# Off-Campus Employer Work-Study Information Session

#### **Session Topics**

- What is Work-Study Employment?
- How Students Obtain Work-Study Award
- Policies
- Posting Your Position (Hire-A-Longhorn)
- Hiring Procedures
- Reimbursement Requests

# What is Work-Study?

- The Work-Study program provides part-time employment to students with financial need, assisting them in financing their education.
- The Work-Study program pays a portion of the wages for Work-Study employees
  - 70% is paid for most positions
  - 100% is paid for approved tutor positions
    - Reading tutors of Pre-K through elementary students
    - Math tutors of elementary through 9<sup>th</sup> grade students
    - Positions which support Family Literacy programs for families with Pre-K – Elementary children

#### **How Students Obtain Work-Study?**

- Submit FAFSA and request Work-Study
- Show financial need
- Be awarded Work-Study on their financial aid notification (FAN)
- Accept Work-Study and submit electronic FAN

#### **Basic Work-Study Policies**

Students must be:

- Enrolled at least half-time
- Paid at least minimum wage (\$7.25)
- Paid at least once per month
- Only in one work-study job at the same time
- Supervised

Students can **not** work:

- During their scheduled class
- More than 8 hours in a 24 hour period or 19 hours per week
- Before the employment period begins or after the employment period ends
- As a contract employee

#### **Employer Eligibility and Paperwork**

- General Off-Campus employer eligibility
- New Employer
- Approved Employer

## **Employer Eligibility**

- In order to participate in the UT Austin Work-Study program, an employer should be a non-profit agency located in the Austin area
- Agencies will be required to renew their agreements every year and attend an Information Session once every two years
- Agencies must submit a new Payee Information form to UT Austin for changes in status or address

### **Required Paperwork (New Employer)**

Agencies must submit the following paperwork:

- Federal Work-Study Agreement
- Supplemental Agreement (Addendum added)
- Payee Information Form (PIF)
- Proof of Non-Profit Status
- Tax Payer Identification Number and Certification Document
- Agency Information (Mission Statement)
- Texas State Comptroller's Proof of Good Standing
- Job Description (Sample Position)

The required paperwork should be submitted via email to Incomin.atyitmjnp8c25g3j@u.box.com

#### **Required Paperwork (Approved Employer)**

Agencies must submit the following paperwork yearly:

- Federal Work-Study Yearly Agreement
- Pay Periods and Pay Dates (Check and Direct Deposit Dates)

#### **Other Paperwork:**

 http://sites.utexas.edu/hirealonghorn/types/work-study/offcampus/off-forms/

#### How Do I Hire a Work-Study?

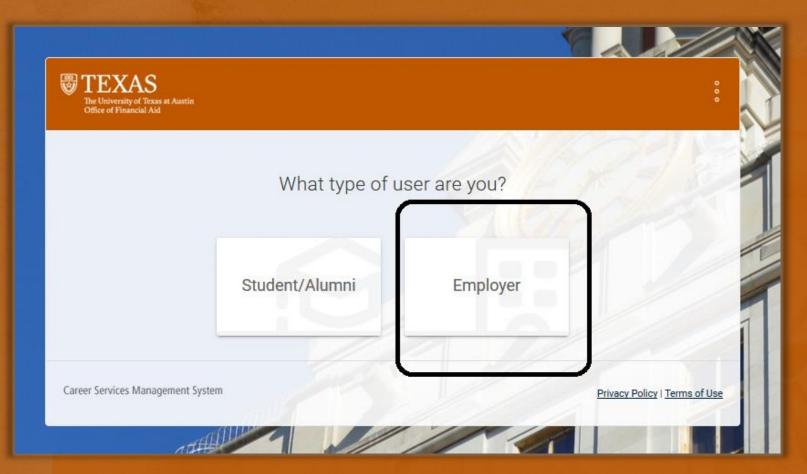
 Post your job on the Hire-A-Longhorn Job Bank https://hirealonghorn-csm.symplicity.com
 First day to post for Fall – August 2 Spring - November 2
 Attend the Work-Study Job Fair in Fall

