

Student Employment Is Real Employment



MARIST
UNIVERSITY



- Founded in 1929
- Located in New York's historic Hudson Valley
- Branch located in Florence, Italy
- Site located in Dublin, Ireland
- **Enrollment 2025-2026**
 - 5,018 Traditional Undergraduate
 - 858 Graduate and Adult



AGENDA

- ❖ What is Federal Work Study?
- ❖ Regulatory Framework
- ❖ Community Service Requirement
- ❖ Reporting Requirements
- ❖ Fund Management and FISAP



STUDENT EMPLOYMENT OVERVIEW



- Opportunities include Federal Work-Study and Campus Employment
- Helps students earn money while gaining real-world skills
- Earnings are paid directly to students, not applied to tuition bills



FEDERAL WORK STUDY

- FWS is a title IV financial aid program that provides part-time employment opportunities to students who demonstrate financial need
- Students are awarded FWS by submitting the FAFSA annually
- If eligible, included in financial aid package
- Earnings depend on school funding and individual awards
- The federal government covers up to 75% of wages; schools contribute at least 25%



CAMPUS BASED PROGRAM OVERVIEW



- Department of Education participation program agreement (PPA)
- The school will request funds on the FISAP
- Jobs must be reasonably available to eligible students
- Academic and career relevance emphasized
- Community service opportunities identified
- Includes support services for students with disabilities



AWARDING AND PACKAGING FWS

- We report prior year FWS earning by October 1, via COD
- Earnings to cover additional expenses in next period of enrollment is allowable if financial need is demonstrated for that period of enrollment
- Monitor earnings, stop or reduce employment when needed



PERIODS OF NONATTENDANCE

- FWS is permitted during summer breaks or unattended academic term
- Eligibility Requirements
 - Intent to enroll next period of enrollment
 - Demonstrated financial need for period of enrollment
 - Earnings must be applied to next period of enrollment



CONDITIONS AND LIMITATIONS OF FWS EMPLOYMENT

- Wages must be appropriate to type of work
- Employment may not displace existing employees or impair existing service contracts
- Positions may not involve construction, operation, or maintenance of facilities
- May not be paid unless employer would normally pay for the same work



CONDITIONS AND LIMITATIONS OF FWS EMPLOYMENT

- Working during scheduled class time is prohibited
- Exceptions:
 - Class cancelation
 - If excused from attending classes
 - Approved internships for which the student received credit



PAYING STUDENTS

- Compensation paid at least monthly via check or EFT
- Credit the student's account
- Can cover current award year charges, including, institutionally related educational goods and services
- May pay prior award year charges not to exceed \$200
- Must pay FWS credit balances within 14 days after occurrence



COMMUNITY SERVICE

- 7% of FWS must support community service jobs
- At least one FWS student employed has preschool or elementary reading tutor or in a family literacy program
- Jobs are available and accessible to the community



COMMUNITY SERVICE

- On campus or off campus
- Nonprofit, governmental, and community-based organizations
- Collaboration with local organizations to identify and develop local job opportunities
- Activities that improve the quality of life, especially for low-income individuals or address community needs
- Healthcare, childcare, Social Services, transportation, housing, public safety, recreation, community improvement, emergency response



FUND MANAGEMENT AND FISAP

- ED annually calculates the allocation using statutory formulas and the fund amounts appropriated by congress
- Final funding levels are available on COD website
- Record earnings by taxable income on FISAP
- Administrative cost allowance is calculated on FISAP



UNDERUSE PENALTY AND WAIVER

- Returning more than 10% may reduce future allocations
- Penalty waiver available for circumstances beyond school's control
- Schools may transfer funds between FSEOG and FWS; ED approval not required



JOB FAIR

- During the first week of classes - encourages students to explore opportunities early!
- First-year students and new transfers with work-study eligibility are invited to participate
- Campus departments engage with students
- Participation is strong



STUDENT EMPLOYEE APPRECIATION WEEK

Week of April 13-17, 2026

Celebrating the contributions of
student employees!



AWARDS & RECOGNITION



- Each year, Marist University recognizes outstanding student employees and supervisors
- Students and supervisors can submit nominations highlighting dedication, leadership, and contributions
- A special luncheon is held to celebrate all nominees and nominators
- The Supervisor of the Year and Student Employee of the Year awards are announced during the event, recognizing excellence in student employment and mentorship.



STUDENT RATIONAL RELATED TO STUDENT EMPLOYMENT

1. They are interested in the work
2. Monetary reasons
3. Relates to their professional goals
4. Job location is convenient
5. Relates to their personal goals
6. Relates to their academic goals



WAYS TO ENGAGE WITH YOUR STUDENT EMPLOYEES

- Be a role model, lead by example
- Adapt mentorship to fit students' styles and needs
- Focus on professional development
- Foster a safe space for open communication and feedback
- Recognize and appreciate their contributions
- Provide regular feedback regarding job performance and regular evaluations
- Provide sufficient training to empower students to accomplish the requirements of the position
- Treat the student as a professional staff member



Questions?

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