

# Employer-Sponsored Continuing Education

Tuition Assistance, Apprenticeships,  
Certification, and Licensure

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# The Report

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## Employer-Sponsored Continuing Education

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# The Report

## 162 unique organizations participated

For the purposes of this report, the following definitions were used:

- **Tuition benefits** involve employers paying for some or all of the costs of an employee's degree or other education program. This may include tuition, fees, and other educational expenses.
- **Apprenticeships** are programs that offer work experience, on-the-job training, and additional training at a community college or university. Most apprentices pay nothing for their schooling, though they usually earn a lower wage during the apprenticeship period. In addition, upon completion, most apprentices earn an industry credential.
- **Certification** is the voluntary process by which a nongovernmental entity, such as an association, grants a credential to an individual after meeting a specific set of criteria. Some examples include Project Management Professional (PMP), SHRM Certified Professional (SHRM-CP), and Certified Professional in Talent Development (CPTD).
- **Licensure** is the process by which a governmental entity grants authorization to an individual to engage in a certain occupation after meeting a specific set of criteria. Some examples include licenses needed to practice medicine, nursing, and other health professions.

# What are High Performers?

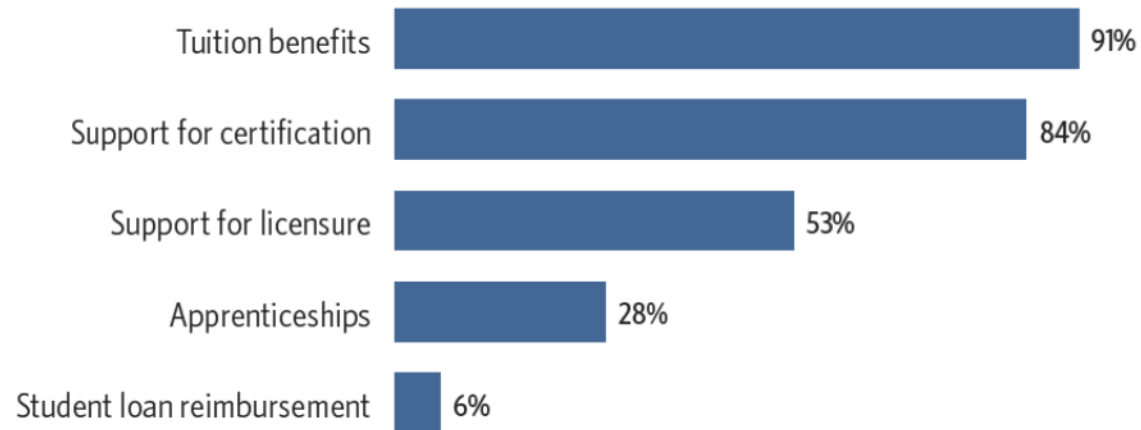
## Defining High Performers

This report identifies practices associated with being a high performer. In this report, high-performing organizations are those that met two criteria:

- They reported themselves as performing as well as or better than their competitors in financial performance, customer and client satisfaction, employee engagement, and growth potential for the next five years.
- They strongly agreed that their talent development functions helped them achieve their business goals.

