



Improving Economic Mobility for Adult Learners (IEMAL)



Michigan Community College Association (MCCA)

Friday, September 27, 2024

Presented by:

Alisha Cederberg, MiLEAP

Jennifer Carroll, Delta College

Tina Kattoula, Macomb Community College



Learning Recognition – Priority for 60x30

- Honor learning, wherever it takes place / encourage credit to be given
- Support credit mobility
- With over 20,000 transfer students this is urgent and a priority for the State
- Policy makers clearly agree: FTE for Transfer Success Project Manager:
 - Create transfer pathways
 - Identify institutional policies that create barriers to mobility
 - Reward and highlight student oriented practices

Reconnect Amendment in 2022

- The Reconnect Grant Act was updated to include:
- “Establish a process to allow eligible institutions to be reimbursed for awarding credit for prior learning at a rate of \$80.00 per credit hour for credit awarded to Michigan reconnect grant students for Advanced Placement, CLEP, DSST, military training, industry credentials, work-based learning, portfolio assessment, **and other types of credit for prior learning as determined by the department.**”
- Incentive payment is part of the Reconnect Grant Act

Participation in JFF/ADT Project

- Bring together MCCA, 60x30, and three colleges partners to work on Credit for Prior Learning policies and practices
- Ultimately policies related to CPL support Adult Learner Success and Access
- CPL intervention a unique opportunity in Michigan with incentive payment
- Partner Colleges
 - Macomb Community College
 - Grand Rapids Community College
 - Delta College

State goals: for JFF/ADT work

- Design and implement a process for the state to efficiently reimburse colleges for providing CPL per the Reconnect legislation by September 2024
- By September 2024, MCSS/60X30 will document the results of the individual projects and surface insights relevant to the creation of a more standardized framework or process for colleges to scale CPL as part of the onboarding of adult learners/Reconnect students.
- Document the barriers and opportunities around improving the transferability of CPL credits across institutions in Michigan

CPL Incentive Payment 23-24 Academic Year

- 14 Schools submitted incentive payment request
- \$80-\$143,640
- \$255,102 amount spent (although, still cleaning up data)

Macomb Community College

Improving Economic Mobility for Adult Learners (IEMAL)
with Credit for Prior Learning (CPL)

Tina Kattoula, Credit for Prior Learning Manager



Macomb's IEMAL Team

- Tina Kattoula
Manager, Credit for Prior Learning



- JT Neuffer
Executive Director, Office of the Provost



- Terri Weakland
Project Director, Student Services



ATD Coach



Kara Monroe

- Strategic Guidance
- Process Development
- Implementation Support

Challenge: (2 minutes)

Identify **ONE** Strength, Weakness, Opportunity, **or** Threat related to CPL at your institution.

- **Strengths:** What internal factors contribute positively to CPL? (e.g., strong institutional commitment)
- **Weaknesses:** What internal challenges or limitations exist? (e.g., lack of awareness among staff)
- **Opportunities:** What external factors could benefit CPL? (e.g., growing demand for flexible learning options)
- **Threats:** What external factors might hinder CPL? (e.g., regulatory factors)

Macomb CPL: SWOT Highlights



Strengths:

Strong Leadership Support
(President, Office of the Provost,
Vice President of Stud. Services)

Embedded into Strategic Plan

Dedicated CPL Webpage

Offer variety of CPL methods

MI Transfer Network

Authorized CLEP/DSST Test
Center (South Campus)



Weaknesses:

Lack of understanding &
awareness of CPL

Lack of Data

Limited CBE Opportunities

Inconsistent Implementation

Portfolio policies and processes



Opportunities:

Improve CPL Processes

Expansion of CPL opportunities

Partnerships & Collaborations

Curriculum & Technology
Integration

Engagement and
Communication



Threats:

