

WE ARE WHAT WE MEASURE

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What is our definition of success?

Current Education Measures Are Horribly Insufficient

INPUTS

High School GPA,
Rank in Class

SAT, ACT Scores

OUTPUTS

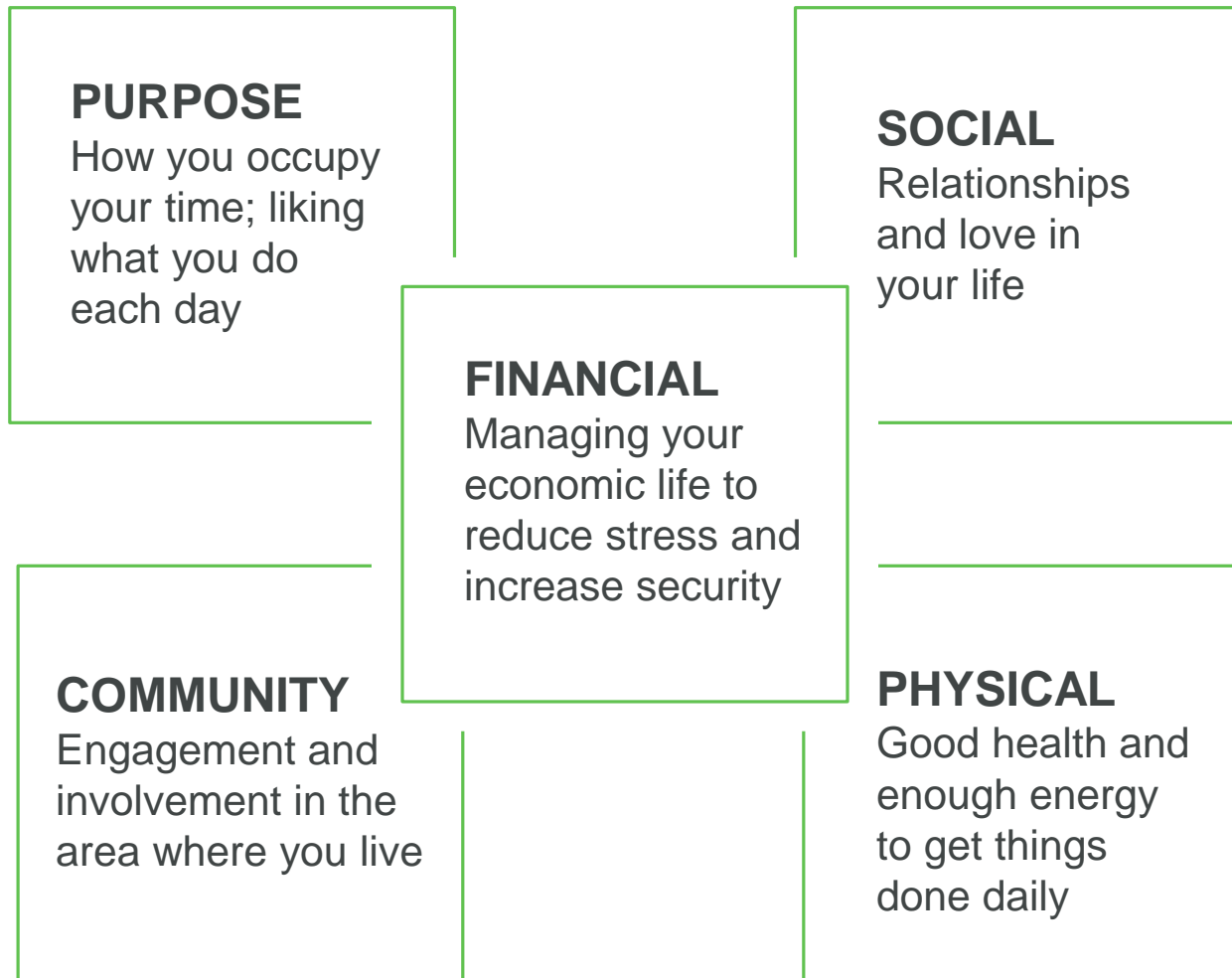
GPA, Rank in Class

Retention Rates,
Degree Attainment

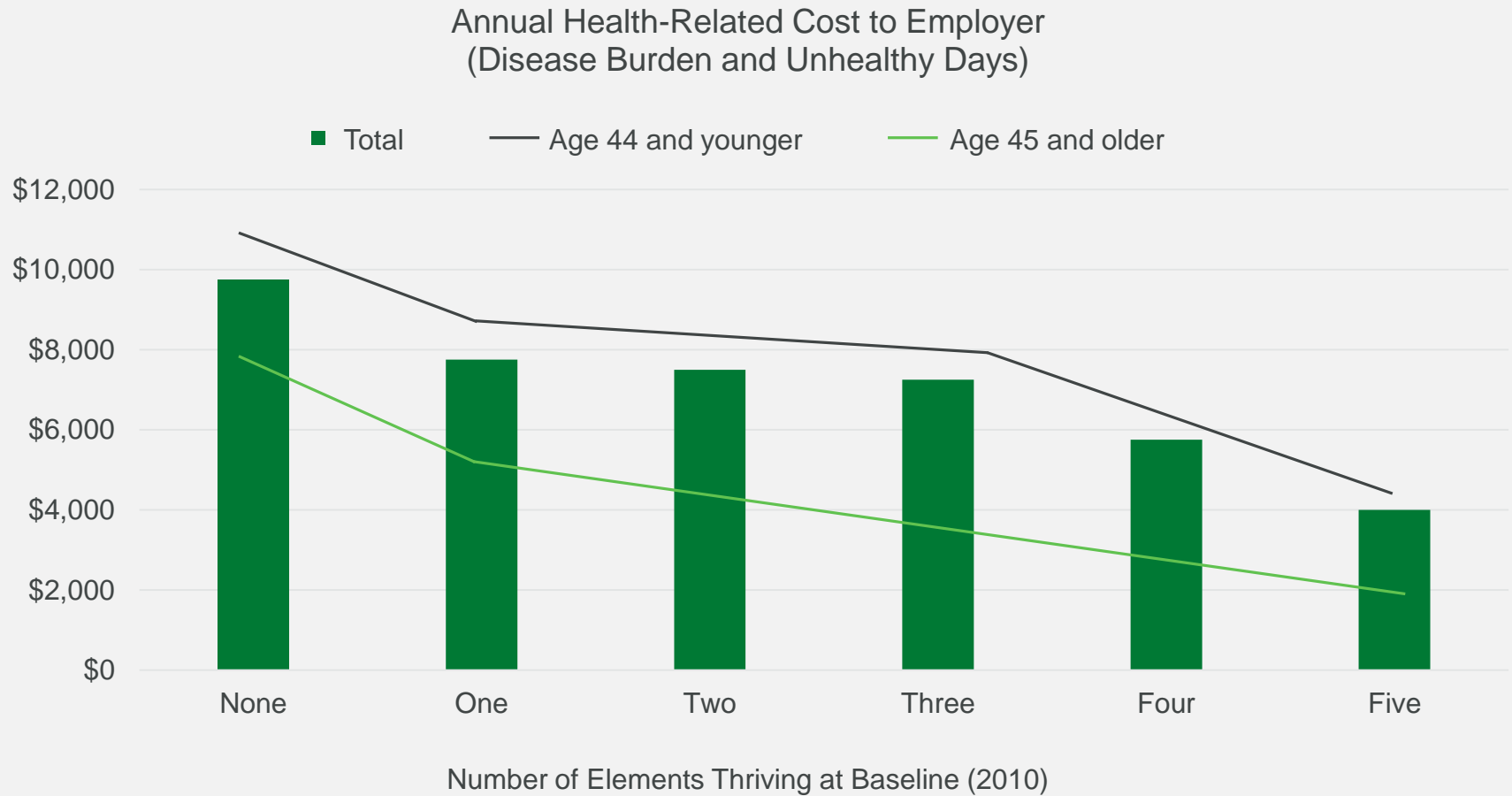
Gainful Employment

Hope is a Stronger Predictor of College Success than SAT and GPA.

