

Supporting Postsecondary Credential Completion

2024 Student Advocates Conference

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Indiana Commission for Higher Education

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1816

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.



Utilization of **credit for prior learning.**



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



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



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

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	





UNLOCKING CAREER SUCCESS

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



Strada Education Foundation – Priorities <https://stradaeducation.org/our-priorities/>

LIFELONG CAREER OPPORTUNITIES

SECONDARY TO POSTSECONDARY
PROGRAMS OF STUDY

POSTSECONDARY PATHWAYS
(INCLUDING APPRENTICESHIPS)

STACKABLE CREDENTIALS ➔

AA/AAS ➔

Acceleration & College Readiness through Dual Enrollment &
Integrated Instruction

BA/BS IN TECHNICAL
FIELD ➔

ADULT CAREER
PATHWAYS

LOW
SKILLED
JOBS

SEMI-
SKILLED
JOBS

MIDDLE
SKILLED
JOBS

MIDDLE
SKILLED
JOBS

ADVANCED
SKILLED
JOBS

SYSTEM OUTCOMES

Financially sustainable,
aligned career pathways
systems for youth &
adults

Increased number of
skilled workers with
credentials of value to the
labor market

Greater cost efficiencies
by reducing duplication of
services



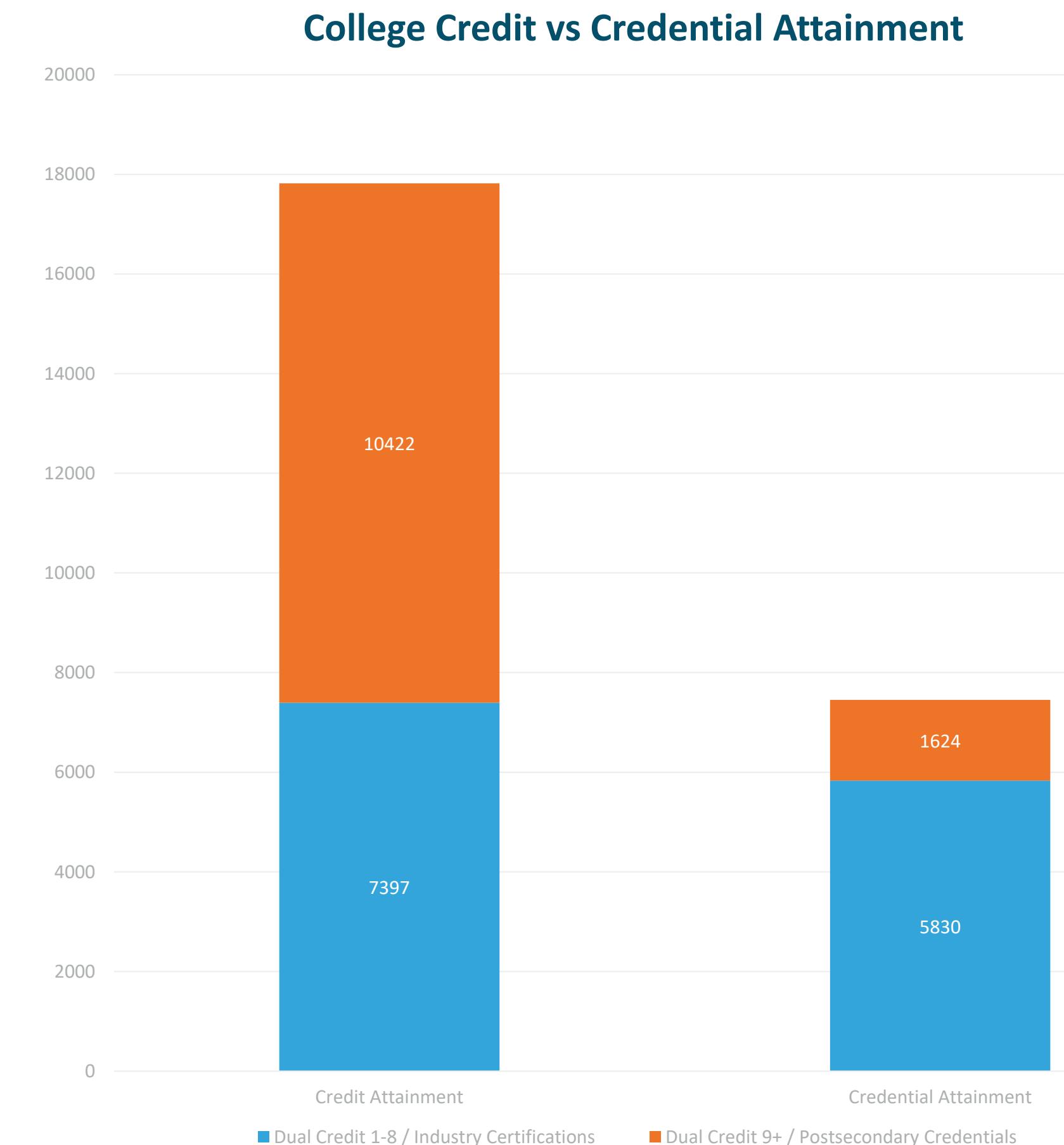
INDIANA COMMISSION for
HIGHER EDUCATION

Advancing Career and Technical Education (CTE) in State and Local
Career Pathways - December 2015

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”?



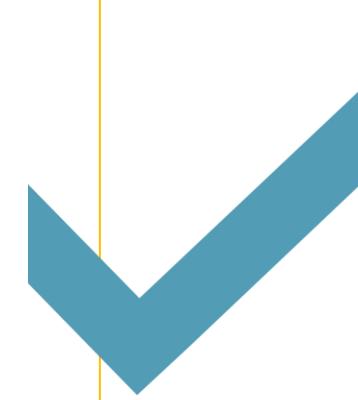
Career and Advanced Credentials

Essential Credentials

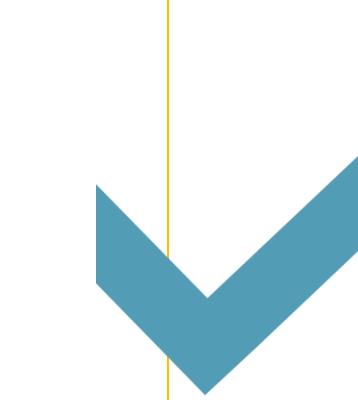
Foundational Certifications



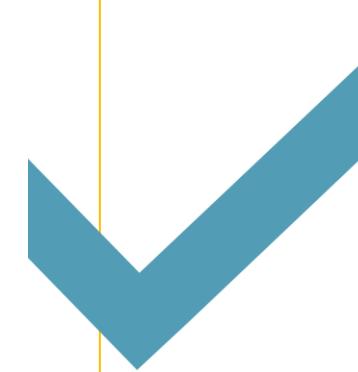
WHAT GIVES A CREDENTIAL “VALUE”?



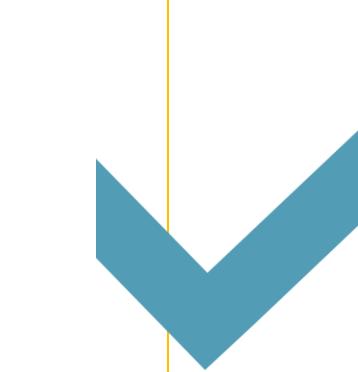
Has alignment to **high-wage, high-skill employment**



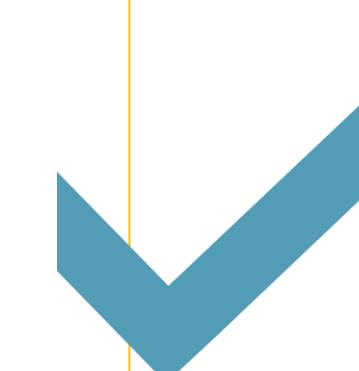
Has transference to **postsecondary** education