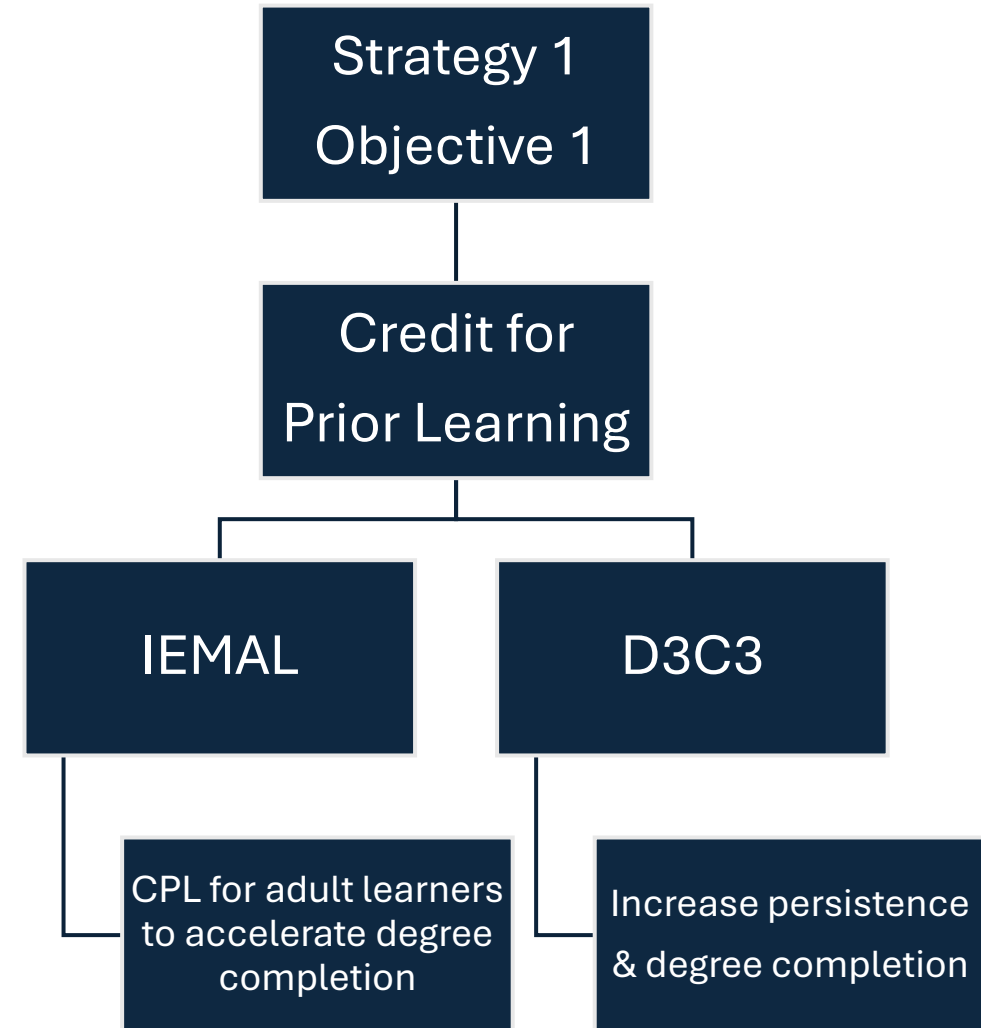
CPL Transfer Policies

Financial Constraints

Regulatory Factors

Macomb Community College
STRATEGIC PLAN 2025

- Increase the % of students who are awarded a credential or transfer with 30 credits or more within four years to 50% by June 30, 2025.
 - **Action Plan Item 1.1.22**
 - Increase the number of students who receive credit for prior learning by 5% by June 2025.



What does CPL look like @ Macomb?

- AP & IB
- Standardized Exams (CLEP, DSST)
- Military Training Credit
- Industry Certifications and Licensures
- Portfolio
- Credit by Exam
- Non-credit to Credit
- Transfer Credit

8.6

Average number of CPL credits earned per student

323

Number of students who earned credit for prior learning in the last year.

1300+

Number of CPL earners who have graduated

CPL as a Paradigm Shift



Recognize CPL credit as equal to competence achieved through course instruction



Enable students to initiate the CPL process



CPL promotes educational equity by recognizing the diverse learning experiences of adult learners.

Spread the Word:

- Dean's Council
- Faculty Development Day
- Learning Unit
- Admissions
- Counseling & Academic Advising

All Credits Awarded by Type: 2015-16 through 2022-23		CPL Type								
		AP (Advanced Placement)	ART (Articulation)	CLEP (College-level Examination Program)	Credit by Exam	DSST (Dantes Subject Standardized Test)	IB (International Baccalaureate)	NC2UG (Non Credit to Credit)	Portfolio	Total
		Credits Awarded	Credits Awarded	Credits Awarded	Credits Awarded	Credits Awarded	Credits Awarded	Credits Awarded	Credits Awarded	Credits Awarded
Race/Ethnicity	Hispanic/Latino	940	155	555	--	--	48	--	--	1698
	American Indian or Alaska Native	25	17	8	--	--	--	--	--	50
	Asian	936	113	129	--	--	145	--	12	1335
	Black or African American	290	383	99	3	--	36	2	9	822
	Native Hawaiian or Other Pacific Islander	22	--	--	--	--	--	--	--	22
	White	14600	4291	1690	41	25	552	4	115	21318
	Two or More Races	695	89	83	--	--	--	--	--	867
	Race and Ethnicity Unknown	869	376	100	11	--	154	3	23	1536
Total	18377	5424	2664	55	25	935	9	159	27648	
Age Group	Under 18	4489	28	128	--	--	110	--	--	4755
	18 - 19	10688	2040	351	10	--	458	--	--	13547
	20 - 24	2512	522	1015	--	6	351	--	31	4437
	25 - 29	484	563	404	6	16	16	4	--	1493
	30 - 39	145	776	437	13	3	--	5	39	1418
	40 - 49	27	1097	196	18	--	--	--	52	1390
	50 - 64	32	398	133	8	--	--	--	37	608
	65+	--	--	--	--	--	--	--	--	--
Total	18377	5424	2664	55	25	935	9	159	27648	
Pell Status	Yes - Pell Recipient	3668	764	831	9	--	149	3	41	5465
	No	14709	4660	1833	46	25	786	6	118	22183
	Total	18377	5424	2664	55	25	935	9	159	27648
Military Affiliation	Yes	216	362	290	6	15	--	--	12	901
	No	18161	5062	2374	49	10	935	9	147	26747
	Total	18377	5424	2664	55	25	935	9	159	27648
Gender	Male	8730	3913	1489	28	22	336	4	150	14672
	Female	9647	1511	1175	27	3	599	5	9	12976
	Total	18377	5424	2664	55	25	935	9	159	27648



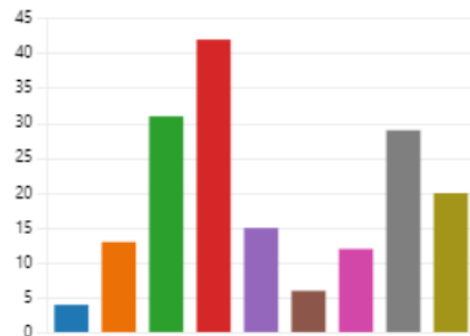
CPL Inquiry Form

- Implemented January 2024
- 10 Questions
 - Student Contact Info
 - Student Status
 - Current Program/program of Interest
 - Type of non-traditional learning experience
- Connects student with the CPL Manager
- CPL email address
- Admissions Application, CPL Webpage and Student Orientation

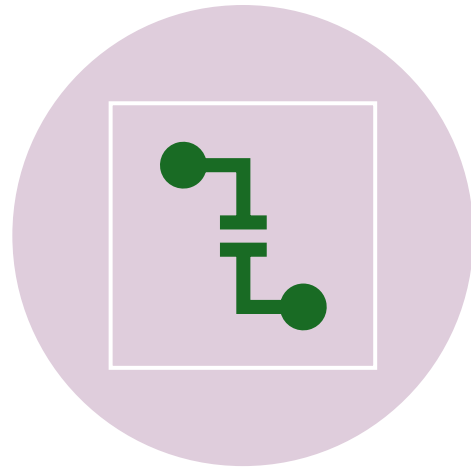
9. Help us better understand the types of experiences and learning you have gained outside of the traditional classroom.

[More Details](#)

- A) I have served or am currently... 4
- B) I have completed or am inter... 13
- C) I hold a professional license, ... 31
- D) I have work experience that I ... 42
- E) I have participated in civic act... 15
- F) I fluently speak a second lang... 6
- G) I have completed self-study, i... 12
- H) I have participated in or com... 29
- Other 20



Does CPL Method Matter?

