FINANCIAL AID 101 Prepare for Your Future



Your presenter

Robin Walker

Higher Education Access Partner **PA Higher Education Assistance Agency (PHEAA) 717-956-8285 rwalker@pheaa.org**



AGENDA

What is Financial Aid?

How do I apply?

The Aid sources available.

What happens next?

Making smart decisions!

Financial Aid Basics

Financial Aid is funding provided to students and families to help pay for **POSTSCONDARY EDUCATION** expenses

Principles:

- Paying is a joint responsibility of student and parent(s)
- A Federal Formula determines family "NEED"
- FORMS must be filed to receive ANY Aid
- Be a consumer open minded, diverse search
- Buy and EDUCATION, NOT A SCHOOL





Types of Financial Aid



<u>GIFT AID</u>: Scholarships and Grants (not repaid) Based on: Financial Need (income, assets, family) Merit (ability, actions, criteria)

Sources: Federal/State Government, Schools/Colleges, Organizations, Businesses, Community, Employers, FREE Internet Search

SELF HELP AID: Loans, Work Programs, Savings

Loans are borrowed money and must be repaid

• Sources: Federal Government, Banks, Schools/Colleges

Work Study – earned money by students

Also.... Tuition Reimbursement and Military



Start with the FORMS

FAFSA – Free Application for Federal Student Aid

- Required by ALL Schools, PHEAA and some scholarship organizations
- Required every year attending

STATE GRANT FORM through PHEAA

Required first year after FAFSA is completed

Some schools require additional forms::

CSS Profile – through the College Board; additional fees Institutional Financial Aid Forms - through a specific school

KNOW WHAT FORMS EACH SCHOOL REQUIRES





FAFSA.GOV - New look and format for AY 19/20

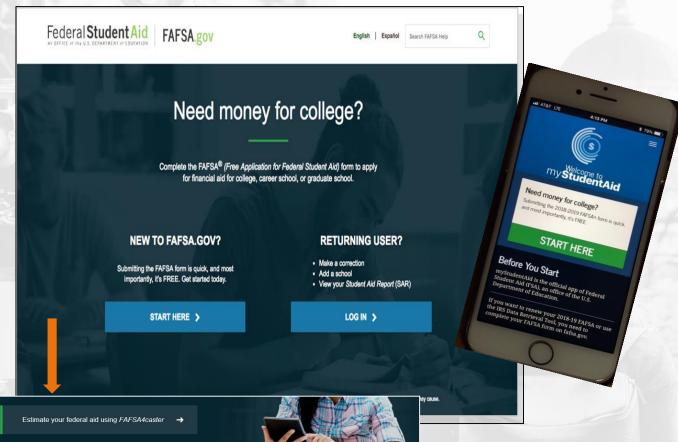
The primary form used to determine Eligibility for Federal Financial Aid

Complete every year enrolled

New web format for online, tablet and phone use and a new "My Student Aid" App

Skip Logic built in to skip questions that don't apply

Fafsa4caster – practice site



DEADLINES live it, learn it, love it

Federal Deadlines - Apply anytime after October 1 in the year prior to when you will attend school (AY 2020-21: 10/1/19 – 6/30/21)

School Deadlines - vary, check websites!

PA State Grant Deadlines for FAFSA

<u>May 1</u> - First-time and renewal students attending colleges, universities & college transferrable programs (excluding community colleges)

DON'T MISS

DEADLINES

Pennsylvania Higher Education Assistance Agency

August 1 – First-time students attending community college; a business, trade or technical schools, hospital school of nursing; Open Admissions Institutions or a 2-year non-transferrable degree program at a Jr or 4-year college

Create an FSA ID (your electronic signature)

FSAID.ed.Gov

or scroll down at FAFSA.gov & options within the FAFSA

ate an FSA ID	Manage My FSA ID		
Please enter yo	our:		
E-mail			0
Confirm E-mail			0
Username			0
Password			0
		🗸 Numbers 🚽 Uppercase Letters 🖌 Lowercase Letters 🖉 Special Characters 🚽 8-30 Characters 🗐 Show Text	
Confirm Password	đ		0
		CONTINUE	



