

Awarding College Credit for the WorkKeys NCRC Promotes Persistence and Increases Revenue

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Speakers

ACT[®]
WORKFORCE
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Agenda

- What is Prior Learning Assessment
- How does PLA Boost Student Outcomes
- What is the American Council on Education (ACE) Credit Recommendation
- PLA in Action
- Questions

Prior Learning Assessment is the process for evaluating knowledge and skills to award college credit for learning from:



On-the-job training



Independent Study



Military and Volunteer Service



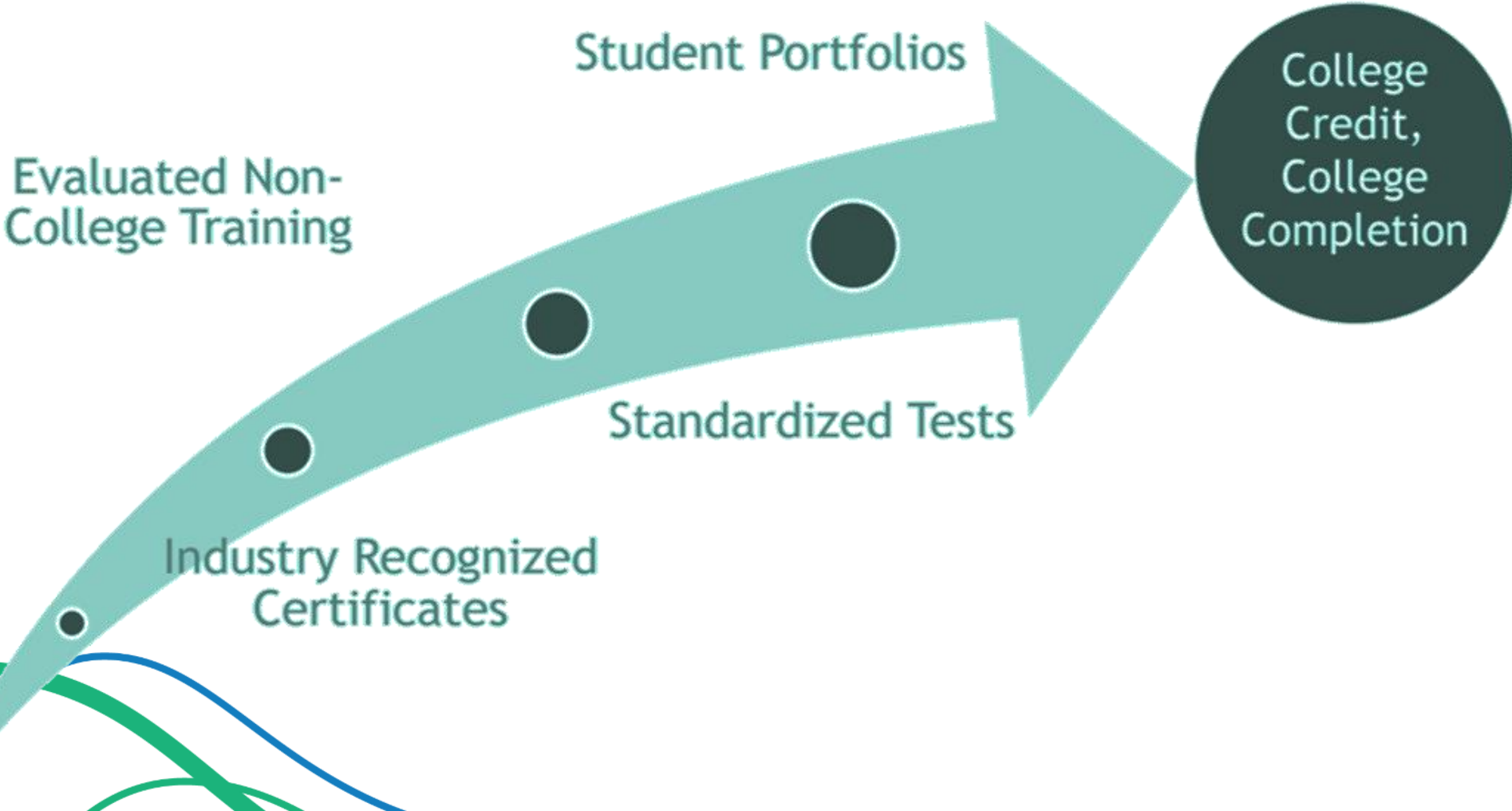
Training Courses and/or Certifications



Work Experience

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Variety of PLA Methods





THE PLA **BOOST**

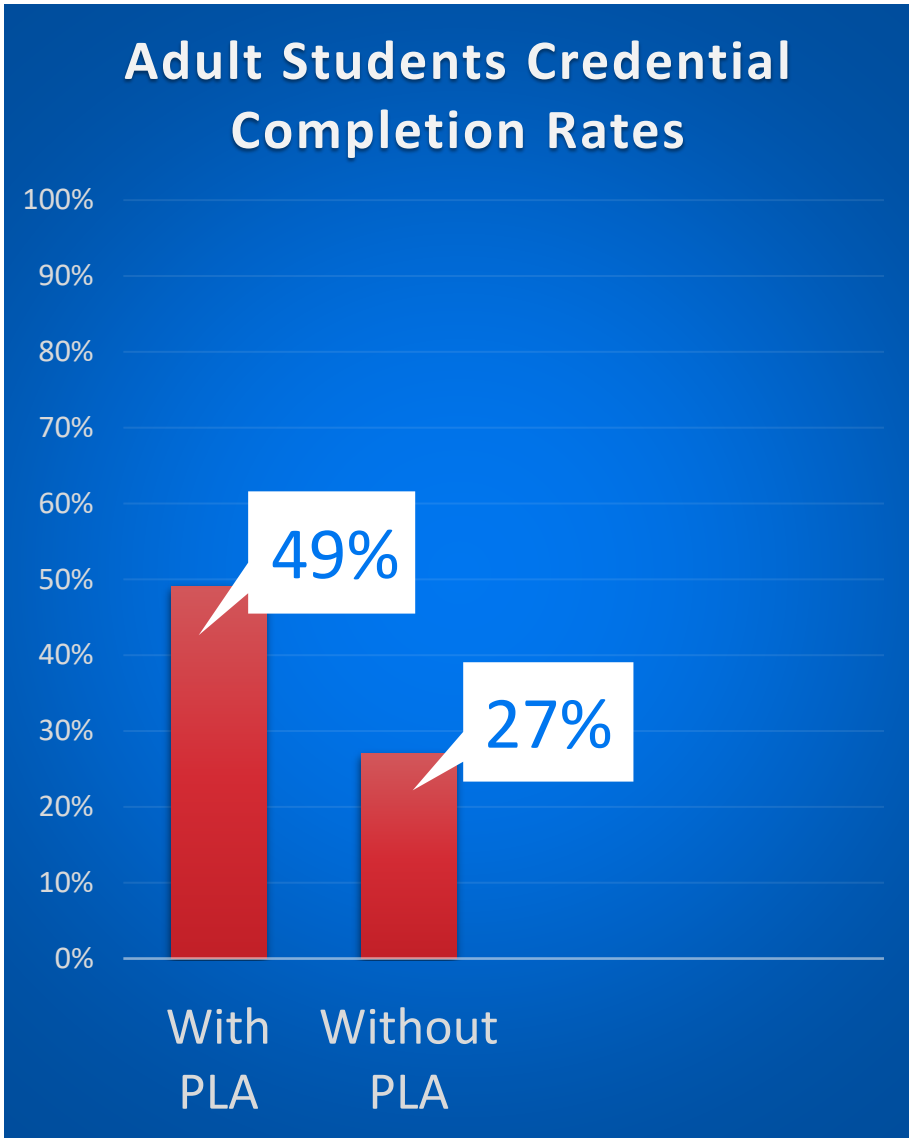
Results from a 72-Institution Study of
Prior Learning Assessment and Adult Student Outcomes

- Increased degree completion
- Reduced time to degree
- Reduced cost
- Increased credit earning

