

# Evergreen Desert Consulting *Employee Diagnostic Survey Results*

Executive Summary and Action Recommendations

August 2022

Funded by  Walmart.org

# Suggested Agenda

PART 1

## **Data Delivery**

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PART 2

## **Discussion: Your goals**

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PART 3

## **Recommendations & Next Steps**

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# Basis for Recommendations and Strategies

**Your organization's employee data**

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**Benchmark data context from  
5,000 employees nationwide**

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**Navigator services experiences  
with more than 33,000 adults  
nationwide**

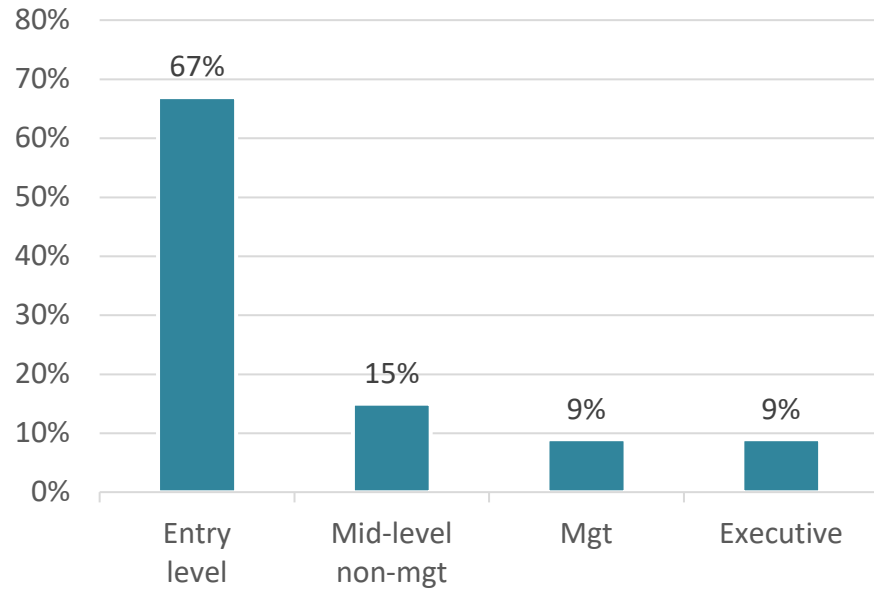
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# Data Delivery

