

A “Triple Win:”
A Pilot Program for
Community Work Study
at HWS

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Meet Our Clients

- **Katie Flowers**

- Center for Community Engagement and Service Learning (CCESL)



- **Brandi Ferrara**

- Salisbury Center for Career Services



- **Project Problem**

- Collect and analyze data to assess the feasibility of implementing a community work study program at HWS

Federal
Work Study



Community
Work Study

- What is Federal Work Study?
 - Introduced in 1964 under the Economic Opportunity Act, Federal work study benefits students with financial need for their educational expenses.
- Who are Eligible?
 - FWS eligibility = Cost of attendance - FAFSA (expected family contribution) – other need-based aid (scholarship, grants, etc.)
- Federal + Community = **Great potential**

The Intended “Triple-Win”

Students

- Learn professional skills and explore career paths
- Apply classroom knowledge to real-world problems
- Take advantage of their FWS awards

Community

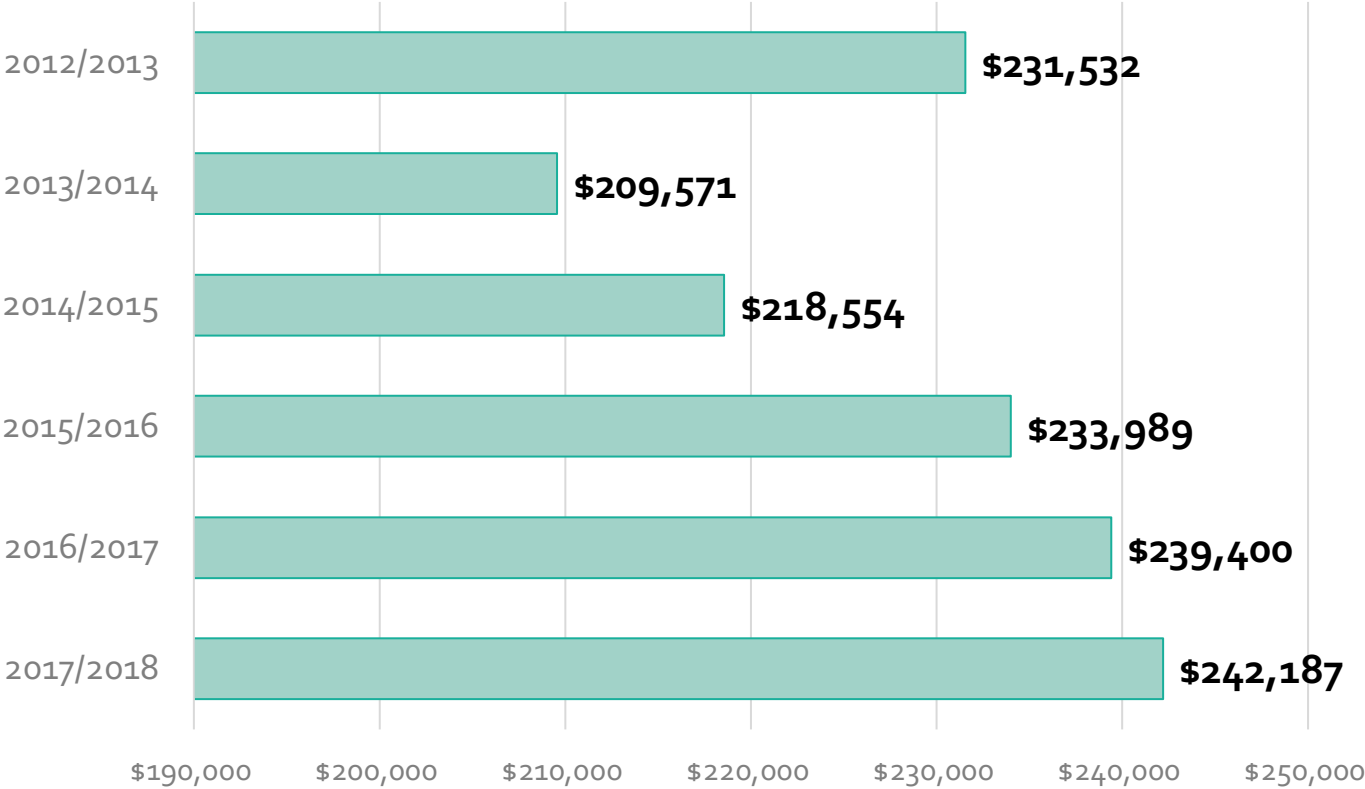
- Assign projects to part-time employees
- Use students' knowledge and perspectives for problem-solving