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



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



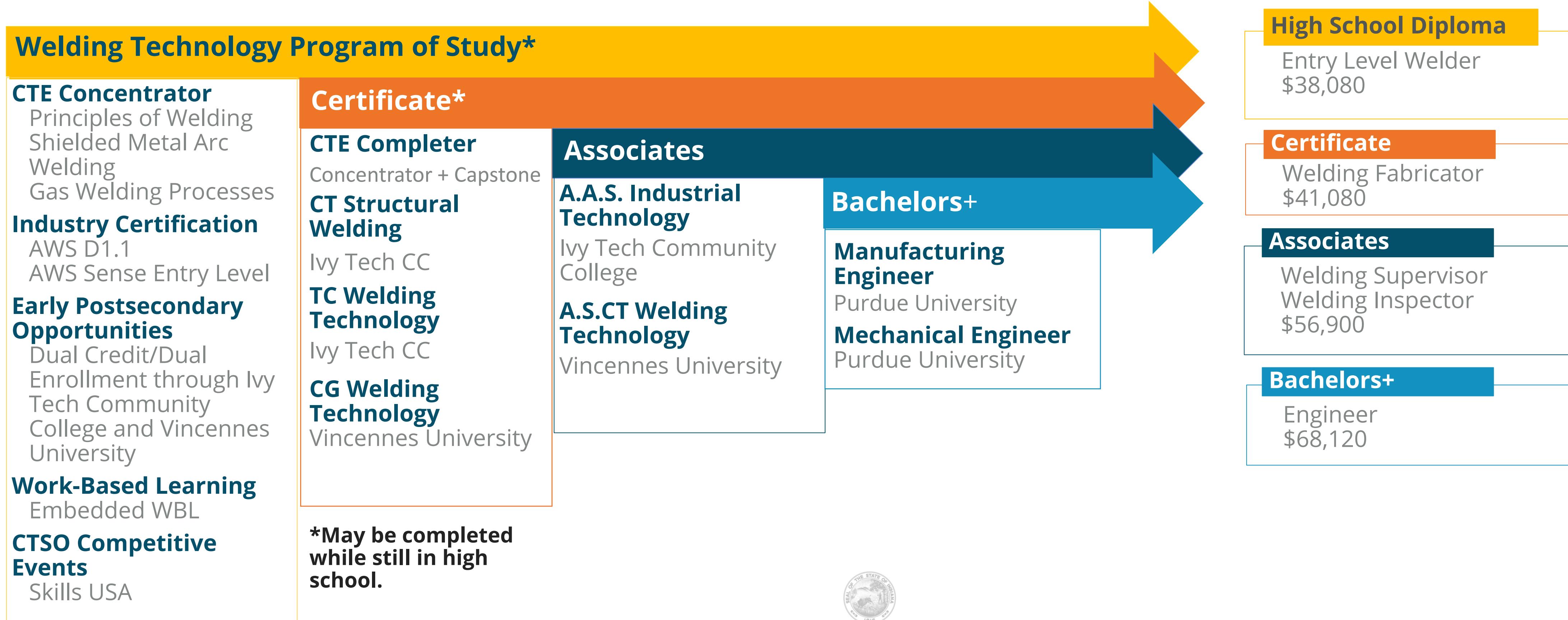
Is a **comprehensive certification**, reflecting **college and career-ready skills** and competencies



