INTERNERSHIP/CO-OP QUICK START GUIDE
College of Liberal Arts

About Internships/Co-op
Cooperative Education, or co-op, gives you the opportunity to gain meaningful work experience before you graduate! It will also help you further define your career path and fully realize the value of what you are learning in the classroom. In many programs within the College of Liberal Arts, the term internships is more commonly used to describe this type of work experience, instead of co-op.

Cooperative education at RIT is full-time, paid employment directly related to your field of study, depending on the academic major. For most CLA programs, students are required to complete 350 hours of work experience for their internship or co-op. While it is optional for some majors within the College of Liberal Arts, it is strongly encouraged, as it is an opportunity to gain work experience and build rapport with a potential future employer.

Co-op begins after you have completed the first two years of coursework in your academic program, or once you have obtained junior status by your accumulated, earned credits. You will alternate terms of coursework with terms of co-op during the last two years of your program. Your academic department determines your co-op/academic schedule and will assign a schedule for you to follow.

Getting Ready For The Job Search
To prepare for the intern/co-op job search process, attend the Internship Search Workshop for CLA majors to learn how to develop the tools (e.g. resume and cover letter) and the job search strategies (application and interview techniques) to begin your search. You will also learn how to use RIT Handshake, the online job posting database available through the student page of our site. You will be able to review and apply to co-op job postings and on-campus interview opportunities through Handshake. Your career services coordinator will send out an announcement to you via e-mail informing you of the upcoming orientation(s).

How Your Career Services Coordinator Helps
Career Services Coordinators are assigned to each major and are available year round to assist and advise students with the job search process and any career-related concerns. You can meet with your individual career services coordinator for personalized service as well as through regularly offered seminars and workshops. Career services coordinators work closely with your academic department and foster relationships with employers and develop employment opportunities. To look up your Career Services Coordinator, go to the Career Services Home page and select “Staff Directory”; then enter your program in the search field. While your career services coordinator can give you insight as to whether or not an internship or co-op you are considering is appropriate, they do not issue approval for the experience. Such approval can only be obtained by your departmental Program Director or Chair.

When To Begin The Job Search
It’s never too early to begin your co-op job search! Starting 2 terms before you are scheduled to intern/co-op will prepare you to submit your resume to employers who require early resume submission, such as federal agencies. The term right before your internship or co-op is typically the busiest with resume submissions, interviews and related job search activities.

Create a Profile On RIT Handshake And Upload Your Resume
RIT Handshake is the web-based system used by the Office of Career Services and Cooperative Education and selected employers to post co-op job opportunities. (You will use this same system later on to search for full-time positions upon completion of your degree.) Login to Handshake at www.rit.edu/emcs/oce/students using your RIT computer account and password. Complete your profile and store your resume in the system. Developing a new resume is easy. Simply start by reading through the Resume
Writing page of our site (www.rit.edu/emcs/oce/student/resume-writing). That page also provides you with samples for inspiration. Have your career services coordinator review your draft so that it is error-free and effective.

**Learning About and Applying To Job Opportunities**

Using Handshake, you can view job descriptions and apply to all positions for which you are qualified. Create a search agent to receive notification of new job openings that match your job search profile and apply with a click of a button! Pay attention to the requirements listed by the employer. Some employers will direct you to submit your resume through the company web site. Be sure to follow these directions carefully. Keep your options open and avoid limiting yourself to a specific employer or geographic location. Employer on-campus information sessions, interviewing schedules and special events are also posted on Handshake. You can also view the details of upcoming career fairs and related activities, including workshops on job search topics.

**Broadening Your Job Search**

The best job search is a comprehensive one. RIT Handshake is only one source of co-op job openings. Look for co-op jobs utilizing other sources such as your network of friends, professors, past employers, coaches, clubs, professional associations, and various web sites. We recommend checking our Web Resources page (www.rit.edu/emcs/oce/student/resources/liberal-arts) for a list of sites for your major. Apply for positions found “on your own” and keep a record of your job applications.

