Why hire a Lindner co-op?

UC is the founder of cooperative education and the #1 public university for co-ops and internships.

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

Program flexibility with students available to work one semester or year-round.

Access top talent in the Cincinnati region.

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

All Lindner students have received training in professionalism and career-readiness.

Questions to consider before hiring a co-op

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. Does your company have projects that a co-op could address due to resource constraints?
Co-op Process

1. Create an account on our job portal (learn more about Handshake here)
2. Post the full-time or part-time co-op position on Handshake (view hiring salary ranges here)
3. Lindner Career Coaches share the job posting 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 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 semester

During co-op

- Help your co-op student craft goals to be accomplished during the co-op experience.
- Keep your co-op busy! Challenge them with meaningful responsibilities.
- 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.
- Make sure the co-op student has access to a supervisor/mentor. Students want feedback, but if a supervisor is too busy to connect, the student is missing out on learning (i.e., the best salesperson does not always make the best co-op supervisor).
- Encourage your co-op to attend company-wide events. Events are great ways for students to learn about the company culture and connect with colleagues.
- Treat your co-op like any other employee. Set high expectations for effectiveness and professionalism.

After co-op

- Complete a formal evaluation with the student, very similar to what you’d do with a regular employee. Again, students want the feedback.
- Ask the co-op student about possible changes to improve the co-op experience.
- Ask the co-op student to help recruit future co-op students.
- Make changes based on feedback and hire another Lindner co-op!

Contact us today!

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