

Supporting Postsecondary Credential Completion

2024 Student Advocates Conference

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Indiana Commission for Higher Education

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THE HOPE AGENDA GOALS

Let’s lead Indiana to be Top 10 in the nation by 2030 in the following areas:



Post-high school training and education **going-rates** for youth and adults, across all demographics.



The rate at which Hoosiers successfully **complete their chosen areas of study.**



Postsecondary attainment for veterans, individuals with disabilities and the justice involved.



Retaining talent once someone has graduated.



Measurable distinction of **social and economic mobility and prosperity.**



Utilization of **credit for prior learning.**



As a **recognized state for growing or starting a business** based upon the strength of **human capital.**

WHAT IS CTE?

- ▶ *CTE refers to programs of study offered mainly by secondary schools, regional technical centers, and community and technical colleges.*



Provides academic, employability, and technical skills and credentials

Credentials include postsecondary certificates and industry-recognized certifications



Opportunities for career exploration, and now more preparation



Traditionally, focused on high wage, high skill, an in-demand jobs that require education and training beyond high school but less than 4-year degree

Increasingly designed to give learners pathways to 4-year degrees



In all, CTE provides opportunities that reach a large share of secondary and postsecondary learners

Some form of CTE offering is estimated to reach more than 90% of high school graduates



VISION FOR CTE

- *Through integrated career pathways focused on providing opportunities for:*
 - *career coaching and navigation*
 - *college credit and credential attainment*
 - *participation in WBL*
- *CTE will have a measurable impact on:*
 - *an individual's economic and social mobility and prosperity outcomes*
 - *an employer's access to a well-qualified talent pipeline*