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

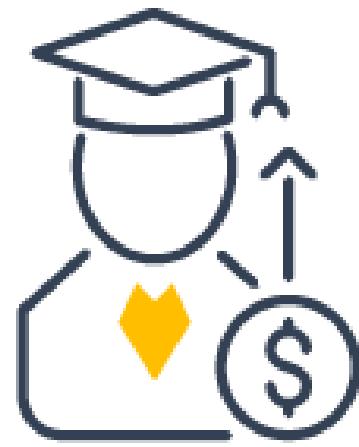
Part III *Experiential Learning*

Work-Based Learning
Applied Learning



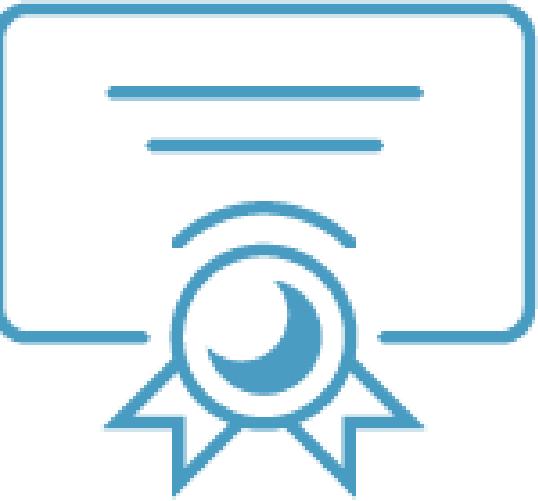
NON-TRADITIONAL DELIVERY OPTIONS

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

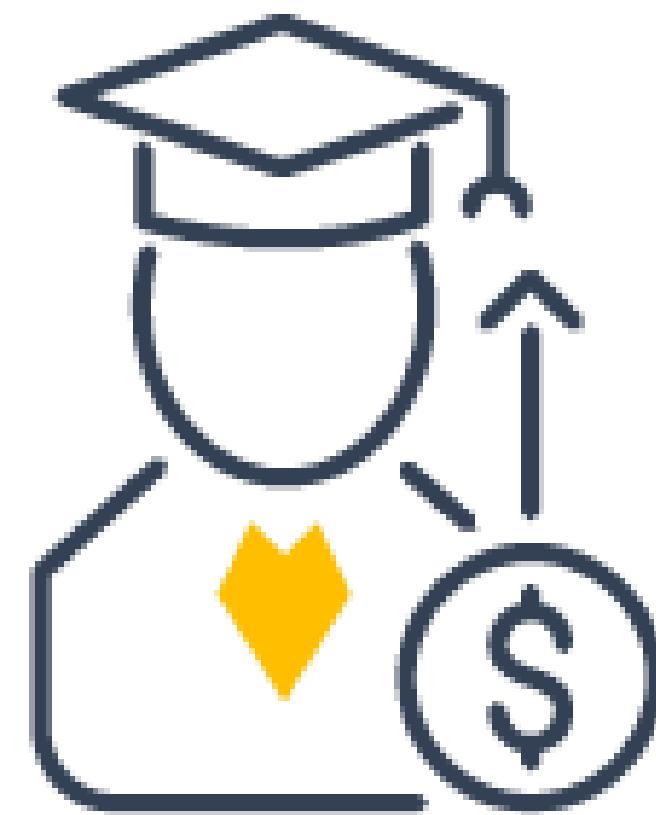


DUAL CREDIT CONSIDERATIONS

- 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.





