

# Work-basedLearning.org

## ROI Formula for a Work-based Learning Program

**Note:** After you have gathered the relevant data using the ROI Worksheet, the totals for each cost and benefit type can be placed into this ROI Formula template.

$$\text{Return on Investment (ROI)} = (\text{Benefits} / \text{Costs}) \times 100$$

This calculation will give you a percentage figure. If the return on investment is 100%, this means that the work-based learning program in question broke even in financial terms (Benefits = Costs). If the percentage figure is above 100%, this means that the financial benefits of the program were greater than the investment required. Obviously, the higher the percentage figure, the greater the ROI.

<b>Costs</b>	
Design and Development	
Administrative	
Teaching	
Materials	
Facilities and Equipment	
Learner Costs	
Opportunity Costs	
<b>Total Costs</b>	<b>\$ Y</b>
<b>Benefits</b>	
Labor / Time Savings	
Productivity / Performance Improvements	
Other Cost Savings	
<b>Total Benefits</b>	<b>\$ X</b>
<b>ROI is ( X divided by Y) times 100 =</b>	_____ %