



MINNESOTA STATE

Credit for Prior Learning Assessment Network (CPLAN)

collaborative serving 30 colleges and 7 universities

implementing and sustaining credit for prior learning policy and practice

[*cpl@minnstate.edu*](mailto:cpl@minnstate.edu)

Mary Beth Lakin
marybeth.lakin@metrostate.edu



What is Credit for Prior Learning (CPL)?

academic credit awarded for demonstrated college-/university-level learning gained outside the classroom through

- ◆ workplace
- ◆ military
- ◆ community-based

experience, training, and certification



CSM LEARN

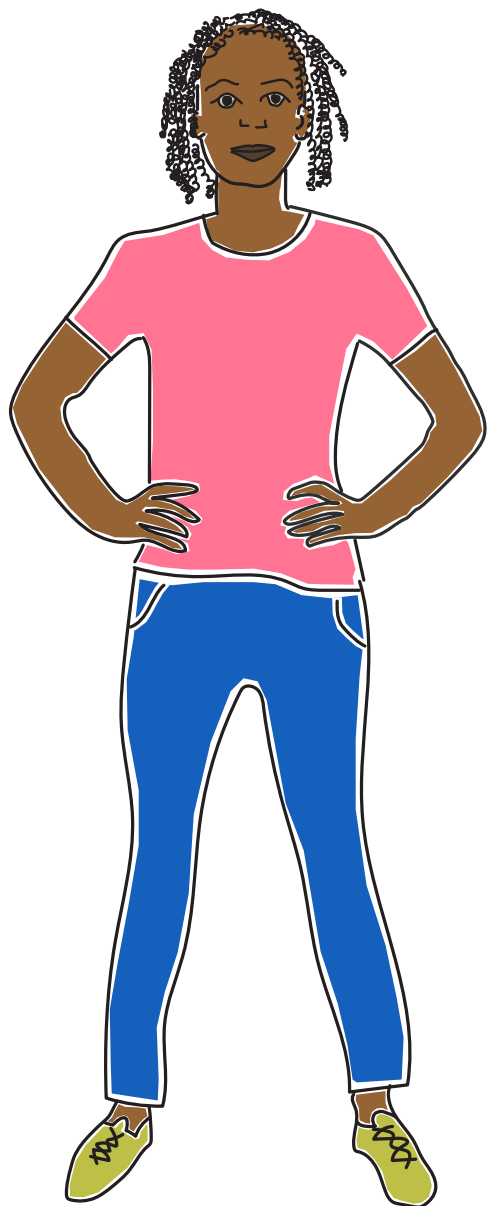
Public
Benefit
Corporation



Non-profit status
later this year

*Top 10%
of B-Corps
for impact*

to empower people to reach their full potential
in their education, careers and lives
with a particular emphasis on the underserved.



What's needed for success in education, work and life

I have **rock-solid math and literacy skills**

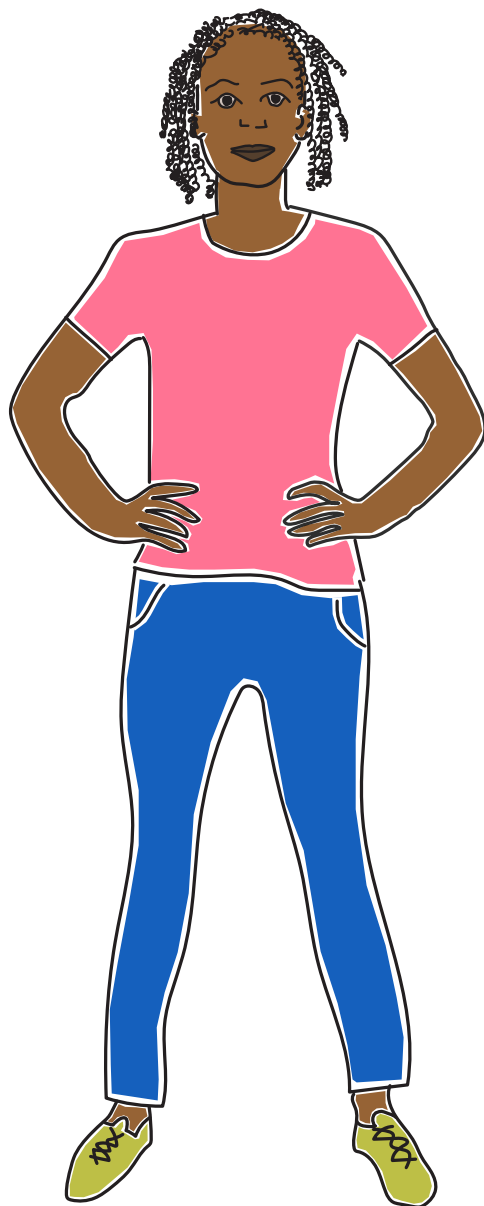
I can use my skills to **solve real-world problems**

