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Strategy #2: Industry Recognized Credentials

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

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Session 1: Institutional Policies	March 10, 2022
Session 2: Aligning Credentials (Workshop 1)	June 2, 2022
Session 3: The Student Experience	August 4, 2022
Session 4: Aligning Credentials (Workshop 2)	October 6, 2022

AGENDA

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

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



POLICY REVIEW

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.

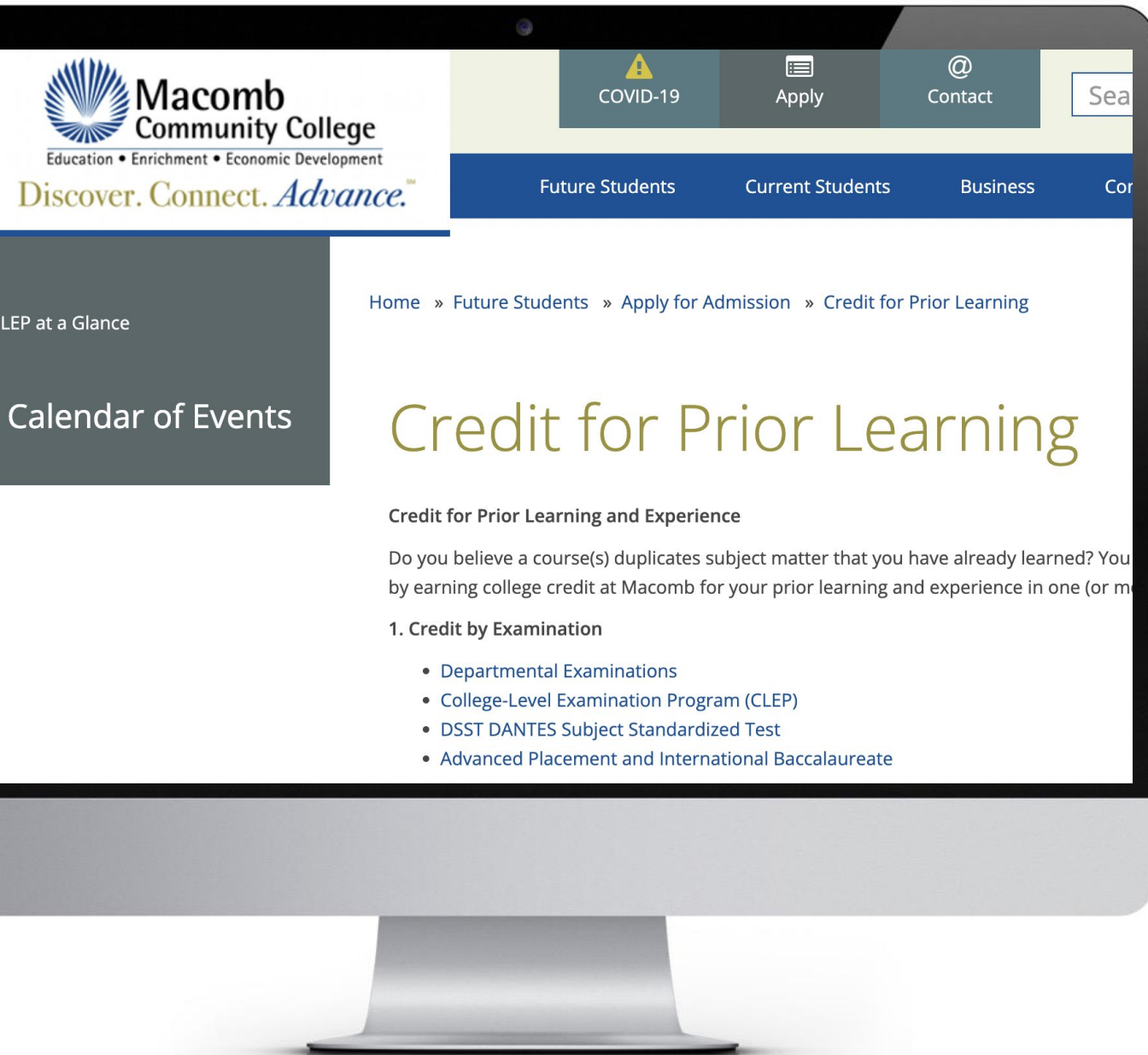
- Was the process of finding the answers to this part of the exercise easy or difficult? What made it either?
- What would you do to improve the student experience?

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

COLLEGE-LEVEL POLICY COMPONENTS

5. Credential Evaluation - important for faculty and registrar purposes
6. The Student Record - transcribing, 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.



STATE EXAMPLES

MACOMB COMMUNITY COLLEGE



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](#).

Program of Study	Contact Email
Business	busadmdept@macomb.edu

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.

STATE EXAMPLES

NORTHWEST MICHIGAN COLLEGE



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).

APPROVED CERTIFICATIONS

CERTIFICATIONS	EQUIVALENT CREDITS
A+ certification	CIT 156 and CIT 157
Cisco CCNA	CIT 160, CIT 161, CIT 260, CIT 261
Linux+	CIT 256
Microsoft 70-742	CIT 247
Microsoft 70-740	CIT 215
Microsoft 70-741	CIT 246
Cloud+	CIT 243
Network+	CIT 213
Security+	CIT 240
ServSafe	CUL 110





Northwestern Michigan College CERTIFICATION CREDITS APPLICATION

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

5. Credential Evaluation

2. Shared Definitions

6. The Student Record

3. Marketing and Recruitment

7. An Established Grievance Process

4. Application Process

8. Policy Evaluation Plan

COLLEGE LEVEL EXAMPLE

IVY TECH COMMUNITY COLLEGE

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.



