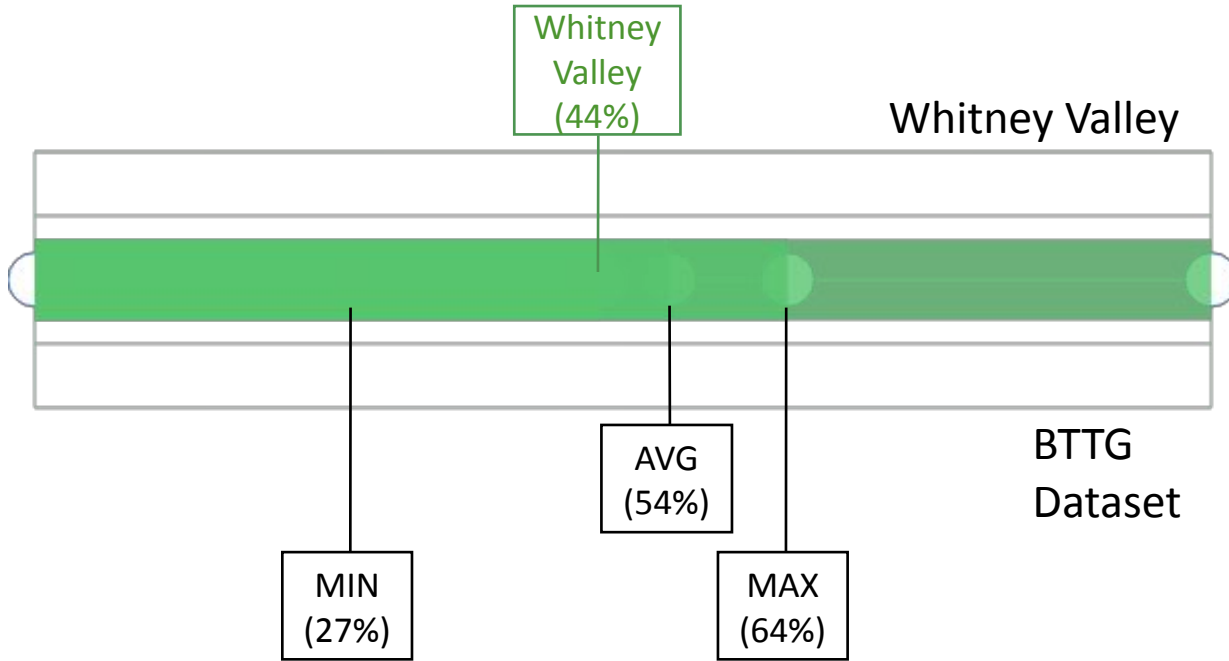


Actions: Increase College Tuition Support



College Tuition Support Index. Indicates the average percent of a community's employers who provide financial support for college tuition for their employees.

Action Data Points

Opportunities

72 employer participants offer tuition assistance.

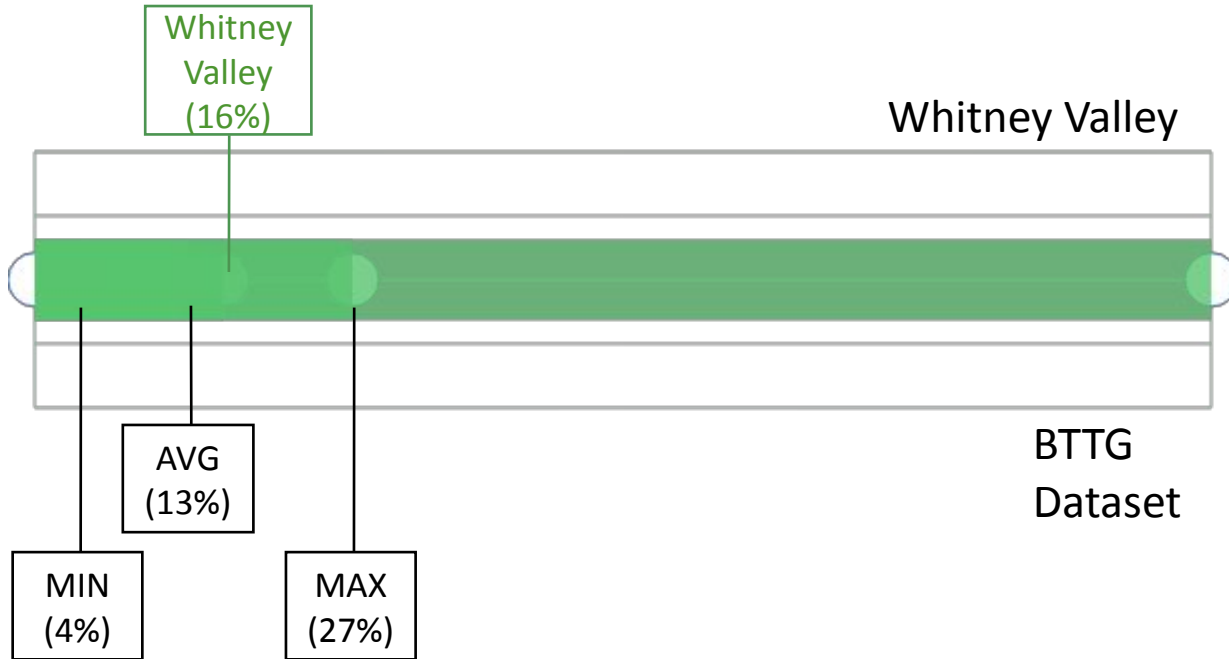
15 employers who currently offer no tuition assistance are considering to do so.