When needed, I **learn new skills on my own**

I am **poised and prepared to make career decisions**

I execute my skills **with care and persistence,
striving for excellence**

My **self-confidence is well-earned**



High Performance

I have **rock-solid math and literacy skills**

I can use my skills to **solve real-world problems**

When needed, I **learn new skills on my own**

I am **poised and prepared to make career decisions**

I execute my skills **with care and persistence, striving for excellence**

My **self-confidence is well-earned**

High Performance

- ◆ For individuals
- ◆ For employers
- ◆ For colleges
- ◆ Scalable across a community for economic development and vitality

I have **rock-solid math and literacy skills**

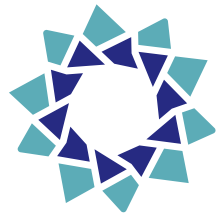
I can use my skills to **solve real-world problems**

When needed, I **learn new skills on my own**

I am **poised and prepared to make career decisions**

I execute my skills **with care and persistence, striving for excellence**

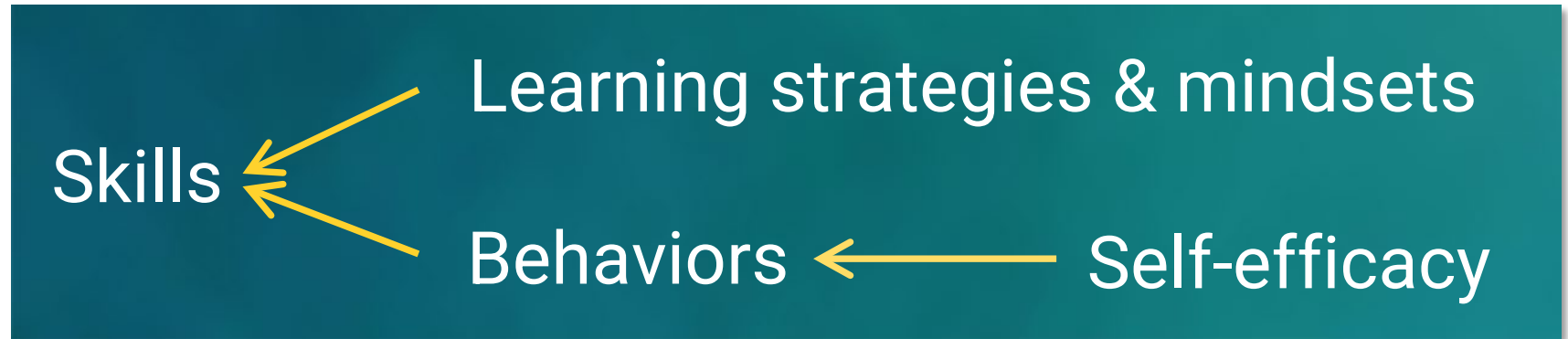
My **self-confidence is well-earned**



The CSM Course builds High Performance

Authentic learning environment with many lessons of different types

Students able to learn skills on their own



Attention to detail

CSM is the first – and still only – edtech to personalize instruction simultaneously in the academic and how-you-learn, -act and -feel domains