# <u>Work-Study Employment</u> <u>Part-Time Job Fair</u> Aug. 28<sup>th</sup>

Texas Union Ballroom - 3.202 2247 Guadalupe St, Austin, TX

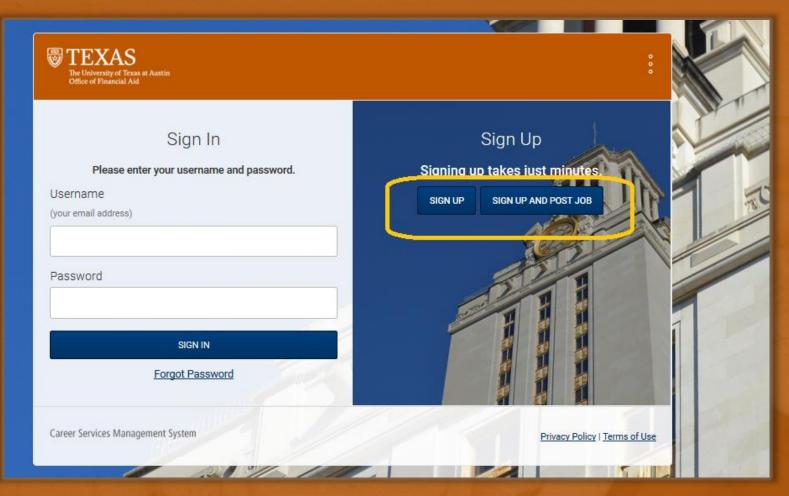
#### Hire-A-Longhorn (HAL) Job Bank

- Hire-A-Longhorn (HAL) Job Bank
  - Registration
  - Posting a Position
- Work-Study Job Descriptions and Competencies



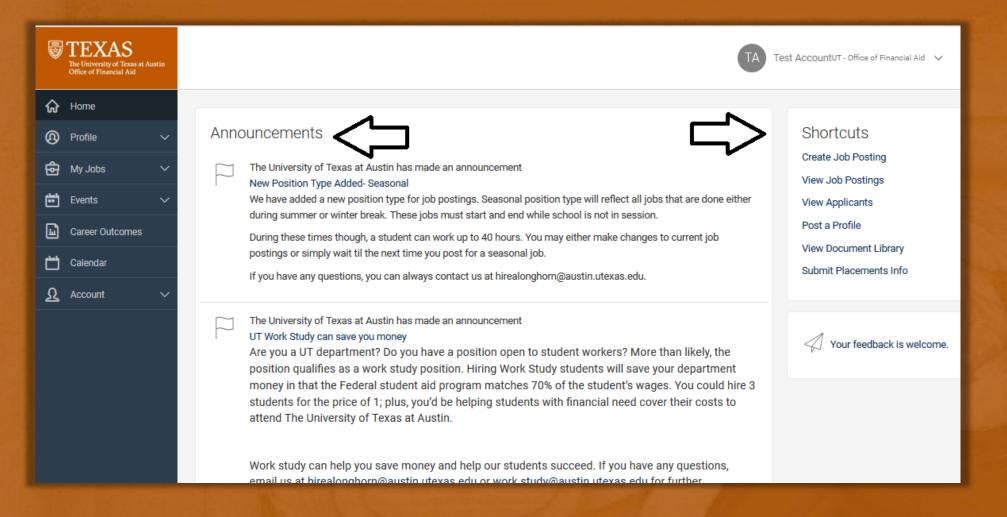
#### Hire-A-Longhorn screen shots for posting a position

#### HAL Main Page Select the "Employer" Button when asked "what type of user you are?"



#### Login Page

Select "Sign Up" to submit your information or "Sign Up And Post Job" to complete both steps at once This is where you will login once your registration has been approved