Pennsylvania Higher Education Assistance Agency

Student and ONE Parent need separate ID's

- Separate emails addresses required

Documents You May Need

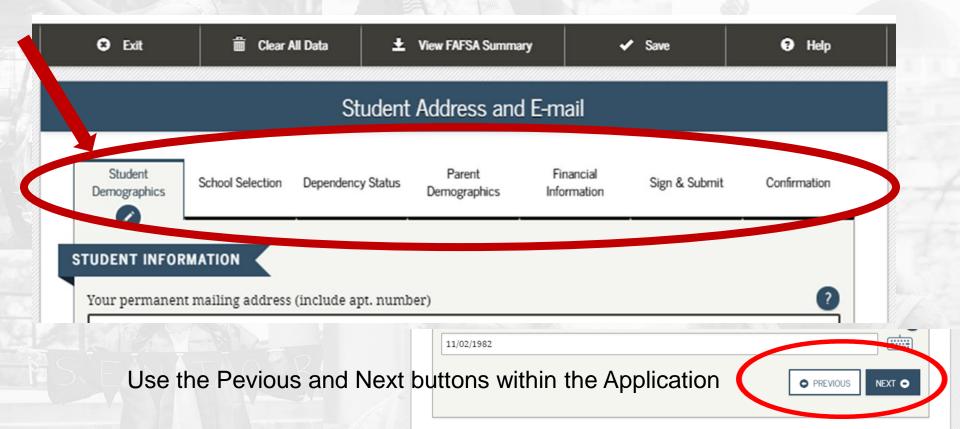
- > <u>Social Security Number or alien registration number if not US Citizen</u>
- Driver's license (student only and optional)
- > Prior, Prior year's Federal income tax returns (1040, 1040A or 1040EZ) & W2 foms
 - > 2018 taxes for AY 2020/2021 , 2019 taxes for AY 2021/2022
- > Current bank statements (checking and savings) as of the FAFSA filing date
- > Current business and farm records (if employ over 100 people or don't live on the farm)

1040

U.S. Individual

- > Records of any stocks, bonds & other investments, including 529 accounts
 - > NET AMOUNTS
- Untaxed Income (untaxed Social Security benefits are not considered)
 - Veterans non-education benefits, child support paid/received and workers compensation.

7 Sections / fill in the blanks



😫 Exit	🛗 Clear All Data	Ł View FAFSA Sumi	nary	✓ Save	🕄 Help
		Search for Coll	eges		
Student Demographic	School Selection	cy Status Parent Demographics	Financial Information	Sign & Submit	Confirmation
UDENT INFORM	IA				
	sed on the information y aid. Continue through th	· ·			
can add <u>these ins</u>	there you'll search for th up to 10 colleges at a tin structions. are you add ALL college d yet.	ne to your FAFSA. If yo	u're applying to	more than 10 coll	leges, <u>follow</u>
Complet	e the fields below to sea	rch for a college to add	l to your FAFSA.		
)o you know the Yes 💽 I	college's <u>Federal School Co</u> No	ode?			2
tate Pennsylvania					2
City (optional)					2
ichool Name (opt	ional)				2
Pennsylvania	State University				
SEARCH TIPS	•			• PREVIOUS	search Q

SCHOOL SELECTION Look at more than one!

Select up to 10 colleges you are interested in attending

- You don't have to be currently accepted
- List the one you're most likely to attend first

Schools cannot see your Financial Info unless you list them on FAFSA

Schools cannot see the order or your other selections

Search by name or by school code



Independent students are:

- 24 or older on January 1 of award year
- Veteran (includes active duty personnel)
- Married
- Working on graduate degree
- Emancipated minor or in a legal guardianship
- Orphan, in Foster Care or Ward of the Court at any time when the student was age 13 or older
- Have legal dependents other than spouse
- Student deemed homeless by proper authority





Whose information goes on the FAFSA?