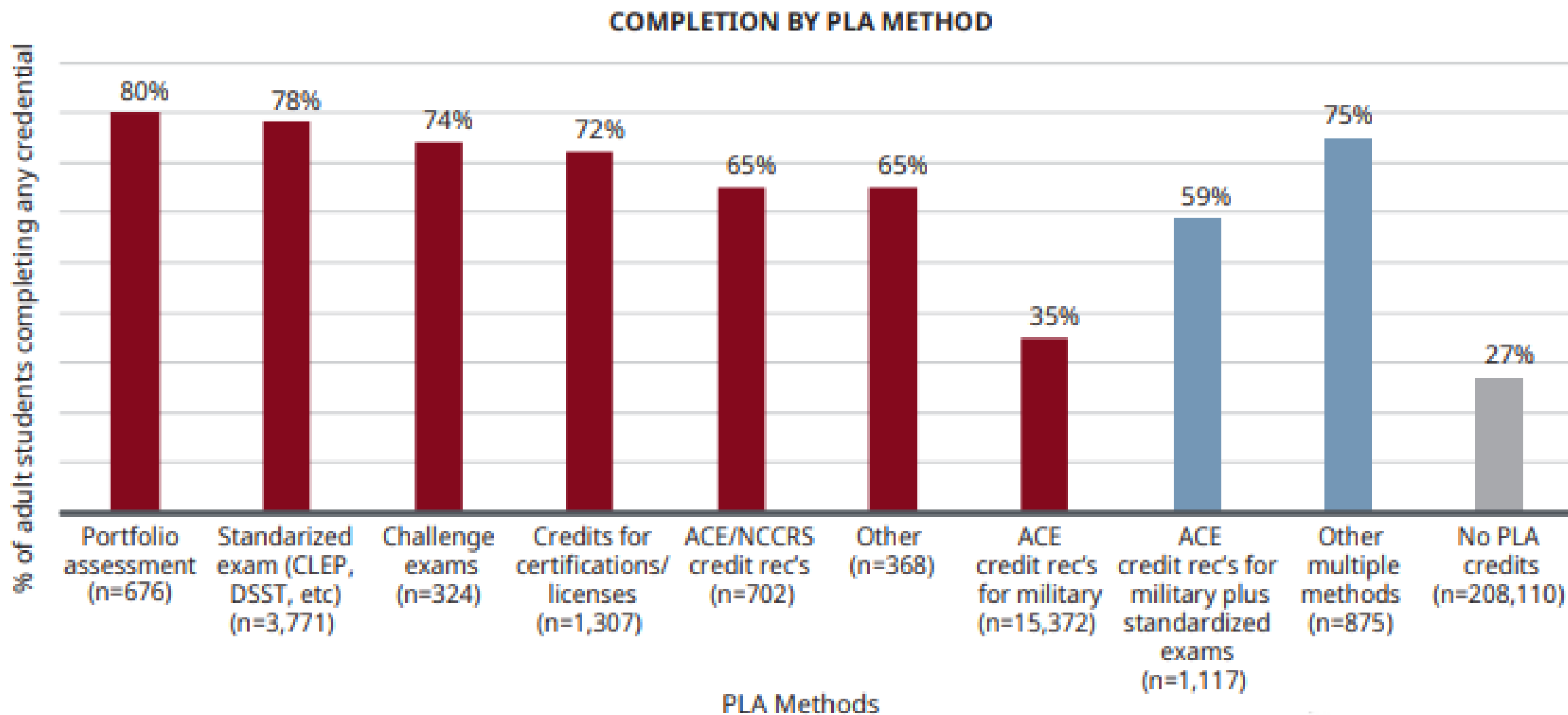


IS THERE A RELATIONSHIP BETWEEN CPL
METHOD AND DEGREE COMPLETION?