Colleges

- Help meet students' financial needs due to increasing minimum wages
- Provide more diverse job types and prepare students with more learning opportunities
- Foster community engagement

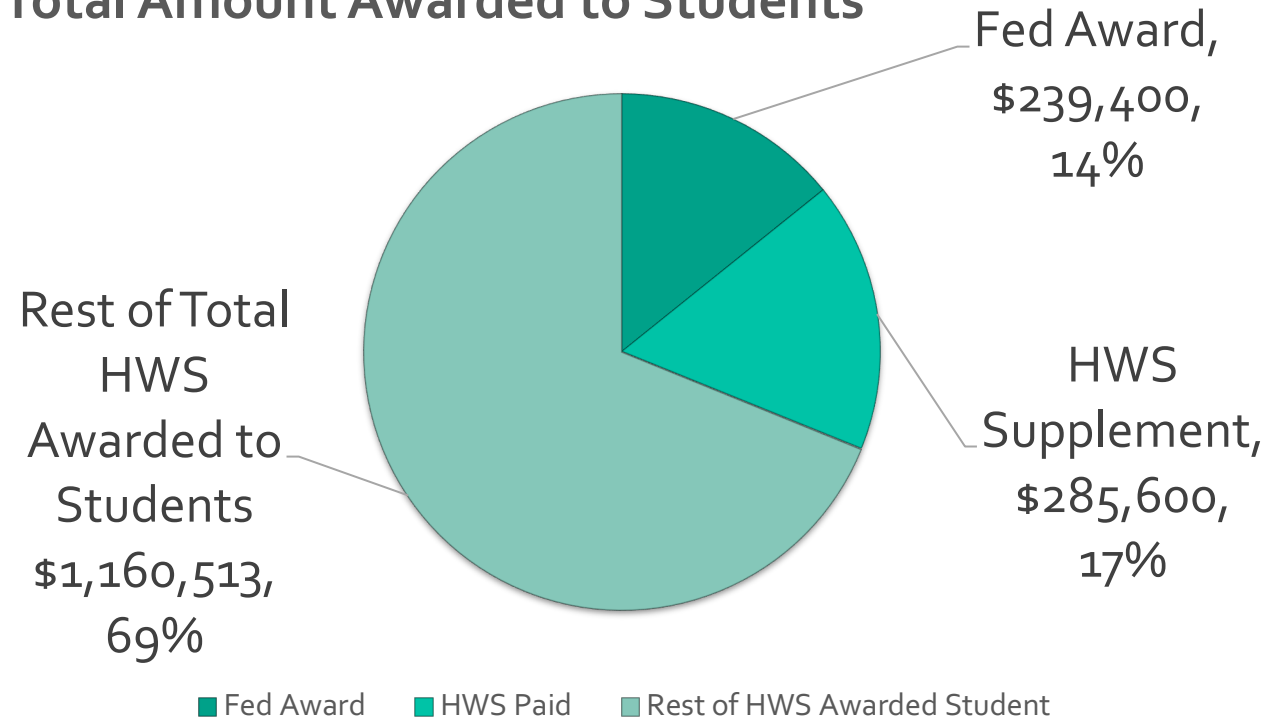
FWS Awards 2012 - 2018

FWS Awards 2012-2018



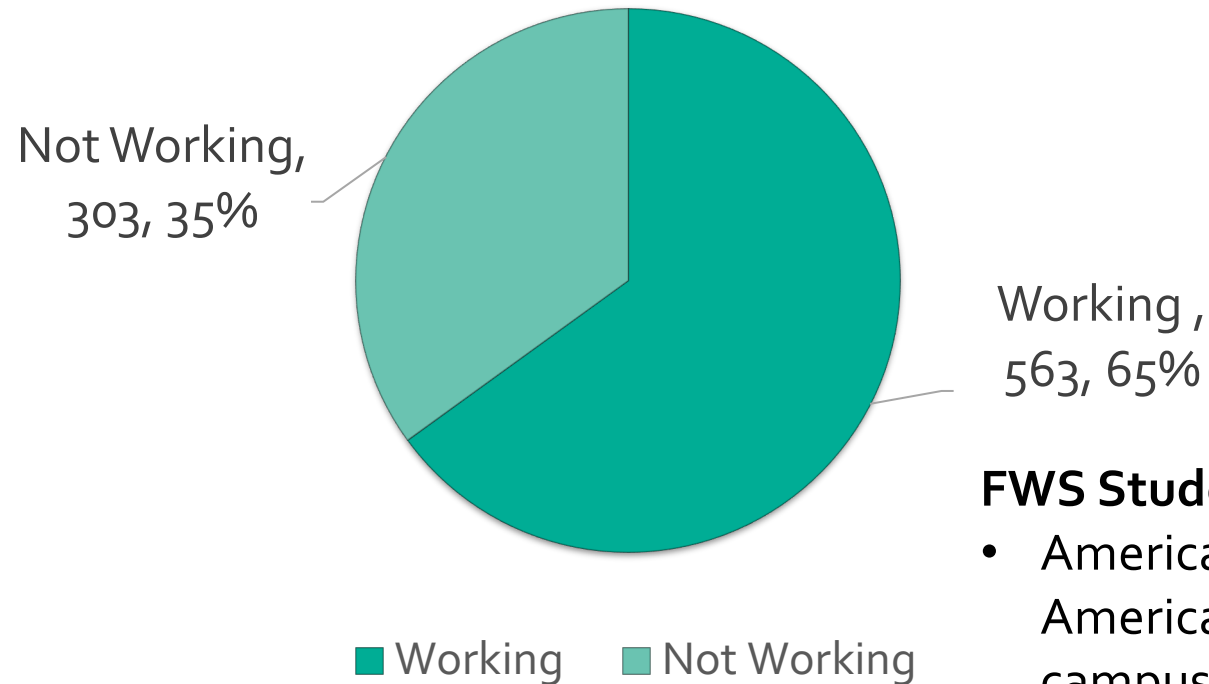
Federal Award, FWS Spending, & Total Amount HWS Awarded to Students 2016-2017

2016-2017 FSW Spending, Fed Award and Total Amount Awarded to Students



Total FWS Eligible Students 2016-2017

2016-2017 Total FWS Eligible Students



FWS Students work at:

- American Read & American Count (off-campus)
- Dining Services
- Administrative Offices
- Admissions / Advancement
- And more...

Project Objectives

- **Evaluate students' experiences** on current FWS program
- **Survey students' interests** in the pilot program and desired **skills** to learn and obtain
- Look for **local community partners** for off-campus student employment
- **Survey on employers' capabilities** of recruiting student workers, paying them and providing **professional learning** opportunities
- Learn financial and logistical strategies from **other colleges or universities** that have implemented Community Work Study
- **Collect and analyze information** for program planning and coordination