#### **Home Page**

Shortcuts for most used content can be seen on the right Important updates and FAQs will be posted in the Announcements section

	TEXAS The University of Texas at Austin Office of Financial Aid	TA Test Accountut - Office of Financial Aid 🗸
ណិ	Home	Home / My Jobs
8	Profile 🗸	Job Postings
<b>e</b>	My Jobs	JOB POSTINGS STUDENT RESUMES ARCHIVED JOBS PUBLICATION REQUESTS
>	Student Resumes	Keywords (searches job title, ID, description, and organization name: min. 3 characters).
>	Archived Jobs	
>	Publication Requests	
ē	Events 🗸 🗸	SEARCH CLEAR MORE FILTERS
	Career Outcomes	
Ë	Calendar	
ম	Account 🗸	
		No records found.

#### **My Jobs Tab**

This is where you will see any job postings you have created and their statuses (not Approved means it is awaiting review) You can create a new job post by clicking on "Post a Job". After it is submitted, we will review for approval

# What you need to complete job posting in Hire-A-Longhorn

- Position Type
   Work-Study
- Job Title
- Hourly Wage
- Work Days and Times
- Approximate Hours Per Week
- Job Location

- Job Start Date
  Job End Date
- Job Description
  Qualifications
- Resume Receipt
  - Default Email Address for Resumes
  - Other
- Posting/Expiration Date

# **Position Type**

- There are 3 position types for off-campus employers
- Checking Work-Study will make the other position types disappear and vice versa
- You will have to create two separate postings if you want to hire both Work-Study and non-Work-Study employees
  - If you have both position types, it is always a good idea to mention in your non-Work-Study posting that you are also looking for Work-Study students and to apply using the Work-Study posting

# **Position Types**

- Part-Time/Non-Work-Study is a basic part-time job.
- Work-Study is a job for students who have a Work-Study award
  - You must be approved as a Work-Study employer prior to posting a work-study position
  - Contact work.study@austin.utexas.edu for approval process.
- Seasonal: temporary position, less than 12 weeks.
  - This can also be used for summer if you are wanting to hire for full-time
  - You must indicate an end date with seasonal

## **Job Title**

Should be a professional title –

 i.e., Student Associate (Admin/General)

 Cannot be an advertisement line –

 i.e., Looking for... or Awesome staff

 Can indicate specific location or shift –

 i.e., Assistant at Pickle Lab or Evening Student Assistant

#### **Work Days and Times**

- Be Descriptive
- Reflects the shift they are to work
  - ex. Monday-Friday from 12PM-3PM
  - If no specific shift required it must indicate hours of operation
- Approximate Hours Per Week
  - Only need to indicate a rough estimate of the hours a student will work each week
  - It can be a range, ex. 10-15 hours per week

#### **Job Start and End Date**

- Start Date
  - All jobs must have a start date that is no sooner than the current day
  - Start dates in the future are correct
  - Do not put start dates in the past
- End Date
  - You only need an end date if the job is only expected to last for a few months or a semester or academic year

## **Job Description and Qualification**

- Do not use special characters as they don't show up properly
- Keep it clean and simple
- For Job Description, it should accurately detail the expectations of the job.
  - Action Items ex. maintaining your workspace, assisting with customer service, or scanning documents
- For Qualifications, this should describe the type of worker you are needing
  - Ability items ex. lift up to 50 pounds, able to work a keyboard, or able to get a Food Safety Certification

#### **Resume Receipt**

- Gives you control on how you get applications
- Indicate "Other" for a separate location to apply if you want application turned in at a different site/location
- Using "Other" doesn't eliminate resume submitting through the site
- Remember, once a job posting is withdrawn, any application saved to that posting becomes inaccessible
  - Save on your computer before posting is withdrawn

### **Posting and Expiration Dates**

- These items auto-generate
- All job postings last 62 days
- Do not adjust posting and expiration dates in an attempt to withdraw your posting