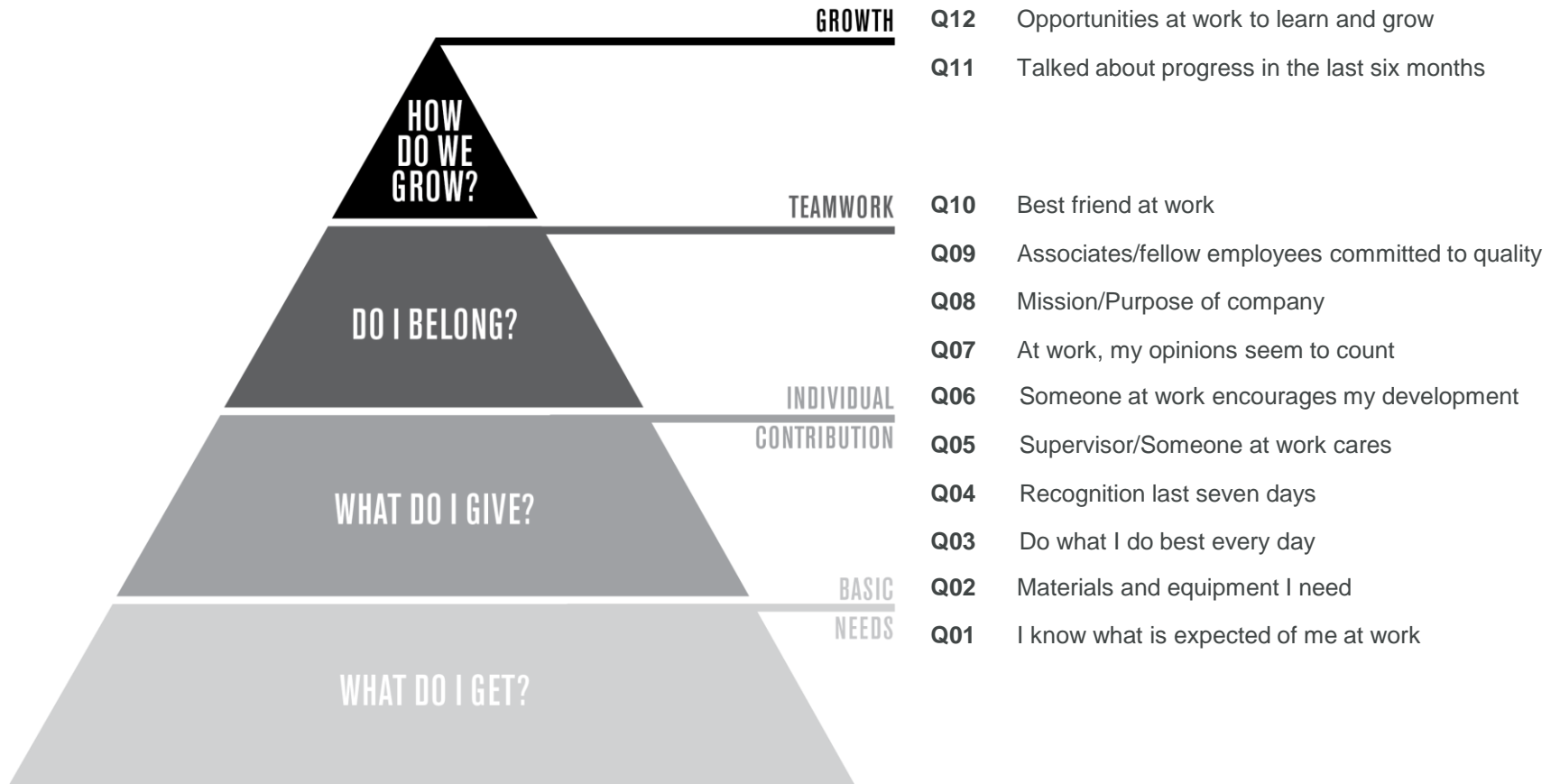
What Does a “Great Life” Look Like?



Well-Being Matters to Organizations



What Does a “Great Job” Look Like?



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Impact of Workplace Engagement

Top-Quartile Business Units Have...

37%

Lower
Absenteeism

25%

Lower Turnover
(in High-Turnover
Organizations)

49%

Lower Turnover
(in Low-Turnover
Organizations)

49%

Fewer Safety
Incidents

49%

Fewer Patient
Safety Incidents

60%

Fewer Quality
Incidents (Defects)

12%

Higher
Customer Metrics

18%

Higher
Productivity

16%

Higher
Profitability

...When Compared with Bottom-Quartile Units.