Research Method

Two Surveys



A) FWS-
Eligible
Students

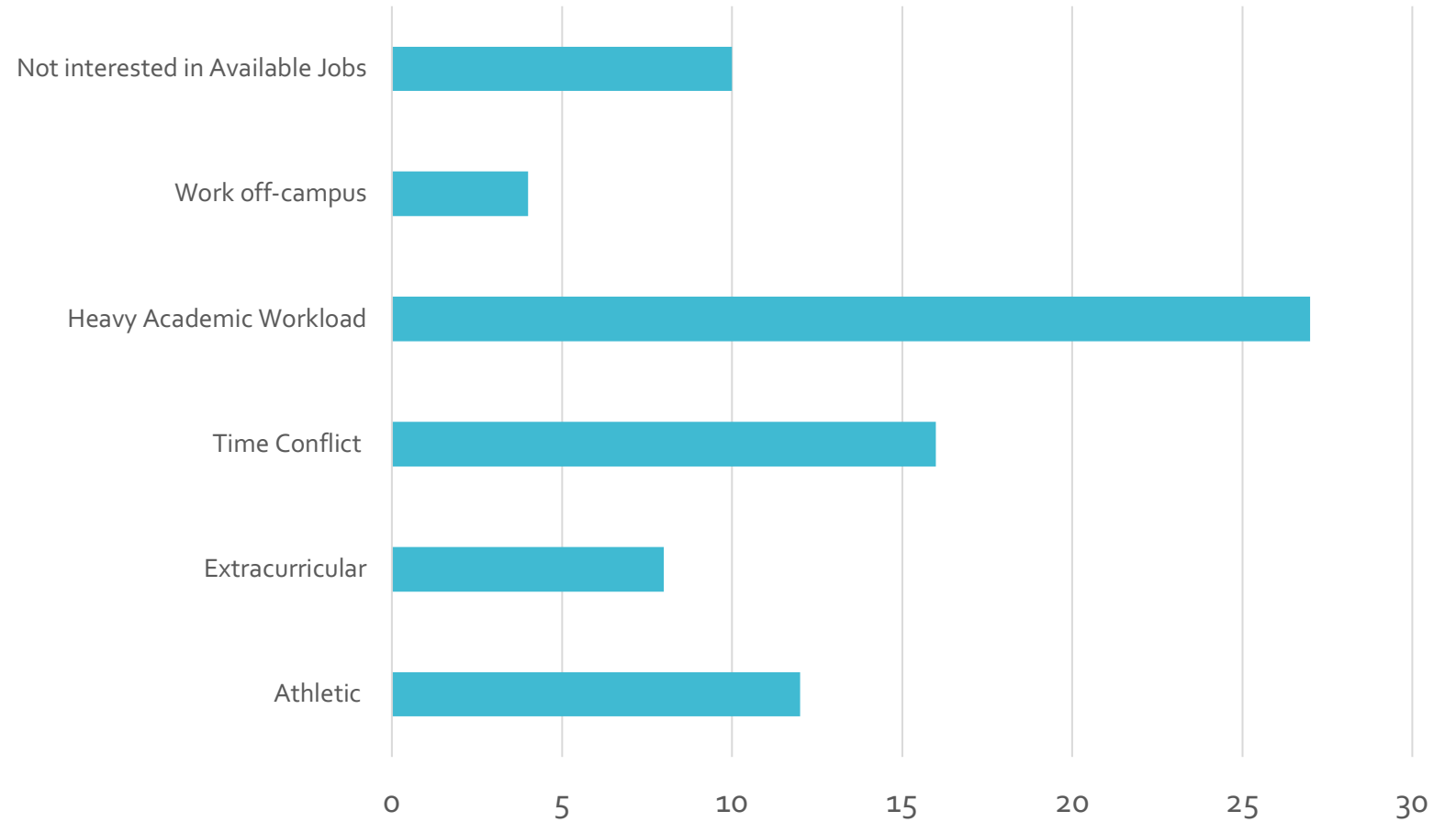
B) Local
Community
Organizations

Survey A: FWS-Eligible Students

- Administered by the Office of Financial Aids
 - Anonymity consideration
- Sampling: First-years and Sophomores
 - 106 responses out 534 requests (19.9%)
- Divided in 2 Cohorts:
 - Currently participating or have participated (60%)
 - Experiences and opinion
 - Q: Does your participation in Federal Work Study cultivate your professional skillset? What skilled have you gained?
 - Have not participated at all (40%)
 - Reasons why
 - Q: If you were to participate in Federal Work Study, what types of skills would you want to gain?
- Other Questions:
 - Would you be interested in working off campus?
 - How can the current Federal Work Study program at HWS be improved?