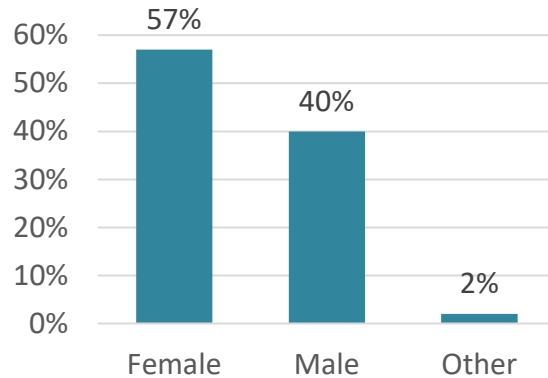
# Participant Profile

367 total worker participants

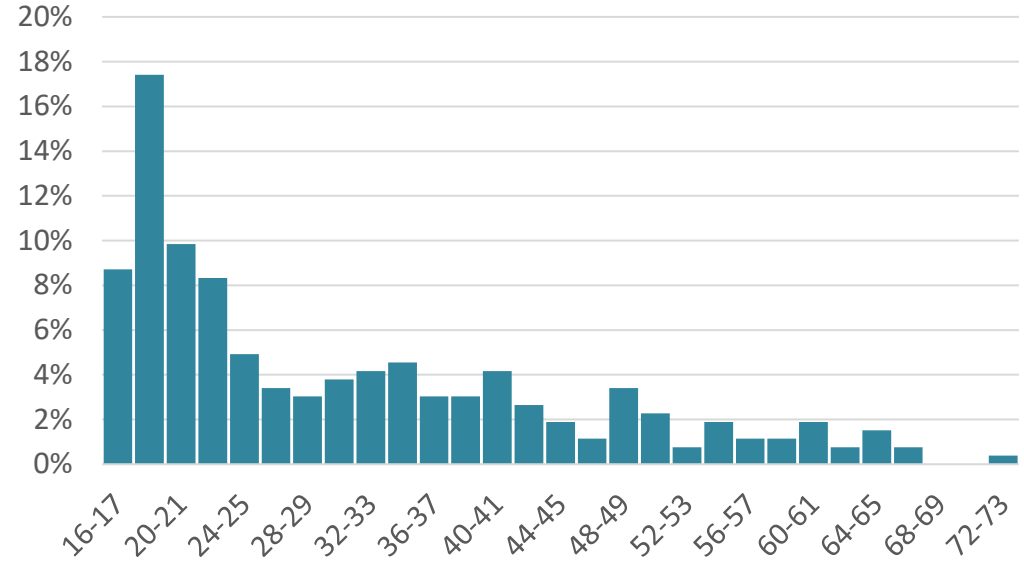
## Worker level



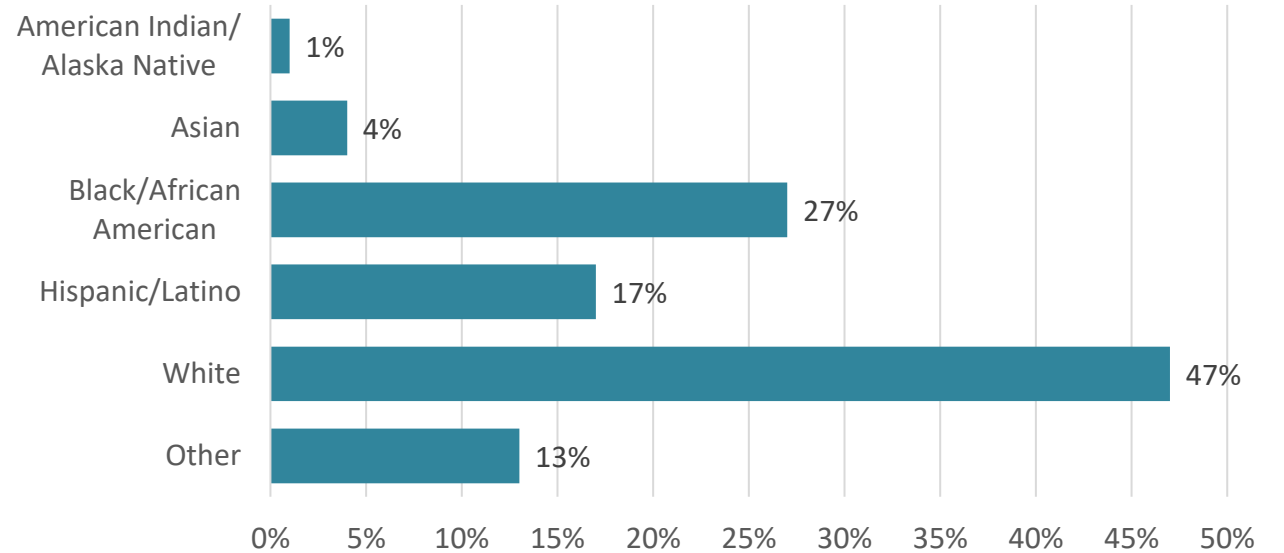
## Gender Identification



## Age

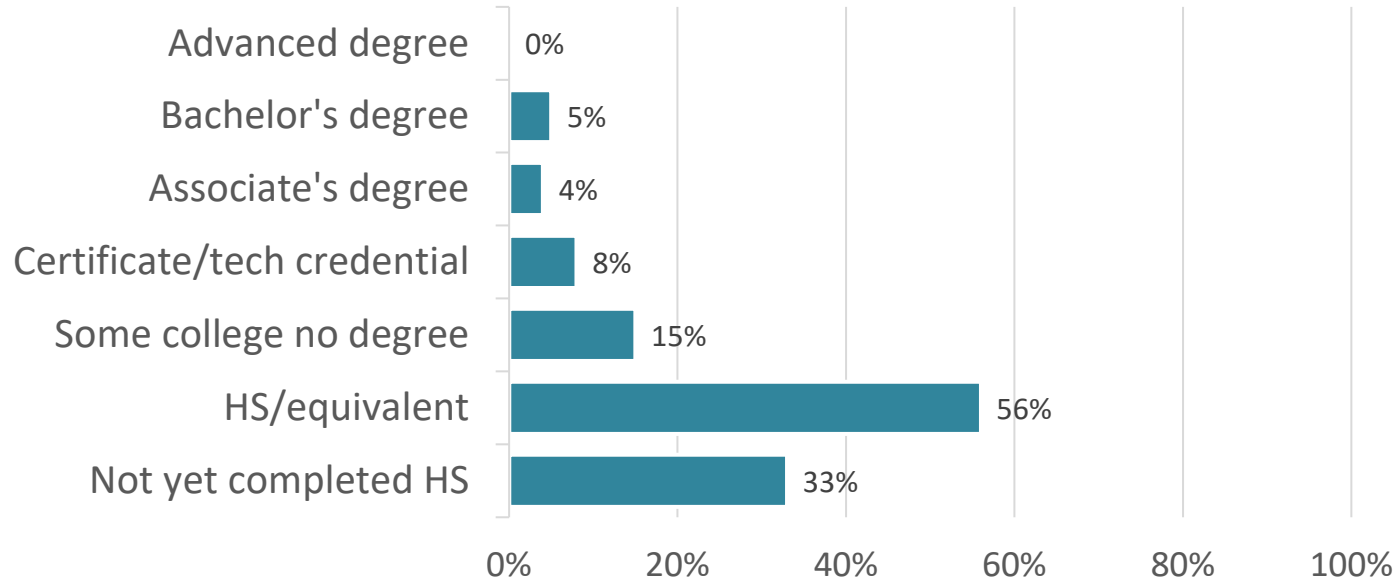


## Race/Ethnicity



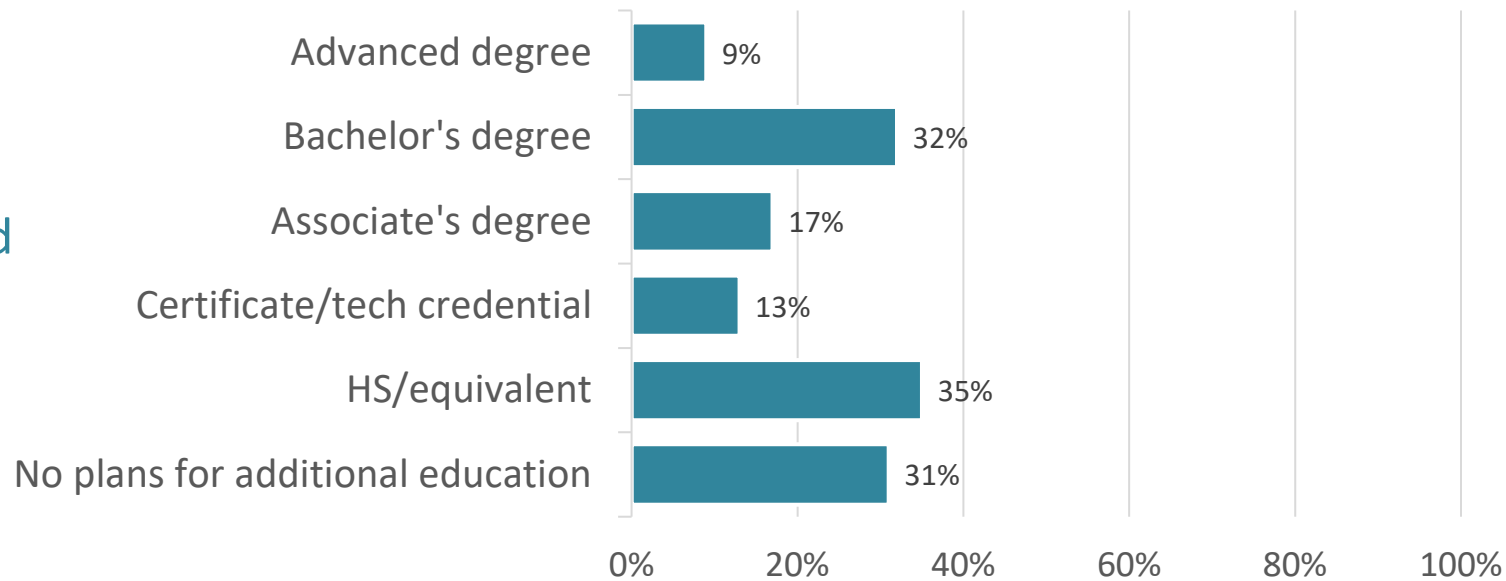