Independent student – only their info

Dependent Student and Parent(s)

- Divorced or Separated Parents -> Custodial Parent: the parent that you lived with most during the last 12 months, if equal: the parent that provided the most financial support
- ✓ Divorced/Separated parents who live in the same household
- ✓ Same Sex Parents
- Stepparents
- Adoptive parents

✓ NOT a parent for FAFSA:

- Foster parents
- Legal guardians
- Anyone else the student is living with



IRS Data Retrieval Tool

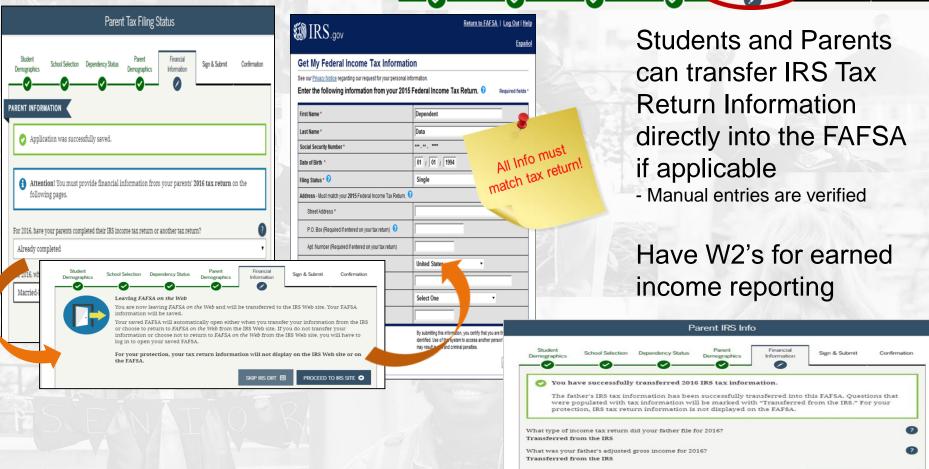
Student Demographics

School Selection Dependency

Dependency Status Parent Demograph Financial Information

Confirmation

ign & Submit





An **ASSET PROTECTION ALLOWANCE** is applied against a Parent's assets, based on the information gathered to this point

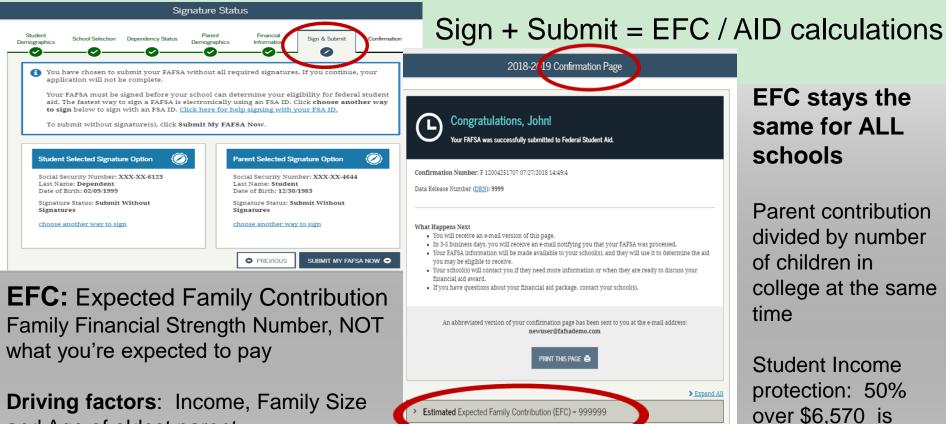


<u>NOT AN ASSET</u>: Home, Personal Property, Qualified Retirement Funds, Value of Life Insurance. Social Security Benefits are NOT considered

Report **NET ASSETS** (Value - Associated Debt/Penalty = Asset)

529 college savings accounts are reported as Parent Investments IF the total assets including the 529 are ABOVE the asset protection allowance number





School(s) on your FAFSA:

considered

PHe

Pennsylvania Higher Education Assistance Agency

and Age of oldest parent

Approx calculation on assets: 20% student, 6% of parent assets

PA State Grant FORM

Congratulations, Sample! Your FAFSA was successfully submitted to Federal Student Aid