# What Do Organizations Support?

## Types of Continuing Education Supported



# What are the Biggest Challenges?

## Top Challenges

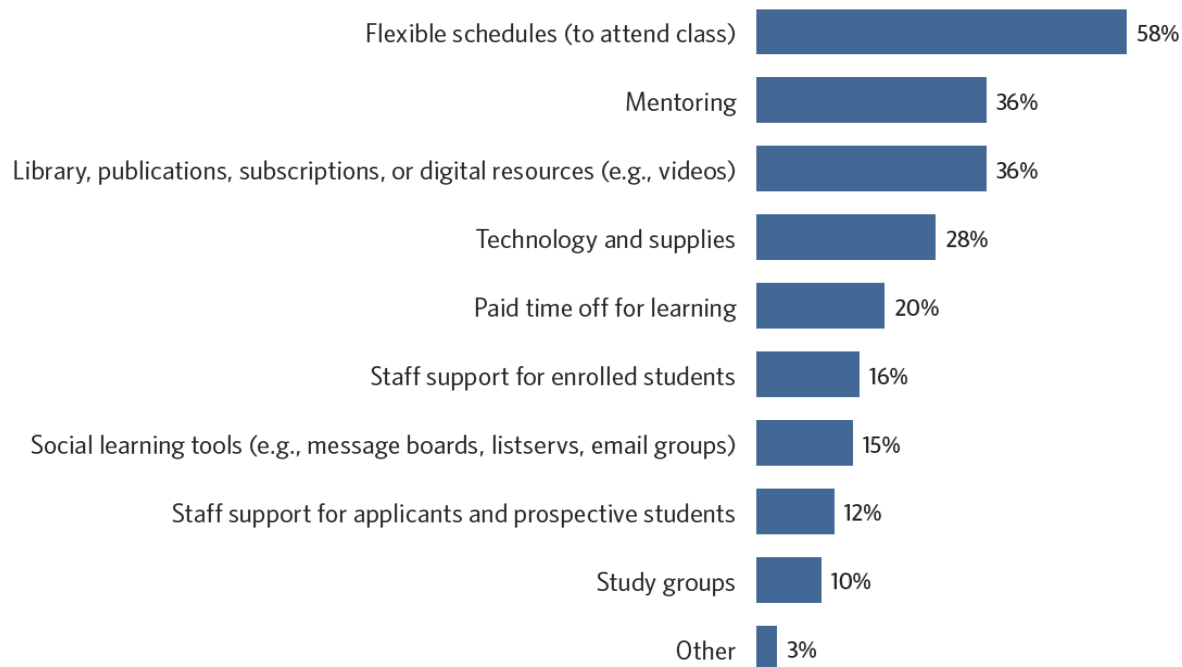
*What are some of the reasons your organization does not offer employer-sponsored continuing education? (Choose all that apply.)*



# How Do Organizations Support?

## Organizational Support for Continuing Education

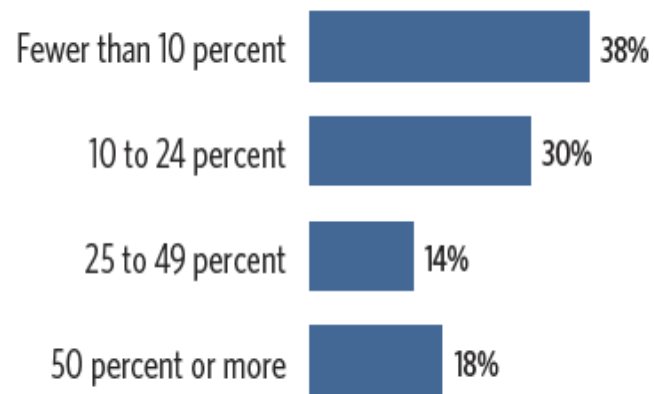
*How does your organization support employees who are pursuing continuing education?  
(Choose all that apply.)*





# Utilization of CE Benefits

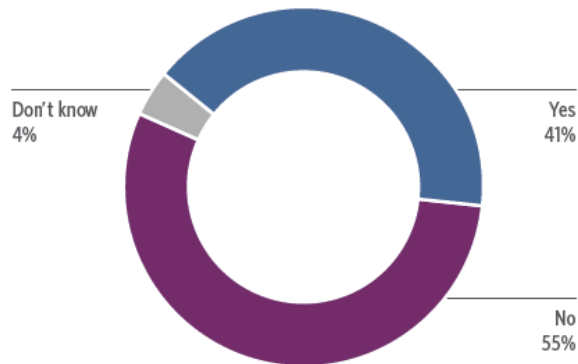
*What percentage of eligible employees take advantage of employer-supported continuing education during their tenure at your organization?*



# Use of Career Paths

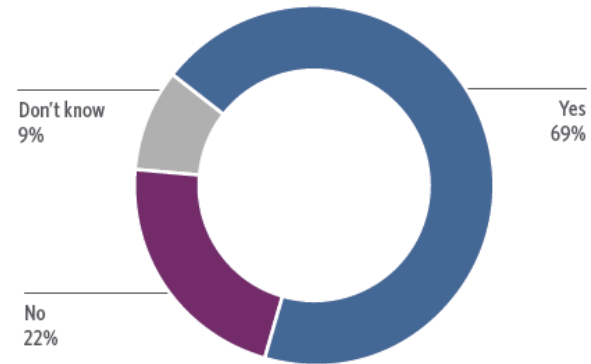
## Formal Career Paths

*Does your organization offer formal career paths that specify knowledge and skills required for advancement in their current careers?*



