REAL
INTERNAL
EMPLOYER TRAINING

ROLLINS EARN AND LEARN
Agenda

- Welcome
- Overview of the REAL program
- Public Health competencies
- Onboarding your REAL students
- Hiring Process
- Hours tracking
- Refer your friends and colleagues to REAL!
- Q & A
The Rollins Earn And Learn is a program that offers eligible full-time MPH and MSPH student's valuable opportunities to earn while they learn.

- The program provides funding for full-time master's level public health graduate students to support their academic interests with applied public health experiences.
- Partner organizations include federal, state, county and other government agencies, Emory University, Emory Healthcare, Emory- affiliated programs, for-profit and nonprofit organizations throughout Atlanta.
- Earnings are funded by both the Rollins School of Public Health and the approved partnering organizations.
Overview of REAL

- Unique to Rollins School of Public Health
- Vital component of training the public health workforce
- Opportunity to mentor new professionals
- Students provide their skills and assets and deepen their public health competencies
- RSPH pays half their salary!!!!
The Rollins School of Public Health’s signature program, Rollins Earn and Learn (REAL), offers full-time MPH and MSPH students with work opportunities in the public health arena that allow them to earn while they learn. Students develop professional goals, meet public health competencies, and complement their classroom training with invaluable work experiences in the field. REAL is a cost-sharing program in which the school and partner agencies and organizations split the cost of employing students up to 200 hours per semester @ $15.00 per hour, allowing students to earn up to $3,500 per semester ($6,000 per year).

Over its 10-year history, REAL partners have included 150 federal, state, and county agencies, as well as nonprofit and for-profit organizations in Atlanta and throughout the United States. These integral experiences often fulfill applied practice experience (or practicum) requirements, lead to thesis opportunities, and provide an enriching experience for both partners and students. The mentorship and skills students receive during their REAL employment enables them to thrive in their degree programs and establish strong partnerships in the field that often lead to fulfilling careers and friendships after graduation.

REAL got its start in 2009 when work-study funding for graduate students was eliminated. Rollins’ Dean, James W. Curran, recognized the importance of helping students fund their education while gaining applied public health experience with vetted community partners and to make it available to at least half of the student body. The framework for the program was built out of existing partnerships with University affiliates, and national and international agencies enabling unique opportunities for students to engage in hands-on research, mentoring, and public health practice.

Goals for the next decade of REAL include expanding cost-sharing opportunities to global partners outside the United States through international remote work arrangements and amplifying the impact of the REAL award by making it available to every Rollins student.

5,328 TOTAL NUMBER OF STUDENTS AWARDED
$22,440,000 TOTAL AWARDED
# REAL Support Toolkit

Find important information about key topics related to REAL and answers to FAQs about REAL!

Access the REAL Support Toolkit here

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**TOPIC** | **RESOURCE**
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Aspects of a REAL job | A REAL position includes aspects of the MPH/MSPH foundational competencies and includes a semester worth of work. REAL positions vary based on role and location. REAL positions are offered to all who are enrolled in the MPH/MSPH program and may be held through the fall and spring semesters. Some REAL positions may be available year-round. Some REAL positions may include a year-long internship.

Important dates for REALs | Check out the REAL calendar for important dates, including self deadlines for securing a REAL job.

Become a REAL partner | **There are two primary categories of REAL partnerships:** 
- Internal Partners: These are programs on campus that work closely with REAL partners to provide professional development opportunities for REALs. 
- External Partners: These are programs that are not on campus and work with REAL partners to provide professional development opportunities for REALs.

REAL Student hiring systems | REALS use two hiring systems:  
- Emory Workday: An online platform for hiring REALs. REALs can view jobs, apply, and receive job offers. 
- REAL Job Board: A platform for REALs to view, apply, and receive job offers.

Role of HR for REALs | HR works to ensure that REALs are treated fairly and professionally throughout their time with REALs. HR also works to ensure that REALs are treated fairly and professionally throughout their time with REALs. HR also works to ensure that REALs are treated fairly and professionally throughout their time with REALs. HR also works to ensure that REALs are treated fairly and professionally throughout their time with REALs.

Rights and Responsibilities | It is important for student employees and employers to review their rights and responsibilities in the REAL program on an ongoing basis. REALs should review their rights and responsibilities in the REAL program on an ongoing basis. REALs should review their rights and responsibilities in the REAL program on an ongoing basis.

