



PRESENTER



T.J. CAFFERTY

Manager of Field Operations -
Enterprise Learning Solutions

I lead a national sales team which positions our college and university clients' programming within their region. Our team works to accelerate enrollment growth for our university clients.

ELS INSTITUTIONAL PARTNERS



CLOSING THE **SKILLS GAP**

LEARNING HOUSE & FUTURE WORKPLACE
Research Study Overview

WHO WE SURVEYED



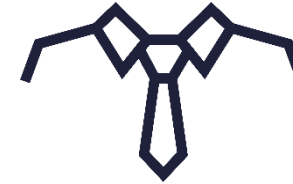
600
HR leaders

Across



12
sectors

43%



C or VP
level leaders



96% with some college

We covered 5 major themes

< Back

Is college preparing students to be work-ready?

Visual settings /

Activate

Show results

Lock

Clear results

Respond at PollEv.com/elsl726 Text **ELSL726** to 22333 once to join, then **A** or **B**

Yes **A**

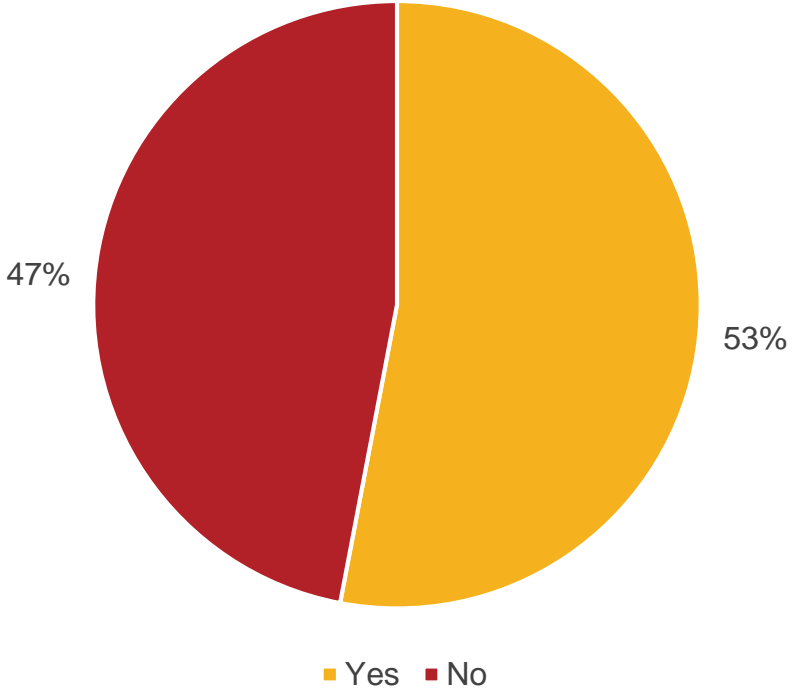
No **B**

Poll Everywhere

Logout

COLLEGE ISN'T PREPARING STUDENTS TO BE WORK-READY

Is College Preparing students to be work-ready?



COLLEGE ISN'T PREPARING STUDENTS TO BE WORK-READY

57%

of Fortune 500's that said **NO**, college
isn't producing work-ready students

< Back

Who is responsible for employees being work-ready?

Visual settings /

Activate

Show results

Lock

Clear results

Respond at PollEv.com/elsl726 Text **ELSL726** to **22333** once to join, then **A, B, or C**