INDIANA CTE CAREER CLUSTERS

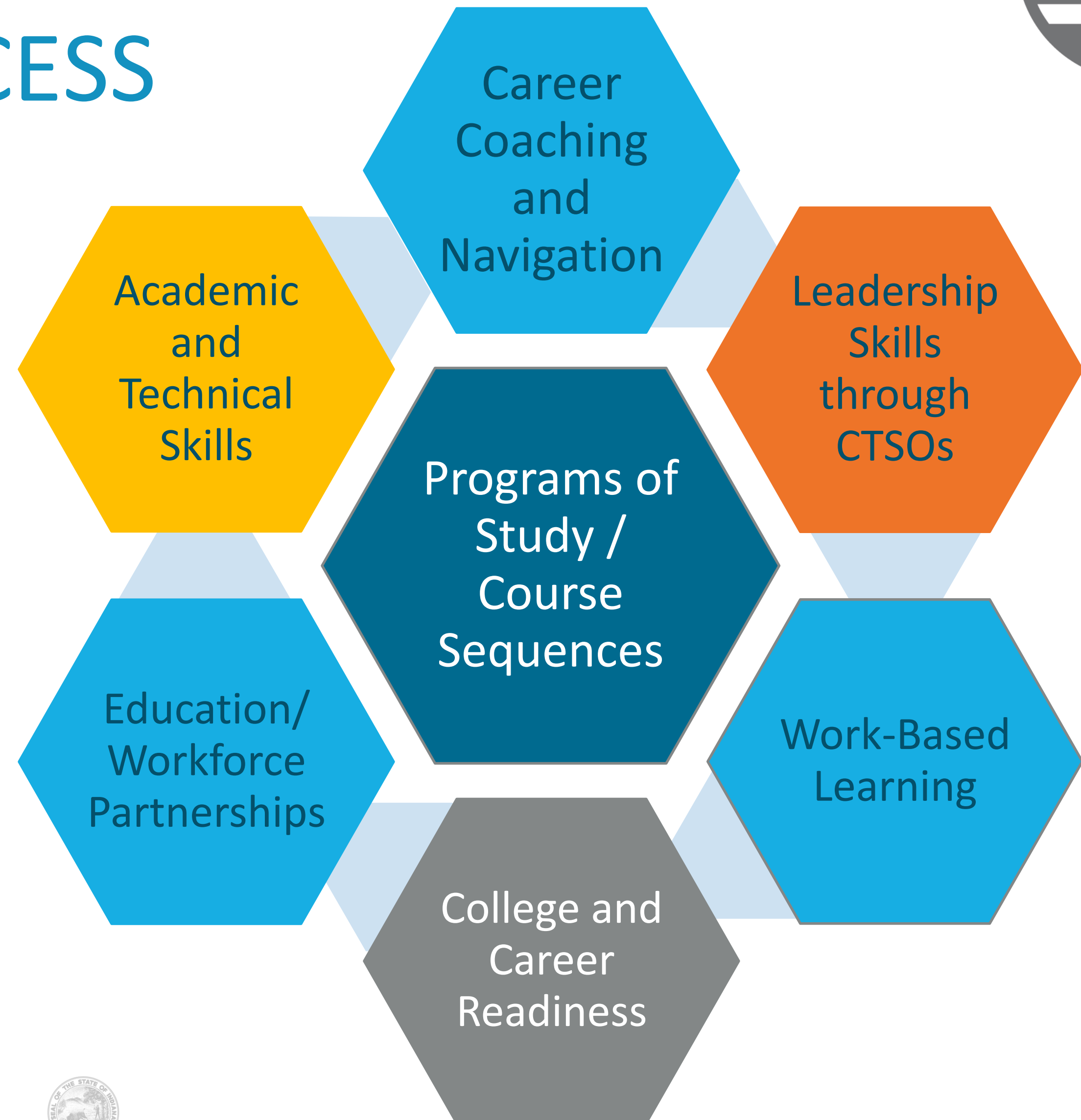


| | | |
|-------------------------------|----------------------------|--------------------------------------|
| Advanced Manufacturing | Digital Technology | Hospitality & Events |
| Agriculture | Education | Marketing, Sales, & Entrepreneurship |
| Arts, Entertainment, & Design | Energy & Natural Resources | Public Service & Safety |
| Business Management | Financial Services | Supply Chain & Transportation |
| Construction | Health & Human Services | |

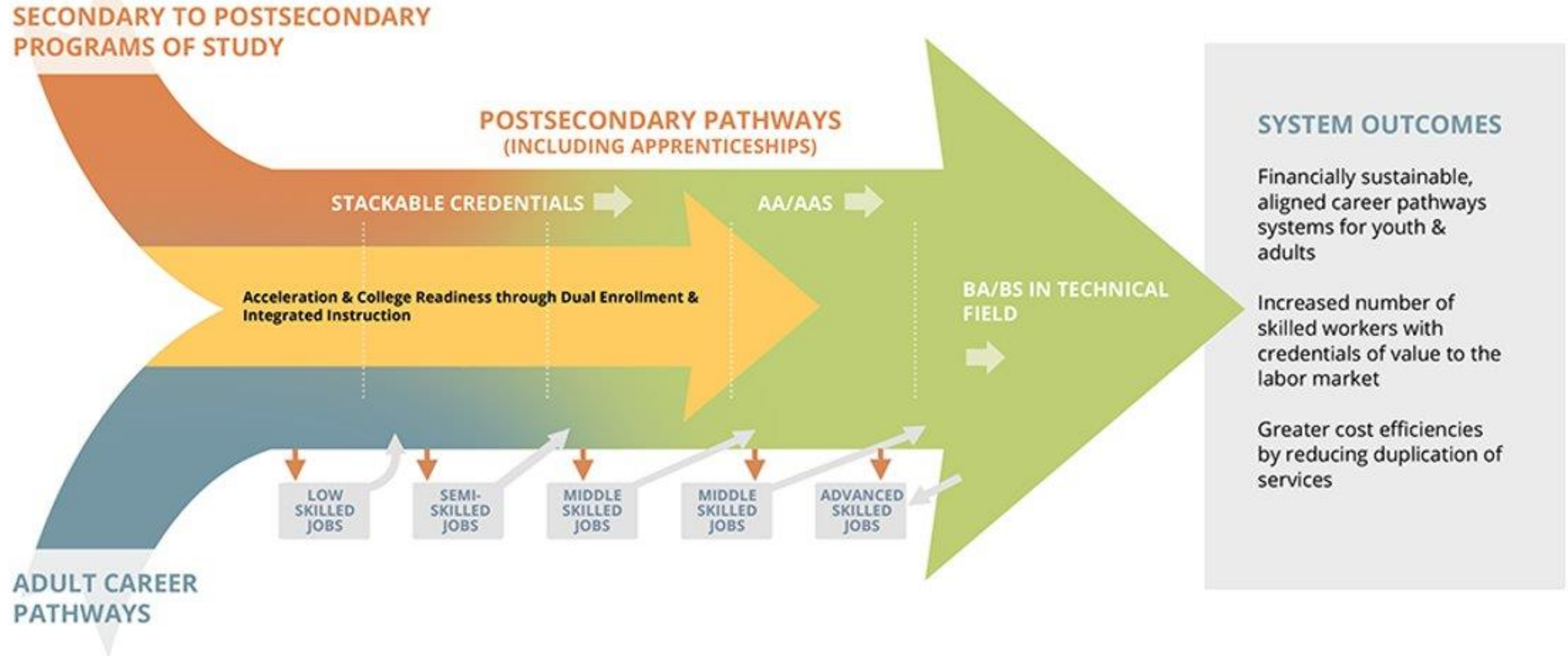
From Advance CTE [Career Cluster Framework Resources](#), 2024

