ARTICLE 48 – Cooperative Education Impacts

48.1   Cooperative Education Purview. The College places responsibility for all learning-related work experiences, practicums, field experiences, service learning and internships with the Cooperative Education department administration and its faculty coordinators.

48.2   Protection Against Erosion of Faculty Roles. No community-facing student program (e.g., mentorship, "internship," job shadowing) may be designed, administered, or staffed in a way that replaces or redefines bargaining unit work, including student preparation, employer liaison work, or reflective learning assessment, without bargaining with LCCEA.

48.3   Faculty Oversight and Integration. A standing Experiential Learning Integration Committee—with faculty co-op coordinator representation—shall be created to: Review experiential learning programs (e.g., Chamber Connect, Mentor-Based Internships); ensure they align with academic standards and student learning goals, and; identify opportunities for integration into existing Co-op or curriculum pathways.

48.4   Employer Capacity Protection. The College shall ensure that any community or employer-partnered programs (including but not limited to Chamber Connect or Mentor-Based Internships) do not reduce employer participation in credit-bearing Cooperative Education experiences. Specifically:

> 48.4.1 The College shall prioritize placement of students in credit-bearing co-op internships over non-credit mentorship models when engaging with employers who have limited capacity.

> 48.4.2 The College shall include faculty Co-op Coordinators in employer outreach and planning discussions to ensure that credit-earning opportunities are not supplanted by paid or unpaid informal mentorship arrangements.

> 48.4.3 The College shall maintain a net-zero loss in employer participation in Cooperative Education placements in each academic year it funds or promotes non-credit mentorship programs.

> 48.4.4 If employer participation in credit-bearing co-op internships declines by more than 10% in any academic year, the College shall: suspend new employer recruitment into non-credit mentorship programs, and; meet with the LCCEA to renegotiate the allocation of partnership resources.

48.5   Internal Program Funding. In recognition of the College's financial support of externally administered programs such as Chamber Connect, the College shall:

> 48.5.1 Provide proportional internal investment (above and beyond personnel costs) in its Cooperative Education program equal to or greater than the external allocation to

community or employer-partnered internship programs (including but not limited to Chamber Connect or mentor-based internships). The College shall provide this proportional internal investment to Co-Op for the purpose of expenditures related to marketing, employer appreciation, membership to networking organizations, and co-op student scholarships.

48.5.2 Ensure that no external funding for experiential learning partnerships is made without a parallel or greater investment in bargaining unit-coordinated programs.

48.5.3 Establish a transparent budgeting process through which the LCCEA and Cooperative Education Faculty Coordinators can review and make recommendations on experiential learning allocations, prior to approval of such expenditures.

48.5.4. Include Cooperative Education Faculty Coordinators in any working group or oversight body governing external work-based learning or mentorship initiatives.

48.6 **Recognition and Optional Involvement.** Faculty who voluntarily participate in mentorship training, student workshops, or industry networking events associated with the Chamber Connect or Mentor-Based Internship program shall be compensated at their contractual rate for all hours worked or receive credit through reassignment.

48.7 **No Net Reduction**. The College shall not reduce Cooperative Education staffing, release time, or programmatic funding in any year it provides funding to externally operated work-based learning initiatives.