



Disruptive Innovations in Adult Learning and Prior Learning Assessment



Georgia Adult Learning Consortium
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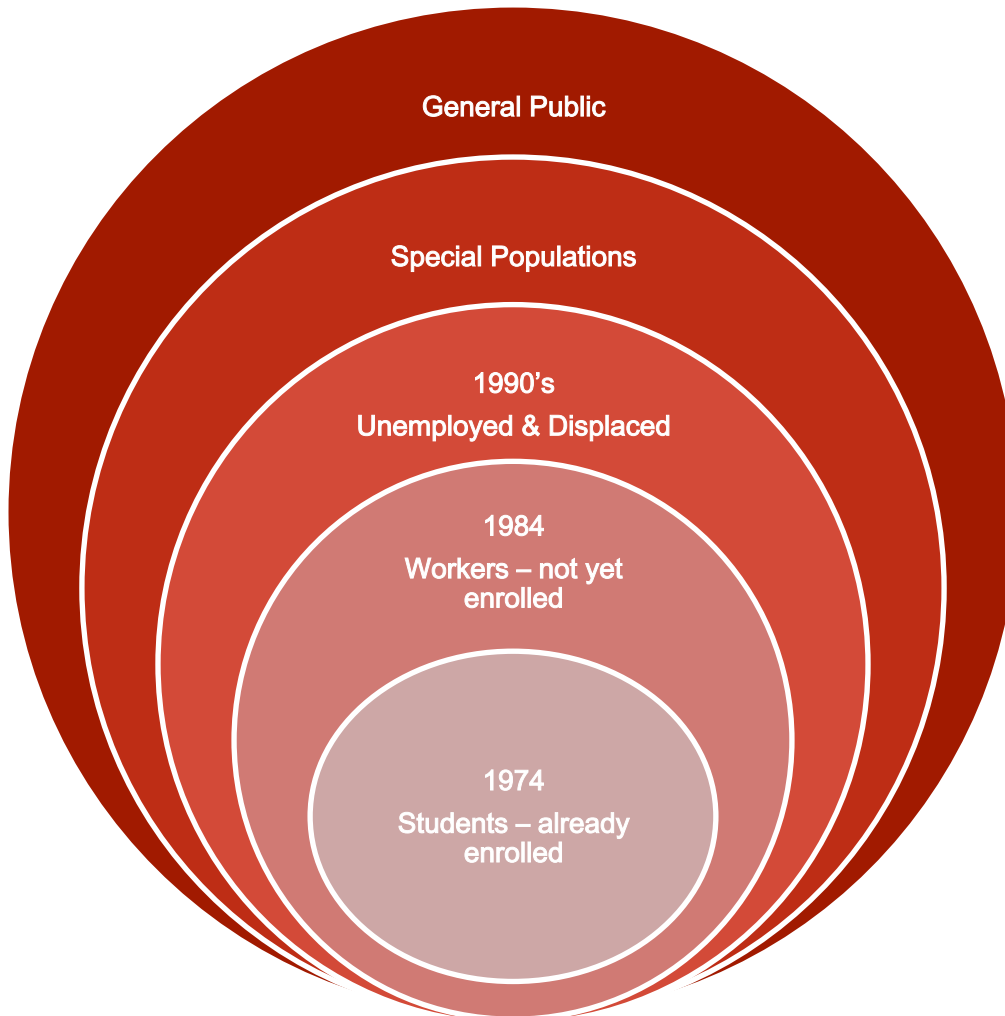
CAEL's Overarching Goal:

**Meaningful Learning, Credentials,
and Work for Every Adult**

CAEL links learning and work – for
nearly 40 years



Adult Learners CAEL Serves



- ❑ Assist adults already in college or help them gain access to college (1974)
- ❑ Reach workers not yet in school through employer sponsored learning & training, education advising & tuition benefit programs (1984)
- ❑ Assist workers who either lost their jobs or had limited work history (1990's)
- ❑ Created projects for special populations including maturing adults, veterans & younger adults (2001 and after)
- ❑ LearningCounts.org online service reaches all these audiences and adds outreach to the general public



Disruptive Innovation

- “allows a whole new population of consumers at the **bottom** of a market access to a product or service that was historically only accessible to consumers with a lot **of money or a lot of skill.**”

Clayton Christensen’s website



What is Expected of Higher Ed





“Knowledge Proliferation”





Change is Good?