UNLOCKING CAREER SUCCESS

- Clear Outcomes
- Quality Coaching
- Affordability
- Work-Based Learning
- Employer Alignment



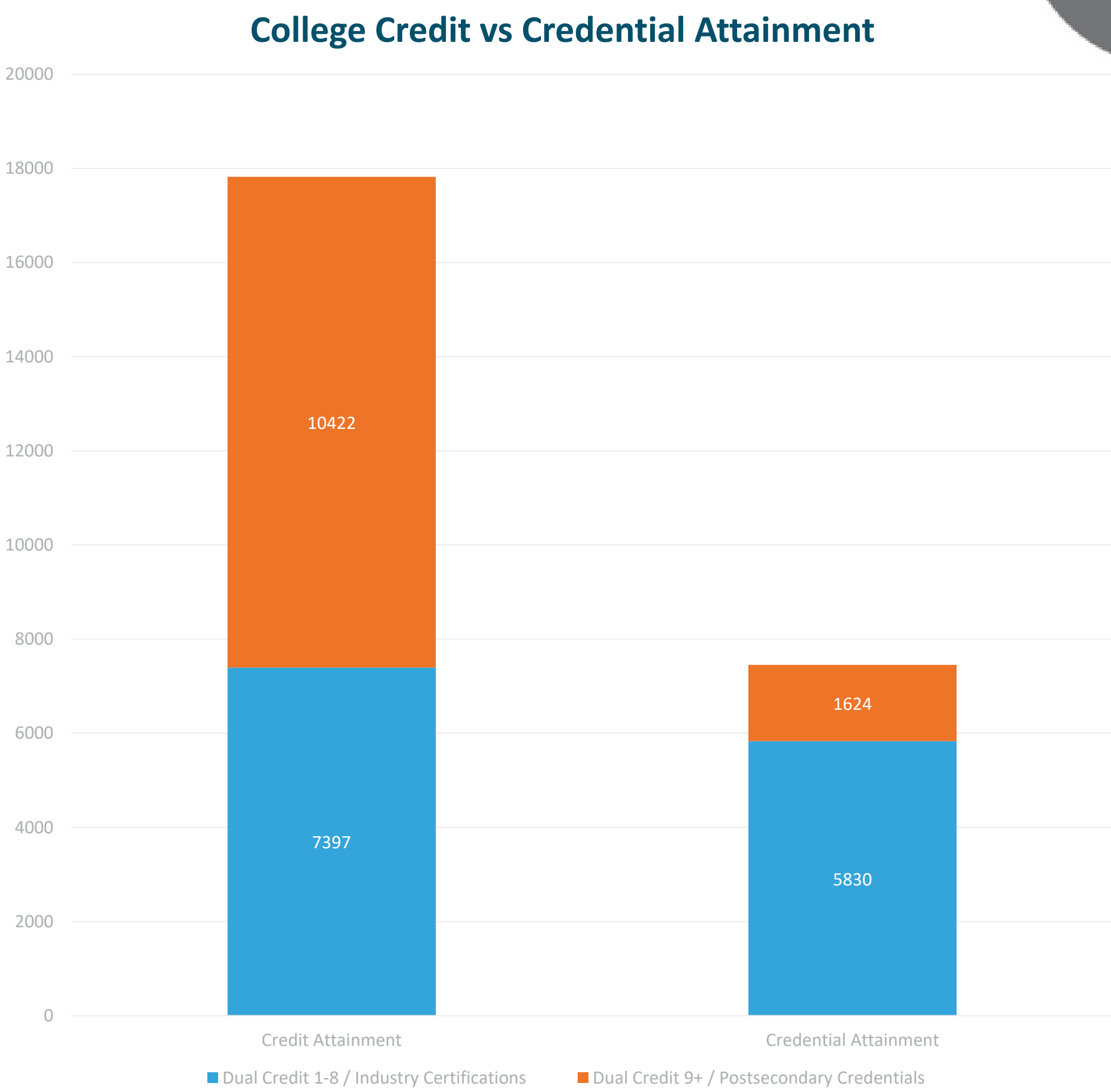
LIFELONG CAREER OPPORTUNITIES





CREDITS TO CREDENTIALS

- National Leader in Dual Credit Attainment
- About 35% of concentrators earn 9+ college credits (2023 cohort)
- Less than 20% of concentrators earn a credential.
- Goal is to transfer credit success into credentials.



