

## AN OVERVIEW

Internship and Cooperative education is an academic/business strategy that combines on-campus study with practical, work experience. Students in internship and cooperative education programs alternate between periods of study in school and periods of employment in business, government and non-profit organizations. Both types of learning experiences are planned and supervised to contribute to students' education and employability.

Formal cooperative education began at the University of Cincinnati in the early 1900's when 27 engineering students were placed in a training program which alternated one week of practical work experience with one week of instruction at the school. The program developed so well that the entire school of engineering shifted to the cooperative plan in 1920. The first secondary cooperative education program was established in 1909 at Fitchburg, Massachusetts, in cooperation with the General Electric Company.

Based on the success of the Cincinnati venture, other schools and colleges started programs of their own. The University of Detroit (1911) and General Motors Institute (1925) were the first colleges in Michigan to adopt the cooperative plan. Today over 1,000 private and public colleges and universities offer programs nationwide at undergraduate and graduate levels.

Internship and cooperative education, once exclusive to engineering students, is now available in all college and university disciplines, including the liberal arts.

In Michigan, a large number of individuals, educational institutions and employers are involved. Approximately 15,000 high school students are involved in vocational and cooperative programs with over 6,000 employers. In addition, approximately 7,500 students are enrolled in internships and cooperative education at the college level with over 1,000 employers.

[www.mc-ice.org](http://www.mc-ice.org)

## LEARN ABOUT MICHIGAN COUNCIL FOR INTERNSHIPS & COOPERATIVE EDUCATION



### VISION & MISSION STATEMENT

**Promote** the advancement of internships & cooperative education within the State of Michigan.

**Partner** with Michigan business and industry, education, labor, state government and professional organizations.

**Educate** employers, educators, students, parents and government of the academic, career development and economic benefits of internships and cooperative education.

**Advocate** the benefits of internships and cooperative education for employers, educational institutions, students and government.

### HOW YOU CAN BECOME INVOLVED

The Michigan Council for Internships & Cooperative Education urges you to become involved in the worthwhile and beneficial internships and cooperative education programs in your area. We would like more students, parents, educators and employers to be aware of internships and cooperative education and its benefits to each participant as well as to society in general. We believe you will find it a rewarding experience.

We especially encourage all Michigan employers to develop and expand internships and cooperative education arrangements with local schools and colleges. Hire a career services student! It will benefit your business, our students, our schools and Michigan.

For more information about internships & cooperative education and how to participate, please contact the career services office at an educational institution near you. If you are unable to locate a nearby source of information, contact:

#### MICHIGAN COUNCIL FOR INTERNSHIPS & COOPERATIVE EDUCATION

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# BENEFITS OF INTERNSHIPS & COOPERATIVE EDUCATION

## EMPLOYER BENEFITS

- The cost of recruiting internship and co-op students averages sixteen times less than recruiting recent college graduates.
- Almost 50% of internship and co-op students accept permanent positions with their employers. The retention of college graduates after 5 years of employment is 30% greater for internship and co-op graduates.
- Typically, internship and co-op students receive lower salaries and fewer fringe benefits than permanent employees. Total wages average 40% less for internship and co-op students. In addition, employers are not required to pay unemployment compensation taxes on wages of internship and co-op students if they are enrolled in a qualified program.
- The percentage of minority group members hired is twice as high among internship and co-op students as among recent college graduates, thus assisting internship and co-op employers in meeting EEO objectives.
- Internship and co-op programs provide an opportunity to evaluate employees prior to a decision regarding full-time employment.
- The internship and co-op graduate's work performance is often superior to that of a college graduate without experience. Students are more flexible and easily adapt to a professional environment.
- Regular staff members are freed up from more basic aspects of their jobs to focus on more demanding and profitable assignments.
- Internship and co-op programs supply students who have new ideas and fresh approaches. Internship and co-op students bring state-of-the-art technical knowledge to their work assignments.
- Internship and co-op graduates are generally promoted sooner (and further) than other graduates.
- Internship and co-op programs build positive relationships between businesses and schools.

## STUDENT BENEFITS

- Enable students to apply classroom theory to actual work situations.
- Allow students to test out their interests and develop their long-range career plans, and to select elective course work which integrates their studies and career goals.
- Enhance the graduates' marketability by providing on-the-job training.
- Students enrolled in internship and co-op programs show increased academic performance (higher G.P.A., fewer failed courses), and a 20% greater graduation rate.
- Provide students with a source of financial aid to help defray their educational expenses.
- Develop students' overall maturity by strengthening resourcefulness, problem-solving skills, self-confidence, self-discipline and sense of responsibility.
- Students develop human relations skills through interaction in career settings.

## EDUCATIONAL INSTITUTION BENEFITS

- Provides for an extension of classroom experience, thus integrating theory and practice.
- Keeps faculty members better informed and aware of current trends in business and industry.
- Build positive relationships between schools and businesses and provide faculty members with access to other knowledgeable people working in a variety of fields.
- Enhance the institution's reputation and attract students interested in the internship and co-op plan to the school.
- Provides schools with additional business and industry training facilities that would otherwise be difficult to finance.
- Provides schools with lower placement costs for graduates.