



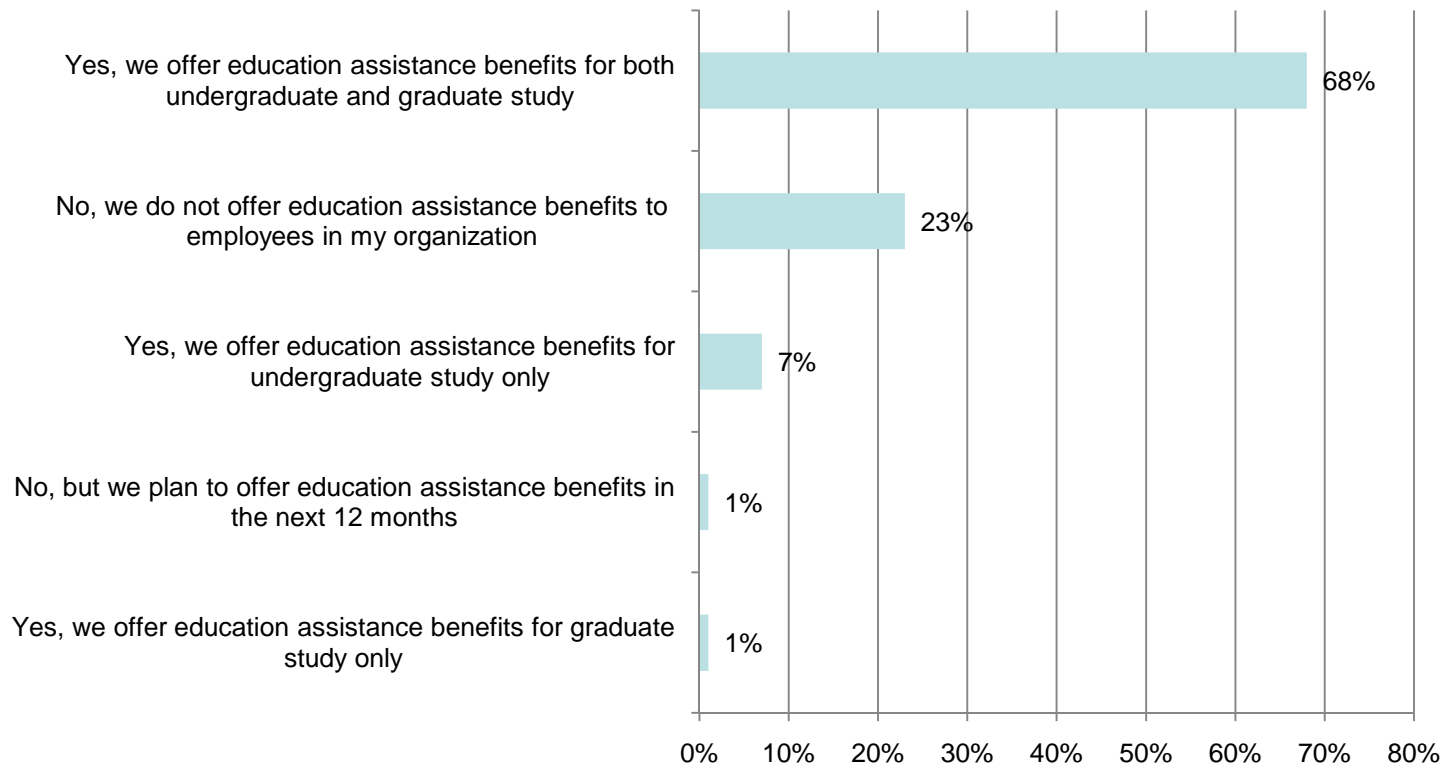
SHRMTM

SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

SHRM Poll: Education Assistance Benefits

