CO-OPERATIVE EDUCATION

STUDENT HANDBOOK



Partnering with industry to produce work-ready leaders

Revised July 2023

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WHAT IS CO-OPERATIVE EDUCATION

The concept Co-operative Education (Co-op Ed) was adopted by the University of Technology, Jamaica (UTech, Ja.) in 2002. It provides for students a structured approach to integrating classroom learning with *relevant* on-the job work experience which are *related* to their course of study and career goals. Co-op Ed embraces all work-integrated learning programmes across UTech, Ja.

Our Mission

UTech, Ja.is committed to Co-op Ed as it sees it as a means of:

- Providing you with high quality work-integrated-learning opportunities that will equip you with global employability skill-sets.
- Enabling you to engage in employment attachments that will allow you to develop realistic expectations, and high levels of professionalism and ethics among other things.
- Providing industry with student employees who are equipped with the necessary skills and competencies that will enhance their business' position in a globally competitive environment.

Employers see the University's work readiness programmes as invaluable to the UTech, Ja. brand. Employers rate UTech, Ja. graduates as the most preferred candidates for employment.

Eligibility

Co-op Ed modules are normally offered to students who are in their 2nd, 3rd or 4th year of study. However, there are some courses of study that may require students to complete this module at the end of their first year.

Modality

Whereas the Co-op Ed module is a mandatory component of most courses of study, and a School elective in others, students may engage as a voluntary experience. Student engagement may be virtual, physical or blended (combination of virtual and physical). School Coordinators must be consulted with respect to the approved type of engagement for that School.

Modules

The following modules fall under the Co-op Ed programme.

- Internship School of Hospitality & Tourism Management; Faculty of Law School of Computing & Information Technology; School of Building & Land Management
- Practicum School of Building & Land Management; School of Humanities & Social Sciences
- Professional Practice School of Building & Land Management
- Summer Work Experience/ Externship School of Natural & Applied Sciences
- Industrial Attachment School of Technical & Vocational Education
- Industrial Work Experience School of Engineering
- Work Experience School of Technical & Vocational Education
- Co-operative Education School of Business Administration
- Small Business Management Joan Duncan School of Entrepreneurship, Ethics, & Leadership
- Practicum and Mentorship Caribbean School of Sport Sciences

Industry engagement lasts between 100-1200 hours

BENEFITS, PLACEMENT AND COMPENSATION

Benefits

As a student, engaging in a Co-op Ed programme:

- improves your marketability
- facilitates a better understanding of career choices and goals
- improves academic motivation
- provides opportunities for professional networking
- enhances soft skills
- increases your understanding of workplace culture
- advances your overall maturity

Placement

Students may initiate their own placement, apply for advertised positions, or be randomly assigned to Co-op Ed employers by their School's coordinator. Placement is facilitated throughout the entire year.

Compensation

Students may or may not receive compensation from employer. The student, at the time of recruitment or engagement, is made aware of the employer's position on the matter.

OPERATIONAL POLICIES

Conduct

While on placement students must comply with the host institution's rules. Students who breach the trust of the University (e.g. unethical behaviour/gross misconduct) will be sanctioned. (Refer to Student Handbook: Regulation V, Ordinance 1999/14).

Supervision

- Students should inform their School coordinator of all absences exceeding two days.
- If absence exceeds three (3) consecutive days, a doctor's certificate will be required.
- Students should inform their School coordinator and site supervisors, in writing, if they are called upon for national duty, to represent the University or the country. Supporting documentation must be attached.
- Students must be assigned a work place supervisor for purposes of evaluation and mentorship.
- All work-related concerns must be reported in the first instance to the supervisor. Concerns must also be communicated to your School's Coordinator.
- A UTech, Ja. representative may visit while on placement. Technical assistance is available to students while on assignment.

OPERATIONAL POLICIES

Withdrawal

• Students must remain with their assigned Co-op Ed employer for the duration of placement. However, a student may withdraw from a Co-op Ed placement with the permission the School's Co-op Ed coordinator or University's coordinator. The student must communicate this in writing, stating reasons.

Health and Indemnity

- Students are offered coverage under the University's Sagicor Personal Accident Plan and Student Health Insurance.
- Coverage remains in effect during the placement period.
- Students who require long term hospitalization <u>or</u> will be placed oversees will need to acquire additional private insurance.

