

The background of the slide features a large, faint, circular seal of the State of Indiana. The seal contains the text "THE STATE OF INDIANA" at the top, "SEAL" on the left, and "1816" at the bottom. In the center of the seal is a depiction of a Native American figure holding a bow and arrow, with a star above his head.

Supporting Military and Adult Learners

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Indiana Commission for Higher Education

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THE WHY

2

million
Adults in Indiana without a credential



- ▶ Nearly **40%** of those age 25+ have some college, but no degree

SOME INDIANA RANKINGS...



In post-high school training and education **going-rates** for youth and adults, Indiana currently ranks...

- ▶ **31st** in the college-going rate for youth (2020)
- ▶ **21st** in first-time undergraduate enrollment of adults (2020)

In **postsecondary attainment** for veterans, individuals with disabilities and the justice involved, Indiana currently ranks...

- ▶ **47th** in total educational attainment of veterans aged 25-64 (2021)
- ▶ **45th** in total educational attainment of those with a disability aged 25-64 (2021)
- ▶ **43rd** in the percentage of adults in correctional facilities enrolled in school or college (2021)

BARRIER REMOVAL KEY FOR ADULT LEARNERS

Foundational Elements

Adaptivity
Credit for Prior Learning (CPL)
Financing (Scholarships)
Life and Career Planning

Outreach
Strategic Partnerships
Supportive Faculty and Staff

Student Support Systems
Teaching Learning Process
Technology

**Interest &
Recruitment**

**Admission &
Enrollment**

Orientation

**Credential
Completion**

Transition

Potential Barriers

Cost of tuition and fees
Lack of social connection
Lack of career advising

Unpredictable Schedules
Course Modality
Challenging Materials

Living Expenses
Personal Circumstances
Employment Demands



IMPACT OF CPL: BETTER STUDENT OUTCOMES



Increased Credential Completion Rates

- 17% increase in completion rate
- CPL students were more likely to complete college credentials than non-CPL students.



Save Adult Learners Time and Money

- \$1,500 to \$10,200 Estimated adult student savings through CPL, depending on the sector.
- 9 to 14 Months Estimated adult student time savings in earning degrees, with 12 or more CPL credits.



Improved Retention in Institutions that offer CPL

- 17.6 additional credits earned by students with CPL compared to non-CPL students.



Strong CPL-related outcomes are true regardless of race, ethnicity, and income level.

CHE ADULT STRATEGY FOCUS

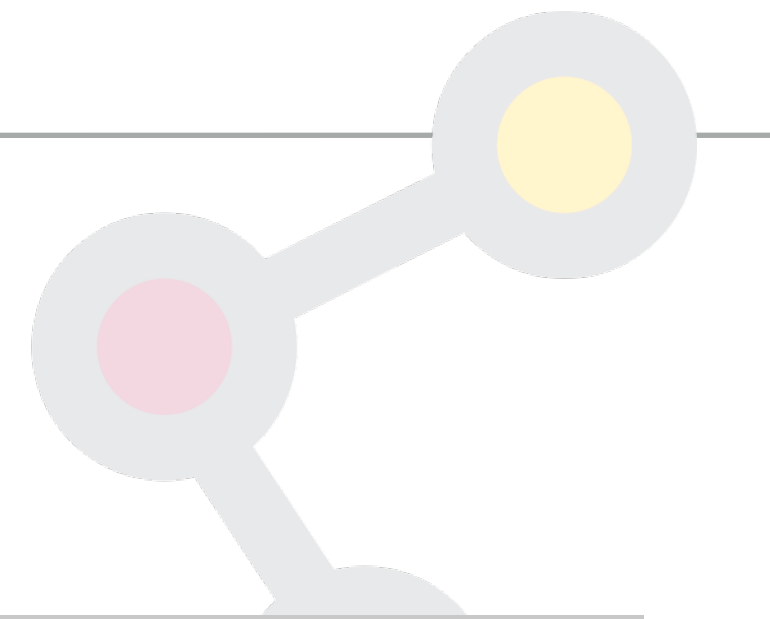
Goals include being a top-10 state by 2030 in terms of:

- ▶ **Postsecondary attainment** for veterans, individuals with disabilities, and the justice-involved
- ▶ **Utilization of credit for prior learning** to honor the work, training, and education already achieved by adult learners

