



# Valuing Military Learning: A Guide to Military Prior Learning Assessment and More

CCME 2017

# Special Thanks



# Mission of the Multi-State Collaborative on Military Credit (MCMC)



- facilitate an interstate partnership of 13 states
- translate competencies acquired by veterans through military training and experiences toward college credentials
- exchange information and share best practices in articulation of academic credit, communication and outreach, data and technology and licensure and certification.

# MCMC History

- 2012 – Ongoing dialogue between Indiana and Ohio
- 2013 – First in-person meeting
  - Added Illinois and Minnesota to form an Executive Committee
- 2014 – Regular conference calls of Executive Committee; approached MHEC to partner and be the fiscal agent
- 2014 – Received grant funding from Lumina Foundation (\$900,000 over 3 years)
- 2015 – Received grant funding from USA Funds (\$200,000 over one year)

# Project Goals

- To assist student veterans with completing postsecondary education and the transition into civilian employment, MCMC has established the following three goals:
  1. Assist with critical life transitions from the military to postsecondary education and then from postsecondary education to civilian employment.
  2. Increase postsecondary education completion rates by creating models for the consistent, transparent, and effective awarding of credit for military training and experience that can be scaled regionally and nationally, thereby lowering the cost of education and reducing the time to completion.
  3. Establish a strong network of support, communication, documentation, and data collection among institutions and organizations for the purpose of promoting shared interests and tracking the efficacy of efforts to enhance Servicemember's educational success.

# Four Work Groups

- Articulation of Academic Credit
- Communication and Outreach
- Data, Systems, and Technology
- Licensure and Certification

# Data Collection and Analysis

- Contracted with Solutions for Information Design (SOLID)
- FY15 Strength and Separation Data for each of the MCMC states
- All MOCs - Strength and Separations by civilian occupation (using civilian O\*NET code)
  - – Strength – number of Service members as of 9/30/2015
  - – Separations – number of Service members who separated in FY 2015
- Data broken out by Active Duty and Guard/Reserve along with Totals

# MOCs to O\*NET Code

Civilian Job Information					Estimated Number of <i>(Estimated by applying the proportion of the state's Post 9/11 era</i>						
O*NET Job Family Code	O*NET Job Family Title	O*NET Code	O*NET Title	Total Military Separations (FY 15)	Illino	India	Iowa	Kans	Kent	Michig	Minnes
State Proportion of Post 9/11 Era Veterans in Civilian Labor Force in 2015>>					2.7%	1.9%	1.1%	0.8%	1.5%	1.7%	1.4%
55	Military Specific	55-3016.00	Infantry	29,929	812	555	339	226	442	503	432
33	Protective Service	33-3051.01	Police Patrol Officers	13,693	371	254	155	103	202	230	197
49	Installation, Maintenance, and Repair	49-3011.00	Aircraft Mechanics and Service Technicians	12,823	348	238	145	97	189	216	185
55	Military Specific	55-3014.00	Artillery and Missile Crew Members	12,373	336	229	140	93	183	208	178
43	Office and Administrative Support	43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard	10,698	290	198	121	81	158	180	154
53	Transportation and Material Moving	53-3032.00	Heavy and Tractor-Trailer Truck Drivers	9,203	250	171	104	70	136	155	133
29	Healthcare Practitioners and Technical	29-2041.00	Emergency Medical Technicians and Paramedics	8,416	228	156	95	64	124	142	121
49	Installation, Maintenance, and Repair	49-3023.01	Automotive Master Mechanics	8,223	223	152	93	62	121	138	119
55	Military Specific	55-3013.00	Armored Assault Vehicle Crew Members	6,713	182	124	76	51	99	113	97
35	Food Preparation and Serving Related	35-2012.00	Cooks, Institution and Cafeteria	5,891	160	109	67	44	87	99	85
49	Installation, Maintenance, and Repair	49-2091.00	Avionics Technicians	5,761	156	107	65	44	85	97	83
47	Construction and Extraction	47-5031.00	Explosives Workers, Ordnance Handling Experts, and Blasters	5,091	138	94	58	38	75	86	73
43	Office and Administrative Support	43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping	5,015	136	93	57	38	74	84	72
53	Transportation and Material Moving	53-7072.00	Pump Operators, Except Wellhead Pumpers	4,482	122	83	51	34	66	75	65



# What the Guide Contains



# Guides to Education

- College selection and applications
- Funding your education
- How to maximize military PLA

## Getting College Credit for Military Learning through PLA

The military provided you with top-notch training and unequalled learning experiences. Through something called **Prior Learning Assessment**, or **PLA**, that knowledge can translate into college credit. Prior learning is a term educators use to describe the learning you gain outside of school—such as the learning you've gained through formalized military training and other life experiences (including employment, travel, hobbies, civic activities, and volunteer service). PLA takes that knowledge and determines whether it can be converted into college credit. This helps expedite your degree—saving you tuition dollars and helping you get on your way more quickly.

