

Work Study in Washington



WASHINGTON
OPPORTUNITY PATHWAYS

House Higher Education
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- Research correlates part-time work experiences with improved retention, persistence, and completion.
- “Real world” contextual learning while in college improves the quality of career choices.
- There is a “tipping point” in the number of hours associated with persistence – fewer than 20 hours enhances persistence.
(Salisbury, Pascarella, & Padgett, 2009; Berkner & Choy, 2008; Furr & Elling, 2000)
- On-campus jobs improve engagement and persistence. (Pike et al, 2008)



- Second-oldest state program in the country – serving students and employers for more than 35 years.
- Requires positions that relate to students' academic and career interests whenever possible.
- Nearly 2,000 participating employers provide matching funds that leverage state assistance to working students.
- 55 campuses participate.
- Need-based program – both undergraduate and graduate students are eligible.

State Work Study Student Earnings 2010-11

Sector	Amount Earned	State Share	Employer Share	# Students	Avg. Earnings
Public Four-Year	\$6,812,000	\$4,818,000	\$1,994,000	2,712	\$2,500
Private Four-Year	\$5,888,000	\$3,949,000	\$1,939,000	1,968	\$3,000
Community & Tech.	\$7,885,000	\$5,492,000	\$2,392,000	2,874	\$2,700
Total	\$20,585,000	\$14,259,000	\$6,325,000	7,546	\$2,700

- In 2010-11, 7,546 students earned State Work Study.
- Employer contributions provided \$6.2 million in additional aid to resident students last year (40% of total wages).

- Funding was reduced by 66% from FY 2009-11
 - About 5,000 fewer students provided work opportunities in 2010-11 compared to 2009-10.
 - Estimated 3,500 students will earn \$11 million in wages in 2011-12.
 - Includes \$3 million in employer matching contributions.

- Governor's budget proposal suspends SWS 2012-13
 - Impacts an estimated 3,500 students.
 - Would mean the loss of estimated \$3.1 million in matching funds.
 - Would mean nearly 2,000 Washington employers lose productivity generated by SWS student employees.

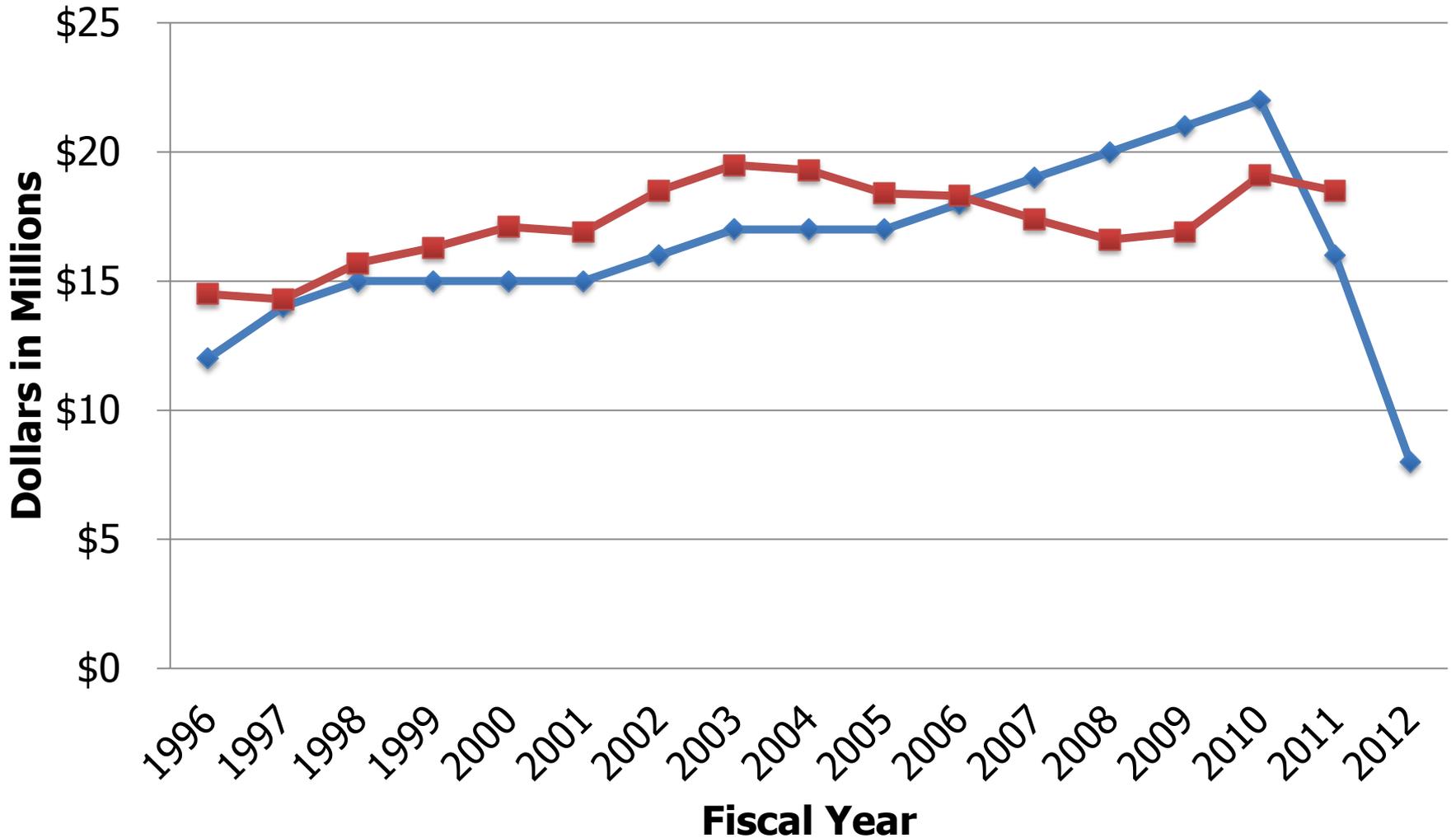
Reductions accompanied by policy changes

