

How to Pay for College Webinar Series – Part V

Employer-Supported Education Programs

June 8, 2021



Welcome!



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Florida College Access Network

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Thank you to:

UF ONLINE
UNIVERSITY *of* FLORIDA

For their generous support of this webinar.

Guest Presenter

Lori Lewis

Director of Education Programs

The Walt Disney Company



Guest Presenter

Angel Iverson

Director for Career Foundations
Florida Career Connections Center

University of Florida



Questions & Conversation

- Submit your questions in the box
- Share on social media
 - Twitter: @FLCollegeAccess
 - #FCAN
 - #TalentStrongFL

This webinar is being recorded; all materials will be available within a week of recording



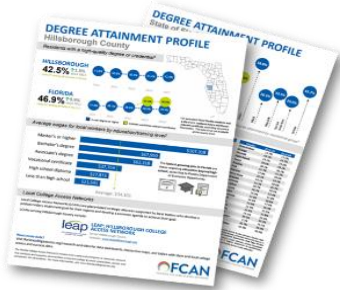
Our mission:

We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

Our vision:

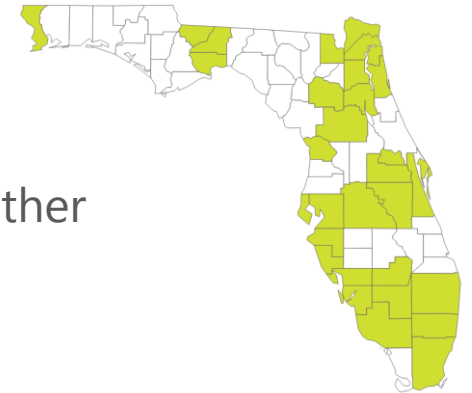
A Florida working together, where education is the pathway to economic mobility for all.

FCAN's Work



Research and Data FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida's talent pool.

Local college access networks (LCANs) LCANs support 82% of the state's population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.



**COLLEGE
READY
FLORIDA**

Statewide Initiatives FCAN coordinates 4 College Ready Florida initiatives that provides schools and community organizations resources to help students continue their education after high school.

7 Conditions for Success

Opportunity for everyone: To build a talent-strong economy, all Floridians need access to a postsecondary education and the supports to complete it.

Clear information and guidance: Students and families need exposure and counseling early and often to make informed decisions about their futures.

Affordable: Postsecondary education needs to be within everyone's financial reach, regardless of household income or life circumstances.

Multiple pathways to success: Floridians benefit from multiple learning opportunities for academic achievement and career advancement.

Lifelong learning: No degree or credential is "one and done;" Floridians need to prepare for career changes through continuous learning.

Effective use of data: Transparent access to data on education and economic outcomes, especially for Florida's diverse populations, helps achieve our goals.

Community collaboration: When community partners work together toward a shared vision, they remove barriers, build a robust workforce, and improve the quality of life for their regions.

Opening Remarks

Evangeline Cummings

Assistant Provost & Director

UF Online





UF **ONLINE**
UNIVERSITY *of* FLORIDA

WELCOME!
PAYING FOR COLLEGE:
EMPLOYER-SUPPORTED
PATHWAYS

June 8, 2021

Evangeline Tsibris Cummings,
Assistant Provost and Director of UF Online

In 2021: Modern University Pathways Abound!

Students can lead busy lives – working, caring for loved ones, conducting field research and more – while enjoying all the benefits of a top university, its global learning community and alumni network.

