South Carolina
Commission on Higher Education
Access | Affordability | Excellence

April 29, 2025

SC Military Credit Mobility

SC Military Credit for Prior Learning (M-CPL) Advisory Board

(Please SIGN IN)

https://forms.gle/ZmNa3hVPAqW9X4tJ8

Sign with QRCODE

SC Military Credit for Prior Learning (M-CPL) Advisory Board Co-Facilitators Team

Team Members	Institutions
Dr. Aaron Marterer Registrar	USC Columbia (Research Institution)
Villardine Goode Vet Mil Academic Success Coach	USC Columbia (Research Institution)
Marina Proctor Coordinator of Course Articulation & Transfer	Lander University (Comprehensive institutions)
Christina (Chrissy) Schatzle Director Military and Veterans Programs, Adjunct Professor of Arts and Sciences	Technical College of the Lowcountry (Technical Colleges)
Christina Lievsay Director of Military Services	Limestone University (Independent College)
Emma Reynolds Vice President for Development and Campus Services	SC Independent Colleges & Universities, Inc. (SCICU)
John McGill (NEW) – Welcome John!!! Assistant Vice President Academic Pathways	York Technical College (Technical Colleges)
Dr. Karen Woodfaulk Director, Office of Student Affairs	CHE
Alfie B. Mincy SCNG CAP and Veterans Outreach	CHE
Gina Sobania Director of Military, Veteran, and Adult Learner Services Minnesota State	MN Collaboration with CHE
Adam Downs President	Alternative Academic Solutions
Meeting: 2nd Friday of the Month at 9:30 a.m. Unless otherwise note	

SC Military CPL Advisory Board

Institutional Representatives

Meeting

Introductions

*(**Please sign in** see the link in the chat or scan the QR Code)*

Dr. Karen Woodfaulk, Director
Office of Student Affairs

Sign with QRCODE

SC Military Credit for Prior Learning (M-CPL)
Co-Facilitators Meeting 4.29.2025
AGENDA

1. Introductions — Dr. Karen Woodfaulk, Director, Office of Student Affairs

2. Did you know? SC has a Military Credit for Prior Learning Statute
S.C. Code Ann. § 59-101-400 Educational credit for certain courses that are part of the military training or service.

2a. Overview CPL Matrix (Handout) — Alfie B. Mincy, Program Coordinator, Office of Student Affairs
Student Support Services & Outreach

3. (Guest Speaker)

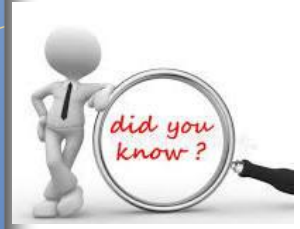
Rebecca Klein-Collins
Vice President, Research and Impact
Council for Adult and Experiential Learning (CAEL)
The National Landscape of Credit for Prior Learning

4. Next Steps/ Action Items for the M-CPL Advisory Board (See Hot Topics – White Board Exercise 3.25.25)

5. Upcoming Meetings: April (No May), June, July (No August), September
Next SC M-CPL Advisory Board Meeting: June Poll
Next SC M-CPL Co-Facilitators Meeting: May 16th at 1:00pm

6. Volunteers Needed
- This Is How We Do It - Share Your Military Credit Policies and Procedures
- Lightning Round – Share Updates and Wins on Military Credit Mobility

SC CHE



Did you know?
SC has a Military Credit for Prior Learning Statute

S.C. Code Ann. § 59-101-400 Educational credit for certain courses that are part of the military training or service.

SECTION 59-101-400. Educational credit for certain courses that are part of the military training or service.

(A) A state-supported post-secondary educational institution governed by this title, including a technical and comprehensive educational institution, may award educational credit to a student honorably discharged from the Armed Forces of the United States for a course that is part of the military training or service of the student, provided:

(1) the award must be made within three years after the enrollment of the student at the institution;

(2) the course meets the standards of the American Council of Education or equivalent standards for awarding academic credit; and

(3) the award is based upon the admissions standards, role, scope, and mission of the institution.

(B) An institution authorized to award educational credit under subsection (A) shall:

(1) develop a policy concerning the provisions of subsection (A) before January 1, 2014; and

(2) adopt rules and procedures to implement the provisions of this section to become effective on the beginning of the 2013-2014 academic year of the institution..

Proposed by Co-facilitators - Establish a minimum baseline of military credits accepted (i.e., 30 or 60 credit hours) for ALL SC Public and Independent Colleges and Universities.

Comments/Questions?

SC CHE

Overview CPL Matrix (Handout)

Maximizing Credit for Prior Learning Matrix

Maximizing Credit for Prior Learning in a Data-Informed Ecosystem

This tool was developed for **colleges and universities** that are ready to implement or scale credit for prior learning (CPL) to support working learners. Institutions should use this tool as a self-assessment exercise for strategic planning. The matrix identifies lanes of responsibility by function (e.g., academic engagement) and enables campuses to estimate their current level of practice based on the descriptions.

Leaders and cross-functional teams can then identify gaps and plan strategic efforts to move toward effective, sustainable CPL practices. Colleges and universities that demonstrate effective practices are best positioned to enroll, empower, and graduate underserved adult learners.

Institutional Functions	New/Emerging Stage	Developing Stage	Effective Practice Stage
	Has a basic understanding of prior learning with demonstrated institutional interest	*Begins to deepen understanding of prior learning across the institution and develops standard policies, practices, and procedures*	*Has broad and deep understanding of prior learning and acknowledges its role in equity and postsecondary pathways; sustains systematic and accessible CPL practices*
Academic Engagement	Determination of prior learning credit by pockets of faculty; grants credit awards on an ad hoc basis in response to requests	Provides professional opportunities for faculty and staff, including conferences and research; encourages faculty to include CPL activities in annual reviews; implements other incentives	Supports prior learning across institution; actively involves faculty in crafting policy and practice, such as crosswalks and articulations; creates venues for information sharing across the institution; invests in automation for standardized tasks (e.g., credit awards for known experiences) to optimize human resources for new assessments
Student Support and Outreach	Accepts prior learning on ad hoc basis in response to requests; CPL options are not yet fully transparent or well coordinated across institution	Shares CPL policies and options on website and through orientations and advising	Informs students of prior learning options before admission; uses all types of communication tools to share information with students; provides transparent and up-front guarantees of credit awards for prior learning; proactively grants CPL credit awards
Institutional Supports	Identifies policies, processes, practices, and governance structures that will help meet institution's CPL goals	Establishes policies and practices; puts people, resources, and structures into place to manage programs	Executes new, data-informed policies and refines practices in a continuous improvement process; shares best practices and benchmark data with peers; engages effectively with ecosystem partners; supports CPL for student success
Technical Capacity/Data	Collects best practices on how to manage CPL data but may not fully integrate CPL data and processes in SIS platforms	Records, tracks, and collects data related to CPL credit awards systematically; consistently tracks equivalency decisions; expects technical proficiency in roles and responsibilities	Manages, tracks, and shares CPL data internally and externally for maximum transparency; uses historic data to make proactive CPL awards; automates standardized tasks (e.g., credit awards for known experiences); provides ongoing training to encourage technical proficiency
Ecosystem Engagement	Researches and identifies best practices for partnerships with state-level entities, workforce boards, employers, other institutions, or credential providers; initiates and sets foundation for relationships with partners	Establishes a regular meeting cadence with ecosystem partners to share data, understand needs or requirements, and remove barriers to collaboration	Maintains tight alignment and collaboration between partners that supports direct-hire pipelines, custom training, and upskilling options for learners