Outcomes

15 additional employers offering tuition assistance would **move Whitney Valley's rate from 44% to 54%**

Based on Whitney Valley participants' average financial support and use of benefits, 15 additional employers offering tuition assistance **would provide an additional \$750,000 – \$2,250,000 in tuition support** in the Whitney Valley community.

Actions: Increase College Partnerships



Education Partnering Index. Indicates the percent of a community's employer respondents who currently have partnerships with local colleges or other learning providers to support education, learning, or training for their employees.

Action Data Points

Opportunities

32 employer participants expressed high-level interest in partnering with higher education institutions.

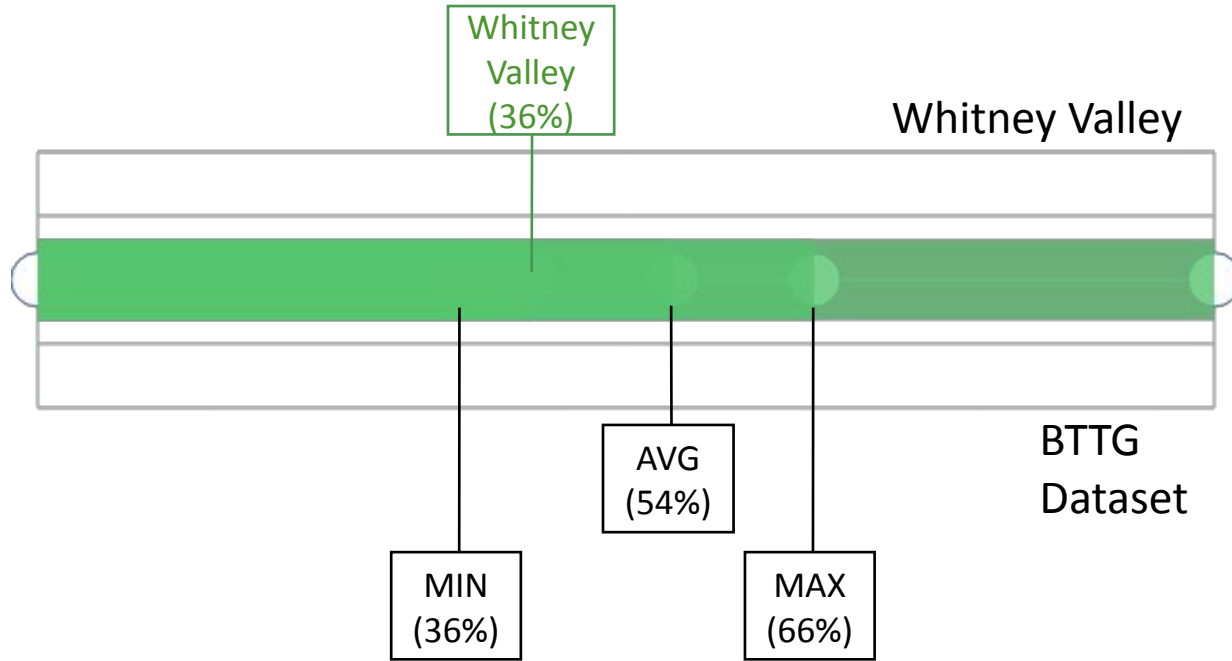
76 employer participants currently offer tuition reimbursement rather than tuition deferral. Community college costs alone are 22% of the average wages for 25 – 34-year-olds with a high school diploma. Partnerships using tuition deferral rather than reimbursement significantly increase education access and affordability.

Outcomes

28 additional employers partnering with colleges would **move Whitney Valley's rate from 16% to 27%**

Creating tuition deferral partnerships for these 28 employers offers affordable opportunity for **6,700 – 11,500 additional Whitney Valley workers** to complete their postsecondary education.

Actions: Increase Education Benefit Use



Education Benefit Use Index. Indicates the average percent of education benefit used by employees in each community as indicated by employer respondents

Action Data Points

Opportunities

51 employer participants expressed interest in administering the BTTG employee survey

76 employer participants currently offer tuition reimbursement rather than tuition deferral. Average employee use of education benefits in Whitney Valley for tuition reimbursement is **36%**. The figure for employers offering deferral is **46%, a significant increase.**

Outcomes

Employee surveys would identify more individuals who are interested and help convert tuition reimbursement programs to deferral which would move Whitney Valley's index to **42%**.

Based on the employee use rate for education programs offering tuition deferral, converting reimbursement programs to deferral could generate an **additional \$5.1M - \$11.9M in education investment** for Whitney Valley, potentially **impacting 23,600 to 418,500 employees.**