

Office of Financial Aid and Scholarships

TO: College Community
FROM: Mark J. Hill, Director of Financial Aid
RE: **Federal College Work-Study Program – Policies and Procedures**
DATE: April 2026

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I. Requests for Student Help

Enclosed please find *Request for Student Employee* forms which can be used to obtain student help during the year. The forms can be used for the summer program, starting in early May following graduation, or for the fall/spring program, which coincides with the academic year calendar. **Completed forms should be submitted to the appropriate faculty chairperson/director. The chairperson/director will endorse and submit valid requests to the appropriate vice-president. The vice-president will review requests, then forward approved requests either to the faculty chair/director for forwarding to the Financial Aid Office, or directly to the Financial Aid Office for posting.**

II. The Program

SUNY ESF has been participating in the Federal Work-Study Program since its inception in 1965. Federal funds provide 75% of the wages and the college provides 25% plus fringe benefits. The program has a primary purpose of assisting students with a financial need to earn money which helps cover college expenses.

Although funding patterns for the Federal Work-Study Program have been unstable, the Financial Aid Office will continue to provide work opportunities to students while providing student employment assistance to the college.

III. **Student Eligibility**

In order to be eligible for work in the program, an undergraduate or graduate student must be matriculated at least half-time at the college. The student's eligibility depends on his or her need for employment to help defray college expenses, with preference given to applicants from low income families. Due to Federal regulations, it is necessary to view earnings under the Federal Work-Study Program in relation to other financial assistance and total college expenses. The student's total financial aid and earnings under this program cannot exceed his or her determined need.

IV. **Eligible Employment**

FWS employment is intended to be supplementary to the business of the college. Therefore, work (or positions) under the program must constitute employment for which the college has compensated, or is compensating, individuals from other college sources – i.e. Temporary Service, Research Foundation, etc. Employment under the program also cannot replace any work that would otherwise be assigned to other employees.

In addition, a student cannot be paid for work that is related to the student earning academic credit. For example, a student should not be paid under the FWS Program to collect data for his/her thesis or dissertation even if the thesis is related to the business of the college. Furthermore, a student should not be hired to assist another student to collect data for his/her thesis or dissertation unless the college has, in the past, or is presently, paying someone from other funding sources to do essentially the same type of work.

V. **Pay Rates**

Summer 2026 Wage Rate: \$16.00 per hour. Fall 2026 Wage Rate: \$16.00 per hour.

VI. **Employment Hours**

A student employed under the FWS program during the summer may work up to, but **no more than**, 40 hours per week. During the academic year, students may work **no more than** 20 hours per week, except in periods of no classes (semester or holiday breaks), during which 40 hours per week **cannot** be exceeded.

VII. **Additional Information**

More program information and forms are available on the web at <https://www.esf.edu/tuition-aid/financialaid/supervisorfws.php>. Questions may be directed to the Financial Aid Office at finaid@esf.edu.