

Moving the Attainment Needle with Credit for Prior Learning

ICRC

28 April 2016

Seattle, WA

Christopher Johnson, Ph.D.

ACE College & University Partnership

Affiliate Advisory Committee

cjohnson459@alamo.edu

ACE: Overview

Founded in 1918, the American Council on Education (ACE), is the major coordinating body for all the nation's higher education institutions, representing more than 1,600 college and university presidents, and more than 200 related associations, nationwide.

It provides leadership on key higher education issues and influences public policy through advocacy.

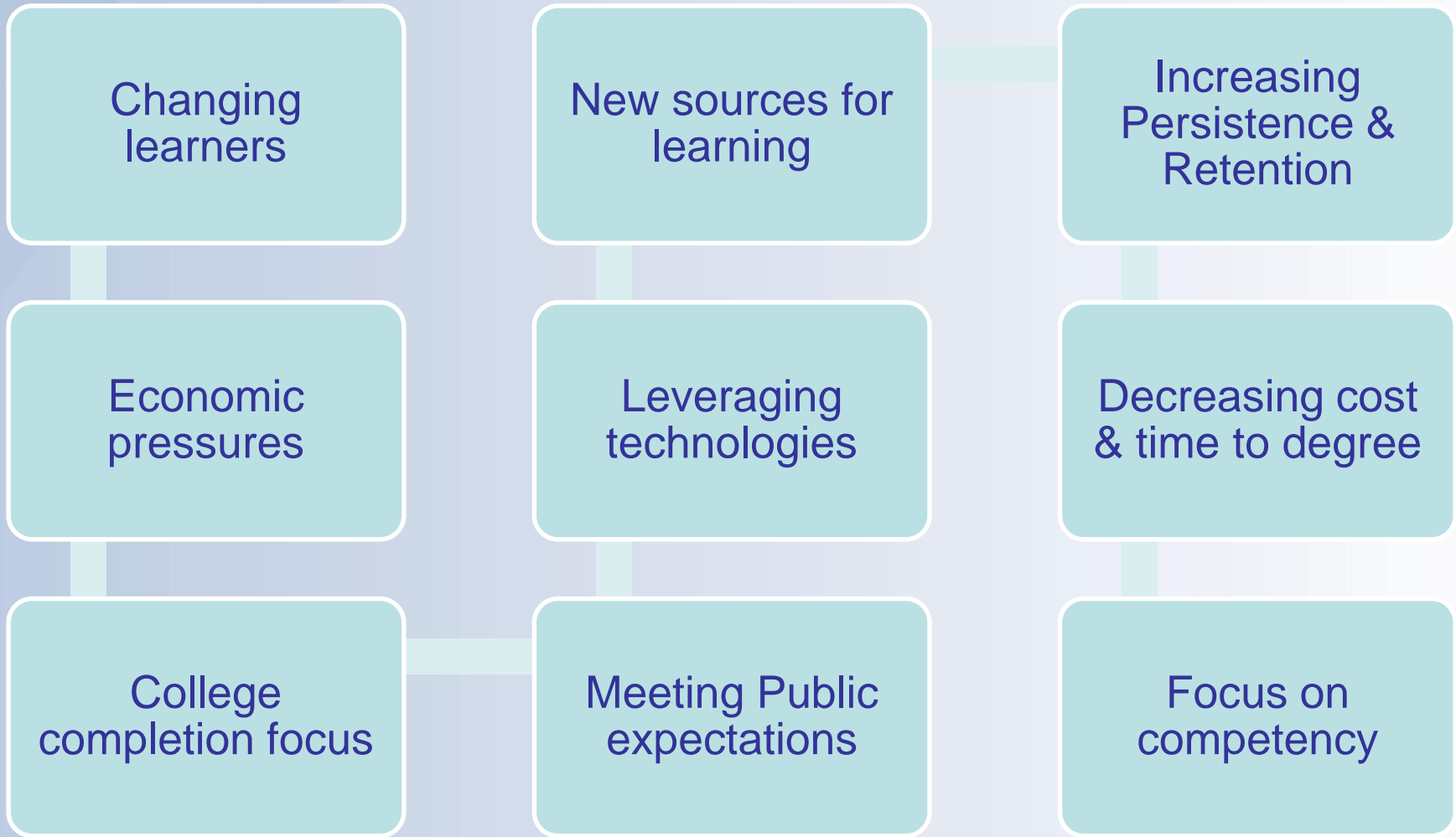
www.acenet.edu

ACE Center for Education Attainment and Innovation

- **Program Evaluations**
 - Military Programs
 - Corporate Programs (ACE CREDIT®)
- **Program Evaluation Activities**
 - Evaluate formal courses and occupational specialties
 - Publish course and occupation descriptions and academic credit recommendations
 - Provide transcript and registry services

www.acenet.edu/ceai

Why CPL/PLA Now?



Higher Education Today: The New Normal

AGE (Avg. age = 25)

Under 18 years old	0.8 m	4%
18 and 19	4.3	24%
20 and 21	4.1	23%
22 to 24	2.8	16%
25 to 29	2.1	12%
30 to 39	2.1	12%
40 to 49	1.1	6%
50 and Up	0.7	3%

Digest of Education Statistics 2013: Table 303.50

INSTITUTION

2-Year
7.5 m students
41%



4-Year
10.6 m students
59%

Digest of Education Statistics 2013: Table 105.20

WORKING STUDENTS

72% of All
Undergraduate
Students Work



28%
Not Employed

52%
Employed
Part-Time

20%
Employed Full-Time
(35 hrs/week)

US Census Bureau: School
Enrollment and Work Status 2011

ATTENDANCE

*Complete College America,
Time is the Enemy*



Higher Education Today: The New Normal

56% OF STUDENTS COMPLETE COLLEGE



DEGREE COMPLETION
WITHIN SIX YEARS

AVERAGE EDUCATION DEBT

Households Age 20-40



\$10k

Some
College



\$16k

Bachelor's
Degree



\$41k

Graduate
Degree