# **Common Questions and Issues**

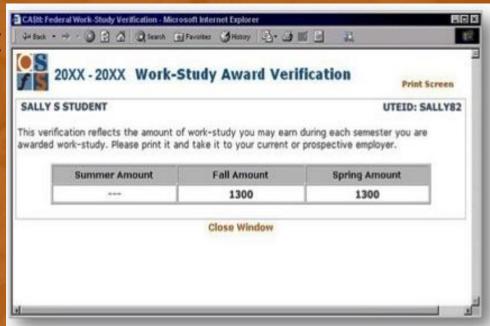
- How to withdraw/archive/take my posting down?
  - Under the Job Posting tab click on the Withdraw button for the job posting you wish take down
- I can't log in:
  - If you have a log-in problem:
    - Click on the "Forgot Password" link
    - Still have an issue Email hirealonghorn@austin.utexas.edu
- How can I repost an archived position?
  - When you click on "Post a Job" in the Job Posting tab, there is a section near the top called "Copy Existing"
    - You may have to click the "Show Archived" button to show the posting you want.
- Can I save the applications on Hire-A-Longhorn?
  - No. You have to save them on your computer

#### **Employment Dates**

- Fall: September 1 December 31
- Spring: January 1 May 15
- Academic Year: September 1 May 15

## **Interview: Proof of Student Eligibility**

- Student should provide a work-study verification form to confirm the amount awarded;
- Students with a Work-Study award can access this form on their CASH page
- Add as document requirement on Hire-A-Longhorn
- Request each semester



#### **Work-Study Revisions**

- A Work-Study award may be revised when student:
  - is enrolled less than half-time or withdraws
  - receives additional resources affecting financial need such as scholarships or tuition waivers
  - requests a change in award amount
- Students are notified of changes to the Work-Study award
- Students are responsible for notifying employer of changes
- OFA contacts employers as a courtesy

#### **Hire By Dates and Cancellation**

Hire by dates: Spring – May 1<sup>st</sup>
 Fall – November 1st

 Cancellation of Fall Work-Study award does not cancel Spring Work-Study Award

### **Community Service**

- Jobs can be community service if the service is open, accessible, and publicized to and used by the community
- Improves quality of life or solves a problem related to community residents
- Not all non-profit agencies or their student positions will fall into the community service definition for Work-Study.

### **Examples of Community Service**

- Health care, child care (if open and accessible to the community), literacy training, education, welfare, social services, transportation
- Housing and neighborhood improvement, public safety, emergency preparedness and response, crime prevention and control, recreation, rural development, and community improvement
- Support services for students with disabilities (including students with disabilities who are enrolled at the school)
- Activities in which a Work-Study student serves as a mentor for such purposes as tutoring, supporting educational and recreational activities, and counseling, including career counseling

#### **Sign-Up Sheet/Job Description**

- Sign-up sheet/job description for each student must be submitted before a student starts working
- The document submitted must be signed
  - (Original, digital and electronic signature are acceptable but typed signatures are not)
- All sections of the form must be complete and include a signature
- Sign-up sheets can be for the academic year or one semester at a time

#### Off-Campus Work-Study Sign-Up Sheet

#### Work-Study Student Employee Registration

To be completed by the employer. Please submit this form — and the completed job description on the next page — to the Office of Financial Aid. Keep a copy for your records.

Today's Date	Student Name (First	Middle, Last)	Student UT EIE
Job Title		Hourly Pay Rate	
Organization Name		Organization Address	
Payroll Contact Name		Payroll Contact Phone	Payroll Contact Email
Student Supervisor's Na	me	Student Supervisor's Phone	Student Supervisor's Email

#### Supervisor's Signature

#### Student Work-Study

Award on student's Work-Study Verification:

Indicate each semester this student will be employed:

September 1 - December 31

Fall 20

Students may not participate in work-study jobs outside the above date ranges.

Spring 20

Work-study students must be hired by the fourth week of each semester.

