Crosswalking industry-recognized credentials as the starting point for systemwide stackable credentials

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Introductions

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Agenda

- What are crosswalks?
- Value of crosswalks
- Examples from the field
- Questions
Industry-to-Credit Crosswalks

A crosswalk is a roadmap created by subject matter experts that aligns certification, industry trainings, or other high-level learning with for-credit academic learning or classes at an institution.

Goal is to establish a process that allows students to gain credit for successfully completing industry standard certifications or other validated and high-level industry training(s).
Crosswalk Concepts

- Employers
- College (workforce/non-credit offerings)
- Industry associations, etc.

Training Sources

CROSSWALK

COLLEGE COURSES AND CREDIT
Crosswalks – Viable College Options

- Institution to Institution
- National Standardized Exams
- Industry Standards or Certifications
- Industry Training Programs
Why States and Systems Utilize Articulation Crosswalks

- **Workforce system benefits**
  - Adding value to EPTLs
  - Pathways for clients

- **Employers**
  - Reduced costs of tuition assistance programs for employees
  - Added value for employer-provided trainings
  - Pathways for internal promotion
  - Closer alignment of job competencies with college curriculum
  - Tangible partnerships with local institutions

- **Higher education system benefits**
  - Enrollment pathways
  - Reduced cost of attendance and time to degree

- **Multi-system benefits**
  - Opportunity to practice cooperation
  - Cross-sector understanding
  - Strengthened relationships
Crosswalks in Context

- Grant funded capacity building and sustainability
- Consortium/system efforts – shared capacity
- Partnerships and Pipelines
  - Higher Education ↔ Business
  - Higher Education ↔ Workforce
- Common courses across institutions
Examples from the Field
Ivy Tech Community College and Credit for Prior Learning

Stacy Townsley, Ph.D.
Vice President Adult Strategy and Statewide Partnerships
Ivy Tech Community College

- Largest public postsecondary institution in Indiana – and largest singly-accredited statewide community college system in the country.
- Accredited by the Higher Learning Commission of the North Central Association of College and Schools.
- Serves over 160,000 students annually.
- 19 campuses - more than 40 sites across the state.
All Hoosiers: 25 years & over in 2019

- Less than 9th grade: 3.60%
- 9th to no 12th grade: 6.80%
- High school graduate (includes equivalency): 33.91%
- Some college, no degree: 19.92%
- Associate's degree: 8.83%
- Bachelor's degree: 17.28%
- Graduate or professional degree: 9.66%

Total: 2,415,525

Source: American Community Survey
Most sub-associate credentials (certificates and technical certificates) include embedded industry certifications

- Industry certification preparation also provided through noncredit training courses
- State funding available for many of the credit & noncredit offerings

College developed extensive training and certification crosswalk (http://www.ivytech.edu/pla)

- 45+ programs, 450+ industry certifications/licensures
CPL Refresh

Ivy Tech has robust crosswalks (national model) but much more can be done to make credit for prior learning (CPL) an integrated part of the learner experience and expedite credential completion timelines.

With CPL as strategic focus, in recent months Ivy Tech has:

- Created statewide CPL coordinator community of practice
- Revised CPL-related policies and processes to facilitate CPL screening and awarding prior to learner enrollment
- Partnered with CAEL, ACE to develop tools and training
  - *Credit Predictor Pro* scheduled to launch this fall
- Developed model for CPL transfer
  - Purdue Global-Ivy Tech agreement announced February 2022
CPL Expansion

- Ivy Tech awarded CARES Act funding from Governor’s Workforce Cabinet to further expand/standardize CPL opportunities for adult learners

- Worked with CAEL to develop more expansive package of assessments by sector, starting with School of Business
  - Initial focus on developing *occupational crosswalks* as a way to help guide individuals seeking next steps based on skill sets and prior experience

- Goal is to combine this and other expansion work with overall CPL process improvement to significantly scale use of CPL
Occupational Crosswalks

(Examples for School of Business)
OCCUPATIONAL CROSSWALK OPPORTUNITIES

BUSINESS SECTOR | SUPPLY CHAIN CT

Truck/Tank/Ship Loader Laborer/Warehouse Worker

- JOB GROWTH (2016-2026) -1.67%
- AVERAGE WAGE $39,300
- EDUCATION HS Diploma/Equivalent