# Participant Credential Status

## Completed

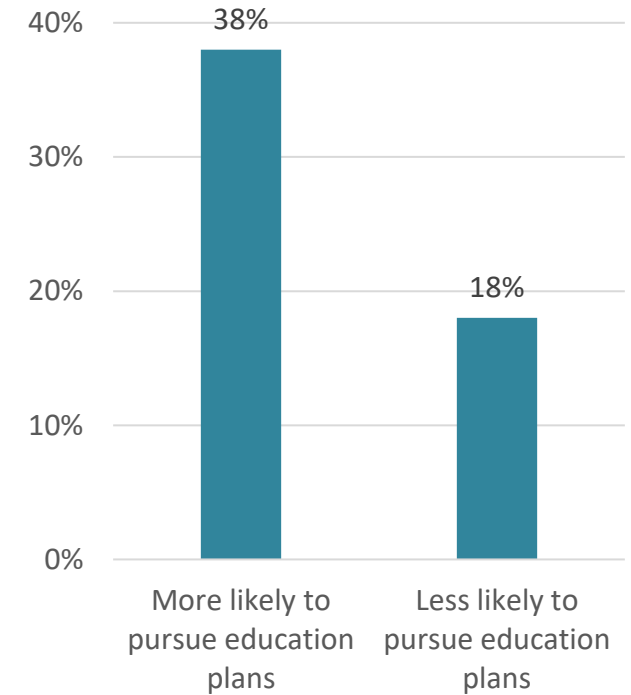


**47%** of participants plan to continue their education beyond high school.

## Planned

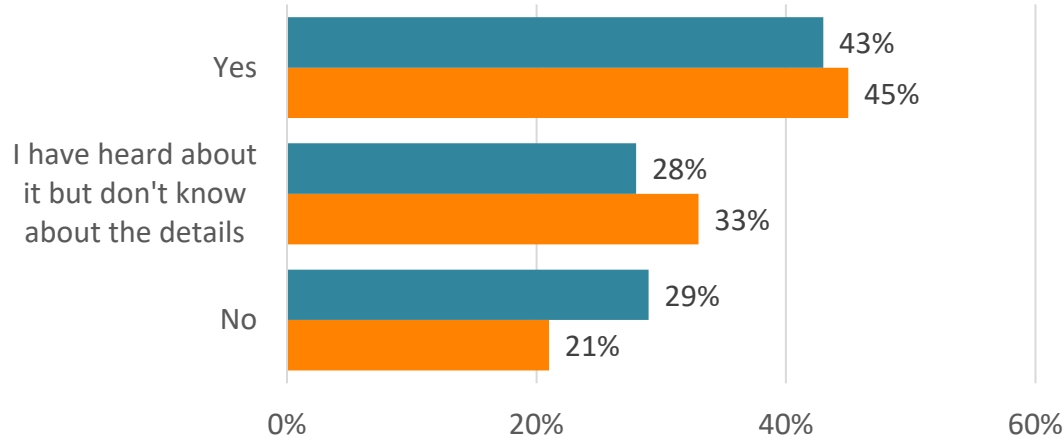


## Effect of pandemic on education plans



# Education Benefit Participation

Do entry level employees know about your education benefits plan?