## Career Paths With Continuing Education

*Do these formal career paths involve continuing education?*



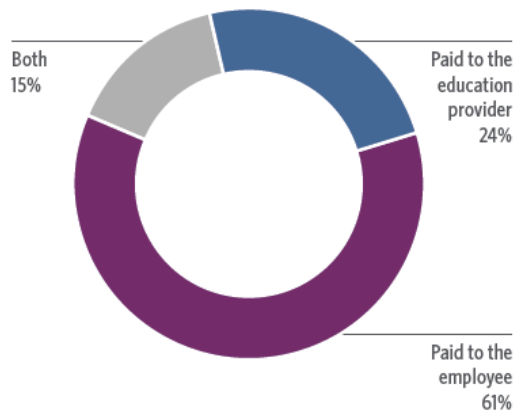
# POLL: Does your organization use career paths?



# Tuition Reimbursement

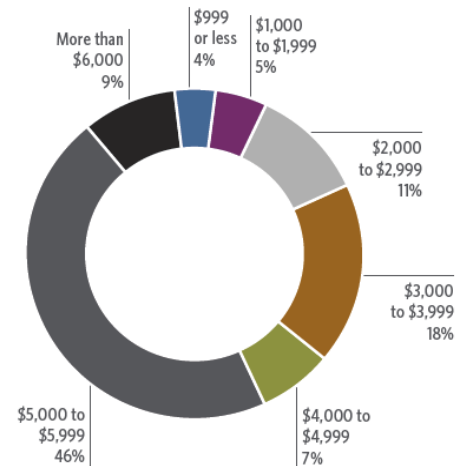
## Distribution of Tuition Benefits

*Is the benefit paid directly to the education provider or to the employee?*



## Amount Provided to Employees

*How much will your organization pay to employees per year?*



# Parameters of Tuition Benefits

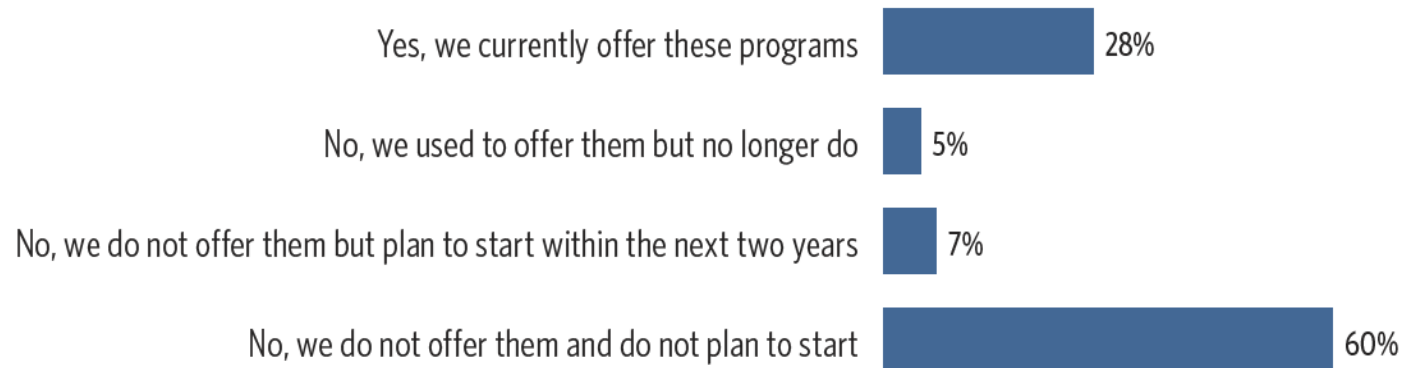
## Parameters of Tuition Benefits

	Yes	No	Don't know
Is the benefit limited to certain schools and/or programs, majors, or degrees?	62%	36%	2%
Does your organization have agreements or partnerships in place with specific schools or vendors to provide continuing education to employees?	44%	46%	10%
Can the benefit be used for online courses or programs?	91%	2%	7%
Does use of this benefit have to be pre-approved?	91%	5%	4%
Do employees have to remain at your organization for a certain amount of time after using the benefit (or else pay it back)?	53%	32%	15%
Are there different levels of benefit based on employee length of service?	13%	77%	10%
Are there different levels of benefit based on an employee's span of control or title?	18%	70%	12%
Is the benefit tied to performance in the course (e.g., 100 percent reimbursement for an A, 90 percent for a B, and so on)?	45%	49%	6%