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**QUESTION** | **ANSWER**
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What is the ratio of pay for REAL students? | A student may hold REAL job and non-REAL job simultaneously. The pay for a student is based on the number of hours worked.

Are international students eligible for REALs? | Yes, an international student with a REAL award is considered an hourly employee and does not need employer sponsorship.

What is the self-deadline for Fall Term 101? | The self-deadline for Fall Term 101 is October 31. The self-deadline for Spring Term 102 is March 31. Students are strongly encouraged to apply early and apply jobs and credits early.

How do REALs get paid and keep track of their hours? | Both employers and sponsoring REALs maintain records of their REALs. Each employer is responsible for tracking their REALs. It is important to keep track of your REAL's hours.

What are the recommended hours to work in a REAL position? | Under no circumstances may a student exceed more than 80 hours per month. The academic calendar includes major holidays and breaks, so 80 hours with a break included is a reasonable amount of work. The academic calendar includes major holidays and breaks, so 80 hours with a break included is a reasonable amount of work.

What religious observances are recognized for REALs students? | REALs have religion observances that are recognized. REALs have religion observances that are recognized. REALs have religion observances that are recognized.

What resources are there for bias-related issues? | Students can contact Bias Support Services at Emory University for assistance with issues related to bias. Students can contact Bias Support Services at Emory University for assistance with issues related to bias. Students can contact Bias Support Services at Emory University for assistance with issues related to bias.
REAL 2022-2023 PROGRAM CALENDAR

Fall 2022
August 1 - October 5: Employers may begin posting positions and student may begin applying
September 1: First day to work
September 5: Labor Day (students are not allowed to work)
October 3: Earliest date a student may begin working at the CDC if they’ve received an authorization email from RSPH Human Resources - students may not begin working before that authorization.
October 10-11: Fall break
October 31: Soft deadline for students to secure a position if starting in fall semester
November 1: Employers may begin posting job positions for spring semester
November 11: Veteran’s Day (CDC closed - students are not allowed to work)
November 24-25: Thanksgiving break (students are not allowed to work)

Winter Break 2022
December 24: Christmas Eve (students are not allowed to work)
December 25: Christmas Day (students are not allowed to work)
December 31: New Year’s Eve (students are not allowed to work)

Spring 2023
January 2: New Year’s Day celebrated, Emory Holiday (students are not allowed to work)
January 16: Martin Luther King Jr. Day (students are not allowed to work)
February 20: Presidents’ Day (CDC closed - students are not allowed to work)
March 3: Soft deadline for REAL students to secure a position if starting in spring semester
March 6-10: Spring Break
May 6: Last day students may work during spring semester
Example Skill Sets of REAL Students:

- Needs assessment,
- Program evaluation,
- Quality improvement,
- Asset mapping,
- Proposal writing,
- Research,
- Literature reviews,
- Identify facilitators and barriers,
- Cultural competency,
- Strategic planning,
- Data collection and analysis,
- Communications and marketing,
- Training design and implementation
RSPH Academic Departments

• Behavioral Sciences and Health Education
• Biostatistics and Bioinformatics
• Environmental Health
• Epidemiology
• Global Health
• Health Policy and Management
RSPH Certificate Programs

- Genetic and Molecular Epidemiology
- Humanitarian Emergencies
- Human Rights
- Injury and Violence Prevention
- Maternal and Child Health
- Mental Health
- Religion and Health
- Socio-Contextual Determinants of Health
- Water, Sanitation and Hygiene
Competencies

• REAL students are not your traditional “interns”
• They are skilled and degree-seeking
• Use the student work-plan and job description template to craft competency-based job descriptions
  • Work plan template
  • Job description template
ONBOARDING YOUR REAL STUDENTS
LOGISTICS

- Location details
- Prohibited work times
- Work commute
- Required trainings before start date
SCHEDULE

- Discuss the ebb and flow of the academic year with your student:
  - Religious observances
  - University breaks/Overtime
  - Crunch time for your organization
  - Tardy and absences
  - How flexible can you be?
EXPECTATIONS

- Initial meeting with student
- Preferred pronouns
- Onboarding to office culture, policies, procedures
- Safety plans
- Student work plan document
- Feedback frequency
- Performance evaluation
- Communication culture
EMPLOYERS’ HIRING PROCESS
EMPLOYER HIRE PAPERWORK

1. Memorandum of Understanding (MOU)
   - External Employers Only

2. 12Twenty Posting

3. RSPH Student Hire electronic forms submission
   - REAL Hire Form
   - Health and Safety Questionnaire

4. REAL Student Work Plan Document
REAL Award Summary
Financial Aid Year 2022

[Student Name]
EMPL ID: [OPUS ID]

You have been awarded Rollins Earn and Learn (REAL) for both Fall 2022 and Spring 2023, totaling $ amount for the year.