Confirmation Number: F 11200004104 03/27/2018 11:00:3/27/2018 11:31:55 AM:3/27/2018 11:31:55 AM

Data Release Number (DRN): 9970

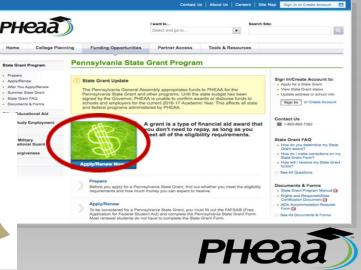
What Happens Next

- You will receive an e-mail version of this page.
- In 3-5 business days, you will receive an e-mail notifying you that your FAFSA was processed.
- Your FAFSA information will be made available to your school(s), and they will use it to determine the aid
 you may be eligible to receive.
- Your school(s) will contact you if they need more information or when they are ready to discuss your

Completed the first year attending, uses new FAFSA in subsequent years

Missed the Link – go to PHEAA.org, 24 hours after filing or watch for PHEAA reminders

рнеаа Easiest Method: Click the Link on the College Planning FAFSA confirmation Page, info is transferred State Grant Prooram Prepare · Acoly/Renew amplestudent@sample.co After You Acohu/Renew - Summer State Grant . State Grant FAQ Documents & Forms PRINT THIS PAGE 🚔 Triucational AL both Empl Military ational Gu prolyeness NEW ! Start your state application to apply for Pennsylvania state-based financial aid. ⊖ E-Sign process



Pennsylvania Higher Education Assistance Agency

The process.....

Department of Education's Central Processing System uses the FAFSA calculations to create your NEED ANALYSIS



- EFC is calculated number used to determine aid
- SAR/ISIR reports your eligibility for Aid to you and your school choices
- Schools and State receive your results
- Grant eligibility is calculated
- You Apply/Applied to your school choices
- Once Accepted schools produce Award Letters (Aid Packages) based on Need and any Internal Aid (Cost – EFC = Need)
- You compare Award Letters
- Determine true costs of school and make affordable choices

Cost of Attendance

- The Financial Aid Office will include DIRECT COSTS in determining the student's <u>annual cost</u> of attendance (Budget) at their school.
- Tuition, Fees, Room, Meals(Board), Books, Supplies
- Don't forget about **INDIRECT COSTS**:
- Dorm Furnishings, Transportation, Personal Expenses, Laundry, Dependent Care, Pizza...







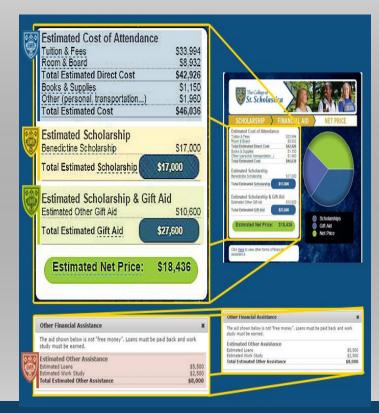


Every Institution, by law, must provide families with a Net Price Calculator on their website to estimate net costs

ESTIMATED data provided by each institution:

- Total price of attendance
- Tuition, Fees, Room and Board
- Expenses (ie personal, transportation..)
- Estimated merit and need based grant aid
- ESTIMATED NET PRICE (attendance minus grant aid)

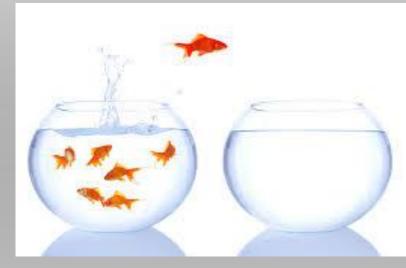
Does not always include internal Scholarships



Special Circumstances ...

If things change ... contact the Financial Aid Office

- Reduced Income or PPY Inflated Income
- Recent death or disability
- Divorced or separated parents
- High health care bills
- Foster parents
- Legal guardians
- Living with others



Pennsylvania Higher Education Assistance Agency

Only a school can change a FAFSA related to circumstances Contact PHEAA for PA Grant re-consideration

Funding Options Available

"Well, how much money will I get?"