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Overview of CPL Matrix
Student Support & Outreach

Maximizing Credit for Prior Learning in a Data-Informed Ecosystem

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Guest Speaker

Becky Klein-Collins

Vice President, Research and Impact

Council for Adult and Experiential Learning (CAEL)

The National Landscape of Credit for Prior Learning

Credit for Prior Learning - The Value to Military/Veteran Students and All Adult Learners

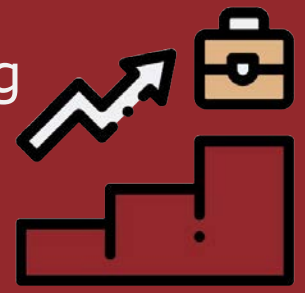
Becky Klein-Collins, Vice President, Research and Impact, bklein@cael.org

April 2025

Link Learning and Work

Who CAEL Is

The Council for Adult and Experiential Learning (CAEL) is a national nonprofit working to improve education-to-career pathways for adult learners. We are also a membership group offering benefits and services to those supporting adult/working learners.



We help organizations succeed by providing expertise, resources, and innovative solutions that effectively support adult learners as they navigate on- and off- ramps between education and employment.

Learn more at cael.org.

Credit for Prior Learning Basics

Credit for Prior Learning (CPL) How It Works in Practice

LEARNING

- On the job
- Military training and service
- Volunteer work
- Self-study
- Licenses, certifications, other formal non-credit training

EVALUATION/ ASSESSMENT/ CROSSWALK

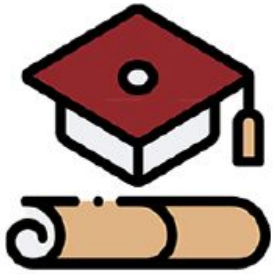
- Standardized exams (e.g., CLEP — also AP!)
- Customized exams (challenge exams)
- Portfolio
- Industry training evaluations (crosswalks)
- ACE military credit recommendations

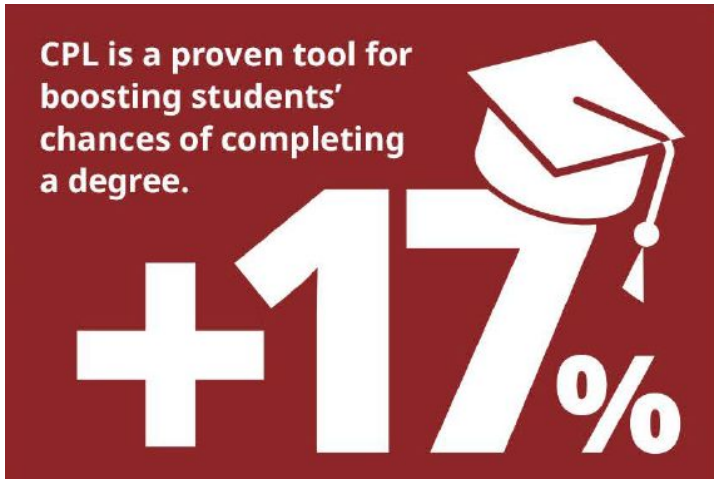
CREDIT AWARD/ RECOMMENDATION

- Credit awarded to the student that counts towards a degree or other credential
- Often capped to certain number or percentage of credits needed
- Sometimes limited to electives or gen eds only

Research on Completion Benefit of CPL – CAEL and WICHE

More adult students graduate





Key groups of adult students benefit

	PLA Boost to Completion
Black Adults	▲ 14%
Hispanic Adults	▲ 24%
Pell Grant (Low Income)	▲ 33%
Adult at Community College	▲ 25%

www.cael.org/pla-impact

Credit for Prior Learning (CPL) Makes Financial Sense

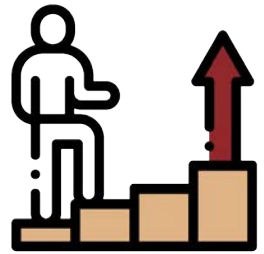
Additional Results from CAEL/WICHE Research

Adult Students with CPL saved $2,200 to $11,600

Estimated adult student savings through CPL, across sectors

Time Savings: 9 to 14 months

Financial Benefit to Institutions: 17.6 More Credits Earned by CPL Students



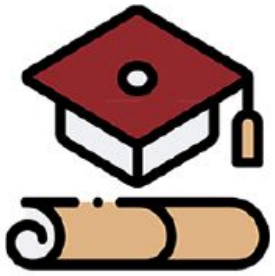
CAEL Emsi insidetrack

Value Proposition:
Benefits of CPL for Adult Students/ Postsecondary Institutions

They save time and money

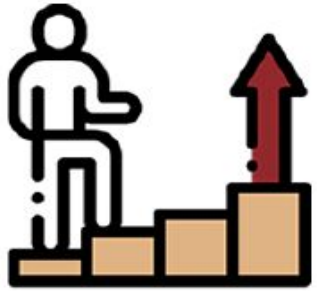
They feel validated as learners

More adult students graduate



Key groups of adult students benefit

They persist and take more classes



…and institutions can use CPL as market differentiator (adult student recruitment strategy)

Military CPL —
Basics, Research Findings, and a Little History

Military Credit

- **Joint Services Transcript (JST)** for Army, Coast Guard, Navy and Marine service members, reservists, guard and veterans
- **Community College of the Air Force (CCAF)** transcripts for Air Force Active Duty, Guard and Reservists or retired or separated Air Force Members

Joint Services Transcript

- Formal record of a service member's military education, training, and occupational experience
- Synchronized transcript presenting data for the United States Army, Navy, Marine Corps, and Coast Guard
- Includes military course completions (all courses that have been evaluated by the American Council on Education-ACE-with full descriptions and credit recommendations)
- Military occupations – full descriptions, skill levels, and credit recommendations
- College level test scores (e.g.; CLEP, DSST, UExcel, and others)
- Other learning experiences (additional completed courses and occupations not evaluated by ACE)

A.C.E. Military Guide Online

- Presents credit recommendations for formal courses and occupations offered by all branches of the military from 1954 to the present.
- All recommendations are based on ACE reviews conducted by college and university faculty members who are actively teaching in the areas they review.
- JST Upload feature and Smart Search
- http://www.acenet.edu/news-room/Pages/Military-Guide-Online.aspx

