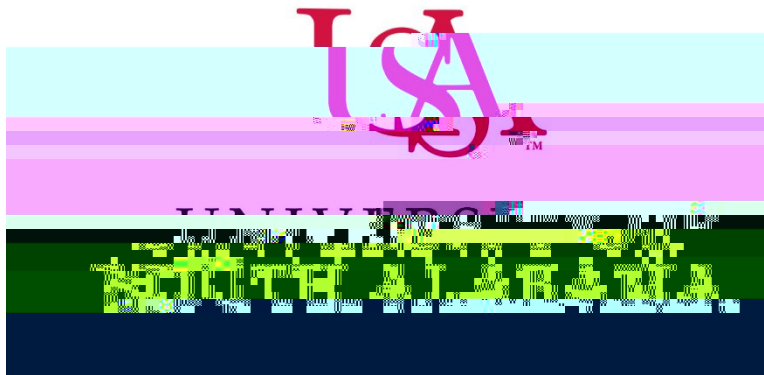


# **FEDERAL WORK STUDY (FWS) PROGRAM SUPERVISOR'S GUIDE**



## **Office of Financial Aid**

390 Alumni Circle  
Meisler Hall, Suite 1200  
Mobile, AL 36688

PHONE: (251) 460-6231  
FAX: (251) 460-6517 & (251)

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# **SECTION I**

## **Welcome to the Federal Work Study (FWS) Program**

## **Welcome to the Federal Work Study (FWS) Program**

The Office of Financial Aid would like to express our appreciation to you for your interest in the Federal Work Study Program.

## **SECTION II**

# **INTRODUCTION TO FEDERAL WORK STUDY (FWS)**

## **A. PURPOSE**

The Federal Work Study (FWS) Program is designed to provide financial assistance to students through part-time employment and encourages recipients to participate in community service activities. In addition to providing opportunities for students to earn a portion of their educational costs, the program provides experience in developing job skills, creativity, and responsibility. Student development and preparation for the job market are fundamental goals of the program; therefore, students are not to be paid for studying while on the job. Students will be paid “an hour’s pay for an hour’s work.”

In summary, we seek to provide FWS students with:

- Opportunities for career development
- Educational experiences
- An environment to serve others
- Opportunities for personal growth
- “Self-help” financial aid with less long-term debt

Federal regulations state that FWS students must not displace regular employees or contracted services.



# C. FEDERAL AND INSTITUTIONAL REQUIREMENTS

Due to the specific nature of the FWS Program, there are many federal and institutional requirements that must be followed to remain in compliance. Failure to comply with these requirements and deadline dates could result in termination from the program.

The following requirements and deadline dates must be for the FWS Program:

1. The Office of Financial Aid must have a FWS Job Request Form and FWS Job Description Form on file before a department can employ a FWS student. Also, all employing departments must read and follow the FWS Supervisor's Guide, procedures, and instructions as stated.
2. A FWS Supervisor must complete all required information on the Personnel Action (PA) Form.
3. Copies of the student's class and work schedules should be kept and reviewed to ensure the student does not work during scheduled class time. The Sign In/Out Sheet that is created by the FWS Supervisor should be used on a daily basis.
4. Supervisors should maintain a personnel file for each FWS student. The file should consist of the following documents and records:

- The Student Personnel Action (PA) Form
- Departmental copy of the student's record of work attendance (Sign In/Sign Out Sheet)
- FWS Student Evaluation Form
- Schedule of student's assigned work and class time

5. FWS Student Evaluation Forms should be completed by A) April s scl b ectepTc 0 Tw-8





**SECTION III**  
**SUPERVISION**



### **3. Job Performance Evaluation**

**Evaluations are due by April 15 of each academic year.**

A written performance evaluation is required for each FWS student. The FWS Student Evaluation Form must be completed to meet this requirement. Please complete the FWS Student Evaluation Form carefully in order to give the student accurate feedback on his/her performance.

# **SECTION**



# **B. HIRING THE FWS STUDENT**

## **PRE-EMPLOYMENT INTERVIEW**

Students are required to complete the online FWS orientation. They are instructed to review the FWS Job List and schedule an interview with the contact person for the job(s) that interest them. The FWS Supervisor should conduct the interview in order to determine the student's suitability for the position. It is the FWS Supervisor's decision whether to hire the student. The student is given the opportunity to accept or reject the offer. It is recommended that the FWS Supervisor take the time to thoroughly determine a student's compatibility with a position before hiring. This will help alleviate any possible problems in the future.

## **HIRING**

Upon successfully hiring a FWS student applicant, the FWS Supervisor should complete the Student Personnel Action (PA) Form or FWS Placement Form. It is important to follow the provided instructions







# D. TERMINATION AND TRANSFER PROCEDURES

## 1 NORMAL ANNUAL TERMINATION

Students are automatically terminated from the FWS Program on the expiration date shown on the Student's Personnel Action (PA) Form. If the student desires to re-establish eligibility for FWS for the following year, a new FAFSA must be submitted.

## 2 NO LONGER INTERESTED IN PROGRAM

Students may voluntarily terminate their FWS award if they are no longer interested in the program. Students are required to give their FWS Supervisor a two-week notice, at which time the FWS Supervisor will inform the Office of Financial Aid of the student's resignation. The FWS Supervisor must also complete a FWS Student Evaluation Form upon the student's resignation.

## 3 TERMINATION BY SUPERVISOR

A FWS Supervisor has the right to dismiss a student for unsatisfactory job performance. This may include, but is not limited to:

- a) Repeated failure to comply with the agreed work schedule
- b) Unwillingness to accomplish assigned tasks
- c) Insubordination or lack of cooperation, which results in disturbing other students.

# **SECTION V**

## **Off-Campus Payroll Procedures**

