback regarding the intentional learning goals/objectives as initiated by the student.
- Review job performance and provide ongoing feedback and support to enhance professional learning and development.
- Discuss or provide feedback to Co-operative Education representative about the student's performance and learning on the job.
- Complete, submit and review with the student, the formal co-op Work Performance Evaluation document which includes an overall grade for the official transcript, at the completion of each 4-month work term.
- If required, review the student's Co-op Work Term Report and complete the Employer Comments form (requirements vary by academic program).
- Contact Co-operative Education with questions or issues affecting the work term.

Employer Accountabilities

- When hiring a co-op student, employers assume the same accountabilities as with any other paid, temporary employee. The employment relationship is between the student and the employer.
- Employers have the right to terminate employment with a co-op student. This intention must be communicated to Co-operative Education.
- Co-operative Education reserves the right to withdraw co-op program participation from employers who do not comply with the Employer Responsibilities outlined above.