Session 1: Equitable Policy Considerations for Credit for Industry Recognized Credentials

PRESENTED BY
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OUR TEAM

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**Strategy #2: Industry Recognized Credentials**

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<th>Session 1: Institutional Policies</th>
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Welcome and Introductions
Policy review and discussion
Part 1: The Student Experience
  Policy components and considerations
  Michigan community college policy examples
  State and system level policy considerations
  College and system exemplars as resources
Part II: The Institutional Process
  Discussion and Jamboard
  Identifying Action Items
  Next steps and commitments
Additional Resources
Wrap Up and Closing
Imagine you are a student - identify your college’s website for prospective students interested in earning credit for industry recognized credentials. Examine the process and policies from the student perspective.

- Was the process of finding the answers to this part of the exercise easy or difficult? What made it either?
- What would you do to improve the student experience?
COLLEGE-LEVEL POLICY COMPONENTS

1. Standards and Values - for quality and transparency

2. Shared Definitions - clear policy relies on agreed upon definitions

3. Marketing and Recruitment - ensuring the information is accessible and clearly communication

4. Application Process - design with scaling in mind with key metrics collected
5. Credential Evaluation - important for faculty and registrar purposes

6. The Student Record - transcripting, transfer, and articulation

7. An Established Grievance Process - a clear policy for students to follow if needed

8. Policy Evaluation Plan - an established timeline for policy and credential review
MICHIGAN EXAMPLES

Macomb Community College
Student landing page for industry recognized credentials. Includes links to course equivalency and student request form.

Northwest Michigan College
CPL landing page for students and links to student procedure for earning credit for credentials.
Certifications and Licenses

If you hold an industry-issued certificate or license, please click the link to the Program of Study in the table below to view equated courses or contact the following area for additional information regarding how these credentials may provide credit at Macomb. Students must apply for articulated credit within three (3) years of completion of the certification or license, or in accordance with the specific Articulation Agreement. Download Credit for Prior Learning, Industry-Issued Certifications and Licenses Request Form.

<table>
<thead>
<tr>
<th>Program of Study</th>
<th>Contact Email</th>
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<tbody>
<tr>
<td>Business</td>
<td><a href="mailto:busadmdept@macomb.edu">busadmdept@macomb.edu</a></td>
</tr>
</tbody>
</table>

Student agreement form specifies:

- The timeline for which students can earn credit for credentials (within 3 years of award date)
- The process for students to apply and eligibility criteria
- The cost associated with earning credit for credentials (all tuition and fees waived)
- Course equivalencies mapped to credentials
Administrators, faculty, and staff intend by the terms and conditions set forth in this agreement to help eligible students continue their education on a career pathway leading toward a Certificate or Associate Degree. This is an agreement for academic programs at Macomb Community College and may not extend or transfer to other institutions.

It is agreed that students who complete the above-named industry-issued Certification/License and who meet the following requirements will receive Macomb Community College academic credit:

1. Student must document successful completion of all competencies within their Certification or Licensure and provide a current/active copy of the certification/license.

2. Students must apply for articulated credit within three (3) years of completion of the certification or license, or in accordance with the specific Articulation Agreement.

3. Student has, by way of a grade or teacher testimonial, received a recommendation from the program instructor.

4. Applicants for academic credit must meet all College admission requirements and be an enrolled/registered student in good standing.

5. Regular tuition and fees for credit granted under this agreement will be waived.

6. Course credit will be awarded upon successful completion of all requirements defined in Macomb Community College's Articulation Agreement.

☐ By checking this box I acknowledge that credit awarded at Macomb Community College may not extend or transfer to other institutions. I also understand submission of this form does not guarantee credit and that credit will only be awarded if I have met all requirements within the Articulation Agreement related to my request.
The process and procedure is clear for students.

Students must have their application for credit signed by a lead instructor or department chair.

Certifications are mapped to equivalent course credits and students receive transfer credit (no grade is assigned).

