



ATE-CENTERS

Using Prior Learning Assessments for Recruitment and Retention of Special Adult Populations

June 15, 2017

Webinar will begin at 3pm ET



Webinar Details

- For this webinar you will be in listen only mode using your computer or phone
- Please ask questions via the question window
- This webinar is being recorded – you will be sent a recording link

Brought To You By:

CCTA | CENTERS COLLABORATIVE FOR TECHNICAL ASSISTANCE

With Additional Support by the ATE Collaborative Impact Project

ATECENTERS

Disclaimer: This material is based upon work supported by the National Science Foundation under Grants # 1205077 and # 1261893. Any opinions, findings and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

The CCTA is led by



- **National Center for Convergence Technology (CTC)** at Collin College in Frisco, TX (lead)
- **South Carolina ATE National Resource Center (SCATE)** at Florence Darlington Technical College in Florence, SC
- **Florida ATE Center (FLATE)** at Hillsborough Community College in Tampa, FL
- **Bio-Link Next Generation National ATE Center for Biotechnology and Life Sciences (Bio-Link)** at City College of San Francisco in San Francisco, CA
- **Networks Resource Center** at the Maricopa Community College District in Phoenix, AZ

CCTA Purpose

- Respond to a request from the Department of Labor (DOL) to the NSF to have ATE Centers provide technical assistance services to DOL TAACCCT grantees
- Activities relevant for DOL grants, NSF grants and workforce-oriented programs of all kinds
- Deliverables
 - Topical webinars on existing and new solutions
 - Live/recorded with attendee Q&A
 - Identify and document best practices
 - Host convenings

Poll #1: Your Affiliation

- A. I am involved with an NSF grant
- B. I am involved with a TAACCCT grant
- C. Both
- D. Neither

Poll: How many people are listening with you?

- A. None
- B. 1
- C. 2
- D. 3 or more

TODAY'S PRESENTERS



Rick Roberts
Presenter
Assistant Director;
SC ATE Center



Serita Acker
Presenter
Executive Director;
Programs for Educational
Enrichment & Retention
and Women in Science &
Engineering; Clemson
University



Donald McCoy
Presenter
Consultant; K-to-College
STEM Education

Prior Learning Assessment (PLA)



Credit for Life Experience/How it Works

- Evaluate the college-level knowledge and skills an individual has gained outside of the classroom for college credit.
- Portfolio needs to describe and present evidence of your past learning that meets the course objectives outlined in any syllabus.
- Most colleges Require at least (30) credits be taken at their school.

Resource:

College Credit/Fast Track:

<http://www.ccfasttrack.org/Home/HowItWorks>

College Credit FastTrack is funded by the U.S. Department of Labor in order to help meet the educational requirements of the future workforce.

Prior Learning Assessment (PLA)

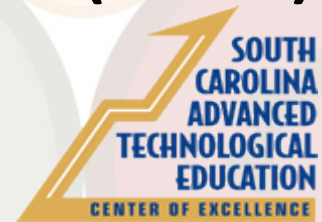
How is PLA determined:

- Individual Assessment
- National and Local Evaluations
- Standard Exams
- Transfer Credits
- College Credit for Military Experience



Prior Learning Assessment (PLA)

Individual Assessment



To be eligible for credit, Prior learning experience must:

- Be equivalent to quality college-level learning.
- Be publicly verifiable through objective measurements. You must be able to demonstrate to qualified evaluators that you possess the appropriate skills and/or knowledge.
- College credit will not be awarded for mere application of a manual skill or a narrowly prescribed routine or procedure. You must have a demonstrated knowledge base of specific subject matter.
- Has general application outside of the specific situation in which you acquired the experience and indicate your knowledge of basic principles of the subject area.

Prior Learning Assessment (PLA)



National and Local Evaluation

- **American Council on Education (ACE)**

ACE assesses non-collegiate instructional programs to provide credit recommendations.

- **Students Occupationally and Academically Ready (SOAR)**

SOAR prepares students for college and careers in high priority occupations. If you have participated in an approved SOAR program through your high school's Career and Technical Education Program, you may receive credit for skills learned toward a certificate or degree.