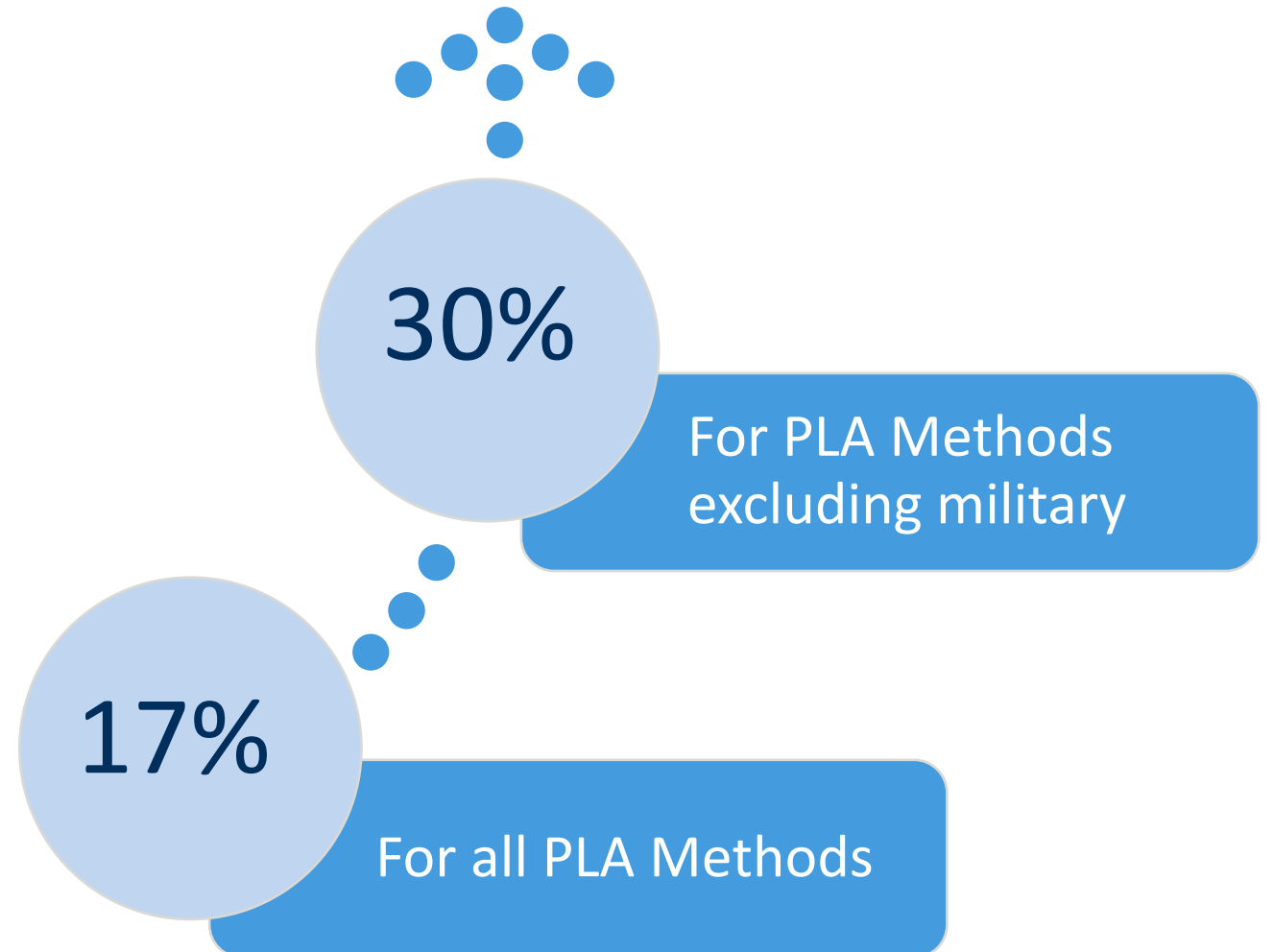
<https://www.cael.org/hubfs/PLA%20Boost%20Report%20CAEL%20WICHE%20-%20October%202020.pdf>

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PLA Boosted Adult Student Credential Completion Rates



Using propensity score matching to control for other factors, PLA boosted adult student completion rates by:



PLA Boosted Completion Rates for Key Adult Student Groups

Boost to completion was even higher for these groups for certain PLA methods

24%

Hispanic Adults

19%

Grant Recipients

14%

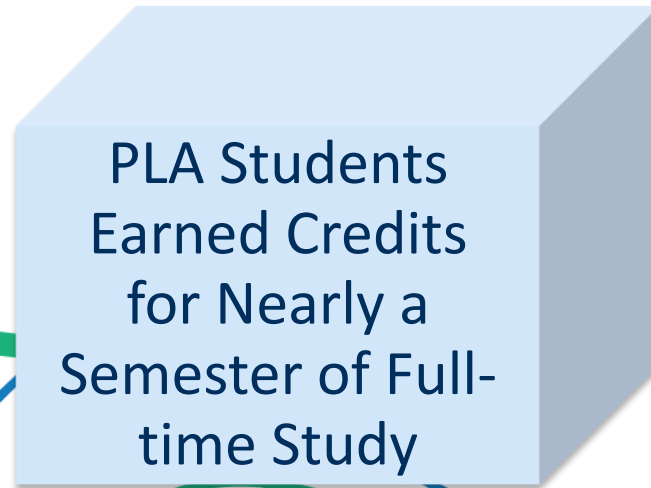
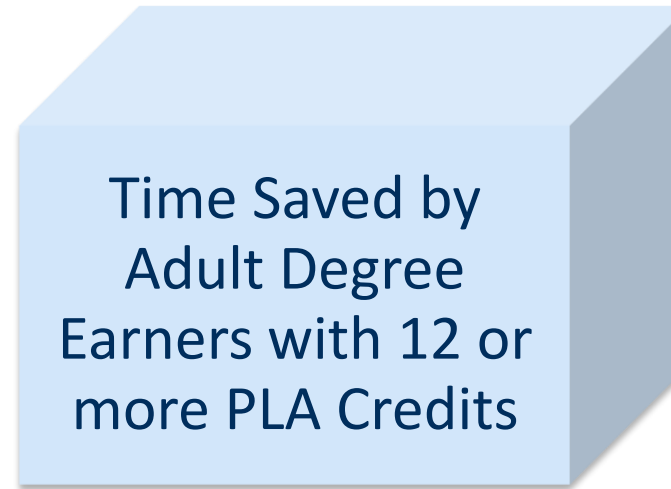
Black Adults