Community College of the Air Force

Order transcripts directly from CCAF website for Air Force Active Duty, Guard and Reservists or retired or separated Air Force Members

cael
Link Learning and Work

cael.org

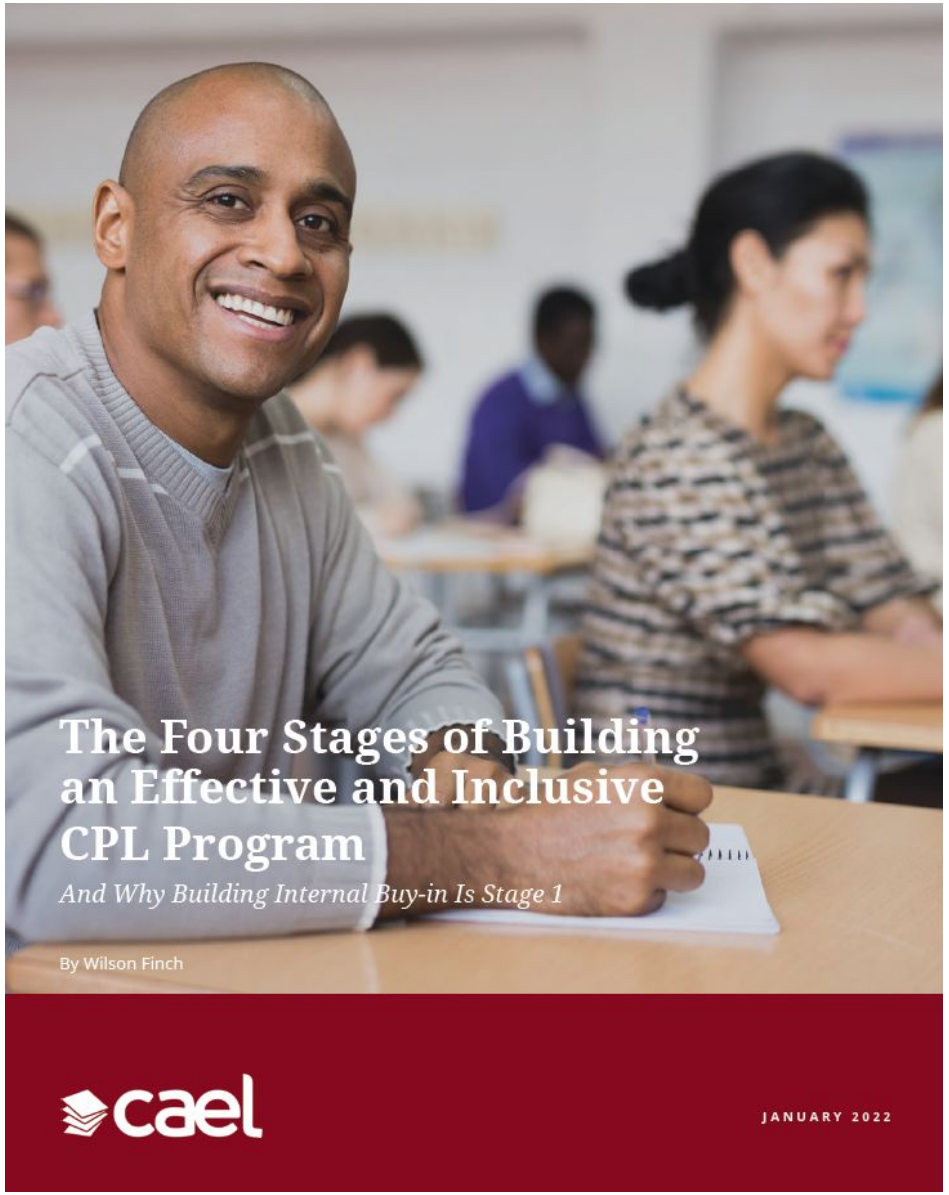
CPL and Military CPL in Practice

Military CPL - Some Historical Context

- ACE Credit Recommendations available since 1950s, but not widely used or understood
- A Perfect Storm:
  - Post 9/11 GI Bill (2008)
  - Military drawdowns from OEF/OIF, 2007-2011
  - Great Recession and High Unemployment
- Wave of state-level legislation requiring public institution to recognize military training, esp in early 2010s
- New guidance from ACE on awarding of military credit — avoiding “duplicate credit awards” and alignment with the service member’s education goals

CPL Program Building Blocks

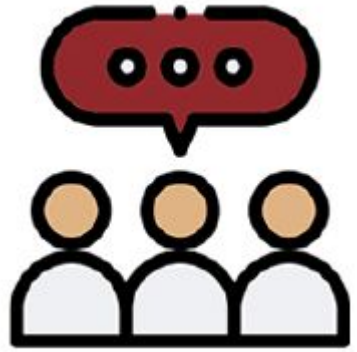
- CPL Policies:
  - Methods Offered
  - Credit Limits
  - Transcription
  - Transfer
  - Restrictions to Certain Degrees/Credentials
- CPL Process
- Quality Assurance/Academic Integrity
- Data Tracking
- Advising and Other Student Support
- Staffing and Professional Development
- Marketing and Outreach



Quality and Integrity

CAEL's Ten Standards for Assessing Learning

- Voluntary adoption, similar to online learning or competency-based education quality standards
- All regional accreditors reference these standards, or a variation of them



Standard 1: Credit is awarded for evidence of learning, not for experience or time spent

Standard 3: Assessment is based on criteria for outcomes that are clearly articulated and shared.

Standard 4: Determination of credit awards are made by appropriate subject matter experts.