Brookings Institute: Is a Student Loan Crisis on the Horizon?



\$17,916

Overall Average Debt

What are the Barriers to CPL?



Only 27% of 2- and 4-year institutions grant academic credit to students for learning obtained outside the college classroom.

Source: Integrated Postsecondary Education Data System (IPEDS), Institutional Characteristics Survey, Fall 2012

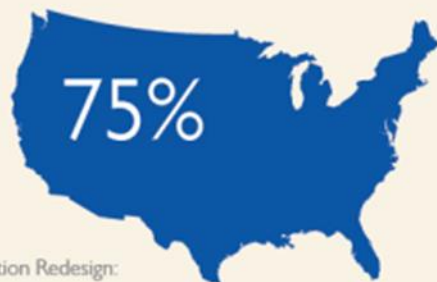
Credit for Prior Learning

WHAT IS CPL? **Credit for Prior Learning (CPL)** is a practice used by institutions at or close to the time of a student's admission to award academic credit for demonstrated competency and mastery earned in other settings—such as independent study, noncredit courses, work experience, licensure or certification, or a credit by examination program. According to studies, CPL can help more students graduate.



Benefits of Credit for Prior Learning

75% of Americans would be more likely to enroll in a higher education program if they could receive credit for what they already know.



America's Call for Higher Education Redesign:
The 2012 Lumina Foundation Study of the American
Public's Opinion on Higher Education. Gallup, Inc. 2013



Adult students awarded CPL were 2.5 times more likely to persist in their education and complete their degrees than students who received no credit for their prior learning.

Rebecca Klein-Collins, Fueling the Race to Postsecondary Success:
a 48-Institution Study of Prior Learning Assessment and Adult Student
Outcomes (Council for Adult and Experiential Learning, 2010)

What Do Adult Students Want?

“Adults differ from younger learners in that a younger person is still anticipating most of the responsibilities in which an adult is fully engaged. Adults are therefore more likely than younger students to personalize learning. They want to relate the subject matter, whether business management, history, or philosophy, to themselves.”

