2024 CAEL-WICHE CPL Equity Awards Webinar
May 16, 2024
Today’s CAEL-WICHE Webinar

- Overview of the CPL Equity Awards
- Announcement of the 2024 Winners
- Thematic highlights from the 7 institutions
- 3 model approaches
- Q&A

Gloria Mwase, SVP, Research, Impact, Innovation, and Learning, CAEL

Christina Sedney, Director of Policy and Strategic Initiatives, WICHE

Becky Klein-Collins, VP, Research and Impact, CAEL

Pat Lane, Vice President, Policy Analysis and Research, WICHE

https://www.cael.org/equity-awards
Today’s Webinar

Dr. Philip Giarraffa, Executive Director of Articulation and Academic Pathways for Miami Dade College

Dr. Richard Finger, Vice President of Enrollment Management at Lehman College of the City University of New York in the Bronx

Dr. Allison Tom-Miura, Dean of Academic Affairs, West Los Angeles College in California

https://www.cael.org/equity-awards
2020 PLA/CPL Impact Study, 72 Institutions - *The PLA Boost* (CAEL and WICHE)

**PLA/CPL Adult Students:**
- Saved time and money in earning credentials
- Were more likely to complete credentials

PLA/CPL effect on completion strong and positive for **all** races/ethnicities, income levels, gender, institutional settings

However, PLA was used by ONLY about **1 in ten** adult students

And PLA usage was lowest for adult students who were:
- Black
- Lower-income
- Enrolled at community colleges

The promise of PLA/CPL to be a tool for equity is unrealized if target student populations are not receiving such credit.

www.cael.org/pla-impact
2021 Research Report: Equity Paradoxes in The PLA Boost

How do we explain why Black and lower income students are less likely to have earned PLA/CPL credit?

Factors suggested by interviews with PLA/CPL practitioners:

- **Cost**: PLA/CPL related assessment fees are not covered by Pell Grants or other federal financial aid.
- **The amount and nature of outreach, marketing, and support**: Adult learners may not be hearing about PLA/CPL at the right time, or they may need additional encouragement and support.
- **Adaptivity of institutional policies and processes**: PLA/CPL opportunities may be focused on a limited set of learners’ labor market experiences or programs of study (e.g., primarily office work, IT and healthcare).
- **Individual adult learner self-confidence**: Some adult learners may have lower confidence in themselves as learners, leading them to believe that PLA/CPL does not apply to them.

https://www.cael.org/news-and-resources/pla-cpl-equity
About the CPL Equity Awards

• Goals
  • Recognize institutions effectively using CPL to improve outcomes for underrepresented student populations in postsecondary education.
  • Highlight evidence-based practices that help to close the CPL Equity gap

• Target populations

• Full report found here: https://www.cael.org/equity-awards
2024 CPL Equity Award Winners

Miami Dade College (Florida)

- A comprehensive approach with consistent implementation, data capture, workforce connections, and leveraging technology to create new efficiencies.

- Evidence of impact: A 366% increase in CPL awards over a two-year period, with CPL credit-earning reflecting proportional representation of Black and Latino/a students.

https://www.cael.org/equity-awards
Lehman College (New York)

- Pilot testing new approaches, engaging faculty, and focusing on regular review of disaggregated CPL data.
- Evidence of impact: Dramatic increase in CPL credit-earning, with 93% of CPL students being students of color.

West Los Angeles College (California)

- Cross-college planning and oversight, data infrastructure, and intentional expansion within female-dominated technical career programs.
- Evidence of impact: A seven-fold increase in CPL credit-earning, with a narrowing of the gender gap and an increase in CPL credit among Latino/a students.

https://www.cael.org/equity-awards
CPL EQUITY HONORABLE MENTIONS

- Salt Lake Community College (Utah)
- Capella University (Minnesota)
- Metro State University (Minnesota)
- City University of New York School of Professional Studies

https://www.cael.org/equity-awards
Thematic Highlights

• Collecting data to explore the problem
• Focusing on professional/occupational programs
• Raising the visibility of CPL
• Addressing policy across the institution

https://www.cael.org/equity-awards
Thematic Highlights

- Engaging the whole enterprise
- Defining equity specifically for the institutional context
- Leveraging data systems to track progress and success
- Using CPL creatively to expand access to diverse student populations

https://www.cael.org/equity-awards
The Approaches and Results
An Innovative Approach for Implementing Prior Learning Assessment
1) Are we engaging job readiness and reentry programs such as CareerSource of South Florida and offering defined PLA opportunities?