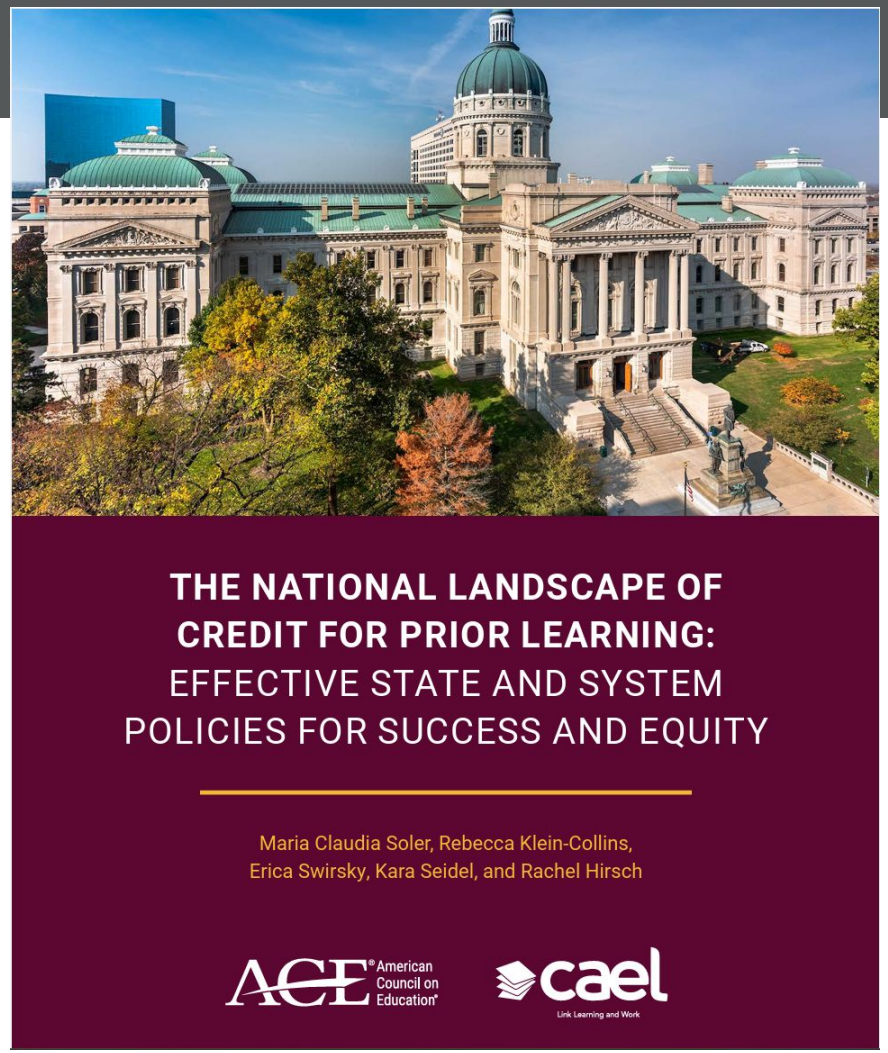
CPL and State/System Policy

ACE & CAEL'S CPL Inventory

CPL database + policy brief released in December 2024

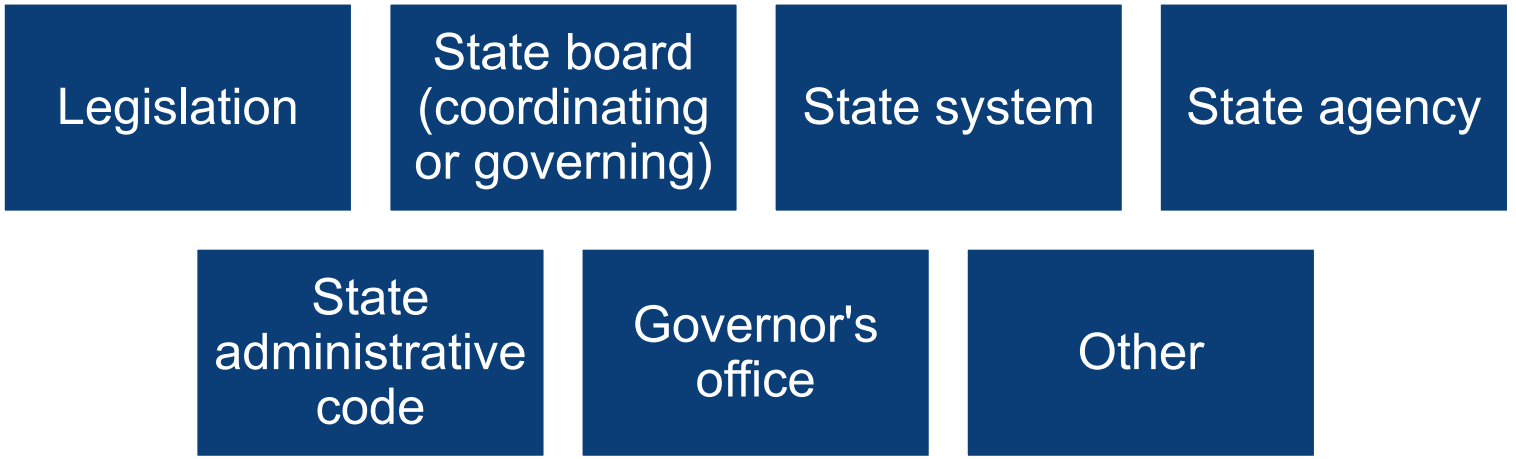
https://www.acenet.edu/Pages/CPL-Inventory.aspx

Value to states and systems: CPL policies + actionable tools for CPL policy development



CPL Policy Coding by Source and Theme

CPL Policy Sources



CPL Policy Coding by Source and Theme

CPL Policy Themes

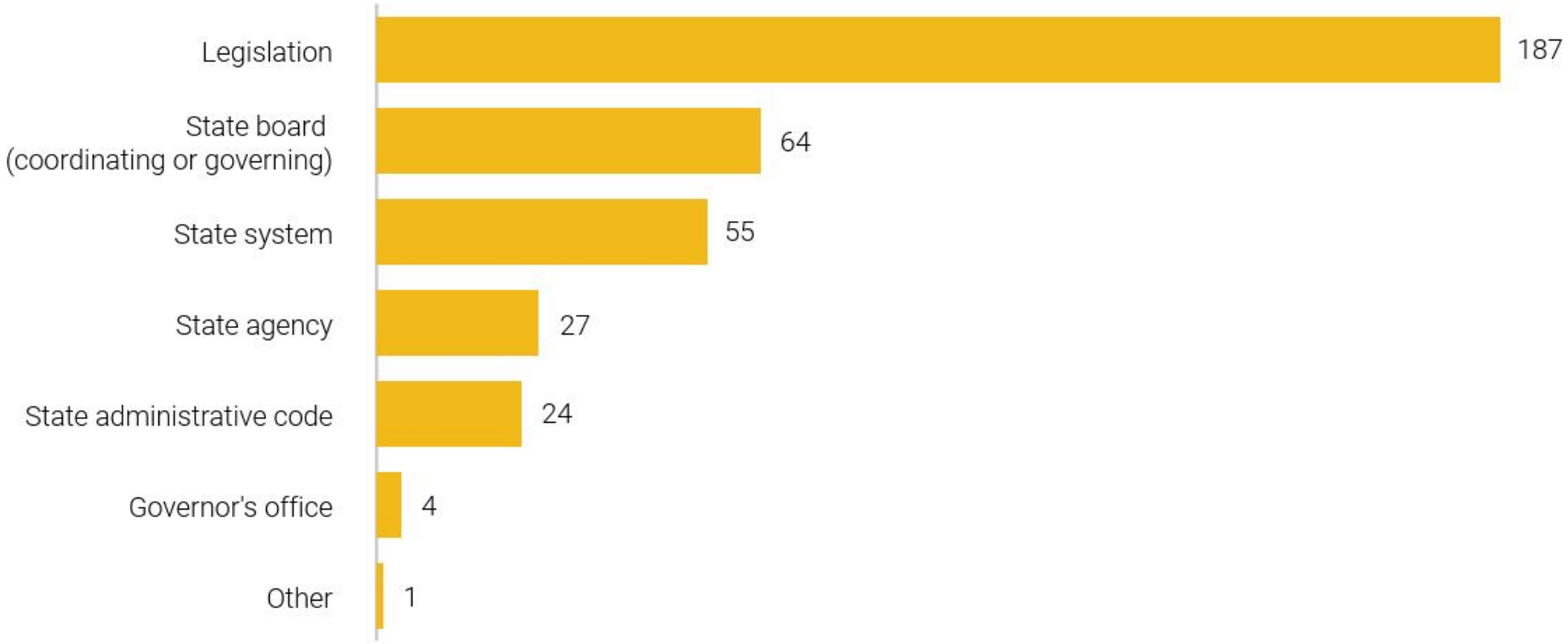
- Require a policy
- Focus on transparency
- Military training
- Credit caps and limits
- Cost/Affordability
- Transfer policy
- Transcription policy
- Methods of assessment
- Data tracking
- Evaluation of effectiveness
- Professional licenses or apprenticeship

Topline Policy Frequencies – By Source

Legislative Policies were the most prevalent policy source.