The 70/30 Ratio



Health of a Nation Ledger

Classic Economics

GDP

Unemployment

Crime rates

Behavioral Economics

Well-being

Workplace engagement

“Feeling safe walking
alone at night”

Education Success Ledger

Grades

Test scores

Graduation rates

Engagement

Hope

Well-being

Success Is Defined By Getting a Good Job

“To Get a Good Job”

AMERICANS: “very important” reason for getting education beyond high school (*Gallup/Lumina poll*)

67%

Top reason **FRESHMEN** cite for going to college (*UCLA CIRP*)

88%

PARENTS OF 5TH TO 12TH GRADERS: “very important” reason for getting education beyond high school (*Gallup/IHE poll*)

38%

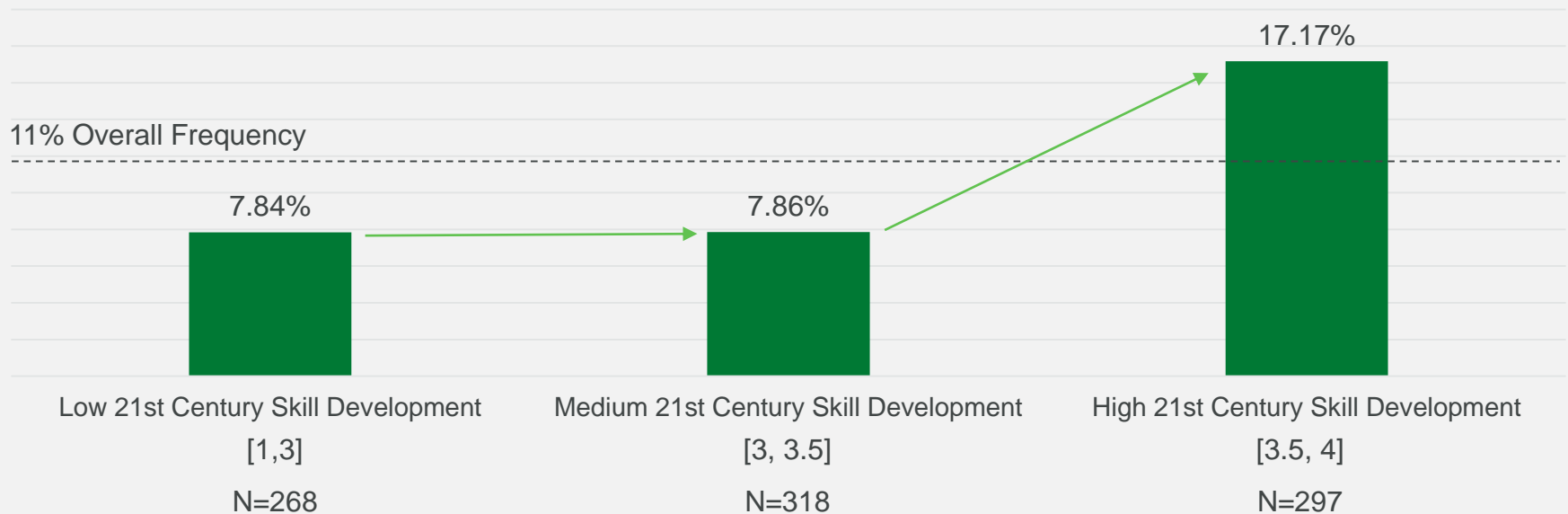
Are graduates ‘career and life ready?’

What Works in School is Real Work...

21st century skills predict work success

- “Worked on a long-term project that took several classes to complete” (28% HS vs. 50% college)
- “Used what you were learning about to develop solutions to real-world problems in your community or in the world” (22% vs. 27%)

Percentage of Respondents Achieving Excellence in Work Quality



Few Students (Grades 5-12) Work or Intern

4.6%

Currently interning
with a local business

17.1%

Worked one hour or more
at a paying job last week

LESS THAN
50% Of U.S. Students Strongly
Agree That They Get To Do
What They Do Best Every Day

MORE THAN

8 in 10 Students

Who Strongly Agree Their School is
Committed to Building Each Student's
Strengths Are Engaged in School

Broken Link Between Higher Education and Work

98%

of **Chief Academic Officers** rate their institution as very/somewhat effective at **preparing students** for the world of work.

13%


of **Americans** strongly agree that **college graduates** in this country are well-prepared for **success in the workplace**.

11%

of **business leaders** strongly agree that **graduating students** have the skills and competencies their businesses need.

Sources: Lumina Foundation / Gallup Poll 2013 The 2013 Inside Higher Ed Survey of College & University Chief Academic Officers report

What business leaders want most

- #1 ■ Internships/on-the-job
■ experience
- 
- A dark gray icon of a briefcase with a handle and a latch, positioned to the right of the text.

In your opinion, what talent, knowledge, or skills should higher education institutions develop in students to best prepare them for success in the workforce in the coming years?

If graduates strongly agree that they were “emotionally supported” during college, the odds that they are engaged in their work and thriving in their overall well-being double.