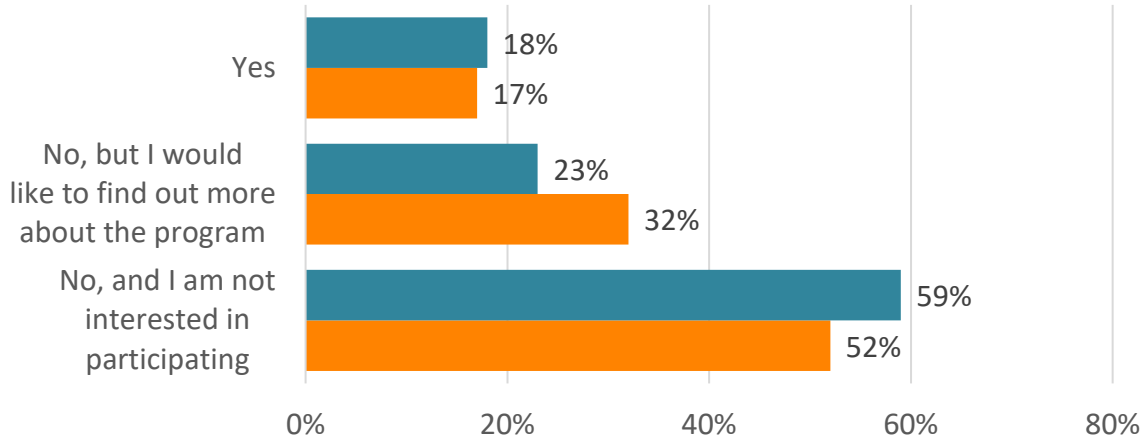


## Entry Level

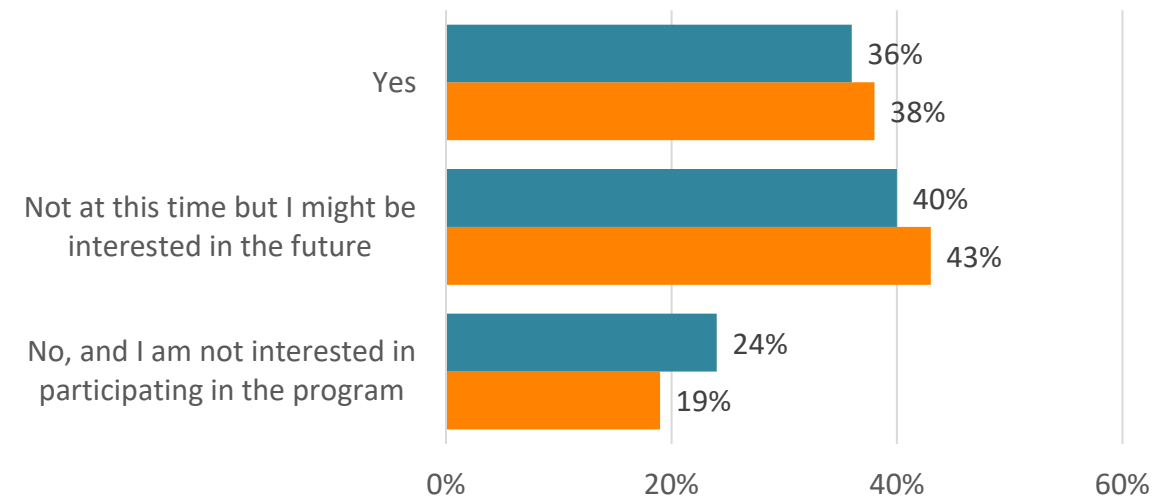


**58** of the **162** entry level participants who are not familiar with Evergreen Desert Consulting's Education Benefits program want more information.

Are entry level employees currently participating in your education benefits plan?

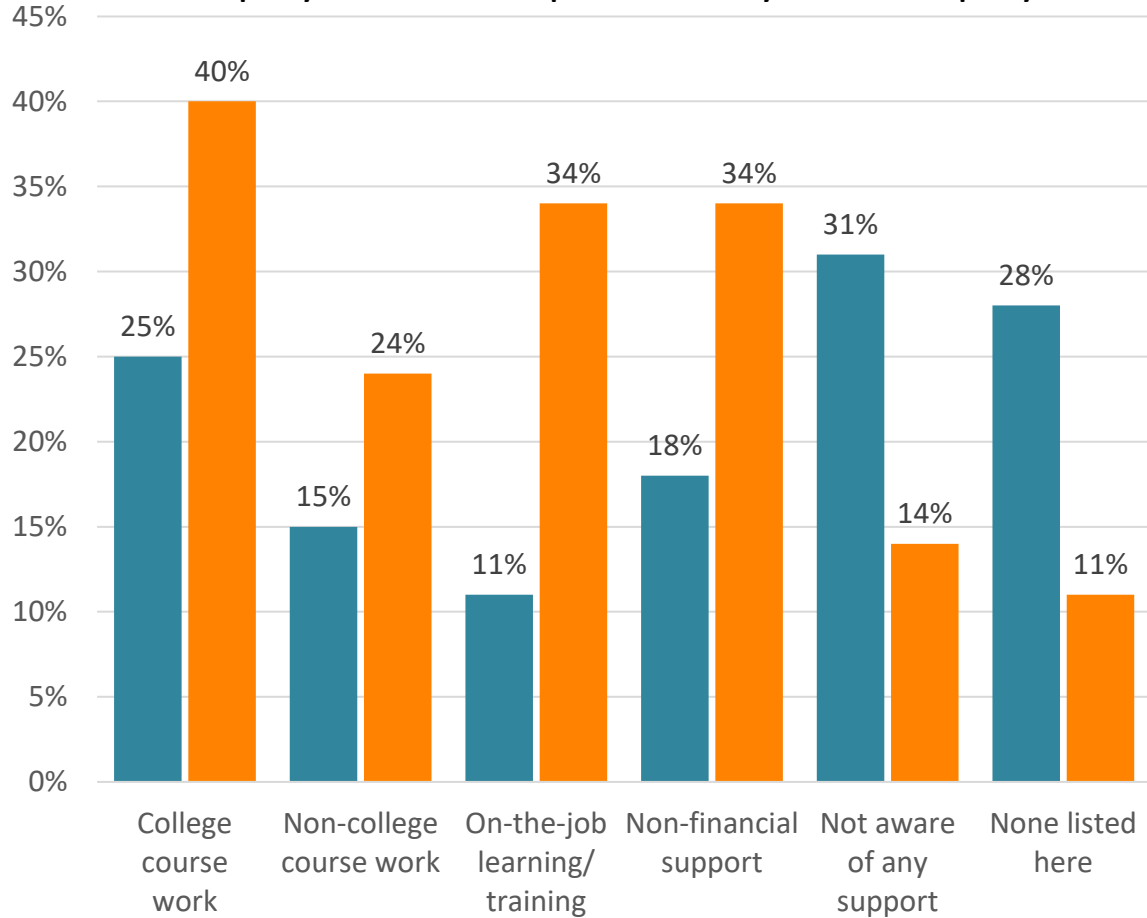


Among entry level employees who don't know about the program, are they interested in information about your education benefit program?