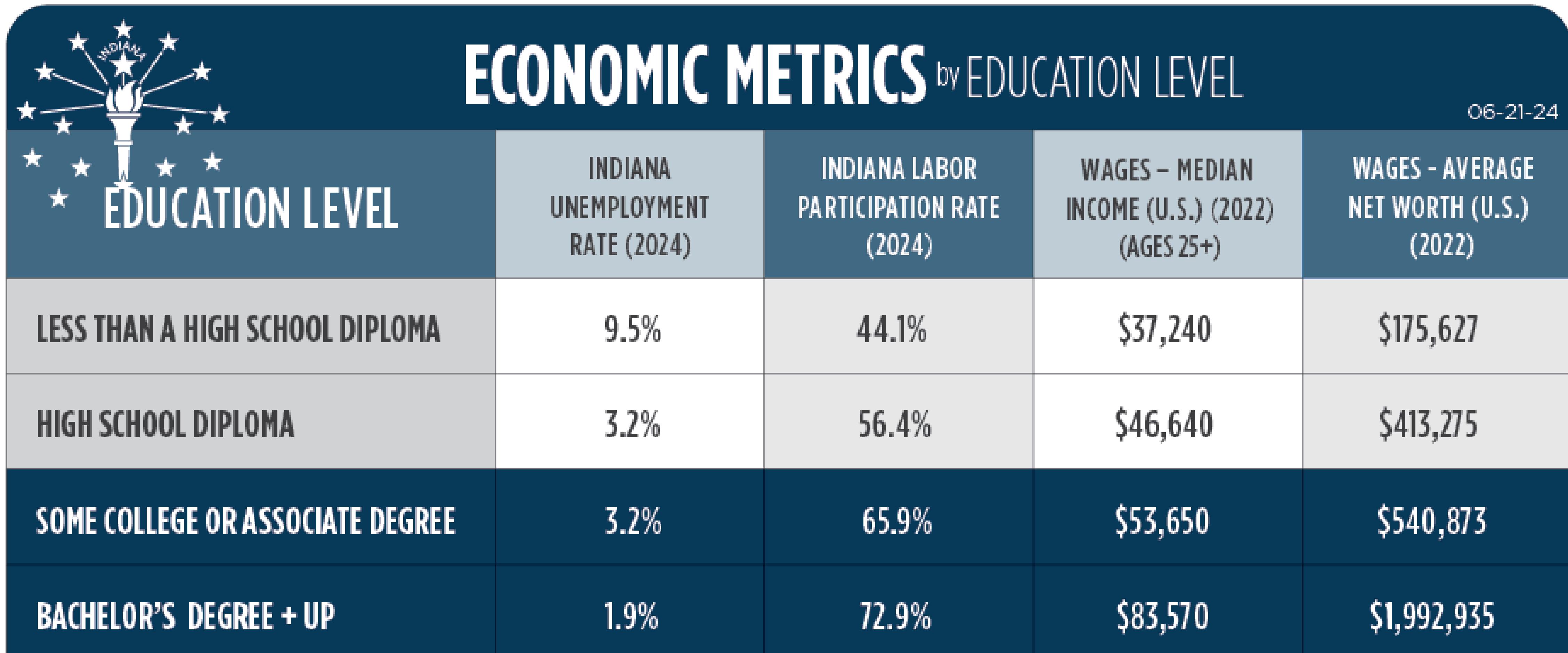
COMMUNICATING THE VALUE TO STUDENTS



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	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 by EDUCATION LEVEL

07-18-24

EDUCATION LEVEL	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?

