



# COLLEGE CREDIT FOR PRIOR LEARNING

MAYOR BRENT LAMBERT  
CITY OF EAST RIDGE

Information for ppt. provided by Dr. John Schaerer, Talent Dividend Liaison, Chattanooga Region Talent Dividend. Any inquiry should be sent to ([johnwschaerer@gmail.com](mailto:johnwschaerer@gmail.com)).

**DOES THE EMPLOYER OWN THE  
SUCCESS OF EMPLOYEES?**

**EMPLOYEES LEARN THE VALUE  
OF THEIR LEARNING WHEN  
RECOGNIZED.**

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# **EMPLOYEES LEARN THE VALUE OF THEIR LEARNING WHEN RECOGNIZED**

- **ENHANCES SELF CONFIDENCE**
- **STRENGTHENS COMMITMENT TO COMPANY MISSION**
- **GIVES HOPE TO PURSUE CAREER PATHWAYS WITHIN COMPANY**
- **ENCOURAGES COMPLETION OF A CERTIFICATE AND/OR DEGREE**
- **PROMOTES POSITIVE CUSTOMER RELATIONS**
- **ENCOURAGES MORE ENGAGEMENT**
- **EMBRACES CONSCIENTIOUSNESS**

# **EDUCATION HAS NEVER BEEN MORE IMPORTANT!**

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- **COST SAVINGS AFFECT THE COMPANY'S BOTTOM LINE BY GETTING THE SAME RESULTS FOR LESS MONEY AND REDUCING TIME (MONTHS) TO COMPLETE DEGREE (ROI)**
- **SECTION 127 OF THE IRS CODE THAT GRANTS TAX-EXEMPT STATUS TO EMPLOYER TUITION ASSISTANCE FOR EMPLOYEES. ANOTHER IRS TAX CODE PROVISION IS 132(D). THIS IS RELATED TO MAINTAINING AND ADVANCING AN EMPLOYEE'S JOB WHICH CURRENTLY IS BEING UTILIZED TO REIMBURSE WITHOUT TAX IMPLICATIONS BUT REQUIRE THAT COURSES TAKEN BE RELATED TO EMPLOYEE JOB- (SEE COMPANY CFO FOR REGULATIONS AND BENEFITS)**

# **WHAT ARE EMPLOYERS DOING ABOUT EMPLOYEE ...**

- **EFFICIENCY, QUALITY, PRODUCTIVITY?**
- **MOTIVATION?**
- **EXCITEMENT ABOUT WORK?**
- **ODDS OF BEING ENGAGED?**

**ARE EMPLOYEES, “THRIVING”,  
“STRUGGLING”, AND/OR “SUFFERING”?**

**DO EMPLOYEES PERCEIVE THEIR  
EMPLOYER AS PASSIONATE ABOUT THEIR  
LONG-TERM SUCCESS AND WELL-BEING?**



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- **EMPLOYEES WHO PARTICIPATE ARE 2 1/2 TIMES MORE LIKELY TO PERSIST TO GRADUATION AND COMPLETE THEIR DEGREE THAN OTHERS WHO DO NOT CAPITALIZE ON ON-THE-JOB TRAINING AND OTHER WORKPLACE LEARNING**

**LEARNING OUTSIDE A TRADITIONAL ACADEMIC ENVIRONMENT THAT MEETS ESTABLISHED QUALITY STANDARDS IS REFERRED TO BY HIGHER EDUCATION AS PRIOR LEARNING. THE EVALUATION OF PRIOR LEARNING IS REFERRED TO AS PRIOR LEARNING ASSESSMENT (PLA)**

## **EXAMPLES:**

**A PERSON WHO LEARNED BASIC BOOKKEEPING SKILLS ON THE JOB AND WHO WORKED REGULARLY TO DEVELOP A COMPANY'S FINANCIAL STATEMENT, COULD DEMONSTRATE THROUGH EXAM OR PORTFOLIO THAT HE/SHE HAS KNOWLEDGE COMPARABLE TO THAT OF SOMEONE WHO HAS COMPLETED ONE OR TWO COLLEGE COURSES IN ACCOUNTING**