Employers **A**

Colleges and Universities **B**

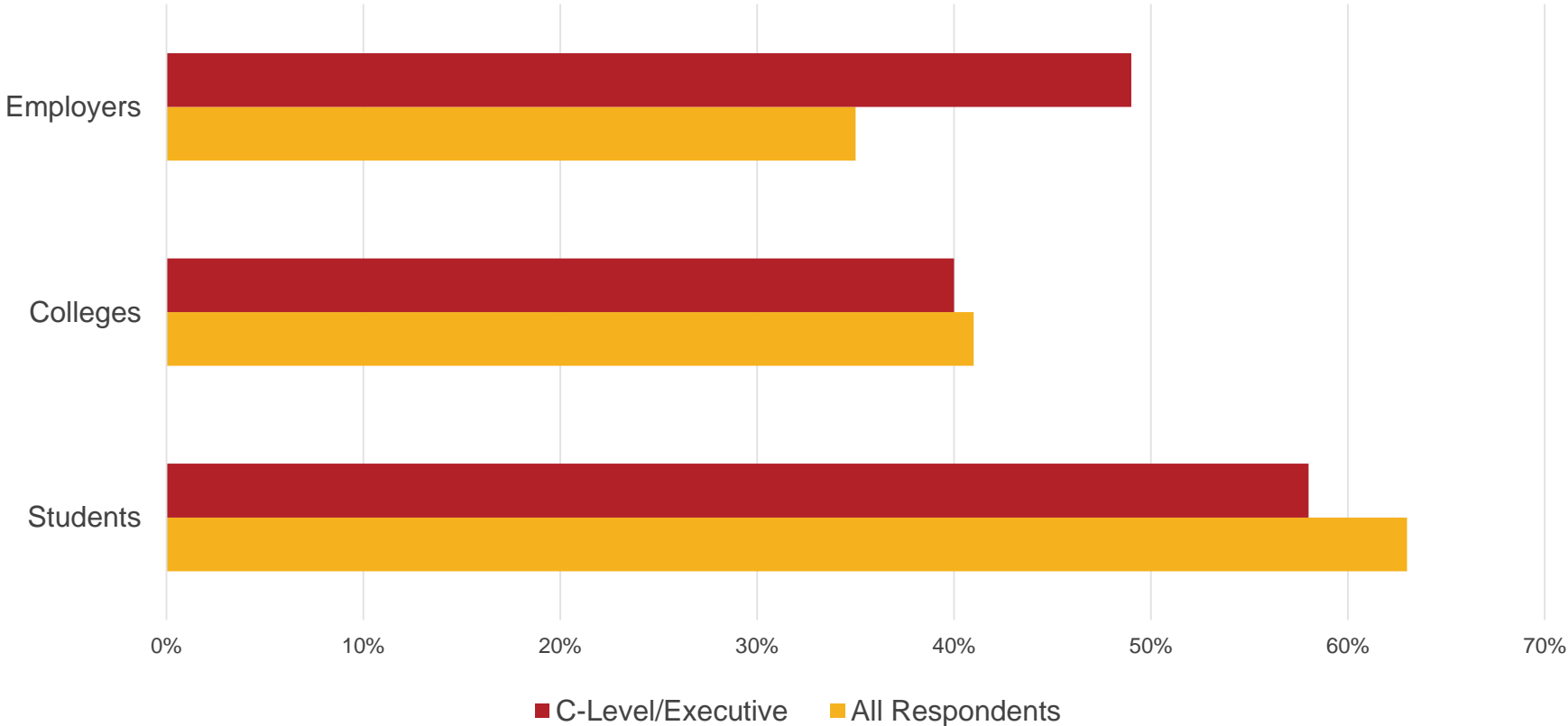
Students **C**

Logout