#### Submit completed registration and job description via email to Incomin.atvitmjnp8c25g3j@u.box.com

January 1 – May 15

#### Sign-Up Sheet and Job Description

- Check each semester that the student will be employed
- If you check only the fall, but decide to continue their employment through the spring, you will have to submit a new Sign-Up Sheet

- When completing the Job Description, be as detailed as possible
- Our office will determine if a position meets the criteria to be classified as a tutor
- If a position is qualified to be reimbursed as a tutor (100%), you will be notified

Work-Study J	ob Description		
To be completed by	the employer.		
Student Name (Firs	st, Middle, Last)		Student UT EID
Job Description, ine	cluding specific duties or requirements	1	
How does your orga	anization improve the quality of life for	community re	sidents?
How will this work-	study position help your organization a	chieve that pu	pose?
My organization's s	services include:		rpose? rk-study position is:
My organization's s	services include:	If this wo • A read	rk-study position is: ing tutor for children in preschool or elementary school, or in a
My organization's s Please check all that ap Child care	services include:	If this wo • A read family	rk-study position is:
My organization's s Please check all that ap Child care Child care	services include: ppg. and participation	If this wo • A read family throug	rk-study position is: ing tutor for children in preschool or elementary school, or in a literacy program that provides services for children from infancy
My organization's s Hease check all that ap Child care Child care Civic education Crime preventic	services include: sety: and participation on and control	If this wo • A read family throug • A math	rk-study position is: ing tutor for children in preschool or elementary school, or in a literacy program that provides services for children from infancy h elementary school, their parents and/or their caregivers
My organization's s Hease check all that ap Child care Civic education Crime preventic Emergency/disa	services include: ppb. and participation	If this wo • A read family throug	rk-study position is: ing tutor for children in preschool or elementary school, or in a literacy program that provides services for children from infancy h elementary school, their parents and/or their caregivers n tutor for children in kindergarten through grade 9
My organization's s Pease check all that ap Child care Civic education Crime preventit Emergency/disa Health care	services include: and participation on and control aster preparedness and response	If this wo • A read family throug • A math	rk-study position is: ing tutor for children in preschool or elementary school, or in a literacy program that provides services for children from infancy h elementary school, their parents and/or their caregivers
My organization's s Please check all that ap Child care Civic education Crime preventit Emergency/dis Health care Public safety	services include: and participation on and control aster preparedness and response Transportation	If this wo • A read family throug • A math	rk-study position is: ing tutor for children in preschool or elementary school, or in a literacy program that provides services for children from infancy h elementary school, their parents and/or their caregivers n tutor for children in kindergarten through grade 9 Name/Location of Trainer Tutoring Assignment Information:
My organization's s Please check all that ap Child care Clivic education Crime preventic	services include: and participation on and control aster preparedness and response Transportation Welfare	If this wo • A read family throug • A math	rk-study position is: ing tutor for children in preschool or elementary school, or in a literacy program that provides services for children from infancy h elementary school, their parents and/or their caregivers a tutor for children in kindergarten through grade 9 Name/Location of Trainer

#### **Reimbursement Requests**

- Documents
- Submission deadlines

submit via email to Incomin.atyitmjnp8c25g3j@u.box.com

### What do I need to submit?

Within 5-10 days of paying the student, agencies must submit these documents:

- UT Off-Campus Billing Statement
- UT Off-Campus Work-Study Timesheet signed by the student and the student's supervisor
- Copy of student's pay stub
- Original Paycheck Receipt Form (if not direct deposit)
- Forms can be found at:

http://sites.utexas.edu/hirealonghorn/types/work-study/off-campus/off-forms/

### **Billing Statement**

The University of Texas at Austin Office of Financial Aid

Austin, TX 78712-1712 512 475.6282 • finaid utexas.edu/work

#### **Off-Campus Billing Statement**

Name of Agency			Pay F	Period (MM/DD//	/YY - MM/DD/YYYY
Physical Address		City, State			2
Mailing Address (if different)		City, State		ZI	>
Name of Each FWS Employee (alphabetical by last name)	UT EID	# Hours Worked	I Rate per Hour	Gross Pay	70% Pay
			Total:		
The above named agency requests of for work performed under The Univer the payroll period above and that the payroll period above and that the the payroll period above and that the payroll period above and the payroll period per	sity of Texas at /	Austin Federal Work-Study P	ogram. I certify this B	total of 70% Pay Willing Statement	column above) accurately reflec
Preparer's Name		Title			

