

Hiring Student Labor-- Useful Information for Estimating Costs

July 2008



1. When can students work?

Calendar for Student Workers

Semester	Number of Weeks *	Graduate appointment dates*	Total semester hours at 10 hrs/wk	Total semester hours at 20 hrs/wk
Fall	19.5	Early September – Mid January	195	390
Spring	19.5	Mid January – End of May	195	390
Summer	13	End of May – End of August	130	260

**Number of weeks includes midterm as well as end of term breaks (winter holidays, spring break, etc). It is recommended that employers discuss the actual weeks that the student will work when finalizing employment terms.*



2. About how much does it cost to hire a student?

Approximate Hourly Rates for Student Workers

(Including tuition, FICA/Medicare, and health insurance as appropriate. Subject to change each year.)

Type of Student	Fall or Spring Semester costs (10 hrs/wk)	Fall or Spring Semester costs (20 hrs/wk)	Summer term costs (10 hrs/wk)	Summer term costs (20 hrs/wk)
Undergraduate Typical hourly rate: \$8 - \$13	\$1,600-\$2,500	\$3,100-\$5,100	\$1,100-\$1,800	\$2,200-\$3,600
Graduate Typical hourly rate: \$17 - \$28	\$6,300-\$8,800	\$12,700-\$17,700	\$2,700- \$4,400	\$5,300-\$8,900

*Undergraduates do not need FICA when taking classes

*Graduate student costs include tuition benefit during the school year but not during the summer

*The information provided above should only be considered a guide for estimating costs. This table was last updated July 2008.



3. How can I estimate what it will cost for my program to hire a graduate student?

Estimate your costs for hiring a Graduate Assistant—click for an Excel worksheet *:

[Fall and Spring Semesters](#)

[Summer Term](#)

* Please consider this only as a guide. **Variables on this worksheet change often and do not apply to every situation.** For example, some departments have a policy to pay their graduate assistants at a much higher hourly rate than the lowest rate of \$16.75.