Prior Learning Assessment (PLA)



National and Local Evaluation

- **National College Credit Recommendation Service (NCCRS) & NOCTI**
Formerly known as PONSIS, NCCRS collaborates with NOCTI to evaluate non-collegiate training and education programs for college credit equivalencies.
- **Non-Credit to Credit/Industry Certifications**
Industry Certifications earned through non-credit courses can create a pathway to additional certificates or a degree. For example, Cisco CCNA, Network +, and Microsoft are just a few of the many other certifications that link to a more advanced course of study

Prior Learning Assessment (PLA)



Standard Exams

- **College Level Examination Program (CLEP)**

You may receive college credit if you have achieved at least a mean (average) score on any College Level Examination Program (CLEP) exam.

- **Advanced Placement (AP)**

If you took college-level courses in high school, or gained educational experience from other sources, you may be able to take an Advanced Placement examination and receive AP credit.

- **Other standard exams** used by colleges to evaluate prior learning include DSST (DANTES), NYU Language Exams, Excelsior, and ACT-PEP.

Prior Learning Assessment (PLA)



Credit for Military Experience

- The American Council on Education (ACE) collaborates with the U.S. Department of Defense to review military training and experience and to recommend appropriate college credit. ACE's credit recommendations appear in the [ACE Military Guide](#).
- DSST (DANTES) Defense Activity for Non Traditional Education Support

Prior Learning Assessment (PLA)

Portfolio Evaluation and Evaluation Criteria



When the PLA Assessor (a usually faculty member(s) evaluates a portfolio, they want to see:

- Current skills and knowledge.
- Learning that includes major principles applied in a given field.
- Familiarity with trends and what experts in the field have said.
- Knowledge that can be measured and evaluated.
- Knowledge applicable in other circumstances outside the specific job or context in which it was learned.
- Must demonstrate college-level writing skills for college-level credit.

Prior Learning Assessment (PLA)



System Wide Approaches

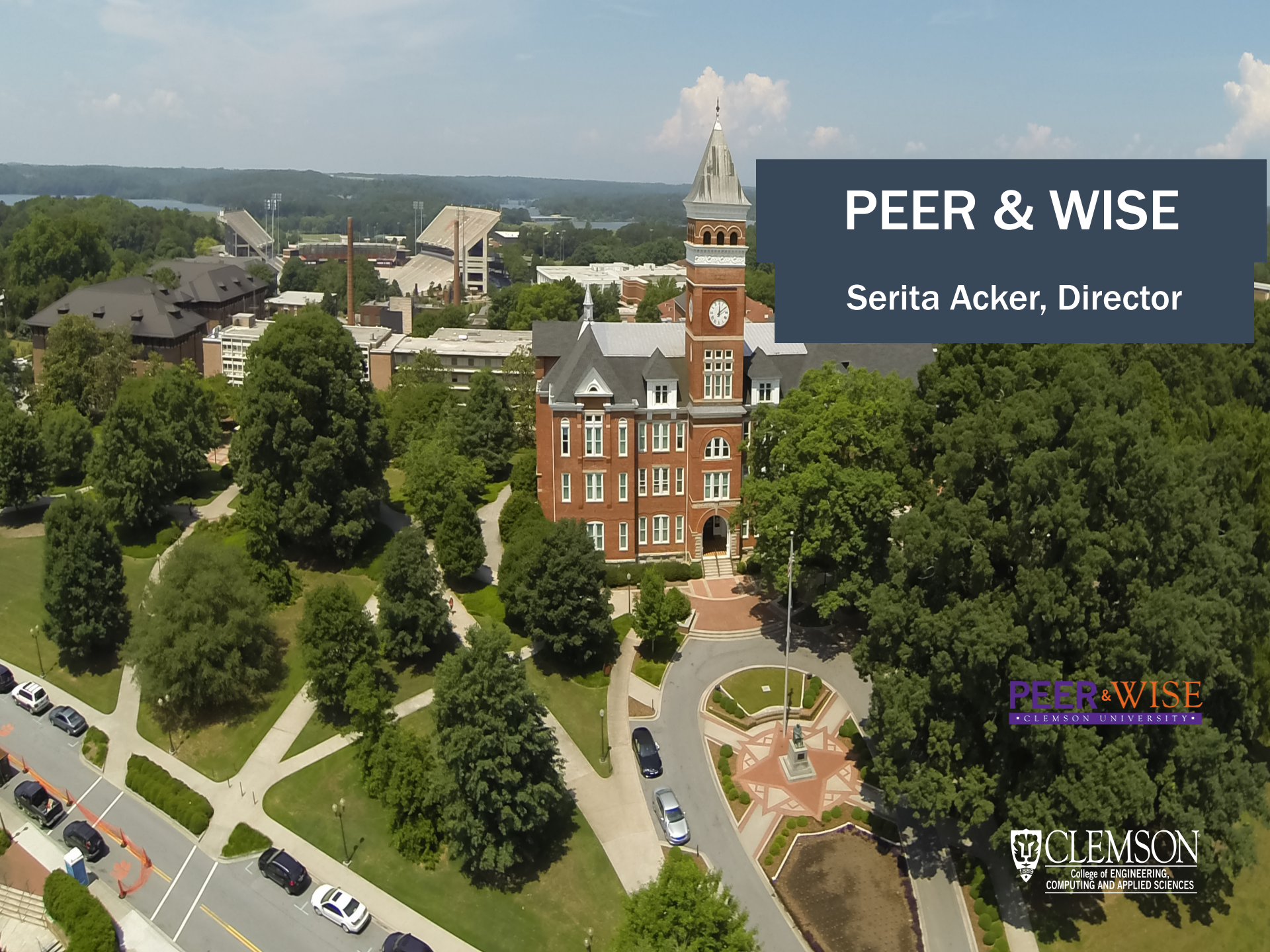
- Individual College Approach
- System Wide Task Force Approach