Preparer's Email

Phone

Preparer's Signature

Date

Enclosures: Work-Study Timesheets Photocopy of Each Paystub Paycheck Receipt Form (# Paystub does not reflect check is direct deposited)

Submit via email to Incomin.atyltmjnp8c25g3j@u.box.com

- List the students alphabetically by last name
- Enter the "70% Pay" total in the paragraph below the table
- Do not correct errors by using White-Out or crossing through them. A new document should be submitted to our office
- Our office will not make corrections

### **Tutor Billing Statement**

The University of Texas at Austin Office of Financial Aid

100 W. Dean Keeton St. E3700 Austin. TX 78712-1712 512:475:6282 • finaid utexas.edu/work

#### Off-Campus Tutor Billing Statement (100% Reimbursement)

Name of Agency		Pay	Period (MM/DD/YY	YY - MM/DD/YYYY
Physical Address	City. State		ZIP	
Mailing Address (# different)	City, State		ZIP	0
Name of Each FWS Employee	UT EID	# Hours Worked	Rate per Hour	Gross Pay
(alphabetical by last name)	OT LID	W HOURS HOIRED	Rate per riour	Gross Pay
			Total:	
The above named agency requests relm for work performed under The University the payroll period above and that the hour Preparer's Name	of Texas at Austin Federal Work-S s above are true to the enclosed	tudy Program. I certify this	(total of Gross Pay Billing Statement a	r column above) accurately reflec
Preparer's Email	F	hone		
Preparer's Signature			Date	
Enclosures: Work-Study Timesheets				
Photocopy of Each Paystub Paycheck Receipt Form (if Paystub does not	reflect check is direct denosited)			

- This billing statement will be used by agencies with approved tutor positions
- List the students alphabetically by last name
- Enter the "Gross Pay" total in the paragraph below the table
- Do not correct errors by using White-Out or crossing through them. A new document should be submitted to our office
- Our office will not make any corrections

#### **Timesheet**

The University of Texas at Austin

Austin, TX 78712-1712 512.475.6282 • finaid utexas edu/wor

#### Off-Campus Work-Study Timesheet

Employer							Pay Pe	eriod (MM/DD/YY	YY - MM/DD/YYYY)
Student's Name				UTEI	D	Job	Title		- Hourly Rate
Week (MM/DD - MM/DD)	Number Mon.	of Hours Tues.	Wed.	Thurs.	Fri.	Sat.	Sun.	Total Hours	Gross Earning
				_		_			
					-	_	-		
	_	-	-	-	-		-		
		-	+	-	-	-	+		
							Total:		
Work-Study Employee S Employer Approval: I hereby certify that this has performed all assign	Work-Study Tir	nesheet is atisfactory	a true sta / manner.	tement of t	he hours	worked by	the above-na	Date med student and	d that said studen
Supervisor Signature								Date	
Supervisor Name				Pi	none		E	mail	
Pavroll Contact Name					none		Email		

NOTE: Work-Study Timesheets must be submitted to the Work-Study Office within 5-10 days of paying the student. Be sure to include Billing Statement, photocopy of student's paystub and Paycheck Receipt Form (if paystub does not confirm paycheck was direct deposited). Per federal regulations, Work-Study students must be paid at least once a month. Submit Via email to Incomin.atvitmipse25s3@u.box.com

- Agencies must submit the UT Work-Study timesheet, not their internal timesheet
- Timesheets include the student's and supervisor's signatures
- All sections must be complete
- Time should be tracked in 1/4 hour increments, not time-in/timeout
- Confirm that the payroll period on the timesheet matches that on the billing statement