The best online learning programs are :

- Engaging,
- Flexible,
- Content-rich, taught by faculty experts,
- Affordable,
- Supportive,
- Accredited, and
- *...always evolving !*



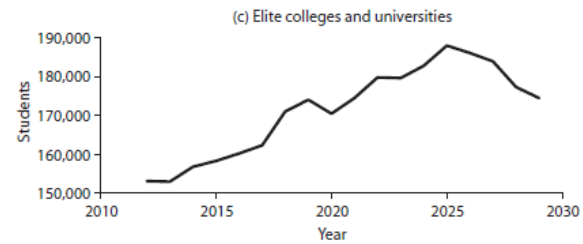
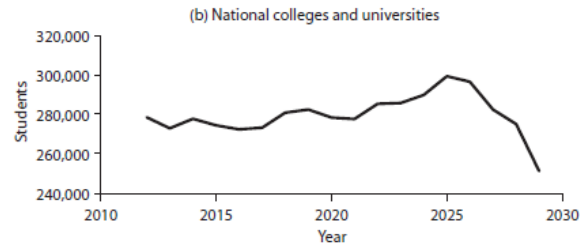
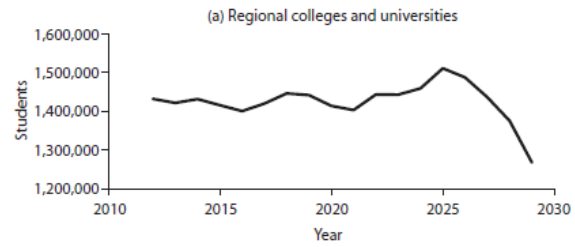


Figure 6.2. Forecasted number of four-year college-going students, by institution type and year of high school graduation

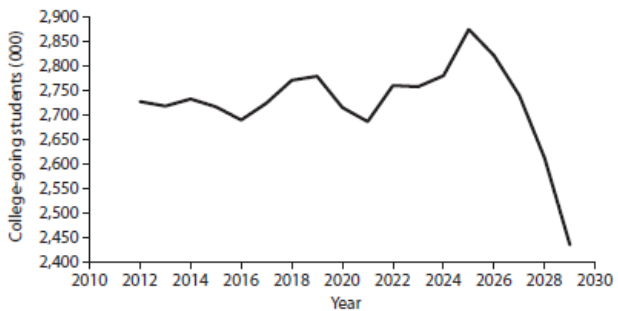
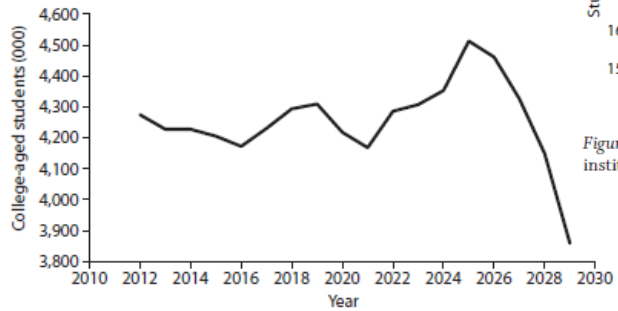


Figure 4.1. Forecasted number of college-aged and college-going students, by year of high school graduation

Who are the college students of 2022 and beyond?

Adult learners & the demographic shifts underway in the U.S.

- Universities must ensure they offer top-notch, flexible academic pathways for students of all ages.
- Employer-University partnerships will enable workers to become students, growing in skills and earning valuable credentials to support them as they ascend in career, upskill, and more!


Source: Grawe, N. D. (2018). *Demographics and the Demand for Higher Education*. JHU Press.

<https://play.google.com/store/books/details?id=4SNADwAAQBAJ>

UF Online Employer Pathways Program

Launched in May 2018

- UF remains committed to providing flexible and accessible pathways so that students may earn a degree of value while also focusing on other important aspects of their full lives.
 - We're eager to grow these Employer Pathways with additional partners so that together we may provide fully accredited and high quality online, academic pathways for workers across the country.
 - Now our students can balance work and their studies with the support they need from their University family and their employer.
- The admissions standards for Employer Pathway applicants are identical to the existing UF Online admissions standards.
 - However, employees and staff can receive dedicated services from application to enrollment -- also benefitting from a dedicated academic advisor (like all of our #GatorsOnline!)
 - Students enrolled in UF Online via an Employer Pathway receive specific educational benefits from their employer. The University of Florida, however, provides the same enrollment pathway, curriculum, support, and experience for all students, independent of their employer.