Taylor, K., Marienau, C. Fiddler, M. (2000). Developing Adult Learners. San Francisco, CA: Jossey-Bass, p. 4.

Using Adults' Experiences

“The major difference between adults and younger learners is the wealth of their experience. . . They have personal history: marriage and divorce or other long-term relationships, perhaps children and grandchildren, certainly births and deaths of people close to them. They have work history: various jobs, sometimes at impressive levels of responsibility. They also have social history: firsthand knowledge of the same historical period that their instructors have. These experiences are valuable – we would claim essential – contributions to the learning process.” (Developing Adult Learners, p. 7)

ACE Review Team

- **Team Coordinator**
- **Subject Matter Experts selected from college faculties**
- **Psychometrician if needed**

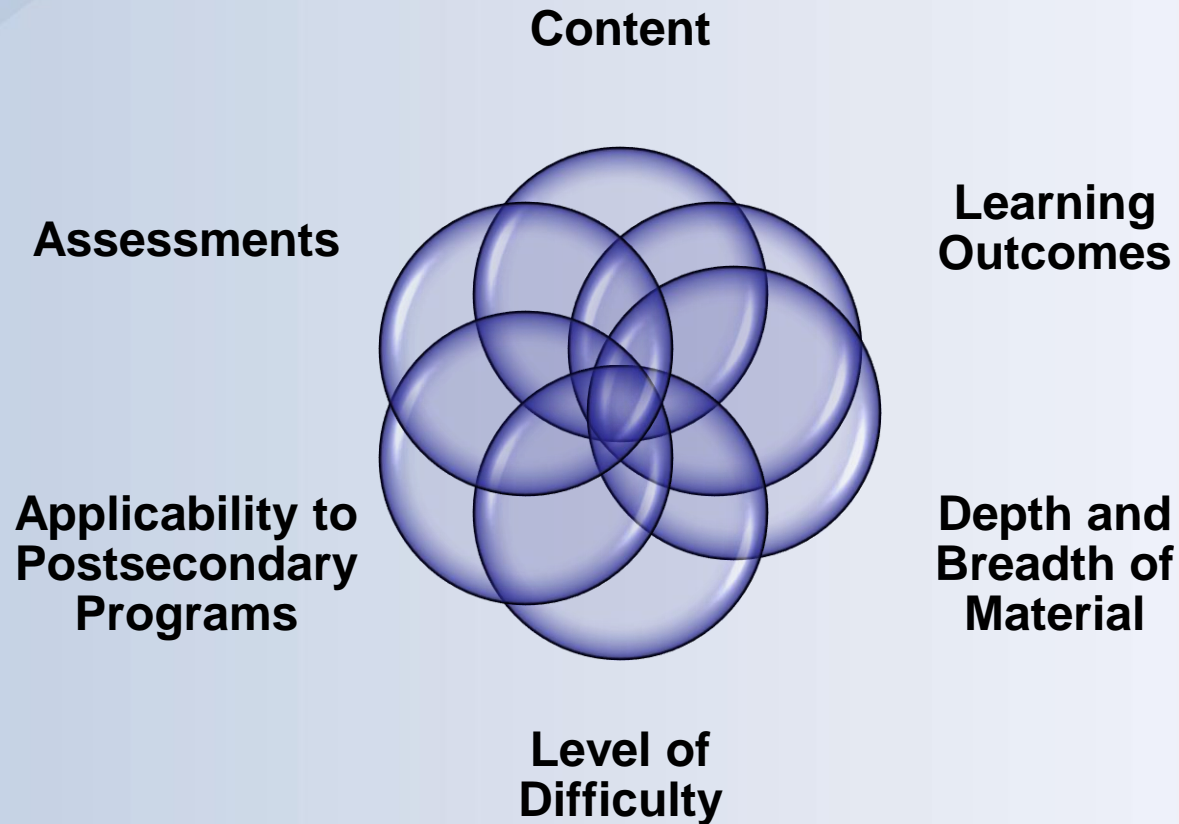


Items Reviewed By Team



- **Course syllabus**
- **Textbooks**
- **Assessment methods**
- **Student & instructor guides**
- **Laboratory projects**
- **Instructional support materials**
- **Instructor Qualifications**

