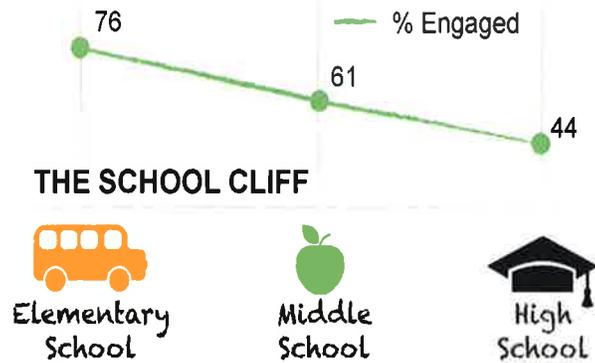


- Gallup research: Representative sample of Americans every night for past 50+ years; 98% of world's population annually; 25 million workplace engagement surveys; largest worldwide study of leaders and managers; largest poll of US students
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Meanwhile, our students get **LESS ENGAGED** each year they are in school.

The Gallup Student Poll



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- This cliff continues into the workplace where only 29% of US works are engaged
- If we were doing this right, this line would be going in the absolute opposite direction

A BROKEN LINK BETWEEN EDUCATION AND WORK



96%

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



14%

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



11%

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

Source:
Lumina Foundation/Colten Post 2013
The 2013 Inside Higher Ed Survey of College & University Chief Academic Officers report

CURRENT EDUCATION MEASURES INSUFFICIENT

INPUTS

- High School GPA, Rank In Class
- SAT, ACT

OUTPUTS

- GPA, Rank In Class
- Retention Rates, Degree Attainment
- Gainful Employment
- And maybe...
 - CLA, etc.

Hope is a stronger predictor of college success than SAT and GPA.

WHAT DOES A 'GREAT LIFE' LOOK LIKE?

Purpose

How you occupy your time; liking what you do each day

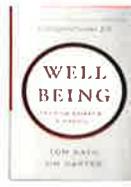
Social

Relationships and love in your life

Financial

Managing your economic life to reduce stress and increase security

Good health and enough energy to get things done daily



Engagement and involvement in the area where you live

Physical

Community

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WHAT DOES A 'GREAT JOB' LOOK LIKE?

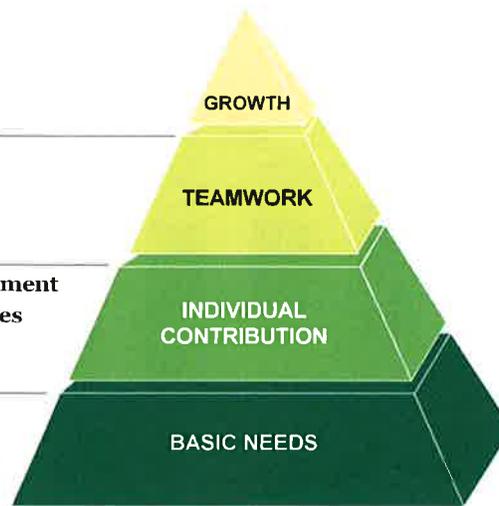
Opportunities to learn and grow
Progress in last six months

I have a best friend at work
Coworkers committed to quality
Mission/Purpose of company
At work, my opinions seem to count

Someone encourages my development
Supervisor/Someone at work cares
Recognition last seven days

Do what I do best every day

I have materials and equipment
I know what is expected of me at work



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Beyond asking the right questions, the items also form a very logical, hierarchical structure to management.

Managers who focus on these 12 elements of engagement will create the environment where engagement can thrive and where individual and team performance can be maximized.

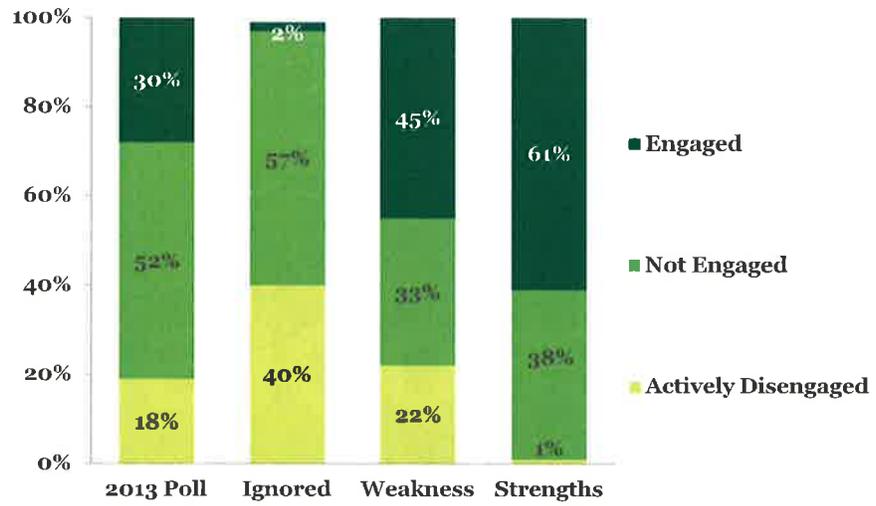
Basic Needs – Do I have what I need? Do I know what to do every day?

Individual Contribution – Am I using my strengths? Is my contribution validated through recognition and the people around me caring about me and encouraging me?

Teamwork – Do I belong? Am I a part of a bigger group that is motivated and connected to broader goals? Are we all working together to create high quality work? Am I developing trusting relationships?

Growth – Am I getting feedback about my progress over time? Am I getting the chance to learn and grow in areas of interest related to my job or future jobs?

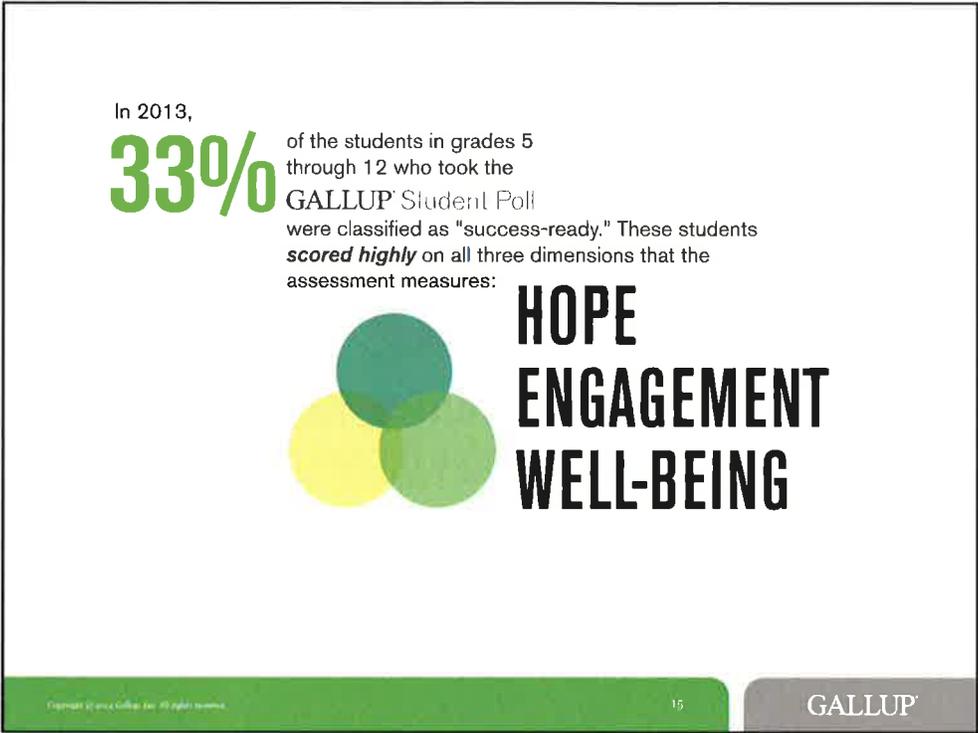
A STRENGTHS FOCUS



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In 2013, 33% of the students in grades 5 through 12 who took the Gallup Student Poll (GSP) were classified as “success-ready.” These students scored highly on all three dimensions that the assessment measures: hope, engagement, and well-being.



MORE THAN EIGHT IN 10 STUDENTS
who strongly agree their school is committed to building
each student's strengths are engaged in school

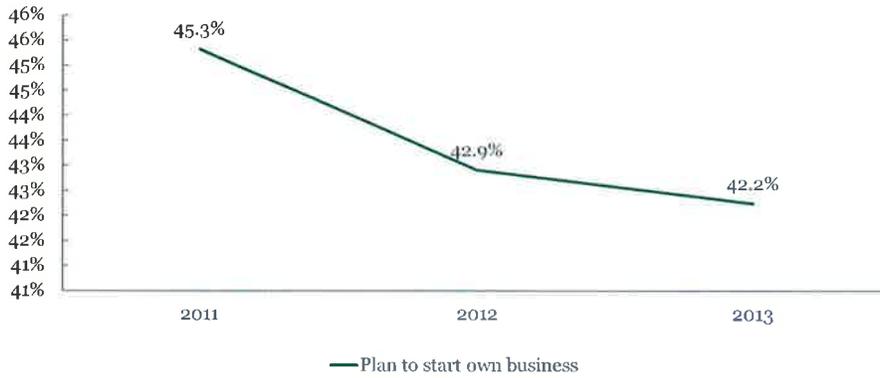
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NEARLY HALF OF YOUNG PEOPLE HAVE ENTREPRENEURIAL ASPIRATIONS...

I plan to start my own business.
Percent Agree



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Gallup's 2012 Daily tracking research found that K-12 teachers are the **least likely** among 12 occupational groups studied to agree that, "At work, my opinions seem to count."

46% of K-12 teachers report **high daily stress.**

69% of K-12 teachers are **not engaged in their jobs.**

Teachers' average engagement level **drops significantly** in their first few years on the job, a likely factor in low retention rates among new teachers.

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Gallup's 2012 Daily tracking research found that K-12 teachers are the least likely among 12 occupational groups studied to agree that, "At work, my opinions seem to count." Further, 46% of K-12 teachers report high daily stress.

Less than one-third of K-12 teachers (31%) are engaged in their jobs. Teachers' average engagement level drops significantly in their first few years on the job, a likely factor in low retention rates among new teachers.

DEMAND FOR HIGHER EDUCATION IS HIGH...

95% say it is very important to somewhat important to have a ***certificate or degree beyond high school***

41% of Americans, in the last 12 months, have thought about ***going back to get a certificate or degree***

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...AND QUALITY IS DEFINED BY A GOOD JOB

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

To Get a Good Job **67%**

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

To Get a Good Job **88%**

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

To Get a Good Job **38%**

Why is job/money the overwhelming reasons for getting additional education... they represent the future.