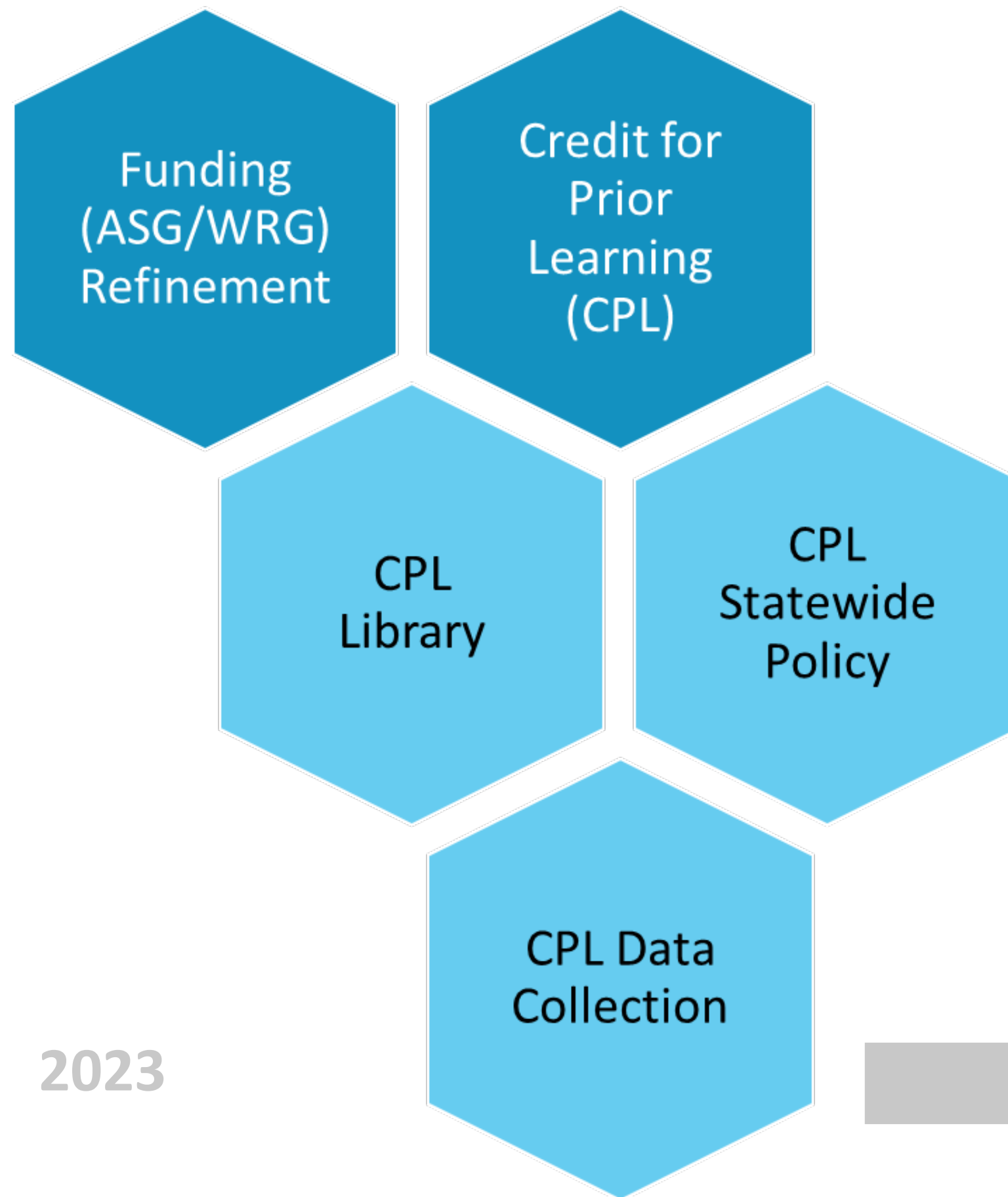
Guiding principle: Cross-sector collaboration necessary to generate sustainable:

- ▶ **Supporting Programs/Resources** helping individuals successfully navigate an educational system typically geared toward traditional-age student needs
- ▶ **Systems Redesign** creating smoother pathways within the educational system, eliminating significant barriers to enrollment and credential completion