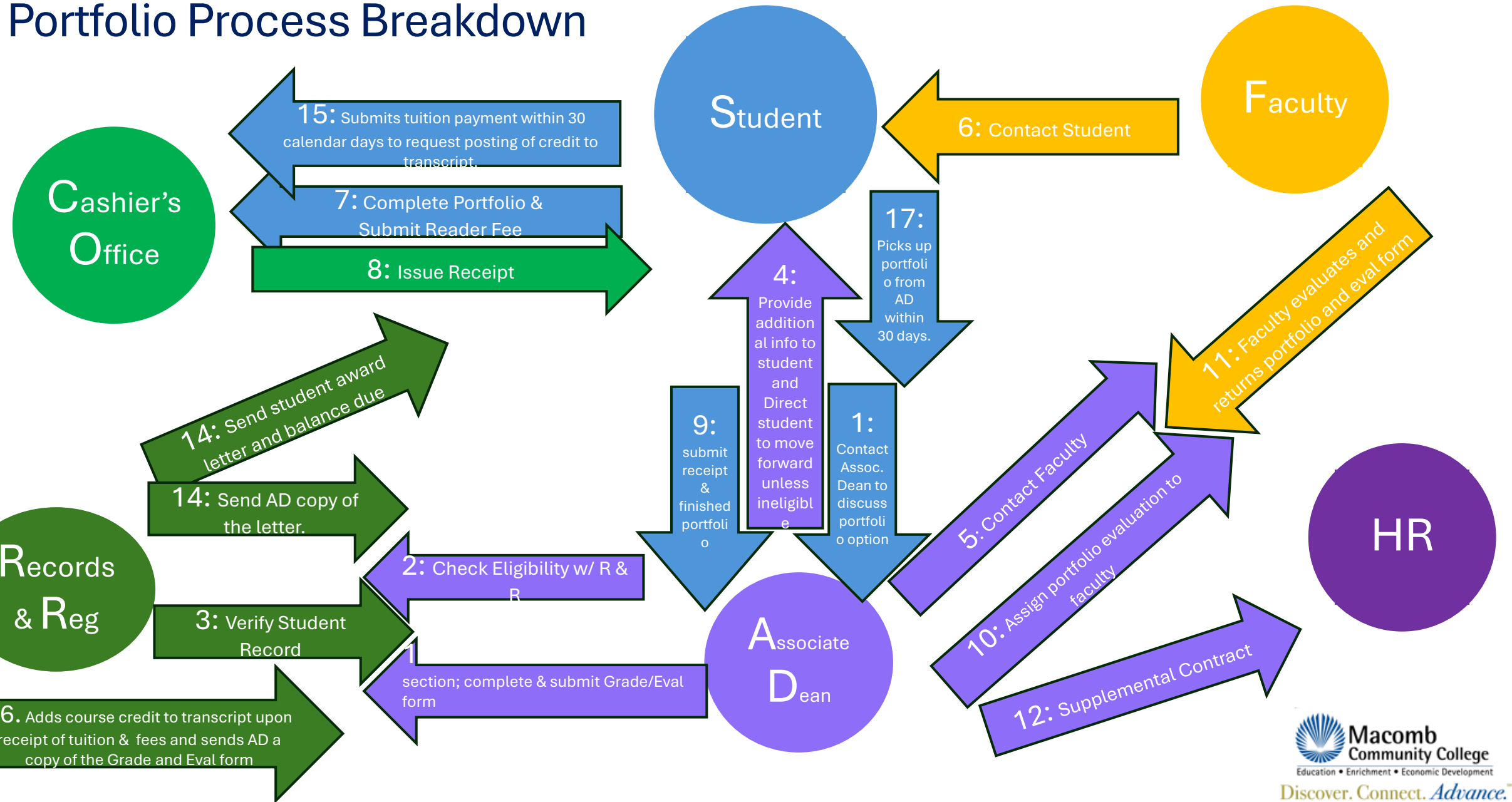


DO WE FIND THERE TO BE BETTER
OUTCOMES FOR STUDENTS USING ONE
CPL METHOD VS. ANOTHER?

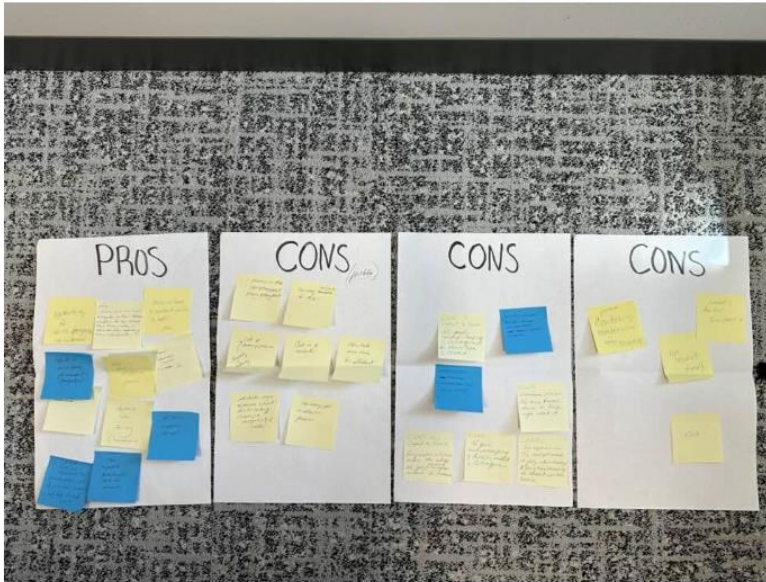
Figure 22. Adult student credential completion by PLA method



Portfolio Process Breakdown



Pros/Cons & Poll Results from CPL Presentation

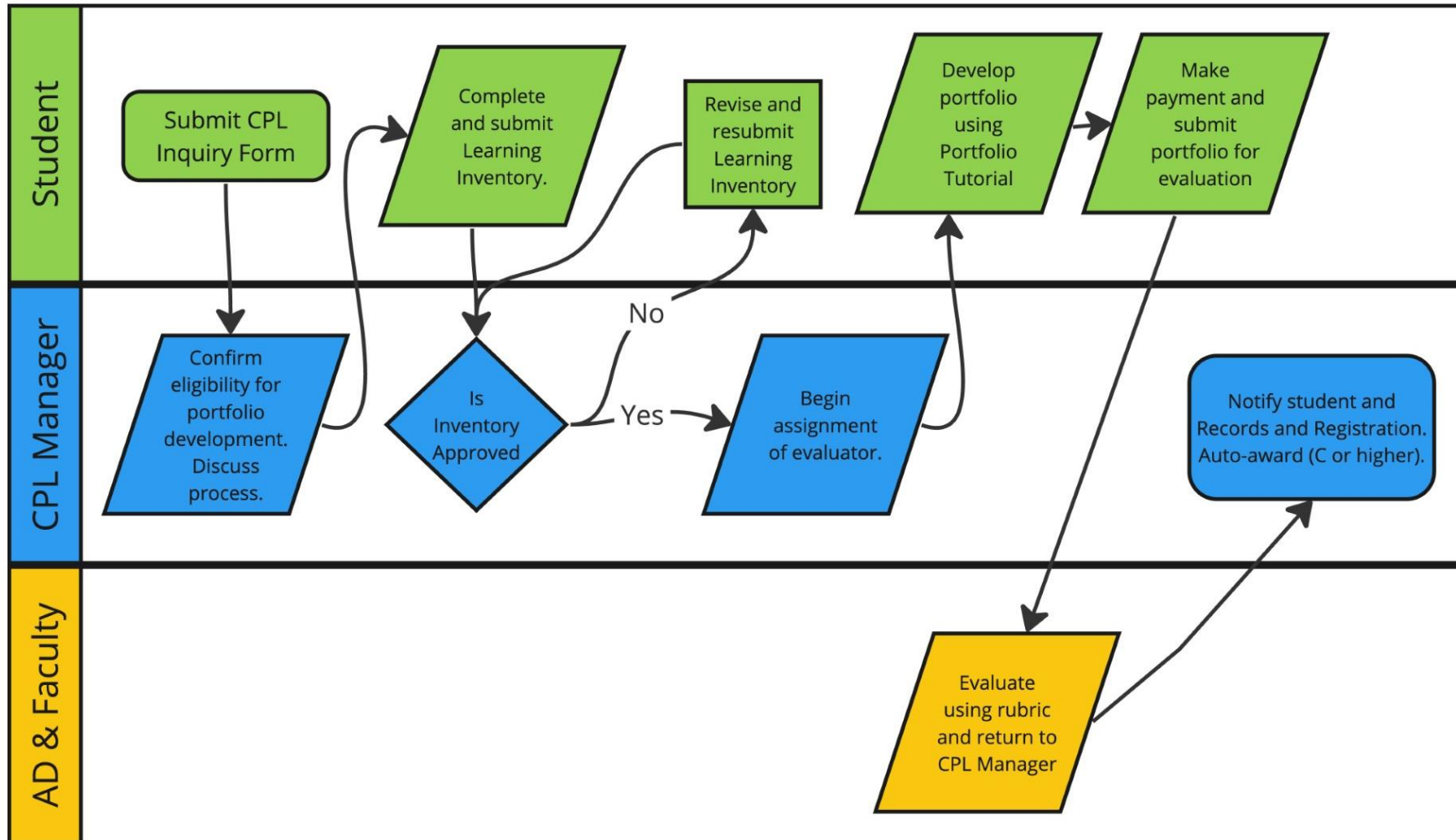


Pros:

