

VuJa De

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Today's Agenda

- Transforming Learning From Déjà Vu to Vuja De
 - Diverse Learning Modalities (I.e. Blended Learning)
 - Tailored Course (for college credit) vs Training Courses (not for credit)
 - Corporate Onsite Learning- Increases talent retention
- Achieving More With Less- Looking at Learning In a Creative Way:
 - The value of utilizing Tuition Assistance vs Training Dollars
 - Tailoring Your Learning Initiatives without Increasing Costs
- Vuja De Case Study: Fortune 100 Payroll Company
- Q&A



Déjà Vu versus Vuja De

Déjà Vu

In *psychology*, the illusion that one has previously had a given experience. The feeling that you are re-experiencing some specific event, sound, or scent from the past in the present. An impression of having seen or experienced something before.

Vuja De

Looking at things you have seen before in a way that you have never seen them.



Transforming Your Learning Environment Déjà vu to Vuja De

Diverse and Creative Learning Modalities

- Blended learning
- Tailored course (for credit) vs training (not for credit)
- Corporate onsite learning - Increases talent retention

Transforming Your Learning Environment— VuJa De Offering a Blended Learning Modality

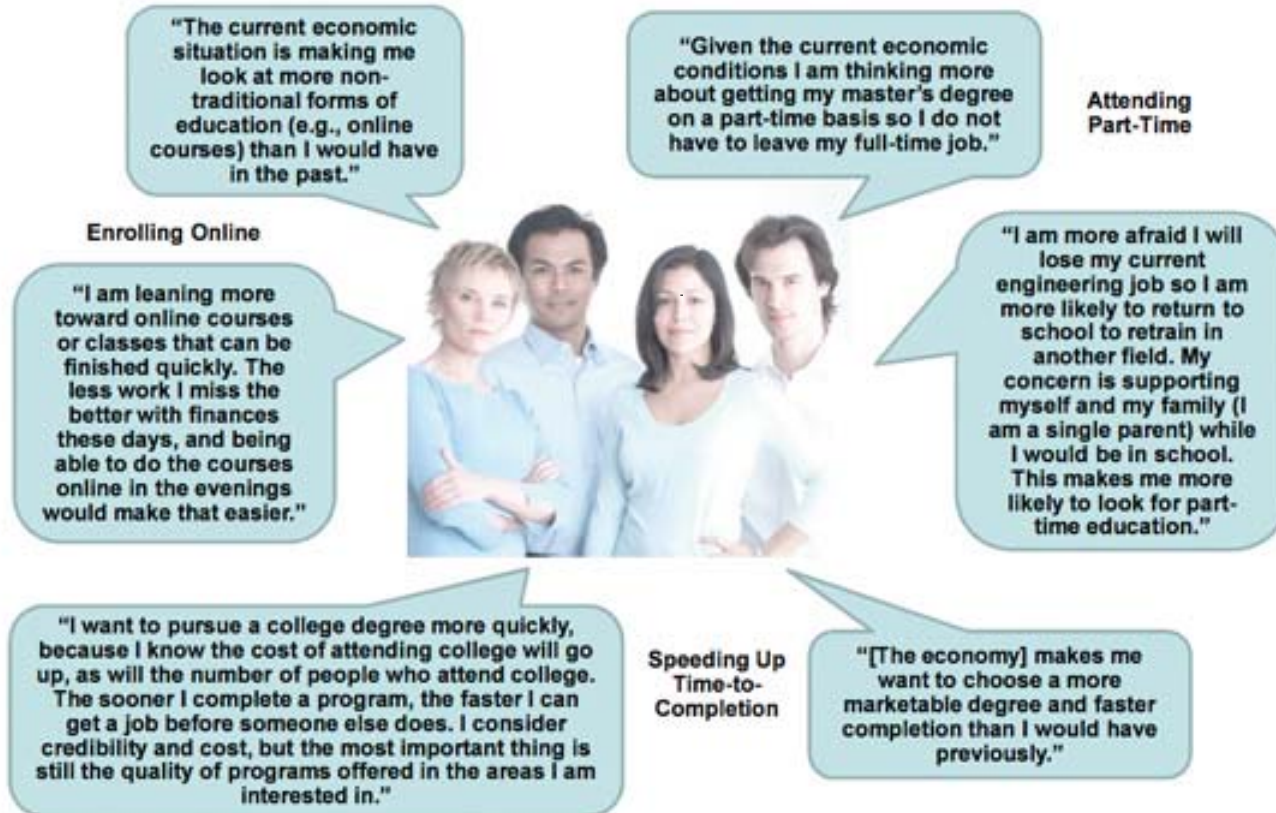
Déjà Vu Learning

- Training offered in a traditional classroom for 3-4 hours
- Very little employee participation
- Very little employee commitment
- Not perceived to enhance career or skill set
- Short term goal
- Offered during work hours-may take away from production
- Not as much flexibility or convenience