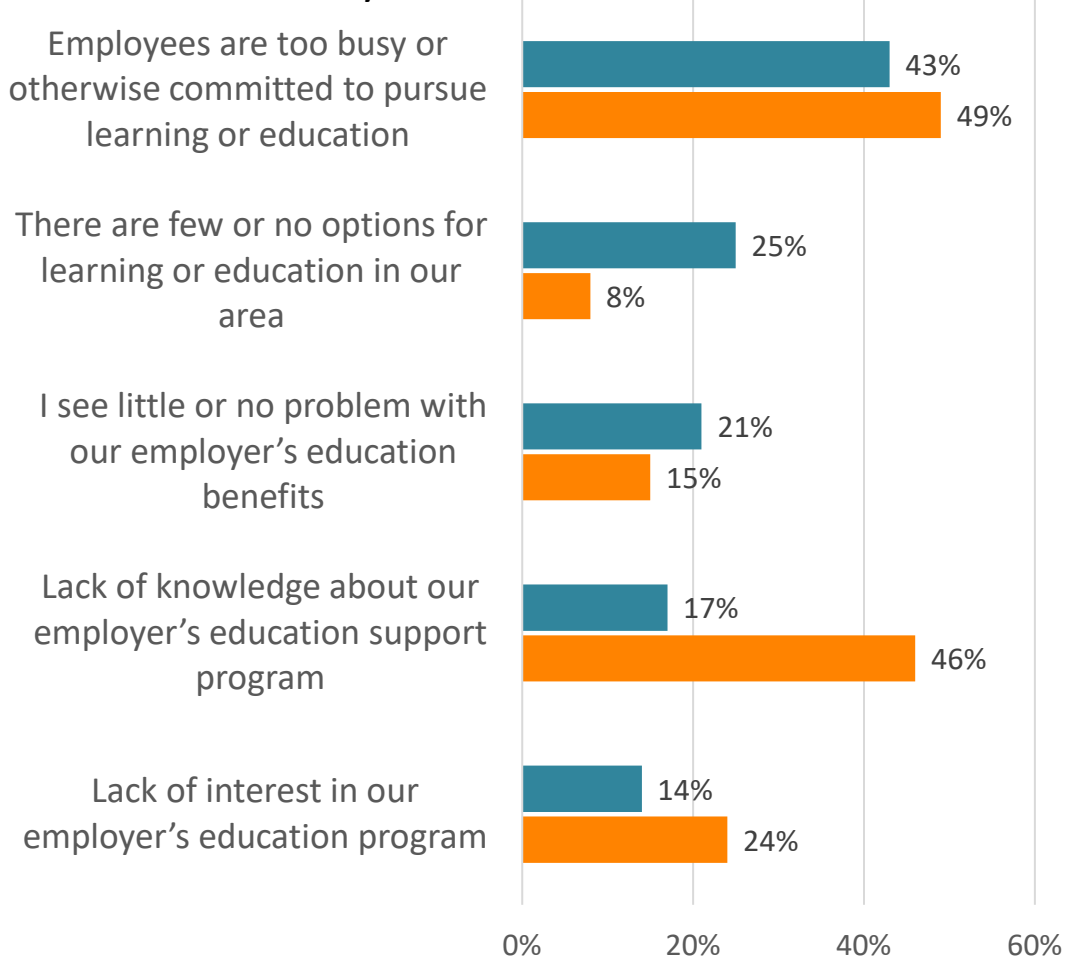


# Education Perceptions About Education Benefits

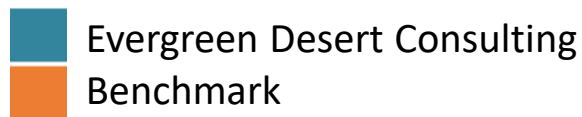
What types of financial support for education do entry level employees think is provided by their employer?



Why do entry level employees not take advantage of your education benefits?



## Entry Level

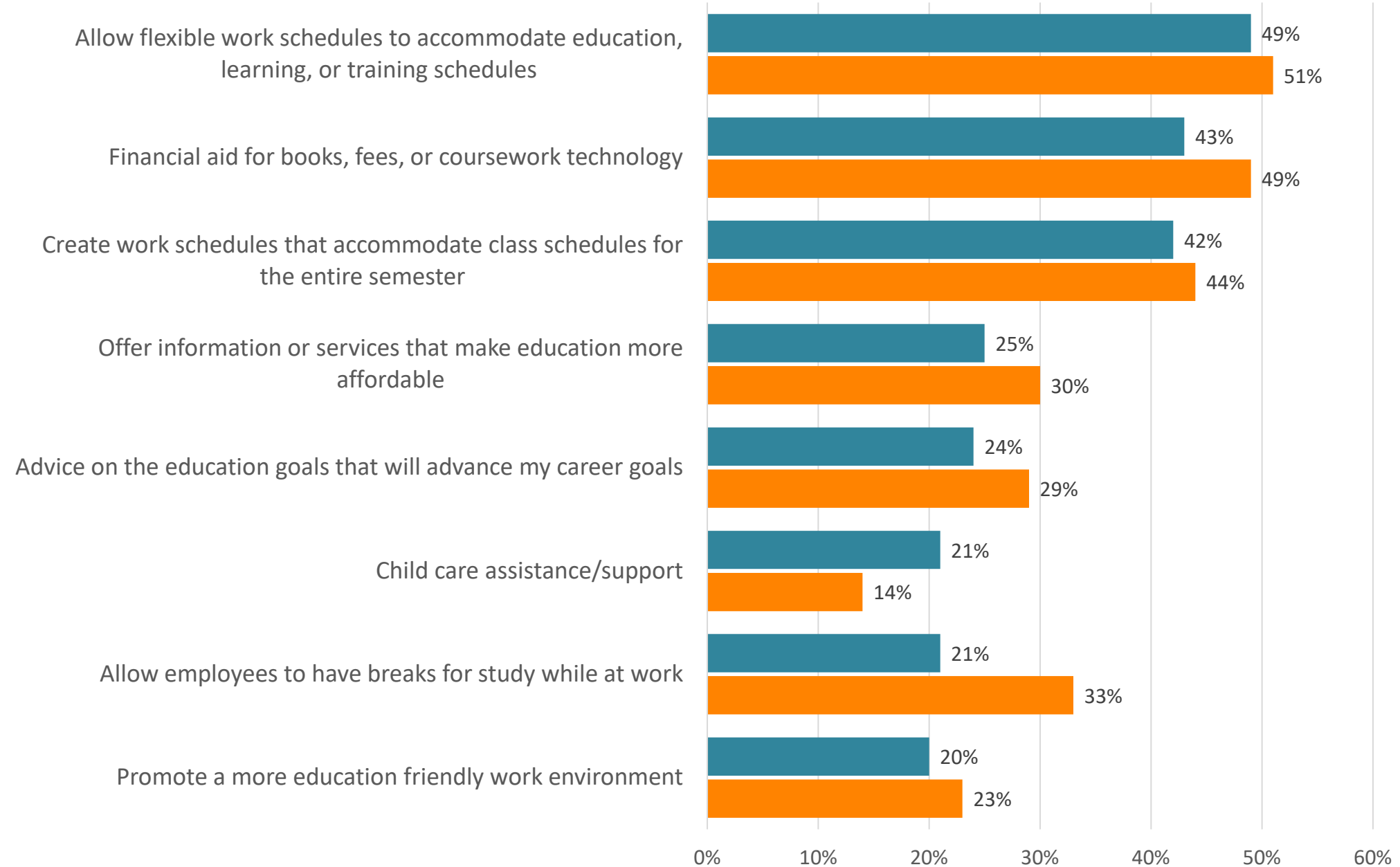




# Education Friendly Workplace Opportunities

Regardless of education plans, what do your entry level employees want you to do to support their education goals

