

# 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 forego 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](mailto:nataylor@charteroak.edu)