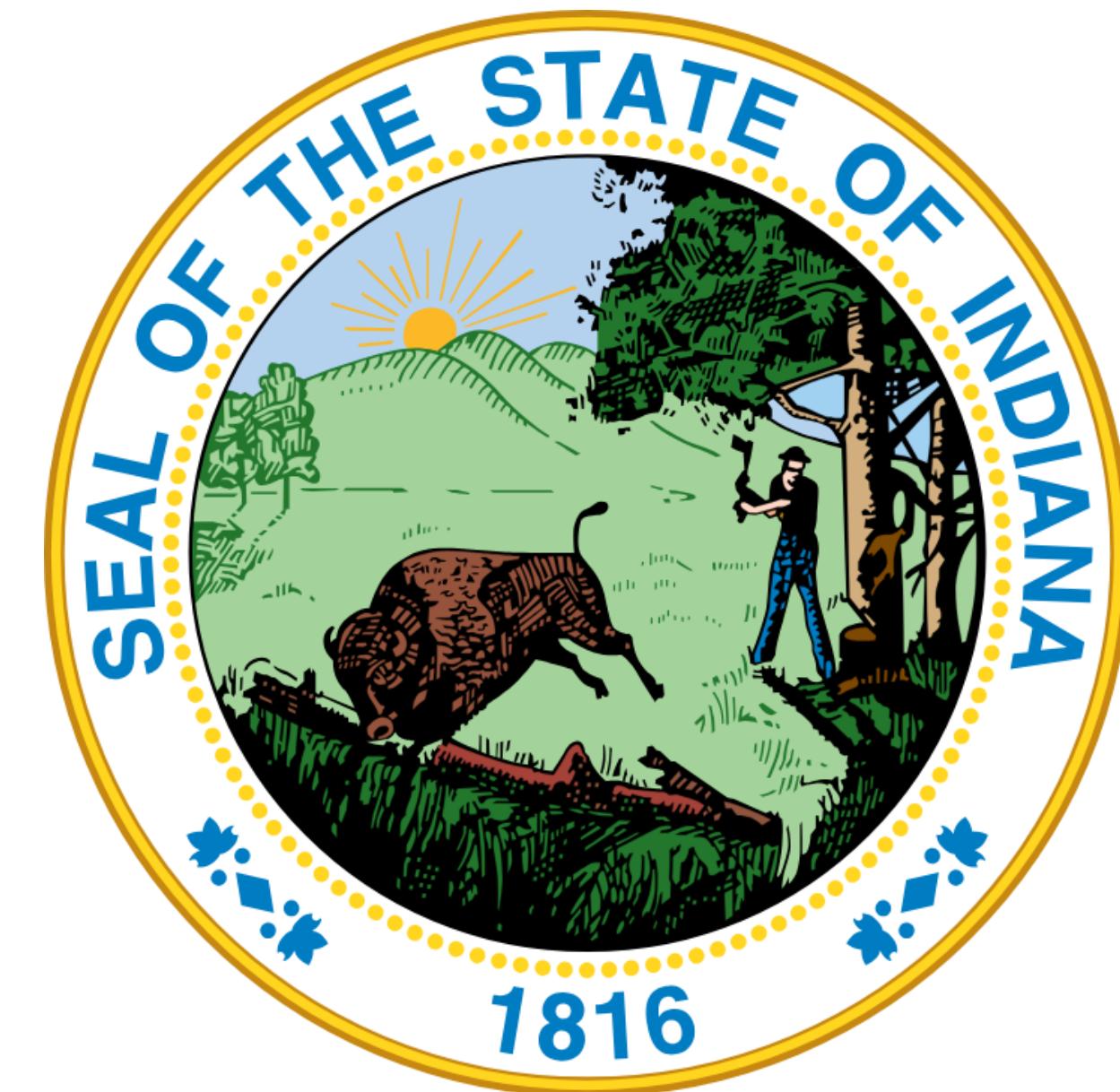
Federal Funding

- ▶ 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](#)



