

Turn Your Tuition Benefit Into a Verified Talent Investment.

Full control. Zero IT lift. One platform for every school partnership.

WHY EFFA

● EVERY SCHOOL. ONE DASHBOARD. ONE PROCESS. UNIFIED DATA.

Manage every school partnership in a single platform with real-time eligibility, billing, and settlement data — no spreadsheets, no manual reconciliation.

● YOU CONTROL EVERY DOLLAR

Every invoice comes to you first. Debits are scoped only to what you authorize — and revocable at any time. Nothing moves without your sign-off.

● EFFASKILLS — CONNECT SPEND TO SKILLS

EFFASkills maps the programs your employees complete to the skills they build — so tuition spend becomes defensible, not just administered.

● NO IT INTEGRATION. NO COST.

Cloud-based, no SSO, no data feed, no HRIS build. Launch in hours, not months. And EFFA is free for employers — the school covers the transaction fee.

1 ACTIVATE

Link your account and load the tuition policy you already have. No new rules to write, no system to build. Employers are live and ready to transact in 60 minutes or less.

2 APPROVE

Confirm an employee's eligibility once. After that, you approve invoices — that's the whole job. Two touches, not a program to administer.

3 PROVE

See real-time data on who enrolled, where they are in their program, and what skills they're building. EFFASkills maps education spend to workforce capability — so every dollar is defensible.

THE PLATFORM

Eligibility Requests 4 requests · 2 approved · 2 pending		
Employee	Program	Status
J. Martinez	BSN Nursing	Approved
K. Patel	MBA Healthcare Mgmt	Pending
L. Thompson	MS Data Analytics	Approved
R. Chen	BA Business Admin	Pending

Employees discover approved schools and request their benefit.

EFFAPay — Invoice Approval

Invoice #EF-2026-0847

Submitted: Aug 4, 2026

Employee: J. Martinez

School: Post University

Program: BSN Nursing, Fall 2026

Amount: \$2,625.00

Policy match: Section 127 — \$5,250 annual cap

Eligibility confirmed

Policy match verified

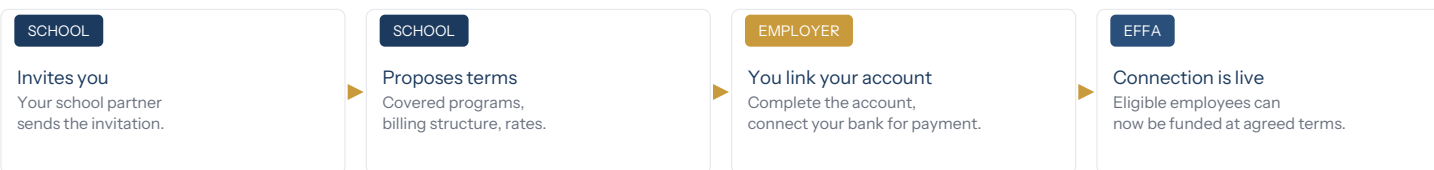
Awaiting your approval

Approve

Illustrative data, for demonstration only

How Onboarding Works

One-Time Setup



How Direct Billing Works



\$0

Cost to your company. Always.
 No employer subscription. No per-seat charge.
 No implementation cost.

The school covers EFFA's 3.5% transaction fee.
 EFFA never holds your money — payments run on a controlled rail with Stripe as the processor.

WHY NOW

Higher education and industry need each other — but the connection between them is broken. Section 127 was enacted in 1978, yet most employers still deploy tuition benefits through reimbursement-era processes that force employees to pay first and wait. The result: underused benefits, undertrained workforces, and missed retention. Employers need better tools to upskill employees, drive productivity, and keep talent. EFFA exists to close the gap — giving schools and employers a common language, process, and data to work as one system, so learning leads to opportunity.