It's How You Do It

64%

“At least one professor who made me excited about learning”

27%

“Professors cared about me as a person”

22%

“A mentor who encouraged my goals and dreams”

14% Of All Graduates Experienced All Three

Graduates who had “experiential and deep learning” have a higher likelihood of being engaged in their work (59% vs. 38%), and more are thriving (14% vs. 10%).

It's How You Do It

32%

“Long-term project taking a semester or more to complete”

30%

“Internship or job where applied learning”

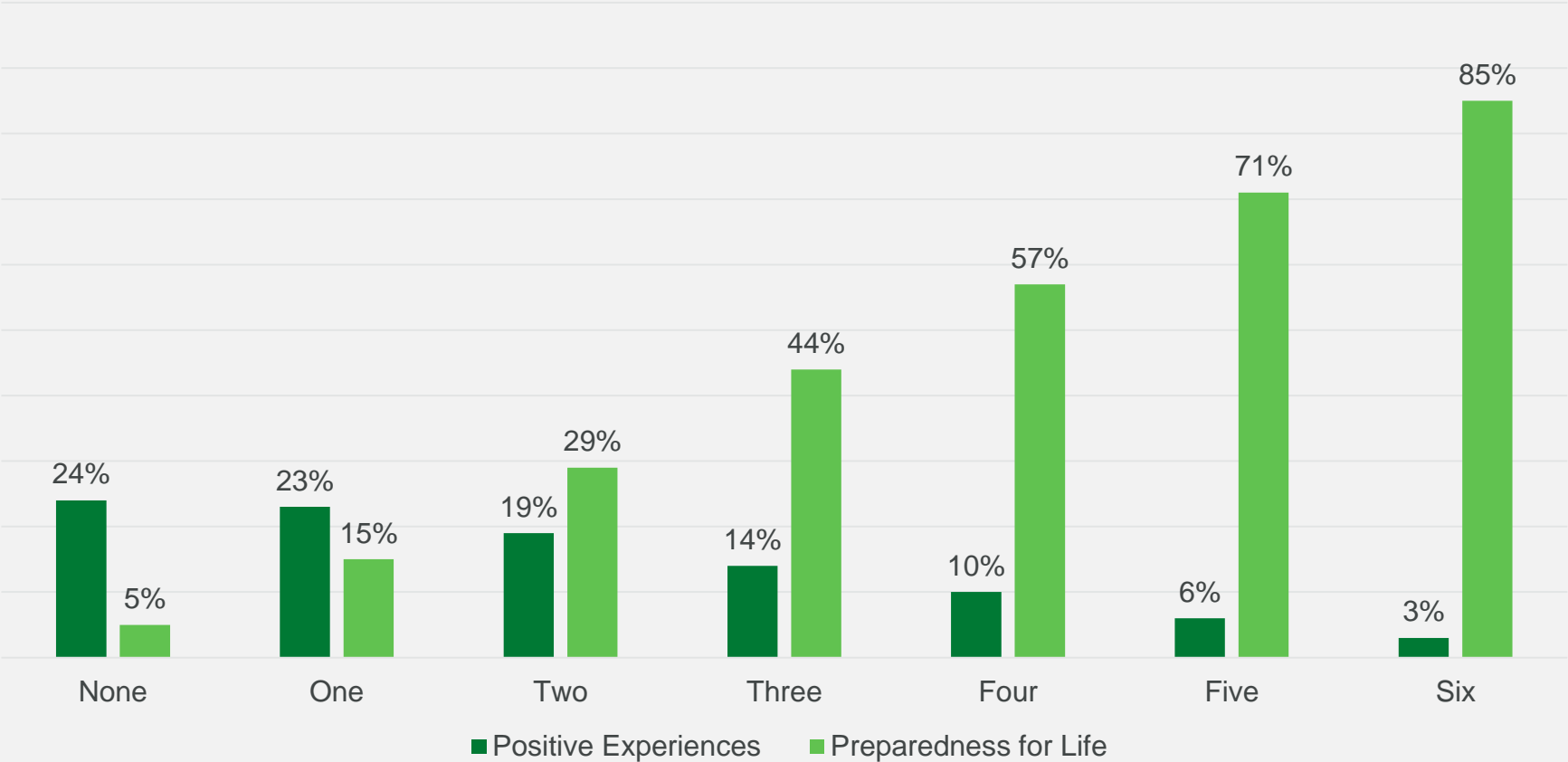
20%

“Extremely involved in extracurricular activities and organizations”

6%

Of All Graduates Experienced All Three

Positive Experiences and Preparedness



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