A different kind of workforce

Managing a student workforce involving work/study, part time, and transient employees is a decidedly different proposition than managing the rest of your higher education staff. The high rate of turnover can, in itself, lead to errors and uncertainty. It also forces you to handle laborious, high-volume on-boarding and off-boarding during your busiest time of the year. The tools and techniques you use to manage your permanent workforce can’t adequately address the unique requirements of a student workforce.

Six of the most important reasons for managing your student workforce more efficiently include:

- **Promoting student success beyond the classroom.** Work study is more than a source of cheap labor—it gives students valuable experience that contributes to both educational achievement and future employability. When you have the ability to track what kind of work experience you’re giving your students, you can ensure that they’re growing in their work, as well as in their studies. By building student success, you’ll help students develop a deeper sense of loyalty to your institution.

- **Improving skill tracking.** Every student job either requires or develops a body of work skills with tangible value. Many students rotate through a variety of jobs during their college career, building a valuable resume for them, and a precious inventory of skills for your institution. If a student works in admissions during freshman year, then you find you have a need for their experience two years later, you’ll immediately know who to call.

- **Streamlining on-boarding and off-boarding.** A system that can streamline the on-boarding and off-boarding process does more than reduce the effort required to bring your student workforce on board at the beginning of the academic year—it also reduces costs and prevents clerical errors, making life easier for students and administrators alike. It also reduces risk by ensuring that you’ve promptly shut down user accounts when student employees leave the institution.

- **Balancing workloads.** Students often need to change work schedules due to their studies and activities. A modern, highly usable system with the flexibility to manage variable schedules, along with mobile device support, can go a long way toward keeping student workers and their supervisors informed of who’s available and what’s needed.

- **Supporting mobility.** Nearly all students rely on smartphones and tablets to organize their lives. You’ll get better results from your student workforce if you let them work the way they live, using popular mobile devices. You’ll not only gain more accurate information, you’ll have a better way to keep students informed about changes on the job.
• **Ensuring regulatory compliance.** Student employees are still employees, covered by all the workplace regulations that apply to other workers. To ensure that you’re staying compliant with all laws and regulations, you need systems that can track, monitor, and analyze the jobs done and hours worked by student employees.

By giving student workforce management the unique focus it requires, using technology that’s geared toward the task, you can make work/study a valuable experience that enhances students’ academic experience.