Questions about compensation and internships

Information for employers (more at uvic.ca/employers)

Our approach

The University of Victoria facilitates experiential learning opportunities that typically provide students with some type of compensation; UVic’s Co-operative Education Program helps students find paid work experience that relates to their academic studies (mandatory or optional, depending on the academic program), while UVic’s practica and internships are part of formal academic programs and include academic credit.

UVic also encourages students to gain work experience through service learning opportunities, co-curricular opportunities and volunteer opportunities with community organizations and other groups.

Co-op as an economic hiring option

If your budget is limited, co-operative education may be an affordable way to hire a student employee. You can hire qualified students on a short-term basis and may be eligible to apply for funding. This will likely enable you to extend insurance and other coverage to the student, which may be more difficult when hiring an unpaid intern.

Providing a co-op salary

Co-op work terms are paid work experience, so you will be responsible for the student’s salary during their work term at your organization. You’ll set your student employee’s salary based on the student’s skills, your organization’s resources and industry standards. Co-op salaries may vary according to many factors, including the student’s previous work experience, year of study and assigned responsibilities.

Please see uvic.ca/employers/salary for recent salaries by program area.

Students usually expect to pay for their own housing and relocation, but you may choose to make your job postings more competitive by offering incentives, like providing subsidized housing or paying travel costs after the work term.

Resources around employment standards and compensation

UVic Co-op and Career employers must adhere to our employer code of ethics and comply with provincial and federal legislation. Employers must follow the ethical guidelines regarding employment standards and terms of compensation. If you’re considering hiring an intern, please refer to uvic.ca/employers for information about employment standards and terms of compensation.