Evaluative Criteria



Team Recommendations



- **Based on college equivalencies: what can be found in college curriculum**
- **Credit Categories**
 - Vocational Certificate
 - Lower Division Baccalaureate/Associate
 - Upper Division Baccalaureate
 - Graduate

Familiar Tools for Credit Transfer

- **Transcript**
- **Catalog**
- **Syllabus**
- **Competency-Based Education**
- **Regional Accreditor: Third-party Approval**



Familiar Context

- Colleges generally know and understand other colleges.
- Catalogs contain agreed-upon summaries.
- Syllabi often combine descriptions with outcomes.
- Grades signify accomplishment but may reflect other aspects of student engagement.
- Pass levels are typically set at 60-70%.

Less Familiar Tools

- **American Council on Education: Third-Party Approval***
- **Joint Services Transcript**
- **ACE Military Guide**
- **ACE Occupation Evaluations**

*4.A. The institution demonstrates responsibility for the quality of its educational programs.

2. The institution evaluates all the credit that it transcripts, including what it awards for experiential learning or other forms of prior learning, or relies on the evaluation of responsible third parties.

Less Familiar Context

- Each military branch is unique.
- Military education is structured differently from higher education.
- Language and summaries aren't a perfect match.
- Education is mission focused.
- Success and promotion criteria differ.

Military Guide



[ACE Store](#) | [News Room](#) | [Follow us on](#)

[HOME](#)[LEADERSHIP
PROGRAMS](#)[ADVOCACY
NEWS](#)[HIGHER
EDUCATION
TOPICS](#)[EVENTS](#)[MEMBERSHIP](#)[CONTACT US](#)[ABOUT](#)

Print Share Email

College Credit for Military Service

Military Guide



Guide to the Evaluation of Educational Experiences in the Armed Services

The American Council on Education (ACE) Military Guide presents ACE credit recommendations for formal courses and occupations offered by all branches of the military. All recommendations are based on ACE reviews conducted by college and university faculty members who are actively teaching in the areas they review. You can search for courses and occupations using the ACE identification number, military course number

or title, training location, dates completed, or subject and level. New courses and occupations are continually being evaluated by ACE, and these entries are added on a daily basis.

RELATED CONTENT

- > [Military Guide Home](#)
- > [How to use the Military Guide](#)
- > [Frequently Asked Questions](#)

► [Search Courses](#)

Course exhibits begin with a two-letter code.

► [Search Occupations](#)

Occupation exhibits begin with a three-letter code.

The Course Review

Course: 330-68E30-C45 Version: 2010 Delivery Group: A Phase: 3
Course Name: Dental ALC
Management Category: Resident Preparation Date: 10 Aug 2009
Status: Commandant Approved Optimum Class Size: 10

[Program of Instruction Cover Page](#)

Total Computed Academic Hours: 80.0

Fiscal Year: 2010 Fiscal Year Quarter: 1

Status Change Date: 05 Nov 2009

Approval Date: 05 Nov 2009

Approval Authority: Commandant
Army Medical Department Noncommissioned Officers Academy
U.S. Army Medical Department Center and School
Ft. Sam Houston, TX 78234-6100

Dean
Academy of Health Sciences
U.S. Army Medical Department Center and School
Fort Sam Houston, Texas 78234-6100

MACOM Validation Date:

Manpower Validation Date:

Course Supersession Information:

Phase Supersession Information: Supersedes 6-8-C40(68E30 TECH TNG) DENTAL BNCOC POI
dated 22 March 2007.

Foreign Disclosure: FD1. The materials contained in this course have been reviewed by the course
developers in coordination with the USAMEDDC&S foreign disclosure authority.
This course is releasable to students from all requesting foreign countries without
restrictions.