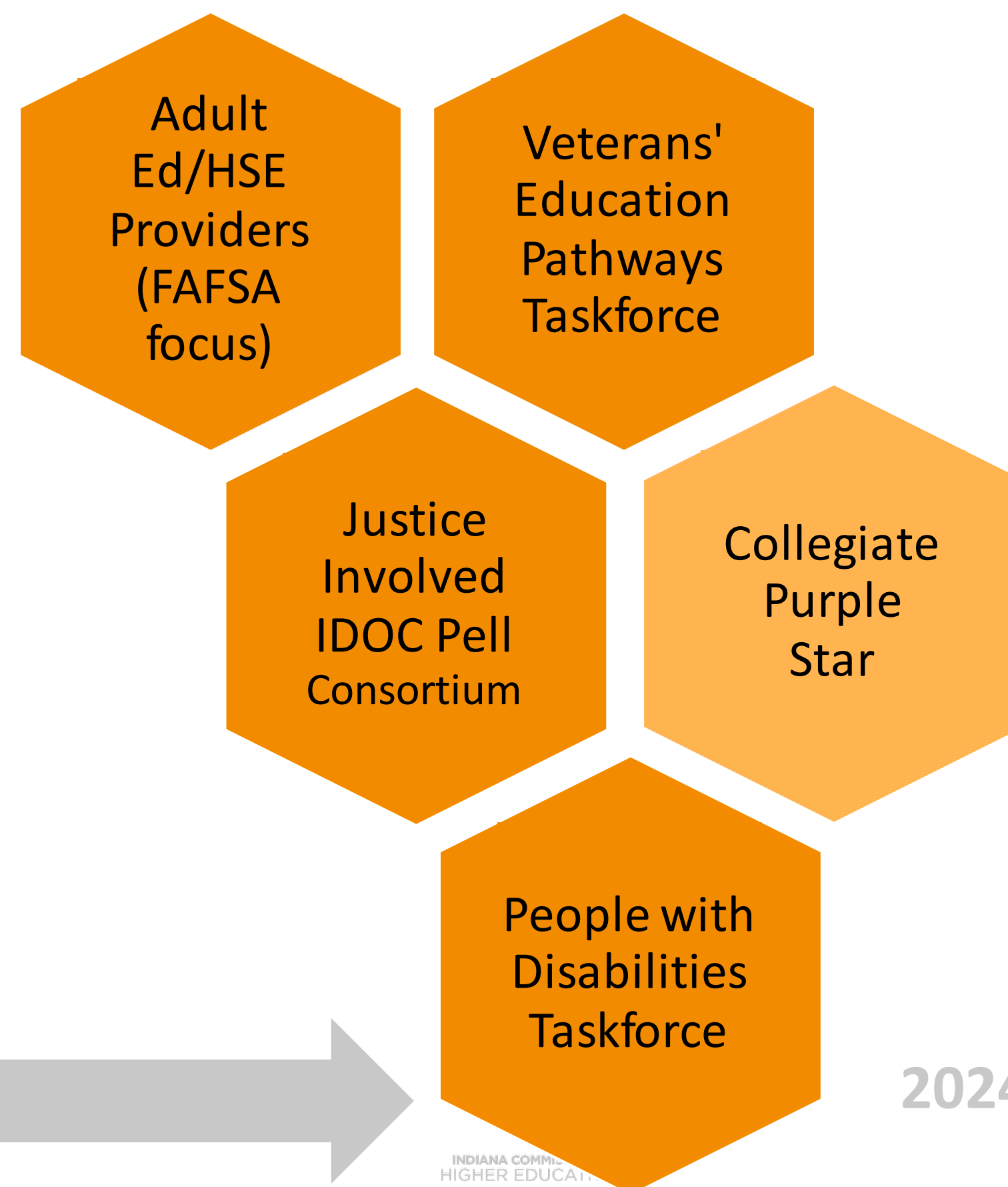
CHE ADULT STRATEGY INITIATIVES (2023-2024)



Foundational Infrastructure



Special Population Focus



Larger-scale Outreach & Engagement



SUPPORTING MILITARY AND ADULT LEARNERS

MILITARY-AFFILIATED INDIVIDUALS AND THE COLLEGE EXPERIENCE



INDIANA COMMISSION *for*
HIGHER EDUCATION

WHO IS MILITARY-AFFILIATED?