25%

Adults at Community Colleges

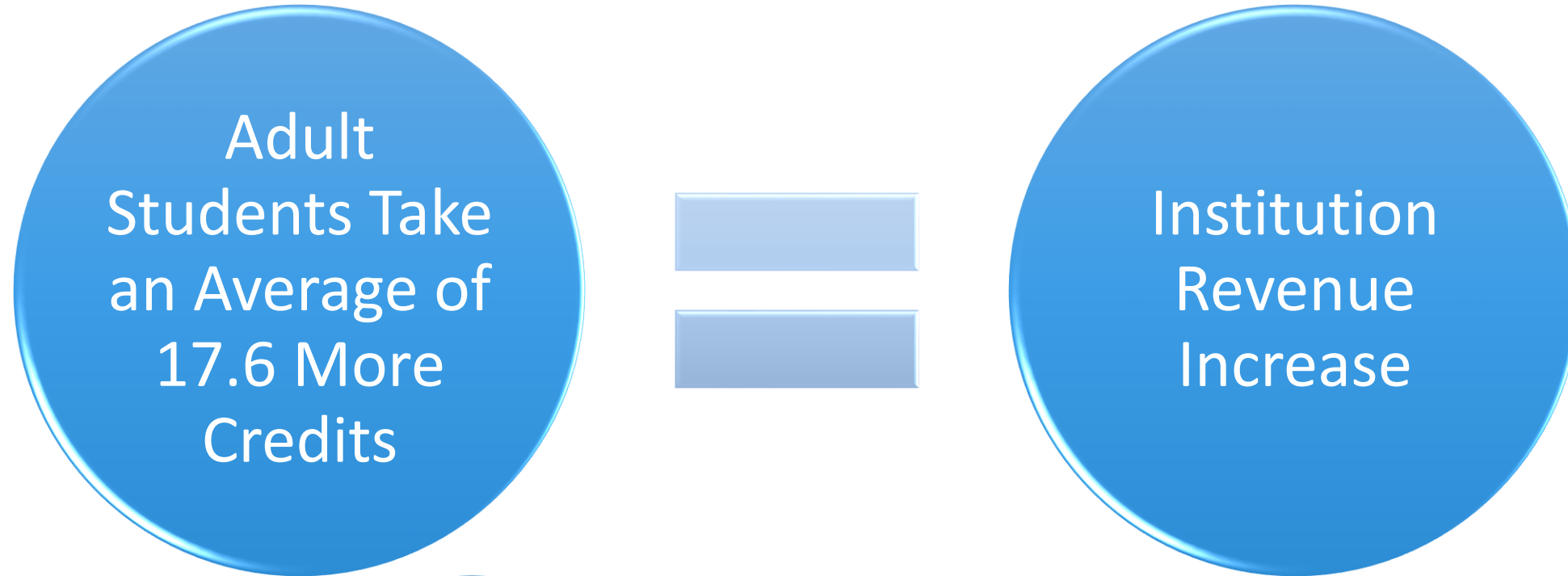
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Time and Money Savings for Adult Students



