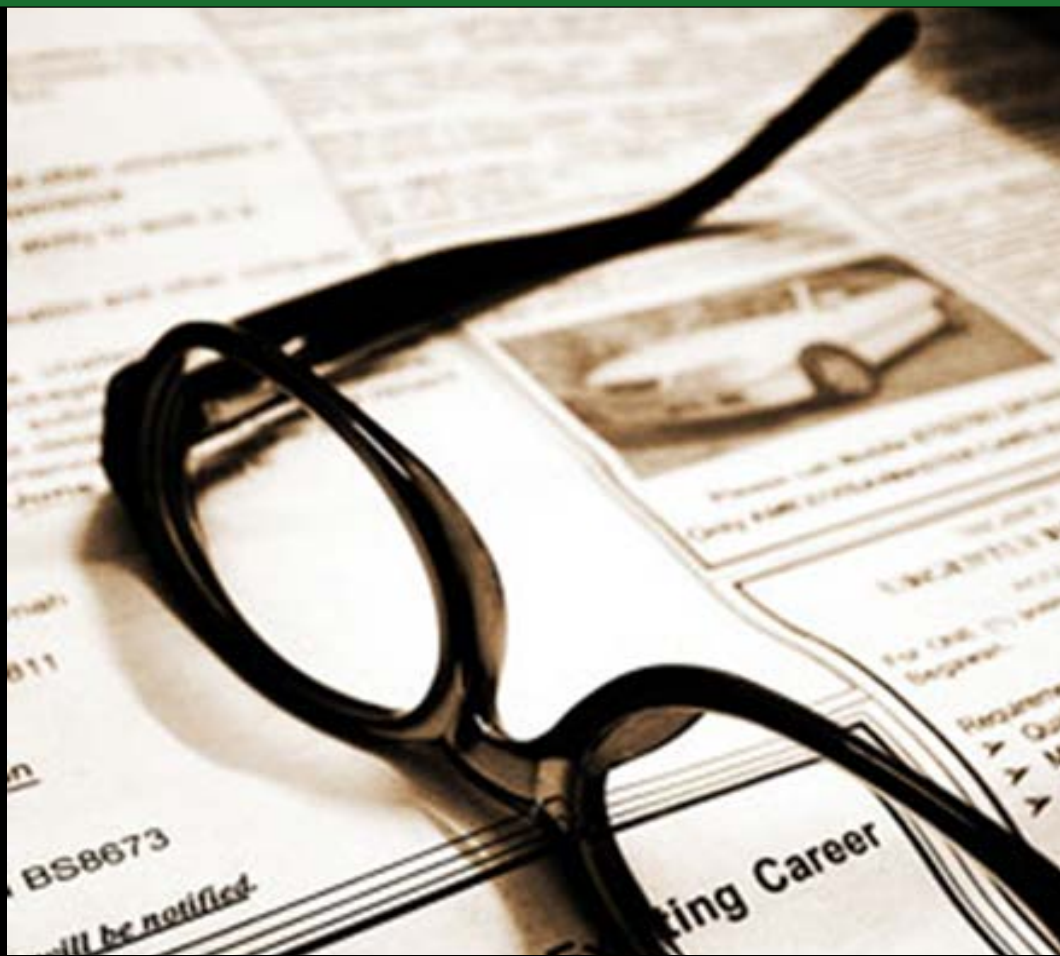


# THE HOUSE OF COMMONS STANDING COMMITTEE ON FINANCE PRE-BUDGET CONSULTATIONS 2015



*Of the 1.3 million Canadians who are currently unemployed, almost a third is young people between the ages of 15 and 24.*

*The Youth Unemployment Rate stands at 12.9% according to the June 2015 Statistics Canada Labour Force Survey.*

**casfaa**  
**acrafe**

**Submitted by**  
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# FEDERAL WORK-STUDY PROGRAM

The Federal Work-Study Program will offer **undergraduate students with financial need** access to **on-campus employment opportunities**

## Program Objectives

For **under-represented students**  
At **post-secondary institutions**

1. To **increase the retention and graduation rates** through on-campus employment opportunities.
2. To help those with **unmet need**, already reliant on student loans, to contribute towards the cost of studies **without incurring more debt**.
3. To create **partnerships** with Educational Institutions to **prioritize work experiences and financial literacy training**.
4. To **increase the employability** upon graduation through career-related work opportunities.