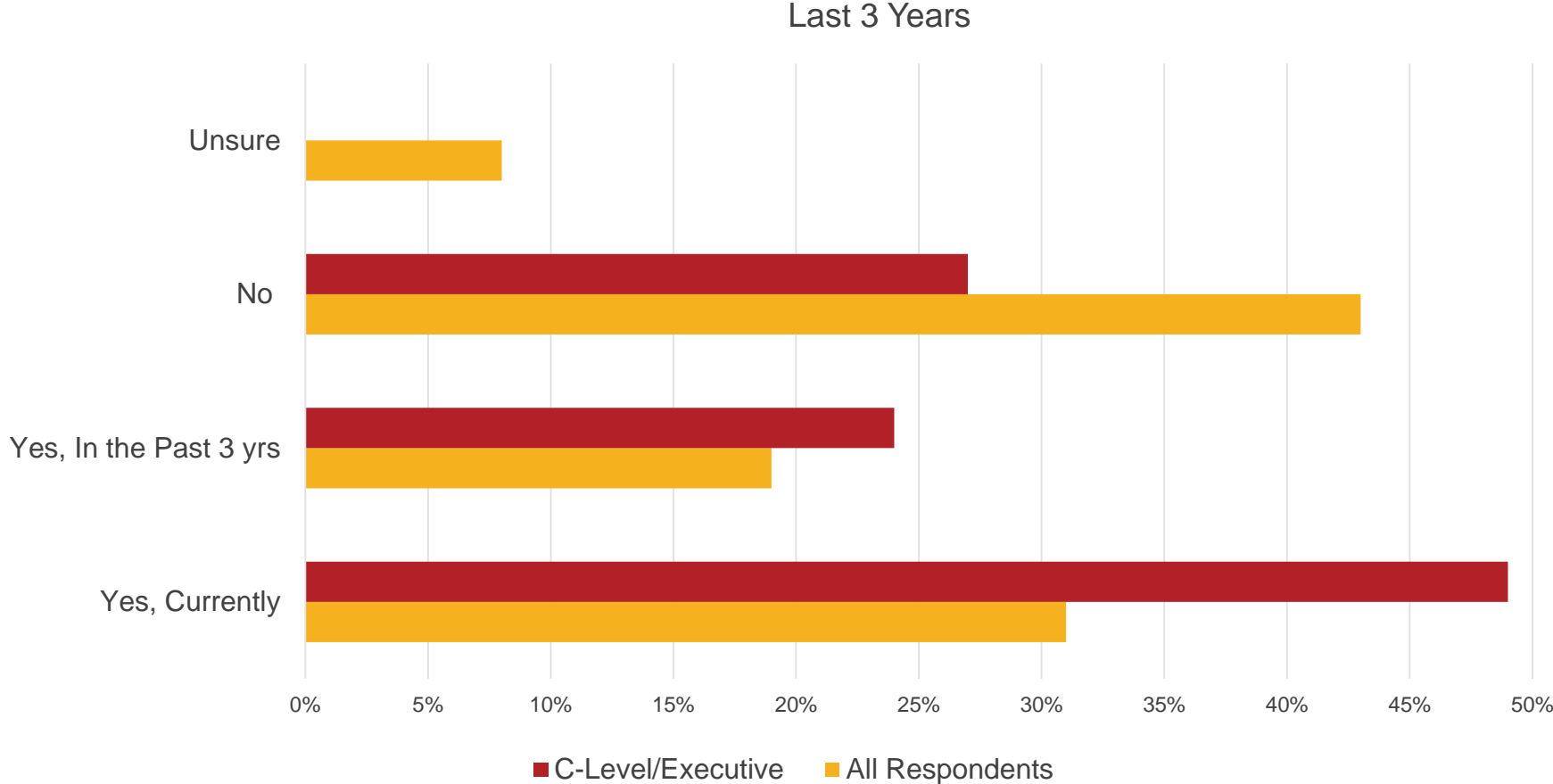
Logout

WHO IS RESPONSIBLE

Who is responsible for employees being work-ready?