- **We now have a contact Person for CPL**
- Time Savings in theory
- A positive concept in theory
- **Get done with degree sooner**
- **Can be a time saver for students** (subjective)
- Opportunity for students to leverage professional experience
- **Opportunity for recognizing life experiences**
- **Can expedite grad date for student**
- **Promotes success for students**
- Contact with faculty (Interaction)
- Have we examined our grad rate of our students that have utilized CPL?

Cons:

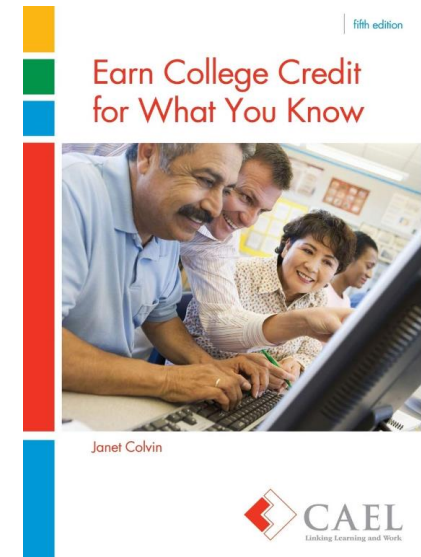
- Too many people involved in the process
- Students argue, ex, per line of points- due to **lacking rubric/** subjectivity of the grade
- Can take too much time for student
- **Confusing, cumbersome, time consuming**
- **Not student friendly**
- Students don't know about it
- Cost
- **Cost is not realistic.**
- Counseling and advising not aware of process.
- Process is broke.
- **Cost is not transparent.**
- **Process is not transparent.**
- **Too many touch points for AD's**
- Obscure process and no one knows where to find info about it
- **Too expensive**
- **Too complicated**
- Very time consuming for an assoc. Dean
- **No Good record keeping in colleague for portfolio process**
- Non equivalents between values, life experience, and specific course outcomes
- No good, easy to find information is available to students
- Needs to be more accessible and easier for many more students
- Regional anomalies that could exist



Portfolio Process

Learning Inventory

Identify your Experience(s)	What is the learning that occurred and how did you apply it?	What type of documentation do you have?	What course or course outcome does this match most closely with?
<p>EXAMPLE: Managed staff of 10 employees at B&N.</p>	<p>I learned how to effectively lead a team and use technology to appropriately communicate and share vital information. I have applied different methods of effective communication both internally with staff and externally with clients.</p>	<ul style="list-style-type: none"> • Email communications • Webinar Presentations on Zoom • Communication Plans • Feedback from clients and team members. 	<p>MGMT 1180- Human Relations Outcome #2 Objectives 1-3</p>



Earn College Credit for What You know (5th Edition- CAEL, Calvin, p.113 &169)

Portfolio: Removing Barriers & Creating Transparency


Category	Before	After
Fees	Reader fee and Tuition Charge	Evaluation fee only
Transparency	Each faculty or acad. department determined portfolio	Standardized Format
Evaluation	Grade and Evaluation Form	Rubric- scored based on established criteria
Policies	No appeal on grade/ decision.	Resubmission permitted within 30 days of initial evaluation
Credits	Limited to 17 credits	No credit limit/ must meet graduation requirements

Rubric

- 2 scores
 - Meets Expectations
 - Needs Improvement
- Criteria
 - Resume
 - Reflection on Learning
 - Mastery of Knowledge and Skills (*Course Outcomes/objectives*)
 - Documentation
 - Portfolio Organization

System Support Structures

- Include CPL in curriculum process
 - Like Common Degree Outcomes (CDOs)
 - Publish on ACOI in Colleague
 - Make available in BI for reporting
 - Display in Macomb Catalog under CDOs

XCOI - Course CPL and CDO Info  New Record Save Save All Cancel Cancel All

Course : Title :

Common Degree Outcomes (CDO) Last Date CDO Modified

Communication

Critical Thinking

Global Literacy

Information Literacy

Quantitative Reasoning

Scientific Literacy

Credit for Prior Learning (CPL) Last Date CPL Modified

Advanced Placement (AP)

Apprenticeship

Certifications & Licenses

Credit by Exam (CBE)

Colleague Level Examination Program (CLEP)

International Baccalaureate (IB)

Portfolio

Workforce & Continuing Education (WCE)

Help for the Course CPL and CDO Info (XCOI) form

Process Overview

Use the Course CPL and CDO Info (XCOI) form to maintain course information for Common Degree Outcomes (CDO) and Credit for Prior Learning (CPL).

Common Degree Outcomes (CDO)

1. Communication: The graduate can communicate effectively for the intended purpose and audience.
2. Critical Thinking: The graduate can make informed decisions after analyzing information or evidence related to the issue.
3. Global Literacy: The graduate can analyze human behavior or experiences through cultural, social, political, or economic perspectives.
4. Information Literacy: The graduate can responsibly use information gathered from a variety of formats in order to complete a task.
5. Quantitative Reasoning: The graduate can apply quantitative methods or evidence to solve problems or make judgements.
6. Scientific Literacy: The graduate can produce or interpret scientific information presented in a variety of formats.