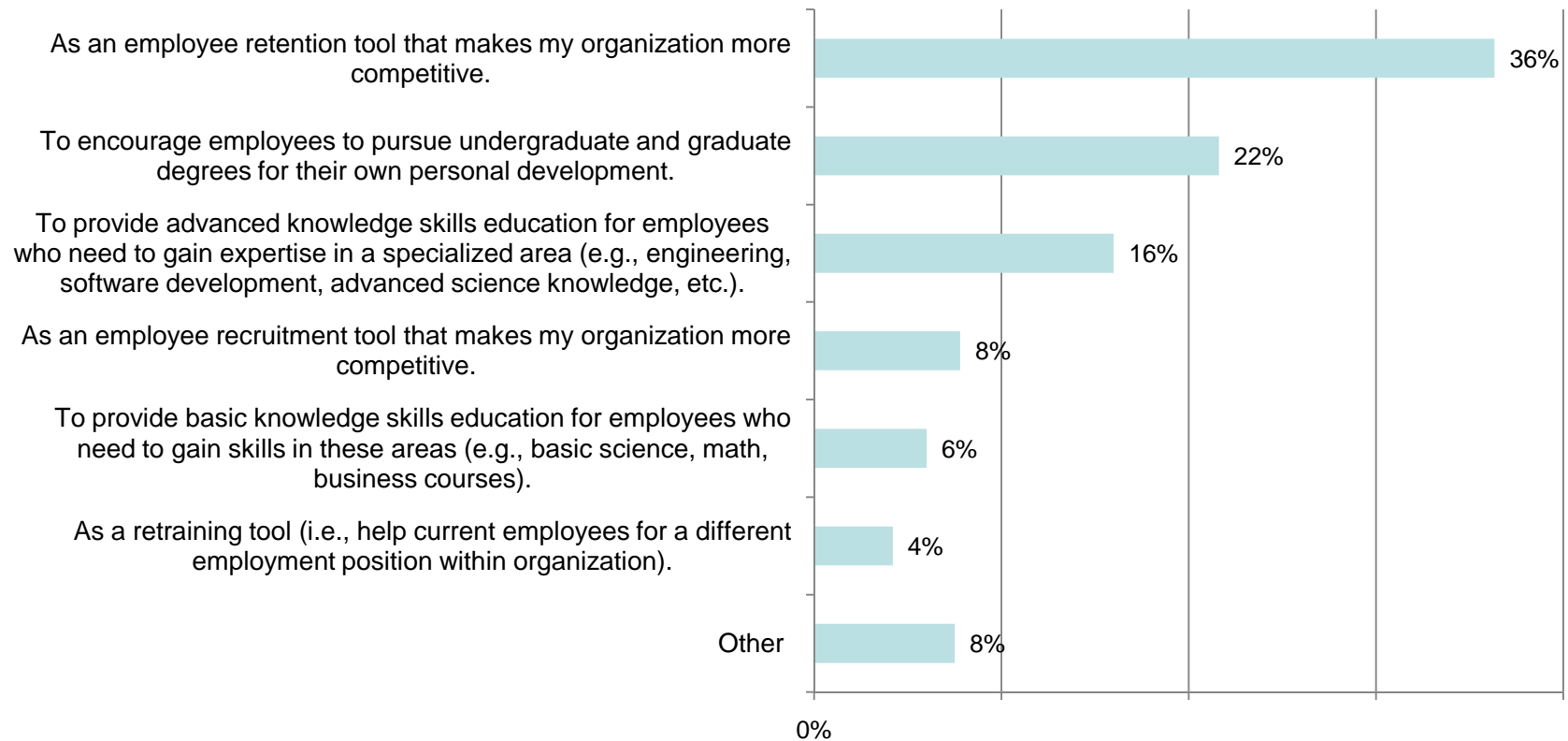
August 11, 2009

Does your organization offer education assistance benefits to employees?