JPMorganChase 

ROCK
Family of Companies

Disney

Walmart 



SUPPORTING GATORS WHERE THEY WORK
EMPLOYER PATHWAYS PROGRAM

Consider Transfer Pathways
and blended formats!

- Save money, stay local, and even just get your feet wet in online learning formats by starting at your fantastic State College in Florida.
- Design a great transfer pathway to a 4-year University in the State University System (SUS) of Florida.
- Blend formats!
 - Fully online: an online AA + an online bachelor's program at a 4-year University!
 - Hybrid: Earn an AA on campus + transfer those credits to an online Bachelor's (and vice versa!)
 - Fully on-campus: a campus AA + a residential Bachelor's
- Plus, UF now welcomes transfers at any level and students seeking a second bachelor's via UF Online!

First Gator Graduate through UF Online's Employer Partnership with Disney Aspire

KENT STEIN'S STORY

UF Online Business Administration Alum



UF Online partners with Disney Aspire

Meeting Gators where they are, on their terms, and with their employer's full support

UF currently welcomes 59 students via Disney via UF Online!

- Graduations are happening! To date, 6 total, with 2 more applying for graduation in Summer 2021.
- Majors of grads: Business Administration, Criminology, Environmental Management, Education Sciences, Computer Science
- Majors of Summer 2021 grads: Public Relations (2)



Age Range of Students
17 - 77



Over **4,000**
Students

Find the Online Learning Program and Community *That's Best for You:*

- Invest your time in a program that will add value to your resume and career path,
- Rankings aren't everything but employers eye them,
- Accreditation is going to be important
 - For Financial Aid,
 - When Transferring Credits and Pursuing Graduate Education, and
 - Career progression and Professional Licensures.
- Fill out that FAFSA – the form that helps you know what aid is available!
- And, your employer may be a great source of support as you enroll!

We hope you enjoy today's FCAN webinar!

UF invites you to join our global learning community and Alumni network via UF Online.

Apply by August 30, 2021 to start in January 2022 (Spring 2022).

Get in touch!

Join an [information session](#)

