



Education Loan Program

Riverside Public Utilities Workforce Development

Board of Public Utilities

May 22, 2017

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EDUCATION LOAN PROGRAM BACKGROUND

Workforce Development Education Loan Program (ELP)-

Preparing the Utility workforce of the future

1. Encourage higher learning
2. Partner in professional growth
3. Strategic talent management tool



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UTILITY 2.0 SKILLS

1. Advanced Technologies
2. Cyber-security
3. Legal and Regulatory
4. Customer Communication and Relationships
5. Data Management
6. Advanced Analytics



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HIGHER EDUCATION PARTNERSHIP

1. 80% tuition loan up to:
 - \$15,000 p/yr. undergrad
 - \$20,000 p/yr. graduate
2. Forgivable loan structure
1 yr. edu:1.5 yrs. Service
3. Undergrad = 180 units
4. Grad = 48-60 units

Higher Education Program Costs			
School	Undergraduate per Quarter Unit	Graduate per Quarter Unit	Notes
University California at Riverside	\$311	\$342	Based on FT Student.
University of La Verne	\$238	\$757	Based on FT Student.
University of Redlands	\$1,450	\$813	
National University	\$354	\$406	
Brandman University	\$503	\$610	
University of Phoenix	\$573	\$800	
Capella University	\$373	\$675	
Walden University	\$283	\$920	
Liberty University	\$423	\$590	
Kaplan University	\$371	\$450	
Grand Canyon University	\$473	\$560	
AsHFAR University	\$443	\$644	
Sreyer University	\$367	\$613	
Average Tuition per Quarter Unit		\$473	\$630
		\$473 x 180 = \$85,140	\$630 x 36 = \$22,660

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SAMPLE PROGRAMS



Develop the Knowledge to Decode Big Data

Prepare yourself to become a leader in the growing field of data analysis with a masters degree in data science from the University of California, Riverside. The online Master of Science in Data Science is designed to teach students how to extract valuable insights from sizable amounts of data. Coursework is designed to allow graduates to develop efficient techniques to identify, analyze and visualize hidden patterns within data groups to extract critical information.

Program Highlights:

- Designed for Completion in 13 Months
- 100% Online Coursework
- No Residency Requirement
- Four Available Start Dates

Get More Information
This will only take a minute.

1. Which is your highest level of education?
 Bachelor's Degree
 Master's Degree
 Doctorate Degree

Next Step:
We value your privacy.

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**WATER | ENERGY | LIFE
RIVERSIDE PUBLIC UTILITIES** 5

PROGRAM REQUIREMENTS

1. Full admission to an accredited college/university in a declared major related to an RPU function
2. Maintain a cumulative 2.0 or higher GPA
3. Maintain satisfactory or above work performance
4. Good conduct
5. 1.5 yrs. service to 1 yr. education (3 yr. minimum service)
6. Student responsible for tax obligation

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PROGRAM BENEFITS

1. A highly skilled workforce;
2. A more resilient workforce;
3. Greater competencies within the workforce;
4. A more engaged workforce;
5. Ability to attract and retain talent; and,
6. Increased return on investment.



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Recommendations

That the Board of Public Utilities recommend that the City Council:

1. Approve the Riverside Public Utilities Education Loan Program;
2. Approve the Educational Loan Program Agreement;
3. Authorize the City Manager, or his designee to execute an Educational Loan Program Agreement with employee participants in a cumulative amount not to exceed \$200,000 annually; and
4. Approve the expenditure, not to exceed \$200,000 annually in tuition payments.

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