

From Co-op to Full-Time



Aaron Matson
Senior Principal

Meet Our Very First Co-op

One of our senior leaders started as a co-op over 30 years ago at CESO. He has experienced multiple aspects of our organization and now helps to guide us. His career path shows how much you can potentially achieve when you work hard and remain dedicated to your work. We are excited for you to consider CESO for your co-op rotation, and we would like you to meet a few of our former co-ops who became full-time employees.



Luke Kelly

Staff Engineer | 4 Co-op Rotations

What was the best part of your co-op experience?

Building relationships with my co-workers and being able to go to them with any question I had. Also, I appreciated the willingness of everyone, even those outside my immediate team, to help whenever I needed it.



Frankie Rapposelli

Project Engineer | 3 Co-op Rotations

Could you describe the culture at CESO?

The culture at CESO is truly amazing. Everyone in the office is here to help and open to questions. I always use the word community to describe the culture because I truly feel as though I have a community here to help me succeed.



Mikayla Cline

Lead Designer | 1 Co-op Rotation

As you made the transition from a co-op to a full-time CESO associate, what have been some of your responsibilities?

I am one of the project leads for my program and I am involved with the production side of construction documents. I work on all aspects of designing a building from start to finish, and I work closely with engineering teams to meet our project goals and deliverables.



Tyler Carter

Senior CAD Technician | 1 Co-op Rotation

What was important for you as a co-op that helped you transition to full-time at CESO?

The biggest part of the co-op that helped me transition to full-time was being included in everything inside the company. I felt that I was treated just like all the other current employees and not just some temporary intern.

Since 2022, we have hired over 25 co-ops into full-time positions.

At CESO, we value and empower our co-ops from day one of their rotation. Our co-ops are an integral part of our teams' success in bringing our clients' visions to life. We strive to provide a strong foundation of technical and professional skills in hopes you will design your future with us.