OPERATIONAL POLICIES

Exemptions

An exemption may be granted to students who have:

- Successfully completed the same or a similar module within five years at UTech, Ja. or at another institution.
- Acquired related work experience in an industry for a period of time, as specified by the respective School.

Documents required: syllabus, transcript, company letter, JD, affidavit.

- Students may apply for exemption on the approved University Forms.
- Prior to applying for exemption, students are encouraged to discuss this with their School Coordinator to determine whether they qualify.

STUDENT DOCUMENTS

<u>For all students (whether placed by the School or Self Placement)</u>

1. Co-op Ed Student Consent Form – This must be completed by all students going

out on Co-op Ed assignment prior to engagement (as shown below).

Water P	UNIVERSITY OF TECHNOLOGY, JAMAICA co-operative education student placement consent form
This fo	orm is to be completed by either of the sets of persons listed below:
a. Al	l students who are over 18 years old prior to Co-operative Education (Co-op Ed) placement.
b. <u>А</u>	parent or legal guardian of a student who is under 18 years old at the time of Co-op Ed placement.
The co	mpleted form is to be returned to by Where When
attiliat	
compo Placen	ed with and or approved by the University of Technology, Jamaica (UTech); which may be a mandatory onent of their courses of study. nent duration is generally between 4 and 30 weeks and occurs either during the academic year or summer vs.
compo Placen holiday For mo	onent of their courses of study. nent duration is generally between 4 and 30 weeks and occurs either during the academic year or summer
compo Placen holiday For mo <u>http://</u> a. U	onent of their courses of study. nent duration is generally between 4 and 30 weeks and occurs either during the academic year or summer ys. ore information on Co-op Ed, please visit its webpage at:
compo Placen holiday For mo <u>http://</u> a. U	onent of their courses of study. nent duration is generally between 4 and 30 weeks and occurs either during the academic year or summer ys. ore information on Co-op Ed, please visit its webpage at: <u>//www.utech.edu.jm/services/OCE/index_new.htm</u> /NIVERSITY'S OBLIGATIONS hese include but are not limited to the following: To ensure that Co-op Ed employers are advised and where appropriate, provided with copies of the
compo Placen holiday For mo <u>http://</u> a. U Tl	onent of their courses of study. nent duration is generally between 4 and 30 weeks and occurs either during the academic year or summer ys. ore information on Co-op Ed, please visit its webpage at: <u>//www.utech.edu.jm/services/OCE/index_new.htm</u> INIVERSITY'S OBLIGATIONS hese include but are not limited to the following:
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STUDENT DOCUMENTS CONT'D

2. **Terms of Engagement Form** – The University requires that the host company provides information on student engagement (as seen below)

Office of Teaching and Learning Academic Affairs Division University of Technology, Jamaica 237 Old Hope Road Kingston 6 Dear Mrs. Gordon-Brydson: <u>RE: Terms of Engagement for UTech, Ja.'s Co-operative Education (Co-op Ed) student</u> The following represents the Terms of Engagement for the named Co-op Ed student assigned to our
University's Co-operative Education Co-ordinator Co-operative Education Unit Office of Teaching and Learning Academic Affairs Division University of Technology, Jamaica 237 Old Hope Road Kingston 6 Dear Mrs. Gordon-Brydson: RE: Terms of Engagement for UTech, Ja.'s Co-operative Education (Co-op Ed) student The following represents the Terms of Engagement for the named Co-op Ed student assigned to our
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The following represents the Terms of Engagement for the named Co-op Ed student assigned to our
company. Furthermore, the Company recognizes its duty of care to the assigned student and in light of
the COVID-19 pandemic, it assents to the full adherence to the Ministry of Health and Wellness' workplace protocols.
NAME OF CO-OP ED STUDENT:
COURSE/PROGRAMME OF STUDY:
TYPE OF PLACEMENT:
(State whether this is physical, virtual or a combination of physical and virtual):
DURATION OF ENGAGEMENT (in hours & weeks):
START DATE:
END DATE:
WORKING HOURS:
ASSIGNED DEPARTMENT:
ASSIGNED SUPERVISOR:
NATURE OF WORK:
(Include projects assigned)
STIPEND (per wk / per hr):
OTHER CONSIDERATIONS:
Sincerely yours,
(Dr. Mr. Mrs. Miss)
(Job Title/Position)