Governor’s offices were the least represented

FIGURE 1. DISTRIBUTION OF CPL POLICIES, BY SOURCE

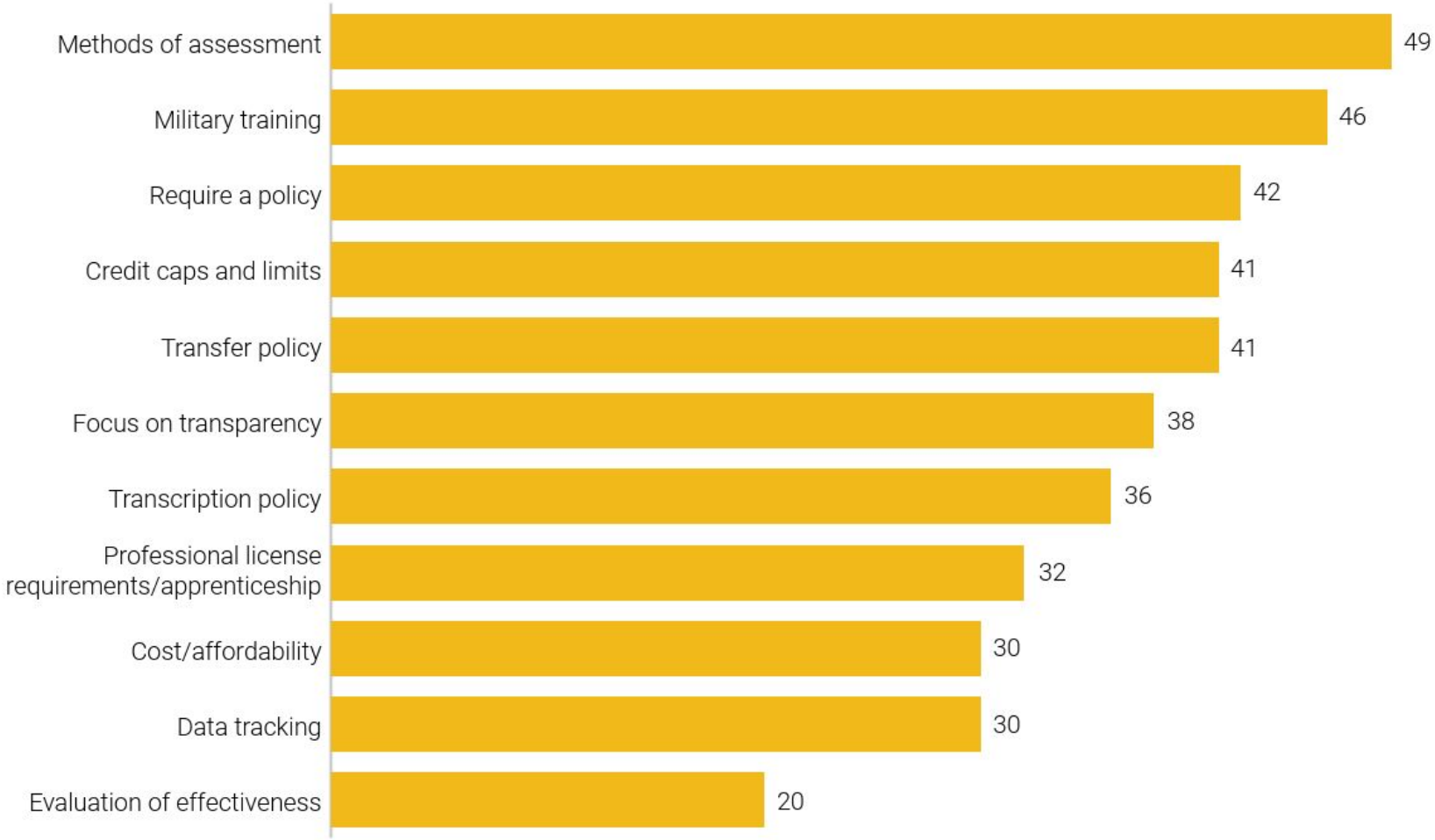


Themes Across States and Policies

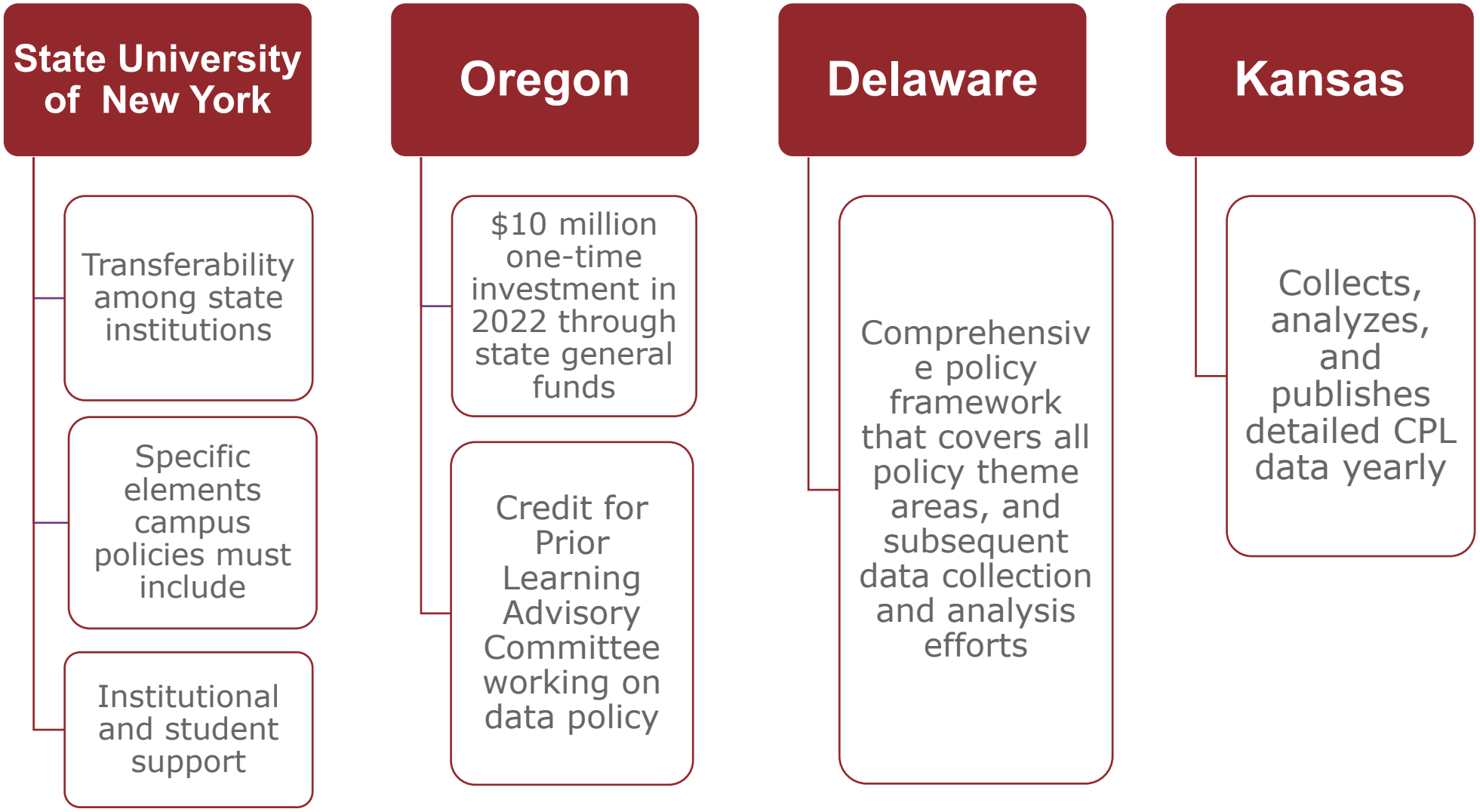
State and system policies that outline specific **methods of assessment** for CPL and credit awarded for **military training** are the two policy themes represented among most states/systems