The CSM Certificate certifies High Performance



Credly digital badge

Endorsed by the
American Council on Education

CPL College Credit



Recommended as 3 semester-hours
of quantitative reasoning



**WESTERN
GOVERNORS
UNIVERSITY**



WEST VIRGINIA
COMMUNITY & TECHNICAL
COLLEGE SYSTEM

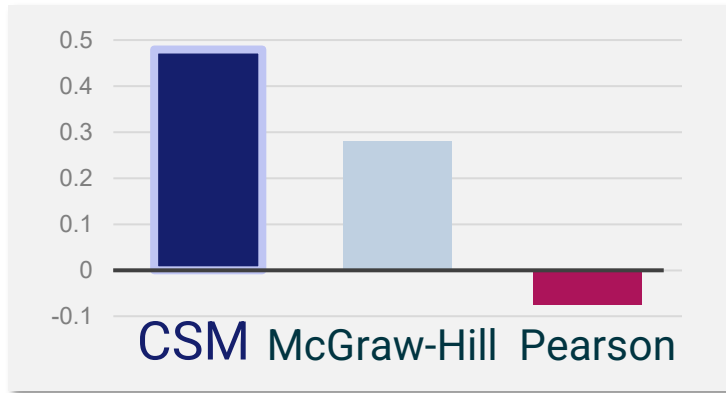
Colleges with over 800,000 students



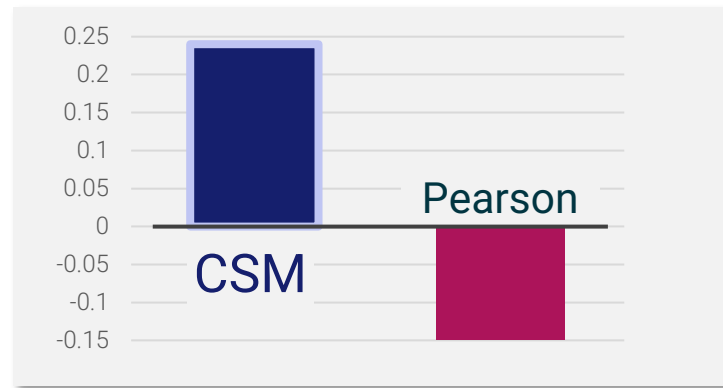
CSM

...and it works!

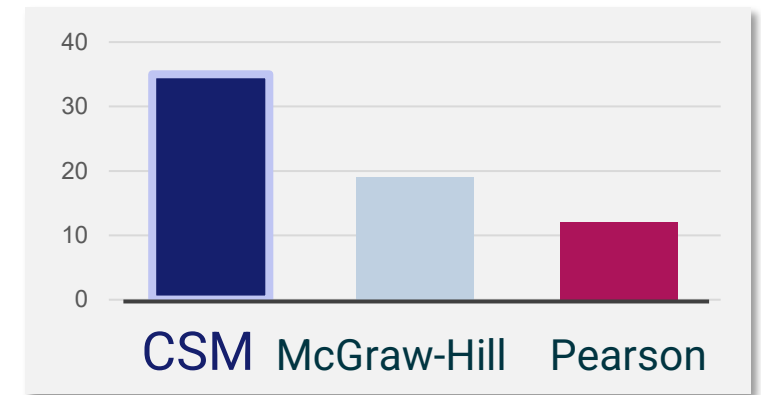
Math gains
relative to classroom



Literacy gains
relative to classroom



Engagement



Murphy, et al, (2017). "[Evaluating Digital Learning for Adult Basic Literacy and Numeracy.](#)"
Stanford Research Institute

Students starting with 4th grade math
can earn college math credit



◆ Workforce development

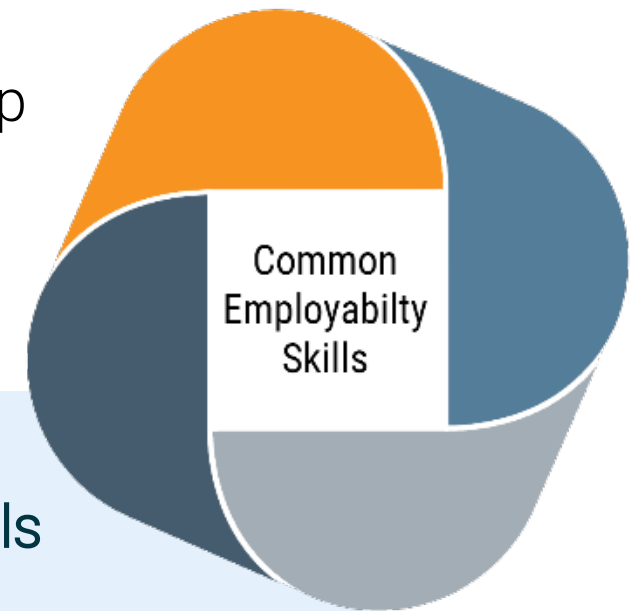
- ▶ Center for Energy Workforce Development (CEWD)
 - ▶ PEPCO saw CAST test pass rate go from 20% to 67%
- ▶ Washington State apprenticeship in water/wastewater
- ▶ Cybersecurity program – onboarding (LogRhythm)
- ▶ Discussions with SHRM Foundation for HR apprenticeship