Visit our web site ufonline.ufl.edu

Questions? Email us at info@ufonline.ufl.edu

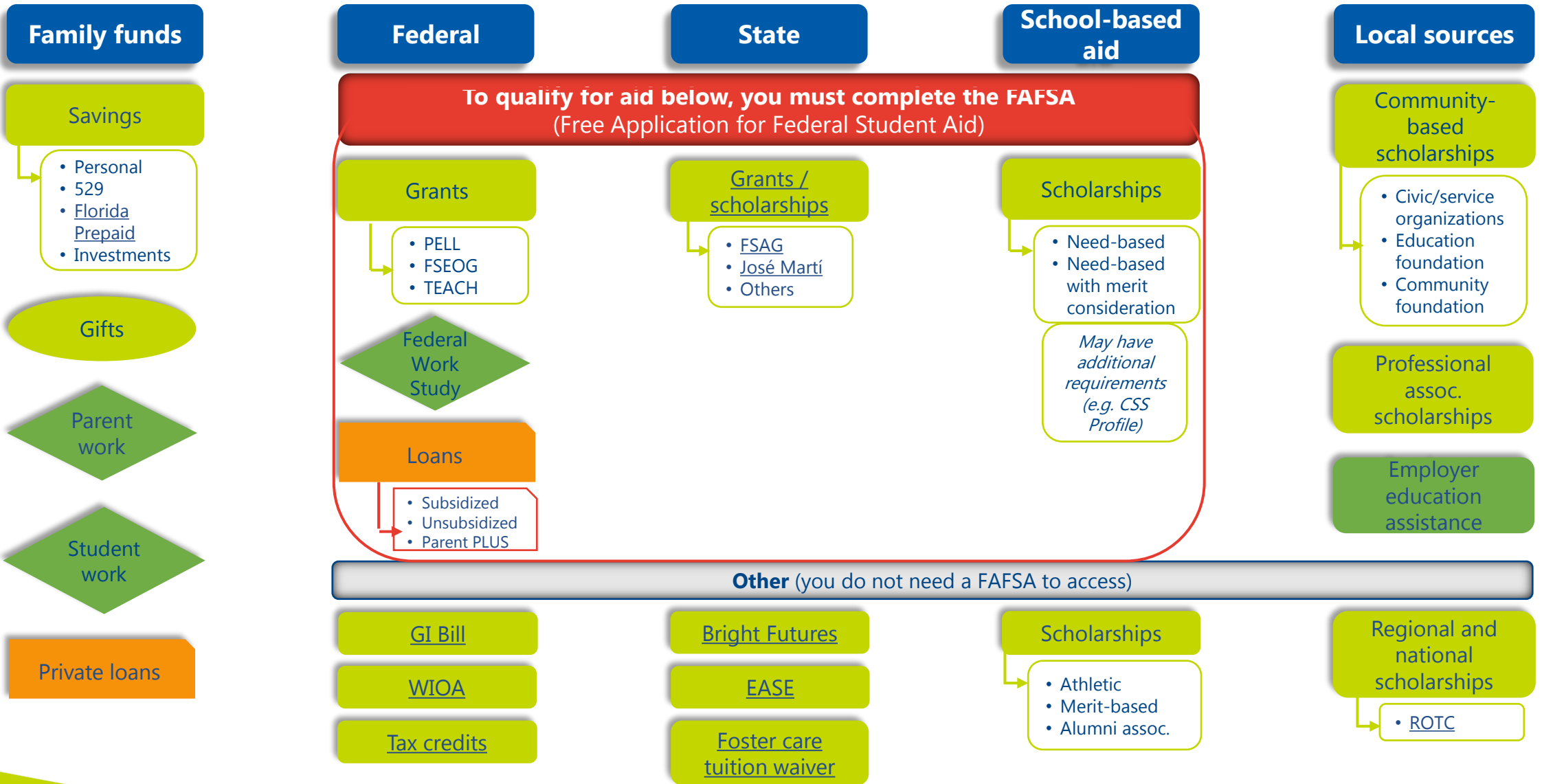
CONTACT US: 1-855-994-2867



UF UNIVERSITY of FLORIDA

Introduction

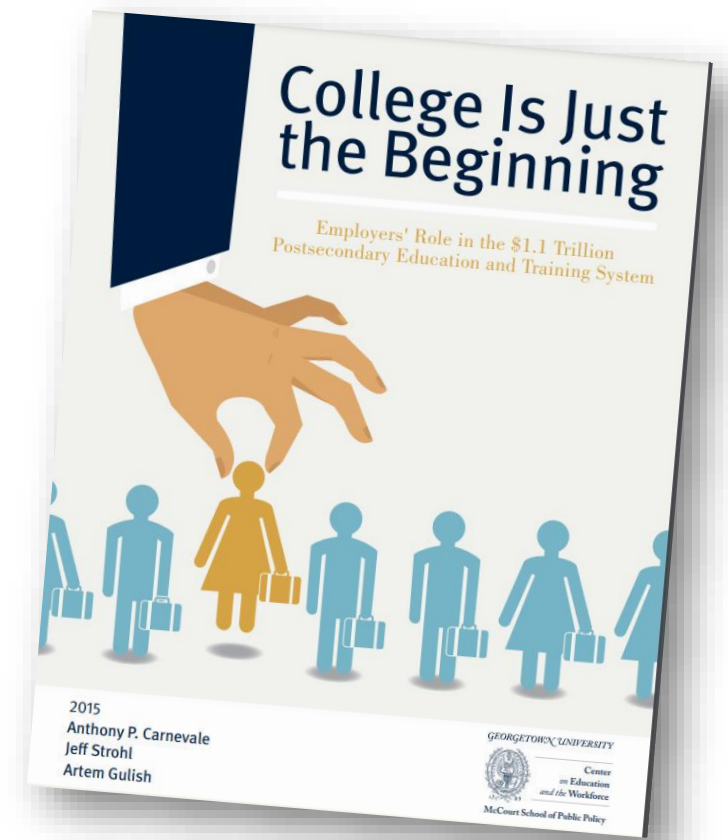
HOW TO PAY FOR COLLEGE



Employer education investments

In 2015, Employers spent \$177 billion on formal education

- \$28.3 billion of that on tuition reimbursement (16%)



Source: Georgetown University "College is Just the Beginning", 2015

Education benefits evolve over time

Education related benefit	2018	2019	Chg
Undergraduate/graduate tuition assistance	51%	56%	+5%
529 plan payroll deduction	11%	11%	--
Scholarships for members of employees' families	11%	11%	--
Student loan repayment assistance	4%	8%	+4%
Employer contribution or match for 529 plan	1%	2%	+1%
College selection / referral	10%	10%	--

Source: SHRM Employee Benefits, 2019

Education investments offer a good ROI

A survey of 30,000 workers found:

- 84% believe the skills or degree earned through their employer helped to prepare them for the future of work
- 76% said tuition reimbursement makes them more likely to remain at their organization
- 64% said their continued education earned through employer's tuition reimbursement program made them more effective employees

Source: Bright Horizons "Working Learner Index: Study examines motivations of US workers seeking education benefits while on the job", 2019

Employer education investments:

Are critical to growing talent:

- 49% said they *would not* have pursued education if their employers did not offer tuition assistance

Have a positive impact on the community:

- 70% of parents said their family benefited as a result of skills/degrees acquired using employer tuition reimbursement programs

Source: Bright Horizons “Working Learner Index: Study examines motivations of US workers seeking education benefits while on the job”, 2019



UF Career Connections Center