WHAT IS A “CREDENTIAL”?

- The [2024-2027 Perkins State Plan](#) defines a “Credential of Value” as either:
 - An Industry Certification **that is Graduation Pathways Eligible**;
 - A postsecondary certificate or degree.
- Credentials play a key role in CTE, as well as Adult Education, WIOA programs, Graduation Pathways and the high school diploma redesign.
- **Industry Recognized Certifications – Proficiency-based**
 - I.E. - CompTia A+, CNA Licensing, AWS Welding
 - **Only when** included on the [Grad. Pathways Promoted Certification List](#).
- **Postsecondary Credentials – Credit-based**
 - Certificates – 15-30 credits, up to one year
 - CT
 - Technical Certificate or Cert. of Graduation
 - CTE equivalent of Indiana College Core
 - Degrees – Associates+

WHAT GIVES A CREDENTIAL “VALUE”?



WHAT GIVES A CREDENTIAL “VALUE”?



Has alignment to **high-wage, high-skill employment**



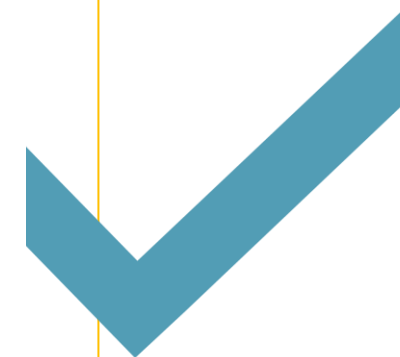
Has transference to **postsecondary** education



Is **awarded** through an **authorized** and **approved** **third party provider**



Is **stackable** to provide incremental milestones in a career pathway



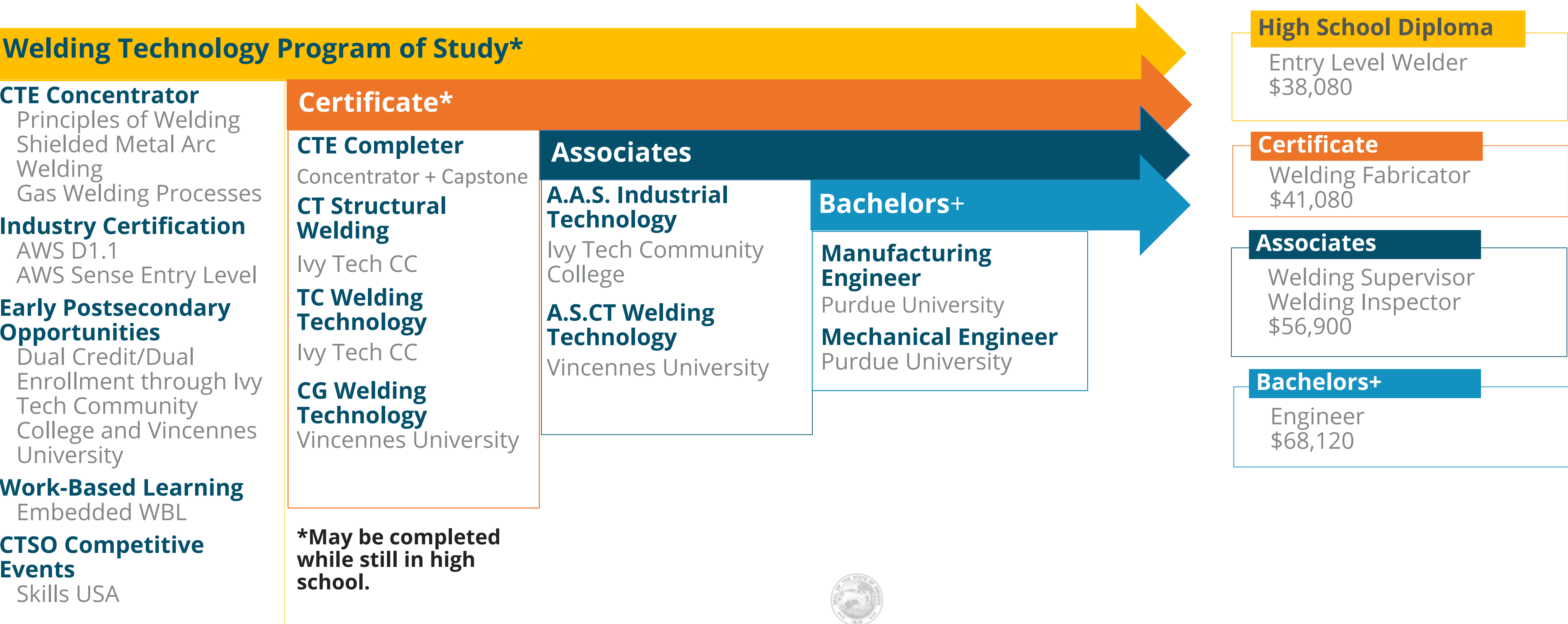
Is a **comprehensive certification**, reflecting **college and career-ready skills** and competencies