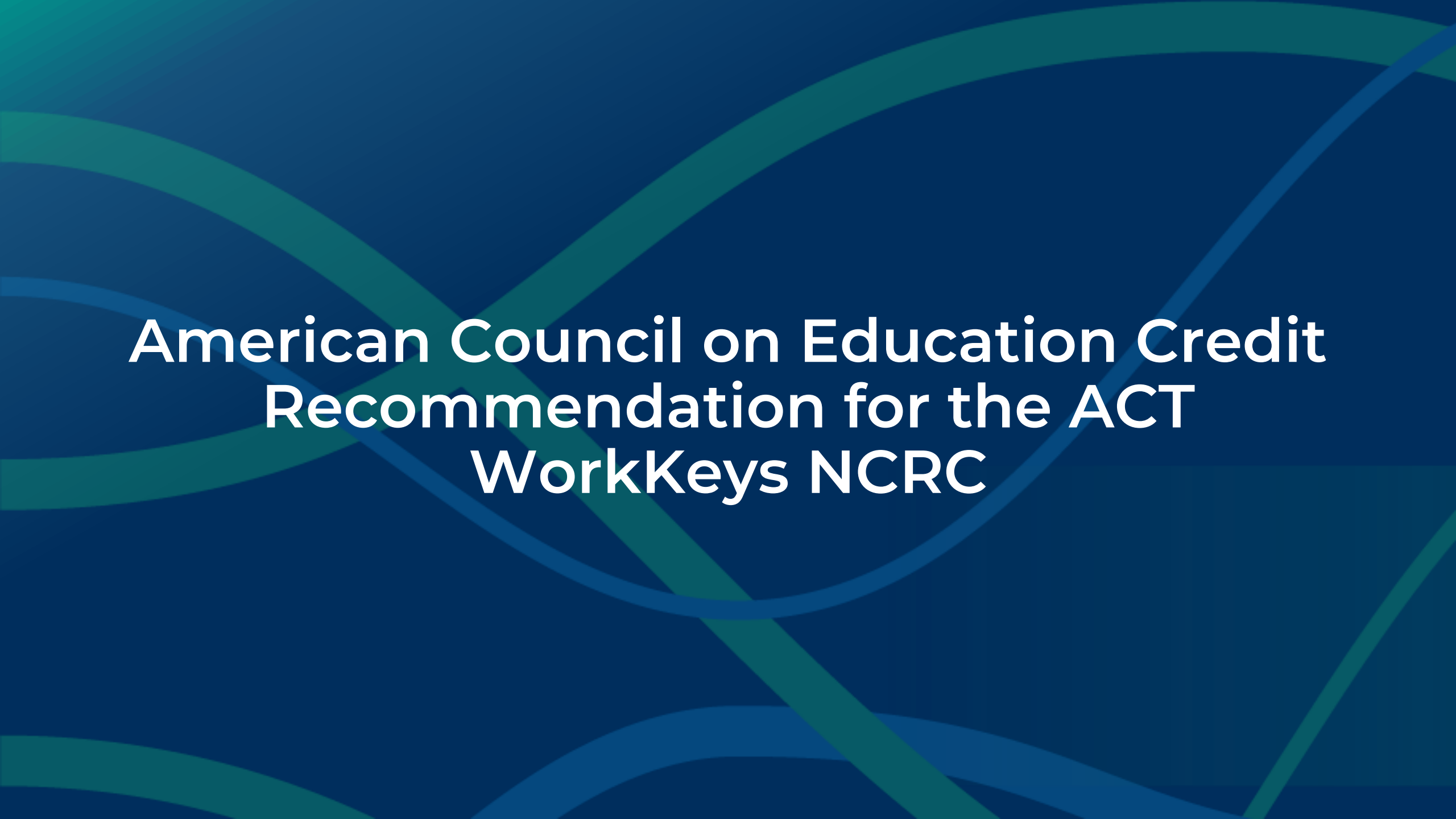
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Student Persistence = Institutional Revenue






Report Includes Recommendations To:

Promote	Promote equity in educational attainment especially for black adult and low-income students
Scale	Scale PLA Usage through Institutional Policies, Practices, and Partnerships
Build	Build Support for PLA at the Institutional Level
Improve	Improve System, State, and Federal Policies



**American Council on Education Credit
Recommendation for the ACT
WorkKeys NCRC**

New ACE Credit Recommendation

WorkKeys NCRC Earning	Institution Level	Subjects Credits Apply to	Recommended Credits
Platinum 	Lower-Division Baccalaureate	<ul style="list-style-type: none"> • Technical Mathematics • Introduction to Information Literacy 	Up to 6 Credits/ semester hours (3 credits/semester hours for each subject)
Gold 	Lower-Division Baccalaureate	<ul style="list-style-type: none"> • Technical Mathematics • Introduction to Information Literacy 	Up to 4 Credits/ semester hours (2 Credits/ semester hours for each subject)
Silver 	Lower-Division Baccalaureate	<ul style="list-style-type: none"> • Technical Mathematics • Introduction to Information Literacy 	Up to 2 Credits/ semester hours (1 Credits/ semester hours for each subject)

American Council on Education (ACE)

- Membership organization that mobilizes the higher education community to shape effective public policy and foster innovative, high-quality practice.
- As the major coordinating body for the nation's colleges and universities, their strength lies in their diverse membership of more than 1,700 colleges and universities, related associations, and other organizations in America and abroad.
- ACE is the only major higher education association to represent all types of U.S. accredited, degree-granting institutions: two-year and four-year, public and private.
- Their members educate **two out of every three students** in all accredited, degree-granting U.S. institutions.

