



Attracting & Retaining Student Employees

Student employees have much to offer, from a fresh perspective in your workplace to unique skills and talents. But what makes a place of employment attractive to George Washington University students? This resource provides tips on how employers can retain their student employees over the course of their education.

Flexible Scheduling & Accommodation of Academic Obligations

The life of a student is packed with classes, student organizations and other professional obligations. While taking on a part-time position offers many positive aspects, many students may worry that academic responsibilities would be compromised if they accept a position. Making your commitment to reasonably accommodating a student's academic schedule clear in your job posting helps to ease these fears and increase the number of applicants.

Opportunities for Growth & Education

The nature of being a student means your student employees aspire to grow and learn new skills. Positions that offer opportunities for upward momentum or increased responsibility are more attractive to students. Additionally, more fully incorporating your student employees into your department and allowing them to work with a team of professionals can foster mentorship and guidance opportunities for students.

Potential for Student Leadership

Opportunities for student employees to weigh in on projects and make real contributions to the department's goals make it clear to students that they can grow as leaders in their role. Research shows that collaborative workspaces incorporating multilevel positions can increase workplace performance. The feeling of being part of a team can be a key motivator for student employees to fully engage in the responsibilities of their role or get excited about applying for a new position.

Acknowledgment and Appreciation

The act of expressing gratitude for work completed and a student's contributions to a successful project or operation goes a long way. Juggling a position and school is a tough commitment, and knowing that you are valued can help to reinforce the value of balancing both.

Additional Resources

[The Muse: Why We'll All Work Flexible Schedules Soon](#)

[Emergenetics International: 5 Ways to Foster Increased Team Collaboration](#)

[Forbes: New Study Finds That Collaboration Drives Workplace Performance](#)

[Inc: The Powerful Impact of Acknowledging Good Work](#)