<table>
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<tr>
<th>CERTIFICATIONS</th>
<th>EQUIVALENT CREDITS</th>
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<tbody>
<tr>
<td>A+ certification</td>
<td>CIT 156 and CIT 157</td>
</tr>
<tr>
<td>Cisco CCNA</td>
<td>CIT 160, CIT 161, CIT 260, CIT 261</td>
</tr>
<tr>
<td>Linux+</td>
<td>CIT 256</td>
</tr>
<tr>
<td>Microsoft 70-742</td>
<td>CIT 247</td>
</tr>
<tr>
<td>Microsoft 70-740</td>
<td>CIT 215</td>
</tr>
<tr>
<td>Microsoft 70-741</td>
<td>CIT 246</td>
</tr>
<tr>
<td>Cloud+</td>
<td>CIT 243</td>
</tr>
<tr>
<td>Network+</td>
<td>CIT 213</td>
</tr>
<tr>
<td>Security+</td>
<td>CIT 240</td>
</tr>
<tr>
<td>ServSafe</td>
<td>CUL 110</td>
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</tbody>
</table>
Certification Credits allow students to receive course credit for certifications in specific, identified areas as recommended and approved by full-time faculty members in discipline areas which have been pre-approved.

The procedure for students to receive credit is:

- The student will present the certification paperwork to the lead instructor or department chair in the educational area appropriate to validate the timeliness and authentication of the certificate earned.
- When approved, the instructor will complete this form with the name of the course and credits, and give the form to the Registrar in the Records and Registration office.
- The Registrar will record the credits on the official transcript and email results to the student.
- Credits will be recorded as Assessment credit. No grade will be assigned.

APPLICATION

_____________________________  _______________________
Student’s Name                      Student NMC ID

_____________________________  _______________________
Course Number  Course Title                      Credits
COLLEGE-LEVEL POLICY COMPONENTS

1. Standards and Values
2. Shared Definitions
3. Marketing and Recruitment
4. Application Process
5. Credential Evaluation
6. The Student Record
7. An Established Grievance Process
8. Policy Evaluation Plan
Ivy Tech has a fully developed crosswalk which maps credentials to non-credit and credit courses:

- Includes options to earn credit for apprenticeship and military experience
- International equivalences

Mapped for a wide array of sectors/fields providing for greater equity and access.

Designed to integrate and map into stackable pathways.

Transparency in policy, requirements, and costs to students.
Costs are transparent and clearly communicated to students.

No cost for student to earn credit through certification or verified training (apprenticeship or military).

<table>
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<tr>
<th>OPTION</th>
<th>COST TO STUDENT</th>
<th>TRANSCRIPT NOTATION*</th>
<th>ELIGIBILITY</th>
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<tbody>
<tr>
<td>Credit for Advanced Placement Examinations</td>
<td>Fee paid to Educational Testing Service</td>
<td>Verified Competency</td>
<td>Score of 3 or higher</td>
</tr>
<tr>
<td>(AP)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credit for International Baccalaureate</td>
<td>Fee paid to IB Testing Service</td>
<td>Verified Competency</td>
<td>Score of 5 or higher</td>
</tr>
<tr>
<td>Examinations (IB)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training and Certification Crosswalk</td>
<td>No fee</td>
<td>Verified Competency</td>
<td>Proof of certification completion</td>
</tr>
<tr>
<td>Credit for College Level Examinations Program</td>
<td>$109.00 ($89 exam fee &amp; $20 proctor fee for Ivy Tech Testing Services)</td>
<td>Verified Competency</td>
<td>Score of 50% or higher on each exam</td>
</tr>
<tr>
<td>(CLEP)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credit for DANTES Subject Standardized Test</td>
<td>$105.00 ($85 exam fee &amp; $20 proctor fee for Ivy Tech Testing Services)</td>
<td>Verified Competency</td>
<td>Score ranges vary based on test type</td>
</tr>
<tr>
<td>(DSST)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ivy Tech Community College PLA Process</td>
<td>$50.00 if credit is awarded</td>
<td>Verified Competency</td>
<td>Core competencies are met. Please meet with faculty advisor to determine eligibility.</td>
</tr>
<tr>
<td>UEExcel Crosswalk</td>
<td>Fee paid on website. Fee depends on test type</td>
<td>Verified Competency</td>
<td>Score of 50% or higher on each exam</td>
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Presents compelling metrics to support equity case for increasing credit for industry credentials.