2) How are we engaging Miami Dade County’s workforce industries in effort to upskill workers (Hospitality, Tourism, Aviation, Culinary, Health Care Providers, and Social Service Agencies)?

3) How are we promoting credit articulations for students that received state-recognized industry certifications?
MDC’s Office of Prior Learning

STRATEGIC OBJECTIVES

1) DEVELOP TRANSPARENT POLICIES AND PROCEDURES.

2) CREATE SEAMLESS REFERRAL AND OPTIMIZED CREDIT AWARD PROCESSES.

3) CONDUCT FACULTY AND STAFF TRAININGS.

4) CREATE AWARENESS AND PROMOTE PLA OPPORTUNITIES ACROSS THE COLLEGE AND WITHIN THE COMMUNITY.

5) CHARGE COLLEGEWIDE FACULTY COMMITTEES WITH THE DEVELOPMENT OF NEW CHALLENGE EXAMS & PORTFOLIO-BASED ASSESSMENTS.

Collegewide PLA OFFICE

Warehouse Manager

Surgical Technologist

CompTIA Network Administrator

Federal Aviation Administration Private Pilot

Teacher’s Aide

Paramedic

Miami Dade College

Federal Aviation Administration

Private Pilot

CompTIA

Network Administrator

Surgical Technologist

Paramedic

Warehouse Manager
Strategies to Support Adult Learners

- Front-facing repositories (credit articulations, challenge exams)
- Strategically placed web-links and use of explainer videos
- Digital credentialing process
- Implementation of discipline-specific, comprehensive portfolio programs that are designed to attract industry, corporations, and organizations.
- Partnership agreements with language specific to CPL

PARTNERSHIP AGREEMENTS

PORT MIAMI

AREAS OF COLLABORATION AND COOPERATION

Within the context of their respective mandates, objectives, and procedures, the Parties will collaborate to focus on their shared goals in the following areas:

*Provide accelerated learning opportunities for PortMiami and the trade and logistics industry employees through the provision and implementation of a MDC’s Prior Learning Assessment Program.*

MIAMI CEREBRAL PALSY, INC.

Purpose

The purpose of this MOU is to use the Prior Learning Portfolio-Based Assessment (PBA) program to facilitate the award of credit towards a college credit certificate program and/or Associate in Science degree in Human Services or other relevant degree (Education, Psychology, etc.) for MCP employees who have obtained approved experiential professional learning experiences.
# PLA Trends

<table>
<thead>
<tr>
<th>Academic Department</th>
<th>Credits Awarded 2020-2021</th>
<th>Credits Awarded 2021-2022</th>
<th>Credits Awarded 2022-2023</th>
<th>Credits Awarded 2023-2024 (Thru Apr. 30th)</th>
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<tbody>
<tr>
<td>Aviation</td>
<td>793</td>
<td>1071</td>
<td>1,102 (73)</td>
<td>1709 (99)</td>
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<tr>
<td>Criminal Justice/Law Enforcement</td>
<td>0</td>
<td>430</td>
<td>1,266 (52)</td>
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<td>ENTEC</td>
<td>253</td>
<td>304</td>
<td>429 (50)</td>
<td>394 (38)</td>
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<tr>
<td>EMT</td>
<td>0</td>
<td>266</td>
<td>170 (18)</td>
<td>30 (3)</td>
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<td>Fire Sciences</td>
<td>36</td>
<td>212</td>
<td>278 (13)</td>
<td>118 (14)</td>
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<tr>
<td>Histotechnology</td>
<td>0</td>
<td>54</td>
<td>162 (6)</td>
<td>0</td>
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<tr>
<td>Nursing</td>
<td>0</td>
<td>30</td>
<td>650 (71)</td>
<td>0</td>
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<tr>
<td>Dental Hygiene</td>
<td>0</td>
<td>8</td>
<td>0</td>
<td>10 (5)</td>
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<td>Real Estate</td>
<td>36</td>
<td>8</td>
<td>0</td>
<td>0</td>
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<tr>
<td>School-Based Pathway Programs</td>
<td>0</td>
<td>6</td>
<td>60 (7)</td>
<td>15 (1)</td>
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<tr>
<td>Business</td>
<td>53</td>
<td>52</td>
<td>3 (1)</td>
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<tr>
<td>SEDT</td>
<td>26</td>
<td>12</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Clinical Lab Sciences</td>
<td>0</td>
<td>0</td>
<td>1,084 (40)</td>
<td>810 (30)</td>
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<tr>
<td>Total</td>
<td><strong>1,197 (71)</strong></td>
<td><strong>2,453 (311)</strong></td>
<td><strong>5,165 (331)</strong></td>
<td><strong>5,126 (275)</strong></td>
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Lehman College Credit for Prior Learning Equity Initiatives