Students' Responsibilities

- Co-op Ed Awareness (Orientation) Sessions are arranged within each School at the beginning of each semester. Students are expected to participate in at least <u>one(1)</u> of these sessions prior to placement. Additionally, students who are expected attend one (1) university-wide Co-operative Education Awareness and Professional Development Session. This is normally held on the last Thursday in September each year.
- Students should seek to attend at least <u>four (4)</u> of the six Employment Empowerment Sessions (EES) arranged in collaboration with the Career and Placement Unit. These sessions are hosted in semesters 1 and 2 of each academic year. Alternatively, students may be asked to attend the Professional Development Seminars (PDS) arranged by their respective school. The schedules for both the EES and the PDS are circulated by the School Coordinators via email, the Student Portal and the official notice boards.
- Students must submit electronically, their résumés at the time stipulated by their School Coordinator or when prompted by the Co-op Ed Unit. There are several résumé styles or formats that can be found on the internet. These are acceptable once they are properly formatted, error free and provide the information that is required for decision making. The Co-operative Education Unit also provides a basic résumé template for students who need assistance in creating their résumés. See template below.

NB: Co-op Ed employers may request the résumés of students. This will help them to determine which students they will take. It is therefore your responsibility to adequately market your skills by means of a well-prepared résumé. The Career and Placement Unit offers assistance in résumé preparation.

Sample Résumé Template

this simple and maintain a professional look. This should not be <u>distracting</u>	Water District, River's Bay P.A, Jamaica (876)454-30, Email: johnbrown 00@yahoo.com	ç
CAREER SUMMARY	Detail-oriented, excellent communicator and team player who has a sound understanding of basic and intermediate accounting principles; Capable of handling account payable, account receivable, maintaining	Ç
SPECIAL SKILLS	general ledgers; and maintaining confidentiality of the information. Proficiency in using Microsoft Office Customer service skills Knowledge of Peachtree Accounting Software Fluent in Japanese	Ç
EDUCATION AND QUALIFICATION:	University of Technology, Jamaica Sept.2007-May2009 Bachelor's Degree in Business Administration	Ģ
iducation/Qualification/Experience ire always placed in reversed hronological order <u>(most</u> recent	 Accounting major, International Business minor Core Modules successfully kompleted include; Jamaican Taxation External Auditing 	P
irst). Is a <u>University</u> student, after 1 st year, iou no longer need to include your high School CXC passes. You may nclude certifications gained in H5 such Is <u>Associate</u> degree etc.	Eurrent GPA 3.33 Brown's Town Community College Pre-UTech Sept 2004 - May 2006 Associate Degree (Hons.) Tourism, Hospitality and Entertainment Management	Ç
	York Castle High, Jamaica Sept.1999 - July 2004 Customer Service Engagement Operations Level 2 (CAP) Associate of Arts Degree (in <u>Accounting</u> Eight CXC passes; Two CAPE Level 1	Ģ
RELEVANT WORK EXPERIENCE	Hilton Hotel, Two Poydras Street, New Orleans, La. May-June 2008 Position: Parking cashier (Supervisor)	Ģ
	Supervised five Parking <u>attendants</u> Resolved customer service related <u>issues</u> Prepared bank deposits slips. Collected parking fees and acknowledge parking <u>credentials</u>	Ģ
	St. Ann Partners Limited, Discovery Bay, St. Ann Aug. 2007 Position: Accounting Assistant Entered payroll information into computer programme, Filed and organized data Monitored inventory	

0 ... Igordon-brydson Your name must stand out. Create email addresses using your name. Reply 0 ... lgordon-brydson Career Summary is a power packed introductory paragraph which highlights your most soughtafter skills, abilities, accomplishments, and personal attributes . Reply 0 ... lgordon-brydson Skills must be bulleted. Skills that are not mentioned in the Career summary are placed here. The skills included must be related to the job you are applying for. Reply 0 ... lgordon-brydson The "Jamaica" is important as this identifies your institution. There are a number of "University of Technology'. Note your education and qualification begins at all times with your most Reply 0 ... lgordon-brydson Please do not list all your modules; only a few of those that will give the employer insight into your knowledge base/competence with respect to the position being applied for. This is espec Reply 0 ... lgordon-brydson To be included only when requested or if you have an exceptionally high GPA Reply 0 ... Igordon-brydson Include only if you are first year r...