- Formal military instruction and military occupations specialties; courses approved by a central authority
- Correspondence courses with proctored end-of course exams
- Distance learning/online courses with documented rigid control test conditions and firm identification of the student.

Military Guide: Course Exhibit

Course Exhibit

[Back to Results](#) [Print Page](#)

AR-1406-0228

TOTAL ARMY TRAINING SYSTEM (TATS) CAREER COUNSELOR
Course Number: 501-79S30.

Location: Recruiting and Retention School, Fort Jackson, SC.

Length: 8 weeks (361 hours).

Exhibit Dates: 5/98–7/12.

Learning Outcomes: Before 5/98 see **AR-1406-0159**. Upon completion of the course, the student will be able to interpret personnel records, assist personnel in the reenlistment process, determine reenlistment or extension eligibility, prepare and present retention training, and conduct retention interview/counseling sessions.

Instruction: Methods of instruction include lectures, discussions, guest speakers, practical exercises. Topics covered include evaluation of personnel files, retention processing, interviewing techniques, retention identification, counseling, and follow-up.

Credit Recommendation: In the upper division baccalaureate degree category, 3 semester hours in counseling or career counseling and 3 in human resources management (3/02)(3/02).

Related Occupations: 79S.

Team Review Date

Administrative Date

Military Guide: Related Competencies

Course Exhibit

[Back to Results](#) [Print Page](#)

AR-2201-0554

BASIC OFFICER LEADER

Course Number: 01A-7-C20 (P), Phase 2.

Location: Infantry School, Fort Benning, GA; Field Artillery School, Fort Sill, OK.

Length: 6 weeks (385 hours).

Exhibit Dates: 7/05–Present.

Learning Outcomes: Upon completion of the course, the student will be able to plan, execute, and review military combat exercises; demonstrate leadership skills and knowledge; fire, inspect, and maintain various squad level weapons; apply the fundamentals of marksmanship; navigate physical terrain by day and night; operate global positioning system equipment; plan and establish the physical security of an area; and conduct urban military exercises.

Instruction: Audiovisual materials, practical exercises, discussion, classroom exercises, and lecture. General course topics include advanced marksmanship; leadership; risk management; communication skills; group movement; field intelligence; map reading; geography; physical security; and terrain analysis.

Related Competencies: *Introduction to leadership* topics include management styles, oral communication techniques, project planning and development, and team building. *Marksmanship* topics include fundamentals of marksmanship, small arms, and weapon safety. *Orienteering* topics include land navigation, map and terrain navigation, map reading, and physical geography.

Credit Recommendation: In the lower-division baccalaureate/associate degree category, 2 semester hours in introduction to leadership, 1 in marksmanship, and 1 in orienteering (10/08)(10/08).

The Occupation Review



- **Review occupational standards** to build a faculty team and develop final recommendations
- **Interview service members**
 - Focus on the representation of the job expectations at each pay grade / skill level
 - Clarification and validation of the official military documentation (occupation manuals, task standards, etc.)
 - Maintain a focus in determining whether job knowledge, skills, and abilities learned above and beyond formal military training are of post-secondary rigor.



Military Guide: Occupation Exhibit

RADIO CHIEF
0629

Exhibit Dates: 9/09–Present.

Occupational Field: 06 - Communications.

Career Pattern

SSGT: Staff Sergeant (E-6). **GYSGT:** Gunnery Sergeant (E-7). May progress to MOS 0629 from MOS 0621, 0622, 0623, 0627, 0628 (Private to Sergeant).



Description

Radio chiefs supervise the installation and operation of fixed and field radio stations, microwave stations, and visual signaling stations. They prepare and execute radio communication plans vital to successful unit deployments with regard to highly mobile and reliable communications. Additionally, radio chiefs develop a systems approach toward communications, understanding wire and data communication equipment capabilities and systems integration.

Related Competencies

Computer applications topics include MS Excel, MS PowerPoint, and MS Word. **Business communications** topics include briefing, electronic messages, interpersonal communications, oral communications, presentation skills, and report writing. **Human resources management** topics include counseling, mentoring, motivation, performance evaluation, safety management, scheduling, and supervision. **Radio operation and troubleshooting** topics include communication equipment, data transfer, electronic protection, electronic warfare, multiplexer configuration, power requirements, and satellite radio systems maintenance.