No matter why you want to pursue a postsecondary education, selecting a school that recognizes the value of your military service and/or training through PLA can make a big difference as you work toward your educational goals. Even if you have earned GI Bill® educational benefits to help you, those benefits are limited and you need to use them wisely. PLA helps you make the most of your benefits!

Here's an example: a research study showed earning 15 credits from PLA can save \$1,605 to \$6,000 on tuition costs! If you're working toward a Bachelor's degree, those PLA credits could save you between two months and ten months.

It's important to keep in mind that PLA isn't just one method or tool. Schools may offer some types of PLA and not others. It's always worth talking to your school's registrar at the outset to find out your school's PLA offerings and guidelines for granting credit. To help familiarize you with how PLA works, we'll walk through the following types of PLA:

- ★ **Transfer Guides for Military Training and Transcripts**
- ★ **Portfolio Assessments**
- ★ **Program Evaluations**
- ★ **Customized Exams and Standardized Testing**

In addition to relevant examples of veterans who have used PLA and important Action Steps for each type of PLA, at the end of the document, you'll also find a handy PLA Checklist.

# State Resource Guides

- State-by-state lists of online resources for veterans
- Index of available veterans bridge and accelerated programs in each state

# Bridge Program Inventory

	Institution	State	Compact	Status	MOC Title	MOC Code	Bridge Program's Name	Degree level	CIP	Credits for certificate/d egree	Credits awarded for MOC/training	Credits needed to complete certificate/degree	Institutional Accreditation	Program Accreditation	Licensing/Certification Board	Contact person	Email
1	Gateway Community College	AZ	WICHE	Done	Medic		Medic to LPN		51.3901	80	68	12	HLC	Arizona State Board of Nursing		Margi Schultz	<a href="mailto:marg02040@gatewaycc.edu">marg02040@gatewaycc.edu</a>
2	College of DuPage	IL	MHEC	Done	LPN	HM/ANDX1	Medical Corporman to LPN		51.3901	6	0	6	HLC	Illinois Department of Finance and Professional Regulations Board of Nursing		Dr. Jean Karjic	<a href="mailto:karjic@cod.edu">karjic@cod.edu</a>
3	Illinois Central College	IL	MHEC	Done	LPN	HM/ANDX1	Medical Corporman to LPN		51.3901	6	0	6	HLC	Illinois Department of Finance and Professional Regulations Board of Nursing		Lesley Zimmerman	<a href="mailto:lesley.zimmerman@icc.edu">lesley.zimmerman@icc.edu</a>
4	Joliet Junior College	IL	MHEC	Done	LPN	HM/ANDX1	Medical Corporman to LPN		51.3901	6	0	6	HLC	Illinois Department of Finance and Professional Regulations Board of Nursing		Deborah Albert	<a href="mailto:debert@jjc.edu">debert@jjc.edu</a>
5	Southwestern Illinois College	IL	MHEC	Done						65	20.5		HLC				
6	Indiana Tech	IN	MHEC	Done	Air Force Security Forces, Army Military Police, Marine Corps Military Police, Navy Master-Ar-Arms	3P (USA) 318 (USA) 5809 & 5811 (USAC) MA (USN)	Criminal Justice	Associate	43.0103	60	15	45	HLC			Benjamin Parker	<a href="mailto:bparker@indianatech.edu">bparker@indianatech.edu</a>
7	Indiana Tech	IN	MHEC	Done	Air Force Security Forces, Army Military Police, Marine Corps Military Police, Navy Master-Ar-Arms	3P (USA) 318 (USA) 5809 & 5811 (USAC) MA (USN)	Criminal Justice	Bachelor	43.0103	120	15-51	69-105	HLC			Benjamin Parker	<a href="mailto:bparker@indianatech.edu">bparker@indianatech.edu</a>
8	Indiana Tech	IN	MHEC	Done	Air Force Security Forces, Army Military Police, Marine Corps Military Police, Navy Master-Ar-Arms	3P (USA) 318 (USA) 5809 & 5811 (USAC) MA (USN)	Pre-Law	Bachelor	22.0001	121	12	109	HLC			Benjamin Parker	<a href="mailto:bparker@indianatech.edu">bparker@indianatech.edu</a>