Credit for Prior Learning (CPL)

1. Advanced Placement (AP): Can credit for this course be earned with an acceptable score on the AP exam?
2. Apprenticeship: Can credit for this course be earned by completing one of Macombs qualifying apprenticeship programs?
 - Detroit Metropolitan Masonry Joint Apprenticeship and Training Fund Certified Masonry Construction Program
 - Detroit Carpentry Joint Apprenticeship Training Committee
 - Greater Detroit Cement Masons Joint Apprenticeship Committee Local 80 Sheet Metal Training Center
 - Pipefitters, Steamfitters, Refrigeration & Air Conditioning Service Local Union 636
 - Michigan Laborers Training and Apprenticeship Institute
 - Millwrights Local 1102 Apprenticeship
 - Pipefitting Industry Education Trust Fund of Detroit and Vicinity
3. Certifications & Licenses: Can credit for this course be earned by completing an accredited industry certification or licensure?
4. Credit by Exam (CBE): Can credit for this course be earned with an acceptable score on a comprehensive final exam?
5. College Level Examination Program (CLEP): Can credit for this course be earned with an acceptable core on the CLEP exam?
6. International Baccalaureate (IB): Can credit for this course be earned with an acceptable score on the IB exam?
7. Portfolio: Can credit for this course be earned by creating a portfolio?
8. Workforce & Continuing Education (WCE): Can credit for this course be earned by completing an accepted WCE course?

[View full help for this form](#)

How To...

No online procedural help is available for this form. Please see the user documentation.

[View all available procedures](#)

Related Elucian Resources

Please visit the [Elucian Customer Center](#) for more resources.

CREDIT FOR PRIOR LEARNING (CPL)



LEARN MORE ABOUT THE WEBINARS



<http://link.macomb.edu/Zu13>

REGISTER HERE



<http://link.macomb.edu/Nu1r>

my.macomb.edu



Discover. Connect. Advance.

GWAP20208

Student Engagement

- **Monthly Webinars**
- **Frequency:** 1 per month
- **Duration:** 1 hour
- **Structure:**
 - **30 minutes:** Informative Presentation
 - **30 minutes:** Interactive Q&A Session

Additional Features:

- **Interactive Polls:** Engage students during the presentation
- **Resource Sharing:** Provide supplementary materials and follow-up resources
- **Feedback Surveys:** Collect input to improve future sessions



Discover. Connect. Advance.

Continuing the Work

- Student Testimonials
- Faculty CPL Toolkit
- CPL transfer partnerships and articulation agreements
- Expand Credit by Exam Opportunities
- Workforce & Continuing Ed credit articulation

Lessons Learned



PROGRESS OVER PERFECTION!



JUST BECAUSE IT'S TAKING TIME,
DOESN'T MEAN IT'S NOT
HAPPENING!



CELEBRATE SMALL VICTORIES!



How are you feeling?

- Empowered
- Ready to Take Action
- Need More Convincing

Credit for Prior Learning & Delta College

Jennifer Carroll

Director Workforce Strategies

Delta Students

- 9,360 credit seeking students annually
- 56% of students receive aid

Enrollment Status

Full-time: 29%

Part-time: 71%

Average Student Age: 24

Veterans Using G.I. Bill® Benefits: 456

Dual Enrolled Students: 1,426



Delta's Approach

- Learners face significant challenges in navigating the educational landscape.
- CPL is at the heart of the college's strategy.

Strategic Alignment

- President, Dr. Michael Gavin, announced CPL as a method to support retention and completion strategies of college.
- Integration of message
 - Executive Leadership Presentations
 - Administrative leadership including Registrar, Admissions, Advising, Marketing
 - Faculty
 - Board of Trustees

Strategic Alignment

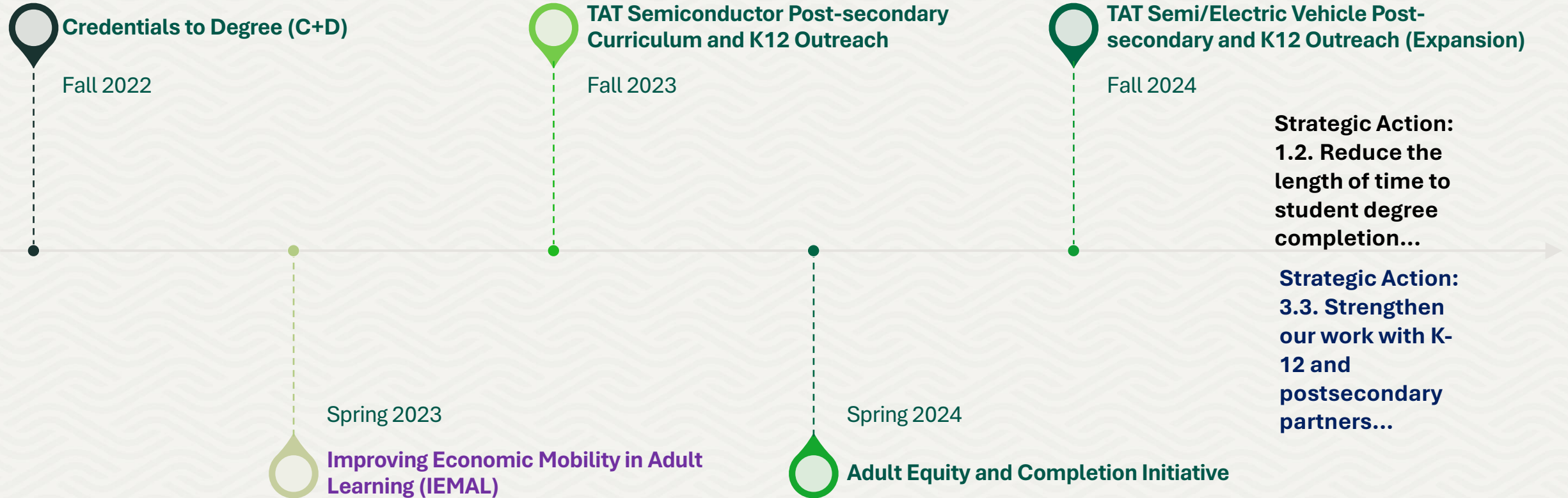
1.2. Reduce the length of time to student degree completion through innovation, challenging traditional modes of measuring credit and effective course scheduling.

3.3. Strengthen our work with K-12 and postsecondary partners to ensure a seamless transfer of all credits upon graduation, and with workforce industries to ensure access to well-paying jobs upon completion.

Fundamental Shift of Culture

- To acknowledge the value of CPL, you must first agree to acknowledge valuable learning can happen outside the college classroom.
- There are ways to measure the learning and competencies.
- Finding consistent ways to measure learning supports BEDI and provides greater opportunities for student success.