Supply Chain Logistics Manager

- JOB GROWTH (2020-2028) 9.59%
- AVERAGE WAGE $84,660
- EDUCATION Associate's Degree
- LOCATION Online

Supply Chain Skills Profile

[ Transferrable Skills ] [ IVY TECH Skills You Will Achieve ]

ESSENTIAL (SOFT) SKILLS
- Attention to Detail
- Information Gathering
- Critical Thinking
- Resource Allocation
- Work Ethic
- Following Directions
- Professionalism
- Access Media
- Advertising services
- Research State Insurance regulations
- Decision Making
- Problem-solving
- Integrity
- Oral/Written Communications
- Leadership
- Organization
- Creativity
- Teamwork
- Conflict Management

OCCUPATIONAL SKILLS
- Monitor transportation or shipping ops
- Estimate Project materials/labor
- Employ weighing and measuring devices for transport
- Monitor Processes, materials or surroundings
- Monitor project risk and mitigation
- Ensure compliance with policies or regulations
- Monitor and ensure safety
- Repair and maintenance enforcement
- Inventory items and resources
- Supervisor Workers Hiring and terminations
- Solve workplace problems
- Maintain parts or equipment inventory and logs
- Develop Ops budget
- Manage Inventory or supplies
- Determine chemical properties of material
- Purchase materials and equipment
Office Administration
Data Entry Keyers

**JOB GROWTH (2016-2026)**
-18.71%

**AVERAGE WAGE**
$27,360

**EDUCATION**
HS Diploma/Equivalent

MSFT Office Specialist
Medical Secretary

**JOB GROWTH (2016-2026)**
23.18%

**AVERAGE WAGE**
$50,830

**EDUCATION**
MICROSOFT OFFICE SPECIALIST CT

**LOCATION**
Online
Indianapolis

**MSFT Office Specialist Skills Profile**

[ESSENTIAL (SOFT) SKILLS]
- Organization
- Information Gathering
- Work Ethic
- Critical Thinking
- Tech and Tool Usage
- Decision-making

[Transferable Skills]
- Professionalism
- Customer Service
- Time Management

**OCCUPATIONAL SKILLS**
- Process medical records
- Retrieve files or charts
- Maintain records
- Process medical billing information
- Record medical history
- Dictate correspondence
- Prepare correspondences, financial

- Business correspondence
- Receive, sort, deliver mail
- Write/maintain admin procedures
- Document medical progress
- Order materials and equipment
- Maintain inventory
- Collect, deposit, payments/fees
- Inventory medical supplies
- Maintain org funding
Crosswalks are a valuable tool, but need to ensure intentional CPL screening and conversations throughout learner journey.

Next-level occupational crosswalks might entail rethinking of curriculum, e.g., greater modularization to help “package” next steps for learners.

Ongoing educational outreach to various internal and external stakeholders critical component of culture shift toward greater intentionality.
Crosswalking Industry Recognized Credentials
Mesa Community College

Michael Voss
Accelerate early student momentum through the creation of Prior Learning Assessment (PLA) opportunities for all applicable industry recognized credentials related to Career & Technical Education (CTE) programs at MCC.
MCC journey to scale up PLA

Credit for Industry Credentials

MCC offers PLA for students with existing industry certifications, licenses, and approved corporate training.

With approved PLA, students receive credits at **no cost** for industry recognized credentials or a flat $40 **administrative fee** for corporate training.

In order to access and complete a PLA form, you must be an MCC student and have an MEID.

We are always working to expand PLA opportunities to include more programs.
PLA Milestones @ MCC

- **August 2020**: 1st dynamic form PLA developed (Arizona Cosmetology license)
- **September 2020**: 1st credit equivalency created in TES (Arizona Cosmetology license)
- **October 2020**: 1st student PLA request received and processed (Arizona Cosmetology license)
- **November 2020 - April 2021**: 8 additional PLA pathways created, 6 published (includes two corporate partnerships)
- **July 2021**: 2 additional PLA pathways published (Automotive & Paramedic) (a result of catalog policy changes)
- **June 2022**: Hired Administrative Assistant for Special Projects (Resourced dedicated personnel)
- **August 2022**: 11 live pathways (PLA pathways should triple this fall)
MCC journey to scale up PLA