AWARDS OR		
RECOGNITION:	Pan Caribbean Financial Services Scholarship	2007 and 2008
	School of Business Administration Dean's List	2008
PROFESSIONAL		
AFFILIATION:	Jamaica Employment Federation (JEF) Youth Arm	2005-Presen
	Human Resource Management Association of Jamaica	
	Youth Arm	2006-Presen
CO-CURRICULAR		
ACTIVITES:	Secretary/ Treasurer, Hall B, UTech, Halls of Residence	2007-2008
	Director, Health and Safety, UTech Students' Union Council	2007-2008
	Director, UTech Circle K Club	2007-2009
	Volunteer, Mustard Seed	2007-2009

REFERENCES:

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Rev. Carter Samuel	Mrs. Katherine Ying Parkes
Pastor, Bible Way Church	Human Resources Manager
23 Lily Way	ABC Company
Kingston 6	5 Swade Drive
277-4555(Home)	Kingston 6
554-5767 (Mobile)	876-977-2444
-	Kying-parkes@abd.jm
•	Kying-parkes@abd.jm

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0 ... Igordon-brydson Indicate leadership roles in Clubs and societies, preferably at the tertiary level as well as voluntary positions. Reply 0 ... Igordon-brydson Generally, references are no longer included. However if required, be sure to insert their position and place of employment. Note the most suitable references would be Reply

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- Students may seek their own placements; however, this must be done in consultation with their School coordinators. All placements must be registered with the School prior the start date. Failure to comply with this directive may result in the student's Co-operative Education experience not being honoured in full or in part. In this case, the student may be required to re-do a part of or the entire experience.
- Students should arrange to secure valid permits (Food Handlers, Police Record) as required by the industry/government if they are going in sensitive and specialized areas for their Co-op Ed experience.
- Students must prepare mentally and physically for their impending Co-op Ed experience.

Student must have in hand an Employer's package prepared by the School. This is to be presented the first day on the job. Standard Employer's Package includes:

- cover letter to employer
- Employers' Evaluation Form
- Attendance Register for Student
- Employer Guide
- Employer Brochure and Indemnity Letter (if ready at the time of student placement)

Areas for Special Attention

Female

- Work attire
 - Choose clothing that conforms to the Co-op Ed employer's dress code. Some Schools (courses of study) have designated uniforms for their students which may be worn while on the Co-op Ed experience.



Dress for success

- Do not wear torn, frayed, soiled or worn out clothing.
- Wear clothing that fits. Do not wear clothes that are tight or revealing in any way, or too big.
- Skirt length should be no more than an inch above your knees. Skirts that ride halfway up the thigh are inappropriate for work.
- Do not over-accessorise.
- Ensure that your shoes are clean and kept in good condition.
- Absolutely no slippers are permitted for work.
- Make-up should be workplace appropriate.
- Nails should be short and polished with a neutral colour.
- Jewellery should be appropriate.
- No more than two pairs of earrings (one being a pair of knobs) should be worn. These should be worn in the lower section of your earlobe.
- The wearing of tongue and nose rings is not permitted while on placement.
- Hair should be well groomed and depict a professional image. If coloured or streaked, the colour should be subtle; neon, bright or rainbow colours should <u>NOT</u> be worn.
- No nail polish or jewellery is allowed when assigned to food production are and labs.





Male

- > Work attire
 - Your work attire must depict a professional image. Tailored pants and tailored shirt are considered to be professional business attire. These must be worn at all times, unless otherwise stated by the employer.



Dress for success

- Pants and shirts worn to work must not be snug.
- Your shirts, except those designed to be worn un-tucked, are to be tucked into your pants at all times. A solid black or brown belt should be worn.
- Tailored shoes and pair of socks must be worn at all times, except in cases where the company dictates otherwise.



Locks should be

kept neat

➤ Grooming

- Hair must be well groomed (cut regularly). Special attention must also be given to your facial hair.
- Some organizations permit male employees to wear locks. If you are a male who wears locks, grooming is also priority. Locks must be kept clean and neat.
- Finger nails should be kept short and clean.
- Earrings are not permitted for work.

