

A Report on the Feasibility of Providing Off-Campus Work-Study Employment



Texas Higher Education
Coordinating Board

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Legislative Directive: Senate Bill (SB) 947, 84th Texas Legislature

1. **Best practices** for developing partnerships with employers to provide off-campus employment positions through the work-study program, including best practices learned from other apprenticeship, internship, or mentorship programs in this state or from similar programs in other states;
2. Any **careers or industries** that are well-suited for providing off-campus employment positions through the work-study program;
3. **Current barriers** that public junior colleges face in developing partnerships with employers to provide off-campus employment positions through the work-study program, including any staffing needs or limitations on the outreach capabilities of those colleges; and
4. Any public junior colleges that demonstrate strong potential for successful participation in a **pilot program** to develop partnerships with employers to provide off-campus employment positions through the work-study program.

Off-Campus Work-Study Is Largely Unutilized

- No campuses exercise the off-campus option within the Texas Work-Study Program
- While the majority of campuses utilize the off-campus option for the Federal Work-Study Program, it is primarily targeted to community service positions at non-profit agencies
- Only 56 schools in the country utilize Federal Work-Study at off-campus private sectors (none of which are institutions eligible to participate in the Texas Work-Study program)

Lack of Off-Campus Work-Study Is Due to Several Barriers

- Administrative burden
- Competing mandates and lack of local jobs
- Preventing worker displacement
- Lack of leadership commitment
- Heightened marketing efforts
- Challenging financial projections
- Transportation

Despite Barriers, Off-Campus Work-Study Programs Are Feasible

- Employers, colleges, and other states identified important factors for success:
 - Better marketing to employers
 - Participation in local community engagement activities to facilitate partnerships
 - A solid infrastructure for administering the program at the institution
 - Financial incentives for employers
 - Well developed, though streamlined, state guidelines
 - Need-based focus to help reduce student reliance on loans
 - Guidance from institution on employment placements
- Several states have implemented successful state-sponsored programs
 - Illinois, Indiana, Minnesota, Pennsylvania, and Washington

Balancing Our Approach to Work-Study Is Critical

- Refine eligible employment in the standard Texas Work-Study Program
 - Devote entire biennial funding (\$18.8M) to standard program
- Expand Work-Study Student Mentorship Program
 - Create a separate \$10M biennial strategy for this program
- Create a Private Sector Work-Study Program
 - Commit \$2M in the coming biennium to support the pilot



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