This letter serves as your formal verification of your REAL award. When applying for jobs in 12Twenty, please save this email as a PDF and upload as proof you have received REAL for the 2021-2022 academic year.

Detailed information about the REAL award can be found on the REAL canvas page. If you have any questions, please contact the REAL office at real@emory.edu.

*Please note REAL award and award amount are verified as of today as posted in your OPUS account. Continue to check your OPUS account for any changes to your REAL award.
USING 12TWENTY
How to Post a Job in 12Twenty

- Sign into 12Twenty and from the homepage, click either on “Post a Job” or OCI and Job Listings to the left.
How to Post a Job in 12Twenty

- Complete the form with all the required information about your job opening.

Create Job Posting

The 12Twenty platform is highly configurable. We understand that every school manages their job form differently. You can remove fields that are not relevant to your process and add additional fields if necessary. If something is not working the way you like in the demo environment, our system is flexible and can be adjusted during the onboarding process.

Job Details

- Employer
- Job Title
- Location Type
- US Work Auth Requirement
- Type of Job
- Industry
- Job Function

12Twenty
Recruiter
Remote/Telecommute
US Work Auth Requirement
Select a Value
Human Resources / Recruitment
Consulting - General
How to Post a Job in 12Twenty

- For the “Application Method,” set Yes to Apply via This Site.
- Define your “Job Description”
How to Post a Job in 12Twenty

- Define your “Application Document Requirements.”
Once you “Submit” the job posting, it will be sent to our administrative team for review and approval.

Once your posting is approved, you will be notified via email and the job will be promoted to qualified candidates.
Hiring F-1 visa/eligible to work international students

- There are approximately 85 eligible-to-work International Students in the program.
- REAL works with Emory’s HR and ISSS to verify work eligibility.
- REAL reminds awardees of any additional paperwork.
- No longer necessary to have CPT authorization for REAL placement
Please email help@sph.emory.edu to hire a REAL student, starting in the Fall

http://rsph.my.salesforce.com

In your email, please specify:
• Subject: RSPH Hiring Access
• Body: I would like to request RSPH Hiring access so that _____(Please explain the purpose for access.)__________
REGISTRATION – External to RSPH

Please fill out this form to receive access to Salesforce

https://rsphemory.tfaforms.net/33

Feel free to scan the QR code below to access the form.
INITIATING A HIRE
LOGGING IN

If you have an emory.edu email address, log into:
http://rsph.my.salesforce.com
HOMEPAGE

- View timekeeping
- Refer future partners
- Keep track of what items need approval
**STEP 1 – CLICK REAL INTERNAL STUDENT HIRE**

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| **NOTE:** Students and supervisors must wait to receive a confirmation email from RSPH Human Resources with the KBDINOS timesheet system ID number. Upon receiving this email, students are permitted to begin working on the date indicated in the message. Students may not begin working until that date as this is a State and Federal compliance issue.  

**NOTE:** REAL program - Internal partner: The hiring department will be charged for 50% of the student's gross pay after each biweekly payroll run. RSPH will sponsor the student's salary at the rate of 50% until the student has earned a total of $6,000 for the period September 1 through May 8 (hours worked x gross pay). If the student continues to work beyond the $6,000 total, the student must be hired into another job record with a new KBDINOS ID and placed 100% on the hiring department payroll, and the hiring department will then assume 100% of the student's salary. Internal partner: Partner organizations will be invoiced twice per year for 50% of the student's hours worked, up to $6,000 for the period September 1 through May 8 (hours worked x gross pay). If the student continues to work beyond the $6,000 total, the organization will be invoiced at 100% for any excess hours. **Overtime** - Overtime pay and holiday pay will be charged 100% to the hiring department or organization. Retractive pay must be requested by RSPH Human Resources. |
## STEP 2 – ADD EMPLOYMENT INFORMATION

This form should be completed for students that have received a REAL award and are working on Emory’s campus or an Emory Affiliated site.