Alignment of credit recommendation to ACT's mission

- Helping students achieve educational and workplace success



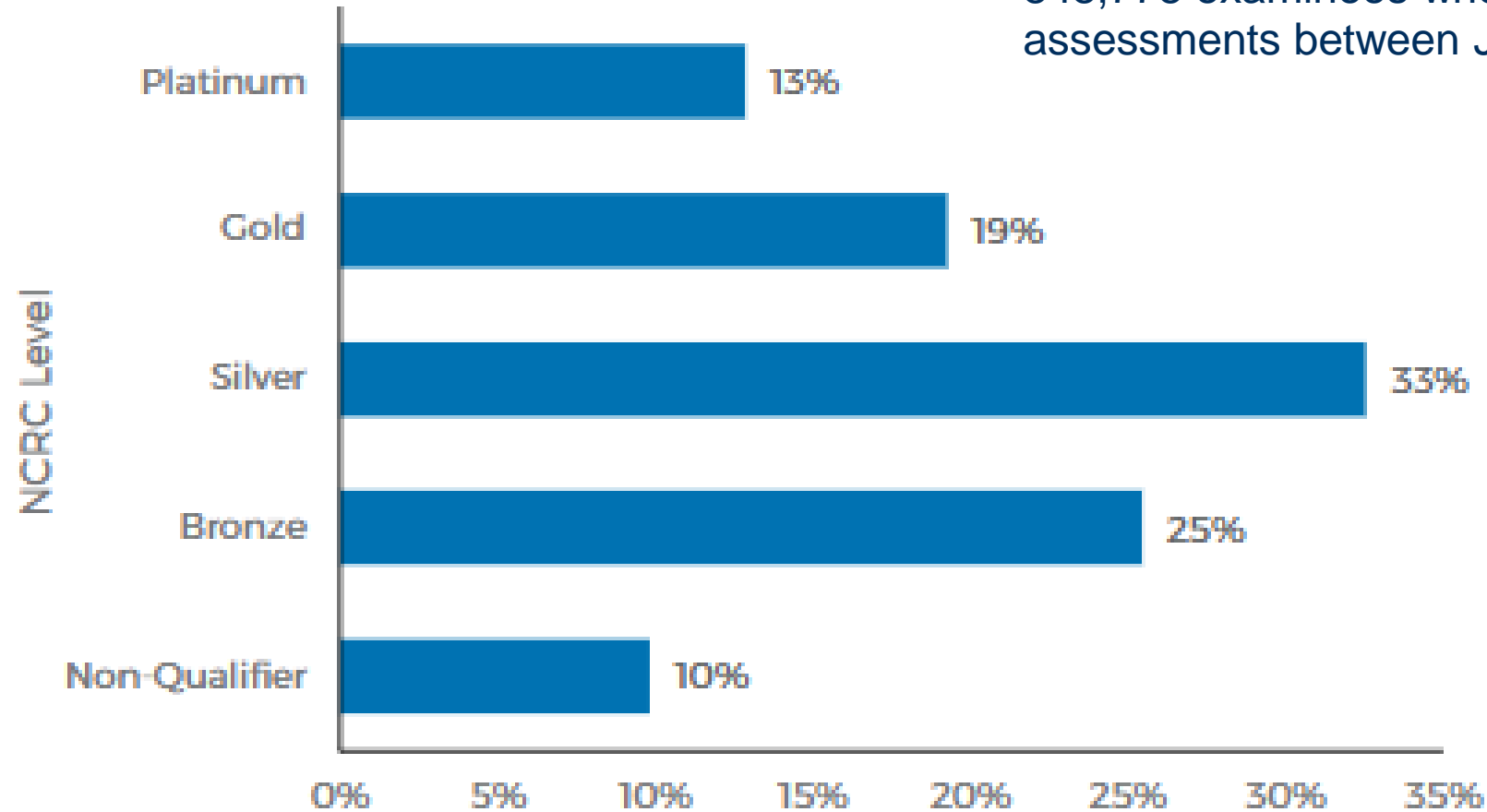
ACE CREDIT Renewal

- Provides institutions with a skills-based approach for awarding college credit
- Provides institutions with an innovative approach for recruiting and rewarding highly qualified students
- Facilitates students' success as they strive to earn a degree or credential
- Provides one way to address the crisis of high student loan debt and low student graduation rates.

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Percentage of ACT WorkKeys Examinees Earning NCRC Levels

