

- Federal Work-Study was designed as a way for students to work academically relevant jobs, both on campus and in the community, while earning money to fund their education. To enhance student learning, Community-Based Federal Work-Study (CWS) jobs available to students should include components that will assist them in developing professionally while connecting back to their academic learning. CWS provides real-world learning experiences outside of a lab or classroom as a type of co-curricular civic engagement activity.

Supervisors first learn about the importance of creating positions that support student learning when nonprofit agencies become approved as CWS employers. Each job description that is submitted for approval must include one of the **Principles of Undergraduate Learning** as a learning outcome of the position, a requirement that was introduced two years ago. With this requirement in place, CSL has received new positions that are more thoughtfully developed, with consideration to how these positions benefit not just the employer but the student employee as well.

Tim Cocagne of the **Indianapolis Museum of Art (IMA)** has been overseeing CWS students for over two years. As a supervisor, he values student learning as an important aspect of the IMA's CWS positions and believes that students are able to get highly relevant experience and gain new skills through the variety of positions available. Furthermore, Cocagne maintains that "creating a learning environment makes these students more engaged in the input and output of the work they are doing." He states, "All employees at an organization feel more engaged and valuable when they are fostered through growth and learning, and student workers are even more involved and affected by this as they are so eager and excited for new experiences."

Community Work-Study has many benefits for both campus and community. Intentional learning outcomes help to engage students in the work they are doing in the community, contribute thoughtfully to those organizations, and continue to make important academic connections outside the classroom.