

Introduction - Enhancing our Education Programs

Part I – Current Educational Programs

- Review of best practices in education initiatives:
“Creating the Optimal DC Journey- Towers Watson”
- Inventory of Current University of Western Ontario Education initiatives
 - Individual counseling sessions
 - The Financial Educator™ website
 - One Day Retirement Plan Workshop
 - Investment Decision-Making Tools – Investment Personality Questionnaire (“IPQ”)
 - Part time member orientation
 - Orientation session for new hires
 - Annual Member meetings
 - Pension Newsletter, FAQs, ABCP Workshop
 - Making Decisions / Investment Basics
 - Western RIF Info
 - How to read your pension statement
 - The last three sessions have been suspended for lack of participation

Part II – Planned Enhancements to Education Program (Fall 2010 – Winter 2011)

- Update IPQ for pension plan members
- Develop IPQ for RIF members
- Review success of our education programs
 - Attendance and evaluation forms – One Day Retirement Plan Workshops
 - Usage of investment decision-making tools
 - Usage of The Financial Educator™ website

Part III - Development of New Education Initiatives (target April 2011)

- Build an educational component into the Communication Plan being developed for the Retirement Plans.
- Introduce GAP Statements as an ongoing resource tool for members, and consider inclusion of a GAP statement insert in the 2011 Employee Statements.
- Opportunity to consider an online survey from the HR home page regarding the needs of members, their current knowledge of available resources, and what they feel they need the most.
Seek input from the Learning & Development Team and the HR Communications Director
- Develop education sessions in a new format to address the attendance issues.
 - Consider “on-demand” format, i.e. using YouTube or WebCT
 - Consider short sessions on specific topics, such as contribution level, investment form, system changes, electing RIF payments, etc.

- Develop an introduction to savings plans (Pension, voluntary contributions/RRSP, TFSA, etc.)

Part IV – Integration of identified education initiatives with a comprehensive communication plan (May 2011)

- Align both education and communication messages that focus of the DC Journey concept- setting a retirement goal, adjusting contributions & risk as needed, checking progress towards the goal.
- Improve Retirement Plan Website