

# AVERAGE CO-OP SALARIES AND EMPLOYER CO-OP SALARY GUIDELINES

## Average Monthly 5-Session Co-Op Salaries by Discipline as of May 2019

DISCIPLINE	1 <sup>st</sup> Period	2 <sup>nd</sup> Period	3 <sup>rd</sup> Period	4 <sup>th</sup> Period	5 <sup>th</sup> Period
<b>Engineering</b>					
Aeronautical & Astronautical Engineering	2830	3290	3380	3760	n/a
Biological Engineering	n/a	n/a	4330	n/a	n/a
Chemical Engineering	4100	3970	4630	4750	4070
Civil Engineering	2950	3120	3640	3810	3990
Computer Engineering	n/a	3640	4160	5030	n/a
Electrical Engineering	3410	3290	3290	3640	4330
Industrial Engineering	n/a	2950	n/a	3990	n/a
Materials Engineering	2600	n/a	n/a	n/a	n/a
Mechanical Engineering	3570	3730	4330	3760	4330
<b>Technology</b>					
Manufacturing Engineering Technology	3640	n/a	n/a	n/a	n/a
Mechanical Engineering Technology	3640	n/a	n/a	3640	n/a
<b>Overall Averages</b>					
	3498	3541	4091	4102	4200

## Average Monthly 3-Session Co-Op Salaries by Discipline as of May 2019

DISCIPLINE	1 <sup>st</sup> Period	2 <sup>nd</sup> Period	3 <sup>rd</sup> Period
<b>Engineering</b>			
Aeronautical & Astronautical Engineering	3640	3640	3640
Biological Engineering	n/a	3640	n/a
Biomedical Engineering	3500	4130	4450
Chemical Engineering	4680	n/a	4420
Civil Engineering	2950	2600	1950
Computer Engineering	4330	n/a	4680
Environmental & Ecological Engineering	n/a	3640	3470
Industrial Engineering	3410	3810	3990
Mechanical Engineering	3640	3760	3990
Materials Engineering	2950	3990	n/a
Nuclear Engineering	n/a	n/a	3990
<b>Health &amp; Human Sciences</b>			
Psychological Sciences	2080	1910	n/a
<b>Technology</b>			
Manufacturing Engineering Technology	3640	n/a	n/a
Mechanical Engineering Technology	3640	3640	3640
<b>Overall Average</b>			
	3565	3678	3937

n/a = no data available

\*Data was taken from an all Co-Op Student survey conducted in May of 2018. The survey was sent to 665 students and 217 responded to complete the data above. Students in particular disciplines may have chosen not to respond, therefore, we do not have data to share. Secondly, some of the active Co-Op Students who were supplied the survey, had not yet completed a work rotation and therefore no data could be supplied. Individual salaries may vary. This is presented only as an informational resource and should not be used for negotiation or reporting. Salaries are not adjusted for regional cost of living differences.

# EMPLOYER CO-OP SALARY GUIDELINES

Salaries paid to co-op students are determined by employers in a number of ways. The factors most frequently used to set the salary of a particular co-op are amount of work experience and academic classification. Of these two, it is most appropriate to relate the co-op student's salary to the amount of work experience they have completed with the employer. Determining the salary from the student's academic classification in many cases results in penalties to the student, as Purdue's various Schools are not consistent in the methods they use to determine a student's semester classifications (1 through 8 for first-semester freshmen through last-semester seniors).

In the co-op program at Purdue, we require that a co-op student maintain satisfactory progress toward their degree. Thus, the academic progress is typically related to the number of work sessions the student has completed - even though the progress does not occur in uniform steps due to the limited nature of our summer sessions.

In order to overcome some of the inequities co-op students have experienced in salary administration, we recommend that the co-op salary schedule be related to the salary currently being offered to graduating seniors in the same discipline as the co-op student. Specifically, we recommend that the salary paid to a co-op student during a particular work session be some percentage of the salary the employer is offering the graduating professional. A recommended range of percentages for each work period and program type is given below:

<b>5-Session</b> Work Period	Graduate Salary Offers
1	58-62%
2	62-70%
3	70-75%
4	75-80%
5	80-85%

The first co-op work period is primarily orientation and the student is less productive than during subsequent work periods. Thus, the incremental increase between periods one and two is less than between subsequent periods when the student contributes more substantially to the employer's mission.

During the last one or two work periods, the student should be doing the work of a graduate professional with about one year of experience. Thus, paying them the rate of 75 to 85% of a graduate professional is a tremendous financial bargain! Where a particular student is placed within the range for a particular work period might be determined by the quality of their academic and job performance. Relating co-op salaries to the salaries offered graduating professionals has the following benefits:

1. As the scale for graduating professionals changes due to inflation, demand, etc., the coop salary is automatically adjusted.
2. The method allows co-op salaries to be influenced by local cost of living and general employer salary practices.
3. The method eliminates the inconsistencies in relating co-op salaries to student semester classifications.
4. Co-op salaries can be adjusted slightly to recognize above-average or below-average academic or job performance.

Salaries offered to prospective co-op students for the first work period should be competitive with those being tendered by other employers, as the initial salary is one of the factors prospective co-op students consider in deciding between competing offers.

<b>3-Session</b> Work Period	Graduate Salary Offers
1	70-75%
2	75-80%
3	80-85%