Reasons for Not Participating FWS

Reasons for Not Participating FWS

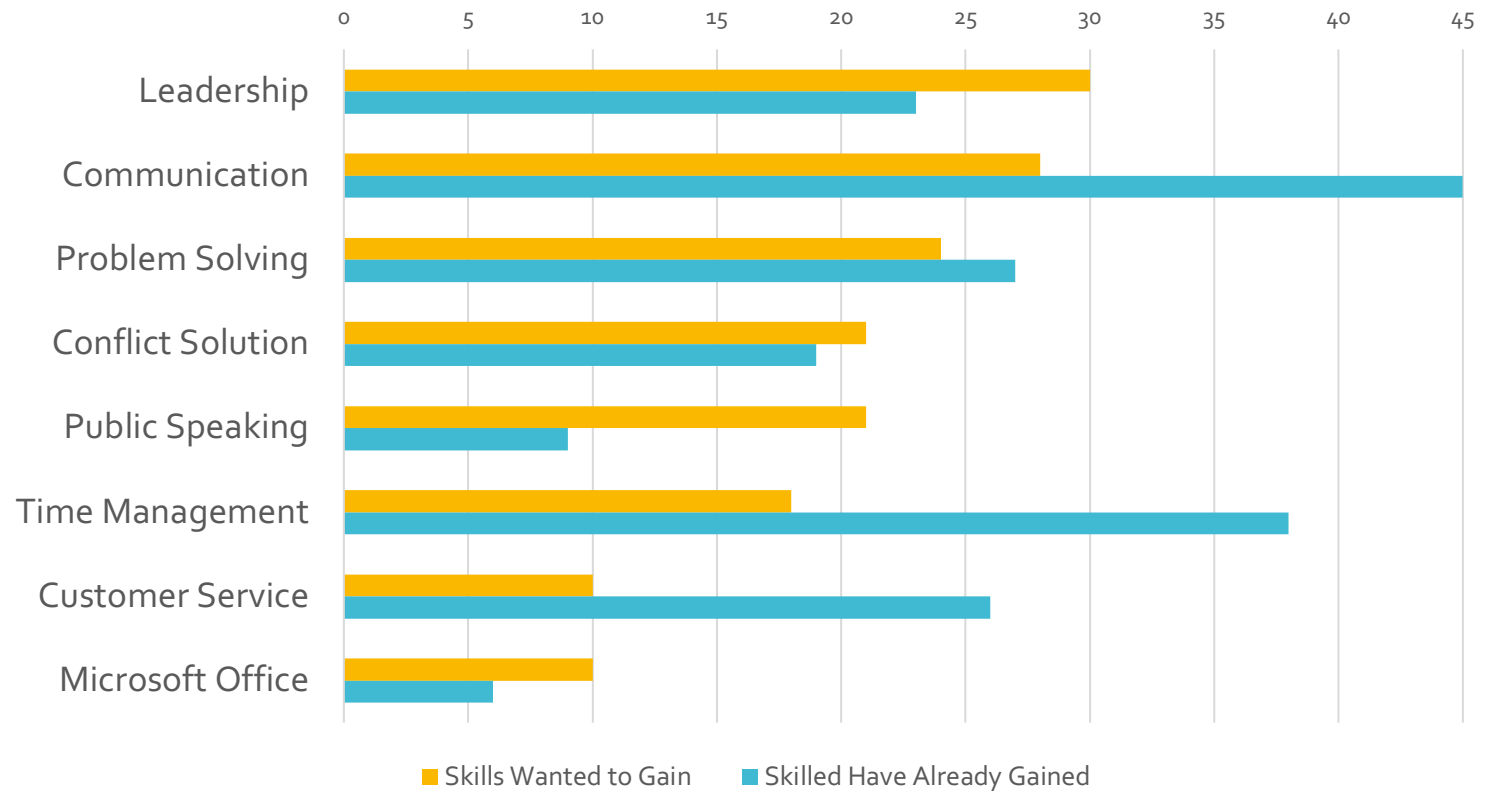


More Hours

- Eligible & non-participating students like to work for 6.9 hours/week, and FWS participants want to work for 8.5 hours/week, based on their current schedules.
- Only **22%** of FWS participants do NOT want more hours.
- **90%** FWS participants will continue working. **42%** of students would participate for the first time, and **49%** are considering.
- Conclusion: Most FWS students are able to work for more hours, and can use CWS to meet their needs.

Skills Learned or Want to Learn

Skills Wanted to Gain v.s. Skills Have Gained



More Relevant to Studies, Interests and Professional Learning

- **31%** of FWS participants do not think FWS benefits their professional skillset so much or at all.
- **72%** of FWS participants found it difficult to work relevant to their studies or interests.
- Conclusion: CWS will bring opportunities for students to explore their interests and practice their skills, specifically in public speaking, leadership and Microsoft Office.

Students' Input

Few options that have low interest for me is what is current...**more options** that I could actually place on a **resume** because it gave me good real world experience.

FWS can be improved by hosting **informational meetings**...that are available.

Not interested in working with kids or food services

Sometimes do not **hear back** from employers

Enjoyed working with **kids**.
Productive and **Meaningful**.
Want **more hours**

Cannot work much because of **afternoon schedules**, lab etc.

FWS **helped my financial needs** and made my life easier

More Opportunities, options, flexibility



Survey B: Local Community Organization (ongoing)

- Administered by project team via email invitation
 - Disclose specific information only with consent
- Sampling: 20 Non- Profit Organizations in FLX
- Questions:
 - Interests of participation in CWS Pilot
 - Hours and duration of employment
 - Financial Ability to contribute to hourly wages
 - Skills that student workers need and will acquire
 - Concerns about the implementation of CWS

Moving Forward

- Select Desirable Community Partners
- Purpose the Plan and Recommendations to Clients
- Identify concerns about CWS Pilot Program
 - Transportation (29% with car access)
 - Administrative
 - Retention
 - ...

Special Thanks

- The IRB Board
- Professor Jack Harris
- Sociology Senior Seminar Spring'18
- Katie Flowers
- Brandi Ferrara
- Beth Nepa
- Kristine Leeson
- Angela Freeman
- Elaine Ferrara

THANK YOU, for joining the “Triple Win” project today!