32 states/systems have policies in place related to professional license requirements or apprenticeship

FIGURE 2. STATES WITH STATE OR SYSTEM POLICIES RELATED TO THE 10 POLICY THEMES



States with Comprehensive CPL Approaches



Considerations for CPL Policy Design and Implementation

By adopting a comprehensive approach to CPL that prioritizes equity, quality standards, transparency, affordability, and cross-institutional trust, policies not only facilitate the seamless transfer of CPL credits but also enhance CPL as a powerful tool for advancing postsecondary success.

Use the 11 CPL policy themes as a framework for state or system action

Focusing on standards for data collection and reporting

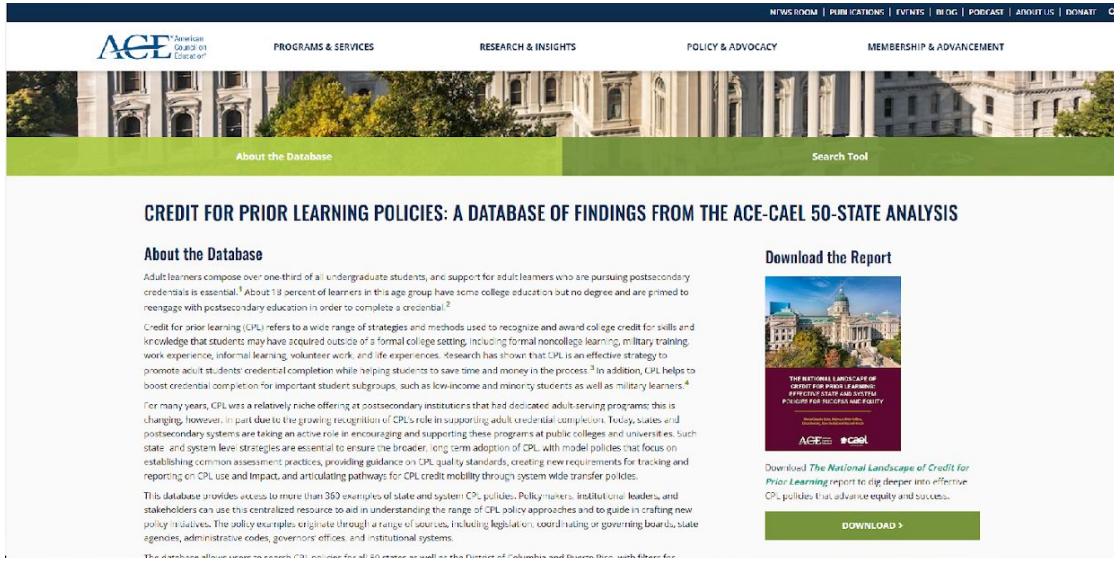
Better CPL data can also align with equity and workforce strategies

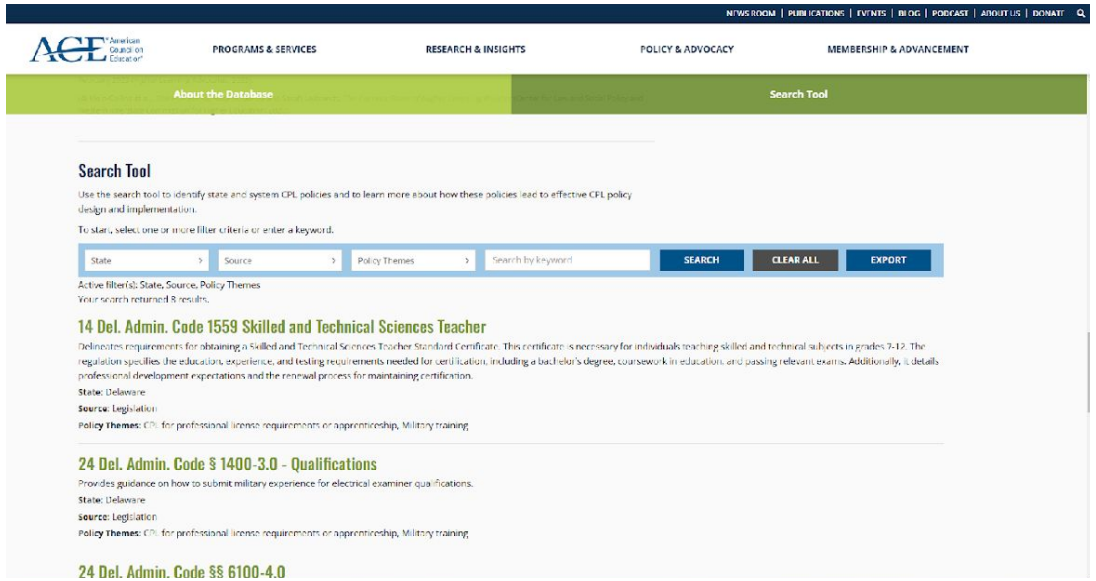
Greater impact for student transfer and mobility

