

## Co-op Hiring: Why & How To for Employers

### Why

The Cooperative Education Program at Northeastern University, also known as "Co-op" is an educational model that provides students with opportunities to alternate periods of academic study and periods of paid, full-time employment related to their academic majors and interests.

**For you, the employer,** the program offers a continual gateway to enthusiastic employees with developing skills and talents, as well as potential relationships with future colleagues.

This partnership offers you:

- A simple, cost-effective way to meet human resource needs: no fringe benefits, no recruitment costs - Co-op students are paid as temporary hourly employees;
- Six-month Co-op periods, with ample time for students to be productive and valuable employees (scheduling back-to-back co-op periods results in full-time coverage for ongoing work);
- Opportunities to create flexible work environments in which permanent staff are able to take on special projects or complete "hard to get to" projects while co-op students take on recurring work; and
- The enthusiasm, fresh perspective, and energy of talented young people eager to learn.

### Typical costs to employer for 6 month co-op:

<b>Hourly Pay</b>	<b>Cost over six months -25 weeks (35/40 hours per week)</b>
\$14/hour	\$12,250/\$14,000
\$16/hour	\$14,000/\$16,000
\$18/hour	\$15,750/\$18,000
\$20/hour	\$17,500/\$20,000

### How To Post a Job

Reach out to one of our [co-op coordinators](#) to discuss your business needs and when you would like to hire a co-op student. The typical co-op cycles run from January-June and July-December each year. [Meet the Co-op Coordinators - College of Social Sciences and Humanities \(northeastern.edu\)](#)

Or, you may post your co-op job in [NUworks](#), selecting the College of Social Sciences and Humanities as the college for your posting. [NUworks \(for Employers\)](#)