Grants and Initiatives Supporting Strategic Actions



Improving Economic Mobility for Adult Learners Using CPL



Achieving
the Dream 

 Jobs for
the Future


MICHIGAN COMMUNITY
COLLEGE ASSOCIATION


Delta College

Metrics

- Delta College Goal
- 5% increase in CPL for students



Process Documentation Increases Transparency & Clarity for Faculty and Students

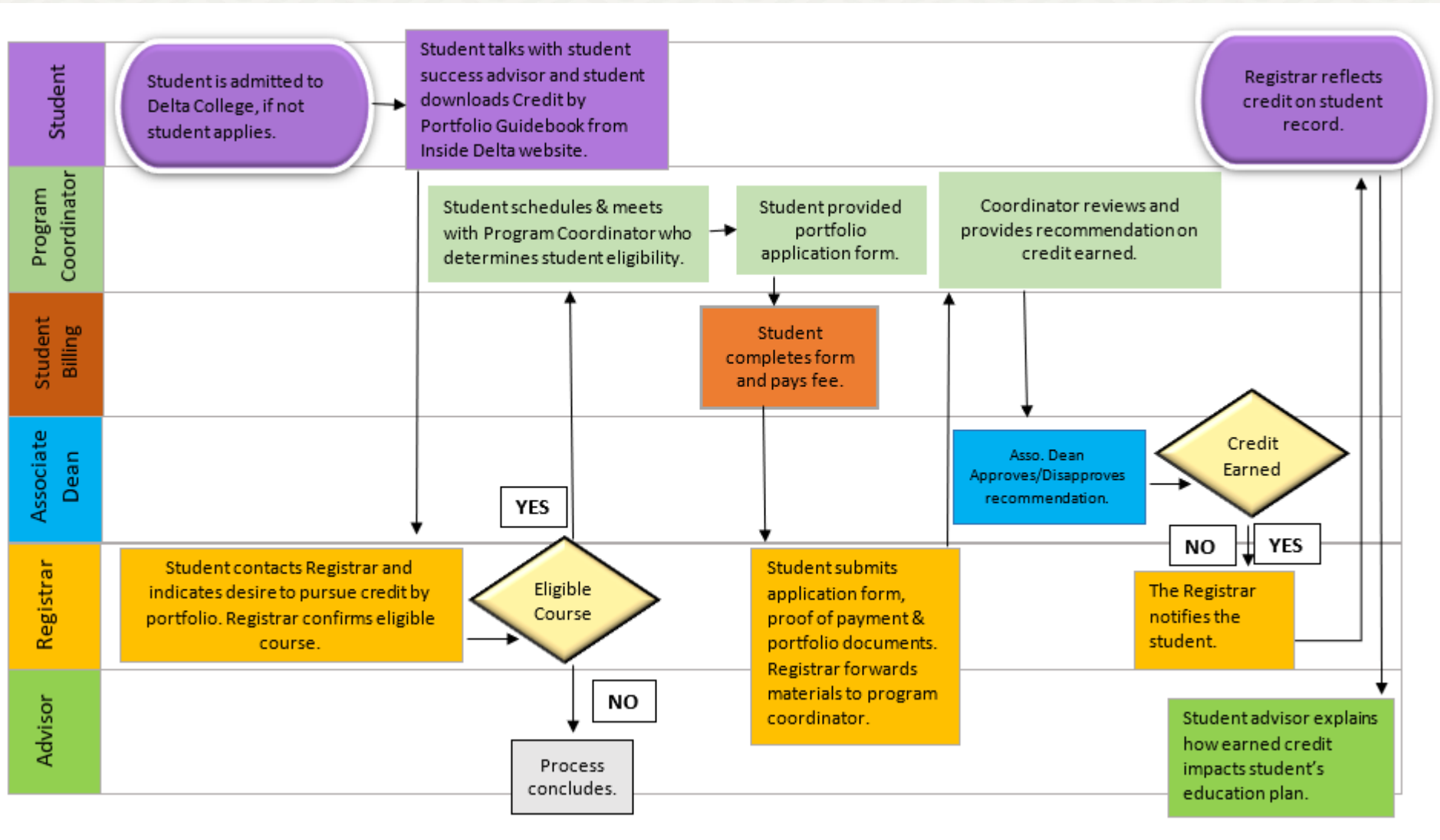
- **CPL Guidebook Created**

- Six PLA Methods for CPL Identified
- Procedures documented
- Process Flow charts developed
- Sharing of CPL Guidebook with Michigan Community College Association

Delta College CPL Process Methods Include

- Advanced Placement or International Baccalaureate
- Credit for Military Training
- Industry Credentials
- Exam by Third Party
 - College Level Examination Program (CLEP)
 - Defense Activity for Non-Traditional Educational Support (DANTES/DSST)
- Exam by Delta College Division Faculty
- Credit by Portfolio (Credit for Work Experience)

Credit-by-Portfolio



- Updated process flow
- Updated forms
- Appeal process

Rubric

Credit by Portfolio Assessment Guide

Before a portfolio can be accepted for assessment, the specific course learning outcomes from the course catalog must be attached to the rubric. The course learning outcomes and course description for the course are listed in the catalog, found on [Delta College - Acalog ACMS™](https://catalog.delta.edu/) (<https://catalog.delta.edu/>). The completed rubric must be signed by the Program Discipline Coordinator and submitted to the Registrar with the Portfolio Review CPL Results Form. Each portfolio is to be assessed based on the following three criteria.

- **Experience: Sources of Learning**
- **Artifacts: Demonstration of Learning**
- **Application of Learning: Mastering Knowledge and Skills**

Documentation submitted to Delta College becomes the property of the institution and will not be returned to the student. Documentation may be defined as, but not limited to, complete job descriptions, copies of course materials and outlines, certificates, training reports, signed supervisory verifications and evaluations on letterhead, and any other descriptive information that may provide a clear understanding of a student's background and competencies. Delta College requires certification that the work or training experience is the student's own.

All application and all supporting documents will be retained by the college and not returned to the student.

Delta Builds CPL Awareness with Students, Faculty & Employers

- Each semester
IT Employer Spotlight
event for students



Example of How to Use Industry Recognized Credential for CPL at Delta College

IT Support Professional

Free training through Delta until 12/2025

Articulates to:

Computer Science IT Support AAS

14 academic credits (5 courses)

Google IT Support Professional Certificate

Considering a career in IT? This training is designed for an entry level professional wishing to explore and upskill their computer knowledge and ideal for roles of IT support and computer network specialist. This course is 94 hours of training done on-line using your personal computer and may be completed in six months. It can be accessed at a time convenient for you and has guided instruction with assignments and quizzes.