## **EXAMPLE:**

**AMERICAN COUNCIL OF EDUCATION (ACE) CREDIT  
RECOMMENDATION-OCCUPATION: CONSTRUCTION  
ELECTRICIAN**

**>3 SEMESTER HOURS IN BASIC ELECTRICITY**

**>3 SEMESTERS HOURS IN ELECTRICAL TROUBLE SHOOTING  
AND**

**>2 SEMESTER HOURS IN BLUEPRINT READING (SCHEMATIC)**

**>1 SEMESTER OUR IN SUPERVISION**

**AN INDIVIDUAL GAINED THE EQUIVALENT OF 39 CREDITS  
BASED ON ON-THE-JOB TRAINING AND WORKPLACE  
LEARNING WHILE WORKING IN THE NUCLEAR ENERGY  
INDUSTRY TOWARD A BACHELOR'S DEGREE**



# **FOUR (4) GENERALLY ACCEPTED APPROACHES TO DOCUMENT NON-COLLEGE LEARNING:**

- 1. PORTFOLIO BASED**
- 2. EXAMINATIONS-COLLEGE LEVEL EXAMINATION PROGRAM (CLEP); EXCELSIOR COLLEGE EXAMS; DSST FORMERLY DANTES SUBJECT STANDARDIZED TESTS. (*DEFENSE DEPT. STANDARDIZED TEST – DSST*) (*DEFENSE ACTIVITY FOR NON-TRADITIONAL EDUCATION SUPPORT – DANTES*)**
- 3. MILITARY TRAINING EVALUATION (ACE)-AMERICAN COUNCIL ON EDUCATION**
- 4. ON-THE-JOB TRAINING (ACE) AND NATIONAL COLLEGE CREDIT RECOMMENDATION**

**ALL COLLEGES/UNIVERSITIES IN THE CRTDI REGION ARE ACCREDITED BY THE SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS (SACSCOC).**

**ALL COLLEGES/UNIVERSITIES IN THE CRTDI REGION HAVE POLICIES REGARDING ACCEPTANCE OF NON-COLLEGE LEARNING.**

# **PRIOR LEARNING – EXAM OPTIONS**

➤ **TESTING-OUT OF SPECIFIC COURSES ( TESTS DEVELOPED BY INDIVIDUAL COLLEGE/UNIVERSITY DEPARTMENTS)  
(SEE COLLEGE/UNIVERSITY CONTACT LIST)**

➤ **COLLEGE LEVEL EXAMINATION PROGRAM (CLEP)**

- **COMPUTER BASED TESTING AT TEST CENTERS IN COLLEGE/UNIVERSITY CAMPUSES OR NATIONAL TEST CENTERS ([WWW.COLLEGEBOARD.COM/CLEPTESTCENTERS](http://WWW.COLLEGEBOARD.COM/CLEPTESTCENTERS))**
- **33 EXAMS ARE AVAILABLE ON COMPUTER AND EACH COLLEGE/UNIVERSITY SETS OWN POLICY REGARDING WHICH CLEP EXAMS IT WILL GRANT CREDIT (SEE COLLEGE/UNIVERSITY OF CHOICE CONTACT LIST)**

## **PRIOR LEARNING — EXAM OPTIONS**

- **DEFENSE DEPARTMENT SUBJECT STANDARDIZED TEST (DSST) IS FORMERLY THE DEFENSE ACTIVITY FOR NON-TRADITIONAL EDUCATION SUPPORT (DANTES) A DEPARTMENT OF DEFENSE AGENCY ( [WWW.DANTES@NAVY.MIL](mailto:WWW.DANTES@NAVY.MIL) )**
- **THE DSST INCLUDES 38 EXAMINATIONS THAT ARE COMPARABLE TO END-OF-COURSE EXAMINATIONS IN UNDERGRADUATE COLLEGE COURSES.**
- **THESE TESTS ARE OFTEN USED IN CONJUNCTION WITH CLEP.**



## **PRIOR LEARNING — EXAM OPTIONS**

- **PROMETRIC ([HTTP://WWW.PROMETRIC.COM](http://www.prometric.com))  
ADMINISTERS INTERNET-BASED VERSIONS OF  
DSST/DANTES UNDER CONTRACT WITH THE DEFENSE  
DEPARTMENT**
  - **TEST SITES:**
  - **CHATTANOOGA: 4295 CROMWELL RD #309  
CHATTANOOGA, TN 37421**

**TEST FEES AS LOW AS \$80.00 PLUS  
ADMINISTRATIVE FEE BY TEST SITE.  
(SEE LIST OF CONTACTS OF CRTDI  
COLLEGES/UNIVERSITIES FOR SPECIFIC  
INFORMATION)**