[http://www.mhec.org/sites/mhec.org/files/20161101MCMC\\_Bridge\\_Program\\_Inventory.pdf](http://www.mhec.org/sites/mhec.org/files/20161101MCMC_Bridge_Program_Inventory.pdf)

# Bridge/Accelerated Program Features

- Lake Superior College (Duluth, MN)  
Military Bridge Physical Therapy Assistant  
AAS Program
- Lansing Community College (Lansing, MI)  
Military Medic to Paramedic Program
- Joliet Junior College (Joliet, IL)  
Military Medical Corpsman to Practical Nurse
- Herzing University (Madison, WI)  
VET2RN Associates Degree Program

# Student Veteran Testimonials

- Four student veteran PLA stories representing Lake Superior Community College, Lansing Community College, and Joliet Junior College
- Stories describe veterans' education paths, impressions of their program, and credits saved

## Other Innovations in Military PLA

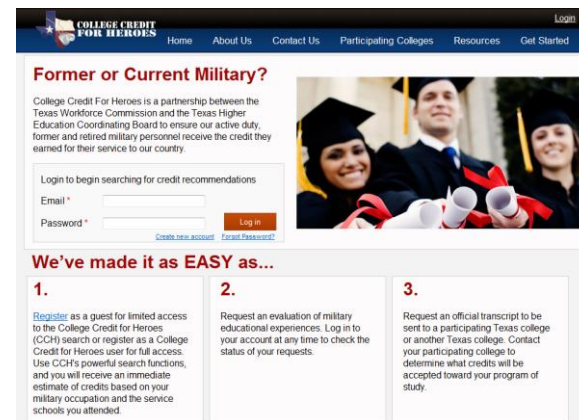


# College Credit for Heroes

- Administered by the TX Workforce Commission
- Focus areas:
  - Web Portal for evaluations
  - Acceleration Curricula
  - Network of Participating Colleges
- 47 partner colleges



# Web-based Evaluation Portal



- Online Military Credit Evaluation with transcript service
- Transcript can be used by colleges throughout the state (Central TX College)
- Average of 25 credits awarded per veteran

# Acceleration



- Since 2011, streamlined curricula:
  - Nursing, other health careers
  - Information Technology
  - Advanced Manufacturing
  - Engineering
  - Oil Field Technology
- 84 curricula accelerated for Veterans



College Credit for Heroes Annual Report 2016 and presentation by Apurva Naik

# Other Innovations in Military PLA



# MNSCU Crosswalk

## Minnesota State Colleges & Universities

### ▼ Military Experience

Provide information about your military experience so we can match it up with related academic programs.

**Military branch and occupation**  
([Where can I find this information?](#))

#### Branch

Select a Branch ▼

**Occupation** ([Occupation not listed?](#))

Select a Branch first ▼

#### Training Dates

If active service, enter current date range and highest rank achieved / skill level. If separated from the service, enter end of service date range and highest rank achieved / skill level.

#### Date Range

Select an Occupation first ▼

#### Rank / Skill



Welcome to VETS\*, the Veterans Education Transfer System. Created by 1 Minnesota State Colleges and Universities, VETS is an online application that past, present and future servicemen and servicewomen determine how their training can count for credit at Minnesota State Colleges and Universities in

*VETS is a product of the Veterans Re-Entry Education Program. Funds for*

Source: Presentation by Gina Sobania, MNSCU, 3/12/15

# Evaluation Request System

1

**Military Experience**

Provide information about your military experience so we can match it up with related academic programs.

**Military branch and occupation**  
(Where can I find this information?)

**Branch**  
Army Enlisted

**Occupation** (Occupation not listed?)  
02A Army Bandsperson

**Training Dates**  
If active service, enter current date range and highest rank achieved / skill level. If separated from the service, enter end of service date range and highest rank achieved / skill level.

