

HERZING[®] UNIVERSITY

Herzing Enterprise Learning Program

[H.E.L.P.]

Herzing University's HELP program is designed to support the development of individuals who will contribute to a performance culture at your organization. Employee education is one of the best ways to retain top talent, and the HELP offers a high return on the investment in your human capital.



Strengthen your workforce development by partnering with Herzing University.



Career-focused.

Convenient.

Caring.

Tailored Toward Your Organization

A meeting with your Herzing Learning Consultant will include a review and analysis of your needs and the creation of a customized strategy to meet your organization's goals. This includes the development of a training course, degree program, or non-degree certificate program to sharpen the skills of your employees and fill the performance gaps your business is currently facing.

You can also take advantage of employee group learning options to foster team building and cooperation of employees both in the classroom and the work environment. Assignments can cater to solving your everyday work-related challenges.

*Studies Reveal...**

- ▶ According to a study by the Council for Adult and Experiential Learning (CAEL) in 2004, "**roughly 85 percent of human resources professionals agreed that tuition assistance programs are an important strategic investment.**"
- ▶ Research supports that tuition assistance programs may **reduce voluntary turnover by approximately 50 percent** of participating employees and improve several components of job performance (Benson, Finegold, & Mohrman, 2004; Ng & Feldman, 2009).

Benefits of H.E.L.P.

- **Scholarship toward degree program tuition for employees and their immediate family members** — This scholarship will help stretch your employee's tuition assistance benefit. All books are included in the cost of tuition.
- **Savings for continuing education and certification prep classes** — Our technical competency and soft skills training centers offer a reduced rate for classes taken by employees of H.E.L.P. employer partners.
- **Flexible payment options** — Herzing University offers a variety of payment options available to employees. We can also work with your tuition assistance program to make this process smooth and efficient.
- **Exclusive, customized microsite on Herzing University website** — The site provides easy access to program, scholarship, and other information for your employees. It is easily linkable to your intranet/learning portals.
- **Credit for prior learning** — Herzing University will perform free evaluations of previous education and can validate and recognize select corporate-sponsored training for college credit.
- **Dedicated Enterprise Learning Advising Team** — This team will be kept up-to-date on your learning plan and be the single point of contact for your employees.
- **Free webinars presented by University faculty and staff** — These webinars are designed to complement and reinforce your existing programs and are conveniently accessible to remote employees.
- **Waived enrollment fee (no application fee)** — This reduces up-front cost for your employees.
- **Tracking and measurement tools** — We provide data to evaluate utilization and employee cost savings. This allows you to manage the effectiveness of the relationship and your tuition assistance benefit program.
- **Promote open job opportunities to highly qualified Herzing students** — Your organization will receive a free account in Herzing's CareerConnect portal, which brings employers in touch with new talent and seasoned professionals. You will be able to post job openings, search for candidates, and participate in virtual career fairs.
- **Employee group learning** — Partner programs can be implemented for full degree programs, non-degree certificate programs, or continuing education and training. These can be tailored to your organization and can be done in person or online to maximize flexibility for you and your employees.

Award-winning and regionally accredited

Herzing University is accredited by the Higher Learning Commission and is a member of the North Central Association. The Higher Learning Commission can be contacted at www.ncahlc.org or 800-621-7440.



Certified Woman-owned Business

Herzing University is the only woman-owned accredited university in the United States and is certified as a Woman Business Enterprise (WBE) by the National Woman Business Owners Corporation (NWBOC).




U.S. News & World Report

Recognized as one of 2013's Best Online Business Bachelor's Programs by U.S. News & World Report.



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ENTERPRISE LEARNING

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* Benson, G. S., Finegold, D., & Mohrman, S.A. (2004). You paid for the skills, now keep them: Tuition reimbursement and voluntary turnover. *Academy of Management Journal*, 47(3), 315-331; Council for Adult and Experiential Learning. (2004). The Promise & Practice of Employer Educational Programs. Retrieved from www.cael.org; Ng, T.W.H., & Feldman, D.C. (2009). How broadly does education contribute to job performance? *Personnel Psychology*, 62(1), 89-134.