- Statewide Job Fair
- Industry Trends
- Part-Time Needs
- Skills-Based Hiring Talk
- Advanced Degrees ≠ Fall Back Option



The Labor Market: What We're Noticing...



BENEFITS

Educational Assistance Programs Lead to Career Success

Helping low-level workers—some with no prior college—to become managers, accountants and lawyers

By Stephen Miller, CEBS
November 2, 2015

♥ LIKE 📌 SAVE 🖨️ PRINT ✉️ EMAIL 🌐 f in 🐦 REUSE PERMISSIONS ⓘ

Employers are continuing to add or expand programs for tuition reimbursement, according to a new report, *Educational Assistance Benefits: 2015 Survey Results*. But while these programs are valued by the employees who participate in them—and by employers that value talent development and increased employee engagement—only a small percentage of employees actually use this benefit when it's available.

Yet for those who take advantage of this offering, their career advancement can be dramatic.

The report's findings are drawn from a survey of U.S. employers conducted earlier this year by the nonprofit International Foundation of Employee Benefit Plans (IFEBP) among its members and those of its sister organization, the International Society of Certified Employee Benefit Specialists. The results reveal that 83 percent of the polled organizations offered some sort of educational assistance or tuition reimbursement benefit to their employees. Their top reasons they gave for offering educational benefits were to:

- Retain current employees (52.1 percent).
- Maintain/increase employee satisfaction and loyalty (42.6 percent).
- Keep employees current on evolving skill sets required for the organization (41.1 percent).
- Attract future talent (26.6 percent).
- Maintain/increase innovation (14.2 percent).
- Maintain/increase productivity (13.5 percent).

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Almost 75 percent of organizations said their educational assistance offerings are successful.