Faculty resources including:
- Assessment tools and resources
- Evaluation tools for continuous improvement
- Rubrics and metrics for credit evaluation and portfolio assessment

National Replication Study in CITY UNIVERSITY OF NEW YORK (CUNY)
Credit for Prior Learning is one mechanism for addressing disparity in access to higher education.

Students who utilize CPL are:

**More likely to persist**
On average, students who engage in CPL take an additional 17 credits.

**More likely to graduate**
Completion rates are 17% higher among CPL students, and even higher for students of color (24% among Latinx students).

**Saving time & money**
12 CPL credits can accelerate degree completion by 9 months for an associate degree and 14 months for a bachelor's degree.
Figure 1. John Jay ACE Fall 2015 Cohort 4-Year Graduation

Source: ACE calculations using data from CUNY Administrative Data Warehouse.

Notes:
(1) Comparison group includes students who met the ACE eligibility criteria, matched to ACE students using one-to-one greedy propensity score matching with a 0.2 caliper.
(2) Data for American Indian/Alaskan Native students not included as the sample size is less than 10.

January 19, 2021
Colorado Department of Higher Education and the Colorado Community College System

- Complementary policies, iterated over time. State Commission on Higher Education approved recognition of prior learning with core requirements for all public colleges in the state
- State policies define: prior learning assessment methods, transfer guidance, records management and quality requirements

Community College System Procedure

Establishes a formal and consistent statewide definition for PLA

Sets a standard for:

- Publicizing PLA opportunities to students
- Establishes the methodology for evaluating learning and parameters for awarding PLA credit

Establishes CO’s PLA Credit Crosswalk Matrix and links to those of all other public colleges in the state
POLICY STATEMENT

The State Board recognizes the value of prior learning in the achievement of academic goals. It is the policy of the Board that a student’s college level learning shall be evaluated for college credit at the student’s request. Students have the right to clear and concise information concerning how Prior Learning Credit (PLA Credit) might help them reach their academic goals.

EDUCATIONAL PRINCIPLES

Through this policy, the Board recognizes the following educational principles:

1. Learning occurs both within formal educational settings and in the community at large.
2. The criteria for evaluation of such learning should take into consideration the educational goals which are identified by the student, as well as institutional and State System requirements.
3. Evaluation of prior learning should provide substantive information about the knowledge, competencies, attitudes, values, and other dimensions of personal development which the individual possesses.
COLORADO PRIOR LEARNING QUESTIONNAIRE

Your Knowledge + Expertise EQUALS COLLEGE CREDIT!

This tool will help you learn what college credit you might receive based on your prior learning experiences. All you have to do is build out a quick history of the classes, training, jobs, and other experiences you’ve had!

After building out this personal learning history, you'll meet with a community college advisor to finalize the credits for which you may qualify. Those credits will then be applicable at any Colorado Community College System school.
ADDITIONAL RESOURCES AND MATERIALS

Council for Adult and Experiential Learning (CAEL) and Competency Based Education Network (CBEN)
Partners in a New Learning Model: Competency-Based and Credit for Prior Learning (March 2022)

American Council on Education (ACE)
Curriculum Crosswalk and guidance for faculty and college administrators

Colorado Community College System
Prior Learning Assessment Credit Manual
PLA Crosswalk Matrix
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Thank You!

Join us for our next session in June!