<table>
<thead>
<tr>
<th>Student Data:</th>
<th>Hiring School / Department: SPH Academic Admin</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net ID:</td>
<td></td>
</tr>
<tr>
<td>Hiring Supervisor:</td>
<td></td>
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<tr>
<td>Net ID:</td>
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<table>
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<th>Average Hours Per Week:</th>
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<tr>
<td>Semester(s) Student Will Work:</td>
<td>Fall/Spring</td>
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<tr>
<td>Job Code:</td>
<td>G011</td>
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<tr>
<td>Pay Rate:</td>
<td>15</td>
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</tbody>
</table>

ALL REAL positions are paid at $15.00/hour and REAL student employees generally work 10 hours/week (not to exceed 30 except during school breaks). A half-hour unpaid meal break is deducted once a student works 6.5 consecutive hours.

### Speedtype Information

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<th>% Allocation Speedtype 1: 50</th>
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<tbody>
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<tr>
<td>Speedtype 3:</td>
<td>% Allocation Speedtype 3: 0</td>
</tr>
<tr>
<td>Speedtype 4:</td>
<td>% Allocation Speedtype 4: 0</td>
</tr>
</tbody>
</table>

### % Total Allocation: 100.00

NOTE: Students and supervisors must wait to receive a confirmation email from SPH Human Resources with the EKRONOS timesheet system ID number. Upon receiving this e-mail, students are permitted to begin working on the date indicated in the message. Students may not begin working until that date as this is a State and Federal compliance issue.

NOTE: REAL programs - Internal or External: The hiring department will be charged 50% of the student’s gross pay after each biweekly payroll run. SPH will sponsor the student’s salary at the rate of 50% until the student has earned a total of $6,000 for the period September 1 through May 8 (hours worked x gross pay). If the student continues to work beyond the $6,000 total, the student must be hired into another job record with a new EKRONOS ID and placed 100% on the hiring department payroll, and the hiring department will then assume 100% of the student’s salary. External programs: Partner organizations will be invoiced two times per year for 50% of the student’s hours worked, up to $6,000 for the period September 1, through May 8. If the student continues to work beyond the $6,000 total, the organization will be invoiced at 100% for any excess hours. All overtime, overholiday, and holiday pay will be charged 100% to the hiring department or organization. Retroactive pay must be requested by SPH Human Resources.
STEP 3 – HEALTH AND SAFETY COMPLIANCE QUESTIONS
STEP 4 – MUST SELECT FINISH

Thank you. Please select 'FINISH' to submit your student hire for approval.

NOTE: Students and supervisors must wait to receive a confirmation email from RSPH Human Resources with the KRONOS timekeeping system ID number. Upon receiving this e-mail, students are permitted to begin working on the date indicated in the message. Students may not begin working until that date as this is a State and Federal compliance issue.

NOTE - REAL program – Internal partners: The hiring department will be charged for 50% of the student’s gross pay after each biweekly payroll run. RSPH will sponsor the student’s salary at the rate of 50% until the student has earned a total of $6,000 for the period September 1 through May 8 (hours worked x gross pay). If the student continues to work beyond the $6,000 total, the student must be hired into another job record with a new KRONOS ID and placed 100% on the hiring department payroll, and the hiring department will then assume 100% of the student’s salary. External partners: Partner organizations will be invoiced two times per year for 50% of the student’s hours worked, up to $5,000 for the period September 1 through May 8 (hours worked x gross pay). If the student continues to work beyond the $6,000 total, the organization will be invoiced at 100% for any excess hours. All partners – Overtime pay and holiday pay will be charged 100% to the hiring department or organization. Retroactive pay must be requested by RSPH Human Resources.
DASHBOARD EXPERIENCE AFTER HIRING STUDENTS
OBTAIN MORE DETAILS ABOUT HIRED STUDENTS
VIEW PROGRESS OF ONE STUDENT’S HIRING PROCESS

Click on the affiliation key on one student to view their progress with the hiring process.
CHANGE SUPERVISOR & SPEEDTYPE
Change Supervisor

Go to the highlighted box and find new supervisor from drop down menu
• Supervisor may not appear in the dropdown because they do not have access to the system

Add a new supervisor into the system by completing the REAL Partner Interest Form
• https://rsphemory.tfaforms.net/33
Update Speedtype

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Note: For a speedtype update please ensure that all "% Allocation for Speedtype" fields contain a value of "0" if not being used.