Federal Grants based on Need (EFC)

Pell Grant up to \$6,195 (19/20 AY)

Campus-based aid – amounts determined by FAO

FSEOG..... up to \$4000 Federal Work Study... FAO determines



Student must be enrolled at least half-time and meet satisfactory academic progress

Eligibility determined by FAFSA (forms) Amounts determined by Need Analysis & Cost of School



Other Federal Grant Programs

StudentAid.ed.gov/types

- TEACH Grant
- Occupational Vocational Rehabilitation Program (OVR)
- Post 9/11 GI Bill Benefits
- Iraq and Afghanistan Service Grant



- US Dept. of Health and Human Services
 - https://www.benefits.gov/us-department-health-and-human-services-hhs-student-assistance-programs
- Americorps
- American Opportunity Tax Credit & Lifetime Learning Credit
 - tax return credits see IRS Publication 970

PA State Grant pheaa.org



Full time in PA* up to \$4,128 (19/20 AY)

Greater than 50% Online: half of the eligible award

Out of State – up to \$551 in DE, DC, MA, OH, WV, VT All other states - \$0

* Must be a resident of PA, attend at least half-time in a minimum 2 year program and meet satisfactory academic progress – see pheaa.org or the PA Student Aid Guide

Eligibility determined by FAFSA & PA Grant Form Amounts determined by Need Analysis & Cost of School



State Administered Grants - pheaa.org

- State Work-Study Program
- Partnerships for Access to Higher Education Program (PATH)
- PA Targeted Industry Program (PA-TIP)
- PA National Guard Educational Assistance Program (EAP)
- Chafee Education and Training Grant (Foster Students)
- Postsecondary Education Gratuity Program (PEGP)
- Blind or Deaf Beneficiary Grant Program
- Ready to Succeed Scholarship Program
 - 2nd year and beyond

PATH Grant

- PHEAA partnership with community based PA organizations that offer grants or scholarships to eligible PA residents
 - » Current PATH partners at PHEAA.org/PATH
- PHEAA PATH Grant match up to \$2,500
- The student must be enrolled at least half-time in a PHEAA-approved postsecondary institution
- Student must have received a PA State Grant for the semester or quarter for which they are nominated to receive a PATH Grant

Educational Assistance Program (EAP)

- Department of Military and Veterans Affairs (DMVA)
 - » Distributes and collects applications
 - » Determines approval of applicants
- Students must sign a 6-year agreement with the PA National Guard
- Awards are based on tuition charged to PA residents at a state-owned school



PA Military Family Education Programs

- On July 1, 2019, Governor Wolf signed the PA GI Bill which will allow the spouses and children of National Guard member's to attend college for free or at a reduced cost.
- The Military Family Education Program (MFEP) will be administered by PHEAA and the DMVA.
- It is the first of its kind in the nation and is expected to benefit up to 8,000 military family members.
- An additional 6-year service commitment with the PA National Guard is required.
- More information is forthcoming.

PA Targeted Industry Program (PA-TIP)

- Targeted industries at approved schools:
 - » Energy
 - » Advanced Materials and Diversified Manufacturing
 - » Agriculture and Food Production
- Need-based awards up to the maximum PA State Grant award
- Many requirements of PA State Grant, except:
 - » Program must be at least 10 weeks but less than 2 years
- Must file a FAFSA & PA TIP application



Chafee Education & Training Grant (ETG)

- Federally-funded program
- PA students aging out of foster care
- Enrolled at least half-time and attending an institution
- Must file a FAFSA & Chafee application
- 2019-20 AY max award is \$5,000



Fostering Independence Through Education Waiver

- On June 28, Governor Wolf signed the Fostering Independence
 Through Education Act
- It waives tuition for youth who were in foster care at age 16 or older, including those adopted
- Beginning in the fall of 2020, all PA colleges and universities will be required to offer tuition waivers for eligible students.
- The waivers, which also cover college application fees, can be used for up to five years or until a student reaches age 26
- Additional Information will be forthcoming