*More than half of Canadian students use loans to finance their post-secondary education. Canadian students expect to graduate with [an average of] \$26,297 in debt.*

*2013 BMO Student Survey*

*According to the Canada Student Loans Program 2012-13 Statistical Review, the total amount of student loans owed to the federal government reached \$14.98 billion as of March 31, 2013.*

*This accumulated student debt does not include provincial loans nor other forms of debt used for education-related expenses.*

*In a February 2015 policy brief from the U.S.-based Center for Analysis of Postsecondary Education and Employment, researchers examined the impact of the U.S. Federal Work Study Program and found that it had a positive academic effect. These effects were magnified for lower-income students.*

## Introduction

The Canadian Association of Student Financial Aid Administrators (CASFAA) thanks the House Standing Committee on Finance for this opportunity to contribute to the pre-budget consultation process. CASFAA is the national professional association representing financial aid administrators at Canada's post-secondary institutions.

Our members administer a large spectrum of student financial aid programs at all levels. This includes government sponsored student aid programs such as the Canada Student Loan Program (CSLP), various provincial student assistance programs, as well as institutional scholarship, bursary, and work study programs. Students, governments, student loan service agencies, and our respective institutions count on our members' expertise to deliver these complex programs efficiently, effectively ensuring the academic success of our students. We also provide budgeting and financial counseling assistance to students. A primary objective of the Association is to advocate on behalf of Canadian students. Because of our roles within our educational institutions, we are uniquely positioned to directly witness not only the success of the CSLP, but also the gaps that seriously compromise the academic potential of a great number of students.

The Federal Government has developed many successful programs to improve conditions for students in Canada. The implementation of the Canada Student Grant Program, the Federal Repayment Assistance Plan, and set aside billion dollars for grants to improve the accessibility of post-secondary education and underrepresented students—just to name a few. CASFAA applauds these achievements and urges the government to build upon this momentum. **There are still many students in Canada that are disadvantaged in the current system and urgently require additional forms of government assistance.**

Canada's continued prosperity in an increasingly competitive and integrated global economy rests on its ability to maintain an advantage in terms of the skills, flexibility and innovativeness of its labour force. Since 1980, the earnings of those with a post-secondary education have grown, while the wages of those with a high school diploma or less have not. Research from Statistics Canada (Youth in Transition) and Canada Millennium Scholarship Foundation (The Price of Knowledge) confirm that participation rates from students with relatively advantaged backgrounds are strong.

As a country, we need to make gains in the average participation rates of students from low-income families by **removing barriers** such as increased debt. We need to emphasize the dignity of work and **increase persistence** by providing practical opportunities to enhance their educational experience, promote student-faculty interactions and connect students to their campus communities in meaningful ways.

As such, CASFAA is recommending a **Federal Work-Study Program (FWSP)**. It will promote self-help in paying for educational costs. Through program participation, students will also gain the skills, knowledge and confidence to effectively utilize their own potential and capabilities to transition from post-secondary education to full-time employment.

## Federal Work-Study Program (FWSP)

The Federal Work-Study Program (FWSP) will offer **undergraduate students with financial need** access to **on-campus employment opportunities**. This is accomplished by a Federal Grant administered by Educational Institutions (EIs) based on their proportion of students on Full-Time Canada Student Loans. **100% of this Federal funding goes to students as pay for work performed.** It represents 75% of the EI's Federal Work Study Program as the EI would be required to contribute (at minimum) of 25% of the funding from internal resources. An average FWSP job is defined as 34 weeks at 10 hours/week but each EI would establish a Program most conducive to success based on their environment: fewer jobs at more hours (e.g. intensive summer work) or more numerous small jobs with a higher number of participants.

### **BENEFITS TO STUDENTS:**

- Incentive to continue their academic career despite lack of resources
- Providing the ability to address their budget shortfall after government aid and other resources are exhausted without incurring more debt;
- Work in a flexible supportive environment which regards full-time studies as priority;
- Priority access to a bank of jobs that complement and reinforce their educational programs or career goals;
- Develop career-related skills and experience, enhancing employment prospects upon completion of their studies;
- Develop other important life skills relating to budgeting and debt management.

### **BENEFITS TO EDUCATIONAL INSTITUTIONS:**

- With the FWSP administered by the EI Financial Aid Offices, the neediest or most at-risk students can be prioritized to participate, and other need-based institutional programs can be combined to provide the best possible support;
- Enhancing student engagement on campus by developing more work-based learning opportunities. This in turn will positively impact retention and on-time graduation;
- Creates additional opportunities to provide financial literacy and employment and life readiness skills;
- Stretches research grants and institutional dollars used to hire students due to the Work Study subsidy incentive.