MAXIMIZING STUDENT OPPORTUNITIES

- Steps to maximize student opportunities to earn credentials of value include adding:

1) Dual Credit opportunities, 2) Capstone courses and 3) Industry Certifications



CTE PATHWAY CAPSTONE COURSES

NLPS CAPSTONE COURSE 2-6 CREDITS

Part I

Priority Competencies

Competencies required to complete CT

Part II

Accelerated Competencies

Competencies required to complete TC/CG

Part III

Experiential Learning

Work-Based Learning
Applied Learning



NON-TRADITIONAL DELIVERY OPTIONS

Postsecondary Dual Enrollment



- Students attend classes at the postsecondary institution
- Use CTE Funding to cover tuition costs

Employer-Led Joint Programs of CTE



- Students learn on the job or through training provider
- Use CTE Funding or CSA Funding

Youth Apprenticeships



- Students learn on the job or through training provider
- Ideal for CSA Funding



DUAL CREDIT CONSIDERATIONS

- Requires meeting the requirements of a postsecondary institution
 - Quality considerations: facilities, materials, instructor, etc.
 - Guidance on common considerations can be [found here](#).

- Dual credit credentialing for CTE is often different than for core subjects
 - Faculty Dual Credit requirements for Ivy Tech, [here](#).
 - Faculty Dual Credit requirements for Vincennes, [here](#).

- Guidance from the Higher Learning Commission on Dual Credit credentialing guidelines can be [found here](#).

WHY DOES IT MATTER FOR STUDENTS?

Completing a CTE Pathway allows students to progress towards an initial certification or certificate, increasing their potential to earn more post High School, and reducing the time and money needed to pursue further education and training beyond High School.



Key Components:

- ❖ Real-world Relevance
- ❖ Increased Employability
- ❖ Career Pathway Guidance
- ❖ College Admissions Advantages
- ❖ Skill Validation and Confidence Building



CAREER COACHING AND NAVIGATION

- ▶ Career coaching and navigation plays a key role in communicating the value of CTE and the importance of earning credentials to students.
 - ▶ Recent Commission Research
- ▶ Recent or upcoming state strategies to support career coaching include:
 - ▶ A Career Coaching Framework
 - ▶ Career standards added to Principles courses
 - ▶ Updated Preparing for College and Careers (PCC) standards
 - ▶ Credentials of Value tiers

COMMUNICATING THE VALUE TO STUDENTS

Example 1: Consider a student who is facing financial challenges and does not plan to pursue a college education. Their primary focus might be securing a stable job and achieving financial independence.

- ❖ This is an excellent opportunity to discuss with the student, how earning a CTE credential while in high school can significantly increase their job opportunities and increase their potential for higher earnings.



