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MEMORANDUM

TO: Dwayne Ferguson  
 Legislative Services Agency

FROM: Andy Baumert

SUBJECT: Work-Study

DATE: January 30, 2008

The following information was provided by the Regent universities in response to your questions related to work study. These responses apply to both Federal and State Work-Study programs.

1. *What are the funding sources for Work-Study?*

Federal and State

2. *What has been the amount of funding for Work-Study over last ten years by source?*

REGENT TOTAL	FEDERAL WORK-STUDY	STATE WORK-STUDY
2006-2007	\$5,152,105	\$85,626
2005-2006	\$4,531,747	\$77,907
2004-2005	\$5,279,494	\$0
2003-2004	\$4,892,785	\$0
2002-2003	\$6,212,585*	\$0
2001-2002	\$5,463,820	\$0
2000-2001	\$5,355,745	\$1,949,945
1999-2000	\$5,320,322	\$2,454,183
1998-1999	\$5,644,976	\$2,164,233
1997-1998	\$4,732,856	\$2,150,840
1996-1997	\$4,191,663	\$2,334,121

\*The increase for ISU in 2003-04 was the result of a supplemental appropriation. These occur from time to time when other schools have unexpended funds.

3. *Has Work-Study funding exceeded demand? If so, how much funding remained unused at the end of the fiscal year?*

Funding has never exceeded demand. The Regent universities always have more students who request Work-Study funds than the universities are able to assist with awards due to limited funding. The awards are made on a first-come first-served basis once the student financial aid application (FAFSA) is complete.

For example, in 2006-2007, the University of Northern Iowa had 2080 eligible students indicate on their FAFSA that they wanted work-study. Only 24% of those eligible (501 students) were employed with Federal or State Work-Study. The University could easily employ 500 more work-study students with an additional one million dollars in allocations.

*4. How do Work-Study jobs compare to other non-university student employment in terms of hourly wages and hours available?*

By Federal and State of Iowa Work-Study regulations, work-study jobs and non-work-study jobs must be paid the same wage if the job duties and qualifications are the same. If not, variation in pay can occur. For the University of Iowa, the student wage survey results for fall 2006 can be accessed on the University's web site at <http://www.uiowa.edu/financial-aid/employers> or see attachment. The wage survey results demonstrate the similarities between the two programs. The University of Iowa's fall 2007 wage survey was delayed until January 2008 so that the University could gather the information after the minimum wage increase. This updated information will be available on the web site soon. Both work-study and non-work-study student jobs are limited to working no more than 20 hours per week. With the most recent minimum wage increase to \$7.25, work-study jobs offer competitive wages with most off-campus employers.

*5. What types of jobs are available through Work Study? How many and what percentage of the jobs fall in each type?*

A wide variety of jobs both on and off campus are advertised under the Work-Study Program. Federal regulations allow schools to establish employment agreements with off campus non-profit and government agencies. Federal regulations require that 7% of work-study funds be spent on community service employment and reading tutor employment. These community service experiences provide a great contribution not only to the student but also improve the lives of community members. Students are awarded Work-Study and can select jobs that best suit their interests, skills and available work hours. The job or department is not assigned the Work-Study. Most employers will advertise the job under both Work-Study and part-time hourly (non-Work-Study), and then select the best candidate. If the employer cannot afford to pay 100% of the wage as required under the part-time hourly program, the job will be advertised as Work-Study only.

The three highest categories at Iowa State University are office assistant, reading/math tutor, and research assistant.

There are 214 different student job titles at the University of Northern Iowa, with a majority of students working in office environments within academic and student service areas. Other work-study opportunities exist in grounds and facilities. Some of the University's larger work-study employers include Price Lab/Northern University High School, Rod Library, the Wellness and Recreation Center, athletic and performing arts facilities, and academic departments.

*6. How many and/or what percentage of the students on Work-Study are placed in jobs related to their majors?*

The Regent universities do not place students in jobs. Students review the available jobs and determine which jobs they want to apply for based on career interests, major, available work times, past experience and skills, etc. Students apply, interview and then will make a decision based on the jobs offered to them. It is important that students gain the experience of job selection and interviews since these are skills they will use often in life. With students having

the freedom to apply for their position of choice, the universities do not track whether or not a student is actually performing work that would directly relate to their major. Many students will choose to select jobs related to their majors during their junior and senior years. In addition, several students have changed majors based on Work-Study experiences. This example comes from the University of Iowa's reading tutor program which is funded by Work-Study. Several non-education majors have decided to become education majors based on their exceptional experiences as reading tutors. In addition, the Regent universities believe that all employment has a significant impact on future goals. Employment, whether directly tied to a major or not, helps students learn professionalism and proper job conduct. It helps students develop time management skills and is viewed positively by future employers.

*7. How does Work-Study usage compare to other forms of financial aid over the last several years?*

For the past three years, the majority of student financial aid has come from loans; the second highest source has been grants and scholarships, followed by employment. Institutional employment aid has increased in the past due to loss of state work-study funds.

*8. What do you see as the important trends and issues for Work-Study? How could it be improved?*

The most important trend relates to the lack in overall funding. The Regent universities have seen a significant reduction in Work-Study funding over the last ten years. Iowa Work-Study has been reinstated over the past couple of years; however, funding is much more limited than it was prior to the loss of funding. Federal allocations have remained stagnant, if not lessening within the past several years. Increased funding could help meet student demand for work-study employment and help to reduce student debt.

Work-Study opportunities offer students an invaluable learning experience that can help prepare them for jobs in their major fields as well as providing them skills that transcend beyond a specific profession. Students gain a wealth of skills such as, time management, teamwork, leadership, and communication skills, which are applicable to all future employment opportunities.

The Regent universities have seen hiring shifts from on campus to off campus. The Regent universities believe that many benefits besides pay exist for students who work on campus rather than off campus in the community. Students working on campus form a community within the University that greatly benefits retention. Various studies have shown the involvement and a sense of community can lead to increased retention. On-campus employers are aware that the student's first priority is school and are often more flexible with work hours and time off for school projects and tests than off-campus employers. If more Work-Study support were available, perhaps campus employers could increase job opportunities for students. Due to a tight budget and a lack of work-study support, some campus employers have reduced job offerings.

If you have any questions or need more information, please don't hesitate to contact this office.