

# Adult Strategy Update

Expanding Opportunity for Adult Learners

September 14, 2023

## THE WHY

 **million**  
Adults in Indiana without a credential

- ▶ Nearly **40%** of those age 25+ have some college, but no degree or credential
- ▶ How can we help Hoosier adults further their education or training?
- ▶ Aim to be a top-10 state in terms of:
  - **Postsecondary attainment** for veterans, individuals with disabilities, and the justice-involved
  - **Utilization of credit for prior learning** to honor the work, training, and education already achieved by adult learners

# BARRIER REMOVAL KEY FOR ADULT LEARNERS

## Supporting Principles

Adaptivity  
Credit for Prior Learning (CPL)  
Financing (Scholarships)  
Life and Career Planning

Outreach  
Strategic Partnerships  
Student Support Systems

Teaching Learning Process  
Technology



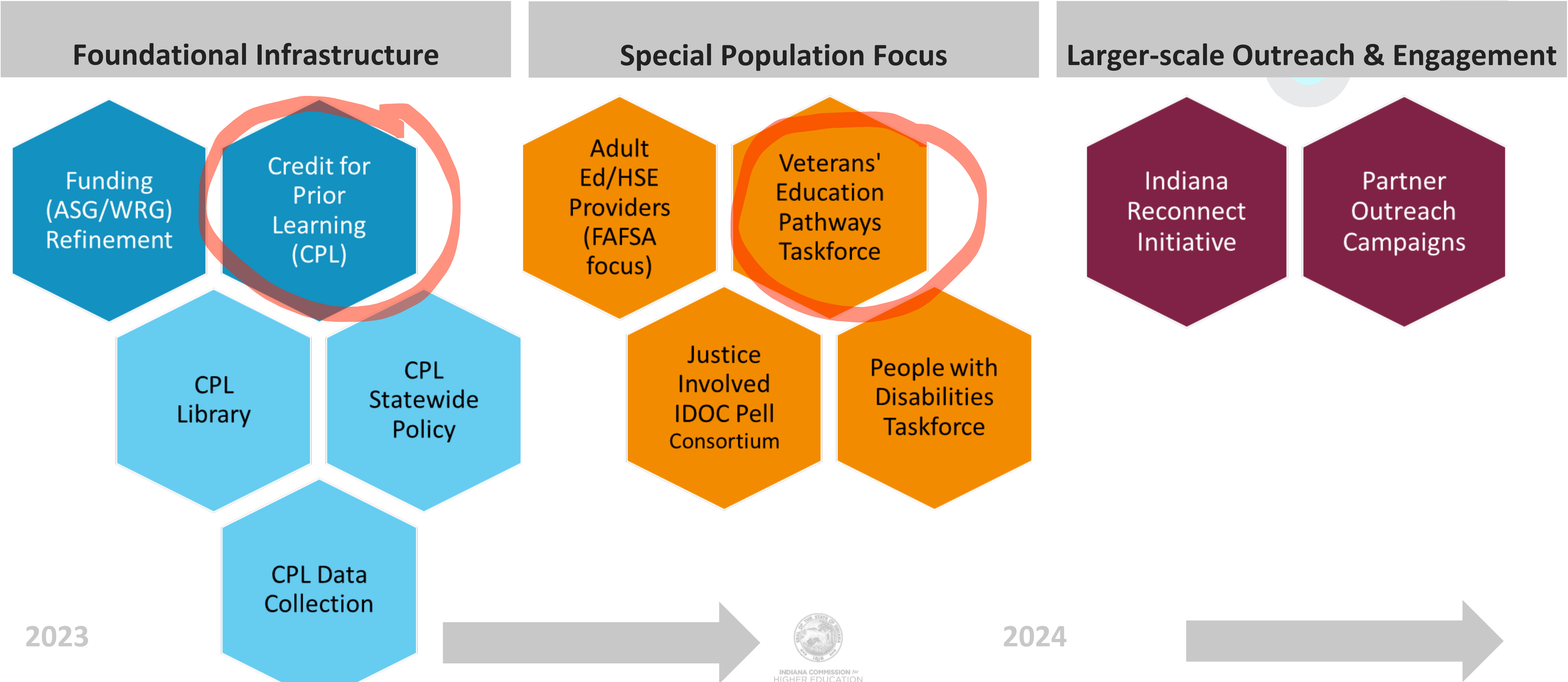
## Potential Barriers

Cost of tuition and fees  
Lack of social connection  
Lack of career advising

Unpredictable Schedules  
Course Modality  
Challenging Materials

Living Expenses  
Personal Circumstances  
Employment Demands

# INITIAL ADULT STRATEGY (2023-2024)



# IMPACT OF CPL: BETTER STUDENT OUTCOMES



## Increased Credential Completion Rates

- 17% increase in completion rate
- CPL students were more likely to complete college credentials than non-CPL students.



## Save Adult Learners Time and Money

- \$1,500 to \$10,200 Estimated adult student savings through CPL, depending on the sector.
- 9 to 14 Months Estimated adult student time savings in earning degrees, with 12 or more CPL credits.



## Improved Retention in Institutions that offer CPL

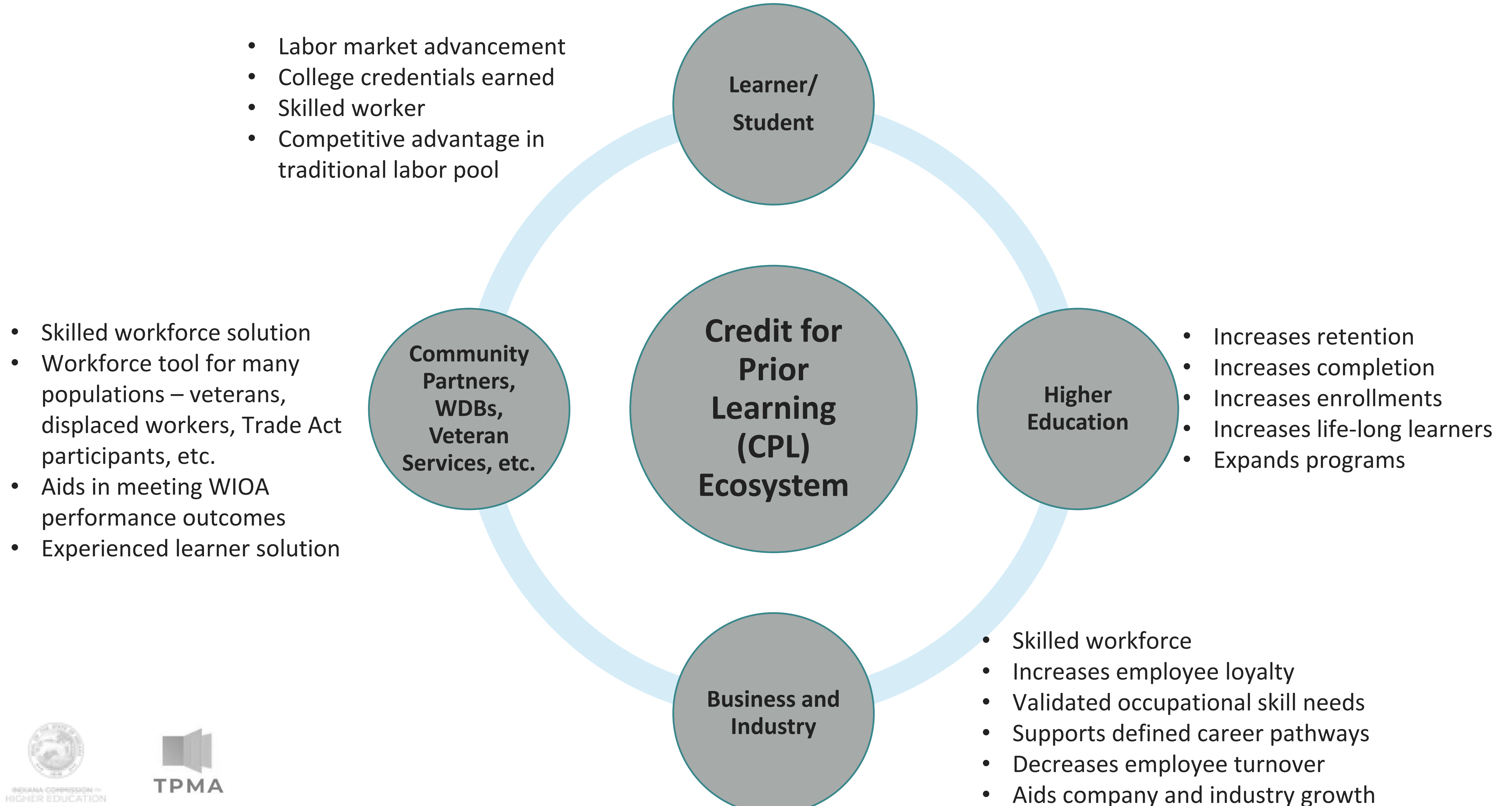
- 17.6 additional credits earned by students with CPL compared to non-CPL students.



**Strong CPL-related outcomes are true regardless of race, ethnicity, and income level.**



# CPL ECOSYSTEM AND BENEFITS



# Veterans' Education Pathways Taskforce

Supporting Veterans and Military-Connected Learners



# BLUEPRINT FOR SPECIAL POPULATION FOCUS

- ▶ **Targeted initiative for 2023**, taskforce met monthly February - July
- ▶ **Objective:** Increase by 5,000 the number of veterans and military-affiliated individuals pursuing an undergraduate credential at an Indiana postsecondary institution by 2025-2026 AY
- ▶ **Strategies:**
  1. Credit for Prior Learning (CPL): Increase utilization of academic CPL for military training
  2. Communication/Navigation: Improve communication and transition points among various stakeholders
  3. Student Supports: Enhance outreach, awareness, and supports (Purple Star Institution designation)



# TASKFORCE PARTICIPANTS

- ▶ Chaired by Commission member Gen. Maj. Erika Steuterman
- ▶ ~25 active participants from education, government, community organizations

## Credit for Prior Learning (CPL)

Alex Sievers - Vincennes University

Allegra Fowler - Purdue Global University (co-lead)

Amber Mertens - IN Department of Veterans Affairs

Amy Stone - Ivy Tech Community College

Dennis Wimer - IN Department of Veterans Affairs

Jayson Jarrett - Ball State University (co-lead)

Kay Ross - County Veterans Service Office - Wayne Township

Michael Kirchner - Purdue University Fort Wayne

## Communication/Navigation

Art Leak - IN Army Reserve (lead)

Blaine Zimmerman - INVets

Gabrielle Owens - IN Department of Veterans Affairs

Maryann Bonner - Marian University

Mark Mathes - IN Dept of Workforce Development

Ryan Ozbun - Indiana Tech

## Student Supports

Anthony Pilota - Purdue University Northwest

Cherie Leonhardt - University of Evansville

Gordon Smith - County Veterans Service Office - Indianapolis

J.P. Smith - IN National Guard

Joel Matherly - University of Southern Indiana

Lori Sprague - Ivy Tech Community College (co-lead)

Pam Warner - IN Dept of Workforce Development

Savanna Hebert-Annis - Indiana University

Stephan Goodan - IN National Guard (co-lead)



VETERANS' EDUCATION PATHWAYS TASKFORCE

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# CREDIT FOR PRIOR LEARNING (CPL)



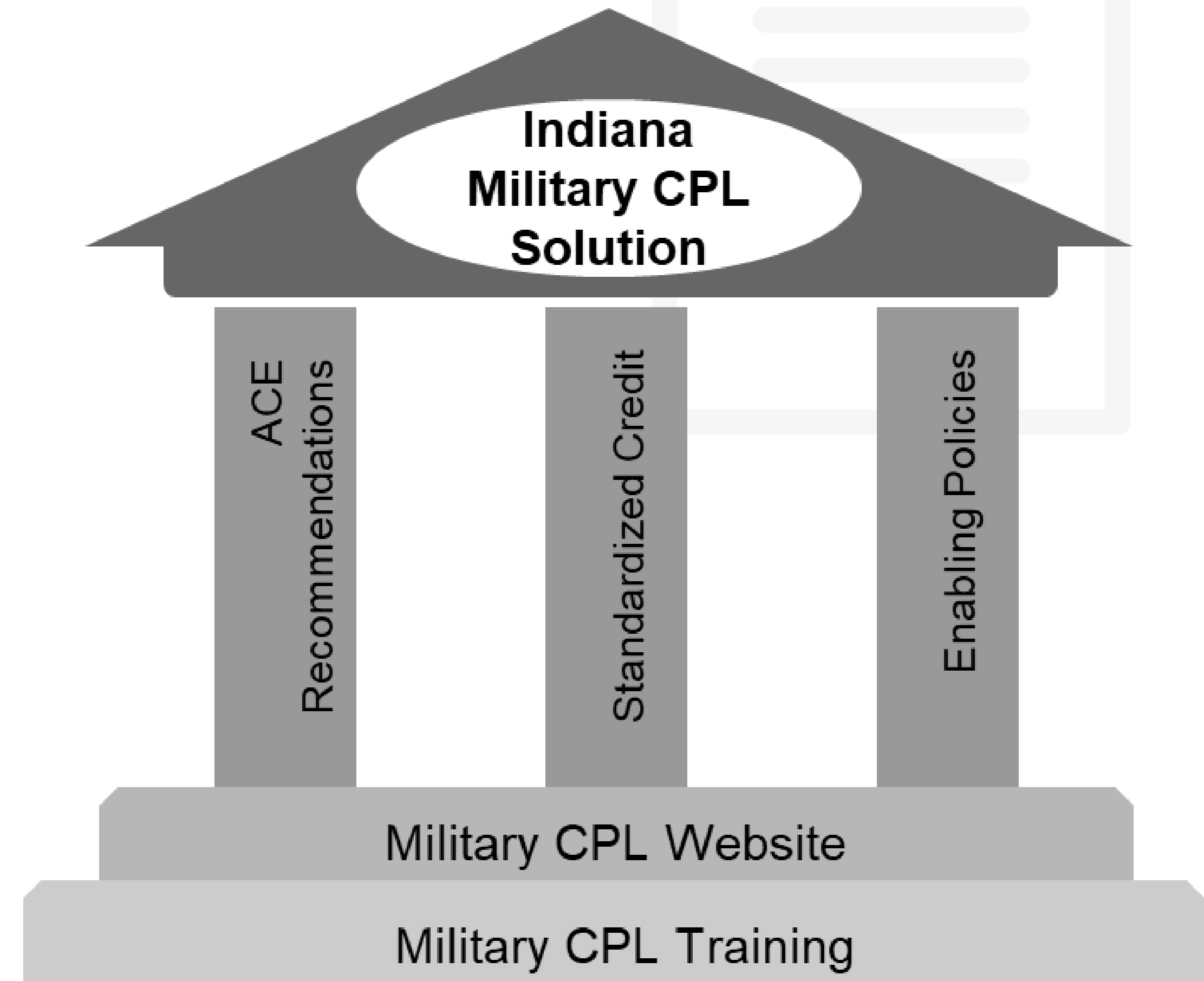
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# MILITARY CREDIT FOR PRIOR LEARNING (CPL)

Military CPL represents a significant **untapped opportunity for Indiana** veterans, employers, and institutions.

While other work groups are seeking improvements - for CPL we are seeking a new statewide system to support veterans in gaining college credit for what they have already learned.

Giving veterans **credit for what they know** is critical to their success academically and professionally.



# MILITARY CPL: INSTITUTION PILLARS



## Pillar 1: ACE Recommendations

- Accept American Council on Education (ACE) recommendations
- Faculty refine ACE recommendations for specific institution value



## Pillar 2: Standardized/Transparent Credit

- Create standard reactive and proactive credit opportunities
- Store credit decisions for equity and efficiency



## Pillar 3: Enabling Policies

- Policies ensure eligibility, applicability, and **utility** of military CPL
- Military CPL incorporated into program design and development

# MILITARY CPL: STATEWIDE FOUNDATIONS



## Foundation 1: Military CPL Training

- Statewide initiative to build awareness and address needs
- Custom programming/training for: leaders, faculty, CPL staff
- Ready-made materials with strategic deployment (e.g., ACE)



## Foundation 2: Military CPL Website

- Institutions retain complete autonomy on credit decision-making
- Standard data conventions developed/managed by ICHE
- Centralized resource to support students and enable benchmarking
- Build in context of existing Indiana web solutions (CTL)



VETERANS' EDUCATION PATHWAYS TASKFORCE

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# COMMUNICATION AND NAVIGATION



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# COMMUNICATION AND NAVIGATION

**Identify opportunities to improve education-related communication processes and resources, including:**

- Develop a Communication toolkit for multi-agency use
  - ▶ Resources/benefits that are already available (Minuteman Scholarship, etc.)
  - ▶ Transitioning Guard and Reserve
- Work with **INvets** to build interface with their existing web interface for all 92 counties
  - ▶ Add Education Section to **INvet's** Resources page that's linked to **Indiana Department of Veterans Affairs (IDVA)**
- Add link to **Jobs for Veterans State Grants (JVSG)** website
- Develop **Toolkit/QR code** guide to link resources and benefits

# COMMUNICATION AND NAVIGATION

- Work with **INvets** to build interface with their existing web interface for all 92 counties
  - ▶ Add Education Section to **INvet's** Resources page that's linked to **IDVA**
- **IDVA** AI Chatbot
- **County Veteran Service Officers (CVSO)** guide veterans to above resource pages
- Create a **Purple Star designation for Indiana employers**
  - ▶ Highlight those employers on the **INvets** website
  - ▶ **JVSG** posts employer information on Indiana Career Connect



# COMMUNICATION AND NAVIGATION

## **Recognize Purple Star Indiana Employers**

- ▶ Awards and certifications for company website and marketing materials
- ▶ Public announcements and press releases to highlight Purple Star employers
- ▶ Collaborative campaigns and partnerships among veteran service organizations, governmental agencies and community leaders
- ▶ Online platforms and directories
- ▶ Collaborate with industry-specific associations
- ▶ Preferential treatment for Purple Star companies



VETERANS' EDUCATION PATHWAYS TASKFORCE

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# STUDENT SUPPORTS



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# STUDENT SUPPORTS

**Identify opportunities to support and improve veteran services on campuses, including:**

Active-duty policy:

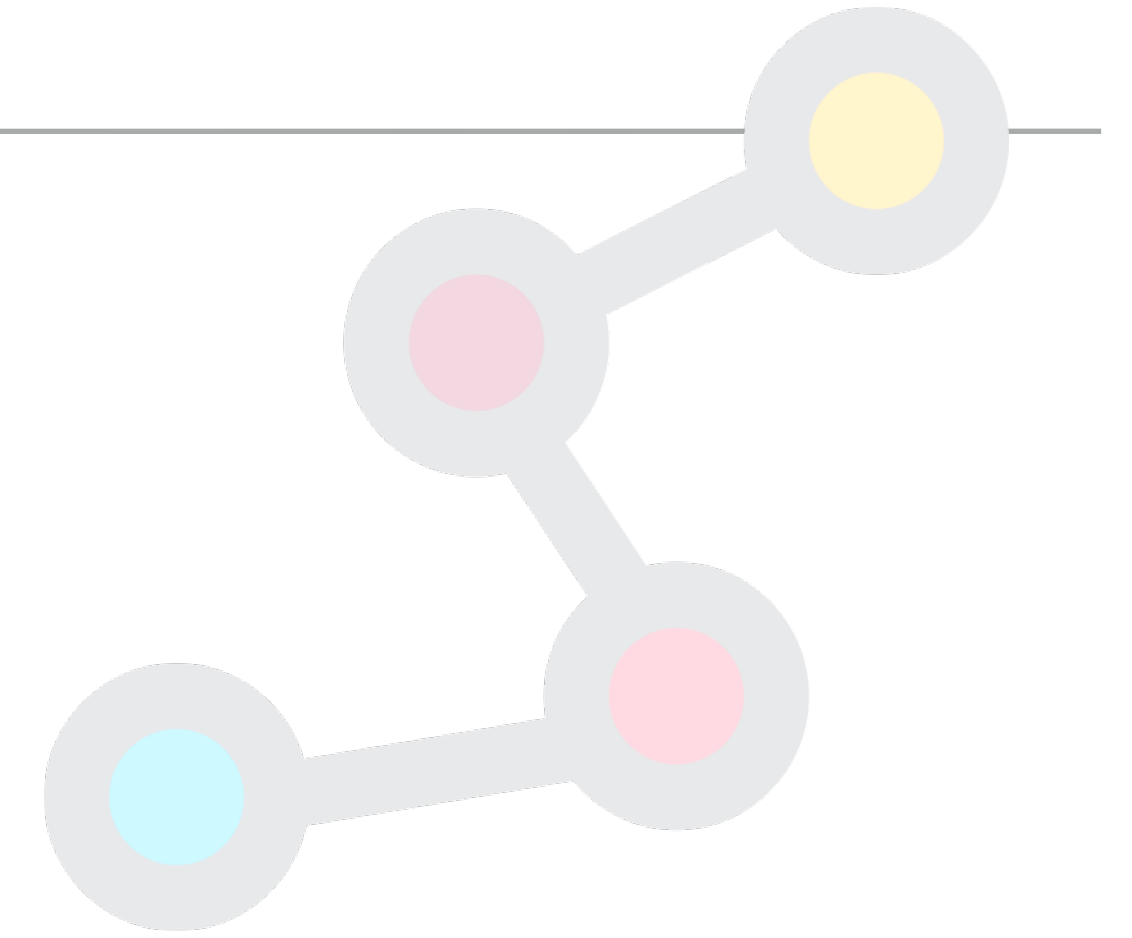
- Military absence longer than 15 days
- Ability to return without penalty
  - ▶ Reimbursement or remission of fees
  - ▶ Ability to complete a course after the end of term or withdraw without financial penalty

Funding: Student military-affiliated support/initiatives from the IDVA and donations

Career:

- Specialized career guidance counseling or other programs such as Indiana Career Explorer (INCE)
- Industry-employer relationship programs to assist with post-graduate employment
- Career/Employment fair geared for the military community
- Military affiliated employment services organizations

# STUDENT SUPPORTS



## Admissions/Enrollment:

- Waive admission application fees
- In-state tuition without residency requirements for currently serving military not living or serving within Indiana and fall outside Choice Act of 2014

## Payment:

- University housing with military-affiliated specific payment plans
- Payment grace period

## Student Engagement:

- Introduction to on-campus clubs or associations available
- Military-affiliated student on the student government association board

# STUDENT SUPPORTS

## Staff:

- Offer training for staff and/or faculty to support military-affiliated students
- Track military-affiliated staff/faculty members

## Student Services:

- Mental health counselor who is military-affiliated
- Veteran/military center in person and/or virtual
- Direct referral to disability support services with military affiliation taken into consideration

# STUDENT SUPPORTS

## Develop guidelines for the new Purple Star Institution designation:

- ▶ Use the extended working list (*see full recommendations report*) to devise a ranking system that recognizes what smaller institutions are doing as well as the larger ones
- ▶ Tiered System
  - Gold: 'Yes' response to  $\frac{3}{4}$  or more of the questions
  - Silver: 'Yes' response to  $\frac{1}{2}$  of the questions
  - Bronze: 'Yes' response to  $\frac{1}{4}$  of the questions

### OR:

- ▶ Tiered with size of student veteran population along with how many 'yes' responses are recorded
  - Possible – small, medium, large

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ADULT STRATEGY UPDATES

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QUESTIONS?  
COMMENTS?



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The background of the slide features a large, faint, circular seal of the State of Indiana. The seal contains the text "SEAL OF THE STATE OF INDIANA" around the top and "1816" at the bottom. In the center of the seal is a landscape with a rising sun, a river, and a plow. Overlaid on this seal is the word "CONTACT" in a bold, blue, sans-serif font.

## CONTACT

Dr. Stacy Townsley  
Associate Commissioner for Adult Strategy  
[stownsley@che.in.gov](mailto:stownsley@che.in.gov)



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