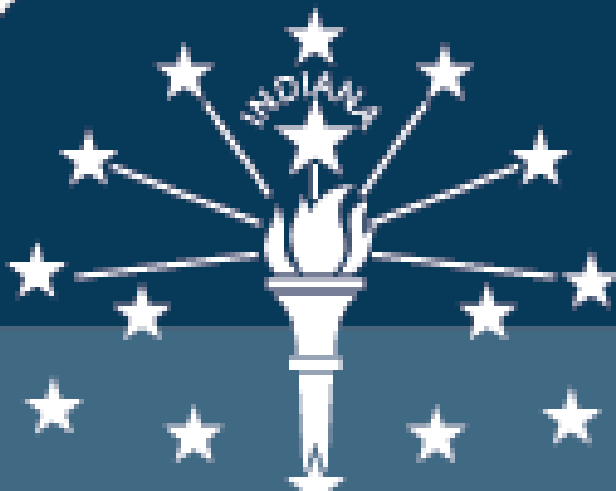
COMMUNICATING THE VALUE TO STUDENTS



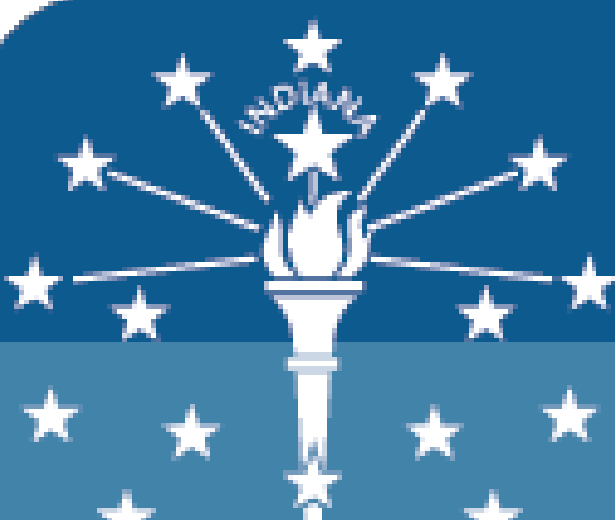
Example 2: A student has consistently taken advanced courses throughout their high school career, decides in their Junior or Senior to opt for an “easier” schedule, and wants to drop their CTE courses believing they are unnecessary since they plan to attend college.

- ❖ Discuss with the student, how obtaining a CTE credential or industry-recognized certification can strengthen their college application, better prepare them for a career aligned within their career of study and make them more competitive when applying for internships or apprenticeships in the future.

EDUCATIONAL ATTAINMENT: ECONOMIC METRICS

|  EDUCATION LEVEL | ECONOMIC METRICS <small>by</small> EDUCATION LEVEL | | | |
|--|--|---|--|---|
| | INDIANA UNEMPLOYMENT RATE (2024) | INDIANA LABOR PARTICIPATION RATE (2024) | WAGES – MEDIAN INCOME (U.S.) (2022) (AGES 25+) | WAGES - AVERAGE NET WORTH (U.S.) (2022) |
| LESS THAN A HIGH SCHOOL DIPLOMA | 9.5% | 44.1% | \$37,240 | \$175,627 |
| HIGH SCHOOL DIPLOMA | 3.2% | 56.4% | \$46,640 | \$413,275 |
| SOME COLLEGE OR ASSOCIATE DEGREE | 3.2% | 65.9% | \$53,650 | \$540,873 |
| BACHELOR'S DEGREE + UP | 1.9% | 72.9% | \$83,570 | \$1,992,935 |

EDUCATIONAL ATTAINMENT: SOCIAL METRICS

| SOCIAL METRICS <small>by</small> EDUCATION LEVEL | | | | | |
|--|--|---|---|----------------------------------|----------|
|  EDUCATION LEVEL | | | | 07-18-24 | |
| | INDIANA EDUCATIONAL ATTAINMENT (2022) (AGES 25+) | PERCENT OF WORKING- AGE ADULTS USING SNAP BENEFITS (U.S.) (2021) | INFANT MORTALITY (PER 1,000 BIRTHS) (U.S.) (2021) | LIFE EXPECTANCY (U.S.) (2005) | |
| | LESS THAN A HIGH SCHOOL DIPLOMA | 10% | 21% | 11.7 | 72 years |
| | HIGH SCHOOL DIPLOMA | 32% | 15% | 7.0 | 79 years |
| | SOME COLLEGE OR ASSOCIATE DEGREE | 29% | 11% | 6.6 | 80 years |
| BACHELOR'S DEGREE + UP | 30% | 2% | 4.1 | 84 years | |

HOW IS CTE FUNDED?