Entry Level  
Evergreen Desert  
Benchmark



# Discussion: Your Goals

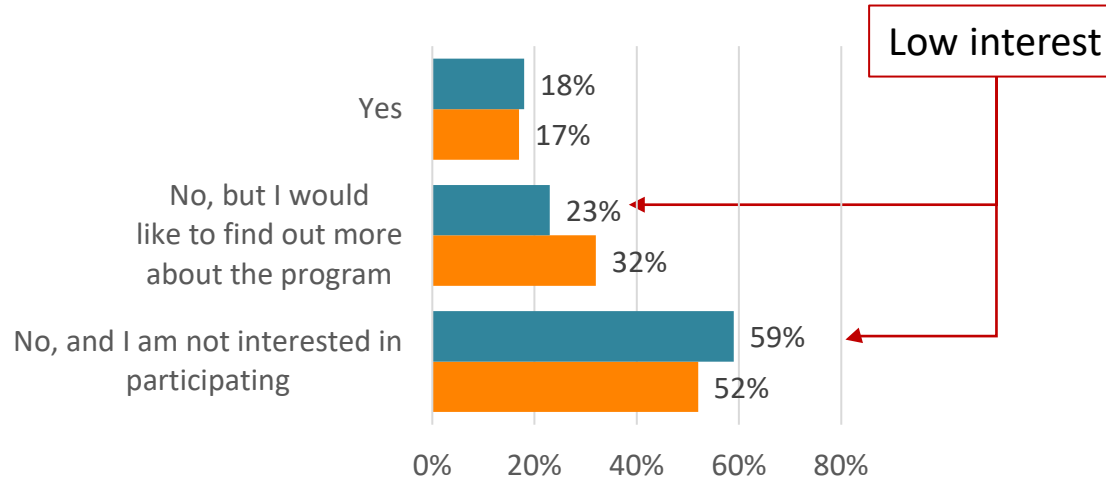
# **Recommendations & Next Steps**

## ***The A's of a successful education benefits programs:***

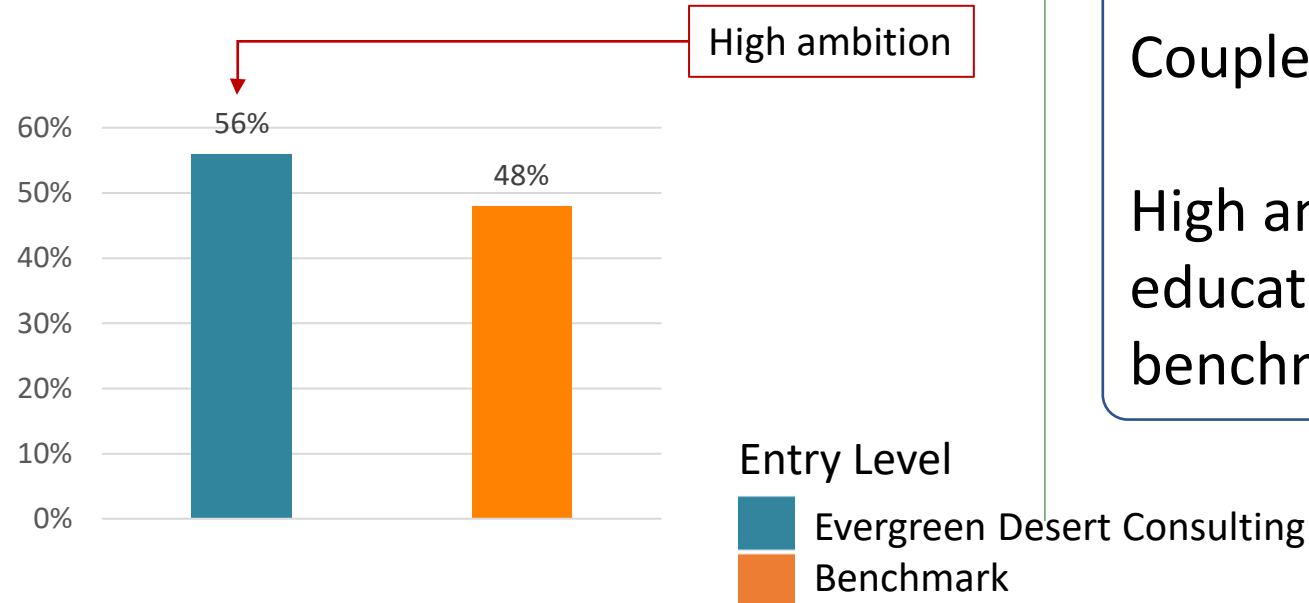
1. Ensure widespread and accurate understanding of the program – ***Align messaging***
2. Make a broad-based concerted effort to get as much participation as possible – ***Activate engagement***
3. Implement support, resources and dedicated personnel to ensure credential completion – ***Advance education support***

# Actions: Align Ed Benefits with Employees' Thinking

Are employees currently participating in your education benefits plan?



Employees anticipating enrollment within 6 months



## Action Data Points

Employees lean toward short-term thinking to the detriment of long-term planning

Coupled with . . .

High ambition for future education compared to benchmark.