First Year PLA @ MCC
(75 Requests)

- Processed (53) 70.7%
- Duplicate/Multi (11) 14.7%
- Return/Archive (6) 8.0%
- New Pending (5) 6.7%
MCC journey to scale up PLA

All Time PLAs @ MCC
November 2020 - August 2022

(185 Processed)

In-State: 107
Out-of-State: 78

*Numbers are estimated
Total Student Benefit @ MCC

Estimated total in-state and out-of-state $624,905 in tuition cost savings

In-state students
- Averaged 17 PLA credits
- Tuition cost savings of $1,448 per student

Out-of-state students
- Averaged 25 PLA credits
- Tuition cost savings of $6,025 per student
- 22 different states served

*MCC journey to scale up PLA*

*Numbers are estimated*
PLA Process Revision 2.0: changes to job aids and forms to better align the workflow for local Admissions and Records personnel (transcript entry), District management of TES, and transparency to end users (students and other institutions who view MCC transcripts).

Expand Available PLA forms: triple the number available by December 2022 and complete all crosswalks by the end of Spring 2023.

- Determine the best approach for multiple Computer Information Systems (CIS) related certifications (Apple, Adobe, Cisco, CompTIA, Microsoft, etc)
- Adding CNA, CPR, LPN, OSHA 10, Enrolled Agent, etc.
Next Steps to Scale @ MCC

Marketing PLA

- Create PLA marketing landing pages for specific populations, such as high school Career Technical Education Districts (CTED).
- Utilize press releases to share new PLA opportunities as they become available.
- Communicate with boards of industry recognized credentials to share new PLA opportunities with their active directory in the State of Arizona.

PLA Impact Reporting

- Track ROI metrics (student headcount, credits awarded, tuition saved, additional credits earned, enrollment intensity, additional awards/degrees earned).
MCC journey to scale up PLA

Tools to Measure PLA Success @ MCC

**PLA Development Tracking Sheet** to track progress towards the goal.

**Transfer Evaluation System (TES)** to verify industry recognized credential crosswalks are active for MCC students.

**PLA Impact Tracking Sheet** to quantify the number of students awarded industry recognized PLA credit and the total number of credits awarded.

**Institutional Effectiveness** collaboration to track ROI metrics.
MCC journey to scale up PLA

PLA Pro Tip #1

Governing Board Policy Changes

July 2020: **Fee schedule changed** from **full tuition cost** to **no cost** for industry recognized credential PLA credit.

July 2021: **Graduation policy updated** to define minimum earned credits to establish residency respective to PLA credit for CTE programs.
PLA Pro Tip #2
Process Details Matter

**Use forms automation** to notify of key stakeholders to review and process PLA requests.

**Ensure transcript entry is accurate** and will make sense to the student and other institutions. *Know your character limitations!*

**Develop a regular review process** to ensure courses associated with equivalency remain current.

**Invest in people to maintain and scale** processing PLA requests, audit transcript entry, generate reports on ROI.

**Dedicate a lead person to maintain PLA data** formatting, auditing forms, and communicating with business partners and internal teams.
Important Questions

Who will champion the PLA process (form automation, crosswalk archive, transcript entry, web presence, marketing, reporting, etc)? Determine automated form workflow and access.

Should you utilize the Transfer Evaluation System (TES) or similar crosswalk archive to house PLA articulations? Determine naming conventions.

Implications to university transfer...will other institutions accept a “P” or “CR” grade? How will the transcript entry be viewed by other institutions?

What is the workforce benefit offering PLA credit towards a certificate or degree? How can employers engage with the process to promote career advancement?
Questions from the Audience
Recognizing that adult learners are the backbone of the U.S. economy, CAEL helps forge a clear, viable connection between education and career success, providing solutions that promote sustainable and equitable economic growth. CAEL opens doors to opportunity in collaboration with workforce and economic developers, postsecondary educators, and employers, industry groups, foundations, and other mission-aligned organizations. By engaging with these stakeholders, we foster a culture of innovative, lifelong learning that helps individuals and their communities thrive. Established in 1974, CAEL, a Strada Education Network affiliate, is a nonprofit 501(c)(3) membership organization.

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