




Employment Territory


The Worlds of Work Study Programs

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The Expedition

- ▶ Work Study Basics
- ▶ Overview of Federal Programs
- ▶ Benefits of student employment
- ▶ Further enhancing the employment experience



Work Study Basics

- ▶ Campus-based program (Federal and State)
- ▶ Students must have demonstrated financial need and make satisfactory academic progress
- ▶ Students must be paid at least Federal minimum wage, need cannot be considered in the determination of wage
- ▶ Fringe benefits cannot be paid from FWS funds
- ▶ Students must be paid for all hours worked



Federal Programs at a Glance

- ▶ On-campus Federal Work Study
- ▶ Community Service
- ▶ Reading/Math Tutoring
- ▶ Off-campus not for Profit
- ▶ Off-campus for Profit
- ▶ Job Location and Development
- ▶ Work Colleges



On-campus Federal Work Study

- ▶ Up to 75% of wages may be paid from program funds
- ▶ Seeks to provide finances as well as employment experience
- ▶ Management of allocation varies from campus to campus



Community Service

- ▶ 7% requirement
- ▶ Up to 75% of wages may be paid from program funds (can possibly be 90%)
- ▶ Agencies must be non-profit, tax exempt
- ▶ Agencies must serve the needs of the community or promote civics
- ▶ Schools must have at least one student employed with literacy program



Reading/Math Tutoring

- ▶ Up to 100% of wages may be paid from program funds
- ▶ Literacy training programs
 - Reading tutor
 - Family literacy project
 - Family literacy activities



Off-campus not for Profit

- ▶ Up to 75% of wages may be paid from program funds
- ▶ Agencies must be in the public interest and not limited to members only and must not be political activity
- ▶ Must have non-profit tax exempt status



Off-campus for Profit

- ▶ Up to 50% of wages may be paid from program funds
- ▶ Job opportunities must supplement academic pursuits
- ▶ 25% maximum



Job Location and Development

- ▶ Develop off-campus job opportunities
- ▶ May use up to 10% or \$75,000 of FWS allocation (whichever is less) to establish and administer program
- ▶ 80% JLD funds, 20% institutional funds
- ▶ May pay staff salaries, travel expenses, training expenses, supplies and equipment



Work Colleges

- ▶ Require students to participate in a comprehensive work-learning-service program
- ▶ Work is as an integral part of the school's educational program
- ▶ Decrease need for grants and loans



Student Benefits

- ▶ Students are potentially more hireable than students without eligibility
- ▶ Students have opportunity to exclusive work opportunities (i.e. community service, tutoring)
- ▶ Wages earned are considered aid not income
- ▶ Potential to reduce loan debt



Employer Benefits

- ▶ On-campus and community service employers can hire nearly 4 work study students for the cost of one student worker
- ▶ Work study students are potentially more dedicated to job (due to need)
- ▶ Employers are provided with the opportunity to take a role in student educational experience



Beyond a Paycheck

- ▶ Students who work
 - gain insight to how people and projects are managed
 - acquire new skills and advance their ability to work in teams and to make decisions
 - meet a variety of people and increase their network of resources
 - increase self-awareness and confidence
 - explore career options



Blazing Trails

- ▶ Students who work an average of 17 hours per week tend to make better grades than those who do not work at all (especially if they work on-campus)



Blazing Trails

- ▶ They better develop time management skills
- ▶ They improve their ability to prioritize and achieve

- ▶ Students who work on campus gain a better understanding and knowledge of the University and its resources



Student Development

- ▶ Create intentional educational opportunities

- ▶ Improve employee efficiency and effectiveness
- ▶ Increase student skill set
- ▶ Improve student employability- both during school and upon graduation



Exploring the Frontier

- ▶ We have the opportunity to
 - leverage student employment beyond campus
 - enhance school relationship with the community
 - increase student awareness to the needs of others
 - expand education through employment
 - advance student success



Resources

- ▶ Federal Student Aid Handbook
Volume 6 Managing Campus-based Programs
Chapter 2: Operating a Federal Work Study Program
• ifap.ed.gov
- ▶ National Student Employment Association (NSEA)
• www.nsea.info
- ▶ Southern Association of Student Employment Administrators (SASEA)
• www.sasea.net





Thank you!

I hope that you enjoyed the expedition.