# **STEPS TO APPLY FOR CREDIT FOR PRIOR LEARNING**

**>MEETING BETWEEN EMPLOYEE(STUDENT AND CONTACT OF COLLEGE/UNIVERSITY OF CHOICE**

**>DISCUSS 4 APPROACHES FOR CREDIT;**

**>DETERMINE DEGREE TO PURSUE/COMPLETE;**

**>SELECT APPROACH(ES) COMBINATION TO TAKE TO DOCUMENT LEARNING**

**(SEE CRTDI COLLEGES AND UNIVERSITIES CONTACT LIST)**

## **STEPS REGARDING PORTFOLIO CREDIT REQUEST**

- PREPARATION PROCESS (GATHERING INFO: TRANSCRIPTS, CEUS, CERTIFICATES CORPORATE TRAINING DOCUMENTS, ETC.**
- COLLEGE/UNIVERSITY CONTACT HELPS ORGANIZE, REVIEWS READINESS OF PORTFOLIO TO ENSURE ALL COMPONENTS ARE IN PLACE**
- COLLEGE/UNIVERSITY CONTACT FORWARDS PORTFOLIO TO APPROPRIATE DEPARTMENT WHO IDENTIFIES WHICH FACULTY MEMBER WILL EVALUATE**
- APPROPRIATE FACULTY MEMBER EVALUATES MATERIAL AND DECIDES HOW MANY CREDITS TO AWARD AND INDICATES IF A GRADE IS EARNED AND SHOULD BE ISSUED**
- COLLEGE/UNIVERSITY CONTACT INSURES THE CREDIT(S) ARE POSTED TO EMPLOYEE (STUDENT)**



- **PRIOR LEARNING CREDIT MAY BE SPECIFIC COURSE CREDIT, AN ELECTIVE CREDIT IN A SPECIFIC AREA OR GENERAL ELECTIVE.**
- **A CREDIT GRADE WILL BE AWARDED FOR EXAMINATIONS TAKEN AND PASSED. A NUMERIC GRADE WILL BE ASSIGNED FOR PORTFOLIO EVALUATED.**

**EMPLOYEES (STUDENTS) WILL BE ALLOWED UP TO A CERTAIN NUMBER OF CREDITS ACCORDING TO COLLEGE AND UNIVERSITY POLICY. (SEE CRTDI COLLEGE AND UNIVERSITIES CONTACT LIST FOR INFORMATION)**

**CREDITS AWARDED ARE GRANTED TOWARD DEGREES ACCORDING TO COLLEGES/UNIVERSITIES POLICY. THERE IS NO GUARANTEE THE CREDITS AWARDED THROUGH THE PRIOR LEARNING ASSESSMENT METHOD WILL TRANSFER TO OTHER INSTITUTIONS. HIGHER EDUCATION INSTITUTION RESERVES THE RIGHT TO REVIEW CREDITS TO DETERMINE HOW AWARDED CREDITS APPLY AT THEIR RESPECTIVE INSTITUTION.**







**PLA IS NOT A MATTER OF HINDSIGHT, NOR  
FORESIGHT, RATHER INSIGHT**

**COLLEGE IS ABOUT TRANSITION FROM “SCHOOL TO WORK” WHEREAS THE WORKPLACE IS THEN “WORK TO SCHOOL” THAT REQUIRES VIEWING WORK AS A SOURCE OF EMPLOYEE DEVELOPMENT, NOT JUST EFFICIENCY AND PRODUCTIVITY**

## **WORK-BASED LEARNING:**

- **DIRECT TRAINING AT THE WORKPLACE**
- **APPLICATION OF CONCEPTS IS ACTIVE, WHILE NAMING CONCEPTS MAY BE ELUSIVE**
- **EMBEDDED IN THE PERFORMANCE OF WORK RATHER THAN ABSTRACTED FROM TEXTBOOKS – IN OTHER WORDS, A BYPRODUCT OF WORK**
- **OCCURS IN THE SITUATION IN WHICH LEARNED**
- **STEMS FROM BEING CONSCIENTIOUS RATHER THAN MINDLESS FOCUS ON PROCEDURES**