Recommendation

SSGT: In the lower-division baccalaureate/associate degree category, 3 semester hours in computer applications, 3 in business communications, 1 in human resources management, and 2 in radio operation and troubleshooting (9/09)(9/09).

GYSGT: In the lower-division baccalaureate/associate degree category, 3 semester hours in computer applications, 3 in business communications, 1 in human resource management, and 2 in radio operation and troubleshooting (9/09)(9/09).

Course & Occupational Mapping in Motion

Fayetteville Tech Community College

http://www.faytechcc.edu/ft_bragg/transition/credit-for-learning.asp

Central Texas College

http://www.ctcd.edu/degree_plans.html

Coastline Community College

<http://military.coastline.edu>

Miami Dade

<http://www.aacc.nche.edu/Resources/aaccprograms/cwed/supportingveterantransfersuccess/Pages/MiamiDadeCollege.aspx>

Systems Work



Georgia

Adult Learning Consortium (ALC)

West Virginia

Regents BA and DegreeNow! Leading to statewide focus on PLA

Tennessee

Broad definition of CPL leads to transferability
(BeginAgainTN.org)



Ohio Values Veterans

Awarding Credit Toward College & Professional Licenses
for Military Experience

Ohio: Legislation and System Approach

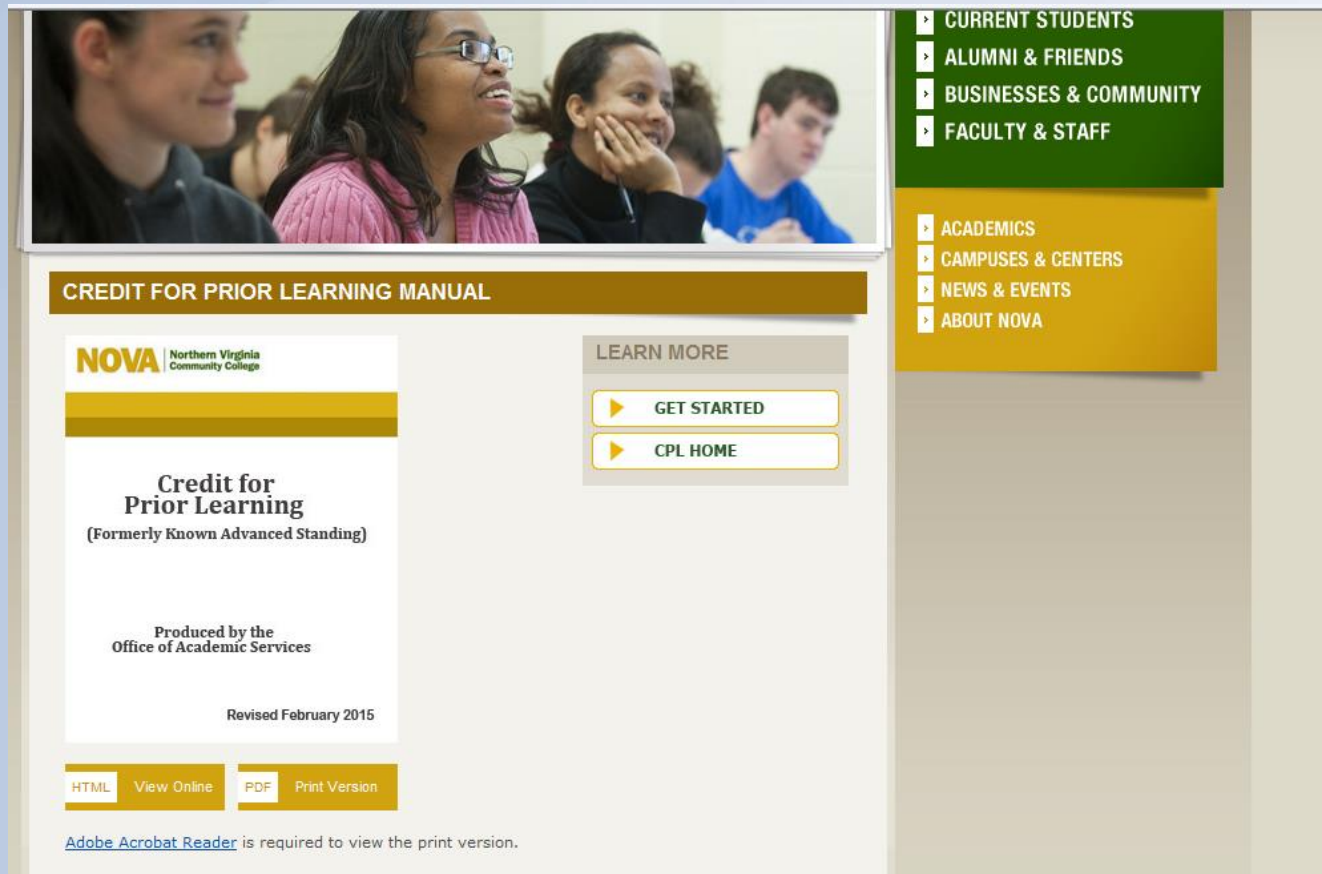
- State wide PLA Summits
- PLA Working Groups
- M-Tag Faculty Panels
- Regional Workshops
- Train the Trainer Sessions



