

CO-OP HIRING MANAGER HANDBOOK



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The Co-op Hiring Manager Handbook

If you are reviewing this handbook, chances are you are preparing to hire a co-op student. The goal of this guide is to give you information you need to recruit and hire a co-op student.

The Employment Programs Resource Office, PSA, can provide hiring guidance and expertise. If you require more information, please contact the Employment Programs Resource Office at coop@gov.bc.ca.

Student Hiring & 2023 Corporate HR Plan

BC Public Service corporate HR plan sets out a two-year path forward with concrete actions to renew the public service. The plan is about continuing our commitment to reassess how we can adapt and improve so we remain the trusted, talented and modern public service.

Specific corporate HR Plan actions related to student hiring:

- Increase hiring of students and expand marketing of career options to recent high school graduates.
- Make it easier for co-op students and interns to transition to permanent public service positions.

Benefits

Hiring students helps to develop a positive relationship between the BC Public Service and younger generations.

- Effective long term staffing strategy
- Foster positive relationship with students
- Address changing demographics
- Bring new energy, ideas, and perspectives
- Reflect the diversity of the workforce
- Support the growth of new talent
- Talent pipeline
- Educate and promote public service

Co-op Employment Program

The Co-op Employment Program is a corporate program defined in the [19th Main Agreement \(BCGEU\)](#) (Article 34.2). The program provides post-secondary students who are enrolled in a recognized co-operative education program at a participating post-secondary institution with a work placement in the BC Public Service that allows them to explore careers available and to expand their skills by working on projects related to their field of study.

Although co-op students who are participating in the Co-op Employment Program are BC Public Service employees, the co-op component of a student's degree is integral to their formal education; each co-op work term is worth academic credit and is reflected on the student's transcript. As such, the nature of the work is aligned with the student's academic discipline, and an extra level of emphasis should be placed on training, learning, development, growth, support, and mentoring.

Co-op Employment positions are unique in that the employee's [salary](#) is based solely on the current level of schooling and is not tied to the complexity of the work that is being done.

Co-op students are hired at either:

- Level 1: students working towards a diploma or bachelor's degree; or
- Level 2: students working towards a post-graduate degree.

This makes the hiring process simpler and more cost-effective, as you can omit the job classification process, and it allows you to provide the co-op employee with opportunities to work on projects and initiatives above their salary level.

The work assigned to employees hired under this program must supplement their field of study. Visit the [Job Store](#) for pre-classified Job Profile (#261).

Pacific Leaders Tuition Grants for Co-op Employees

BC Public Service recognizes and encourages high achievement and is a place where dedicated employees receive the support to build rewarding and dynamic careers. Under the [Pacific Leaders Tuition Grants for Co-op Employees Program](#), co-op employees may apply for co-op work term tuition fee reimbursement of up to a maximum of \$1,000 per term. Other tuition fees, university fees and books are not eligible. Each ministry is responsible for funding Pacific Leaders tuition grants

for co-op employees. The tuition grant reimbursement charge is recorded under STOB5220.

The Employment Programs Resource Office

The Employment Programs Resource Office (EPRO) is a corporate resource within the Public Service Agency. The office supports all employees interested in, or engaged in, the Co-op Employment Program. The office was created in May 2017, born out of the corporate plan, [Where Ideas Work](#), as one of the ways in which the organization is looking to replenish the workforce, better reflect the citizens we serve, incorporate a variety of perspectives and backgrounds to enhance both creativity and innovation, and solve problems more effectively.

Through a range of initiatives such as the Student and YEP Employee Orientation, Supervisor Orientation, and networking and learning events, we aim to cultivate a positive cohort experience for student employees. We provide centralized advice, resources, and support to student employees and supervisors, ensuring a seamless experience for all.

Timing

Once you have determined that hiring a co-op employee is right for you and you have the budget and the approval to hire, you need to be aware of the timelines around academic and co-op work terms.

Work Term

Most post-secondary institutions require students to complete a two or more co-op employment terms to graduate. Most academic programs provide students with some flexibility around the timelines and types of co-op work terms. This means students can often complete multiple consecutive co-op work terms (i.e., 8- or 12-month employment duration.)