Early History: PLA and Competency-Based Programs

1974

Research Project at ETS

1976-1977

CAEL incorporates as a 501(c)3

1970s

Pioneering colleges began PLA and competency-based programs for adults



Credit, Non-Credit: Which Is It?

Prior **L**earning **A**ssessment (PLA) is a process for evaluating knowledge and skills in order to award college credit for learning from:



On-the-job learning



Corporate training



Independent study, such as MOOCs



Military service



Volunteer service





The Link to Jobs





College Completion Matters

- U.S. position as a world leader in young adult attainment of postsecondary education has slipped from 4th – 13th (1997 – 2010)
- 18 million job openings between 2010-2020 will require postsecondary education
- By 2018, 63% of jobs will require some college or above



Help Wanted: Projections of Jobs and Education Requirements through 2018,
Georgetown University, Center for Education and the Workforce, June 2010
<http://bls.gov/news.release/ecopro.nr0.htm>



Wasting Money



Debt problem is even more tragic when students already know the subject matter and have to take the course anyway.

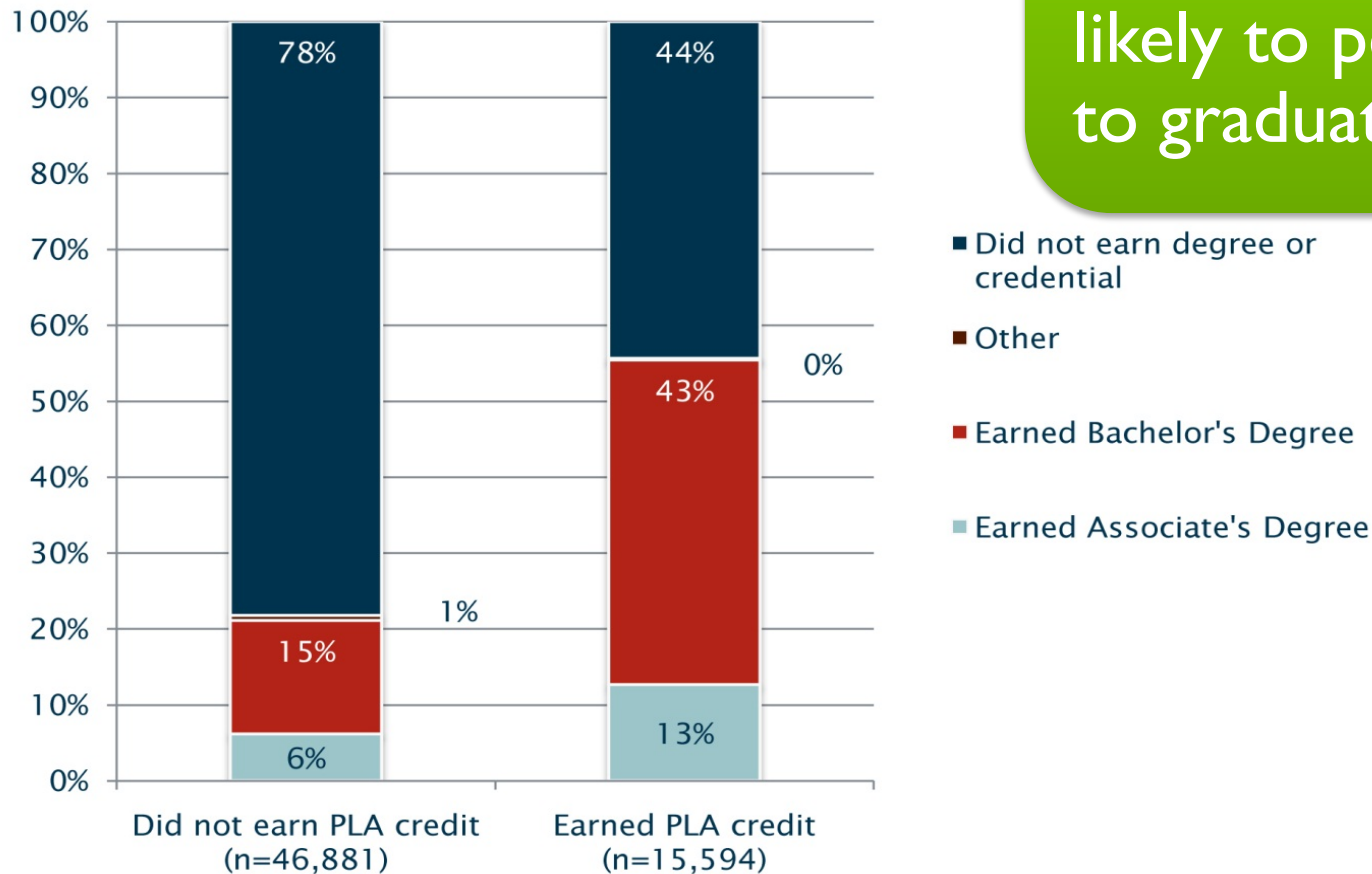


Georgia Graduation Goals

Data Point	Georgia
Current % of Adults with College Degrees (US overall: 38.7%)	36.2%
Trend Projected for 2025	45.3%
Lumina Foundation Goal for 2025	60%
Gap	14.7%
Additional Annual Increase Needed	7.8%
Additional Number of Degrees Needed by 2025	1,346,524

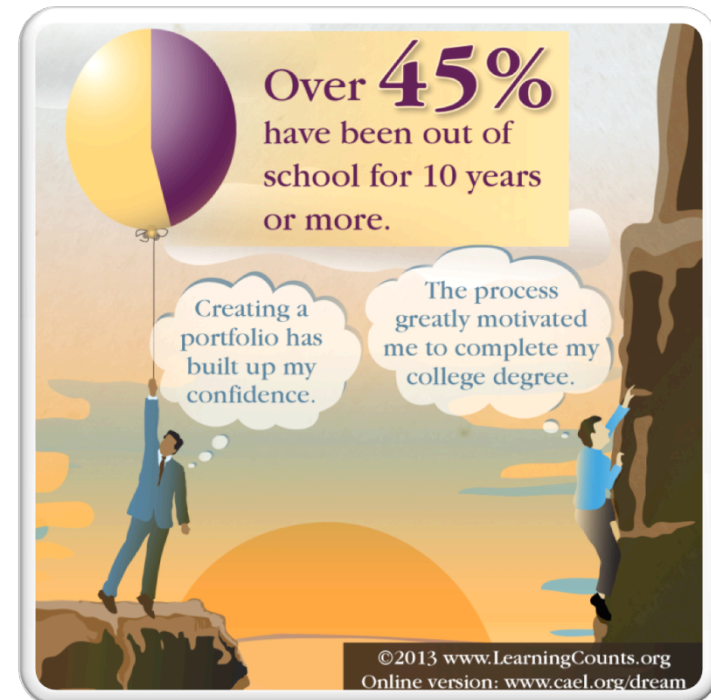
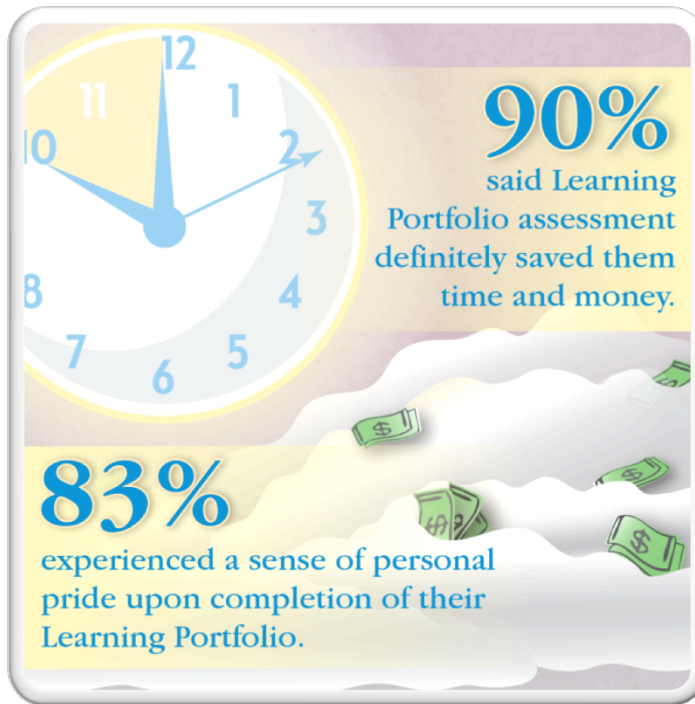
Graduation and Completion of Adults with PLA Credit

