

Employer Information Cooperative Work Experience

Creating workforce solutions for business and community

What is Cooperative Work Experience at Clackamas Community College?

Cooperative Work Experience (CWE) integrates a student's academic and career interests with productive work experience. Students can earn college credit while working full-time or part-time in positions related to their academic programs. The students, the employer, and the college staff all benefit from this cooperative educational experience.

How does CWE work at CCC?

- Instructors develop relationships with businesses/ organizations to determine needs.
- Students secure or are placed in a job related to their major area of study.
- The student, employer, and CWE instructors meet to set learning objectives designed to strengthen job performance and to determine the number of hours the student will work.
- Students receive college credit and attend a seminar to enhance their employment skills.
- Progress is monitored by the CWE instructor and the worksite supervisor. A final evaluation is conducted at the end of the work experience.

Compensation

Employers are encouraged to pay CWE students for their work. The rate of pay should match the duties and responsibilities of the position. At times an unpaid CWE experience can be arranged in selected programs.

What are the Employer/Supervisor's Responsibilities in the CWE Program?

- Provide a challenging position which will enable the student to use the skills, aptitudes and knowledge that have been gained in an academic setting.
- Interview the student and, if the student is accepted, set up a work schedule for the term.
- Work with the instructor and the student to develop attainable learning objectives. Sign the Agreement Form.
- Orient the student regarding company organization, policy, products, expectations, and work procedures.
- Supervise the student on an ongoing basis in relation to the tasks outlined in the learning objectives and provide feedback to the student.
- Evaluate student performance by meeting with the CWE instructor at least once during the term at the training site.
- Notify the CWE instructor if questions or concerns arise regarding student progress or attendance.
- Fill out the final evaluation.
- Participate in a CWE program survey.

Hiring CWE students makes good business sense!



"Everyone benefits! The employer, the student, and the college staff combine to develop an educated and well-trained workforce."

Benefits for the Employer:

- Access to qualified and skilled workers.
- Increased cost effectiveness of recruiting new workers by using on-the job performance as an evaluation.
- An excellent source of year-round temporary personnel.
- Student employees are not eligible for unemployment benefits.
- Enhances company relations with the college staff, students, and the community at large.
- Improved connection to the college can ensure a curriculum reflecting industry standards.
- Enables the employer to benefit from the resources of the college.

For more information about Cooperative Work Experience at CCC, call the CWE Office at 503-594-3511 or visit our website at www.clackamas.edu/CWE

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