- ▶ **Military-affiliated individuals:** those actively serving in the armed forces (regular duty, reserve duty, or Indiana National Guard) or who have received a discharge other than dishonorably (a.k.a., a veteran).
 - *These are officers and enlisted personnel; stationed at home and/or deployed abroad (combat veterans and deployed but have not seen combat).*
- ▶ They become **military-affiliated students** when they have been accepted or are a current student at the postsecondary institution.

CHARACTERISTICS OF MILITARY-AFFILIATED LEARNERS

- ▶ Leadership and Management Skills
- ▶ Work Ethic
- ▶ Self-discipline
- ▶ Teamwork
- ▶ Diverse backgrounds and nationalities
- ▶ Proficient in multiple languages



BENEFITS TO POSTSECONDARY INSTITUTIONS

- ▶ **Recruitment** (over 100,000 service members transition to postsecondary institutions each year)
- ▶ **Financial** (Tuition and Fee Exemption for Indiana Purple Heart Recipients, Forever GI Bill™, Post -9/11 GI Bill, Yellow Ribbon Program, Department of Veterans National Guard Supplemental Grant, Affairs, educational support for spouses, federal tuition assistance, credentialing assistance, etc.)
- ▶ **Academic** (Average GPA 13.5% higher than non-veterans)
- ▶ **Learning experience** (add their unique perspective, professional training, wide range of experiences, and corresponding knowledge)
- ▶ **Engagement of underserved students** (nearly 2/3 are first generation students)

CONSTRUCTING A SUPPORTIVE ENVIRONMENT

- ▶ **Indiana Code (IC) 21-18-18...a first in the nation**
- ▶ **Indiana Veterans' Education Pathways Taskforce**
 - Communication/Navigation Workgroup
 - Credit for Prior Learning Workgroup
 - Student Support Workgroup
- ▶ **Recommended 47 actions that a postsecondary institution should adopt to receive a Collegiate Purple Star designation**



DRAFT COLLEGIATE PURPLE STAR (CPSI) MISSION

The Collegiate Purple Star Award of Indiana (CPSI) recognizes any postsecondary institution that has successfully demonstrated support of their military-affiliated student population from application to graduation.



CPSI APPLICATION TO GRADUATION

- ▶ Core Requirements
- ▶ Marketing and Recruitment Strategies
- ▶ Organizational Capacity and Admissions/Enrollment
- ▶ Financial Support
- ▶ Student Retention
- ▶ Faculty and Staff Development Initiatives
- ▶ Academic Course Work
- ▶ Student Support Services
- ▶ Sanctioned Student Engagement Activities



“WHETHER IN COMBAT OR PEACETIME, NOBODY GETS MORE AUTHORITY AT AN EARLY AGE THAN YOUNG AMERICANS IN THE UNIFORMED SERVICES. GIVING THEM THE OPPORTUNITY TO HONE THEIR FORMIDABLE SKILLS IN HIGHER EDUCATION ISN’T CHARITY. IT IS, INSTEAD, EMPLOYING LEVERAGE TO ENABLE THESE PATRIOTS TO MAKE EVEN GREATER CONTRIBUTIONS TO SOCIETY.”

Retired U.S. Army Colonel Jack Jacobs- Medal of Honor recipient, Operation College Promise Board



RESOURCES

- ❑ Enrolling and Supporting Student Veterans- The Right Thing for Higher Education, November 2022 by the George W. Bush Institute at www.bushcenter.org
- ❑ Student Veterans- a Valuable Asset to Higher Education, November 2019 by the Syracuse University Institute for Veteran and Military Families and the Student Veterans of America <https://ivmf.syracuse.edu/student-veterans-a-valuable-asset-to-higher-education/>
- ❑ Serving Your Student Veterans: Begin with the End in Mind by Dr. Amy Morys at <https://evollution.com/programming/personal-development/student-veterans-beginning-with-the-end-in-mind>
- ❑ Psych/Armor is a nonprofit leader and training provider for military cultural awareness at <https://psycharmor.org>

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QUESTIONS?

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