

HOW TO PAY A STUDENT ON A SPONSORED PROJECT

Participant or Employee?

Participant	Employee
Financial assistance or support paid in connection with educationally related activities	Compensation for performance of assigned job specific duties
No scope of work	Scope of work assigned
No Workers' Compensation coverage	Workers' Compensation coverage
Student-mentor relationship; no employer-employee relationship	Employer-employee relationship
Only allowable when the purpose of the sponsored project is training	No restrictions on the type of sponsored project
Fixed payment amounts	Pay based upon hours or percentage of time worked performing assigned job specific duties
Selection based on criteria outlined in the sponsored project proposal	Selection based on competency, skills, knowledge, and ability