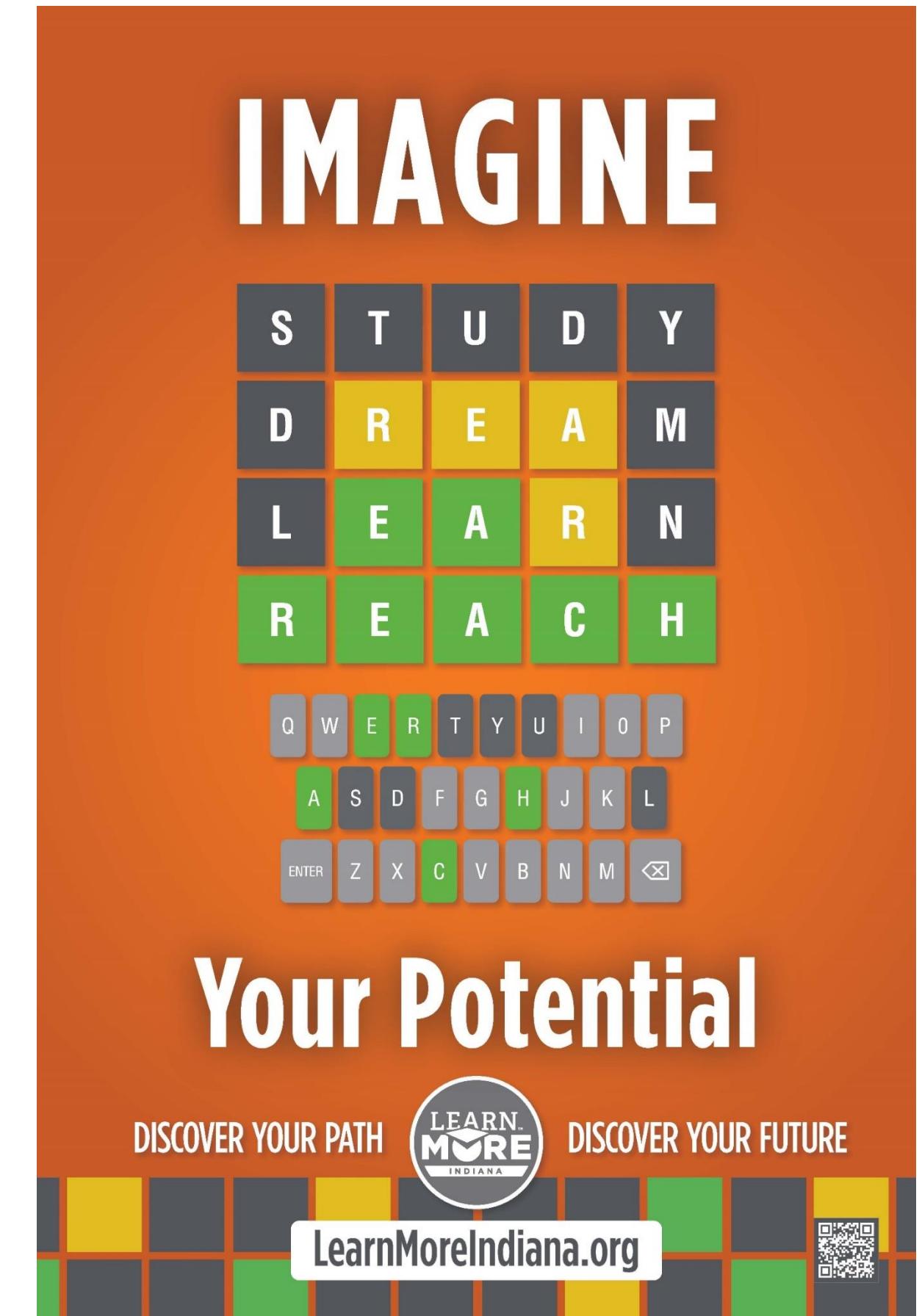


RESOURCES AVAILABLE

- [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 seal of the State of Indiana is a circular emblem. The outer ring contains the text "SEAL OF THE STATE OF INDIANA" in a stylized font, with "SEAL" on the left, "OF THE STATE" at the top, and "OF INDIANA" on the right. The inner circle features a central figure, possibly a Native American, holding a bow and arrow. The year "1816" is at the bottom of the inner circle.

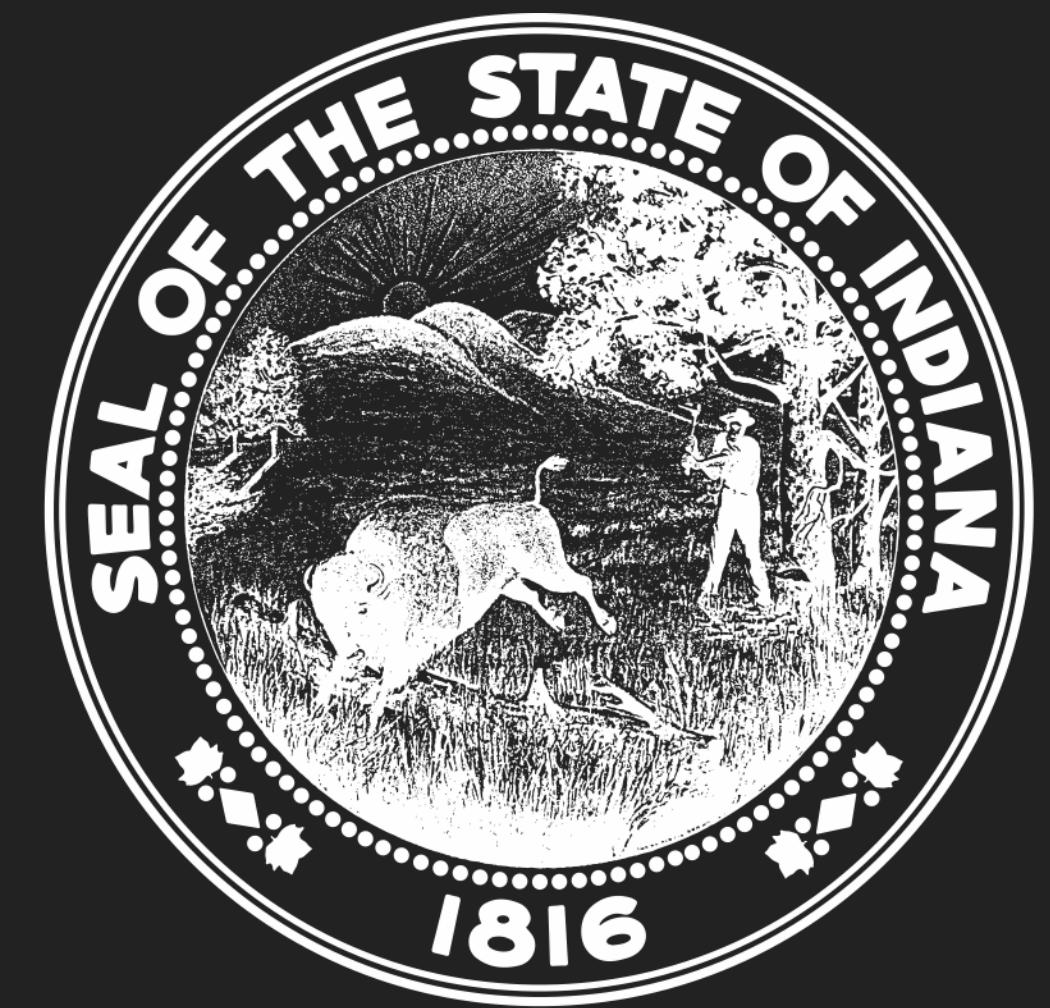
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HIGHER EDUCATION