A need to address CPL affordability

CPL INVENTORY SITE:

https://www.acenet.edu/Pages/CPL-Inventory.aspx





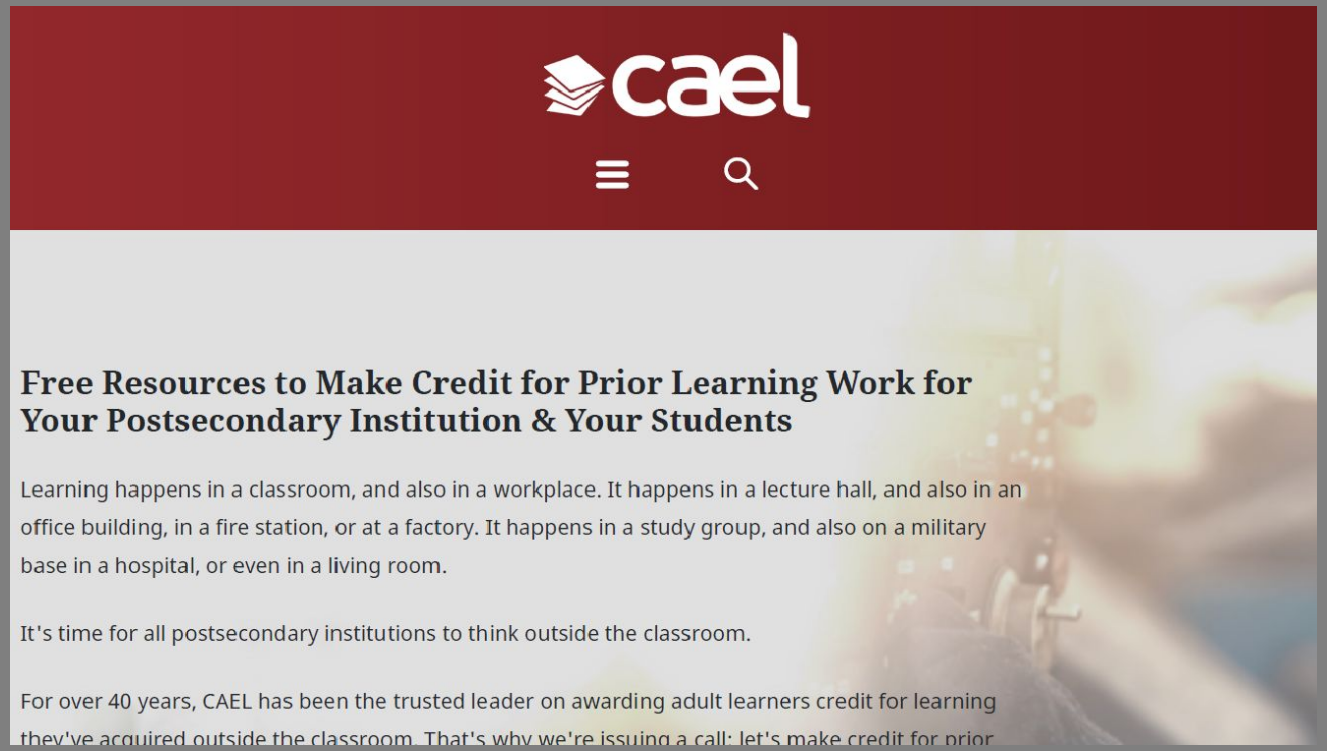
Becoming a CPL Champion

CPL Campaign Website

https://www.cael.org/lp/cpl-pla

New website that lays out the business case for CPL.

Plus: option to access free resources to support people who want to champion CPL at their institutions.



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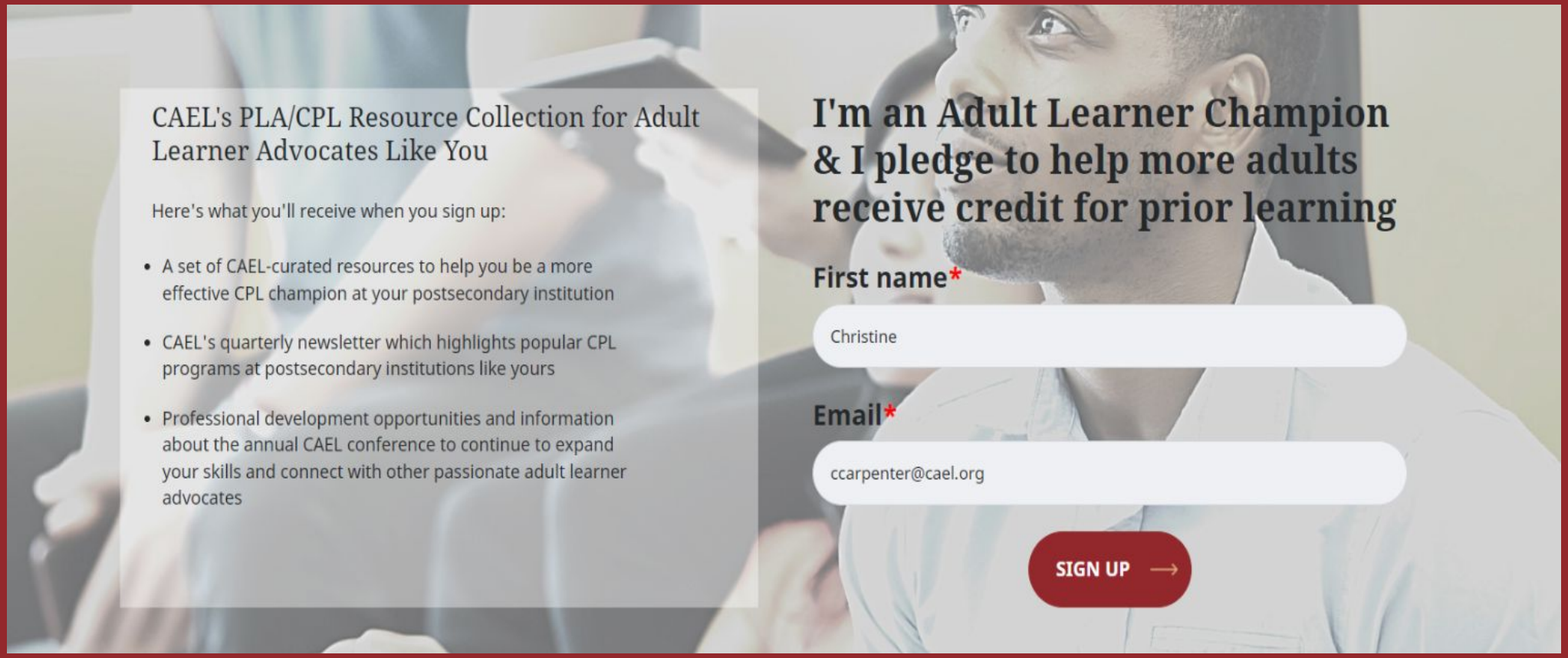

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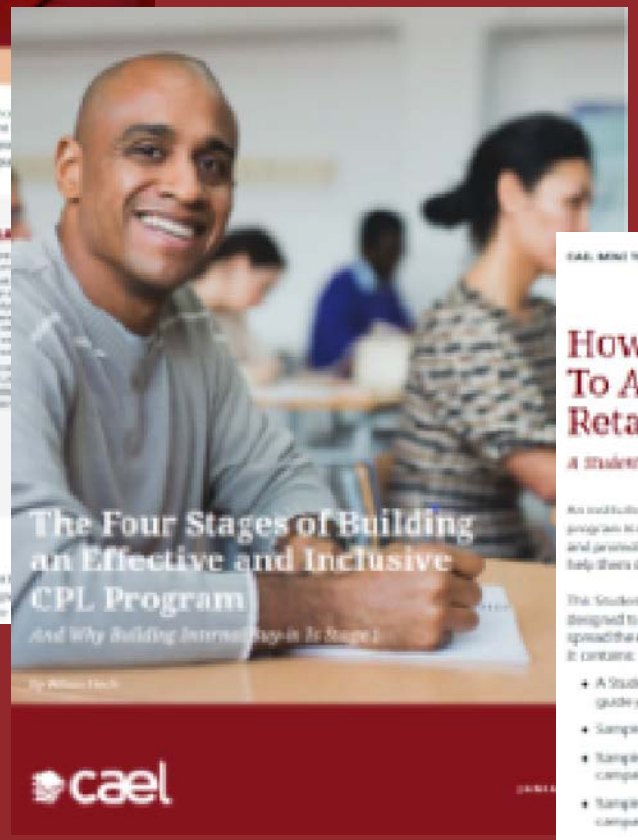