**Date Range**  
Apr 2004 - Current

**Rank / Skill**  
E6=Level 30

2

6 Matches (showing results 1 to 6)

These programs may award credits, but do not have established credit agreements. To discuss the request or admission process, or other options, click [Request Review](#) or when enrolling in a program, click [Request Review](#) or when enrolling in a program, click [Request Review](#) or when enrolling in a program, click [Request Review](#). To discuss the request or admission process, or other options, click [Request Review](#) or when enrolling in a program, click [Request Review](#) or when enrolling in a program, click [Request Review](#).

<a href="#">VIEW TRANSFER</a>	<a href="#">PROGRAM TITLE</a>	<a href="#">AWARDS</a>	<a href="#">SCHOOL</a>
<a href="#">Request Review</a>	<a href="#">Jazz Studies</a>	BA	Minnesot
<a href="#">Request Review</a>	<a href="#">Jazz Studies</a>	BMUS	Minnesot
<a href="#">Request Review</a>	<a href="#">Music</a>	BMUS	St. Cloud
<a href="#">Request Review</a>	<a href="#">Music Performance</a>	BMUS	Minnesot
<a href="#">Request Review</a>	<a href="#">Music Performance</a>	BMUS	Winona S
<a href="#">Request Review</a>	<a href="#">Performance</a>	BM	Minnesot

3

**Request transfer evaluation**

Please submit the following information to request a transfer evaluation. A specialist will contact you shortly.

First Name:

Last Name:

Email Address:

Telephone Number:

Branch of Service:

Military Occupation:

Last Month in Occupation:

Last Year in Occupation:

College/University:

Academic Program Desired:

Comments:

Any questions, contact us at 1-800-456-8519.

Source: Presentation by Gina Sobania, MNSCU, 3/12/15

# Career Planning Resources

The screenshot shows the MyMilitary GPS LifePlan website. At the top, there is a navigation bar with the following categories: GPS LIFEPLAN, CAREER, EDUCATION, FINANCE, LEADERSHIP, and PERSONAL. The main content area features the text "GPS LifePlan" with a logo, followed by five triangular images representing different career paths: a woman in a white lab coat, a woman in a military uniform, a man in a military uniform, a man in a military uniform, and a man in a blue shirt and white helmet. Below the images, there is a section titled "GOALS + PLANS" and a call to action: "Ready to get started? Feel like you need a little more direction? Ready".

# eAdvising *Online help*



## ▼ Connect with an Advisor

### **Military support services**

Our support staff provides assistance with questions about admissions, transfer, military benefits, support services, courses, programs and degrees.

Online services are available 24/7 and personal assistance is available by telephone, Web chat and E-mail 7 days a week.

### **[Support services website](#)**

### **Telephone assistance:**

Toll-free number: 1-800-456-8519

International: +1-651-5560596

TTY: (651) 282-2660

### **Hours of operation:**

Monday - Friday: 7 a.m. - 9 p.m. CST

Saturday: 10 a.m. - 4 p.m. CST

Sunday: 9:30 a.m. - 3:30 p.m. CST

Closed holidays



Source: Presentation by Gina Sobania, MNSCU, 3/12/15

# So, where to focus?

- Promoting career pathways
- Ensuring no “twinkie” credits
- Increasing transparency
- Fostering consistency
- Partnering to maximize transfer
- Getting the word out



# Student/Institution Resource



*Valuing Military Learning -  
A Guide to Military Prior  
Learning Assessment and  
More*

<http://bit.ly/PLAguideMCMC>

# Thank You

- Questions?



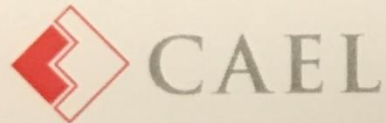
- Sara Appel  
Midwestern Higher  
Education Compact  
Multi-State Collaborative  
on Military Credit  
Project Coordinator  
765.586.6512  
[saraa@mhec.org](mailto:saraa@mhec.org)  
<http://www.mhec.org/>



## Contact info

National Headquarters  
55 East Monroe St., Suite 2710  
Chicago, IL 60603

[www.cael.org](http://www.cael.org)



Amy Sherman  
*Associate Vice President, Innovation and Policy*

Office: 312.499.2635 Fax: 312.499.2601  
E-mail: [asherman@cael.org](mailto:asherman@cael.org)