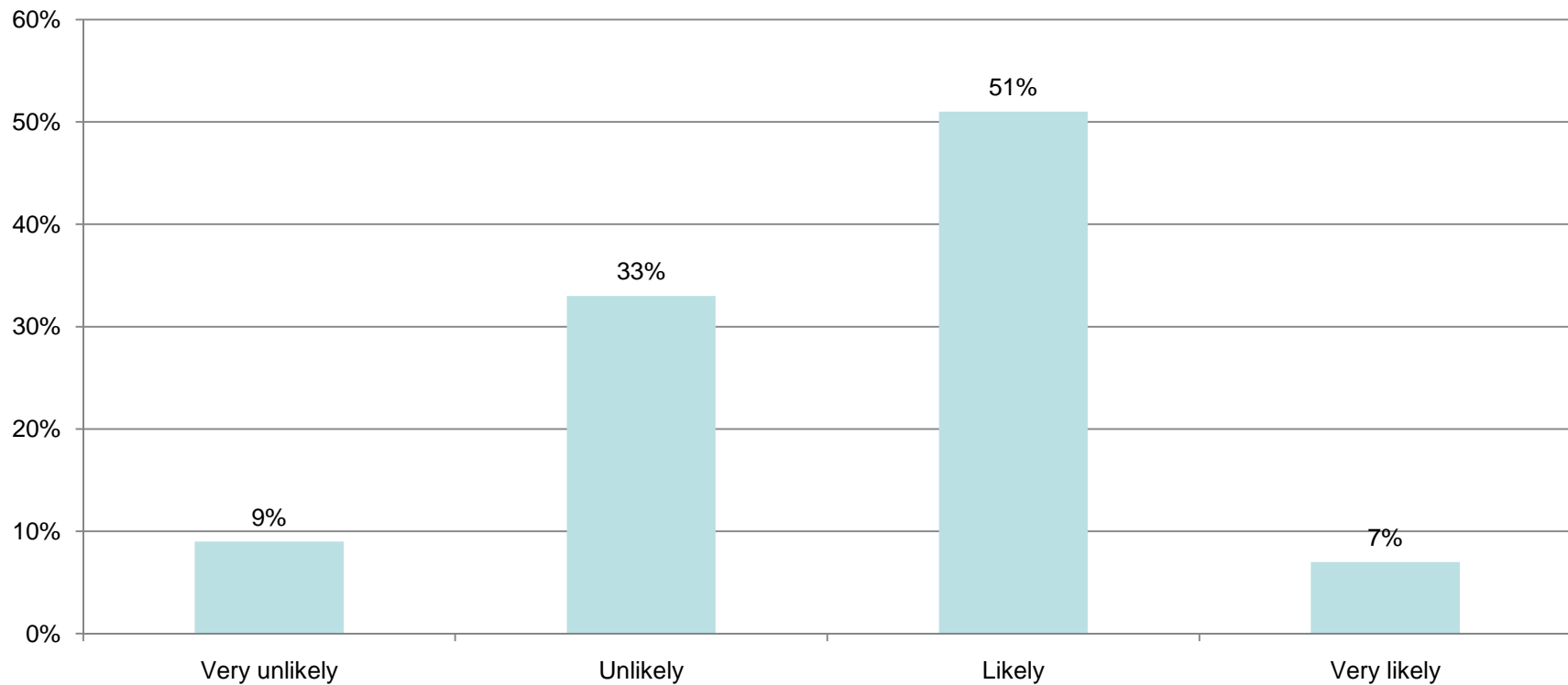
Note: n = 472. "Don't know" responses were excluded from this analysis. Organizations that did not offer education assistance benefits stated that cost was the main reason for not offering these benefits.

What is the **PRIMARY** reason that your organization offers education assistance benefits to employees?



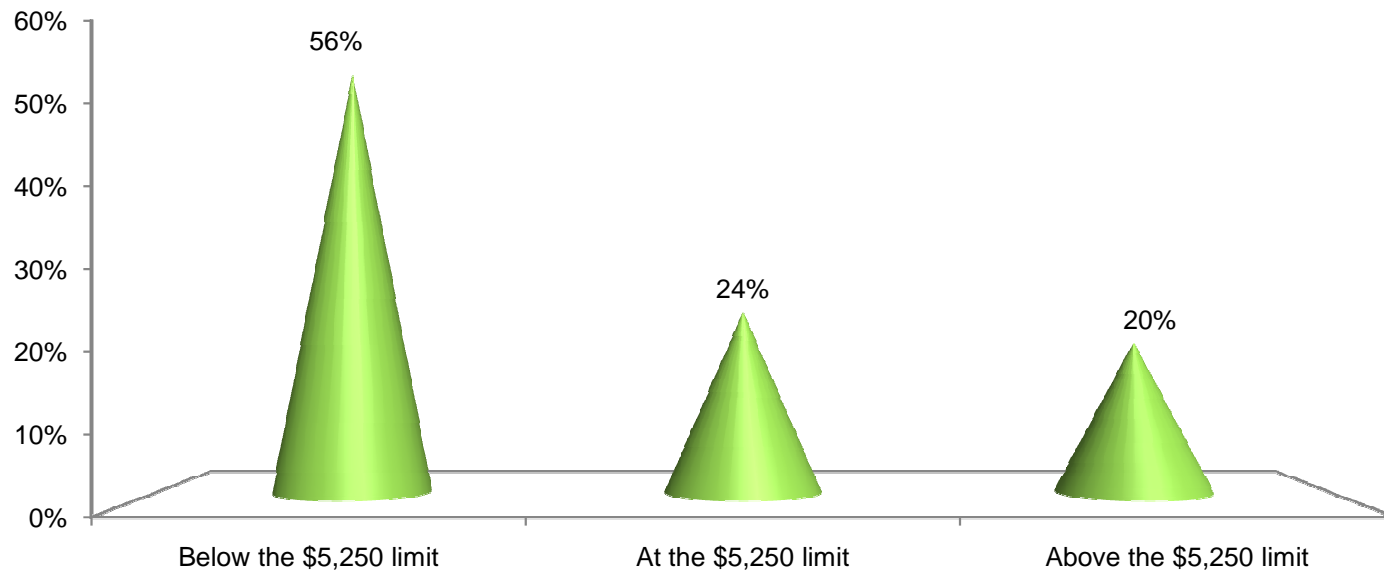
Note: n = 333.