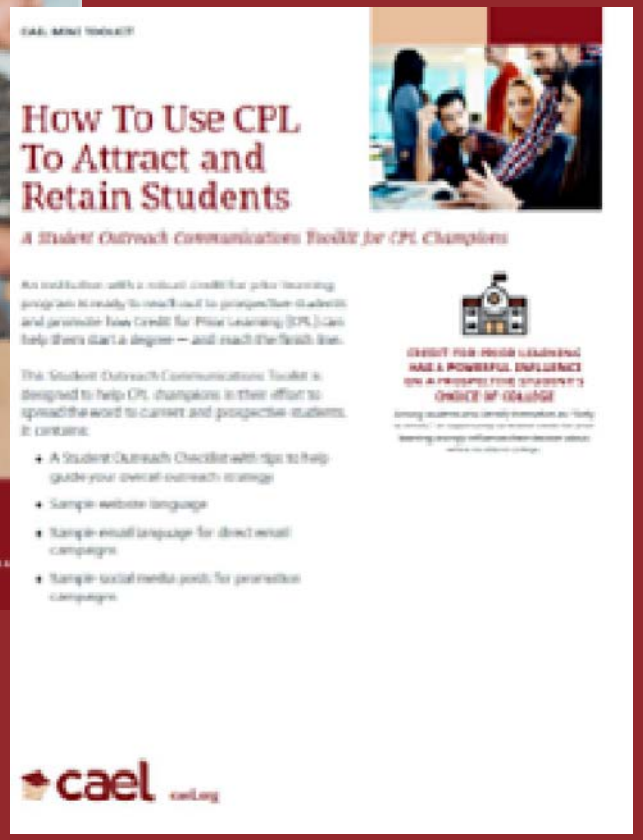

CAEL Member Benefits

Connections

- Networking
- Online Community Hub
- Communities of Practice
- Coffee with CAEL - Peer learning webinars
- CAEL Member Seal
- Volunteer opportunities
- Member Directory

Solutions

- Microcourses
- Adult Learner Advocate Badge
- Early access to research, reports, & grant opportunities
- CAEL-EvoLLLution newsletter
- Co-author blogs & articles
- Quick Start Kits, Tool Kits & Job Aids
- Member Workshops
- Resource Library

Tools & Savings

- Credit Predictor Standard Tool *(institutional members)*
- Annual Labor Market Report *(institutional/organizational members)*
- Discounted Member Rates on:
  - Conferences & events
  - Professional Development courses
  - CAEL products and services
- CPL Provider Network listing *(institutional members)*

https://www.cael.org/membership

Registration is now open!

The CAEL Conference is widely known as the leading place to connect and network with experts from postsecondary education and training providers, workforce and economic development leaders, industry groups, and more.

CAEL CONFERENCE MEMPHIS 2025 NOVEMBER 11 –14

https://www.cael.org/cael-conference

CAEL CONFERENCE MEMPHIS 2025 NOVEMBER 11 –14

AGENDA

NOVEMBER 11

- Pre-Conference Workshops (additional Fees apply)
- **Virtual Conference**: Live Workshops
- Member Appreciation Reception

NOVEMBER 12

- **Virtual Conference:** Pre-Recorded & Livestream Content
- **In-Person Conference Begins**
- In-Person Workshops & Networking Roundtables
- Opening Keynote

NOVEMBER 13

- **Virtual Conference**: Pre-Recorded, & Livestream Content
- **In-Person** Workshops & Networking Roundtables
- EdTalks & WorkforceTalks
- Keynote & General Session

NOVEMBER 14

- **Virtual Conference**: Pre-Recorded & Livestream Content
- **In-Person** Workshops
- Keynote & General Session
- Closing Rally

HOT TOPICS!

(See Hot Topics – White Board Exercise 3.25.25)

1. Institutional Challenges in Policy Implementation
   - Some colleges and universities are further ahead in military credit mobility than others, and buy-in from Academic Chairs is a significant hurdle
   - Partnering with other institutions for development opportunities
   - *Draft Website with links SC Institutions CPL Policies (CHE Project 24-25 AY)*
2. Creating Articulation Agreements between two-year and four-year institutions (i.e., military courses)
   - Technical Colleges create agreements and review JST course acceptances across two and four-year institutions.
   - Marketing campaign to highlight military credit acceptance and benefits.
3. Faculty Training (ACE Military Guide) &- Statewide JST Training and Green Zone Ally Training
4. Compliance with the Department of Defense

What should our focus be?

SC CHE

SC Military Credit for Prior Learning (M-CPL)

Next Steps

If we focus on a Green Zone Ally and Joint Services Transcript(JST) Training, how should we conduct the STATEWIDE training for faculty and staff to attend (Train the Trainer- T3)?

- WHEN should we conduct the training? (Early August, Late May to Early June
- WHERE should we conduct/host the training? (By Region)
- WHO should attend?
- WHO is interested in working with the co-facilitator to design the statewide curriculum for training? (We need collaborators/volunteers – Co-facilitating the training, designing the curriculum.

Certification: Those who complete all components are certified as T3 facilitators. **Attendees could earn a badge issued by SCDVA and CHE.**

SC Military Credit for Prior Learning (M-CPL)

Timeline for Meetings - Upcoming Meetings

- 2024-2025
- May
  - NO Advisory Board Meeting
- June – Check your calendars (Poll)
- July – Check your calendars
- 2025-2026
- [No August Meeting] (September – December) August Start of Semester

JUNE
Meeting Dates for SC M-CPL Advisory Board

- Next Co-Facilitators Group Meeting: MAY 16, 2025, at 1:00 pm
  - Preparations for Green Zone Ally & JST Training

- Next M-CPL Advisory Group Meeting: JUNE
  - Tuesday, June 24th at 11:00am

  - VOLUNTEERS NEEDED for the next meeting (June)
    - This is How We Do It
    - Lightning Round- Updates and Wins

News You can Use

- Join CAEL the [Military Community of Practice]

- Registration is NOW open for the CAEL (Council for Adult and Experiential Learning) Conference

  https://www.cael.org/cael-conference

- Join Prior Learning Assessment Network (PLA-N)- Contact Melissa DeBlois if you are interested in joining; e-mail priorlearning@ccv.edu to get added to the distribution list.

Questions?

Thank you!

Contact Information

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SC Military Credit Taskforce Resource Page

https://che.sc.gov/sc-military-credit-mobility-task-force

South Carolina Independent Colleges & Universities Point of Contact

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