**BEYOND EXTRINSIC REWARDS, WORK  
VIEWED AS DEVELOPMENTAL IS  
EMPOWERING AND EMBRACES  
CONSCIENTIOUSNESS**





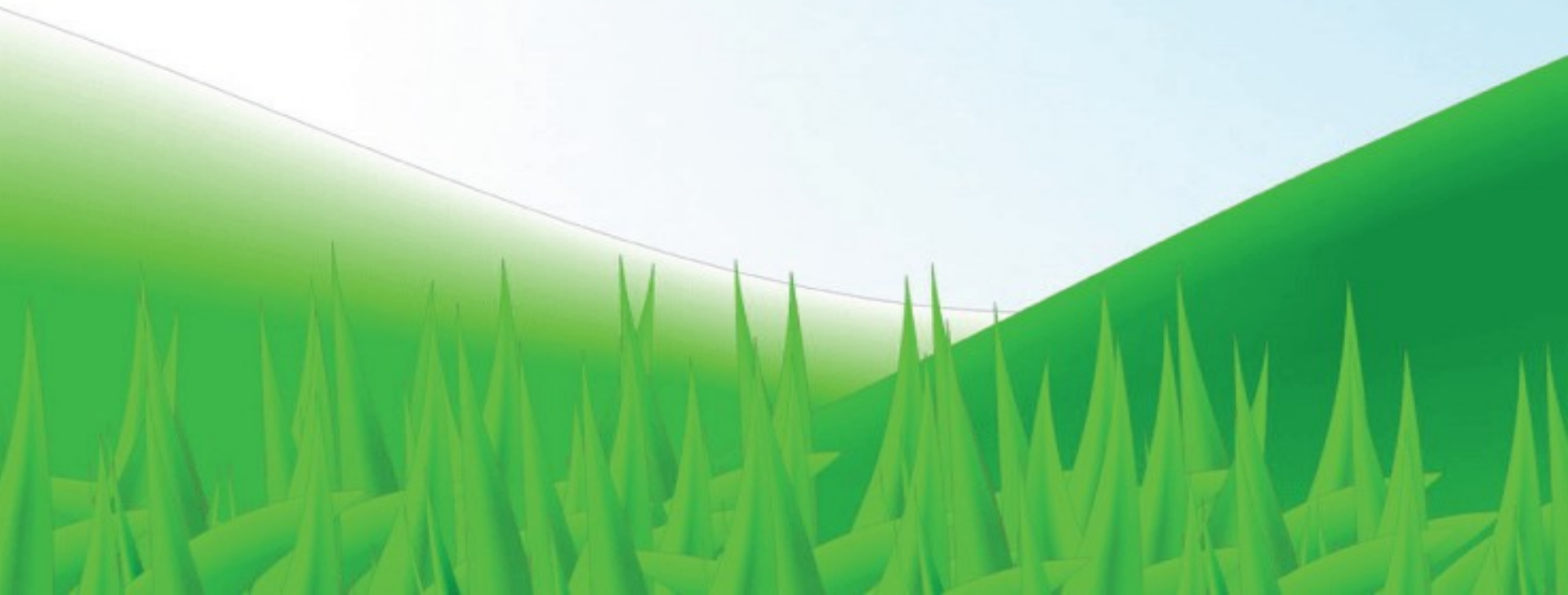
**ON-THE-JOB SKILLS OF APPLICATION ARE ACQUIRED  
OFTEN BEFORE FORMAL AWARENESS OF COLLEGE  
COURSE CONCEPTS/THEORIES NOMENCLATURE.**

# **TUITION REIMBURSEMENT PROGRAMS (TRP) YIELD POSITIVE ROI**

**THE TUITION ASSISTANCE VALUE STUDY (Nov.1, 2011)-SEE  
WWW.CAPELLA.EDU; WWW.EDLINKTUITION.COM;  
WWW.ROIROIINSTITUTE.NET — FOUND:**

- **96% OF EMPLOYEES INDICATED THE TRP PROGRAM WAS VALUABLE**
- **77% REPORTED THE TRP WAS THE REASON THEY PURSUED FURTHER DEVELOPMENT**
- **86% REPORTED WORK SATISFACTION, EFFICIENCY, QUALITY, AND PRODUCTIVITY**
- **94% REPORTED THAT KNOWLEDGE GAINED WAS USEFUL TO THEIR JOB**
- **EMPLOYER PERSPECTIVE INDICATED 81% IMPROVED ENGAGEMENT AS WELL AS COMMITMENT TO THE COMPANY BUSINESS**
- **SELECTED THEMES OF EMPLOYERS INCLUDED**
  1. **MORE MOTIVATED EMPLOYEES**
  2. **STRENGTHENED CAREER PATHWAYS**
  3. **JOB SECURITY**
  4. **INCREASED MORALE**
  5. **INNOVATION**
  6. **CONFIDENCE**
  7. **SELF**

# PLA for CREDIT



- Where “winning” is worthwhile all the time
- Unlike the Lotto where “winning” is worthwhile SOMETIMES against huge odds

# THANK YOU!



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