System Wide Awareness and Education

- PLA Meetings and Summits
- Peer to Peer Awareness
- Consistent Policy Guidelines Across Networks
- Create Faculty Buy In at all stages

Resources: Council for Adult and Experiential Learning

http://cdn2.hubspot.net/hubfs/617695/2015_CAEL_State-System-PLA-Adoption.pdf



PEER & WISE

Serita Acker, Director

PEER & WISE
• CLEMSON UNIVERSITY •

 **CLEMSON**
College of ENGINEERING,
COMPUTING AND APPLIED SCIENCES

WHO ARE WE?

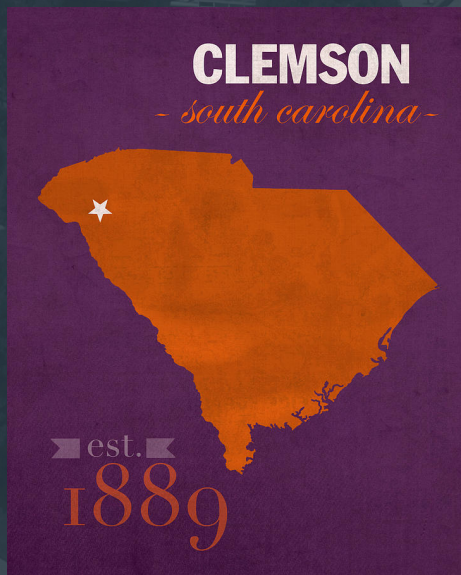
Two of the oldest, most established diversity programs housed in the College of Engineering, Computing and Applied Sciences are:

- WISE: Women in Science and Engineering
- PEER: Programs for Educational Enrichment and Retention

PEER & WISE
• CLEMSON UNIVERSITY •



WHERE ARE WE?



Clemson is currently ranked:

- **23rd** Top Public University according to *- U.S News & World Report*
- **3rd** Students who love their college *- Princeton Review*
- **91%** Freshman Retention Rate



Prior learning assessments at Clemson University

- Foreign language placement
- AP/IB Credit
- Math Placement (CMPT)
- Transfer Credit
- SAT/ACT
- GPA
- Class Standing
- High school curriculum



KNOW YOUR STUDENTS' NEEDS

- Financial Support
- Obligations at home (childcare)
- Feeling like an outsider (older)
- Navigating through campus
- Awareness of resources



Methods for Retaining

Examples of best practices for retaining underrepresented students are below:

- Mentoring
- Bridge Programs
- Tutoring and Academic Coaching
- Advising Centers

Tutoring

Making tutoring resources readily available

- Tutoring for historically difficult classes
- “Weed out classes”
- Offer test help sessions
- Dedicated space for tutoring and networking with other students
- Make all of our student aware of the above resources

Methods for Recruiting

Examples of applicable recruiting methods are below:

- Undeclared Majors
- Stackable credentials ad's
- On-line classes
- Workshops
- Social Media
- Aligning certificates and associate and bachelors degree alternatives
- Expanding articulation agreements
- Working

Recruitment Agenda

Recruiting is different for under-represented populations. Sometimes students may not have anyone who has attend college, and need a full view of requirements etc.

