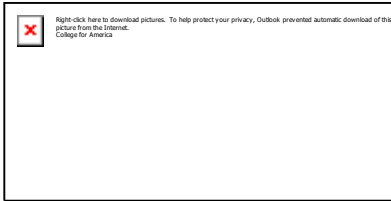

From: Linnae Selinga, College for America <linnae.selinga@collegeforamerica.org>
Sent: Thursday, April 28, 2016 2:06 PM
To: Haley, Nikki
Subject: ROI of tuition assistance, new CfA Co-op for SMBs

Also, download 20 best practices from executives at Dell, Discover, and Hilton Worldwide; and three reasons to invest in the mature workforce

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Hi Nimrata,

We think you'll be interested in the following learning and development papers and article. If you want to see more, you can explore our [blog and resources here](#).

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The Lumina Foundation reports that Cigna saw a 129 percent ROI on its tuition assistance investment, and employees who took advantage of it saw 43 percent incremental wage gains, earned more promotions and lateral transfers, and stayed longer.

[**View the post to learn more about the ROI research on tuition**](#)

[assistance.](#)

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CfA has built a cooperative community for businesses with 1,000 or fewer employees. At no cost, you can join the cooperative in just minutes and receive complimentary resources to educate your employees about College for America—and enable them to enroll in our accredited degree programs.

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A recent report from i4cp and UpSkill America showed that 89% of surveyed organizations offer development opportunities to frontline workers, but 73% don't know how many take advantage. Read what L&D executives from Hilton, Dell, and Discover believe about prioritizing education investments in the frontline.

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