



Valuing Education...ROI

Anna Graf Williams, Ph.D.

LEARNOVATION

Why Educate or Train???

You can achieve professional and personal well-being by mastering knowledge, skills, abilities, tools and technologies for your target profession.

So, where to begin...

Engagement in Life....

Job, JOB, JOB...**JOB!**



The Courage to Hold Everyone Accountable

- Employment is the goal
- The ability to repay loans
- The ability to have economic security

Take the person where they are...allow them to set the target career job (goal) and then determine the measurable prescription for :

- Minimum viable education
- Needed experience
- Training/ certifications/ licenses
- Personal well-being

New Thinking from Funders

*The new rubrics **compares welfare systems** such as TANF and Federal program outcomes with the focus of **eliminating duplicity** of services between Federal and/or Community Action programs...*

...while giving individuals the concrete guidance in reaching targeted job skills, knowledge, and abilities using standardized integrated Federal databases and crosswalks.

...Deploy Each Term

Students need their personal **Career GAP Analysis**

- Quantitative feedback on how much **experience** they need for their target job
- **Minimum viable education** layered to target job
- Requirements for **training/ certifications/ licenses** for target job
- Calculate the **cost of gainful employment** when seeking training and education

Target Jobs & Starting Salaries

Major	Target Job by Job Title	Degree-Min Viable Educ	Experience	License/Cert/Training
Family Consumer Studies	Child & Family Social Worker	bs	several years	lisc in state
	Alcohol and Drug Addiction Adult Client Services Coordinator	ms	5 years	lisc in state
	Child and Family Safety and Crisis Case Manager/Educator	bs	several years	lisc in state
	Child Behavior Aide	bs	several years	some states/California, LPN

Upon Graduation
College reports...

ROI
For Students

Starting Salary	8%/yr	7 years	Total Tution 4 years	On Campus Housing	Books	Other	Total School x4
\$42,350.00	\$3,388.00	\$23,716.00	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	\$92,400.00
\$39,980.00	\$3,198.40	\$22,388.80	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	\$92,400.00
\$42,350.00	\$3,388.00	\$23,716.00	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	\$92,400.00
\$28,320.00	\$2,265.60	\$15,859.20	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	\$92,400.00



So... what's the point?

- Update **work experience**
- Updates **coursework**
- Update **activities and service work**
- Get **feedback** on personal well-being areas of support for **workplace engagement**

Self empowerment & management of transferable skills

- **What to measure and when...**
 - Purpose driven well-being
 - Social well-being
 - Financial well-being
 - Community well-being
 - Physical well-being
- **Link it all together.....**

Administrative Measures- per Student/ per Term

- Review curriculum to target jobs in less than 20 minutes/term
- Audit student awareness of debt responsibility to ability to repay loans based upon Federal Gainful Employment Formula.
- All analytics on knowledge, skills, abilities, tools and technologies by **Department of Labor Standards (O*Net)**
 - Transferable
 - Specific to Target Job
 - Certifications and Licenses

Contact:

**Dr. Anna Graf Williams, President
Learnovation[®], LLC
10831 Thistle Ridge
Fishers, IN 46038
317-577-1190
anna@learnovation.com**



www.learnovation.com

