Co-op Working Group

The UWSA Co-op Working Group was formed to review the impact that supervising co-op students has on job value and in relation to the value that hiring managers put on that experience when hiring for supervisory roles.

Terms of Reference:

1) Working Group name: UWSA Co-op Working Group

2) Background / Purpose:

   1. Motivation: Hiring managers - how do they value experience supervising co-op students?
   2. Hay management - how is co-op supervision rated for the purpose of USG levels?
   3. Internal recognition – skill sets are relevant and should be considered for management and career development
   4. Different levels of hiring rules – labour and safety rules, workplace harassment and safety, orientation, other places provide such training
   5. Different types of management – distinction in the roles of hiring managers
   6. Frequency of hiring / management experience
   7. What is the legal mandate of a co-op supervisor?
      1. What training should co-op supervisors have
      2. Relationships with day-to-day advisor
   8. Looking at co-ops as employees not students
      1. What training should the co-ops receive?
      2. How does that compare to other employers

3) Group members

   Lawrence E Folland (UWSA Director, Chair)
   Patty Mah (School of Accounting and Finance)
   Carol Ann Olheiser (Co-operative Education and Career Action)
   Margaret Ulbrick (English Language & Literature)
   Fenglian Qiu (School of Computer Science)
   Michael Herz (UWSA President, Ex-officio)

4) Goal
   Outcome: report to UWSA, state of supervision of co-ops, what do other partners do, make proposals, including a list of recommendations for action.

5) Timeline
   Formed in August 2015, first meeting September 2015
   Aim for a report for the beginning of May 2016