- Cost
- Requirement and Deadlines_FAQ
- Opportunities to intern, co-op, etc.
- Other students experiences
- Tour of Campus
- Attendance of a class
- Social and Racial atmosphere
- Scholarship opportunities
- Job Opportunities

IMPACT



PEER Snapshot: Typically 80% continue to pursue degrees in STEM at Clemson



Mentoring: 70% of mentees participate in PEER & WISE events and services and are “satisfied” or “highly satisfied” with their mentoring experience



FIRE: Students who attend are significantly more likely to persist and graduate than their counterparts



Tutoring/ Study Hall: Students’ understanding of materials and grades benefit from tutoring and study hall

ACTIVITY

SWOT Analysis Worksheet

Internal Factors	
Strengths (+)	Weaknesses (-)
External Factors	
Opportunities (+)	Threats (-)



PEER & WISE

▪ CLEMSON UNIVERSITY ▪

INDUSTRY INSIGHTS

Recruitment Strategy

Special Adult Populations

Prior Learning Assessment (PLA)



Designed to benefit Educators and PLA Partnerships

INDUSTRY INSIGHTS...*Designed to benefit Educators and PLA Partnerships*

Donald McCoy

30 Years @ IBM Corporation *(Engineering, Management (People, Product Programs, Business Processes, and Workforce Development)*

Global HR and Product Assignments *(IBM Headquarters – New York (Armonk); Chicago, England (UK), Indiana, Minnesota, Raleigh)*

K-to-College STEM Education and Workforce Development Consultant *(STEM and Workplace Advocacy)*

INDUSTRY INSIGHTS...*Designed to benefit Educators and PLA Partnerships*

The Mindset of Successful Industry Leaders

Recruiting top talent positively impacts business revenue
(Human Capital, ROI, Innovative Products & Services Leadership)

A diverse workforce and inclusive culture outperform others
(Diversity of thought, Cultural experiences, Globalization teamwork)

Business Imperatives: Attracting, Developing, and Retaining Talent
(Drives business outcomes, Innovation, Cultural Intelligence)

INDUSTRY INSIGHTS...*Designed to benefit Educators and PLA Partnerships*

The Mindset of Successful Industry Leaders



1. Workplace Training & Experiences
2. Military Training & Experiences
3. Independent Academic Studies
4. College Internship Experiences
5. Volunteer Workplace Services

6. Management Experiences
7. Professional Development
8. Professional Certifications
9. Professional Examinations
10. Supplemental Credentials

INDUSTRY INSIGHTS...*Designed to benefit Educators and PLA Partnerships*

The Mindset of Successful Industry Leaders...



1. Increased Productivity (Accelerated On-boarding, Mature Perspectives)
2. Reduced Business Expenses (Time-to-Productivity, Specialized Training)
3. Return on Investment (Reputation, Successful projects, # Years-in-Bus.)
4. Leadership (Mature Risk-Taker, Adaptable, Confidence, Dedicated)
5. Organizational skills (Communications, Management, Multi-skilled)

INDUSTRY INSIGHTS...*Designed to benefit Educators and PLA Partnerships*

Some Global Statistics Shaping Recruiting Trends in 2017



Mobile Sourcing

- 45% of job seekers search for jobs daily on their mobile device
- 89% of job seekers think mobile devices play a critical role in the job hunting process

Artificial Intelligence Technologies

- **Assisting jobseekers** (Q&A chatbots assisting recruits, postings, hiring stats)
- **Assisting employees** (Onboarding processes, training, development tracking)

AI is expected to replace 16% of HR and Recruiting jobs in next 10 years

Source: <http://theundercoverrecruiter.com/global-stats-recruiting-trends/>

INDUSTRY INSIGHTS...*Designed to benefit Educators and PLA Partnerships*

Some Global Statistics Shaping Recruiting Trends in 2017...

Social Media Recruiting

- **Before (2011):** 56% of companies were recruiting via social media (*LinkedIn, Facebook, Google*)
- **Last year (2016):** 84% of companies were recruiting via social media (*over 25 top services*)
- **A company's social reputation provides a competitive advantage when it comes to attracting potential employees.**
 - 84% of employees would consider quitting their job to take an offer from a company with a great reputation.



Source: <http://theundercoverrecruiter.com/global-stats-recruiting-trends/>

INDUSTRY INSIGHTS...Designed to benefit Educators and PLA Partnerships

How Industry Leaders Define Recruitment Strategy

Global Workforce Development Planning

(Outcomes)

Attract Top Talent, Highly Skilled Workforce, Creativity and Innovation

Capacity

(Supply, Demand, Gap Analysis)



Cost

(Recruiting Programs, Salaries, Incentives)



Diversity & Inclusion

(Business Culture & Responsibilities)



Location

(Company, Remote, Home, Assignments)



Qualifications

(Degrees, Credentials, PLA's, Licenses, etc.)



Recruitment Planning and Management

(Enablers)

HR Policies/Processes, Systems & IT, Recruit Methods, Bus. & Skill Needs

Job Type (Some): Regular Full-time and Part-time Employment, Contract (Term) Employment, Supplemental Employment, College Internships (Summer, Co-Op)

INDUSTRY INSIGHTS...Designed to benefit Educators and PLA Partnerships

College leaders... Know your Industry Partners

Human Resources Team

1. HR Manager
2. HR Business Partner
3. Recruiter (Generalist)
4. Recruiting coordinator
5. Diversity Specialist
6. College Relations Staff
7. Experienced-Hires Staff
8. Events Management Staff
9. Data Management Staff

Hiring Organization Representatives

1. Hiring Manager
2. Project Leader
3. Project Team Member
4. Diversity Executive Recruiting Team
5. Diversity Programs Staff
 - Per Constituency
6. Talent Plan Manager
7. Training & Learning Staff

Recruiting Methods (Impactful ROI)

- **Digital Ecosystem**
 - Company Websites
 - Job Aggregators (*Indeed*)
 - Job Boards (*The Ladders, Google, Bing, LinkedIn, Facebook, Twitter*)
 - Job Referrals (*Jobsters*)
 - Mobile Recruiting Apps
- Job and Career Fairs, Trade Shows, Recruiting Parties, Campuses & Conferences
- Company & Firm locations

INDUSTRY INSIGHTS...Designed to benefit Educators and PLA Partnerships

What college leaders should tell students

Prior Learning Experiences and Skills Assets...

What employers look for in top PLA Talent

Employer Desired Attributes	% Respondents
Leadership Qualities	80.1%
Ability to work in a team	78.9%
Communication skills (written)	70.2%
Problem-solving skills	70.2%
Communication skills (verbal)	68.9%
Strong work ethic	68.9%
Initiative	65.8%
Analytical/quantitative skills	62.7%
Flexibility/adaptability	60.9%
Technical skills	59.6%

Interpersonal skills (relates well to others)	58.4%
Computer skills	55.3%
Detail-oriented	52.8%
Organizational ability	48.4%
Friendly/outgoing personality	35.4%
Strategic planning skills	26.7%
Creativity	23.6%
Tactfulness	20.5%
Entrepreneurial skills/risk-taker	18.6%

Source: Job Outlook 2016 Survey, National Association of Colleges and Employers

INDUSTRY INSIGHTS...Designed to benefit Educators and PLA Partnerships

What college leaders should tell students...

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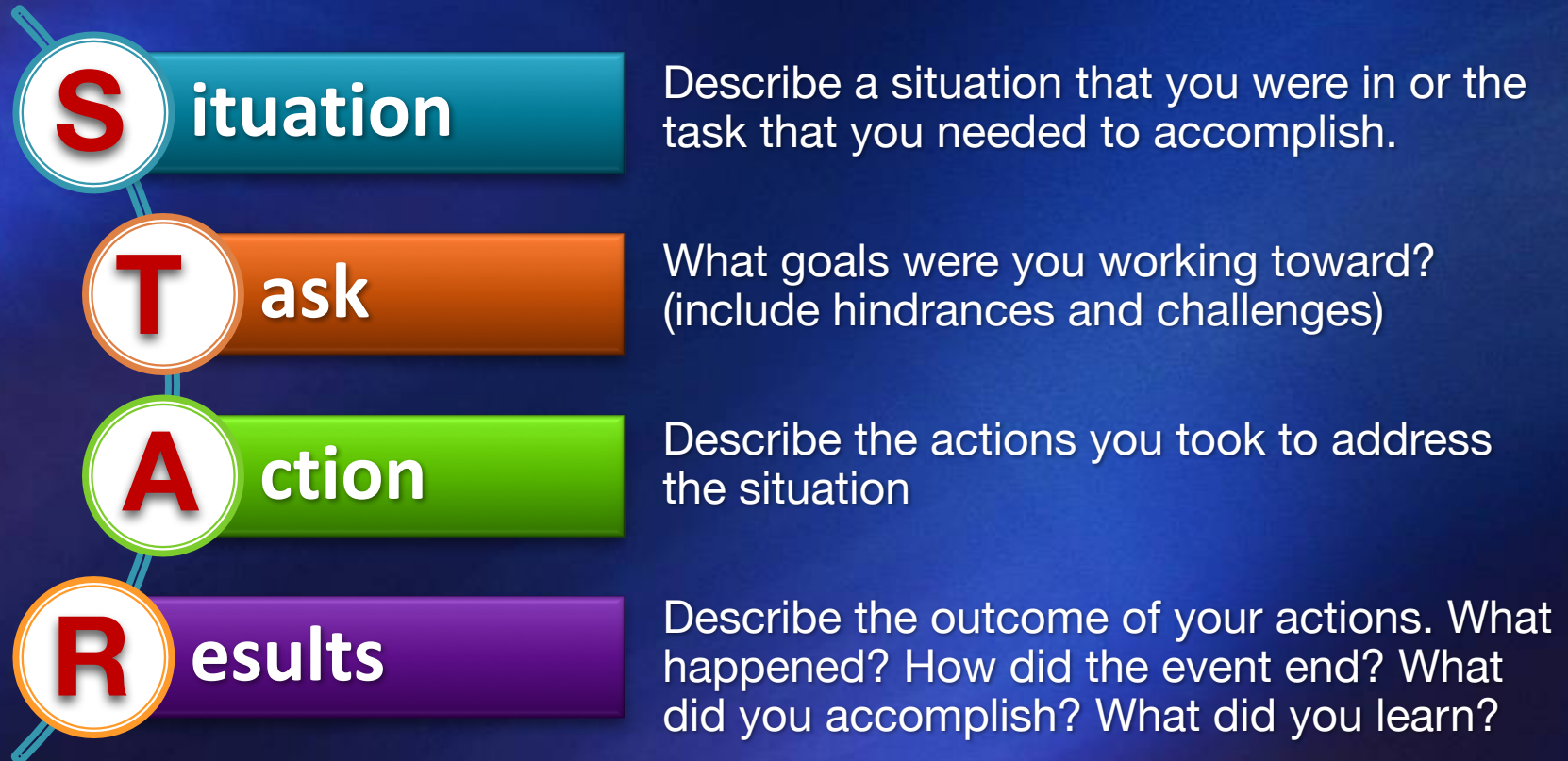


INDUSTRY INSIGHTS...*Designed to benefit Educators and PLA Partnerships*

What college leaders should tell students...

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INDUSTRY INSIGHTS...*Designed to benefit Educators and PLA Partnerships*

Reference Resources

Description	URL
Society for Human Resource Management (SHRM) Tools and Resources	https://www.shrm.org
Community of Practice (COP) for adult education practitioners funded by the U.S. Department of Education, Office of Career, Technical, and Adult Education. Discussion Groups and Resources	https://community.lincs.ed.gov/

The background is a collage of circular icons in various colors (blue, green, orange, grey). The icons include: a robotic arm, a flask with a plant, a lightbulb, a gear, a globe, a padlock, a bar chart, a chemical structure, and a leaf. The word "Questions?" is centered in a large, bold, black font.

Questions?

Join Us – All Webinars 3 pm Eastern

August 17th – How to Mine Job Listings to Parse Employer's Needs

September 21st– Preparing for the Future

For Other Upcoming Webinars See: <http://www.atecenters.org/ccta>

Join us in Salt Lake City, UT!



July 17-20, 2017



www.highimpact-tec.org

DOL and NSF Workforce Convening

Free DOL and NSF Workforce Convening at HI-TEC on **Friday, July 21, 2017, from 8:30 am to 12:30 pm**. This convening will focus on writing competitive NSF ATE project grants. Specifically, this session will feature extensive Q&A opportunities to help you refine the ideas you have and preliminary proposal work you have started. To get the full benefit from this session it is highly recommended you participate in ([register here](#)) or view recorded webinars ([view here](#)) for:

Grants and Innovation – A Great Match

Grant Proposal Resources, Roadmaps, and Timelines

Developing Stakeholder Partnerships Internally and Externally for Successful Grants

Tips for a Competitive Proposal

All DOL TAACCCT grantees, NSF grantees, other in workforce education, and HI-TEC conference attendees are invited to register for this free technical assistance convening.

WEBINAR SURVEY

Please take a moment to help us become better...

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- Donald McCoy - putstemfirst@gmail.com

<http://www.atecenters.org/ccta>