Co-op and Internship Programs

RIDER UNIVERSITY
College of Business Administration
Co-op

What is a Co-op?

- A credit-bearing work experience that provides undergraduate students with a chance to apply what they have learned in class to a “real life” setting.
- A full-time, paid position:
  - Approximately 35 hours/week
  - Duration of 4-6 months
  - Typically completed during a normal Spring/Fall semester
What are the Benefits of a Co-op?

- Students can earn up to 9 credits
  - 6 credits: for work experience
  - 3 credits: Executive Coaching course offered only to co-op students. This course is required for Accounting co-op students and highly recommended for others.
- Students can maintain full-time student status by taking an additional one or two courses during the same semester.
- Students are able to stay on track for their expected graduation date.
- Students will have access to valuable networking opportunities in the business world, which will increase their chances for future employment.
- Students will gain additional technical and social skills.

What are the Co-op Requirements?

- Must have a minimum of a 3.0 GPA
- Must have completed at least 60 credits
- Must complete an academic component with a faculty supervisor

Participating Companies Include:

- Johnson & Johnson
- American International Group, Inc.
- Church & Dwight Co., Inc.
- WithumSmith+Brown, PC
- Tyco International Ltd.
- The Mercadien Group
- Deloitte
- Bristol-Meyers Squibb
- EisnerAmper LLP
- PricewaterhouseCoopers LLP
- Estée Lauder
- Becton, Dickinson and Co.
Internships

There are two types of internships:

• For-Credit Internships
  – Provide students with “real world” experience while gaining credit hours toward their respective degree. Some research projects may be required as part of the academic coursework. For-Credit internships must be pre-approved by a departmental faculty supervisor and the Dean’s Office.

• Not-For-Credit Internships
  – Help students acquire a sense of being a part of the business workforce. If a student’s major does not require an internship or they are not in need of academic credit, Not-For-Credit internships are a great way to obtain skill-building experience.

Paid or Non-paid Internships:

• Most of our internships are paid internships.
• Both undergraduate and graduate students may do internships.
• Non-profit organizations/government agencies are able to offer non-paid internships to help students gain work experience.
• For-profit organizations must adhere to Federal Guidelines when offering non-paid internships.

The following six criteria must be applied when making this determination:

1. The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
2. The internship experience is for the benefit of the intern;
3. The intern does not displace regular employees, but works under close supervision of existing staff;
4. The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
5. The intern is not necessarily entitled to a job at the conclusion of the internship; and
6. The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.
Participating Companies Include:

- Sun National Bank
- Merrill Lynch
- KPMG LLP
- Vanguard
- L’Oréal
- Ernst & Young
- Pfizer Inc.
- Mercer Wealth Management
- Hyatt Place
- Trane
- NJ Department of Human Services
- Robert Wood Johnson Foundation

How do employers post a Co-op or Internship Position?

- E-mail a brief job description with contact information to careers@rider.edu, or go to the Rider Career Service’s webpage, www.rider.edu/careerservices, and post your position on the Broncs Career Link website.
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