

What's in it for Me?

*Staff use of Employer-Sponsored
General Skills Training*



A qualitative
analysis of the
STAP program at
Stanford University

Past Research: Employer Focused

□ Employer-Side :

- Higher Retention
- Higher Productivity
- Better Job Candidates
- Cheaper Skilled Labor
- Cheap Benefit

□ Employee Side:

- Maybe Better Wages
- Maybe Better Jobs
(no real data)

Assumptions of Prior Research

- ❑ Employees engage in these programs.
- ❑ Employees pursue companies with these programs and then stay for them.
- ❑ Employees use these programs to go on to better jobs.
- ❑ Employees with high positions and better education pursue these programs more than low level, poorly educated employees.

NO ONE ASKED THE EMPLOYEES.



STANFORD

SCHOOL OF
HUMANITIES AND SCIENCES

Stanford University Stats

STAP

Staff Training Assistance Program

general skills training or materials costs for courses, seminars, conferences, etc. that can be considered work related with a \$800 cap per year

School of Humanities and Sciences

Staff Size: 650

According to Human Resources, all H&S staff are eligible for STAP commensurate to percentage of employment (50% get 50% of funds, 100% get 100% of funds)



Survey-Monkey Results:

98 Responses (out of 650 employees)

99% aware of STAP

Despite the fact that 37.8% thought the University didn't publicize STAP enough and 46.9% didn't think H&S publicized STAP enough

89.8% have used STAP in the past

78.6% are encouraged by their managers to use STAP

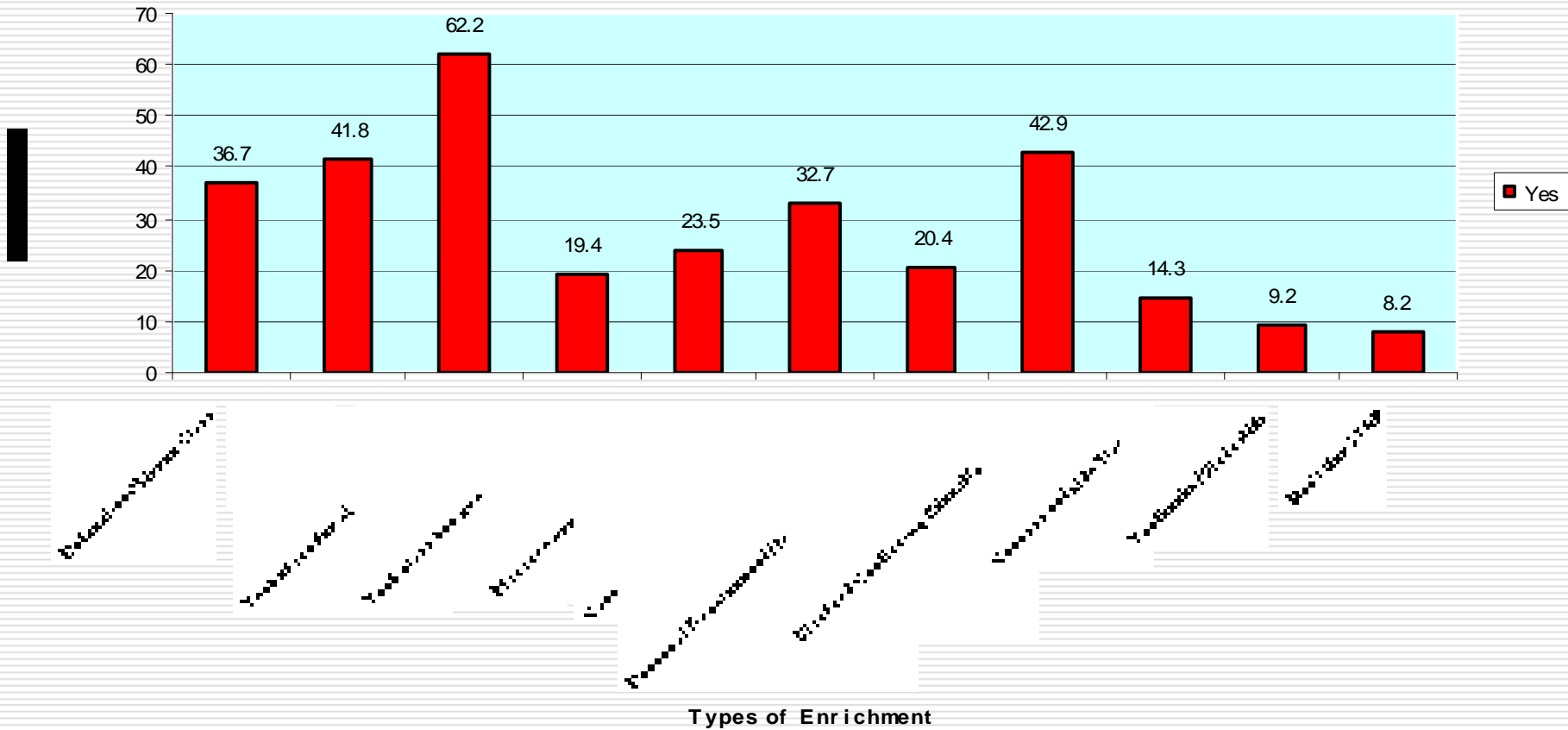
62.2% use it for improving skills for current position

21.4% use it for career development



Types of STAP Expenditures

Uses for STAP





Opinions on STAP

An important part of the benefits package:

- 92.8% Agree 4.1% Neutral
- 3% Disagree

Useful incentive for retention:

- 76.5% Agree 1.4.3% Neutral
- 9.1% Disagree

Useful for on-the-job training:

- 91.8% Agree 7.1% Neutral
- 1.0% Disagree

Useful for skills for career advances:

- 92.9% Agree 7.1% Neutral
 - 0% Disagree
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Methods and Data

- Survey Monkey online survey tool
 - Survey
 - Uneven questions
 - Nominal and Ordinal Data
 - Frequency
 - Crosstabulations
 - Crammer's V, Lambda, Gamma, Somer's d
 - No Interval Level Data
 - No Regression analysis
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Questions?

