

From Co-op to Full-Time



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.