Whether you are a male or female, you should ensure that you maintain proper body hygiene at all times. In addition, if you have any tattoos or other body piercings, ensure that they are covered as best as possible. Only head covers that are worn for religious purposes are permitted.

Prior to your first day on the job, show up for any scheduled meeting with the employer.



- Go prepared to fill out forms and take along proper identification.
- Complete personnel paperwork, attend an orientation session, tour the facility, and meet

Ask for a copy of the Employee Handbook.



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UTech, Ja.'s Responsibilities



Students participating in an Awareness sessions

Prior to student engagement, the University is expected to:

seek appropriate work environments for its students.

Provide students with general and current information concerning the purpose and operations

- Arrange for students, through Co-op Ed Awareness (Orientation) sessions, proper briefings on their roles and responsibilities as Co-op Ed students.
- make available to students and the host organisations, suitable documentation concerning the relationship among UTech, the host organisation and Co-op Ed students.
- > provide students with the following information (where applicable):
 - Employers' selection criteria for available positions.
 - General overview of job functions to be performed while on placement.
 - Placement duration.
 - Remuneration/benefit package, if applicable.

Employers' Responsibilities

The Co-op Ed employer is expected to:

- Identify a supervisor who will work alongside Co-op Ed students. The responsibilities of this person will include:
 - providing mentorship
 - monitoring students' performance
 - assigning and overseeing project(s) assessing students



- Providing information on the following (if applicable): housing, transportation, meals and or remuneration package— preferably <u>two weeks</u> before students' start date.
- Meeting with students prior to or at the beginning of placement to discuss rules and regulations of the property and students' work schedule.



Students' Responsibilities

During the period of placement, students are expected to:

- Abide by all rules, regulation and policies of the participating company
- Demonstrate some level of flexibility at the placement site



It is the students' prerogative to ensure that all relevant evaluation is signed off by their supervisor(s) and sent to their School Coordinators within a week after placement has ended. Students should try as far as is possible, to copy all evaluation forms in the eventuality that copies sent are lost.

Work Attitude

- Establish early, a good communication system with your supervisor, take notes, listen attentively, and ask questions if you do not understand something.
- Find out from the onset, the locations of the appropriate rest rooms, times and duration of breaks and lunch hours, location of parking areas and use of telephone for personal calls.

Work Attitude cont'd

- Be pleasant, co-operative and courteous at all times and to everyone you encounter. Make an effort to learn the names and positions of the people with whom you work.
- Take the initiative, be enthusiastic, and pitch in whenever possible.
- Accept corrections graciously.
- Take it one day at a time. Be sure to practise proper time management while on the job.



• Maintain the highest ethical standards in dealing with customers and co-workers.



any third party, confidential information about the company, its customers or suppliers

Under no circumstances should you disclose to

- You are expected to be on the job when scheduled. Be present at least 10 to 15 minutes before your assigned starting time.
- Give an honest day's work. Do not be a clock-watcher.

- Ask permission before using any company property or equipment for personal use.
- Avoid office politics and gossip, but be aware of how information is communication.
- Find time even after work hours –to be trained on equipment with which you are unfamiliar. You may then be given additional responsibilities, and certainly you will enhance your résumé if you can demonstrate familiarity with state-of-the-art equipment.



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Co-op Ed student (seated) at work.
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• Stay off social media while during work hours. You may do quick checks during your breaks.



Employers' Responsibilities

During placement, employers are expected to:

- Liaise with the School's Co-op Ed Coordinator concerning students' performance.
- Meet regularly with students to assess general deportment.
- Compensate students in full or in part for "unworked" hours, should the work place not meet the agreed upon arrangement of 40 hours per week.
- Keep a log of student's attendance at work.
- Provide protective gears (where applicable) upon commencement of placement.
- Evaluate the student using the University's evaluation forms.
- Assign a manageable project (where applicable) to the student for assessment.
- Assist the students in ensuring that the evaluation forms reach their School Co-op Ed Coordinator in a timely manner.
- Provide transportation for students if they are required to work late hours or are scheduled for work before the local bus operates.

- Report to the School Co-op Ed Coordinator, any use/abuse of alcohol or illegal drugs by a student during placement.
- Report immediately to the School's Co-op Ed Coordinator, the hospitalization of any student directly from the job.