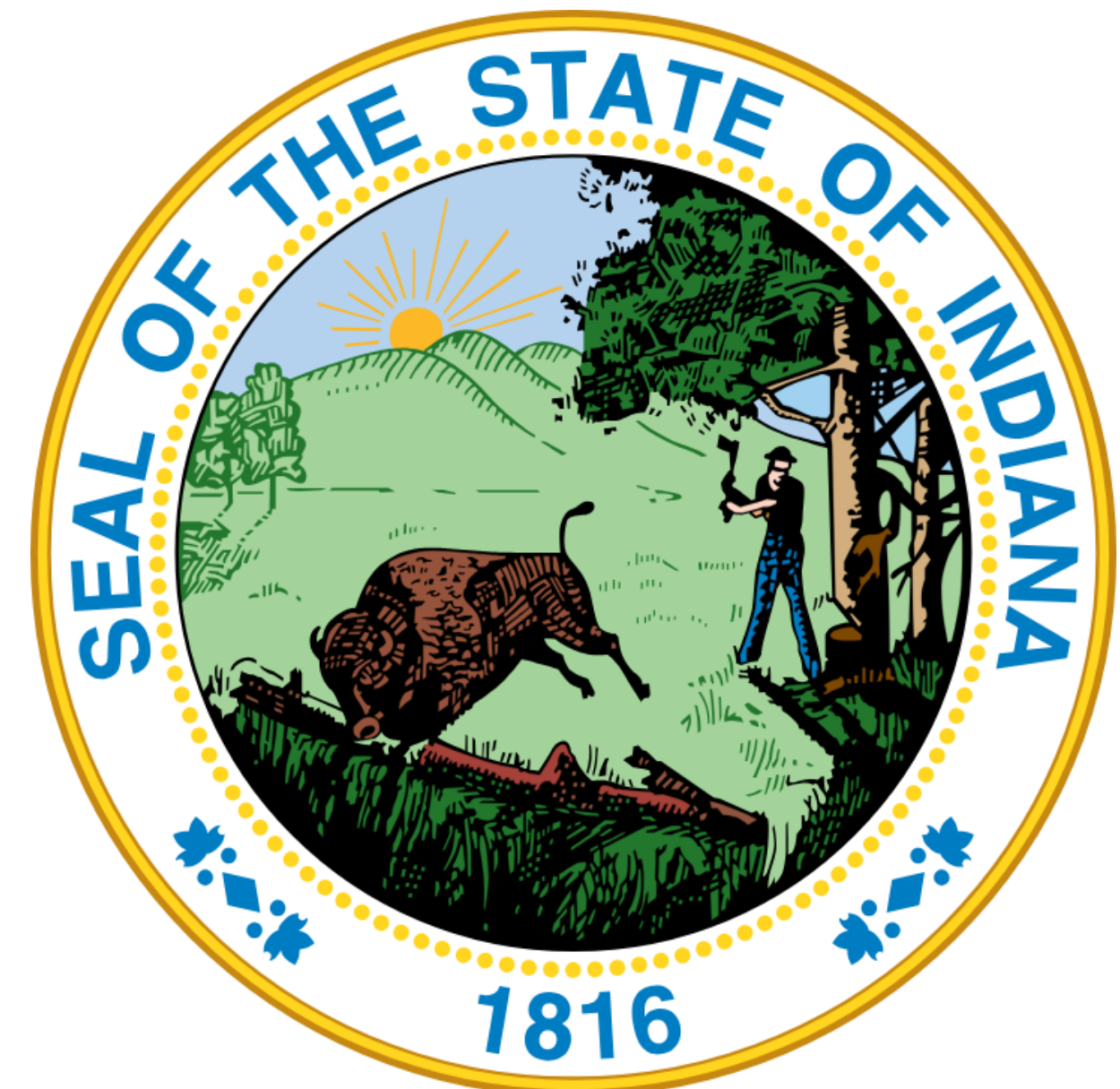
Federal Funding

- ▶ Provided to secondary and postsecondary eligible recipients
- ▶ Roughly \$32 million



State Funding

- ▶ Provided to school corporations based on student enrollment
- ▶ Totals more than \$200 million



SUPPORTING STATE INVESTMENTS



- Certification Reimbursement
- Dual Credit Reimbursement
- Credential Completion Grant
- Career Scholarship Account (CSA) Program
- Workforce Ready Grant (Adults)
- Career Coaching Grant

