

# Stanford Tuition Assistance Program (STAP)

Do employees actually use it  
and why?

Research Proposal by Nikhila Pai

# Stanford University Programs

- ◆ STRP

## Staff Tuition Reimbursement Program

classic tuition reimbursement program with a \$5,200 cap per year for accredited higher education degrees (AA, BA, BS, MA, MS, PhD)

- ◆ 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

# Question: Is my MPA worth it?

Why complete a post-secondary degree:

- ◆ Expand and Improve Job Skills
- ◆ Better Wages
- ◆ Better Job Opportunities
- ◆ Sexy

The Studies:

# Why Employer Sponsored General Skills Training is Good

- ◆ Employer-Side :
  - Higher Retention
  - Higher Productivity
  - Better Job Candidates
  - Cheaper Skilled Labor
  - Cheap Benefit
- ◆ Employee Side:
  - Maybe Better Wages
  - Maybe Better Jobs

What the heck? Why bother taking classes?  
Why hasn't anyone asked?

# Conversations with Staff

According to the literature, only 18% of employees enroll in employer provided general skills training programs.

Despite the fact that 9 out of 10 employers offer it in one form or another.

- Not many people enroll in STRP
- Most enroll in STAP

What do they hope to gain?

# A First Step: The Case of SU

## Qualitative Analysis

### Hypothesis:

#### Employee attitudes on STAP

- ◆ Few staff use it
- ◆ Employee benefit

### Design:

Online Survey + In-Depth Interviews