CONCLUDING REMARKS

- Students are expected to accept Co-op Ed positions with a seriousness of purpose and to perform their work accurately and responsibly.
- An employer may terminate the activities of a Co-op Ed student if he/she performs below standard. In such a case there would have been prior consultation with the student and the Coordinator.
- The Co-op Ed Unit welcomes and encourages all our students to fully utilize the opportunities presented through Co-op Ed to enrich their university education and further enhance their marketability and professional development.



CO-OPERATIVE EDUCATION COORDINATORS

FACULTY OF THE BUILT ENVIRONMENT

School of Building and Land Management

Ms. Crystal-Gail Clue and Mr Seymour Fisher – Quantity Surveying Telephone: (876) 927-1680-8 Ext. 3025/3105; Email: crystalgail.clue@utech.edu.jm; sfisher@utech.edu.jm

Mrs. Cadien Murray Stuart -Real Estate Management and Valuation Telephone: (876) 927-1680-8 Ext.3037/2333; Email: <u>cstuart@utech.edu.jm</u>

Dr. Nadine Freeman-Prince - Urban and Regional Planning Telephone: (876) 927-1680-8 Ext.2338; Email: <u>nfreeman@utech.edu.jm</u>

Mr. Keniel Roberts - Surveying and Geographic Information Science Telephone: (876) 927-1680-8 Ext. 3107; Email: <u>karoberts@utech.edu.jm</u>

Mr. Lebert Langley and Mr. Milton McIntyre - Construction Engineering Telephone: (876) 9271680-8 Ext. 3028; Email: llangley@utech.edu.jm and <u>Milton.mcintyre@utech.edu.jm</u>

General oversight responsibility for the Programme within the Faculty Mr. Stephen Jameson Telephone: (876) 200, 6228: Email:

Telephone: (876) 390-6328; Email: stephen.jameson@utech.edu.jm; <u>skjameson57@gmail.com</u>

Caribbean School of Architecture

Mr. Stephen Jameson Telephone: (876) 390-6328; Email: stephen.jameson@utech.edu.jm; <u>skjameson57@gmail.com</u>

Administrative Support for the Programme - Mr Wycliffe Frater Telephone: (876) 927-1680-8 Ext. 2338; Email: <u>wycliffe.frater@utech.edu.jm</u>

COLLEGE OF BUSINESS AND MANAGEMENT

School of Business Administration

Mrs. Patricia Roberts-Brown (General oversight responsibility for the Programme within the Faculty)

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Administrative Support for the Programme - Ms. Nicole Davis Telephone: (876) 927-1680-8 Ext. 3390; Email: <u>nicole.davis@utech.edu.jm</u>

School of Hospitality and Tourism Management

Mrs. Marcia Fraser- Cummings

Telephone: (876) 927-1680 Ext. 3147; Email: mcummings@utech.edu.jm; internshipshtm@gmail.com

Joan Duncan School of Entrepreneurship, Ethics & Leadership

Mrs. Erica Donaldson Telephone: (876) 927-1680 Ext.2546; Email: <u>Erica.Wynter@utech.edu.jm</u>

FACULTY OF ENGINEERING AND COMPUTING

School of Engineering

Mrs. Arlene McKenzie Crawley - Industrial Engineering & Mechanical Engineering (Additional oversight responsibility for the Programme within the School)

Telephone: (876) 927-1680-8; Ext: 2155; Email: arlene.mckenzie@utech.edu.jm

Dr. Lisa Bramwell - Chemical Engineering

Telephone: (876) 927-1680-8 Ext. 3263; Email: lisa.bramwell@utech.edu.jm

Mr. Percival Stewart - Civil Engineering

Telephone: (876) 927-1680-8; Ext: 2049; Email: percival.stewart@utech.edu.jm

Mr. Darron Fraser - Electrical Engineering

Telephone: (876) 927-1680-8; Ext: 3681; Email: dfraser@utech.edu.jm

Administrative Support for the Programme - Mrs. Maxine Solay-Williams

Telephone: (876) 927-1680-8 Ext. 2244; Email: mhall@utech.edu.jm

School of Computing and Information Technology

Mr. Stanford Graham

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