Postsecondary Education Gratuity Program (PEGP)

- Benefits children of select emergency personnel who died in the line of duty
- A waiver of institutional charges for tuition, fees, room and board minus any grants or scholarships received at a PA community college, state-owned or state-related institution
- Must be enrolled full-time in associate or baccalaureate degree program
- Must File a FAFSA, SGF and PEGP application



Blind or Deaf Beneficiary Grant

- Students who are visually or hearing impaired
- Enrolled at least half-time
- Maximum award \$500
- Must file a FAFSA & Blind or Deaf Beneficiary Grant Application

Other PA Programs - OVR

- State agency that provides a variety of services for individuals with:
 - » Physical disabilities
 - » Mental/nervous/emotional disorders
 - » Drug and alcohol rehabilitation
 - » Learning disabilities
- Diagnostic testing
- · Financial support (gift aid) for higher education
- Must complete FAFSA



Scholarships! Don't miss FREE Money

START EARLY-and KEEP LOOKING

- GOOGLE your Interests
- DON'T PAY for information (Scam)
- Criteria varies by school and organization
 - Follow Directions provide what is asked
- Don't Fear Essays recycle
- Don't disqualify yourself until IT disqualifies YOU
- Small amounts ADD UP
- Activities, Athletics, Family, Hobbies, Attributes, Participation – DO YOUR RESEARCH
- Create a Profile/Resume everything about you
- DON'T MISS DEADLINES

- ✓ FastWeb.com
- ✓ EducationPlanner.org
- ✓ FinAid.org
- ✓ Unigo.com
- ✓ Scholarships.com
- ✓ Scholarship-Page.com



- ✓ DoSomething.org/Scholarships
- ✓ Colleges.Niche.com
- ✓ StudentScholarships.org
- ✓ BigFuture.Collegeboard.org
- ✓ CollegeAnswer.com
- ✓ CollegeNet.com
- ✓ MeritAid.com
- ✓ MORE....



Federal Direct Loan Program (borrowed funding) StudentLoans.gov or the School's Website

Awarded to ALL eligible undergraduate students, regardless of NEED

2 Loan components, based on FAFSA Subsidized – Govt pays interest while attending and during grace period Unsubsidized – Student is responsible for interest (Accrues in school and grace)

5.045% variable/fixed interest rate, 1.062% fee (AY 18/19)

- Changes every July 1 for new loans

In Student's Name

- No Collateral or Credit Check
- No Payments required while attending school and 6 month Grace Period
- Affordable repayment options
- MUST complete a FAFSA and Sign an MPN
- Additional amounts for Independent Students and if Parent PLUS Loan is denied



Federal Direct Stafford Loan Program Borrowing Limits

Undergraduate Students			Graduate Students				
Annual Limits	Dependent Students	Independent or Dependent Students whose parents are unable to borrow a PLUS Loan	Graduate or Professional Studies				
1 st Year	\$5,500 Total No more than \$3,500 may be subsidized	\$9,500 Total No more than \$3,500 may be subsidized	\$20,500 each academic year Graduate / Professional students are no longer eligible for subsidized loans				
2 nd Year	\$6,500 Total No more than \$4,500 may be subsidized	\$10,500 Total No more than \$4,500 may be subsidized					
3 rd Year and beyond	\$7,500 Total No more than \$5,500 may be subsidized	\$12,500 Total No more than \$5,500 may be subsidized					
Aggregate Limits	\$31,000 Total No more than \$23,000 may be subsidized	\$57,500 Total No more than \$23,000 may be subsidized	\$138,500 Total				

Federal Direct PARENT PLUS Loan

For Parents of Dependent Undergraduate Students

PLUS loans also available for Independent Graduate Students

- In a Parent's Name for student costs up to the Cost of Attendance
- Payment can be deferred while student is in school (interest accrues)
- No Debt-to-Income test, Only lenient credit check
- Must apply each year and file a FAFSA
- IF DENIED student is eligible for an additional \$4,000 unsub

