

This agreement is the basis for developing a mutual understanding and respective responsibilities between the Employer and the University of South Carolina (USC) Career Center in the implementation of the Experiential Education Program selected below. All fields of study are covered in this agreement.

☐ **Carolina Internship Program (CIP)** ☐ **Cooperative Education Program (Co-op)**

A. EMPLOYER ELIGIBILITY

1. If listed in the Better Business Bureau, employer must have a rating of C or better
2. Positions may not include third party employment or home-based businesses
3. Internship/Co-op positions must be paid at least state minimum wage; Approved Non-profit and Government Organizations may waive this requirement
4. Employers must not require students to pay fees
5. Internship/Co-op positions may be conducted on-site, hybrid or virtual

B. SELECTION

Employers will evaluate applicants and select students who:

1. Meet the qualification standards of the internship/co-op position as advertised; and,
2. Meet the student eligibility requirements as outlined in the Experiential Education Student Agreement.

C. WORK SCHEDULE

1. Schedule may be either full-time (40 hours per week) or part-time (20 hours per week).
2. Suggested start and end dates are outlined according to the academic calendar.

Carolina Internship Program (CIP)

Part-time: A student must complete 240 hours/semester

Full-time: A student must complete 480 hours/semester

Cooperative Education Program (Co-op)

Parallel: Students work part-time (20 hrs./week) while attending school full-time for 3 consecutive semesters.

Alternating: Students work a minimum of 2 semesters full-time (40 hrs./wk.) while alternating semesters of attending school/Co-op

D. PAY AND BENEFITS INFORMATION

1. Students must be paid by the employer in accordance with the Federal Labor Standards Act (FLSA) and established work schedule. This requirement may be waived by approved Non-profit or Government organizations.
2. Benefits for student intern/co-op are at the discretion of the employer.

E. RESPONSIBILITIES:

1. The University of South Carolina Career Center agrees to:
 - (a) Promote all CIP/Co-op opportunities to students
 - (b) Facilitate candidate applications in accordance with EEOC standards and the Principles for Ethical Professional Practice of the National Association of Colleges and Employers (NACE). Guidelines available at <https://naceweb.org/career-development/organizational-structure/principles-for-ethical-professional-practice/>
 - (c) Facilitate pre-experience training to better prepare students for their experience
 - (d) Monitor students' eligibility
 - (e) Initiate a virtual consultation with CIP/Co-op employer and CIP/Co-op student
2. The Employer agrees to:
 - (a) Certify (by signature below) that you are an equal opportunity employer who in recruiting, hiring, compensation, promotion, placement, training, transfer, leave of absence, layoff and termination does not, to the extent required by law, discriminate on the basis of race, color, religion, sex, age, disability or national origin;
 - (b) Certify (by signature below) that you are an equal opportunity employer complying with Title VII of the Civil Rights Act of 1964 and other Federal Laws, ordinances, and presidential Executive Orders.
 - (c) Post CIP/Co-op opportunities through the University of South Carolina Career Center (online system called Handshake)
 - (d) Abide by the federal minimum wage as indicated under the [Fair Labor Standards Act](#)



- (e) Review CIP/Co-op applicants and select candidate(s) of choice
- (f) Prompt the student to report their hire in Handshake (required for student enrollment)
- (g) Allow the release of this information by the USC Career Center and [the University Department of Marketing and Communications](#) - information may be used in a variety of mediums including, but not limited to, broadcast, print, Internet (Initial here to opt out: _____)
- (h) Provide students with meaningful work assignments with gradually increasing responsibility related to their majors or career goals
- (i) Place interns/co-ops under proper supervision, provide onboarding, train for the work environment and the conditions of employment
- (j) Administer appropriate personnel actions related to the employment of the students
- (k) Maintain personnel records
- (l) Participate in a mid-semester virtual consultation with CIP/Co-op student and Career Center staff member
- (m) Conduct a post-internship/co-op performance review of intern/co-op, online performance reviews will be provided by the USC Career Center
- (n) Notify the Career Center in writing of staffing changes that affect the administration and/or supervision of the student intern/co-op

F. LIABILITY

Company _____ agrees to indemnify and hold harmless the University of South Carolina, its representatives, officers, and employees from any and all liabilities, claims, obligations, judgments, suits, costs, damages, expenses, attorneys' fees, incurred or paid, arising out of, or on account of any property damage or destruction, personal injury or death or any other damages of whatsoever nature and kind, arising from or on account of this internship/co-op.

G. GOVERNING LAW AND VENUE

This agreement shall be governed by the laws of the State of South Carolina and enforceable only in the courts of competent jurisdiction located in Richland County, South Carolina. Nothing in this agreement should be construed as creating a partnership or joint venture between the parties.

Please provide two contacts for your organization. Contacts listed below will serve as the main contact for communication between the Career Center and your organization. The signatures below indicate agreement to the terms and conditions identified in this agreement.

For employer (authorizing party):

For employer (direct supervisor or internship/co-op coordinator)

Signature

Signature

Name

Name

Company

Company

Title

Title

Email

Email

Date

Date

Please sign and email a copy of this document to:

Alan Buck, Manager of Employer Development and Experiential Education, alan.buck@sc.edu
and [Stephon Porter](#), Manager, High Impact Practices an Experiential Education Initiatives, stephonp@mailbox.sc.edu

For the University of South
Carolina: