

CareerInvest

Frequently Answered Questions

Why a tuition disbursement model as opposed to tuition reimbursement?

Many employees do not have the start-up funds to begin their courses and often forgo using their employer tuition reimbursement as a result. By offering first dollar *disbursement* this allows employees to begin their courses without large out of pocket expenses, enabling them to obtain the degrees or credentials that they want and the training that employers need.

What happens if an employee leaves mid-year or does not enroll?

If an employee leaves the company mid-year Charter Oak State College will reimburse the employer for unspent courses so there is no risk to the employer.

How is this different from a letter of credit?

CareerInvest is similar to a letter of credit in that the employer is paying up-front for their employees' education. However, CareerInvest allows both employers and employees to plan for a year's worth of courses and gives a discount to employers by paying for the year upfront. This also shows employees that their employer is truly *investing* in their future with the organization and allows for employees to plan their educational path.

Why do you recommend 5 courses per year?

Most students who attend Charter Oak State College are working either full or part-time and find that taking two courses in the spring and fall semesters and one course in the summer works the best with their work schedule and allows for a good life-work balance. As an employer you can be confident that this schedule allows your employees to fulfill both their work and educational obligations

What kind of degrees does this include at Charter Oak?

The CareerInvest program can be used for all degrees that Charter Oak State College offers – associate, bachelor's and even master's degrees. CareerInvest can also be used for our credit-bearing certificates. Charter Oak State College offers a wide array of degrees and certificate in workforce relevant careers including health care, business, early childhood education, IT and many more.

How do I get started?

Getting started is easy! Interested employers should contact Nancy Taylor, Director of Workforce Development at Charter Oak State College to learn more. Nancy can be reached at
nataylor@charteroak.edu

