



# Your Guide to Partnering with Sophia

Empower, retain and upskill your teams with an intuitive, affordable education benefit





## What is Sophia?

Sophia is an intuitive online learning platform that empowers your teams to take flexible college-level courses and build their skills – at an affordable price for them and for your organization.

We collaborate with you to align with your organization’s learning objectives. There’s no long onboarding process or fussy system integrations – just seamless access to quality courses. When you invest in your teams, your employees can invest in themselves. That’s how you jumpstart personal and professional growth from within an organization.

Everyone learns at their own pace. That’s why we designed Sophia to be learner-driven. Your team members can fit in their coursework around busy work and personal schedules. When challenges arise, we offer 24/7 support to help learners get back on track.

Our mission is to help you support your team members’ growth with access to education, a key driver of economic mobility. Using an education benefit takes work. Choosing Sophia as an education benefit means giving your team a benefit that works for them.



*“Because of our partnership with Sophia we are able to offer flexible, engaging and relevant courses to over 700 crew members who are seeking their undergraduate degrees.”*

— JetBlue Scholars Coaching Team



Learn more by reaching out to the Sophia for Business partnerships team at [newpartnerships@sophia.org](mailto:newpartnerships@sophia.org)

## How Sophia Works



Sophia offers custom learning programs aligned with your organization’s learning goals. We provide access to college-level gen ed classes designed to transfer to universities. A variety of business-focused courses in our catalog of 60+ can help your teams bridge skill gaps.

The Sophia learning platform is web-based, which means employees can make progress on their learning goals anytime, anywhere, with 24/7 tutoring and support from our learning coaches. Plus, our partner success team is dedicated to making sure your organization has all the tools you need to succeed.

### Start offering your employees their new education benefit in three simple steps.

#### 01 Meet the Sophia team

Work with our team to determine the solution that will work best for your organization.

#### 02 Receive your customized launch kit

Our goal is to set your team up for success. We provide launch kits tailored to your organization’s learning program to help communicate the value of Sophia to team members and boost program participation.

#### 03 Reach out for support any time

We’ll be available to support your organization at every step of the journey. Contact the team at [newpartnerships@sophia.org](mailto:newpartnerships@sophia.org).

*“After 10 years with Dollar General, working from part-time Sales Associate all the way up to District Manager, I have gained insight into my personal purpose for what we do every day. For me it is teaching, training, and developing people to be the best versions of themselves and giving grace as they find their path. When the opportunity to join Sophia Learning and Strayer University on-line through the DG tuition reimbursement program was presented to me, I felt compelled to continue to develop myself. ... I am so happy to be a part of a company that believes in investing in development at all levels.”*

— Angela Wells, District Manager at Dollar General



## Partner Success Stories



T-Mobile and Strategic Education provide Sophia access to new employees before they become eligible for Tuition Assistance, giving them a head start on taking college level courses.



Sophia has provided access to a full catalog of courses serving thousands of JetBlue Scholars since the program's inception.



H&R Block has partnered with Sophia and Strayer University to deliver a program designed to help tax preparer candidates learn more about the profession.



Dollar General and Strategic Education provide Sophia access to all their employees and their family members.

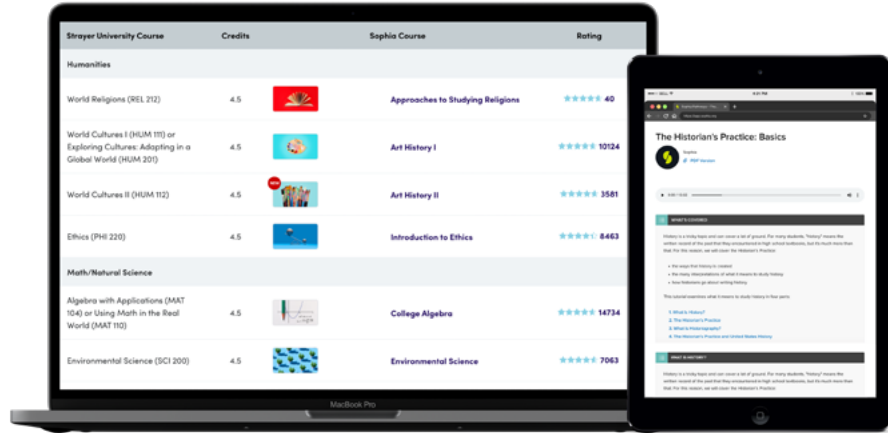


More than 6,000 employees nationwide have unlimited access to Sophia through a reimbursement model.





# How Pricing Works



We provide partners with an intuitive platform that offers employees access to quality learning resources. Learn more about our flexible pricing options.

## Course Bundle Model

Company pays per course and may curate specific course packages and offerings available to team members.

### Pricing Structure

Flat fee per employee per course, with a course seat minimum requirement

### Disbursement

Access links distributed by company to specific employees

### Billing

Based on the number of access links distributed

## Subscription Model

Company pays annual subscription per employee. All courses available to team members (including new courses).

### Pricing Structure

Flat fee per employee, per year with an annual subscription minimum

### Disbursement

Dedicated partner page with pay wall, employees leverage an access code for courses

### Billing

Based on the number of annual subscriptions

## Custom Learning Enterprise Model

Company pays annual license for open access to all Sophia courses for all team members.

### Pricing Structure

Customized for volume and use case

### Disbursement

Dedicated partner page without pay wall

### Billing

Annual fee billed to company

## FAQs

### How do employees access Sophia course content?

Depending on the type of partnership, employees can access Sophia through your company's dedicated landing page. Sophia is a turnkey solution that requires no integration into any of your business' platforms. We make our product easy to access, allowing your teams to skip to the learning part.

### What kind of courses do you offer?

Sophia offers 60+ courses across a wide variety of subjects, including the following:

- Business
- Career success
- Computer science and IT
- English and communication
- Humanities
- Language
- Math
- Science
- Social Science

All courses are online, self-paced and are designed with transferring to colleges and universities in mind.

### How does Sophia build custom learning programs for my organization?

When you explore a partnership with Sophia, you have an opportunity to create learning pathways tailored to the goals you have for your employees. From ACE-recommended courses designed to transfer to universities to nondegree business-focused options, Sophia courses can help fill skill gaps within your organization while allowing each employee to pursue their individual higher education goals.

### Wondering how Sophia can help your employees reach their learning goals?

Our partnerships team would love to chat and discuss options with you.

Reach out at [newpartnerships@sophia.org](mailto:newpartnerships@sophia.org) to meet with our team.

*“At Jason’s Deli, we recognize that financial barriers can be an obstacle for our employees who want to meet their education goals. Jason’s Deli is proud to launch our education benefits program with Sophia to help remove this burden for our employees.”*

*Sophia’s platform is a great partner for us and will allow our diverse workforce to continue to learn and excel, whenever or wherever they choose.”*

— Alex C., VP Human Resources at Jason’s Deli



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