



At Learn Ubique LLC, we believe that learning is the foundation of thriving communities. Since 2018, our mission has been to expand access, elevate impact, and foster belonging by combining rigorous research with culturally responsive design. We partner with SMEs, consulting partners and organizations facilitating programs for lasting, equitable change.



Jenay R. Sermon, Ph.D.
Founder, Principal Consultant

learnubique.co

Tallahassee, FL, Atlanta, GA & Remote Equipped

Jenay@learnubique.me
Ph: 470-249-5119

CAPABILITIES STATEMENT

Learn Ubique LLC is a research and learning consultancy dedicated to constructing, managing and evaluating transformative educational, workforce, and organizational initiatives. We partner with nonprofits, foundations, educational institutions, and workforce development organizations to conduct research studies, foster innovative programs, and evaluate initiatives that are evidence-based, equity-centered, and strategically birthed for real-world impact.

Research Leadership

- **Action Research & Improvement Science** – generating organizational learning and driving systemic change.
- **Mixed-Methods, Qualitative Dominant** – Integrating quantitative data (dashboards, metrics, data analytics, surveys) with dominant qualitative insights (interviews, focus groups, observations, document reviews) for holistic measurement and findings.
- **Research Mentorship** – Supervision and coaching of doctoral and professional researchers in conducting equity-centered analyses and evaluation projects.
- **Data Storytelling** – Producing reports, briefs, and presentations that humanize data, spotlighting real stories of challenge and success to inspire funders, practitioners, and policymakers.

Past Performance

- **AREACH (Atlanta, GA)** - Nonprofit service provider - research and impact framework, fractional director, evaluating efficacy in cognitive training VR innovation
- **Orlando Science Center (Florida)**- Program evaluation of 3-year NASA funded STEM/engineering community education and staff training. Generated actionable insights that enhanced cultural responsiveness and effectiveness
- **Spelman College** - RISE (Title III) student research (methods) workshops; successive faculty training in pandemic-era instructional transitions
- **Kenzie Academy (Indianapolis, IN)** - Created research architecture & logic model for national tech skills training bootcamp (UX, software engineering, cybersecurity), embedding learning science - improved learner persistence and job placement
- **Florida A&M University** - Successive faculty training - metacognitive teaching, learning tech integration, SCALE-UP active learning & first-year STEM majors
- **Made To Lead (Charlotte, NC)** - Design & architecture - leadership training offerings & adjacent research
- **FATHOM PBC (Nashville, TN)** - Education & incentives learner system and architecture - workforce training for a skills-based labor market
- **Praxis Labs (Silicon Valley, CA)** - Learning consulting for novel DEI virtual reality staff training innovation, K-12 market research
- **Tisk-Task (Thomasville, GA)** - eLearning & incentives architecture for community project-based learning
- **Big Brothers Big Sisters of America** - Learning & Development consulting
- **Synergy Credit Union Consulting (Chicago, IL)** - Learning offerings, curriculum framework

01

Research, Evaluation and Data Analytics

02

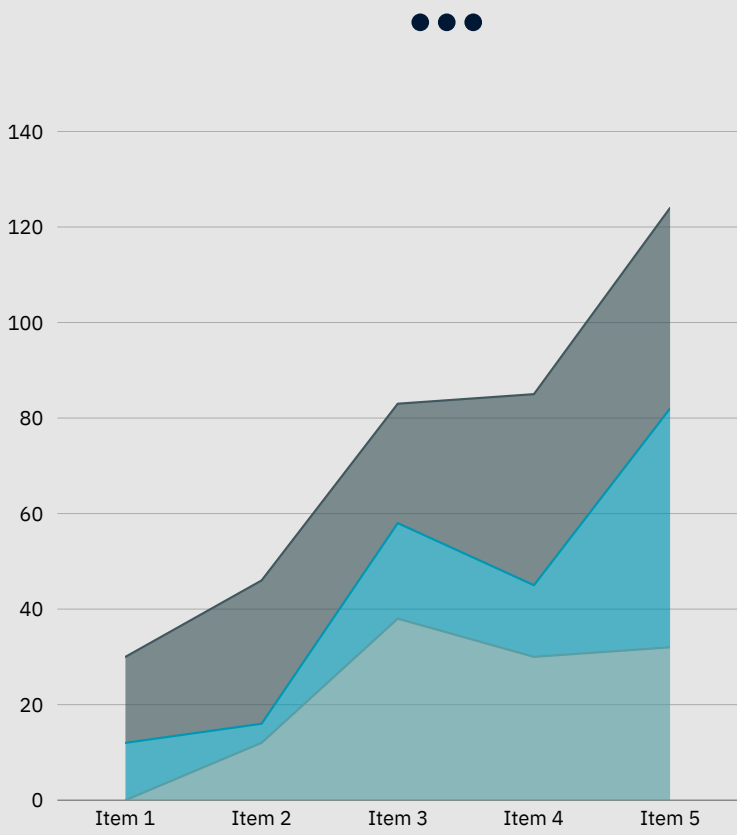
Workforce and Career and Technical Education

03

Strategic Consulting, Facilitation and Training

04

Equity-Minded Approaches



Differentiators

- **15+ years of cross-sector** consulting spanning higher education, workforce development, nonprofits, and start-ups.
- **Interdisciplinary** consultant and researcher, depth of knowledge and practice across Psychology, Neuroscience, Learning Science, Education Psychology, Behavioral Science, Organizational Behavior Management, etc.
- Proven ability to **design and scale** programs and learning pathways to improve career mobility and outcomes.
- Deep commitment to **equity, opportunity and access**, grounded in culturally responsive approaches.
- Deep **network** of SMEs, HBCU partners, functional assets and consultants.
- Unique blend of **researcher + strategist**: pairing rigorous evaluation with actionable, human-centered insights.
- Track record of **influencing funding & program strategy** through compelling data storytelling.