There are three 4-month work terms per calendar year:

- winter (January to April)
- summer (May to August)
- fall (September to December)

Co-op employees typically start within the first week or two of the work term, and work until the end of that same term. Co-op employees employment term must be a minimum 12 weeks and/or 420 hours of full-time work.

Key Recruitment Times

Co-op students traditionally seek to solidify upcoming work terms at key times throughout the year. To ensure that you can attract and hire the top students, it is important that you be aware of these key “search” times and when they occur.

Work term	Ideal time to post a job
Winter (January to April)	October/November
Summer (May to August)	February/March
Fall (September to December)	June/July

Co-op students are encouraged to apply and commit to jobs early on. Although the process is ongoing, the quality and size of the applicant pool is often better at the beginning of the semester.

Planning for Hiring

There are many things that should be considered before hiring a co-op employee. In addition to considering the immediate needs of your work unit, you should also think about the longer-term opportunities that may be available. You may want to have a conversation with your ministry’s Strategic Human Resources (SHR) branch to discuss succession management, and potential long-term opportunities for a co-op employee once they have finished their academic studies.

Level of Schooling: Co-operative education programs are available for students completing certificate, diploma, undergraduate degree, master’s degree, and PhD level programs. The Co-op Employment Program has two different classifications and salary levels depending on the level of schooling the student is enrolled in. Level 1 is for undergraduate students and Level 2 is for graduate students. Before you can obtain hiring approval the position number, you will need to decide whether you will be hiring Level 1 or Level 2 co-op student. The co-op position number will be based on the specific job code, salary level and classification.

The Work Itself

Co-op employees are looking for an attractive job experience that will complement their education and provide a beneficial learning environment. When asked what

they want most out of their work term, most co-op employees expressed that they want practical work experience and challenging assignments.

To empower your co-op employee, identify work assignments and projects that will help guide their skills and competencies development. It is also important for co-op employees, as for any employee, to see how their work contributes to the goals of the branch/ministry and BC Public Service as a whole. Take the time to identify these links and communicate them in the job description. Ideally, co-op employee projects should have a beginning and an end, and clearly contribute to the overall goals of the work unit.

Examples of past co-op employee assignments:

- Design and create a user manual for a new database (Database Co-op).
- Coordinate a ministry's Green Team including events, communications, etc. (Green Initiatives Co-op).
- Write new content for the ministry's intranet site (Internal Communications Co-op).
- Work with field teams to catalogue local data sets (Forestry GIS Co-op).
- Assist in interpreting and summarizing air and water quality results (Environmental Assessment Co-op).
- Collect and analyze data and prepare briefing notes (Research Assistant Co-op).

Work Term Duration

Thinking ahead about the duration for which you wish to hire a co-op employee can significantly reduce the amount of time and effort you may otherwise spend on additional hiring processes.

You may hire your co-op employee for multiple work terms, or you may decide to extend your co-op employee for a subsequent work term. Before you extend the co-op employee's employment term, check with their co-op coordinator to confirm they are eligible to work another work term. To process auxiliary co-op employee extension, please submit completed [Auxiliary Extension Automated Form](#) (IDIR restricted). The automated online form goes directly to the HR and Payroll team.

Single work term (4 months)

A single 4-month placement is the most common type of co-op hiring. If you hire a co-op employee for a 4-month term and later wish to extend their placement, you will need to send a new offer letter for the additional term(s).

Consecutive work terms (e.g., 8 months)

If you already know that you want to hire a co-op employee for multiple work terms, you can offer an 8-month placement (2 consecutive work terms) or a 12-month placement (3 consecutive work terms). Although these will be recognized by the co-op employee's post-secondary institution as multiple work terms, you will only need to send one offer letter clearly stating the duration of the placement. Please note, while the co-op employee may work for 12 months, their hours do not accumulate for the purpose of benefits and seniority. (Article 34.2)

Non-consecutive work terms

In some cases, you may wish to hire a co-op employee for multiple, non-consecutive work terms (for example, hiring the same co-op employee every summer for three years, or hiring a co-op employee for two 4-month terms but with a study semester in between). If you choose to hire for multiple non-consecutive terms, please contact the Employment Programs Resource Office about how to structure your offer letter.

The examples below outline some models of co-op hiring that you may wish to consider when hiring a co-op employee for multiple work terms. These examples assume a placement of three (not necessarily consecutive) work terms; however, you can reconfigure them to the number of work terms that best suit your hiring needs.