*You should always continue your search until you have been offered and accepted a position!*  

**Prepare For Interviews**

Brush up on interviewing skills and attend mock interview programs to prepare for the real thing. For sample interview questions, typical interview formats and interviewing tips, please see our web site’s link to the interviewing page at (www.rit.edu/emcs/oce/student/interviewing). Remember to send employers a brief thank you note after the interview and follow-up with employers to check on the status of your application. Make sure you have appropriate interview attire and arrive for the interview 15 minutes before your scheduled time.

**Accepting a Job Offer**

Once you accept a co-op job offer, even verbally, you are expected to honor this commitment. **You must not** back out, or renege on the job, to work for another employer! Make sure you confirm your start and end dates, work hours and other work site expectations with your employer **prior** to starting your job.

Co-op employers expect RIT and its students to operate according to accepted business ethics and standards. Further, RIT expects your behavior at all times, whether on or off campus to be in accordance with the standards articulated in the RIT Students Rights and Responsibilities Handbook (www.rit.edu/studentaffairs/studentconduct/rr.php) and the Student Agreement Policy (found in Handshake).

**Internship/Co-op Approval, Reporting & Registering**

Before accepting your internship or co-op, you must receive approval from your department. Each department handles approvals and reporting of internship and co-ops slightly differently. Each department requires that either your Chair or Undergraduate Program Director approve the internship/co-op first. Once approval is received, a student must have their internship or co-op registered in both the RIT Student Information System (SIS) and in the OCE system at www.rit.edu/ReportCo-op. Should you arrive on co-op and your supervisor is different than what you reported, our website gives you instructions for updating your supervisor’s name and email address if needed:

http://www.rit.edu/emcs/oce/student/notification-registration. Each academic department follows a different procedure for registering an internship or co-op in SIS and the OCE system. Please see your Career Services Coordinator or your department’s Program Director or Chair for detailed information regarding the proper procedure to follow to register your internship/co-op.
International Students

1) Register for co-op or internship with their academic department in the SIS system.

2) Report their employment information to the Office of Career Services and Cooperative Education through the student page:
   www.rit.edu/ReportCo-op

3) Additional permission to participate in curricular practical training must be granted by an ISS advisor prior to the employment start date. Students must:
   Submit the Online CPT Request Form along with a copy of their job offer letter and a screen shot of their registration in SIS. The registration must be for the term(s) in which you are requesting Curricular Practical Training.

When this information is received an ISS advisor will create a new SEVIS I-20 with CPT Authorization on it. You will receive an email when the new I-20 is available to be picked up in International Student Services.

Your Internship/Co-op Salary And Income Tax Information

Your employer determines your compensation level. Salary rates are based on a number of variables, including your academic major, year level, prior work experiences and established company policies. There may be some room for negotiation based on circumstances. Check our website for the latest co-op salary data listed by academic program:
   (www.rit.edu/emcs/oce/student/salary).

According to the U.S. Internal Revenue Service (IRS), salaries/wages paid to co-op students are fully subject to applicable federal and state income taxes.

1099s and W-2s: Breaking Down the Difference

Simply put, 1099s and W-2s are two separate tax forms for two different types of workers. If you’re an independent contractor, you get a 1099 form. If you’re an employee, you receive a W-2.

As a W-2 employee, payroll taxes are automatically deducted from your paycheck and then paid to the government through your employer. If you’re a contractor, you are responsible for calculating your own payroll taxes and then submitting the sum to the government on a quarterly basis. Source: https://www.learnvest.com/knowledge-center/the-difference-between-a-1099-and-a-w-2/.

Your Internship/Co-op Evaluation – Receiving Credit

Our website gives you instructions for updating your supervisor’s name and email address if needed:
   http://www.rit.edu/emcs/oce/student/notification-registration

To receive a “Satisfactory” (“S”) grade for co-op on your transcript, the following evaluation documents must be completed and returned to the Office of Career Services and Cooperative Education:

1. Employer Evaluation of your performance. A link to a customized evaluation form is emailed to your employer by the Co-op office during the midpoint of each term you are on your internship/co-op.

