

HIRING A

LINDNER CO-OP

Why a Lindner Co-op is Right for You



At the University of Cincinnati, we know co-op. We invented it in 1906 and are ranked the No. 1 public university for co-ops and internships (U.S. News & World Report).



Take advantage of a cost-effective, low-risk opportunity to evaluate potential future hires and build a talent pipeline for your organization.



Get a fresh perspective from students about the latest developments in your industry.



Access top talent in the Cincinnati region.



Expand your recruiting team with the help of dedicated career coaches for each business major.



Work with students who are eager and excited to gain professional experience in business.

Questions to Consider:

1. What key areas of your organization could benefit from a talent pipeline to convert to full-time hires?
2. What departments, individuals, and managers have the time and availability to train and supervise a co-op?
3. What makes your organization attractive to potential Lindner co-op students?



SALARY INFO:

CO-OP AVERAGE

\$19/hour

CO-OP RANGE

\$10-45/hour

AVERAGE FULL-TIME STARTING
SALARY UPON GRADUATION

\$56,895

CO-OP PROCESS:

1. Create an account on [Handshake](#), our job portal.
2. Post [full-time or part-time](#) co-op position(s) on Handshake.
3. Lindner career coaches share job postings with students twice per week.
4. Review resumes as students apply.
5. Interview and select the best candidate.
6. Student registers co-op with Lindner Career Services via Handshake.
7. Student starts the position and sets goals during the first 2-3 weeks.
8. Student and employer complete reflection assessment during the final weeks of the co-op experience.

DURING CO-OP:

- ✓ Help your co-op student craft goals for their experience.
- ✓ Assign projects that encourage problem solving and applying theory to real-world practice. Both you and your co-op student will benefit!
- ✓ Let co-op students see the big picture. If there is an important event in the department or at the company, be sure to include the co-op students just like any other employee.
- ✓ Provide your co-op student with structured mentorship. Students want feedback and to build relationships, so be sure they have access to a supervisor and/or mentor who has the time and capacity to provide guidance.
- ✓ Organize social events for your co-op. Social events are great ways for students to learn about the company culture.

SOURCING CO-OPS:

After posting your positions on Handshake, connect with students in person through:

- ➔ Information tables in the Lindner Atrium.
- ➔ Information sessions.
- ➔ Major-specific career fairs.
- ➔ On-campus interviews.
- ➔ Connect with a Lindner career coach.
- ➔ Give students a clear idea of a "day in the life" of a co-op at your organization.
- ➔ Introduce them to their potential coworkers.
- ➔ Be up front about their required duties and tasks.
- ➔ Involve alumni or current co-ops.

AFTER CO-OP:

- ✓ Complete a formal evaluation with the student, very similar to what you would do with a regular employee. Again, students want the feedback.
- ✓ Allow your co-op student to make recommendations for an improved co-op experience.
- ✓ Ask the co-op student to help with future recruitment.
- ✓ Review and implement feedback and hire another Lindner co-op!