7.595% Variable/Fixed Interest Rate; 4.248% fees (AY 18/19) Changes every July 1 for new loans

Private / Alternative Education Loans

Options for Balances from private lenders or financial institutions

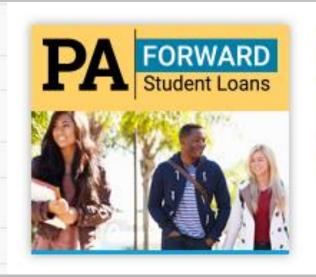
- In student's name / co-signers usually required
 - Can borrow up to the Cost of Attendance
 - Based on credit scores and debt-to-income

NEW from PHEAA beginning AY 19/20:

PA Forward Student and Parent Loan

- NO FEES, Rate Discounts for ACH & Graduating
- Low interest rates
- www.PHEAA.org/PAForward

Compare to find the right fit





PHEAA.org/PAForward

PHEAA's new PA Forward Student Loan Program is designed specifically for PA students and families.



PA Forward – Undergraduate Student Loans

These loans are designed specifically for students enrolled or who plan to be enrolled at least half time in a Title IV approved degree, certificate, or diploma granting program.

Loan Benefits

- Low-cost, fixed interest rates (5.01-7.43% APR)¹
- Zero Fees
- Borrow up to 100% certified cost of attendance (tuition, fees, room, board, books, etc.)³
- Low minimum loan amount: \$1,500
- 0.50% interest rate reduction for graduating
- 0.25% interest rate reduction for enrolling in Direct Debit⁴
- No pre-payment penalty
- Multiple repayment plans
- Co-signer release option

PA Forward – Parent Loan

These loans are designed specifically for parents or guardians of dependent undergraduate students enrolled at least half-time in a Title IV approved degree, certificate, or diploma granting program.

Loan Benefits

- Low-cost, fixed interest rates (5.19-7.38% APR)²
- Zero Fees
- Borrow up to 100% certified cost of attendance (tuition, fees, room, board, books, etc.)³
- Low minimum loan amount: \$1,500
- 0.25% interest rate reduction for enrolling in Direct Debit⁴
- No pre-payment penalty
- Multiple repayment plans

(Includes in-school interest only option)

PA Forward Disclaimer

 Annual Percentage Rate (APR) Calculations - The lowest APR is based on the following assumptions: a loan of \$10,000 made in a single disbursement, a borrower who selected an Immediate Repayment Plan, monthly payments of \$107.05 for a period of 120 months, a fixed periodic interest rate of 5.45% and a total amount financed of \$12,845.50. The borrower in this sample qualified for a 0.25% Direct Debit benefit for the entirety of the repayment period.

The highest APR is based on the following assumptions: a loan of \$10,000 made in a single disbursement, a borrower who selected an Interest Only Repayment Plan and a repayment term of 180 months, monthly payments of \$61.67 for 46 months and monthly payments of \$92.13 for the remainder of the repayment term, a fixed periodic interest rate of 7.40% and a total amount financed of \$19,420.77. The borrower in this sample did not qualify for any interest rate discounts.

Please note these APRs are estimates and may differ from the actual rates received.

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Please note these APRs are estimates and may differ from the actual rates received.

- 3. Subject to aggregate loan limits.
- 4. If you choose the Interest Only or Partial Interest Repayment Plans, you will not be initially eligible for Direct Debit or the 0.25% rate reduction until your loan enters repayment and you start paying toward both principal and interest.

Applicants, including co-signers, are subject to credit qualifications, completion of an application and credit agreement, and verification of application information.

PHEAA reserves the right to discontinue all programs or benefits without prior notice.

Other ways to save and pay

PA 529 College Saving Plan

A tax free savings account for post secondary education costs **PA529.com**





Upromise.com

Anyone can earn for your student by registering credit cards and shopping with participating companies

\$ earned can go into a 529, pay a loan or be received for expenses

Options to Cover the Cost of Education

- A school doesn't care how you come up with the balance, just that you do.
- Families can CHOOSE the methods of borrowing and funding combinations that meet their needs to cover balances - it's unique to YOUR resources.