Presented by:
Dr. Richard Finger
Vice President, Enrollment Management
Lehman College, City University of New York
Lehman College

- Located in the nation’s poorest congressional district in a county that ranks 2nd to last in educational attainment in New York State.
- The college consistently ranks in the Top 10 for Social Mobility in most national rankings.
- The college’s Adult Degree Program, founded in 1977, is a pioneer in New York City.
- The college was among the pioneers of Credit for Life Experience Portfolios at the University

Lehman Students

- Average age of a Lehman College students is 27 years old. 53% are over the age of 24.
- 90% of Lehman College students are from underrepresented groups.
- 76% of Lehman students received some institutional support.
- 63% are Pell eligible.
A Campuswide Approach to Supporting Credit for Prior Learning

- School of Arts & Humanities
- School of Business
- School of Continuing and Professional Studies
- School of Education
- School of Health Science, Human Services, and Nursing
- School of Natural and Social Sciences
- Academic Affairs
- Learning Recovery
- Return to Learning

- Adult Degree Program
- Onboard Advising Office
- Academic Advising
- Graduation Specialists
- SEEK
- ACE
- College Now
- Registrar
- Financial Aid
- Enrollment Management
- Many more.....
Reimagining CPL as a Non-Traditional Student Success Strategy
Non-Traditional Student Success Strategies for “Non-Traditional Students”

- Assist students to complete degree requirements who have exhausted aid eligibility.
- Work with students to fulfill elective credits.
- Assist students in maintaining New York State Excelsior Scholarship eligibility.
- Identified opportunities for students to earn missing Liberal Arts credits to meet credit requirements for Bachelor of Arts Degrees.
- Created Alternative Credit Opportunities for stop-out students to continue to earn course credits as they planned their return to college.
- Leveraged challenge exams and other opportunities to address issues related to pandemic-related learning loss.
Operational Approaches to Facilitate Improved Student Success

• Created an Alternative Credit Options website to highlight available credit programs.
• For new students, ensure that all credits earned are posted at admission.
• Developed targeted advisor training programs and student communication plans to support this change in mindset.
• Reallocated “Senior Success” scholarship funds to offset the cost of CPL transcripts, etc.
• Articulated CLEP, DANTES, Cambridge Level A, and Empire State proficiency exams.
• Leveraged CSM Learn to offer returning students a credit-bearing pathway to assist them in easing into college.
• Articulated numerous FEMA, Coursera, ACE, Google, Bloomberg, and other workforce certifications.
Impactful Outcomes
3143 students had CPL credits posted on their record amounting to 16,061 credits awarded.
  • 57% of students n=1795 used those credits to complete their degree with many more currently registered.
  • 92.8% of students n=2917 awarded credits were either Native American, Asian, Black, or Hispanic.
  • 71.9% of student n= 2261 awarded were female.
  • 50.9% of students n=1602 were over the age of 25.
Thank You!

Richard Finger
Vice President, Enrollment Management
Lehman College, City University of New York
richard.finger@lehman.cuny.edu
CPL @ WLAC from 2018-2021

- 35 students earned college credit through CPL
- CPL was awarded only for credit by exam
- CPL was awarded only in the disciplines of Administration of Justice, Aviation, and Computer Science
- Equity gaps existed for Latinx, African Americans and females

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<th></th>
<th>African American</th>
<th>Latinx</th>
<th>Female</th>
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<tr>
<td>Percentage of WLAC population</td>
<td>19%</td>
<td>47%</td>
<td>62%</td>
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<tr>
<td>Percentage of CPL awardees</td>
<td>18%</td>
<td>35%</td>
<td>17%</td>
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Formed CPL Workgroup

