



The
UNIVERSITY
of VERMONT

**James M. Jeffords Center's
*Vermont Legislative Research Service***



State Work-Study

This report examines college level work-study programs for students, and identifies what would be necessary in developing a state level work-study program. Many universities have a federally funded program in place that benefits students by providing them with a job while in school in order to help offset some of the financial burdens of college. The primary goal of this report is to address issues in the community surrounding federal work-study, and how to best solve such issues by implementing a state-level program that better addresses community and student needs. This will be achieved through the analysis of several already established state level work-study programs and an examination of community concerns in Vermont.

Details of Already Existing Programs in Other States

State work-study is defined by the Pennsylvania Higher Education Assistance Agency (PHEAA) and the Minnesota Office of Higher Education (MOHE) as a program for eligible students to “gain career-related, on the job work experience while earning money to help pay for your higher education.”¹ State work-study provides, “part time on-or off-campus jobs” and can be “structured as internships.”² There are state work-study Programs in Colorado, Idaho, Minnesota, Montana, New Mexico, and Washington. Each state has different requirements in terms of eligibility.¹

Eligibility Requirements by State

Each state has different requirements that dictate eligibility for the state’s work-study programs. For PHEAA eligible means a “Pennsylvania resident for at least 12 consecutive months before [filing] a FAFSA, excluding any time [the student] was enrolled in a Penn

¹ Pennsylvania Higher Education Assistance Agency, "Work-Study Employment FAQ," 2011, accessed November 14, 2011, <http://www.pheaa.org/funding-opportunities/work-study-employment/work-study-faq.shtml>.

² Minnesota Office of Higher Education, "Minnesota State Work Study Program Administration," accessed November 14, 2011, <http://www.ohe.state.mn.us/mPg.cfm?pageID=347>.

¹ StudentAid.com, "State-Sponsored Work Study Programs," 2011, accessed November 14, 2011. <http://www.studentaid.com/Paying/State-Work-Study>.

postsecondary school," who: "is enrolled in a PHEAA-approved... institution in a program of study that is at least two years long," is an undergraduate student or graduate student currently eligible for a State Grant or subsidized federal loan respectively, and a student who has "never defaulted on any student loan and owe no State Grant refund.² For MOHE eligible is defined as "a Minnesota resident and US citizen or eligible non-citizen, enrolled for at least six credit hours per term in a program leading to a degree, certificate or diploma, [with] priority given to students enrolled for the equivalent of 12 hours or more."³

Under the state work-study program, the employer pays the employee a wage for every hour worked. Employees are guaranteed at least minimum wage, but the ultimate wage is at the discretion of the employer. A student can earn up to the amount of the award granted to them by the state work-study Program.⁴ All state work-study programs have similar requirements based on residency and school enrollment.

Colorado

For Colorado students, work-study is allocated to individuals on a first come first serve basis, and exists with a priority given to students that received work-study the previous year. The maximum amount of aid a student can receive in any given year is \$5,000. In order to qualify for state work-study in Colorado, students must be going to school half time and be pursuing their first Bachelor's or Associate's degree.⁵

Idaho

Idaho adopted a program that is available to state residents. Called the Atwell Parry Work-Study program, only eligible colleges participate in this state-level program. Students at an eligible college are required to be enrolled at least halftime and meet certain academic standards.⁶

Minnesota

In Minnesota, State Work-Study is granted in the form of part time jobs that are located both on and off campus. The college determines the number of hours of work on the basis of the student's course load and financial need. ⁷

² Pennsylvania Higher Education Assistance Agency, "Work-Study Employment FAQ,"

³ Minnesota Office of Higher Education, "Minnesota State Work Study Program Administration."

⁴ Minnesota Office of Higher Education, "Minnesota State Work Study Program Administration."

⁵ StudentAid.com, "State-Sponsored Work Study Programs," 2011, accessed November 14, 2011.

<http://www.studentaid.com/Paying/State-Work-Study>.

⁶ StudentAid.com, "State-Sponsored Work Study Programs."

⁷ StudentAid.com, "State-Sponsored Work Study Programs."