MINISTRY SPECIFIC CO-OP EXPERIENCES

You can work with other divisions of your ministry to provide co-op employees with exposure to the diverse work available within your ministry.

CROSS MINISTRY CO-OP EXPERIENCES

You can work with other ministries to develop a comprehensive co-op experience that gives the co-op employee exposure to similar work in different ministries.

CAREER STREAM SPECIFIC CO-OP EXPERIENCES

You can also work within your own ministry or with other ministries to develop a comprehensive co-op experience that gives co-op employees exposure to the range of careers in their field of study that are available within the BC Public Service.

PROJECT BASED CO-OP EXPERIENCES

Working within your team, you can develop a comprehensive co-op experience for an employee that gives them exposure to the full project management lifecycle.

Academic Program Details

There are thousands of students across the province who participate in co-operative education programs through their post-secondary institution, and thousands more from outside of BC. With the intention of long-term retention, we want to recruit the top talent into the BC Public Service, and this starts at the post-secondary level through Work Integrated Learning Programs such as co-op program. When deciding what academic program to target, and which post-secondary institutions the job will be posted at, there are a few things to consider:

Field of Study: The Co-op Employment Program is designed to provide students with an opportunity to gain work experience that augments their field of study. Once you have determined the scope of the work, consider all the academic programs your opportunity could align with. Use the [BC Co-op programs spreadsheet](#) to search for specific programs by school, program, program category and program level.

Post-Secondary Institution: There are many public post-secondary institutions across the province with recognized co-operative education programs (see list [here](#)). When considering which institutions job board to post to, we recommend you post to institutions and programs with relevant field of study.

You can also post your co-op job opportunity through [ACE- WIL](#) (Association for Co-operative Education and Work-Integrated Learning BC/Yukon). ACE-WIL offers easy access to students at BC and Yukon post-secondary institutions through one portal. ACE-WIL will automatically forward your posting to their member universities, colleges and institutions at the institutions you've selected.

You can also post the co-op opportunity at post-secondary institutions outside of BC. Please visit [CEWIL Canada](#) for the list of resources and post secondary institutions. **Important:** BC Public Service does not cover relocation expenses for co-op opportunities and students are required to relocate for the duration of the work term.

The Hiring Process

Auxiliary co-op hiring may be done without a full competitive hiring process but must be based on the principle of merit.

Principle of Merit

Hiring decisions are based on the principle of merit to ensure they are non-partisan and reflect competence and ability to do the job. Reference checks must be completed for all BCPS appointments.

Eligibility

In order to be eligible for the Co-op Employment Program, co-op students must be registered in a recognized co-operative education program at a participating post-secondary institution. Check out [MyHR - Co-op Employment Program page](#) for a list of recognized co-operative education programs in BC. Out of province students currently participating in a recognized co-op education program are also eligible to apply for Co-op Employment with the BC Public Service. Visit [CEWIL Canada](#) for participating Co-op Employment Programs across Canada.

Qualifications

Qualifications are the criteria (e.g., education, skills, knowledge, experience, behavioural competencies) required to perform a job.

The Co-op Employment Program is designed to integrate academic studies with related hands-on work and provide students with the opportunity to gain the work experience to find permanent employment upon graduation. As such co-op job postings should not require much (if any) previous work experience, and most of the assessment of qualifications should be placed on ensuring the job opportunity aligns with the student's field of study. If additional qualifications are included in the job posting, we recommend that they are skills that an applicant could obtain in an academic setting (e.g., experience conducting research, experience summarizing qualitative and quantitative information, experience creating pivot tables in Microsoft Excel).

Assessment

Assessment describes any type of activity that determines the extent to which applicants possess the qualifications required for the job. Hiring managers should design an assessment process that will ensure they are hiring the right person for

the position, but one that will also ensure they are hiring a co-op student into a position that will complement the student's academic studies.

During the initial screening of applications, importance should be placed on the educational requirements of the position (i.e., field of study), with less emphasis on previous experience. This means that your first round of assessment should screen in all candidates who meet your educational requirements. Subsequent assessments may evaluate other qualifications outlined in the posting, job specific skills, knowledge, and behavioural competencies.