Why

WHAT BUSINESS LEADERS WANT MOST

#1 ■ Internships/on-the-job
■ experience

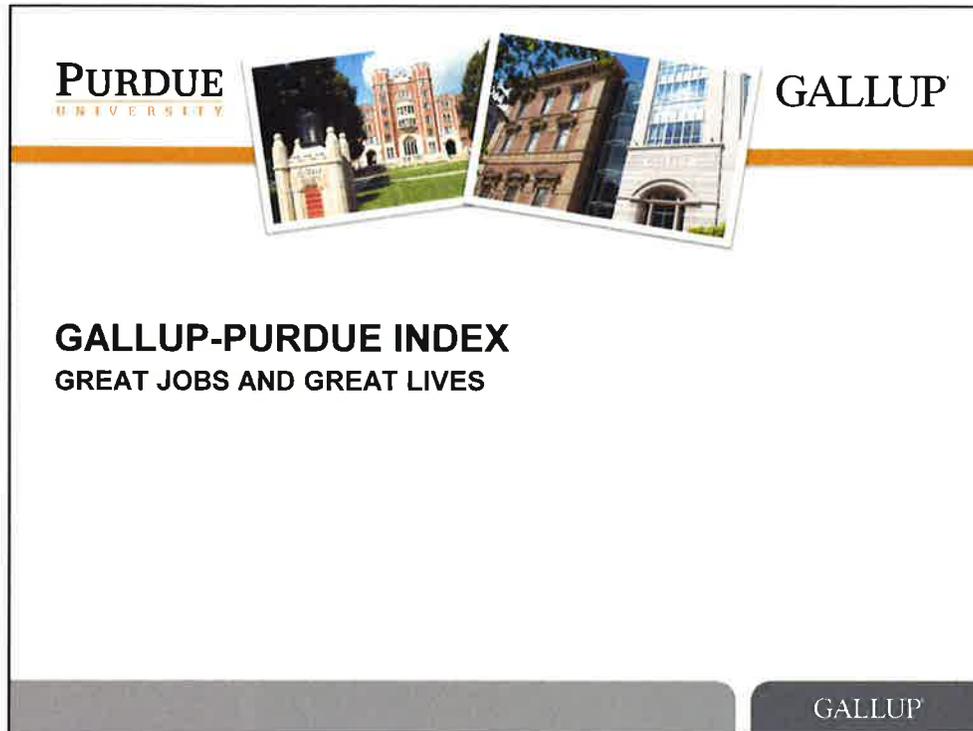


In your opinion, what talent, knowledge, or skills should higher education institutions develop in students to best prepare them for success in the workforce in the coming years?

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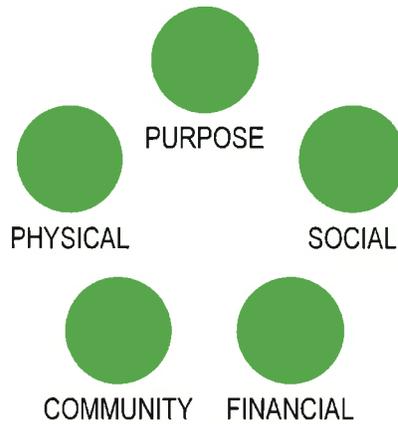


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SL2
SL5

WELL-BEING – GREAT LIVES

Majority of graduates thriving in at least one domain of well-being:



- Only **11%** thriving in all 5 elements of well-being
- **More than one in six** not thriving in any

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Majority of graduates thriving in at least one domain of well-being

Purpose – 54%

Social – 49%

Community – 47%

Financial – 42%

Physical – 35%

Only 11% thriving in all 5 elements of well-being

1-in-6 not thriving in any

IT'S NOT WHERE YOU GO...

No Difference in Workplace Engagement or Well-being of Graduates Between:

Public vs. private non-profits

Highly selective institutions and rest

Top 100 ranked schools in *US News & World Report* and rest

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No difference in workplace engagement between graduates of public vs. private non-profits

Grads of for-profits less engaged

No difference in workplace engagement between highly selective institutions and rest

No difference in workplace engagement between top 100 ranked schools in US News & World Report and rest

Graduates of smaller schools slightly less likely to be engaged than graduates of larger schools with enrollment over 10,000

IT'S HOW YOU DO IT...

Graduates who had
“**experiential and deep learning**” have more than

double the odds of being
ENGAGED in their work and
more are thriving (13% vs. 10%)

- “Long-term project taking a semester or more to complete”
- “Internship or job where applied learning”
- “Extremely involved in extra-curricular activities & organizations”

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More graduates who had “experiential and deep learning” experiences during college are thriving (13% vs. 10%)

...AND THEY CAN STIFLE ENTREPRENEURSHIP

Loan Debt for Undergraduate Education and Starting Business



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PROVIDING EXPERIENTIAL AND DEEP LEARNING

32% “Worked on a long-term project”

29% “Internship or job that applied learning”

20% “Extremely involved in extra-curricular”

6%