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**Data Matters...Justifying Your Program Success
in New Ways!**

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Fall 2016

The New World of Training & Education

- Products
- Services
- Data Analytics.....

- End User
- Trainer
- Administrator



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What's the story?



Workplace Engagement

5 Areas of Well-Being

Purpose

Social

Financial

Community

Physical

Gainful Employment



The Rules of Data Management...

- Rule #1
 - Garbage IN Garbage OUT
 - Get a plan—*can't measure what you don't collect*
 - Centralized Data Collection allows you *to certify the data* and control flow of who, how and the potential corruption of...



How to Take out the Garbage

Data comes from:

- Students
- Service Providers
- Staff
- Faculty
- Administration
- Employers
- Grades
- Partner Institutions

- Clean collection
- Mandatory Participation
 - Use sign in/out process (electronic)
 - Survey data upon sign in (short)
- Immediate processing of data
- Keep data in raw form
 - This allows for descriptive reporting
 - Analytical correlations and cause & effect



Get a Plan...also known as demographics



*If you could
have
anything you
wanted...
what would it
be?*

- Think of this as key rewords
- Start with the Core Report
- Look Further...such as
 - Start/stop time
 - Curriculum, module, with notes, what type of help
 - Learning styles, study preferences
 - O*NET via knowledge, skills, abilities



Data Mining...

- Groups
 - Patterns and things you don't know you don't know
 - Making new connects not yet asked for
- Supplementing other programs or growing new grants with your data





Bracketing Data

1. Smallest unit of data
2. Compare like features to isolate

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Job Matching

Job Zones

Experience

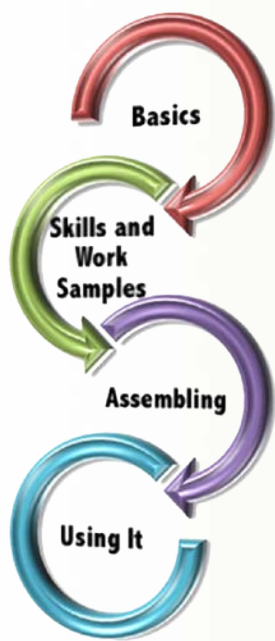
**Education &
Training**

**Targeting
the Career**

**Department
of Labor**



O-NET ID	EDUCATION AND TRAINING LEVELS	JOB PREPARATION REQUIREMENTS	EDUCATION REQUIRED
1	Short-term on the job training	A few days or weeks through on-the-job training	Less than HS
2	Moderate-term on the job training	1- to 12 month period of combined on the job and informal training.	Less than HS
3	Long-term on the job training	More than 12 months of on the job training or combined work experience and formal classroom instructions and/or apprenticeships.	HS Diploma
4	Work experience in related occupation	Requires experience in a related occupation.	HS Diploma
5	Post secondary vocational training	Training that involves a few months to less than one year, and occasionally 4 years.	High School Plus
6	Some college	Employers will recognize college courses.	High School Plus
7	Associate's degree	2 years of full time academic work beyond high school.	High School Plus
8	Bachelor's degree	4 to 5 years of full time academic work beyond high school.	Bachelor's Degree
9	Work experience plus degree	Often management-related, requiring some experience in a related non-managerial position.	Bachelor's Degree Plus
10	Master's degree	1 to 2 years of full time studies beyond the bachelor's degree.	Bachelor's Degree Plus
11	Doctorial degree	2 or more years of full time academic work beyond the master's degree plus additional research.	Bachelor's Degree Plus
12	First professional degree	A minimum of 2 years of education beyond the bachelors degree; frequently 3 or more years.	Bachelor's Degree Plus



The Bottom Line for Success

- It is how the data is stored!!!
- Consistency in methods of data intake
- Centralization of information
- Relational Database Modeling

"To be a good leader you must know how to be a wise consumer of data management systems."



Summary

- It's the architecture
- The database
- Saving data in its smallest unit

“Learn and adapt ... or you will be scheduled for extinction.”

Paul G. Graf, Machinery Whisperer ~ Bloomington, Illinois

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