If employer-provided education assistance was made to be **taxable** income for employees, how likely is it that employees at your organization would utilize this benefit?



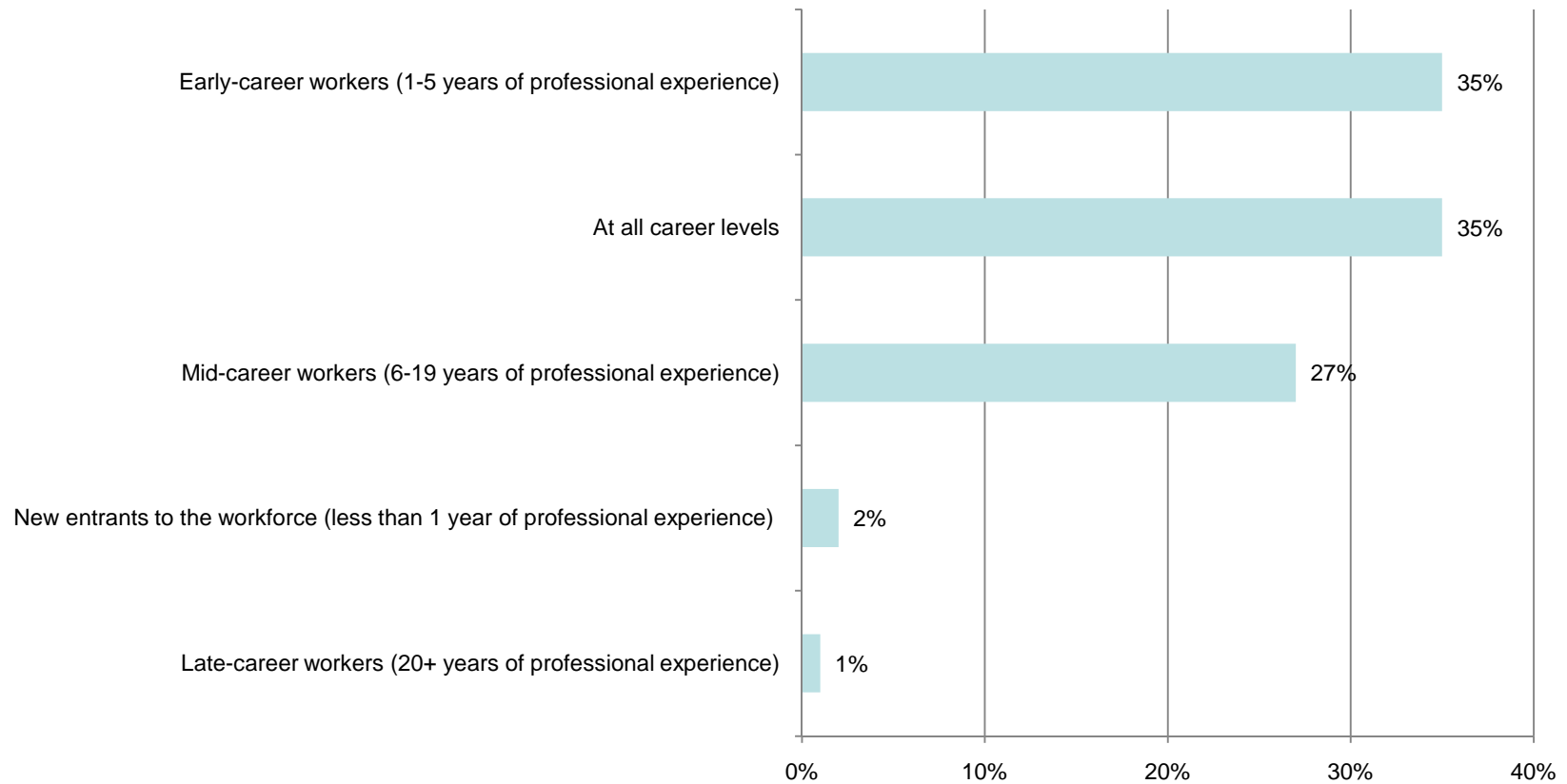
Note: n = 332.

