

# CO-OP vs. INTERNSHIP

	CO-OP	INTERNSHIP
<b>Time</b>	<p>Full-time, 3-5 sessions (Fall, Spring, or Summer)</p> <p>1 session = 16 weeks during Fall or Spring term, or 12 weeks during summer</p> <p>Students can alternate between 1 session of work and 1 session of study or complete multiple terms in sequence (i.e. summer + fall, spring + summer, or spring + summer + fall)</p>	<p>Generally 10-12 week full-time work experience, time varies based on employer</p>
<b>Industry / Discipline Related</b>	<p>Aligned with student's academic field of study</p>	<p>Not necessarily related to student's academic field of study</p>
<b>On-the-job Learning</b>	<p>Emphasis on establishing longevity with employer, potential work in different roles, and take on increasing responsibility as the student progresses through work sessions</p>	<p>Emphasis on practical work experience</p>
<b>Compensation</b>	<p>Paid</p>	<p>Can be paid or unpaid</p>
<b>Supervision</b>	<p>Industry representatives and faculty through required co-op course</p>	<p>Industry representative. Faculty supervision is possible through optional internship course</p>
<b>University Support</b>	<p>Driven by university and employer partnership</p>	<p>Varies based on experience; subject to employer requirements</p>
<b>Academic Credit</b>	<p>Enrollment in 0-credit co-op course to retain active student status with the university and to aid in the student's professional growth, self-reflection, and employer evaluations</p>	<p>Optional enrollment in 0-credit internship course to retain active student status with the university and to aid in the student's professional growth, self-reflection, and employer evaluations</p>
<b>Career Pathways</b>	<p>Deeper connection to employer; typically leads to full-time offer</p>	<p>Varies</p>
<b>Employer Benefits</b>	<p>Effective workforce development model with consistent talent pipelines, early investment and recruitment</p>	<p>Maximizes recruitment and training; often seeking students with experience</p>