2. Student Co-op Work Report. This report is available to you via our Student web page during the midpoint of each term you are on co-op.

It is strongly recommended that students converse with their individual departments regarding any additional requirements (ie: student evaluation, reactionary paper) to avoid any potential issues with receiving appropriate co-op credit. For a record of your co-op history, submitted evaluations and work reports (if applicable), login through the “View Your Co-op Evaluations” link on the student page of our site.

How Financial Aid Works While You Are On Co-op

RIT does not charge tuition for enrollment in cooperative education. With the exception of the federal Pell Grant, most forms of financial aid are not awarded for semesters of co-op employment. Financial aid includes federal and private alternative loans as well as grants and scholarships. If you have concerns pertaining to your living expenses during your co-op term, please contact your Financial Aid Counselor to discuss some various strategies as to how to cover these costs.
If you are a Pell grant recipient, the grant will credit to your student account after the drop/add period for the term. You must register your co-op on the Registrar’s system and report your co-op on our website.

Your co-op earnings will not negatively impact your eligibility for federal student aid in the subsequent year. You are asked on the Free Application for Federal Student Aid (FAFSA) to report earnings from a co-op. The reported co-op earnings will automatically be excluded from your adjusted gross income when calculating your expected family contribution (EFC). If you have any questions regarding your co-op earnings and financial aid, please contact your Financial Aid Counselor at ritaid@rit.edu.

**Work Abroad**

If you are working outside of the United States and are not returning to your home country, you are required to meet with Maria Richart to make sure you sign all the correct paperwork before leaving the US. Meeting can be arranged by calling 475-2301 or email maria.richart@rit.edu

**Housing While On Co-op And When You Return To Campus**

Students who intern/co-op in Rochester may stay in RIT housing. Students who intern/co-op out of town are typically responsible for finding their own housing near the employer’s location. Some companies provide housing assistance in the form of subsidies or housing allowances, or space in locations they own or rent for this purpose. Most employers will at least provide a list of apartments or housing options to assist students.

Students who return from an internship/co-op are guaranteed on-campus housing, *if they were in RIT housing prior to leaving for their internship/co-op*, however, preferences are not guaranteed. RIT Housing Operations communicates with students via email and provides information on how to apply for housing when you return to campus here at finweb.rit.edu/housing/.

**Concerns On An Internship/Co-op**

Dealing with stressful and uncomfortable situations can be part of the workplace learning experience. As with every other aspect of experiential learning, the Institute and your Career Services Coordinator are here to support and guide you as necessary. If you encounter a concern, we encourage you to contact your Career Services Coordinator so we may offer advice or assistance in resolving the matter. It is important to address issues as they arise, rather than postpone such a discussion or ignore the problem. Examples of workplace issues that we can assist with range from coaching you on how to talk with supervisors regarding your work related concerns, how to address conflicts on your team as well as discrimination and harassment complaints. Stay connected with your Career Services Coordinator. Call or email us if you have any questions or concerns, or just to tell us how things are going! Remember to make the most of this opportunity to not only gain valuable work experience but also to make connections that will help you develop your career.

**Appointments and Office Hours**

**Personalized Advisement**

Call 475-2301 to make an appointment with your career services coordinator who will assist you on a one-on-one basis with any aspect of your job search and related activities.

**Office Hours**

Monday-Friday: 8:00am – 4:30pm

**Office Drop-In Hours**

Mondays, Tuesdays, and Thursdays 9:30am - 11:30am & 1:30pm - 3:30pm; Wednesdays and Fridays 9:30am – 11:30am. These are times set aside where one of our Career Services Coordinators is on duty to answer any quick questions you may have. Check in at the Office of Career Services and Cooperative Education reception desk.

**Office of Career Services and Cooperative Education**

RIT. Bausch & Lomb Center. 57 Lomb Memorial Drive. Rochester NY 14623-5603

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