# Apprenticeships

## Offering Apprenticeships

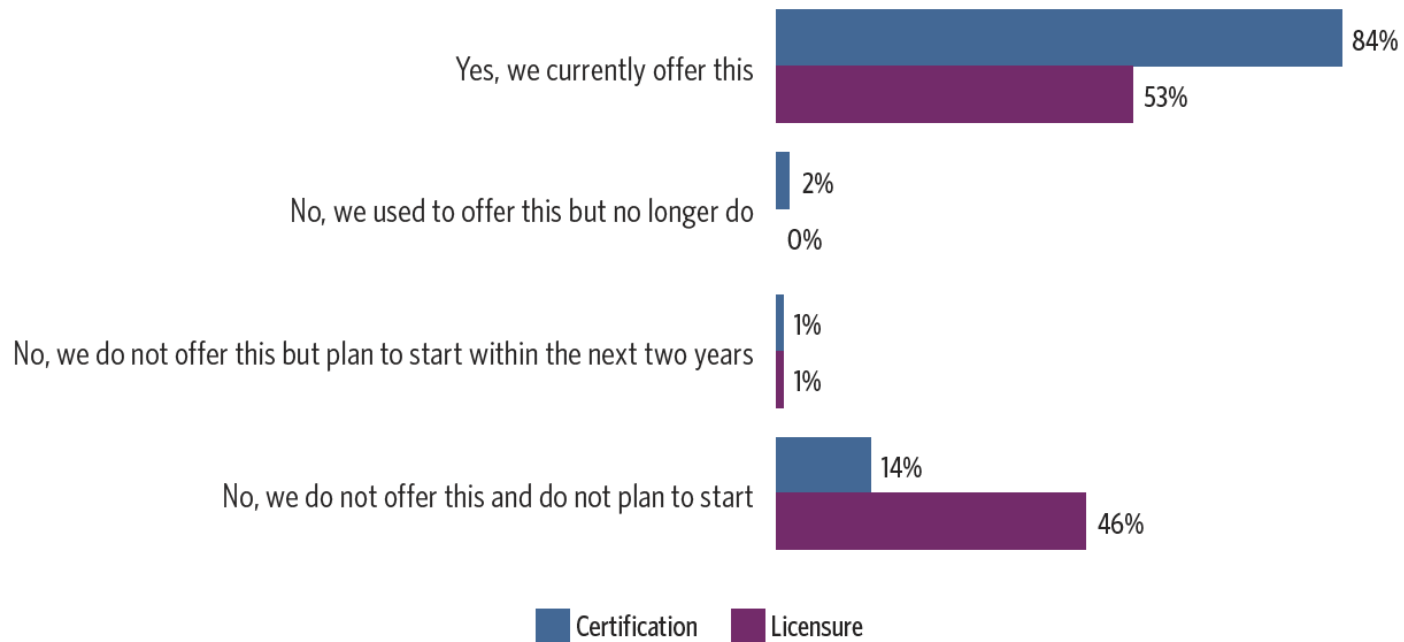
*Does your organization offer apprenticeships?*



# Licensure and Certification

## Support for Licensure and Certification

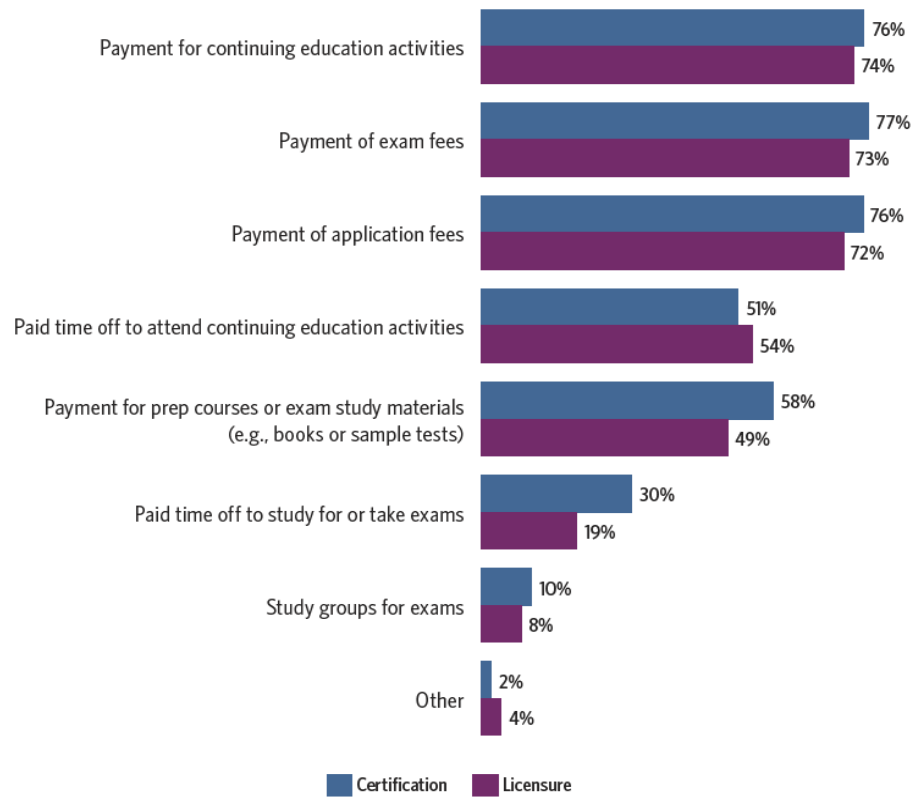
*Does your organization offer support for licensure or certification?*