# *Ways to Align Messaging*

**Mindset: Focus on those thinking but not yet acting**

Custom list of recommendations from The Graduate! Network based on:

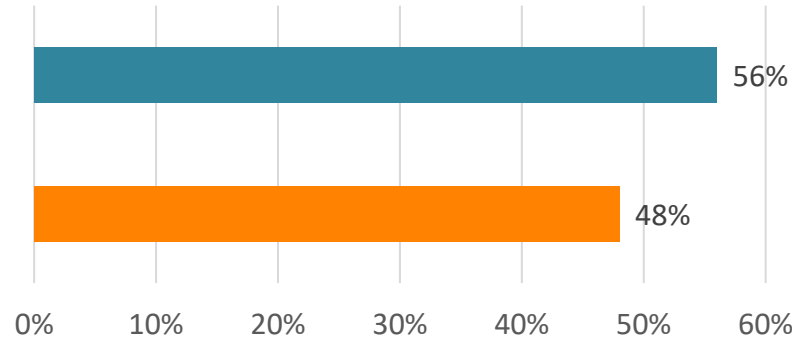
- Evergreen Desert Consulting's employee data
- Benchmark data context from 5,000 employees nationwide
- Navigator services experiences with more than 33,000 adults nationwide

# Actions: Enhance and Intensify Accurate Information

Entry Level



Percent of entry level respondents saying they plan to enroll in education within 6 months



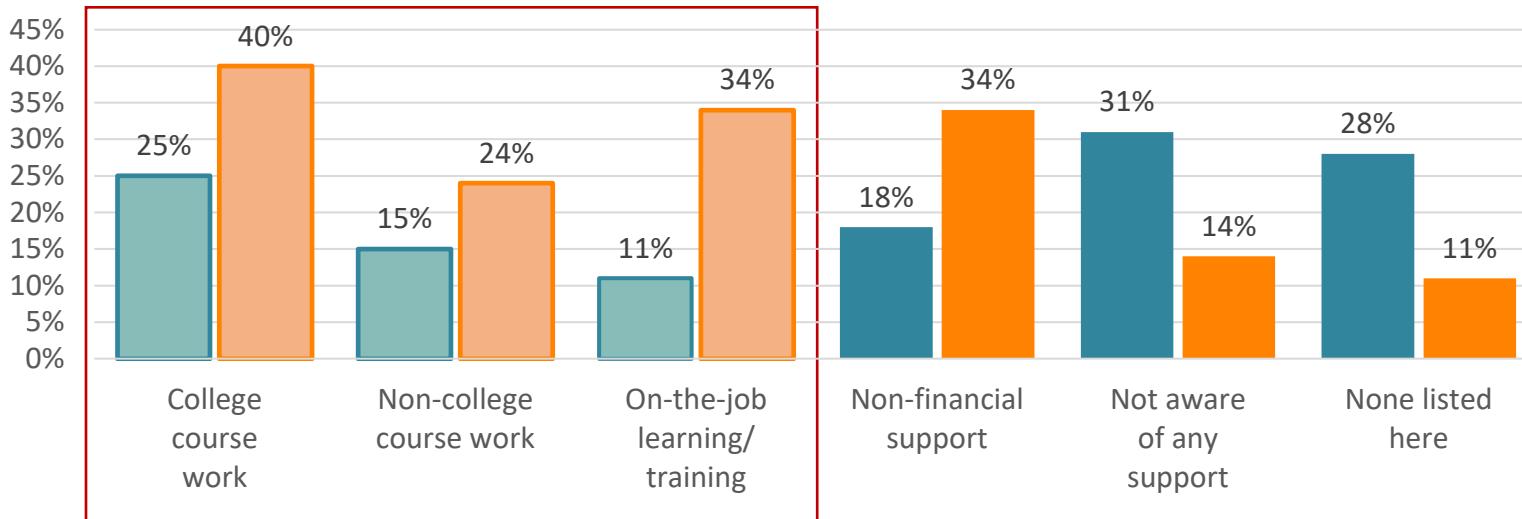
## Action Data Points

Evergreen Desert Consulting participants are *more likely* to have plans for enrolling in education within the next 6 months

But . . .

Evergreen Desert Consulting participants are significantly *less likely* to understand the extent of their potential education benefits

What types of financial support for education do Entry level employees think is provided by their employer?