COLLABORATION WITH EDUCATORS









**A FRESH
LOOK**

**AT AN OLD
PROBLEM**



600,000 Applicants FY14-FY15

63% of Apps – Ed. Benefit

1 ½ More Likely to Retain

2x Promotions

10,000 Participants/ 1,200 Grads

25,000 Grads by 2025

2 of 6 Key Drivers in Strategic Plan



TACO BELL™

TALENT SHORTAGE

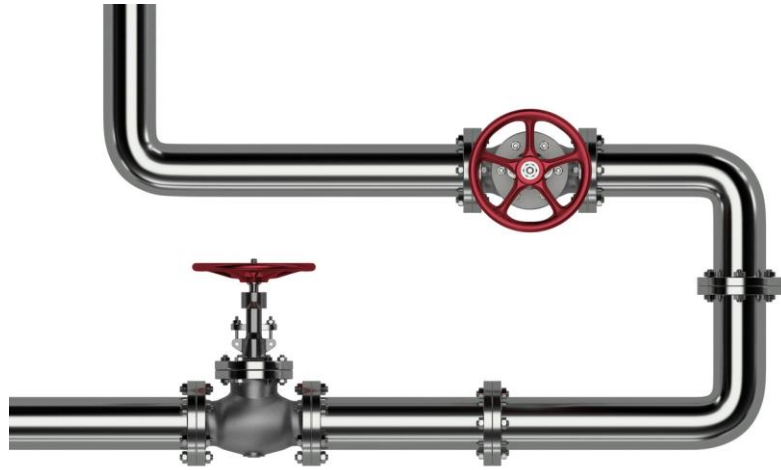
Attracting, Recruiting, Retaining



“Think Outside the Bun” Start with Us, Stay with Us

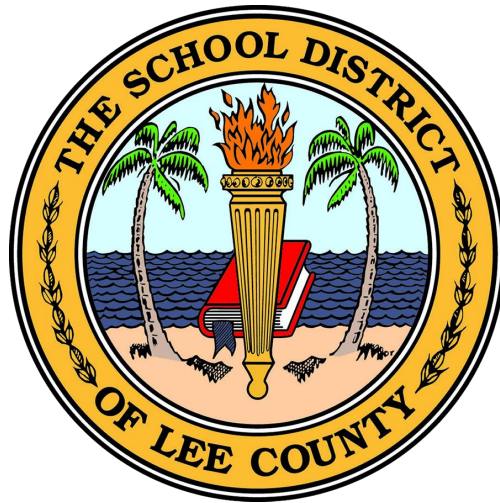
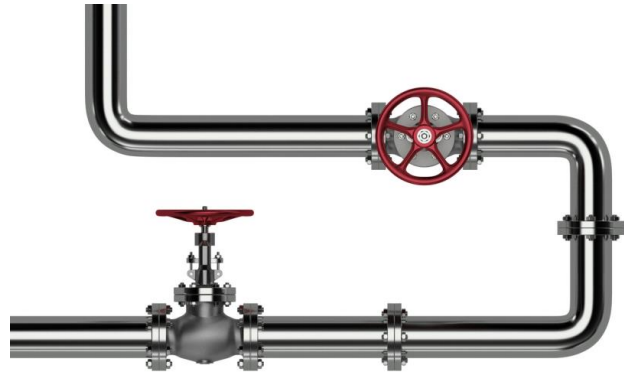
- 2017 – Restaurant Industry Struggling
- Attract and Retain Employees
- 700 stores / 2,000 Employees
- 6-month results
 - 98% retention
 - 34% increase in employee retention
- 2,000+ Stores / 210,000 Employees
- 2022 Growth Plan
- Eligible Upon Day #1
- Articulate Training for College Credit





Talent Pipelines

- STEM Pipeline of Talent
- In Demand Jobs
 - Software Developers
 - Data Scientists
 - Digital Fluency
- Poaching In-Demand Skilled Workers
- 12-Month Tenure
- FACEBOOK Leading the Charge (18 months)
- \$25,000 Turnover



Building Talent Pipelines



Liberty
Mutual™



Liberty
Mutual™

Go For Code

- 2017 Partnership w/ The Learning House
- Reskill or Upskill Employees
- 14-Week Training Program
- Entry Level Java Developer
- Assigned New Job & Manager
- 300+ Participants in 2018
- Delivering a \$7.5 million

Google

Grow with Google

- 2018 Program Launch
- IT Support Certificate
- 8- Month Program
- 20+ Companies in Consortium
- 25 Community Colleges
- 40,000 Students Enrolled
 - 7th Largest University
 - 1st for program size

The Google logo is displayed in its characteristic multi-colored font (blue, red, yellow, blue, green, red) on a white background.The Google logo is displayed in its characteristic multi-colored font (blue, red, yellow, blue, green, red) on a white background.The Google logo is displayed in its characteristic multi-colored font (blue, red, yellow, blue, green, red) on a white background.The Google logo is displayed in its characteristic multi-colored font (blue, red, yellow, blue, green, red) on a white background.

Grow Your Own

- Teacher Shortage
- Budget Constraints
- Can't Always be Highest Paying
- Partnership w/ Learning House
- PARA Professionals
- Provide a White Glove Experience
 - Program Selection
 - Request Transcripts
 - Credit Evaluation
 - Support from Advisors from Start to Finish



WHAT IF...

**Employee education and development became
your institution's biggest recruiting and retention
engine?**



THANK YOU

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