## **Paycheck Stub**

The Paycheck Stub must contain the following information:

- Agency Name
- Student Name
- Pay Period
- Pay Rate
- Hours Worked
- Gross & Net Earnings
- Deductions

#### **Paycheck Receipt Form**

Office of Financial Aid	100 W. Dean Keeton St. E3700 Austin, TX 78712-1712 512:475 6282 + finald.utexas.edu/work
Paycheck Receipt Fo	$\mathbf{Drm}$ To be completed by the student
his form is to be completed by the Work-Study studer i.e. Billing Statement, student's original Work-Study Ti	nt employee and submitted with the agency's reimbursement paperwork imesheet, copy of student's pay stub).
IOTE: Students whose paychecks are direct deposited their pay stub confirms the direct deposit.	d to their accounts are not required to complete this form
itudent's Name	UTEID
gency Name	
or the pay period of	to
(MM/DD/YYYY)	(MM/DD/YYYY)
acknowledge that I have received a check in the amou	unt of \$ (use amount shown on check)
ignature	Date

- This form must be completed by the student when they receive their check
- The amount on the check should be used, not the gross pay amount
- This form does not need to be submitted if the paycheck stub clearly shows that payment was direct deposited

### **Reimbursement Request Deadlines**

- Paperwork is due within 10 business days of the student's pay date
- Failure to submit paperwork on time will result in delinquency notices and possible suspension from participation in the UT Austin work-study program
- Submit via email to: Incomin.atyitmjnp8c25g3j@u.box.com

# **Delinquency Notices**

- 1<sup>st</sup> Delinquency Notice Sent when paperwork is two weeks late
- 2<sup>nd</sup> Delinquency Notice Sent after agency fails to respond to 1<sup>st</sup> Delinquency Notice
- 3<sup>rd</sup> Delinquency Notice Sent after agency fails to respond to 2<sup>nd</sup> Delinquency Notice – participation in UT Austin Work-Study program may be suspended

### **Student Employee Separation**

The University of Texas at Austin Office of Financial Aid 100 W. Dean Keeton St. E3700 Austin, TX 78712-1712 512:475:6282 • finaid.utexas.edu/work

#### **Off-Campus Separation Form – Employer**

To be completed by the employer

This form must be completed when a Work-Study employee resigns or is terminated before the semester ends. The agency is required to pay the student through the last day worked, complete this form and forward it, along with the enclosures listed below, to the Work-Study Office.

NOTE: This form is also required when Fall-employed students do not return to the agency in Spring.

Student's Name	Reason for Separation:	UT EID
Last Day Worked		
Nould you be willing to re-hire this student? ☐ Yes □ No		
Please Explain:		
Supervisor's Name		
Supervisor's Name Supervisor's Email	Title Phone	

Final Work-Study Timesheet Photocopy of Last Paystub Paycheck Receipt Form (# Paystub does not reflect check is direct deposited) Billing Statement

Submit this form via email to Incomin.atyitmjnp8c25g3j@u.box.com

- An Off-Campus Separation Form must be submitted to our office if a student resigns or employment is terminated
- Students must be paid through their last day of employment
- Separation forms do not need to be submitted at the end of the fall semester if the student will return in the spring
- If the spring semester was not selected on their sign-up sheet, a new sign-up sheet must be submitted

# WS Employment Contact Info

Work-Study Employment	
General Inquiries	<u>work.study@austin.utexas.edu</u>
Hire-A-Longhorn Job Bank	
<b>General Inquiries</b>	<u>hirealonghorn@austin.utexas.edu</u>
Website	
https://hirealonghorn-csm.sy	<u>mplicity.com</u>
http://finaid.utexas.edu/work,	L
http://sites.utexas.edu/hirealc	onghorn/types/work-study/off-campus/

#### **Questions?**

# **Parking Passes**