You can mix & match = balances!

- Savings Family
- 529 College Saving Plans -Family
- U Promise credits Family, friends
- Scholarships Various sources, including schools
- Grants Federal/State programs

- Tuition Payment Plans School
- Federal Student Loans DOE
- Parent PLUS Loans DOE
- ✓ PA Forward Loan State
- Private Education Loans –
 Banks / Finance Entities
- Institutional Loans School
- ✓ Home Equity Loans Banks

- Employers Tuition reimbursement programs
- 401K Withdrawal or loans (See a financial advisor or your HR Dept)
- Credit Cards Banks (be cautious)
- Student part-time job Students work-study/private jobs



Schools determine NEED

- 2. FAO "**Packages**" students based on Financial Need and available funding (varies by school)
- 3. Financial Award Letter is sent to the Student

NOTE: EFC Stays the same, Costs Vary



Financial Aid Award Letter Understand it!



An official notification from the School about financial aid, terms, and conditions

- Lists the type and amount of each award to be received and accept/reject steps
 - Sign and return
 - Complete MPN's for loans; Entrance Counseling

Verification: IF you are flagged, request official tax transcripts online at **www.irs.gov** or by calling (800) 908-9946. Please note that tax transcripts are not the same as copies of tax returns

REVIEW and ASK QUESTIONS

- Is there criteria on the Gift Aid GPA, Participation, Membership, Major?
- Will funds change if tuition changes; Will Gift Aid continue in subsequent years
- Is PLUS and Workstudy packaged?!
- How are Outside Scholarships Handled?
- What is the overall debt the letter is for one year's costs.



Packaging Example

SCHOOL	А	В	С	D
COST	\$ 6,600	\$15,000	\$25,000	\$45,000
EFC (stays the same for all schools)	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
NEED	<u>\$ 3,600</u>	<u>\$12,000</u>	<u>\$22,000</u>	<u>\$42,000</u>
FREE MONEY (varies)	\$2,000	\$ 7,000	\$ 9,500	\$23,000
LOANS (Federal Direct Lending)	\$4,600	\$ 5,500	\$ 5,500	\$ 5,500
WORK STUDY (after you work a job!)	\$ O	\$ 0	\$ 2,000	\$ 3,000
TOTAL AID	<u>\$ 6,600</u>	<u>\$12,500</u>	<u>\$17,000</u>	<u>\$31,500</u>
GAP (Cost – Aid)	\$ O	\$ 2,500	\$ 8,000	\$13,500
ACTUAL COST (Cost – FREE Money)	\$4,600	\$ 8,000	\$15,500	\$22,000

Begin with the End in Mind

RESEARCH the <u>EXPECTED SALARY</u> in your FUTURE CAREER, find an <u>affordable school</u>, and <u>borrow realistically</u>

- There are many paths to the same degree
- Research every option, including community colleges and commuting
- > Only attend a school you can reasonably afford
- > Only borrow what you absolutely need to attend
- Approach education from a consumer standpoint
- Is there a CAREER SERVICES Dept
- Much depends on You and Your Choices



PHEAA Online Resources

- **PHEAA.org**
- EducationPlanner.org
 - **Career planning**
- MyNextMove.org
 - **Research Careers**
- MySmartBorrowing.org
 - **Borrow smart**
- YouCanDealWithlt.com
- Facebook.com/pheaa.aid ٠
- MyFedLoan.org •



It pays top have an education

Unemployment rates and earnings based on education attainment, 2018

Unemployment rate % Median Usual Weekly Earnings \$ Doctoral degree Professional degree Master's degree Bachelor's degree Associate degree Some college, no degree High school diploma, no college Less than a high school diploma 0% 1% 2% 3% 4% 5% 6% \$250 \$500 \$750 \$1,000 \$1,250 \$1,500 \$1,750 \$2,000

Ref: US Dept of Labor: Bureau of Labor Statistics/Career Outlook

Thanks and Best Wishes!

Questions?



Robin Walker

PHEAA, Higher Education Access Partner Northeast Region 717-956-8285 rwalker@pheaa.org