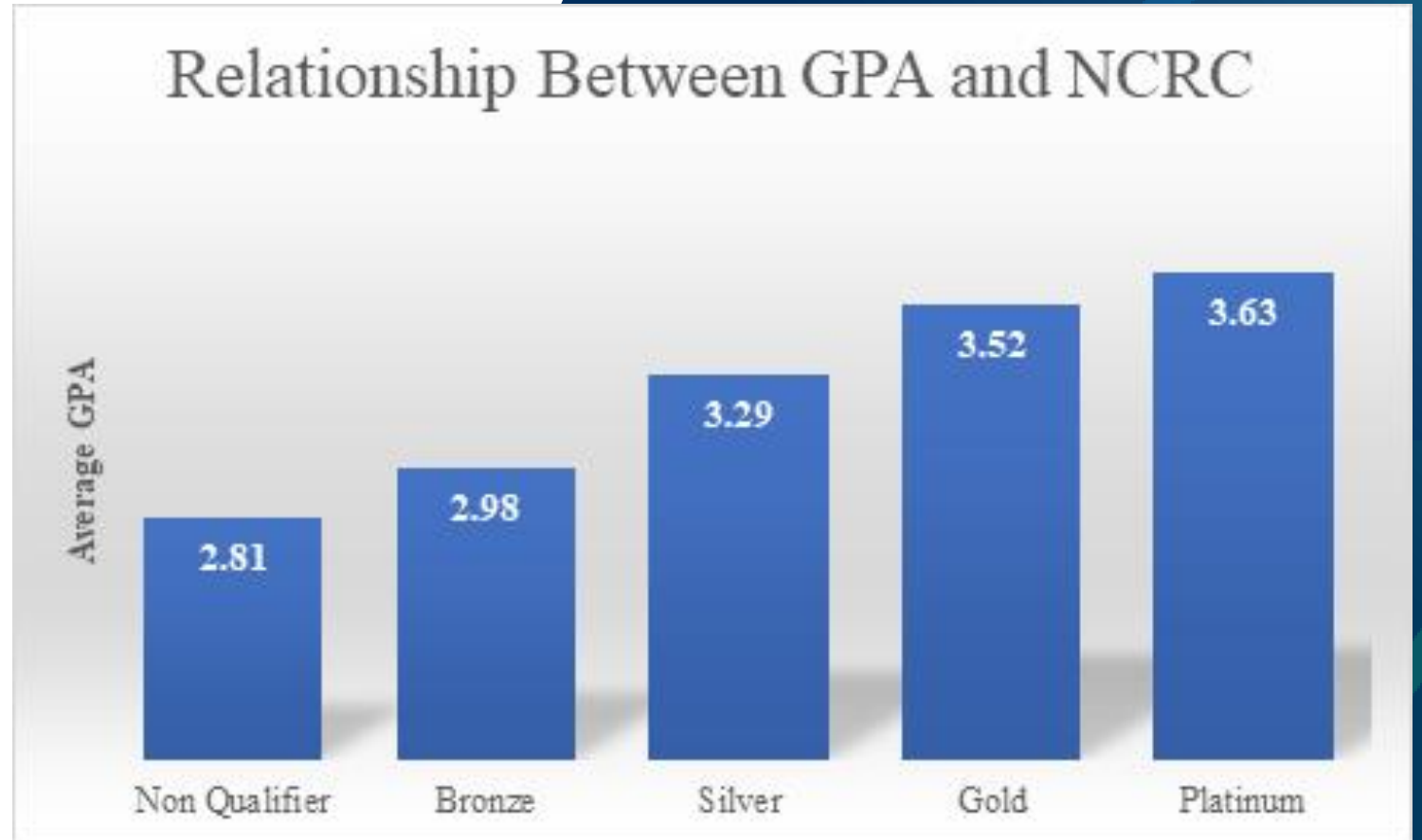
848,778 examinees who took all three WorkKeys NCRC assessments between June 2017 and July 2019



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Positive Relationship between NCRC Level and First-Year College GPA in Arkansas

All correlations in the chart are statistically significant ($p < .01$) and indicate a moderate to strong positive relationship between the WorkKeys assessments and first-year college GPA.



ACE Review Exam Process

The **content review** determines whether an exam covers its subject in sufficient depth and evaluates the content for currency and validity.

The **technical review** evaluates the psychometric properties of an exam to determine whether the exam is constructed using appropriate measurement and statistical practices.

Exam Content Materials

- Examination – *We provided four forms of each assessment.*
- Test information brochure
- Practice tests
- The examination and any appropriate supplemental materials or testing tools
- Scoring keys
- Exam participant’s manuals, workbooks, and handouts
- Rubrics used for assessment
- A description of the required qualifications of exam instructors, developers, or Angoff judges; the procedures used for their selection; and sample biographies of current members

Exam Content Materials Cont.

TOPIC AREA	EXAMINATION INFORMATION ITEM
General Test Information	Rationale and purpose of the test
	Name(s) and institutional affiliations of the principal author(s) or consultant(s)
	Types of scores reported for examinees
	Directions for scoring procedures and keys
Item/Test Content Development	Specifications that define the domain(s) of content, skills, and abilities that the test samples
	Summary of the job analysis research (if a non-academic test)
	Statement of test's emphasis on each of the content, skills, and ability areas
	Rationale for the kinds of tasks (items) that make up the test
	Information about the adequacy of the items on the test as a sample from the domain(s)
	Information on the currency and representativeness of the test's items
	Description of the item sensitivity panel review
	Whether and/or how the items pre-tested (field tested) before inclusion in the final form
Reliability Information	Item analysis results (e.g., item difficulty, discrimination, item fit statistics, correlation with external criteria)
	Internal consistency reliability
	Evidence for equivalence of forms of the test
	Scorer reliability for essay items
	Errors of classification percentage for the minimum score for granting college credit (cut score)

Validity Information	Content-related validity
	Criterion-related validity
	Construct validity (if appropriate)
	Possible test bias of the total test score
	Evidence that time limits are appropriate and that the exam is not unduly speeded
Scaling and Item Response Theory Procedures	Provisions for standardizing administration of the examination
	Provisions for exam security
	Types of IRT scaling model(s) used
Validity of Computer Administration	Evidence of the fit of the model(s) used
	Evidence that new items/tests fit the current scale used
Cut-Score Information	Size of operational test item pool for test
	Exposure rate of items when examinees can retake the test
	Rationale for the particular cut-score recommended
Recommended Items	Evidence for the reasonableness and appropriateness of the cut-score recommended
	Procedures recommended to users for establishing their own cut scores (e.g., granting college credit)
	Information on norms and normative groups (if applicable)
	Effects of different content samples
Validity Information	Effects of testing on different occasions
	Equivalence of forms
	Score stability over time
	Irrelevant sources of difficulty affecting test scores

ACE Reviewer Panel's Overall Summary

The NCRC's three exam results are excellent for measuring students' readiness for the workforce as well as their ability to succeed in post-secondary learning institutions.