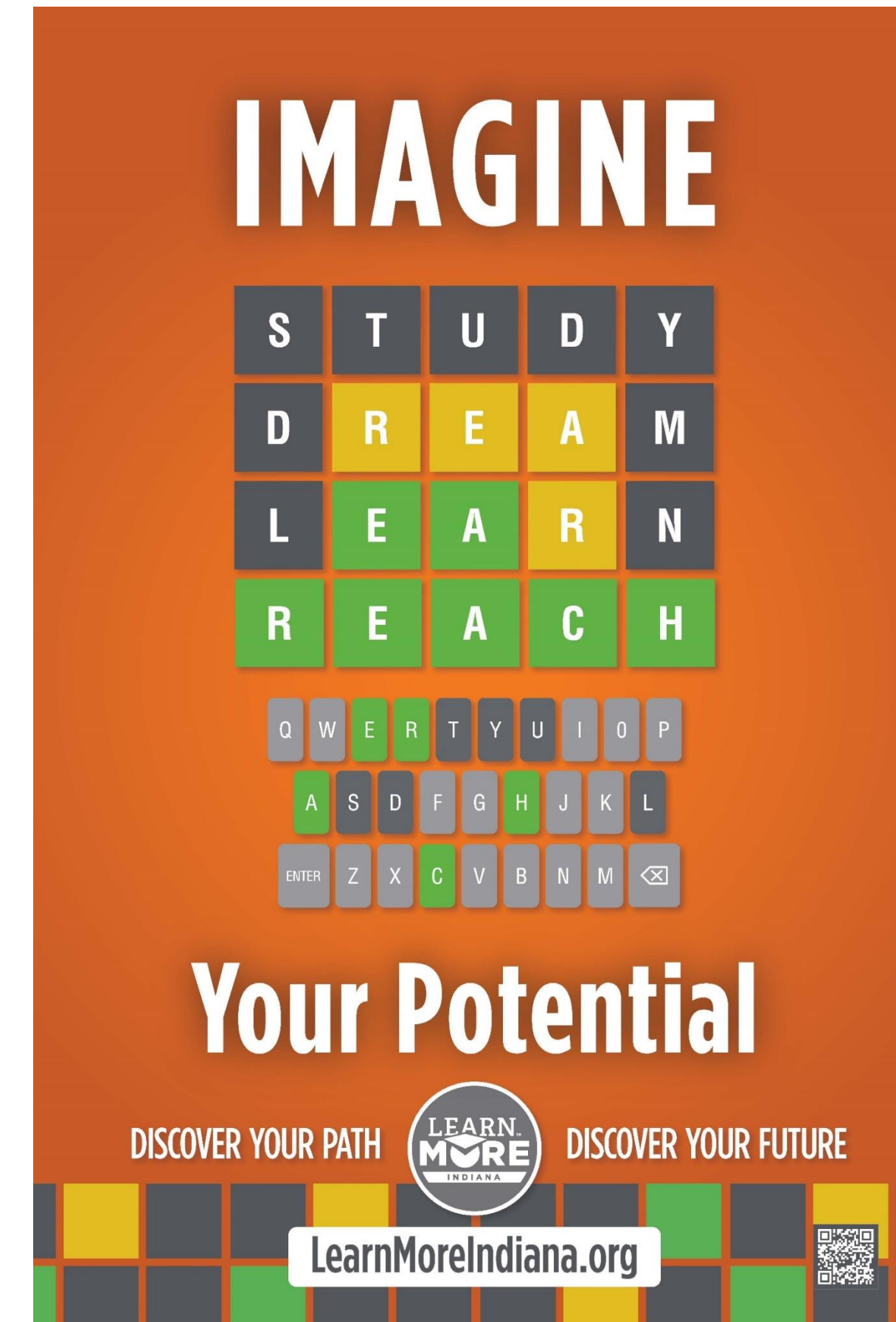


RESOURCES AVAILABLE

- [CTE Programs of Study resources](#) – Review Document, Master Pathways List, etc.
- CTE [2025-2026 Course Titles and Descriptions](#)
- [CTE Newsletter Sign-Up](#) – and [past issues](#)
- CTE [Dual Credit Crosswalk and Guidance](#)
- DWD Graduation Pathways Approved [Industry Certifications List](#) (23-24 list is approved for 24-25)

Upcoming:

- CTE Strategic Plan
- CTE Data Explorer



The background of the slide features a large, faint, circular seal of the State of Indiana. The seal contains the text "SEAL OF THE STATE OF INDIANA" around the top and "1816" at the bottom. In the center of the seal is a portrait of a man, likely a historical figure, surrounded by a wreath.

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INDIANA COMMISSION *for*
HIGHER EDUCATION