



Own Your Growth at JEA

Unlock Your Tuition Benefit.
Elevate Your Career.

Presenter Name

Energy Providers Coalition for Education (EPCE)

Laura Heller

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Today's Agenda

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- Why your growth matters now
- JEA's 2026 Competency Campaign
- What EPCE offers you
- How to use your tuition reimbursement
- Your next steps

💡 We'll leave 15 minutes at the end for questions — ask them anytime.

**If JEA invested \$12,000
in you this year...**

How would you use it?



JEA Is Investing in You

JEA's 2026 Competency Campaign isn't just a corporate initiative.

It's a signal.

JEA is saying:





“We believe our future depends on your growth.””

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Why Employees Don't Use Tuition Benefits

Nationally:

-  Fewer than 5% of employees use tuition benefits.
-  Most don't think they have time.
-  Many don't know where to start.
-  Some don't think it applies to them.

Today is about removing those barriers. ↗

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When employees pursue education aligned to company competencies:



Promotion velocity increases



Confidence increases



Retention increases



Leadership pipeline strengthens



Job security strengthens

**This isn't about a degree.
It's about mobility. ↗**

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CAEL (The Council for Adult and Experiential Learning) is the administrative arm for EPCE

Energy Providers Coalition for Education (EPCE)



Founded in 2000



Created by the energy industry



Industry-driven, standardized, quality online programs



Designed specifically for working professionals



JEA has been a member since 2007.



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Why EPCE Matters to You



Discounted tuition (up to 20%)



Programs built for utility professionals



Flexible online format



Industry-aligned curriculum



Designed for full-time workers

**This is not random education.
It's **relevant** education.**



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Designed for Working Adults

- ↗ 100% online
- ↗ Asynchronous options
- ↗ Transferable credit
- ↗ Accredited institutions
- ↗ Real workplace application

Education that fits your life.

EPCE Education Providers



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Programs That Move Careers Forward



Electric Power Technology (ELPW)

Specialization tracks through Bismarck State College:



Line Construction



Metering



Substation



System Design

- ✓ Co-developed with industry.
- ✓ Continuously reviewed by curriculum councils.

Industry-driven. Career-focused.
Your path to advancement.



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Business & Leadership Pathways

-  BS in Business
-  BPS in Business & Management
-  MBA
-  Executive MBA
-  BPS Technology Management

Because leadership growth matters too.



Cybersecurity & IT

- BS Cybersecurity
- BS Computer Science
- AAS Computer Technologies
- MS Cybersecurity

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**Utilities are infrastructure.
Infrastructure needs protection.**



Connecting to JEA's Competency Campaign

Competencies = Career Signals

JEA values:

-  Business Acumen
-  Planning & Prioritization
-  Technical Mastery
-  Leadership
-  Strategic Thinking

EPCE programs map directly to these.

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Your Tuition Reimbursement

Undergraduate Reimbursement

Up to \$12,000 per calendar year

Graduate Reimbursement

Up to \$16,000 per calendar year

Important IRS Note

- ↗ \$5,250 per year is tax-free.
- ↗ Amounts above may be taxable.
- ↗ Anything beyond limits is employee responsibility.

Approval Process

- ↗ 1. Submit Reimbursement Request BEFORE class starts
 - ↗ 2. Complete course successfully
 - ↗ 3. Submit final reimbursement request
 - ↗ 4. Provide itemized receipts
- Simple steps. Clear path.

Retention Requirement

If you leave within 24 months, reimbursement is repaid on a prorated basis.

This is an investment — for both sides.

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Common Fears

- “I don’t have time.”
- “I’ve been out of school too long.”
- “What if I fail?”

Every EPCE student started exactly where you are. We will email out a link to EPCE’s adult learner toolkit after today’s session.



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You Don't Have to Do It Alone



Education advisors available



Flexible **pacing**



Designed for **adult learners**



Support systems built in

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What This Means for You

Imagine 2 Years From Now

➤ Same job. Same skills.

OR

➤ New certification. New degree.
New opportunity.

Which future are you choosing?

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Employee Success Stories



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“ Director, Information Security - MS in Cybersecurity, Excelsior University: *“I was able to keep working full time and attend the classes on my schedule due to the flexible nature of the classes.” ... “It is never too late to look at growing yourself and continuing your education. Investing in yourself is always worth it in the end...”* **”**

“ Engineer II, Smart Grid Training Education, Bismarck State College: *“Taking these courses will help me in my career since in the future when smart grid is implemented I’ll be more aware of what it is and the benefits for our electric system...”* **”**

Program Utilization

- Dozens of JEA employees have utilized EPCE education programs
- Most utilized EPCE programs from JEA are ELPW (Cert and AAS) and BS Electrical Engineering at Excelsior

Next Steps



Step 1: Visit: www.epceonline.org/members/jea
Explore programs.



Step 2: Talk to your supervisor.
Align learning with your development goals.



Step 3: Submit reimbursement request.
Take action before motivation fades.

Get Reimbursed Sharepoint Page: Initiate and Track Reimbursement Requests
Questions: jeacademy@jea.com

Your Career Is Your Responsibility

- JEA provides the funding.
- EPCE provides the pathway.



You provide the decision.

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Q&A

Questions about:

-  Programs?
-  Tuition?
-  Process?
-  Fit?
-  Time commitment?

Let's talk.

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