# *Ways to Activate Engagement*

**Mindset: better inform employees of the education benefits the organization offers**

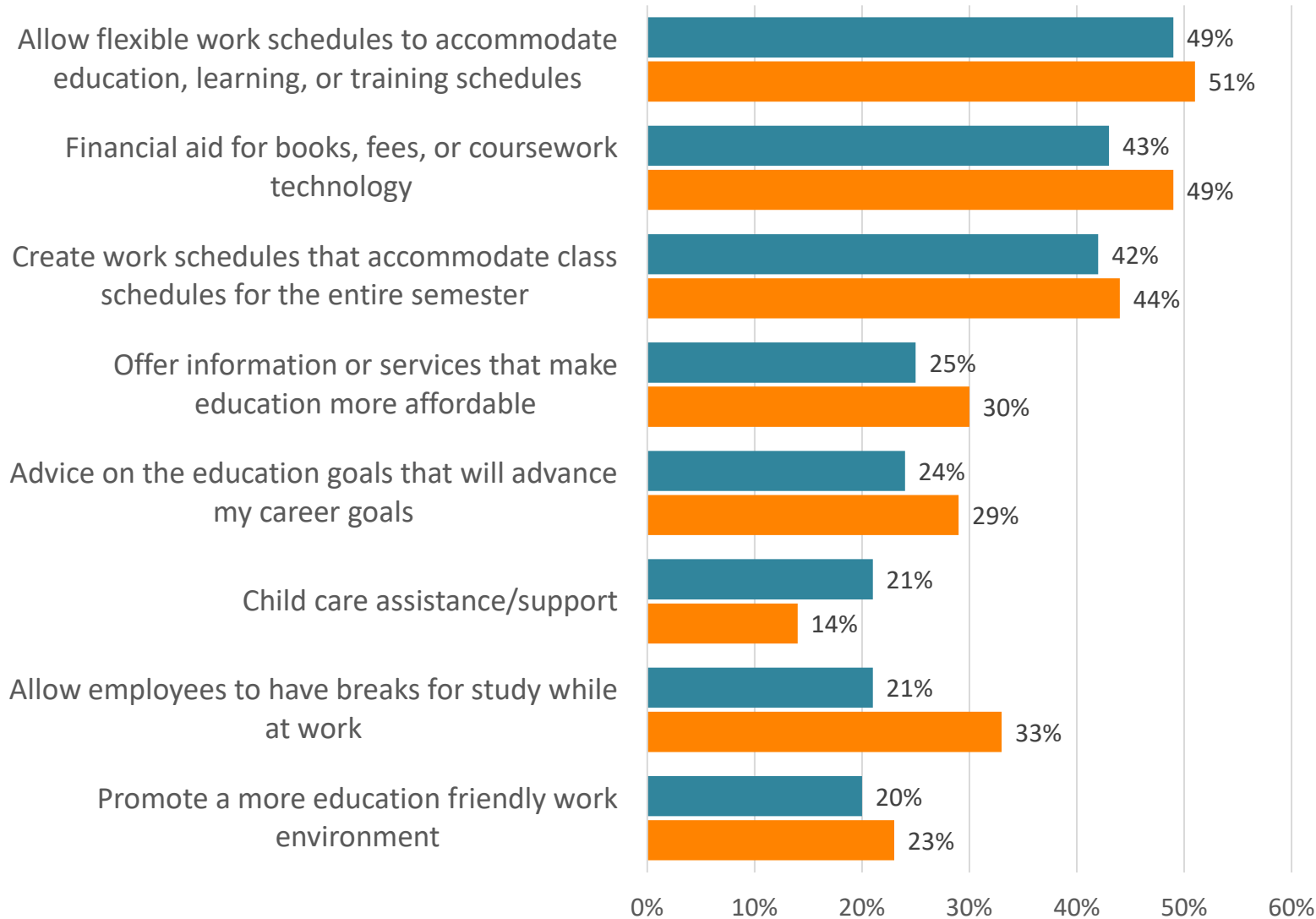
Custom list of recommendations from The Graduate! Network based on:

- Evergreen Desert Consulting's employee data
- Benchmark data context from 5,000 employees nationwide
- Navigator services experiences with more than 33,000 adults nationwide



# Actions: Develop and Communicate EFW Practices

Entry Level



## Action Data Points

Evergreen Desert Consulting's entry level participants under appreciate the desirability of education friendly workplace practices compared to the benchmark

# ***Ways to Advance Education Support***

**Mindset: develop and communicate education-friendly workplace policies**

Custom list of recommendations from The Graduate! Network based on:

- Evergreen Desert Consulting's employee data
- Benchmark data context from 5,000 employees nationwide
- Navigator services experiences with more than 33,000 adults nationwide

# Institution-Neutral Navigation

Comebackers who engage with the Network **re-enroll at a rate almost four times** that of the national “some college, no degree” population (1). And they **graduate at a higher rate too**, albeit not at as high a rate as the re-enrollment rate (2).

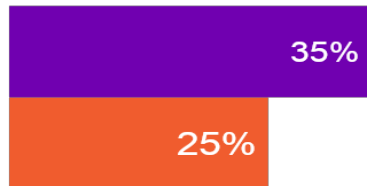
(3) Unlike at the national level, Comebackers who engage with the Network *and* graduate are **largely Black, Latina, multi-racial/ethnic, and other non-white subgroups**.

## ENROLLMENT AND GRADUATION: NATION VS. COMEBACKERS

(1) Return Rate

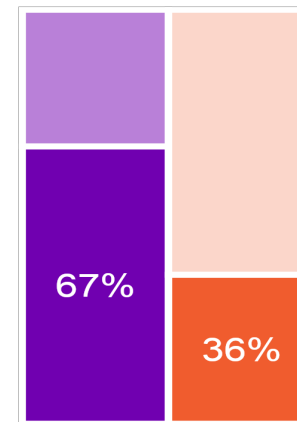


(2) Graduation Rate of those who returned



Comebackers who engage with the Network re-enroll at a rate more than four times that of the national “some college, no degree” population (1). And they graduate at a higher rate too, albeit not as high a rate as the re-enrollment rate (2).

(3) Percent of Graduates who are BIPOC



(3) Unlike at the national level, Comebackers who engage with the Network and Graduate are largely Black, Latina, multi-racial/ethnic and other non-white subgroups.

TGN COMEBACKERS

NATIONWIDE SCND

SOURCES: The Comebacker’s Odyssey (September 2021); TGN Semi-annual Engagement Analysis (May 2022)

For our reports and findings visit [www.DataThatMoveUs.org](http://www.DataThatMoveUs.org)

[Survey Participant Profile](#)[Education Benefit Participation](#)[Employee Perceptions](#)[Education Friendly Workplace](#)

The Bridging The Talent Gap (BTTG) Employee Survey is designed to help employers take advantage of the success that can be realized when they support their entry level and front line workers' education and career goals. This survey is provided through The Graduate! Network, a national organization whose mission is to build, nurture, and assess structures and systems that support adults to attend and complete their degrees. At TGN we believe that everyone deserves an equitable chance to achieve the education and career they desire, and employers can play an important role by support their workers' education and career goals through education benefits programs and education-friendly workplaces.

Responses from employees about the ways their employer can support their education and career goals equip business leaders, learning providers, government leaders and other stakeholders with information they need to make internal policy, public policy, and investment decisions. This dashboard provides insights on employees' perspectives on key issues including:

- *Survey Participant Profile* including the pandemic's impact on employees' education goals.
- *Education Benefit Participation* including employees' education goals and if they are aware of their employer-provided education benefits.
- *Employee Perceptions* of their employer-provided education benefits.
- *Education Friendly Workplace* including workers' reasons for not taking advantage of education benefits and their suggestions for how employers can be more supportive.

The results of this survey provide an informed road map for action to engage employees and move the needle on college completion in your company and in your community.

Click on the buttons above to explore.

You can explore more insights from your data on your [Evergreen Desert Consulting Employee Survey Dashboard here](#).