Montana

The state of Montana, unlike the previous schools, requires students to be full-time students. They must attend one of the colleges within the Montana University system or be enrolled in one of the community colleges. Students attending private colleges in the state are not awarded state work-study. While school is in session, students are limited to 20 hours of work-study per week, but hours increase to an average of 40 hours per week, when students have breaks from school or are not in session for the summer.⁸

New Mexico

The state work-study program in New Mexico requires students to be enrolled at least half time during the normal school year, or be enrolled in at least three credits during the summer session. Financial need must also be demonstrated. New Mexico colleges work to provide students with work-study positions in non-profit educational institutions, political organizations within the state, public colleges, and various non-profit groups.⁹

Washington

Washington is the sixth state to offer a state level work-study program. This program offers students an opportunity to earn between \$2,000 and \$5,000 over the course of the school year. To be eligible, students must be enrolled at least halftime in a four-year public or private college.¹⁰

Change in Federal Work-Study

The University of Vermont is in charge of the administrative aspect of the work-study program for all students working with organizations and departments both on and off campus. Work study requires outside agencies to pay 25% of the stipend. This is included for payroll, office staff, and to just give outside agencies more of a role in work-study. Prior to 2009, UVM wasn't requiring outside agencies to contribute at all, financially, so work-study students were treated more as volunteers than employees. This change or shift in what UVM pays for was created to create more of a professional and beneficial work environment for students. This new requirement that says outside partners have to contribute financially, led most outside agencies to drop out. This limits the offices in which UVM students can hold a work-study job.¹¹

⁸ StudentAid.com, "State-Sponsored Work Study Programs."

⁹ StudentAid.com, "State-Sponsored Work Study Programs."

¹⁰ StudentAid.com, "State-Sponsored Work Study Programs."

¹¹ Sydney Viray, Work-Study Coordinator at the University of Vermont, in discussion with the author, October 7, 2011.

Impact on the Community

During the 2008-2009 school year there were 112 outside agencies actively participating in work-study with the University of Vermont (see Table 1 for complete list). Through October 2012 only 20 agencies will be actively participating, with 15 organizations eliminating themselves from the program due to financial constraints.¹² The following organizations specifically communicated about the lack of affordability: American Red Cross, American Red Cross Blood Services, Ascension Childcare, Catholic Center at UVM, FAHC – Volunteer Services, FAHC Nurse Midwifery Services, FAHC Pediatric Genetics, FAHC/ Radiology, King Street Youth Center, Planned Parenthood (Burlington), Ronald McDonald House Charities, Vermont Dept. of Corrections, Winooski Memorial Library, Women Helping Battered Women, and Women’s Rape Crisis Center.¹³ Since 2009, the University of Vermont has lost 92 of the organizations participating in work-study. Viray also explained that with the loss of some of these organizations, also came the loss of relationships between some of the organizations with on campus resources like the Career Center.¹⁴

Impact on Vermont Colleges

The VLRS team e-mailed and called every institution of higher learning in the state of Vermont, to gain details about the work-study program established at different universities throughout the state. Only two colleges responded to the survey, Marlboro College and Bennington College. Representatives from both colleges answered a series of questions regarding the work-study programs currently in place. We asked both institutions what changes the work-study program had seen at their institutions and how students were affected. These institutions were also asked to provide information on the outside institutions contributing to their school’s work-study program and the allocation of funds.

Marlboro College

In talking with Cathy Fuller, the Associate Director of Financial Aid at Marlboro College in Marlboro, Vermont, she explained the lack of change surrounding the work-study program. Due to the fact that Marlboro College has such a small student population, changes in Federal work-study have had little impact on the students. The allocation of funds has remained the same at Marlboro College, and the school was not forced to branch out into areas or jobs that they did not already offer to students.¹⁵ No positive attributes of work-study were lost at this institution, because of changes to the federal work-study program.¹⁶ Marlboro College has no outside organizations contributing to the work-study program, but they currently work with

¹² Sydney Viray.

¹³ Sydney Viray.

¹⁴ Sydney Viray.

¹⁵ Cathy Fuller (Associate Director of Financial Aid at Marlboro College) in discussion with the author, October 3, 2011.

¹⁶ Cathy Fuller.

two off-campus non-profits and one local public elementary school.¹⁷ These groups do not contribute funds to the program, though, as Marlboro College subsidizes all off campus jobs.

Bennington College

Meg Woolmington, the Director of Financial Aid at Bennington College in Bennington, Vermont, also provided information about the work-study program at another college in Vermont. Federal support for work-study has decreased. In 2007-2008, Bennington College was receiving \$128,412. In 2008-2009, Bennington College received \$135,782. In 2009-2010, because of the American Relief and Recovery Act, Bennington received a one-time allocation of \$29,127 for work-study, bringing the total federal dollars for work-study to \$166,780.¹⁸ In 2010-2011, Bennington received \$129,994 for work-study. The number dropped even more in 2011-2012, when Bennington College will only be receiving \$123,725 for work-study. In general, Bennington does spend more each year paying student wages, but the school's ability to fund this enterprise is limited. There is an increase in students looking for more work hours, but there is also a decrease in jobs, because of the economy. This difficulty isn't necessarily causing changes in the nature of the federal work-study program or causing students to drop out of school, but it does cause some financial stress.¹⁹ There are five or six off-campus non-profits at which Bennington students do community service jobs for federal work-study wages. Four of these pay 25% of the student workers' wages.²⁰

Conclusion

In order to make college more affordable for more students, Vermont is exploring the option of developing a state work-study program, which would ideally benefit both students and outside organizations participating in the program. Looking at other states with a state level program already established, the program appears to be both effective and beneficial for students and the community. There appears to be financial constraints for outside organizations in Vermont, which should be taken into account in terms of program development. In Vermont, an established state work-study program could potentially help increase the number of opportunities for students to build connections within the community, while helping to support them financially in their college endeavors.

