

Co-op Wage and Benefits Survey

December 2012

Average hourly wage and range paid by Kettering University Co-op Employer Partners

	Engineering		Business		Computer Science		Applied Science	
	Average Wage	Wage Range	Average Wage	Wage Range	Average Wage	Wage Range	Average Wage	Wage Range
Freshmen								
All Organizations	\$13.59	\$ 9.50 - \$20.50	\$13.02	\$ 9.50 - \$16.50	\$13.78	\$ 9.50 - \$20.50	\$12.94	\$ 9.50 - \$14.50
0-300 Employees	\$13.33	\$ 9.50 - \$20.50	\$13.20	\$ 9.50 - \$15.50	\$13.50	\$ 9.50 - \$20.50	\$12.94	\$ 9.50 - \$14.50
301-1000 Employees	\$13.75	\$11.50 - \$16.50	\$13.00	\$ 9.50 - \$16.50	\$13.59	\$11.50 - \$16.50	\$13.09	\$11.50 - \$16.50
Over 1000 Employees	\$14.13	\$11.50 - \$16.50	\$12.68	\$ 9.50 - \$15.50	\$14.35	\$11.50 - \$16.50	\$13.74	\$11.50 - \$15.50
Sophomore								
All Organizations	\$14.74	\$11.50 - \$20.50	\$14.10	\$11.50 - \$17.50	\$15.11	\$12.50 - \$20.50	\$14.40	\$ 9.50 - \$17.50
0-300 Employees	\$14.35	\$ 11.50 - \$20.50	\$13.97	\$11.50 - \$16.50	\$14.63	\$12.50 - \$20.50	\$13.81	\$ 9.50 - \$15.50
301-1000 Employees	\$14.81	\$12.50 - \$17.50	\$14.17	\$12.50 - \$17.50	\$14.64	\$12.50 - \$17.50	\$14.13	\$12.50 - \$17.50
Over 1000 Employees	\$15.53	\$12.50 - \$20.50	\$14.03	\$11.50 - \$16.50	\$15.98	\$12.50 - \$20.50	\$15.21	\$12.50 - \$17.50
Junior								
All Organizations	\$15.94	\$11.50 - \$20.50	\$15.40	\$11.50 - \$18.50	\$16.27	\$12.50 - \$23.00	\$15.70	\$ 9.50 - \$20.50
0-300 Employees	\$15.50	\$11.50 - \$20.50	\$15.00	\$11.50 - \$17.50	\$15.68	\$12.50 - \$20.50	\$14.97	\$ 9.50 - \$17.50
301-1000 Employees	\$16.12	\$13.50 - \$18.50	\$15.40	\$13.50 - \$18.50	\$15.82	\$13.50 - \$18.50	\$15.38	\$13.50 - \$18.50
Over 1000 Employees	\$16.85	\$12.50 - \$20.50	\$15.67	\$11.50 - \$18.50	\$17.43	\$14.50 - \$23.00	\$16.81	\$14.50 - \$20.50
Senior 1 & 2								
All Organizations	\$17.24	\$12.50 - \$27.00+	\$16.84	\$12.50 - \$25.00	\$17.90	\$11.50 - \$25.00	\$16.50	\$ 9.50 - \$25.00
0-300 Employees	\$16.64	\$12.50 - \$25.00	\$16.78	\$12.50 - \$25.00	\$17.05	\$11.50 - \$23.00	\$16.50	\$ 9.50 - \$20.50
301-1000 Employees	\$17.32	\$14.50 - \$20.50	\$16.60	\$13.50 - \$20.50	\$17.05	\$13.50 - \$20.50	\$16.30	\$13.50 - \$20.50
Over 1000 Employees	\$18.69	\$12.50 - \$27.50	\$17.05	\$12.50 - \$20.50	\$19.74	\$14.50 - \$27.50	\$19.19	\$14.50 - \$27.50
Senior 3 (Thesis)								
All Organizations	\$18.05	\$12.50 - \$27.00+	\$17.47	\$12.50 - \$25.00	\$17.99	\$13.50 - \$23.00	\$17.61	\$ 9.50 - \$23.00
0-300 Employees	\$17.91	\$12.50 - \$27.50	\$17.45	\$12.50 - \$25.00	\$17.52	\$13.50 - \$23.00	\$17.15	\$ 9.50 - \$23.00
301-1000 Employees	\$18.16	\$14.50 - \$23.00	\$17.32	\$14.50 - \$23.00	\$17.79	\$14.50 - \$23.00	\$16.97	\$14.50 - \$20.50
Over 1000 Employees	\$18.47	\$12.50 - \$23.00	\$17.80	\$12.50 - \$20.50	\$19.35	\$16.50 - \$23.00	\$19.56	\$16.50 - \$23.00

(Benefits survey on back)

Co-op Wage and Benefits Survey (*continued*)

December 2012

This report captures the results of Kettering University's Undergraduate Co-op Wage and Benefits Survey. The data reflects feedback from approximately 54% of our Kettering co-op employer partners.

Kettering University believes an incremental approach to student compensation recognizes co-op students as developing members of our employer partner's organization. Challenging, constructive work assignments, coupled with an appropriate compensation package, will provide a positive work experience and return dividends to employers and co-op students. Kettering strongly believes co-op students working with our employer partners should be viewed as investments into the future of their organizations.

Responses by Employer Size

0-300 Employees:	126
301-1000 Employees:	52
Over 1000 Employees:	32
Total:	210

Co-op Wage Supplements	Percentage of Responses
Housing Assistance / Living Expenses	67%
Travel Allowance	31%
Tuition Assistance	45%
Performance Bonus (<i>Academic / Work</i>)	14%

Student Benefits	Percentage of Responses
Paid Overtime	74%
Paid Holidays	63%
Paid Vacation	20%
Paid Sick / Personal Days	16%
Health Insurance	16%
Other Insurance Benefits (<i>Accident, Disability, Prescription, Vision, etc</i>)	26%
Retirement Program	21%
Stock / Profit Sharing	5%
Product Discounts	18%

Please contact the Cooperative & Experiential Education Department if you have any questions or recommendations regarding this salary survey.