Approval History:
- 4/12/2022, 11:55 AM: Approved by HR Manager
- 4/12/2022, 11:55 AM: Approved by HR Manager
- 4/12/2022, 11:55 AM: Approved by HR Manager
TRACKING HOURS
TRACKING HOURS

• Students can work up to 400 hours/year

• After student has reached 400 hours, the employer will be billed at 100% of the time worked, including overtime and any University holiday.

• Ways to keep track of hours worked:
  • Meet with students on bi-weekly basis
  • Salesforce Dashboard
  • Emory Timecard Adjustment System (ETAS)
    • Employers view timecards biweekly and approve time worked
### VIEW STUDENT HOURS

#### RSPH Hiring

**Home** | **Accounts** | **Contacts** | **Affiliations**

**Today's Tasks**

- [x] View Hour Approval
- [x] View Hour Approval

**Kronos Timekeeping Summary - Rollins Earn and Learn (REAL) Program**

<table>
<thead>
<tr>
<th>FULL_NAME</th>
<th>Academic Year</th>
<th>Balance Hours</th>
<th>Hours Count</th>
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<tbody>
<tr>
<td></td>
<td>2021-2022</td>
<td></td>
<td>42.75</td>
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<tr>
<td></td>
<td>2021-2022</td>
<td>64.25</td>
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**Partner Request Form**

- REAL Internal Student Hire
- REAL External Student Hire
- CDC Student Hire
- Non REAL Student Hire

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**Supervising Student List**

- Filtered by Employment Type, Supervised by me

**AF-022488**
- Contact: [Details]
- Program Supervisor: [Details]
- Approval Stage: [Details]
- Employment Type: REAL Internal
- Created Date: 6/4/2022, 10:57 AM

**AF-022478**
- Contact: [Details]
- Program Supervisor: [Details]
- Approval Stage: [Details]
- Employment Type: REAL Internal
- Created Date: 5/4/2022, 2:39 PM

**AF-022477**
- Contact: [Details]
- Program Supervisor: [Details]
- Approval Stage: [Details]
- Employment Type: [Details]
- Created Date: 5/4/2022, 2:13 PM
ETAS

• The Emory Timecard Adjustment System (ETAS) is an online application used by biweekly employees to submit timecard adjustments and request time off.

• ETAS for REAL students is monitored by Rollins School of Public Health HR
  • rsphhr@emory.edu
TIMECARD APPROVAL PROCESS

Emory requires supervisors to review and approve all employee timecards after each pay period using the Timecard Adjustment System.

The Timecard Adjustment System will prompt biweekly employees and their managers to certify the following:

- Biweekly employees will be prompted to certify the accuracy of their clock times, adjustments, and lunch periods
- Managers will be prompted to certify that they have reviewed their biweekly employees’ timecards for accuracy
1. Click **Approvals > Approve Timecards**. Timecards that require approval will be displayed for each employee by pay period.

2. Review the timecard totals for accuracy.
   a. To view or edit an employee’s timecard, click the View/Edit button.
   b. Once a timecard has been approved, a blue Details banner will appear. Hover over the Details banner to view the approval details.

3. Turn on the check box next to the timecard(s) that you are ready to approve. To select all timecards shown on the page, click the Select All button.

4. Click **Approve Selected**. The approval certification statement will appear.
5. Read the Timecard Approval Statement.

6. Click Approve All. The timecard details will be removed from the Timecard Approval list.
   a. After you approve a timecard, the employee will receive an email notice regarding the timecard approval.
   b. You cannot make any adjustments to a timecard unless you remove your approval (see Remove Timecard Approval instructions).
   c. Only the departmental timekeeper may adjust employee timecards after a supervisor approval. If this occurs, you will receive an email notice regarding the change(s) and will be prompted to review and re-approve the timecard(s).
INVOICING EMPLOYEE PARTNERS
INVOICING EMPLOYEE PARTNERS

► Invoiced by Emory University Accounts Receivable are available twice per year.

► Invoices will denote the employer portion due of the gross student pay for the semester.

► Payment is due upon receipt and will be considered current within 30 days of the invoicing.

► Responsible for overtime/holiday pay
How The Office of Career Development prepares our students
REFERRALS

We are always recruiting employer partners!

- Please refer your public health friends and colleagues to REAL!
THANK YOU

Please look for an email with this presentation and an evaluation survey to complete
If you have any questions, feel free to email real@emory.edu