Gen Z's Career Expectations

Which of the following best describes where you expect to be in your career **five** years out of college?*



32%

Managing or supervising employees in a corporate environment



24%

Working my way up the corporate ladder although not yet among the management ranks



20%

Starting my own business/being an entrepreneur



9%

Pursuing higher education



6%

Working for a nonprofit organization

* Top five responses shown.

Employer costs per hour worked for wages and selected employee benefits by geographic division

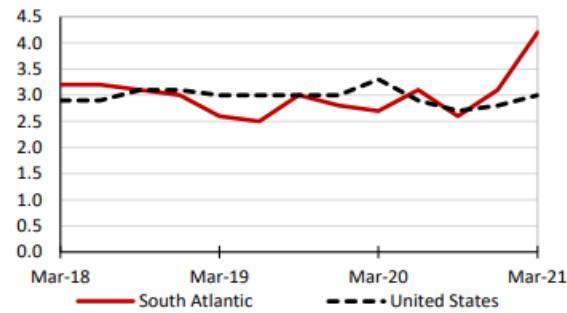
Private industry, December 2020	South Atlantic (1)	United States
Total compensation	\$34.00	\$36.23
Wages and salaries	24.53	25.48
Total benefits	9.47	10.74
Paid leave	2.54	2.69
Vacation	1.32	1.38
Supplemental pay	1.05	1.25
Insurance	2.28	2.81
Retirement and savings	1.07	1.25
Legally required benefits	2.53	2.75

(1) The states that compose the South Atlantic census division are: DE, DC, FL, GA, MD, NC, SC, VA, and WV.

Source: U.S. BLS, Employer Costs for Employee Compensation.

Over-the-year changes in wages and salaries

12-month percent changes in ECI



Source: U.S. BLS, Employment Cost Index.

Southeast Information Office • BLSinfoAtlanta@bls.gov • <https://www.bls.gov/regions/southeast> • 404-893-4222



Table A. Occupational employment and wages by major occupational group, United States and the Orlando metropolitan area, and measures of statistical significance, May 2020

Major occupational group	Percent of total employment		Mean hourly wage		
	United States	Orlando	United States	Orlando	Percent difference (1)
Total, all occupations	100.0	100.0	\$27.07	\$23.33*	-14
Management	5.7	5.4*	60.81	52.49*	-14
Business and financial operations	6.0	6.4*	38.79	34.31*	-12
Computer and mathematical	3.3	3.1	46.53	40.24*	-14
Architecture and engineering	1.8	1.6*	43.41	39.99*	-8
Life, physical, and social science	0.9	0.5*	38.15	32.30*	-15
Community and social service	1.6	1.0*	25.09	21.83*	-13
Legal	0.8	0.9*	54.00	41.75*	-23
Educational instruction and library	6.1	4.9	28.75	24.72*	-14
Arts, design, entertainment, sports, and media	1.3	1.5	30.96	27.23*	-12
Healthcare practitioners and technical	6.2	5.5*	41.30	35.66*	-14
Healthcare support	4.6	2.7*	15.50	15.16	-2
Protective service	2.4	2.5	25.11	19.55*	-22
Food preparation and serving related	8.1	11.2*	13.30	12.63*	-5
Building and grounds cleaning and maintenance	2.9	4.2*	15.75	13.72*	-13
Personal care and service	1.9	2.8*	15.68	14.18*	-10
Sales and related	9.4	11.2*	22.00	19.22*	-13
Office and administrative support	13.3	14.1*	20.38	18.68*	-8
Farming, fishing, and forestry	0.3	0.1*	16.02	14.09*	-12
Construction and extraction	4.3	4.9*	25.93	20.94*	-19
Installation, maintenance, and repair	3.9	4.2	25.17	22.57*	-10
Production	6.1	3.3*	20.08	17.62*	-12
Transportation and material moving	8.7	8.2*	19.08	18.10	-5

Footnotes:

(1) A positive percent difference measures how much the mean wage in the Orlando-Kissimmee-Sanford, FL Metropolitan Statistical Area is above the national mean wage, while a negative difference reflects a lower wage.