# Support for Licensure and Certification

## Supported Activities for Licensure and Certification

Which types of support does your organization offer for licensure or certification?

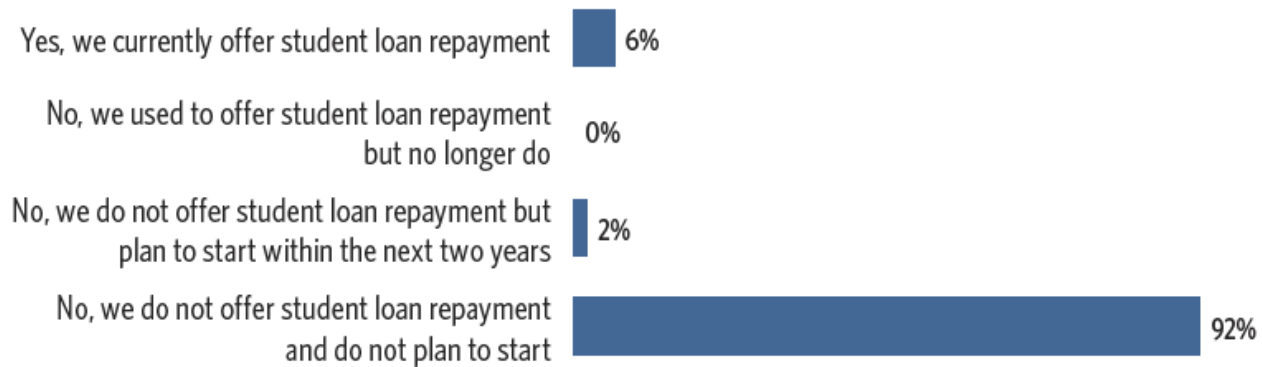




# Student Loan Repayment

## Support for Student Loan Repayment

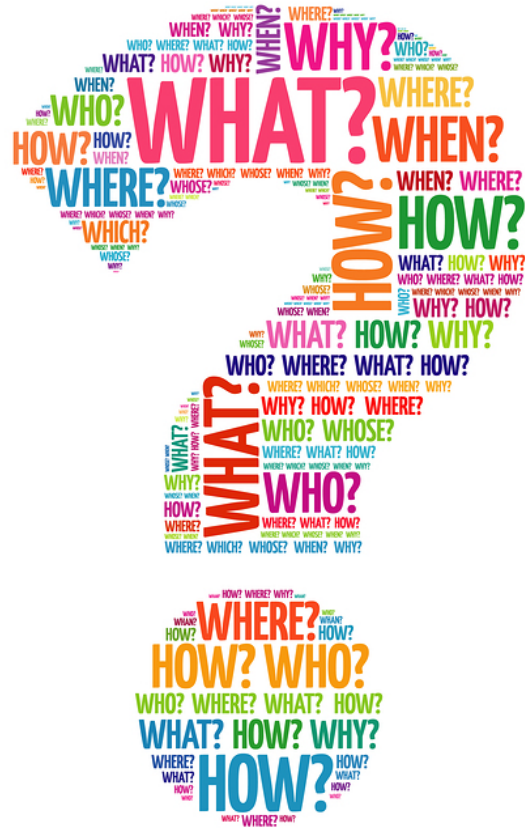
*Does your organization offer student loan repayment?*



# Best Practices

- ✓ Mentorship matters
- ✓ Utilize career paths
- ✓ Support certification

# Audience Questions



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