Some assessment options to consider:

- Interviews: hypothetical and behavioral competency-based questions, role plays and oral presentations.
- Skills Testing: i.e., typing test, exercise using specific software or programming software.
- Written assignment: i.e., complete research, review data for errors.
- Reference checks.

Offer & Onboarding

Congratulations, you have selected the successful candidate. Next step is to make a verbal offer followed by the offer letter. Use the auxiliary hire letter template available on [MyHR](#) to prepare the offer letter. Do not forget to send out regret notifications to all unsuccessful candidates.

Be sure to review [Virtual onboarding for managers and supervisors](#) to welcome new employees and get them set up.

Tip: Before your new employee starts send them the link to the: [MyHR - New Employees Welcome](#). Here they will find information and help on their new employee journey. New employees can read and learn what they need to do 'before they start' and 'when they start'.

Co-op Employee Hiring Checklist

Requirements

- Identify a project(s) that will:
 - Contribute to the overall goals of the work unit
 - Provide the student with practical work experience and a challenge
 - Empower the student to build their résumé, skill set and key competencies.
- Determine the best approach to meeting your needs (see [Planning for Hiring](#))
- Define the [qualifications](#). The level of schooling will correspond directly to the salary cost of the co-op employee.
- Use the [Salary Look-up Tool](#) on MyHR to confirm current salary levels:
 - [Level 1](#) is for students working towards a diploma or bachelor's degree
 - [Level 2](#) is for students working towards a post-graduate degree

Approval

- Confirm that there are funds in your salary budget (STOB5220) to pay for co-op salary including \$1000 per work term to cover the co-op course tuition fee (Pacific Leaders Tuition Grant for Co-op Employees)
- Obtain approval to hire (per your ministry's process)

Position Details

- Draft the job ad. Use the [Co-op Student Job Profile\(#261\)](#) as your starting point.
- Submit a request for a new co-op level 1 or level 2 position number (if applicable). Submit AskMyHR request – category: Job Classification - Create New Position). Ensure you submit all the necessary documentation with your request.

Recruitment

You have multiple options to choose from when recruiting co-op students:

- Option 1: Post your Job Opportunity on Post-Secondary Co-op Job Boards
You can find most BC Institutions with an academic co-op program here: [BC Co-op programs spreadsheet](#). Please contact the post-secondary institution(s) of your choice for assistance in posting your position.

Option 2: Post Job Opportunity to multiple Post-secondary School Job boards through ACE-WIL

[ACE- WIL](#) offers easy access to students at BC and Yukon post-secondary institutions. ACE-WIL will automatically forward your posting to their member universities, colleges and institutions you've selected to advertise the job opportunity.

Option 3: Advertise the job opportunity on the [BC Public Service Job Opportunities](#) website

Option 4: Direct student outreach

Co-op job opportunity can be filled without a posting and a competitive process. You may recruit co-op students through recruitment outreach events, word of mouth, LinkedIn and networking.

Assessment and Selection

Conduct an assessment process to assess knowledge, skills, competencies.

Eligibility requirements:

- 15 years of age or older
- Eligible to work in Canada
- Registered in a recognized co-operative education program at a participating post-secondary institution

Conduct reference checks

Select the successful candidate

Offer, Hire & Onboard

Contact the successful candidate and offer them the position

Prepare the [auxiliary co-op offer letter](#) and regret notifications

Complete: [Security Screening](#)

Scan and send a copy of the signed offer letter, completed criminal record check clearance, employee DOB and SIN, via AskMyHR Service Request: Category - Submit a Form or Document > Offer Letters.

Submit an iStore request for IDIR access and order technology

Review [MyHR Managers and supervisors Set up a new employee](#)

Review [Virtual onboarding for managers and supervisors](#)

Send your new employee following links before their start date:

- [MyHR - New Employees Welcome](#)
- ☐ Visit [Supervisor Resources](#) page and read the Supervisor Handbook for information on onboarding, training, supervising and mentoring co-op employees.

Useful Resources

[Employment Programs Resource Office](#)

[Supervisor Community of Practice MS Teams EPRO Channel](#)

[Co-op Connect Hub](#)

[ACEWIL BC](#)

[CEWIL Canada](#)

[MyHR Co-op Employment Program](#)

[MyHR New Employees Welcome](#)

[MyHR Virtual Onboarding for Managers and Supervisors](#)

[MyHR Managers and supervisors - Set up a new employee](#)