¹⁷ Cathy Fuller.

¹⁸ Meg Woolmington (Director of Financial Aid at Bennington College) in discussion with the author, October 4, 2011.

¹⁹ Meg Woolmington.

²⁰ Meg Woolmington.

Table 1: List of Campus Agencies in 2008- 2009 That Participated in Federal Work Study at UVM

Alliance for Climate Action	~Edmunds Middle School	Planned Parenthood
American Lung Association of VT	Energy Action/Climate Campaign	(Williston)
*American Red Cross	Essex Town School District	R.U. 1 2?
*American Red Cross Blood Services	~FAHC	Recycle North
*Ascension Childcare	*FAHC- Volunteer Services	Refugee Childcare Training and Employment Prg.
Audubon Vermont	*FAHC Nurse Midwifery Services	Robinson Elementary School
Boys & Girls Club Burlington	*FAHC Pediatric Genetics	*Ronald Mcdonald House Charities
Boys & Girls Club Winooski	*FAHC/ Radiology	RunVermont Inc.
Brain Injury Association of VT	Fletcher Free Library	Safe Tables Our Priority
Burl. Comm. Economic Development	~Flynn Center	Sara Holbrook Community Center
~Burlington After School Programs	Girl Scout Council of VT	Shelburne Farms
Burlington Children's Space	~Greater Burlington YMCA	Snelling Center
Burlington City Arts	Green Mountain Peer Projects	Spectrum Youth and Family Services
Burlington City Arts/ Firehouse Gallery	Green Mountain Animal Defenders	The Chittenden Center
Burlington Community School Project	~H.O. Wheeler School	Toxics Action Center
Burlington High School	Heimdall-By-Canoe	~Trinity Children's Center
Burlington Housing Authority	~Humane Society of Chit. County	~TrueMajority
Burlington Parks and Recreation	Imani Health Institute	Turning Point Ctr of Chittenden County
Burlington School District	~Intervale Center	U-32 High School (Montpelier)
Cathedral Square	Intervale Compost Products	~UVM Hillel
*Catholic Center at UVM, The	Keeping Track, Inc.	Vermont Businesses For Social Responsibility
Chittenden County Public Defender	*King Street Youth Center	Vermont Council on World Affairs
Chittenden County State Attorney	Lake Champlain basin Sci Ctr	*Vermont Dept. Of Corrections
City Kids- BP & R After School Program	Lake Champlain Land Trust	Vermont Stage Company
~City of Burlington- Clerk/Treasurer's Office	Lake Champlain Waldorf School	Visiting Nurse Association
~Committee On Temporary Shelter	~Lawrence Barnes AfterSchool Program	VSA Arts of Vermont
Common Ground Center	Lawrence Barnes School	VT Campaign to End Childhood Hunger
~Community College of VT	Linking Learning To Life	VT Department of Health
Community Health Center	Local Motion, Inc.	VT Dept of Environmental Conservation
Community Health Svcs of Addison County	~Lund Family Center	VT Dept of Health Laboratory
Community Justice Center	Lyric Theatre	VT Emergency Services Program
Congressman Sander's Office	Milton Family Community Center	VT Freedom to Marry Task Force
Cooperative Campus Ministry	Montpelier High School	VT Refugee Resettlement
CVOEO Mobile Home Project	Office of the Mayor	VT Symphony Orchestra
	Outright Vermont	*Winooski Memorial Library
	~Pathways to Well Being	
	Peace and Justice Center	
	Pineridge School	
	*Planned Parenthood (Burlington)	

*Women Helping Battered
Women
*Women's Rape Crisis Center
Womensafe, Inc.

Y'S Time- Edmund's
Elementary School
Y'S Time Children Center
(Fletcher Allen)

~YWCA
~VOGEL
~VT Performing Arts League
~Champlain College

~ = Participants through October 2012

*** = Groups that dropped out specifically because they couldn't afford it**

All other groups are no longer a part of the program, but did not state whether it had to do with the financial aspect of work-study or not

This report was completed on December 28, 2011 by Shelby Deaton and Ariel Henley under the supervision of graduate student Kate Fournier and Professor Anthony Gierzynski in response to a request from Representative Kesha Ram.

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Disclaimer: This report has been compiled by undergraduate students at the University of Vermont under the supervision of Professor Anthony Gierzynski. The material contained in the report does not reflect the official policy of the University of Vermont.