BUILDING CONSTRUCTION MANAGEMENT



Cost, eligibility and more

IVY TECH COMMUNITY COLLEGE PRIOR LEARNING CREDIT OPTIONS			
OPTION	COST TO STUDENT	TRANSCRIPT NOTATION*	ELIGIBILITY
Credit for Advanced Placement Examinations (AP)	Fee paid to Educational Testing Service	Verified Competency	Score of 3 or higher
Credit for International Baccalaureate Examinations (IB)	Fee paid to IB Testing Service	Verified Competency	Score of 5 or higher
Training and Certification Crosswalk	No fee	Verified Competency	Proof of certification completion
Credit for College Level Examinations Program (CLEP)	\$109.00 (\$89 exam fee & \$20 proctor fee for Ivy Tech Testing Services)	Verified Competency	Score of 50% or higher on each exam
Credit for DANTES Subject Standardized Test (DSST)	\$105.00 (\$85 exam fee & \$20 proctor fee for Ivy Tech Testing Services)	Verified Competency	Score ranges vary based on test type
Ivy Tech Community College PLA Process	\$50.00 if credit is awarded	Verified Competency	Core competencies are met. Please meet with faculty advisor to determine eligibility.
UExcel Crosswalk	Fee paid on website. Fee depends on test type	Verified Competency	Score of 50% or higher on each exam



Costs are transparent and clearly communicated to students.

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





COLLEGE SYSTEM EXAMPLE

CITY UNIVERSITY OF NEW YORK (CUNY)

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



Guidance for College Implementation

> MATERIALS & RESOURCES

> GUIDANCE FOR COLLEGE IMPLEMENTATION

> FREQUENTLY ASKED QUESTIONS

CUNY's Office of Credit for Prior Learning has completed college-based implementation of the university-wide

[Standardized Exams](#)

[Non-collegiate Learning](#)

[Portfolio Assessment](#)



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.

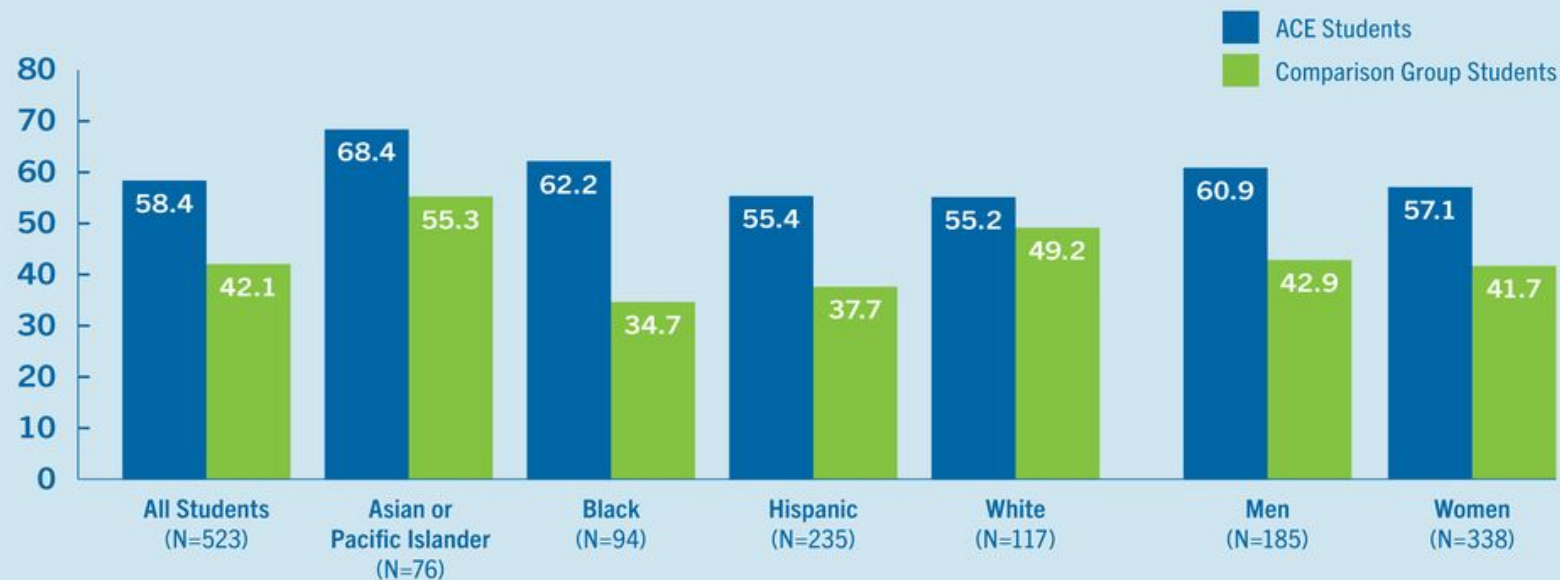
More likely to graduate

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



STATE LEVEL EXAMPLE

COLORADO



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

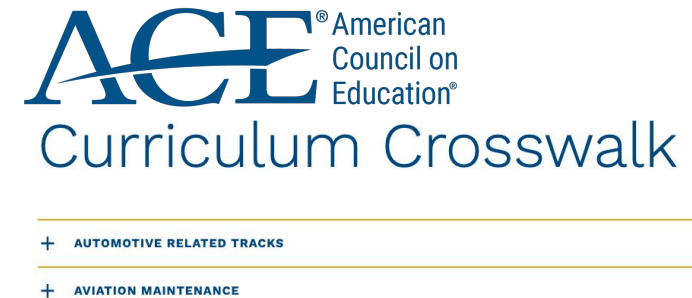
Council for Adult and Experiential Learning (CAEL) and Competency Based Education Network (CBEN)

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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*Join us for our next
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