Do you provide education assistance benefits *below, at* or *above* the annual nontaxable federal limit of \$5,250?



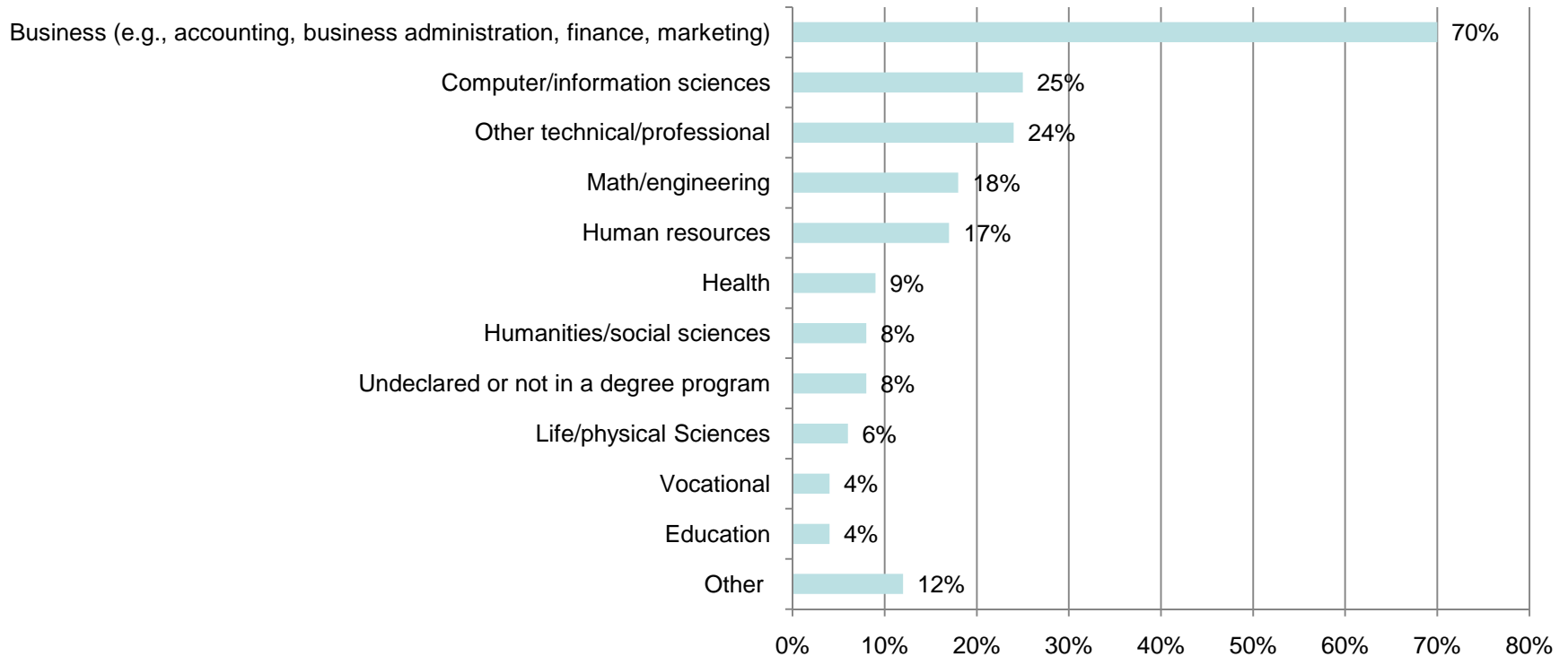
Note: $n = 329$.

