



## JUST THE FACTS

### FACT: Tuition Assistance Programs Sharpen Your Competitive Edge

- ◆ **Almost 83%** of utilities companies agree or strongly agree that educational/tuition benefits are important as a strategic investment. **66%** believe that it is an effective strategic investment.
- ◆ The **most important reasons** why utilities companies offer educational/tuition benefits programs are to help employees qualify for promotion, improve employee productivity, and help employees qualify for positions that require specific courses or degrees. Furthermore, utilities companies are **far less likely** than companies in other industries to indicate they offer educational/tuition benefits programs to compete effectively in recruiting employees.

### FACT: Tuition Benefit Programs Keep Your Employees on the Cutting Edge

Utilities companies are facing increasing demands to integrate new technologies, increase productivity, and improve customer service. How can tuition assistance help?

- ◆ **31%** of utilities survey respondents state that those participating in tuition benefit programs are promoted more often than those who are not participating.
- ◆ **36%** believe that job performance has been noticeably better for participants than for non-participants.

#### Become a Statistic:

- 41%** do not require employee to pay back benefits under any circumstances
- 28%** provide benefits at time of severance
- 21%** cover any BA degree program
- 16%** place no dollar limit on program usage
- 5%** cover fees for educational and career advising

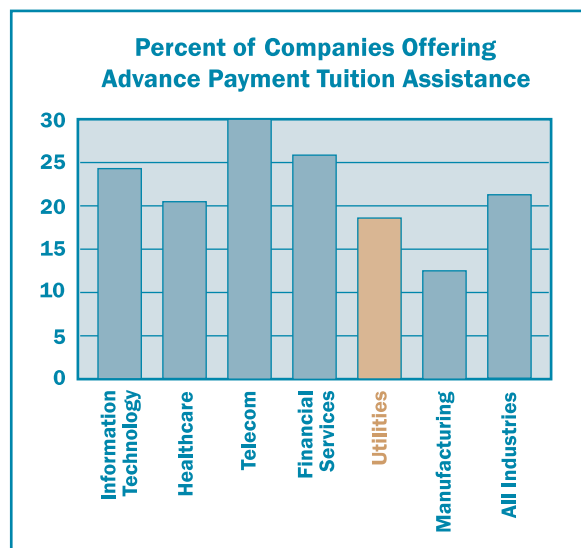


## CONSIDER THE FACTS

**FACT:** 88% of Tuition Benefit Programs in the utilities industry are reimbursed tuition assistance options.

**Consider this:** Could companies attract more qualified employees by offering advance payment tuition assistance options?

- 19.0% Advance Payment Tuition Assistance
- 6.9% Educational Leave of Absence
- 6.9% Educational Loan Assistance



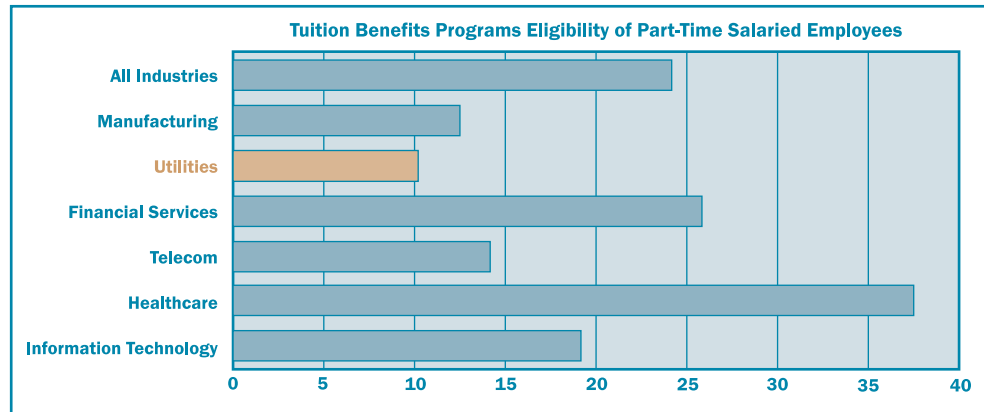
**FACT:** The following employee groups are eligible for the company educational/tuition benefits programs in the industry:

- 93.1% Full-time salaried employees
- 60.3% Full-time union-represented employees
- 55.2% Full-time non-union hourly employees
- 12.1% Part-time union-represented employees
- 10.3% Part-time salaried employees
- 8.6% Part-time non-union hourly employees
- 5.2% Former employees

**Consider this:** Could even greater program eligibility lead to greater productivity and efficiency?



## CONSIDER THE FACTS



**FACT:** 62% of utilities companies have a minimum length-of-service requirement before employees are eligible for the educational/tuition benefits program. Of those:

- 27.6% 4 to 6 months
- 24.1% More than 1 year
- 12.1% 7 months to 1 year

**Consider this:** Could your company improve productivity and assist employees in qualifying for promotion more quickly by offering immediate program eligibility?

**FACT:** The majority of utilities companies only cover tuition fees; utilities companies are far less likely to cover other fees compared to other industries.

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| 93.1% Tuition                          | 8.6% Fees to test out of courses (to receive college credit) |
| 43.1% Registration                     | 5.2% Fees for the assessment of portfolios of prior learning |
| 36.2% Textbooks                        | 5.2% Educational and career advising                         |
| 24.1% Lab fees                         | 3.4% Other   |
| 20.7% Enrollment/admission fees        | 1.7% Parking fees  |
| 10.3% Test prep courses                | 1.7% Graduation fees   |
| 10.3% Admission tests (e.g. GRE, GMAT) |  |

**Consider this:** Could your company encourage greater program participation by covering more fees? Would greater program participation lead to increased efficiency?