



CHATTANOOGA REGION TALENT DIVIDEND INITIATIVE

Accessing Credit for Prior Learning (CPL)

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Purpose: A way for employees and employers to know that college credit can be earned for what employees have done and doing.

Ways and Means: A) Employee provides written description of what has been learned (skills and competencies) outside college course work previously completed.

- Such descriptions are by-products of work responsibilities and performance (skills and competencies to be interpreted by higher education faculty)
- Higher education contact helps organize and reviews to ensure all components are in place depending on degree preference

B) Testing-out of specific courses (Tests developed by college/university depts.).

C) Testing-out of specific courses by taking commercially prepared examinations

- > College Level Examination Program (CLEP)
- > Defense Dept. Subject Standardized Test (DSST)

D) Military Training Education Evaluation (American Council On Education reviews military training (courses) and experiences (occupations) to determine awarding equivalent college

credits for those experiences

Benefits: Employee, Business/Industry, Gov't Entity and County, City and Region

Employee: 1) acceleration toward completion 2) increases potential earnings 3) lowers cost of degree 4) potential career interest advancement 5) motivation to excel

Business/Industry, Gov't Entities: 1) productivity enhancement 2) loyalty of employees 3) less mgt. required 4) retain cream-of-the-crop 5) less turnover 6) happier employees 7) employer can claim \$ business deduction for employee educ. 8) increased creativity and innovation of employees 9) increased engagement and commitment of employees 10) seasoned employees more satisfied with job match 11) builds positive work culture 12) work is viewed as source of employee development 13) motivated employees make a difference in company success

County/City/Region: 1) economy becomes more productive as the proportion of educated workers increases 2) lower \$ expense for gov't support dependence 3) builds on the knowledge-based economy 4) reduces frustration of business with the "hunt for fresh talent" 5) increases competitive advantage attractive to existing/new business 6) higher earnings yield more tax revenue reducing pressure on property tax etc.

STEPS TO ACTIVITATE CPL (Notice: As each business/industry or gov't entity is different, implementation should be blended with existing policy and practices. The steps are intended to stimulate thought as you proceed. Such action may be taken by small, medium or large organizations, some with HR Depts. while others just have someone who handles the human resource functions.

- 1) Utilize newsletter, email, intranet, team meetings to create awareness and enthusiasm among employees
- 2) Review education profiles of all interested employees
- 3) Extend invitations to participate (short and long term) based on organizations performance needs
- 4) Engage employees in CPL training involving higher education

- reps.(see contact list and select college or university of choice)
- 5) celebrate successes of participating employees

THE SUM IS GREATER THAN THE PARTS

Education level to most people is personal. Employees with some college but no degree should be aware they are not considered failures. Any number of reasons may have contributed to not continuing their formal education. Experience has demonstrated again and again that each person still has the dream “in their heart” to complete a degree.

The affirmation of being a valued employee because of what they know, can do and will do is powerful. Powerful since education is considered continuous stemming from work responsibilities, development and performance as well as traditional higher education courses. These two means of education are blended. The result being improved skills and competencies of employees who simultaneously fulfill a life long dream of degree completion.

The possibility of blending sources of quality education motivates Employees to reimagine themselves. This renewed conception is the “gift that keeps on giving”.

Capitalizing on previously untapped, often latent, talent changes everything. What can be more rewarding to those who contribute to A persons continued success, a sustainable workforce, successful business and strengthened county/city/regional economy?

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