- Academic Affairs
- Admissions & Records
- Counseling

- Co-chaired by Dean of Academic Affairs and Articulation Officer
- Included faculty, curriculum chair, classified staff, and administrators
Strategies/Approach

• Attended trainings & monthly statewide CPL workgroup meetings conducted by Mapping Articulated Pathways pilot program

• Recruited a team from Academic Affairs who would serve as initiators and reviewers of CPL (5 of us each providing part-time support to CPL)

• Conducted college-wide and faculty workshops/presentations on CPL with a focus on how it benefits students and the college and required compliance with Title 5

• Identified faculty who were early-adopters (green-lighters)

• Provided technical assistance to faculty in approving Industry CPL and the type of evidence they would accept/require

• Created infographics for Industry CPL and Credit by Exam to describe our internal procedures from the student journey perspective to reduce barriers

• Utilize cloud-based MAP software which serves as a repository to track and document awards of student CPL requests
Industry CPL @ WLAC

• Allied Health – 11 courses
• Aviation – 20 courses
• Biology – 1 course
• CIS – 3 courses
• CS – 1 course
• Dental Assisting – 10 courses
• Dental Hygiene – 4 courses
• Kin – 1 course
• Real Estate – 13 courses
Disciplines with Targeted Equity Populations

1. Dental Assisting
2. Dental Hygiene
3. Real Estate

- Cohort-based programs
- Assist students with submitting evidence when they start
- Work with A&R regarding workload and deadlines
- Facilitate students with submitting graduation petitions when they receive CPL and complete other program requirements
Current CPL Priorities

1. Military CPL
2. Expansion of CPL options for Admin Justice and Business
3. Define process and requirements for CPL Portfolio
4. Work with district to improve CPL data reporting

We project these priorities will result in reduction of equity gap in CPL for African Americans
CLOSING EQUITY GAPS IN CREDIT FOR PRIOR LEARNING

Tools and Strategies to Recognize All Learning

By Rebecca Klein-Collins, Christina Sedney, and Patrick Lane

https://www.cael.org/equity-awards
The Council for Adult and Experiential Learning (CAEL) is a national nonprofit working to improve education-to-career pathways for adult learners. We help organizations succeed by providing expertise, resources, and innovative solutions that effectively support adult learners as they navigate on-and off-ramps between education and employment. Learn more at www.cael.org.
The Western Interstate Commission for Higher Education (WICHE) works collaboratively to expand educational access and excellence for all residents of the West. By promoting innovation, cooperation, resource sharing, and sound public policy, WICHE strengthens higher education’s contributions to the region’s social, economic, and civic life. Visit wiche.edu.
CAEL’S 50TH ANNIVERSARY CONFERENCE

Oct 30 - Nov 1, 2024
Hilton New Orleans Riverside
https://www.cael.org/cael-conference
# Member Appreciation Month

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<th>WEEKS</th>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
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<tr>
<td>Week 1</td>
<td>3 Weekly Email &amp; Promotion</td>
<td>4</td>
<td>5 CAEL Trivia</td>
<td>6 Public Webinar</td>
<td>7 Friday Networking</td>
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<td>Week 2</td>
<td>10 Weekly Email &amp; Promotion</td>
<td>11 Keynote-Making</td>
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<td>14 Friday Networking</td>
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<td>Second Chances Count</td>
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<td>Week 3</td>
<td>17 Weekly Email &amp; Promotion</td>
<td>18 PD &amp; Pre Conference</td>
<td>19 Juneteenth</td>
<td>20 Public Webinar</td>
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<td>Sampler</td>
<td>CAEL Closed</td>
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<td>Week 4</td>
<td>24 Weekly Email &amp; Promotion</td>
<td>25 Member Awards &amp;</td>
<td>26</td>
<td>27</td>
<td>28 Friday Networking</td>
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<td>New Benefits</td>
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#### Reminders!

- Show your CAEL member pride with our special Zoom background!

#### THANK YOU!

In honor of our incredible members, we are hosting Member Appreciation Month. Join us in June for member connections, learning, special discounts and announcements, and, of course, appreciation.
A month to celebrate and appreciate our incredible community of members around the globe!

★ Keynote Speaker
★ Member Awards
★ Launch of New Benefits
★ Networking
★ Promotions & Prizes

Join CAEL in May or June and receive 10% off any level of membership!