### **BENEFITS TO GOVERNMENT:**

- Under-represented students who successfully complete their studies and enter the work force with relevant experience are contributing to the economy and innovation at a heightened level, as well as be more likely to repay their student loans;
- Extends the value of federal dollars due to contributing partnership of educational institutions
- The burden of administration rests with EI while retaining the benefit of outcome reports;
- Higher likelihood of Canada Student Loan repayments if students can avoid having to incur other forms of consumer debt;
- The FWSP can be expanded over time, or be carved out to address special purposes. Perhaps a subset of jobs can be dedicated to non-profit community organizations, or for students-helping-students financial literacy workshops.

## Accountability and Funding

There will be **on-going monitoring** of the Federal Work-Study Program by the institutional Financial Aid Offices. Interactions include student eligibility through CSLP verification and need assessment, ensuring the EI's financial contribution to the program, and engaging their campuses to prioritize academically relevant work opportunities for eligible students. The FWSP would be governed by the EI's employment conditions including rate of pay that is appropriate and reasonable according to the type of work performed, the geographic region, the employee's proficiency and any applicable laws. An annual report providing spending details on recipients as well as an evaluation of Program impact will be furnished by the EI, which may include student focus groups and surveys.

Appendix 1 attached provides several scenarios for a pilot FWSP funding model. The Federal cost component could be covered by re-evaluating government spending on student assistance through fiscal tax measures such as credits for tuition fees and contributions to Registered Education Savings Plans (RESPs). These tax credits are distributed almost entirely without regard to financial need, disproportionately benefiting families with higher incomes. They do little to assist high-need students and underrepresented groups to enter our post-secondary education system. CASFAA believes that means-tested student financial assistance that is accessible through a simplified application process and that delivers funds at a time that expenses are incurred represents the most effective use of taxpayers' dollars.

## Conclusion

CASFAA is grateful for the opportunity to share our insights with the Standing Committee on Finance. Investing in post-secondary education through measures such as those we have recommended will strengthen our country, and will help ensure that all citizens, as individuals, and Canada, as a nation, can compete effectively in the global economy.

Respectfully Submitted,



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Shelley Clayton  
CASFAA Past-President

## FEDERAL WORK STUDY PROGRAM PROPOSED COSTS

Average Work Study Job is 34 weeks @ 10 hours per week, jobs may be split or combined by EI	340		
Federal Work Study Program Grant covers minimum wage, representing 75% of total program	\$ 11.10	(see Table 1 below)	
Contribution from Education Institutions, covering the remaining 25%	\$ 3.70		
Average total hourly rate, varies by job duties and skillset requirements	\$ 14.80		
Total students on Full-Time Canada Student Loans	491,000		
With 2% subtracted to account for study abroad students	480,000		
	0.5% of FT CSL	1% of FT CSL	2% of FT CSL
Pilot as % of total students on full-time Canada Student Loans (# recipients for average job)	2,400	4,800	9,600
Total Funding for Federal Work Study Program	\$ 12,076,800	\$ 24,153,600	\$ 48,307,200
Minimum contributions from Educational Institutions	\$ 3,019,200	\$ 6,038,400	\$ 12,076,800
Paid by Federal Budget in form of grants to Educational Institutions to administer	<b>\$ 9,057,600</b>	<b>\$ 18,115,200</b>	<b>\$ 36,230,400</b>

**Table 1: Average Weighted Minimum Wage**

It is proposed that the Federal contribution cover minimum wage, which would vary based on the location of the Educational Institution where the student is studying. For the purposes of cost estimates, a weighted average minimum wage is determined.

Province	Current <sup>1</sup>	Upcoming <sup>1</sup>	FT CSL weighting <sup>2</sup>	
AB	10.2	11.2	10.0%	1.1
BC	10.25	10.45	12.0%	1.3
MB	10.7	10.7	2.0%	0.2
NB	10.3	10.3	2.6%	0.3
NL	10.25	10.5	1.2%	0.1
NS	10.6	10.6	3.4%	0.4
ON	11	11.25	65.7%	7.4
PEI	10.35	10.5	0.6%	0.1
SK	10.2	10.5	2.3%	0.2
YT	10.86	10.86	0.0%	0.0
<b>Weighted Average</b>			100.0%	<b>11.1</b>

<sup>1</sup> Based on Canada Labour Program website <http://srv116.services.gc.ca/dimt-wid/sm-mw/rpt1.aspx?lang=eng>

<sup>2</sup> Proportion of students on full-time Canada Student Loans by jurisdiction, based on CSLP Statistics 2013/14