What is the career level of employees who utilize education assistance benefits the **MOST** at your organization?



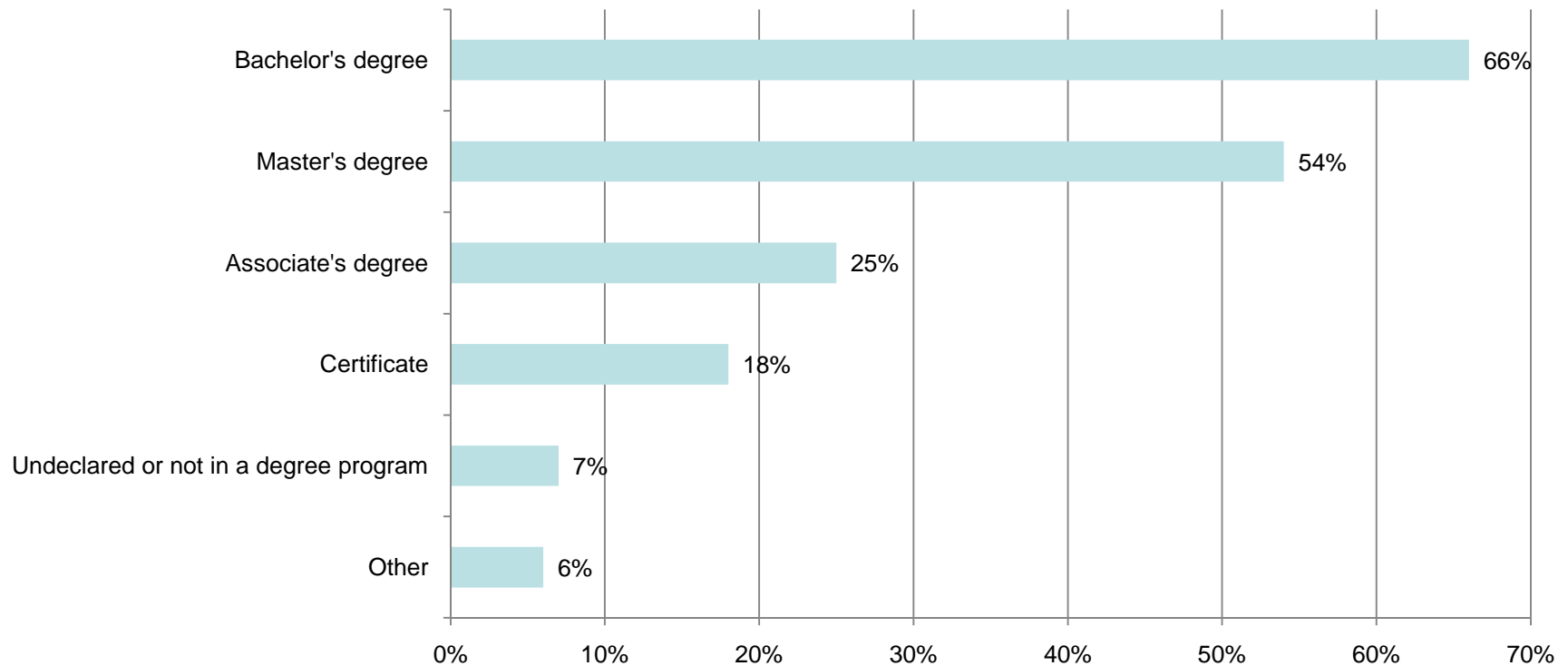
Note: *n* = 306, "Don't know" responses were excluded from this analysis.

In the past 12 months, which academic fields did employees who use your organization's education assistance benefits study/take courses in?



Note: n = 277. "Not sure" responses were excluded from this analysis. Multiple responses were allowed. "Other" academic fields included: law/legal, medical, criminal investigation, etc.

In the past 12 months, what type of degree did employees using your organization's education assistance benefits pursue?