Vuja De Learning

- Training for credit offered onsite with an online component
- Increase employee participation
- Highly relevant
- Employee commitment increased
- Perceived that this course will directly enhance skill set
- Long term goal oriented
- Increase retention
- Course offered after work
- Flexible and convenient for employee

The Value of Blended Learning Models



Transforming Your Learning Environment

Training (Deja Vu) vs Tailored Course (VuJa De)

Training (Déjà vu)

- Short term
- Not for credit
- Terminal
- Quick
- Costly when customized
- Limited employee participation
- Must use training dollars
- Certificate of completion
- Employees view training as a win for the company more than a win for their professional development

Tailored Course (VuJa De)

- Long term
- Can be tailored without additional costs
- College credit-transferable
- Relevant to career
- Increased student participation
- Certificate, certification and college credit
- Employees want to enhance their skill set beyond training

In Their Own Words: The Value of Education Today and the Economy's Effect on Enrollment Plans

"I am more likely to further my education. With the increased unemployment rate I believe a more advanced degree would help land a new job if I needed one."

"The economy is causing me to look hard at the return on investment. Will the outlay of cash to gain a higher degree translate into a better salary?"

"My cash situation is not as good as it was a year ago and has delayed my decision about enrolling. Major considerations are money and costs and also how quickly I can finish."

"Jobs are tough to get and tougher to keep. Employers want the most qualified candidates to fill the slim vacancies. Having a degree definitely makes one more appealing."



"I was planning to enroll in a program before the current changes in the economy. The economy may influence how many courses I will be able to afford each semester."

"I think it's more important now to have advanced education. It's more important to be skilled in many things, not just one thing. While money is tighter nowadays, I'm more ready to re-start college courses."

"It is affecting me in that I see less of a chance in enrolling in a college due to having to leave work to be able to attend class. In this economy I just don't see myself being able to leave my job, with the fear that I won't be able to find any work, part-time or full, to help while I attend school."

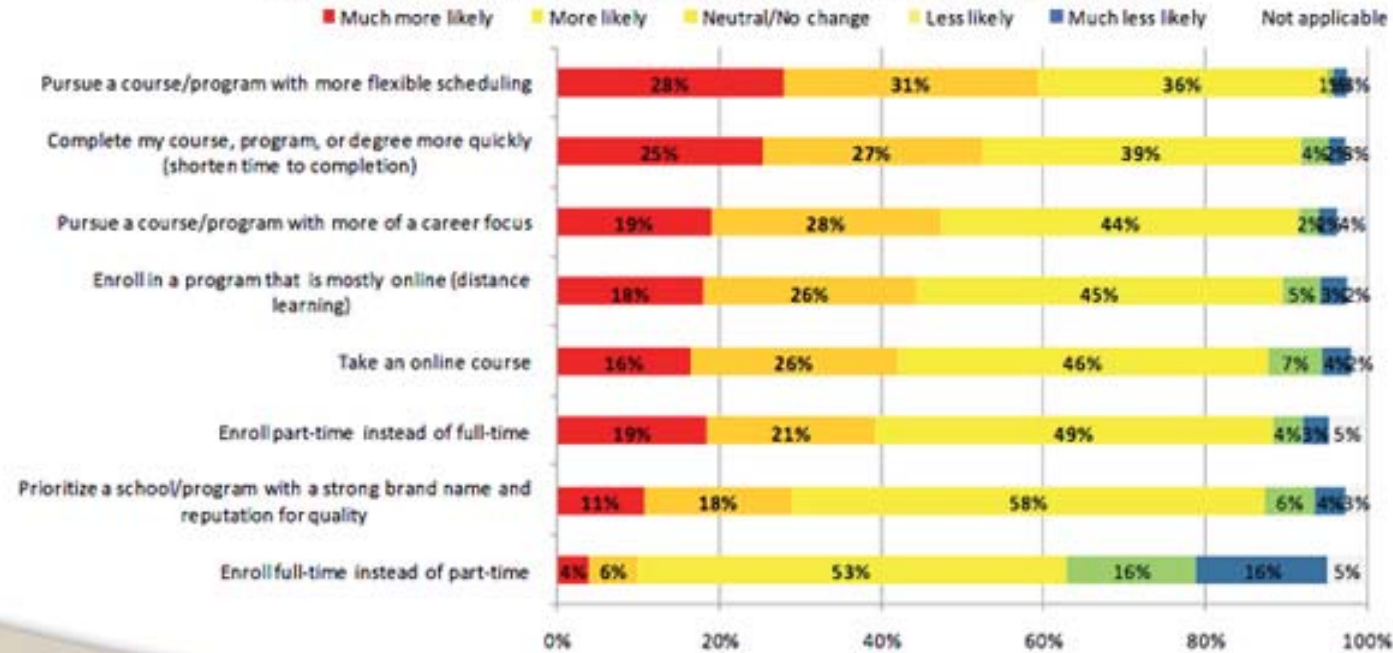
A woman with blonde hair, wearing a grey blazer, stands with her arms crossed in front of a large window. The window shows a cityscape with buildings and a bridge. The overall background is a light beige color with a large white oval shape behind the woman and text.