- Non-resident participation eliminated.
- Employer match rates increased 50 to 100% in two years.
 - For-profit – 60% from 35%
 - On-campus/Governmental – 40% from up to 20%
 - Non-profit/STEM – 30% from 20%



Work Study Funding Over Time

◆ SWS ■ FWS



Comparison to Federal Work Study

- Federal Work Study (FWS) had been about equivalent to state program funding with a steady decrease until a one-time stimulus until the state reductions.
- The employer match is lower in FWS (about 19%).
- The majority of FWS dollars are earned on-campus.
- FWS requires minimum wage vs. comparable wage in SWS.
- FWS requires 7% in literacy and community service – SWS prioritizes positions that relate to academic and career interests.
- In 2011-12, anticipate 8,500 earning FWS vs. 3,500 in SWS .
- More than 1/3 of FWS recipients are non-resident students.



- Campuses depend on both sources and attempt to provide sufficient work opportunities.
- Many will focus Federal on-campus during first two years to enhance retention and State off-campus for upper-division student for career development.
- On-campus positions are convenient for students, do not require transportation and benefit communities with fewer employers.
- Some campuses concentrate State off-campus due to the comparable wage requirement.



Four-Year Campus Utilization 10-11

Public 4-Year	Earnings 2010-11	% On-Campus
UW	\$1,604,000	67%
WSU	\$1,373,000	100%
CWU	\$1,257,000	85%
EWU	\$1,128,000	96%
TESC	\$401,000	54%
WWU	\$1,049,000	93%
<i>Total</i>	\$6,812,000	85%

Private 4-Year	Earnings 2010-11	% On-Campus
Antioch	\$9,000	100%
Bastyr	\$124,000	78%
Cornish	\$324,000	64%
Heritage	\$148,000	84%
Gonzaga	\$1,300,000	0%
Northwest	\$138,000	0%
Pacific Lutheran	\$608,000	0%
St. Martin's	\$81,000	0%
Seattle Pacific	\$559,000	0%
Seattle U	\$1,302,000	0%
U Puget Sound	\$687,000	72%
Walla Walla	\$166,000	0%
Whitman	\$171,000	71%
Whitworth	\$273,000	0%
<i>Total</i>	\$5,888,000	18%