Note: $n = 284$. "Not Sure" responses were excluded from this analysis.

Organization Industry

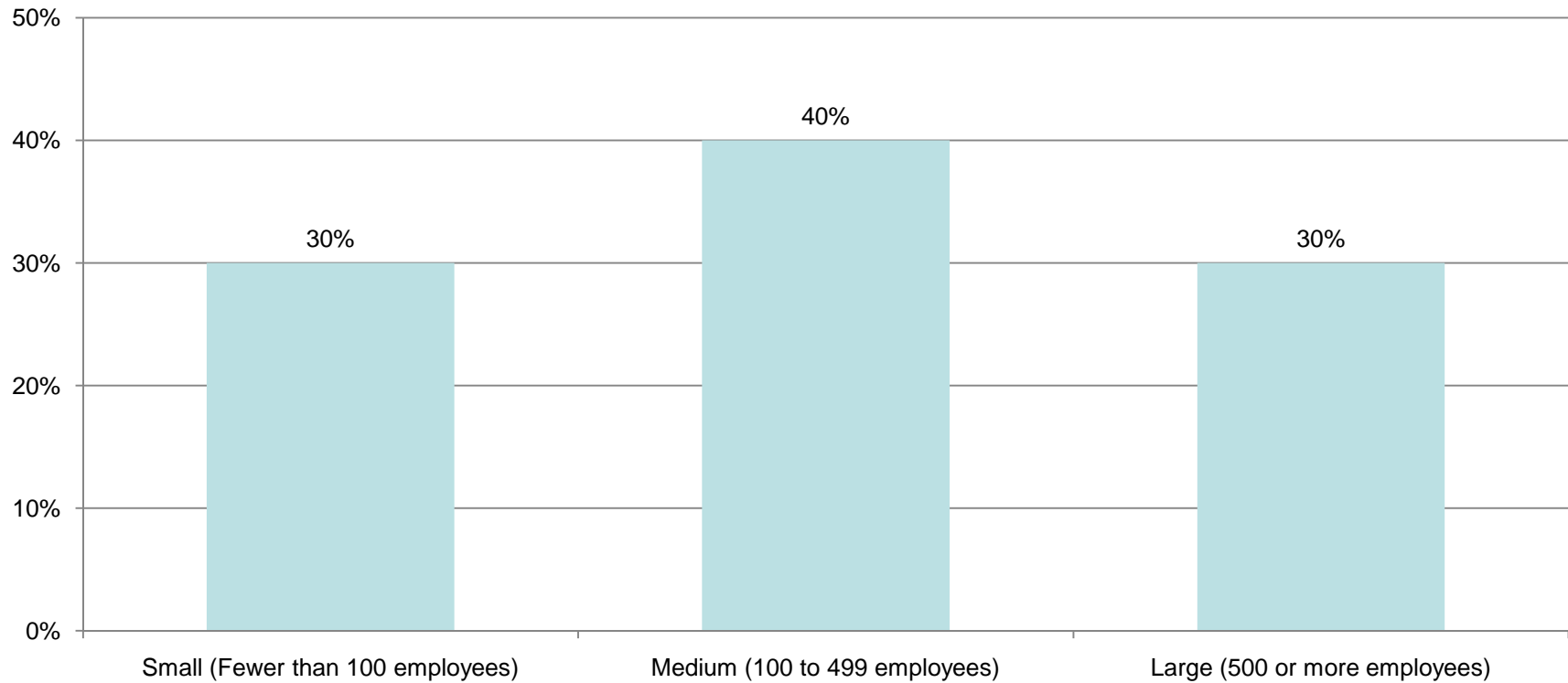


Industry	%
Manufacturing	18%
Health care, social assistance (e.g., in-home care, nursing homes, EAP providers, hospices, etc.)	13%
Services—professional, scientific, technical, legal, engineering	9%
Financial services (e.g., banking)	7%
Government /public administration—federal, state/local, tribal	7%
Other services (e.g., other nonprofit, church/religious organizations, etc.)	6%
Educational services/education	4%
High-tech	4%
Retail/wholesale trade	4%
Transportation, warehousing (e.g., distribution)	4%
Insurance	3%

Note: n = 436.