◆ Common Employability Skills

- ▶ Adopted by industry associations w/ 75% of jobs growth

“The CSM High Performance course and certificate addresses **a core set of the Common Employability Skills that is directly linked to high performance on the job.**”

Valerie Taylor, author of the Common Employability Skills framework



High Performance spans educational backgrounds



Cuyahoga Community College Adult Diploma Program

CSM completers

28% !! ↓ *Expected: 0%*

*Associate degree
registration*

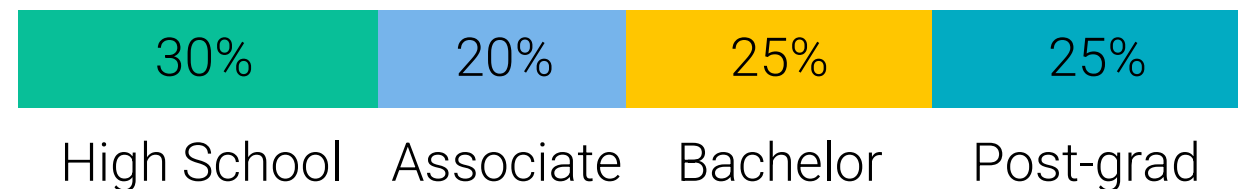
80% !! ↓ *US average: 20%*

Degree or persistence

Health insurance company

	agree
I found parts of CSM challenging	100%
I found CSM motivating	100%
There are more tasks that I can handle	97%
I feel more prepared for further education	93%
I feel more excited about further education	100%

Participant education



Career Strategies builds an internal career coach



The skill of lifelong career decision-making

- ◆ Difference between job & career
- ◆ Always think about your career
- ▶ Credentials get jobs
 - ▶ Careers come from promotions
 - ▶ Promotions come from performance
- ◆ The living wage is a good salary target
- ◆ Purpose comes from you, not your job
- ◆ Most people don't follow simple career pathways



- ▶ desktop or mobile; low bandwidth
 - ▶ Friendly for rural locations
- ▶ 20-60+ hours
 - ▶ 100+ for deep remediation or mild disabilities
 - ▶ But almost everyone can succeed
- ▶ \$39/person
 - ▶ CSM Course
 - ▶ CSM Certificate
 - ▶ Credly digital badge
 - ▶ college credit
 - ▶ Career Strategies
- ▶ Coaches
 - ▶ free training, tools and support
 - ▶ don't need to be professional instructors

HIGH PERFORMANCE COMMUNITIES



Provide benefits



Employers

Colleges



A valued academic credential and labor market signal

Secondary schools

Adult education

Colleges

Workforce development

Employers

Provide training



EXCEL TOGETHER GREATER PHILADELPHIA

A High Performance Community
from Drexel University School of Education & CSMlearn

Hartford CT
Denver, CO
Southern Colorado (rural)
West Virginia (rural)

Our initial goal:
*provide 100,000 people,
14-65 years old,
of all educational backgrounds:*

Math & literacy that matters
College math credit
Hiring preferences
Employability skills & certificate
Skills for making career decisions
Skills needed for lifelong learning

CSMlearn & Minnesota State CPLAN High Performance Minnesota Challenge



1-2 Minnesota
community
pilots

Unlimited **free**
CSM for 1 year

Schools, colleges, adult ed,
workforce dev, employers

Free coach
training & support

Forever...

Free marketing
support

Community dashboard,
website, flyers,...

david@csmlearn.com
marybeth.lakin@metrostate.edu