Baccalaureate students are 2½ times more likely to persist to graduation.





LearningCounts Students





What is LearningCounts?



- LearningCounts launched in January 2011 by CAEL as national on-line service
- Helps adults prepare portfolios and receive faculty assessment of their prior learning
- Faculty are from all over the U.S.



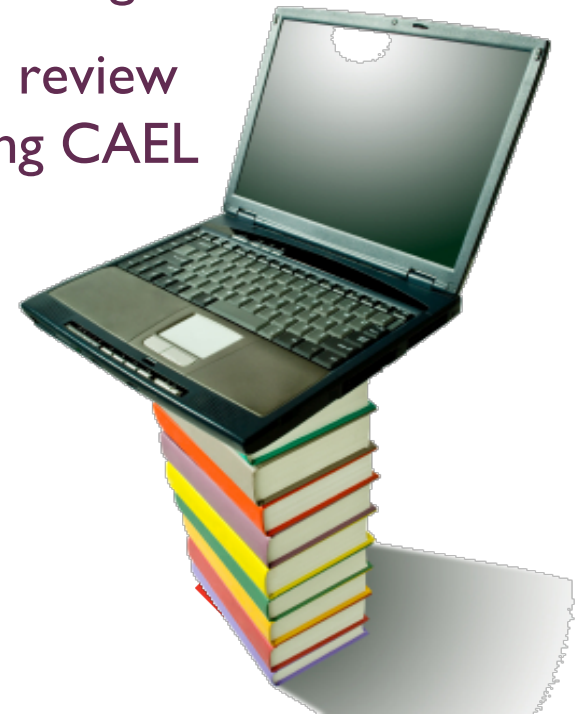
College credit for what you already know®





Why LearningCounts?

- Need to accelerate adult degree completion
- Not enough colleges granting credit for prior learning
- Need for consistent standards
- Need for a national, online approach with easy access
- Need to reach adult learners in all states and regions
- Ability to use faculty experts nationwide to review learning portfolios in various disciplines using CAEL portfolio assessment rubric for high quality assessments





Why Colleges Are Interested

- No Current PLA program
- Need support for existing program
- Need for a streamlined, rigorous process





How LearningCounts Works



Like an artist's portfolio, a student puts together a portfolio online that documents their learning.



How Learning Counts Works

- College Credit Predictor tool
- College Credit Specialist
- Credit or Non-credit portfolio prep course
- Student submits portfolio—either course-based or competency-based



How LearningCounts Works

- Portfolios sent for review to CAEL-trained faculty subject matter experts
- We transcript the credit recommendations
- Colleges accept the transcript in transfer
- Next step: Dual transcript



Competency-Based Degrees

What students know and can do





Confusing? Promising?

- Invent, or use, methods that will get PLA to scale
- keep adult learners' multiple roles and needs at center of thinking and design
- keep up to date on adult learning innovations
- Challenging to implement these changes within traditional higher education



Additional CAEL References

www.cael.org

(Research and Publications)



Questions?

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