Transforming Your Learning Environment For-Credit Onsite Offering-VuJa De

- Increased employee morale
- Long term goals
- Increased retention
- Tuition assistance
- Cross communication
- Convenient and flexible
- Drives ROI
- For credit-transfers to a degree or certificate

A Large Share of Adults is More Likely to Pursue More Flexible Schedules, Accelerate Time-to-Completion, Take an Online Course, or Enroll Part-Time

Q: Due to the current state of the economy and your personal financial situation, are you more or less likely to do the following things? Note: If the economy and your personal financial situation have no impact on your decision to do any of these things, please choose "Neutral/No change."





Achieving More With Less

- The Value of Utilizing Tuition Assistance vs Training Dollars
- Tailoring Your Learning Initiatives without Increasing

Achieving More with Less Tapping Into Tuition Assistance (TAP)

The Value of Tuition Assistance to Meet Training Needs

Employer

- Cost effective
- Increased long term retention
- Saves training dollars
- Tailoring at NO additional costs

Employee

- Cost effective
- Employee likely to remain with company.
- Viewed positive
- Employee is receiving college credit



Achieving More With Less Tailored Learning

- Creates an opportunity for employees to communicate
- If offered onsite, eliminates costs with travel and time
- Most of the materials are designed for your needs
- Learning is centered around your organizational needs
- Tuition assistance can be utilized by employees
- College credit is awarded



Tailored Program at Fortune 20 Telecommunications Company

Results:

- South area results of the participants in the Onsite Program
- Retention value analysis
- Participants in the tuition assistant program (year end 2007) (N=2316)
- South Area Graduates (N=53)
- Total Paid during 2007: \$6,070, 870
- Rehire cost based on company population turnover rate: 12, 083, 050
- Rehire cost based on participants/graduates rate: 5,087,600
- Turnover savings: 6,995,450 Key Findings:
- Turnover rate for learning participants: 9% (% SAVED Company \$6.9 million in turnover costs)
- Turnover rate for non participants: 21% (\$6.9 Million in turnover costs)

Results provided by Dorothy Martin, Verizon Wireless National Director, Learning Link

A photograph of three business professionals in a meeting. A man in a white shirt and tie is speaking and gesturing with his hands. A woman in a yellow top is listening intently. Another person is partially visible in the foreground, looking towards the speaker. The scene is set in a modern office environment with blurred lights in the background.

Increase The Bottom Line

For your organization to fully benefit from the return on investment, employees must view themselves as learners, constantly updating skills and knowledge that contribute to the organization's goals.



VuJa De Learning Fortune 100 Payroll Company

Business Challenge: High volume of turnover in the accounting department.

Business Need: Onsite tailored accounting course and leadership courses.

End Result: 70% of employee's increased in production and effective leadership skills.

Students enjoyed the tailored learning versus training because they could apply the credits to a college degree or certificate



Vuja De Recap

- Your Learning Initiatives must be creative
- Tapping into TAP saves training dollars
- Tailored learning saves training dollars
- College credit for tailored degree and courses- It makes sense
- **Tailored degree courses creates:**
 - Innovation
 - Diversity
 - Insight
 - Knowledge, and
 - Return on investment!



Increase The Bottom Line

It All Adds Up....

To maximize an organization's return on investment in its most valuable resources - its employees

Ongoing tailored education must be offered at the company location or via distance learning



VuJa De Increase The Bottom Line

Let's do the math:

85% of companies believe that education benefits are as important as strategic investments

8.6% gain in total productivity with just a 10% increase in workforce education

33% of an employee's salary is what it costs to replace him/her

Source: Council for Adult and Experiential Learning Research report

Thank You

Q & A

Information

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