



EMPLOYER TUITION ASSISTANCE AS A DRIVER OF EQUITY

A FOUNDATIONAL STUDY OF EMPLOYER TUITION ASSISTANCE FOR ADULT LEARNERS

THE CHALLENGE

A recent HEI survey found that those who receive employer tuition assistance are significantly more likely to complete a postsecondary credential. Further, men are more likely to receive such assistance than women, and white workers are more likely to receive it than workers of color.

The Bottomline: Employer tuition assistance, as it currently stands, is contributing to gender and racial inequities in college completion.

THE OPPORTUNITY

At the same time, employer tuition assistance holds the potential to increase *gender* and *racial equity* in college completion if offered more inclusively. The *starting point* for this change is to understand the current landscape, obstacles, and promising practices to *make the work-learn ecosystem a more powerful engine of social mobility*.

THE PROPOSAL

HEI PROPOSES A STUDY OF EMPLOYER TUITION ASSISTANCE FOR ADULT LEARNER DEGREE COMPLETION, TO INCLUDE:



A survey of adult student populations around employer assistance.



Interviews with employers that offer tuition assistance programs.



Public report framed for both employers and IHEs.



Toolkit to assist employers and IHEs in applying study findings.



Strategic press outreach to targeted work-learn ecosystems.



A dynamic, virtual event to bring together employers, colleges, and students in shared learning.