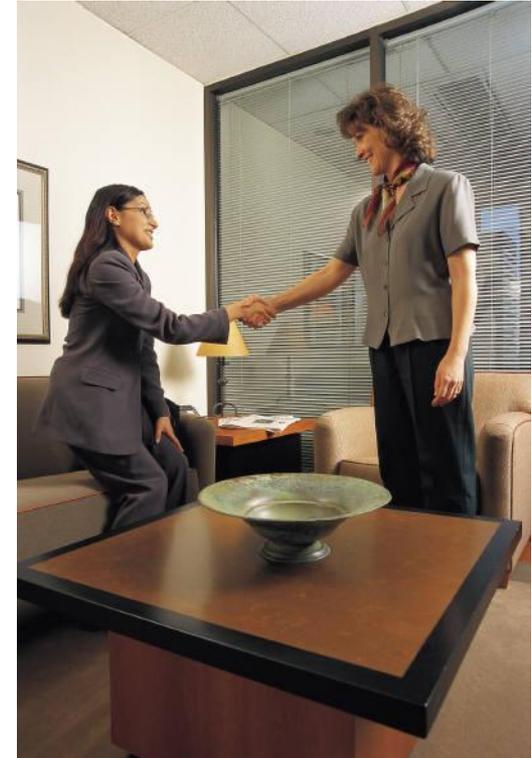
CTC Campus Utilization 10-11

	Earnings 2010-11	% On- Campus
Bellevue	\$227,000	95%
Big Bend	\$161,000	83%
Centralia	\$108,000	19%
Clark	\$563,000	70%
Columbia B	\$269,000	0%
Edmonds	\$157,000	100%
Everett	\$334,000	100%
Pierce	\$239,000	88%
Grays Harbor	\$110,000	92%
Highline	\$247,000	79%
Lower Col.	\$525,000	99%
South Puget Sound	\$81,000	0%
Olympic	\$98,000	100%
Peninsula	\$81,000	96%

	Earnings 2010-11	% On- Campus
Seattle Central	\$181,000	75%
N. Seattle	\$282,000	93%
S. Seattle	\$64,000	100%
Shoreline	\$222,000	96%
Skagit Valley	\$118,000	100%
Spokane	\$619,000	96%
Spokane Falls	\$552,000	91%
Tacoma	\$807,000	70%
Walla Walla	\$75,000	96%
Wenatchee	\$219,000	90%
Whatcom	\$298,000	82%
Yakima Valley	\$555,000	98%
NW Indian	\$21,000	100%
Cascadia	\$65,000	100%

	Earnings 2010-11	% On- Campus
Bates	\$134,000	93%
Bellingham	\$92,000	100%
Clover Park	\$83,000	98%
Lake WA	\$167,000	99%
Renton	\$114,000	100%
Sea. Voc Inst.	\$18,000	100%
<i>Total</i>	\$7,885,000	84%

- More than half of SWS students are independent
- Their average income:
 - \$11,600 independent students
 - \$42,700 dependent students
- 38% are older than 24
- 94% attended full-time in Fall
- 21% have children
- 10% are graduate students



“State Work Study provided me with a unique opportunity to experience what it’s like to put classroom learning to work in real life situations. I’ve developed a better work ethic, improved my interpersonal skills, and have a deeper understanding of what it takes to get things done in my field.”

– SWS student teacher

Independent Colleges of Washington & the Washington Student Employment Association conducted a survey of SWS students:

- 83% indicated SWS has been critical to their ability to pursue a degree.
- 71% reported they would not be able to afford to stay in school without SWS.
- 86% noted SWS work experiences helped clarify their educational & career goals.
- 94% said their SWS work experiences have made them more marketable for future employers.
- Half of respondents hoped to work for their SWS employer or a similar one after graduation.

- **About 2,000 diverse employers participate in SWS annually**

health care companies, law offices, communication and technology businesses, architectural firms, hospitals, American Red Cross, Boys & Girls Clubs, engineering firms, municipal and county agencies, schools and school districts, libraries, biotechnology, and more.

- **Student employment and learning experiences are similarly varied**

office organization & management, supply inventory, customer service, research, tutoring, laboratory assisting, mentoring and outreach to aspiring middle and high school students, paralegal, graphic design, math and science teaching, psychology, information technology, accounting, community service, and more.



Survey of employers indicates:

- Many graduates hired full-time with same organization.
- Employers value and prioritize past work experience when making hiring decisions.
- Organizations who partner with and contribute to State Work Study.
 - Provide vital community services
 - Achieve growth as a business
 - Employ hundreds of students
 - Provide opportunity to future educators
 - Offer opportunities for students to gain significant skills and experiences



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Questions?

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- Washington was one of 15 states with a work study program in 2008-09. Since then:
 - 2 have been reduced (WA, PA)
 - 2 have been suspended (IA, MI)
 - 11 remain stable (ID, KY, MN, MT, NV, TX, IN, CO, KS, FL, NM)
- The larger programs include WA, CO, MN, and PA ranging from \$11 to \$26 M in 2009-10.
- Only residents are eligible in all state-based programs.
- 10 programs serve graduate students.
- 9 states serve private institutions – including 3 that serve for-profit institutions.