This career credential training will allow learners to complete five separate training courses including: technical support fundamentals, bits and bytes of computer networking, operating systems and becoming a power user, system administration and IT infrastructure, IT security.

Upon completion, students will receive a Google Certificate of Completion. Students who wish to pursue an associate degree or certificate in computer science at Delta College may provide their valid Google Certificate and receive academic credit.

Google Certificate	Credits earned	Tuition savings
Google IT Support Professional Certificate	4 credits – CST 128 Computer Hardware and Troubleshooting 3 credits – CST 278 A+ Certification Prep 3 credits – CST 160 Network Essentials 1 credit – CST 135 Help Desk Fundamentals 3 credits – CST 266 Information Security	You can save nearly \$1700 in in-district tuition for these 14 credit.

Note of additional requirement: After completing the Google certification, students must pass the *TestOut Security Pro Certification*. This is part of CST 266 requirements and is the *final exam* for CST 266.

Schedule and cost

Time: 6 months of online training

Effort: 94 total hours, 3-4 hours per week

Dates: Enroll at any time

Cost: Free

REGISTER NOW

Delta College CPL Activities

- Promote credit for prior learning as an important pathway to degree completion. [Delta College Public Broadcasting TV](#) - five minute VIDEO

Promote CPL Process and Benefits



- New Delta CPL public website page
- Educational sessions for the College and additional training for advising team members
- Student centric approach to tools

Michigan Transfer Network Tool



Earn Credit for Industry Credentials

- 1 Select a **Receiving Institution** (required).
- 2 Select **Sending Provider** OR **Credential** to further filter your results.

Receiving Institution
Delta College

Sending Provider
- Select -

Credential
- Select -

Search Clear Search



RECEIVING INSTITUTION	SUBJECT	COURSE	COURSE TITLE	CREDITS	GENERALCREDITS	WAIVECREDITS	START	END	SENDING PROVIDER	CREDENTIAL	
Delta College	LWT	170	Basic Life Support for the Health Care Provider	1.00	-	-			American Heart Association	Basic Life Support	Details
Delta College	LWT	165	HeartSaver First Aid with CPR	1.00	-	-			American Heart Association	First Aid & CPR	Details
Delta College	CST	160	Networking Essentials	3.00	-	-			CompTIA	CompTIA Network+	Details
	CST	274	Network+ Certification Prep	2.00	-	-					
Delta College	CST	128	Computer Hardware and Troubleshooting	4.00	-	-			CompTIA	CompTIA A+	Details
	CST	278	A+ Certification Prep	3.00	-	-					

Mitransfer.org
Michigan
Transfer
Network



Delta College Tool



**Potential or
Current
Student**

**CPL
Wizard**



All CPL Methods Available
Updated in Real Time

Student-Driven Process

Identifies Relevant CPL
Options to the Student for
Their Personal Situation

Demonstrates Cost Savings




**Digital or
Print Output**



Delta College

Credit for Prior Learning Wizard





Credit for Prior Learning (CPL) Wizard

Complete this Credit for Prior Learning (CPL) Wizard form to determine what college credit you may qualify for based on your educational, work and life experiences. Answer the questions below, then select the courses, exams or credentials you've completed in each of the categories. Immediately following your responses, you will receive a printable pdf of possible eligible credits which may apply toward Delta College certificate and associate degree programs.

Name

Email

I have taken/or will be taking Advanced Placement (AP) or International Baccalaureate (IB) exams while in high school.

Yes No

I have/am interested in an industry credential (ex: CPR certification, Journeyman card, etc.) that might allow me to earn college credit.

Yes No

I have taken/am interested in test-out credit options (ex: CLEP/DANTES, Delta College credit-by-exams).

Yes No

I have work or other experiences related to my program of study.

Yes No

I have military experience.

Yes No

- Asks about each CPL method
- Detail screens for more information
- Generates output of course information
- Delta.edu – Credit for Prior Learning under Academic section

Date: 08/19/2024

Other Possible Courses	Important Notes	Course Contact Hours (for Billing)	In-District Tuition	Technology Fees	Estimated In-District Cost of Course	Estimated Savings
CST 128, CST 278		4	\$532	\$100	\$632	\$632
CST 128, CST 115, CST 160, CST 266, CST 278	Google IT Support Professional Certificate of Completion can be used to grant credit for CST-160 and CST-135. To receive credit for CST-128 and CST-278 CompTIA A+ Certification required. To receive credit for CST-266, TestOut Security Pro Certification re	1	\$133	\$25	\$158	\$158
CST 160, CST 274		3	\$399	\$75	\$474	\$474
		4	\$532	\$100	\$632	\$632
CST 128, CST 278		3	\$399	\$75	\$474	\$474
	Certain members of the U.S. Armed Services, veterans, their spouses, and civilian employees may be eligible for DANTES funding to take a CLEP exam. Proper Military ID is required on the day of testing. All DANTES eligible service members will be required to pay Delta College's administrative fee of \$35, or \$25 for active military.	5	\$665	\$125	\$790	\$662



Registrar's Office to inquire about a potential credit review.



- Remember all students are encouraged to discuss options with their Student Success Advisors.
- This is a starting point for that conversation.

Summary

- CPL is a tool used to support strategic initiatives of College.
- To shift culture on value of CPL, leadership must be involved and be vocal advocate for relevancy to student.
- Faculty must understand value.

- Tools are great.
- Advisors are better.
 - Without trained advisors to translate impact, CPL efforts can be lost.

Suggested Reading Resources

1. [The PLA Boost](#)
2. [Equity Paradoxes in the PLA Boost](#)
3. [Credit for Prior Learning Portfolios as a High-Impact Practice](#)
4. [Embedding Credit For Prior Learning in Career Pathways](#)
5. [Recognition of Prior Learning in the 21st Century](#)
6. [Attracting Adult Learners with Credit for Prior Learning](#)
7. [Enhancing Accessibility and Inclusion: The 2024 Landscape of Credit for Prior Learning in U.S. and Canadian Higher Education](#)
8. [PLA Business Model](#)
9. [Today's Disengaged Learner is Tomorrow's Adult Learner](#)
10. [Maximizing Credit for Prior Learning in a Data-Informed Ecosystem](#)