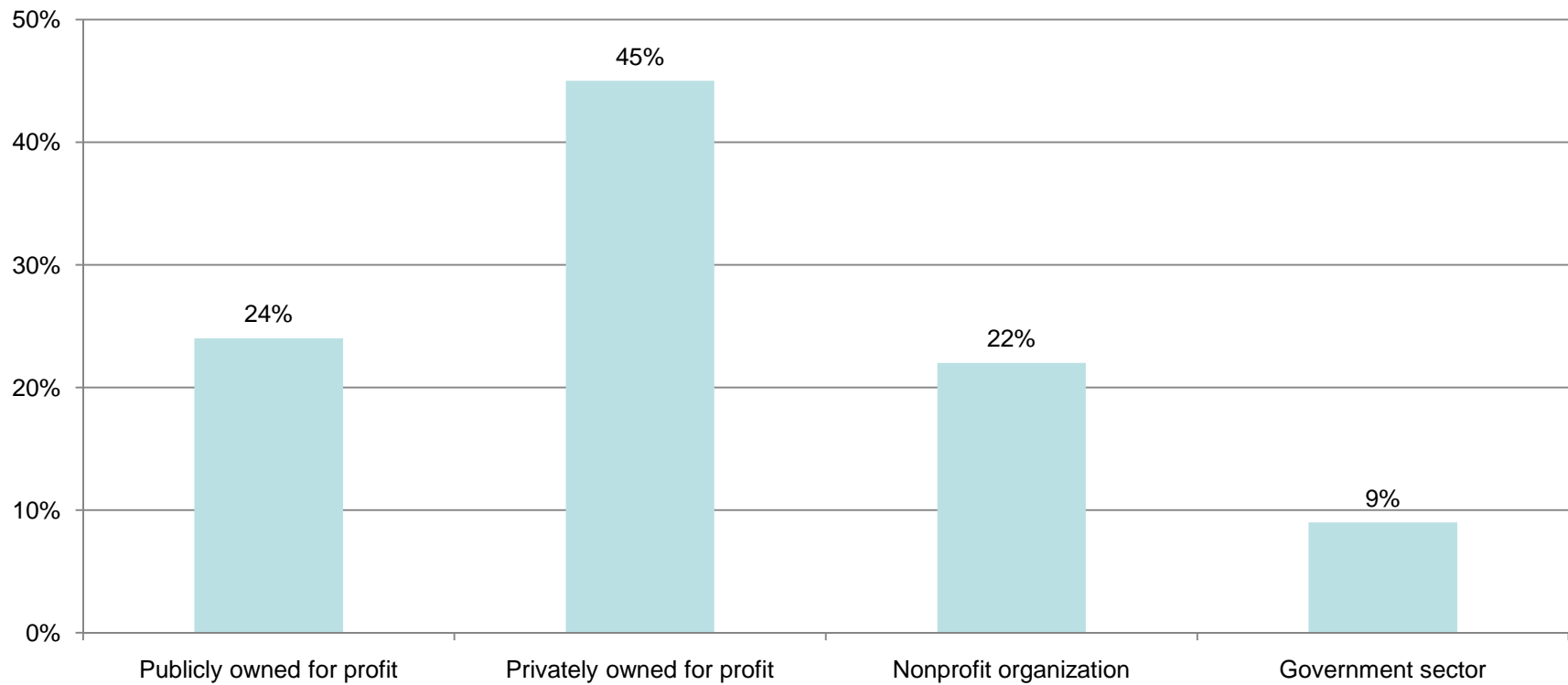
Industry	%
Services—accommodation, food and drinking places	3%
Construction, mining, oil and gas	2%
Consulting	2%
Publishing, broadcasting, other media	2%
Utilities	2%
Biotech	1%
Telecommunications	1%
Association—professional/trade	0%
Pharmaceutical	0%
Real estate, rental, leasing	0%
Arts, entertainment, recreation	0%
Other	8%

Organization Staff Size (Full- and Part-Time)



Note: n = 312.

Organization Sector



Note: n = 436.

SHRM Poll: Education Assistance Benefits



Methodology

- **Response rate = 20%**
- **Sample comprised of 479 randomly selected HR professionals from SHRM's membership.**
- **Margin of error = +/- 5%.**
- **Survey fielded the week of August 10, 2009.**