Moreover, the exams gauge the skill gaps between students' ability and workforce expectations.

The results can be used to improve educational curricula, giving institutions a "blueprint" to map what students are learning to workforce demands.

The credentialing levels are quite rigorous, compared to national norms.

Additional Comments from ACE Review Panel

Validity evidence is outstanding. Most compelling are the number of studies comparing WorkKeys scores to such factors as job performance ratings, grade point average, grades in vocational programs, and other measures of productivity and career preparedness (e.g., absenteeism, customer complaints, and turnover).

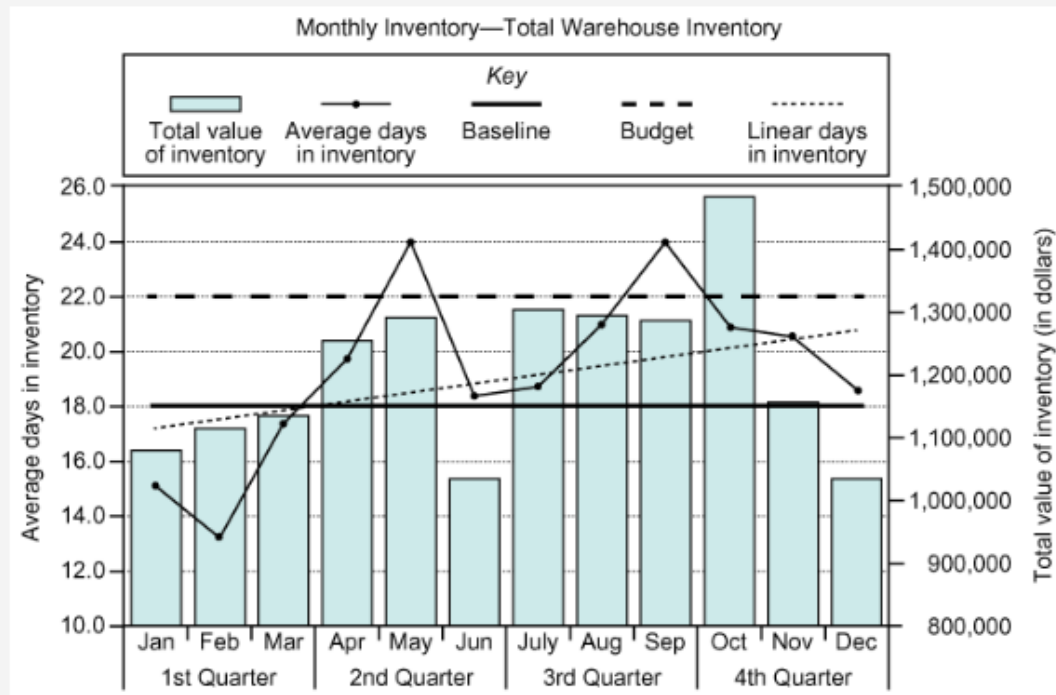
Outstanding evidence of exam fairness including detailed analysis of both level scores and college and career performance across factors including education, gender, racial/ethnic background, and other factors of interest to fairness.

Evidence from a review of required job skills (O*NET) demonstrated that increases in NCRC certification level were associated with increases in the skills needed to be considered qualified for more jobs, with Platinum level certification demonstrating proficiency in the skills needed for 99% of listed jobs.

Graphic Literacy Sample Items

A manager tracks the total value of warehouse inventory and the average number of days an item spends in inventory before being sold each month.

Level 7 Graphic Literacy



5. Which month reflects an increase in total value of inventory from the prior month with the largest drop in average days in inventory?

CORRECT RESPONSE ^

Note that the total value of inventory increases from September to October, while at the same time the average days in inventory decreases from approximately 24.0 to 21.0, a difference of 3 days. While February also shows an increase in total value from the prior month, the average days in inventory decreases from approximately 15.0 to 13.0, a difference of only 2 days.



Using WorkKeys as a Credit for Prior Learning (CPL) Tool

Lynette Livingston, Ed.D. – Provost and Vice President for Academic Affairs, CVTC

The background features a dark blue gradient with several thick, overlapping, wavy lines in shades of teal and green. These lines create a sense of movement and depth, with some crossing each other. The overall aesthetic is modern and clean.

Questions

The ACT logo features the letters 'ACT' in a bold, white, sans-serif font. A small registered trademark symbol (®) is positioned to the upper right of the 'T'. A thin red horizontal line is located beneath the 'A'.

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2022