Faculty Engagement: Developing an Alternative Credit Program

- **Faculty Driven**
 - Faculty engaged in process from the beginning
 - Faculty provide oversight with external CPL (CLEP, DSST, and other ACE approved coursework)
 - Faculty oversee quality of Competency Based Exams
- **Encouraging Engagement**
 - Alternative education begins with admissions; supported by advising team and full-time coordinator
 - Documentation is found online, in catalog, and on student portal
 - Process is accessible and user friendly
- **Monitoring Results**
 - Developed evaluation process for determining program effectiveness
 - Are students using it?
 - Does it decrease time to completion?
 - Are students using alternative credit as capable as students in courses?

CPL Outreach and Advising



CREDIT FOR PRIOR LEARNING MANUAL

NOVA Northern Virginia
Community College

**Credit for
Prior Learning**
(Formerly Known Advanced Standing)

Produced by the
Office of Academic Services

Revised February 2015

HTML View Online PDF Print Version

Adobe Acrobat Reader is required to view the print version.

- CURRENT STUDENTS
- ALUMNI & FRIENDS
- BUSINESSES & COMMUNITY
- FACULTY & STAFF
- ACADEMICS
- CAMPUSES & CENTERS
- NEWS & EVENTS
- ABOUT NOVA

LEARN MORE

▶ GET STARTED

▶ CPL HOME

Employers & Education Vendors



DALE CARNEGIE TRAINING®



coursera



Microsoft®



Agencies , Exams & Associations



**NATIONAL
CAREER READINESS
CERTIFICATE™**



FEMA

Emergency
Management
Institute



Faculty Review Process

Not all courses receive credit. Courses may fail to receive a credit recommendation for several reasons:

Course is too limited in scope or too narrowly focused to be comparable to college courses.

Course content lacks academic rigor expected in college-level courses.

Evaluation and assessment methods are inadequate to support learning outcomes and course content.

Material presented for review is insufficient to allow team to make judgment.

Serve as an Evaluator

- You must be actively teaching college-level courses.
- When your discipline expertise is needed, you are contacted directly to serve on the ACE team.
- ACE pays all evaluators an honorarium and travel.



www.acenet.edu/evaluators
evaluator@acenet.edu



Questions

Contact Information

Christopher Johnson, Ph.D.

Affiliate

College and University
Partnerships

Mary Beth Lakin
Director

*College and University
Partnerships*

mlakin@ACENET.edu

Patricia Brewer, Ed.D
Regional Liaison

College and University
Partnerships

pbrewer@ACENET.edu