* The mean hourly wage or percent share of employment is significantly different from the national average of all areas at the 90-percent confidence level.

2020 Winners



Huge congratulations to all those that entered and were shortlisted in the Employer Brand Management Awards 2020. The winners can be found below.

Entries for the 2021 awards opens on 2 November 2020. Make sure you receive information about launch and all it's key dates by entering your details [here](#). Click the winners book cover above to see more about the award-winning campaigns and employer brands.

Best alignment of the employer value proposition with corporate brand values

- Gold - Hearst and Chatter Communications
- Gold - Mars and Symphony Talent
- Silver - Vodafone and Creed Communications
- Bronze - SAP
- Highly commended - Rolls-Royce and Blackbridge Communications Ltd

Best communication of the employer brand to the external audience

- Gold - Shell
- Silver - Toolstation supported by That Little Agency
- Bronze - GVC and Ph.Creative
- Bronze - Nexans and Symphony Talent
- Highly commended - Dixons Carphone and Tonic

Best communication of the employer brand to the internal audience



52,738

STUDENT



176,384

EMPLOYER EVALUATIONS



323

UNIVERSITIES



Oct 2019 - Apr 2020

FIELD PERIOD



Business/Commerce

2018 2019 2020

1	Google
2	Apple
3	The Walt Disney Company
4	Amazon
5	Nike
6	J.P. Morgan
7	Netflix
8	Tocla

Job Title, Keywords, or Company

Jobs

Location

Search

2021 BEST PLACES TO WORK

Best Places to Work 2021 United States Top Large



EMPLOYEES' CHOICE AWARDS

#1 Bain & Company

4.6

See Reviews | View Jobs

They have put forth a very thoughtful COVID response plan, and really upped their game on Diversity, Equity and Inclusion in the wake of recent events in the US.

#2 NVIDIA



4.5

See Reviews | View Jobs

The core values at NVIDIA - Intellectual honesty, Innovation, speed, excellence and working as one

#3 In-N-Out Burger



4.5

See Reviews | View Jobs

Amazing people, awesome leadership, I feel cared about every single day and we make the best burgers

#4 HubSpot



4.5

See Reviews | View Jobs

The support leadership has shown through thoughtful programs, WFH reimbursement, and



SOURCES

[Why Companies Should Pay for Employees to Further Their Education](#) – Harvard Business Review

[Education Assistance Programs Lead to Career Success](#) – SHRM

[Bureau of Labor Statistics](#)

Questions?

Angel Iverson
University of Florida

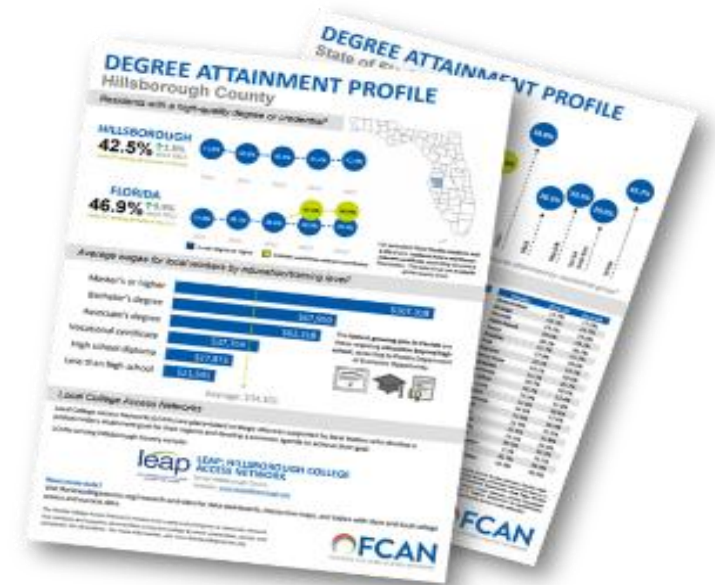
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Conclusion

