Pathways to Higher Education: An Alternative Approach to Prior Learning Assessment and Advanced Placement

"Reveal the Value of Your Life's Work"

Kevin Wainwright, Ph.D. Sonia Dhaliwal, BBA



BCIT - Overview

British Columbia's 2nd largest post-secondary institution

- Mandated to serve the BC Economy
- 350+ programs
- More than 48,000 students enrolled annually
 - (16,600 full-time, 31,600 part-time).
- Primary focus is in applied education
 - Certificates and Diplomas
 - Bachelor and Masters degrees
 - Apprenticeships and industry training
- Fields of instruction and research
 - Business
 - Computing
 - Engineering,
 - Health Sciences
 - Trades.



BCIT Program Structure (2 x 2 model)

Diploma Graduates enter workforce or degree completion

Full Time Diplomas

- 2 yrs 120 credits
- Health Sciences
 - X-Ray, Nuclear, Biotech
- Engineering Technologist
 - Civil, Electrical, Mechanical, Geomatics
- Computer Science
- Business
 - Marketing, HR, Finance, Accounting, Operations

Full & Part time Degrees

60 credits above diploma

- Bachelor of Business Administration
- Bachelor of Accounting
- Bachelor of Science
 - Engineering
 - Computing
 - Construction
 - Environmental Sciences
- Bachelor of Nursing

Skills Demand: Employers Wants

Skills Supply

Opportunities

Advanced Placement and Prior Learning: *An Alternative Approach*

History of APPL APPL Assessment of Skills Application of APPL Impact



Demand of Skills: What are Employers Looking For

- **1** Ability to work in a team structure
- 2 Ability to verbally communicate with persons inside and outside the organization
- 3 Ability to make decisions and solve problems
- 4 Ability to obtain and process information
- 5 Ability to analyze quantitative data
- 6 Ability to plan, organize, and prioritize work
- 7 Technical knowledge related to the job
- 8 **Proficiency with computer software programs**
- 9 Ability to create and/or edit written reports
- **10** Ability to influence others

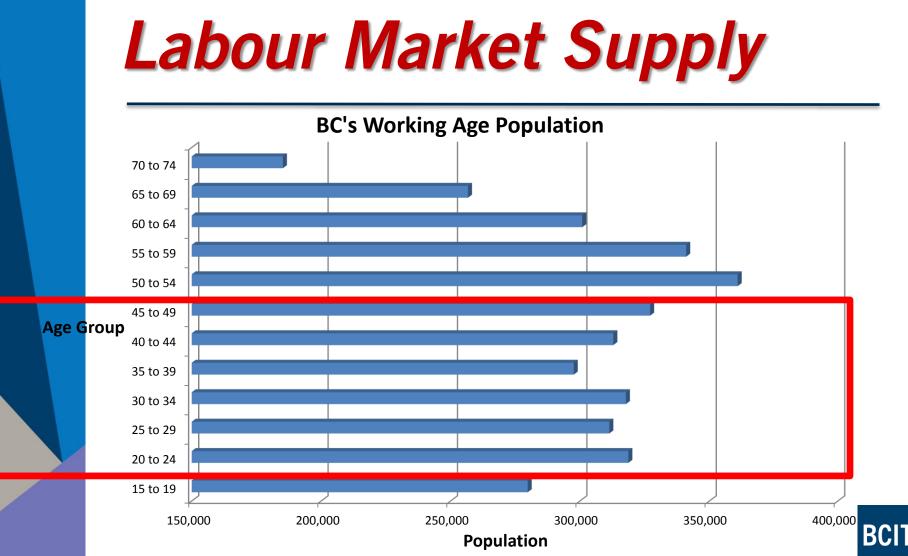


Source: Job Outlook 2014, National Association of Colleges and Employers

Employers are Looking for...

Credential plus Experience





Source: BC Stats, Population by age and Sex, Provinces, Territories and Canada

Labour Market Supply

Perceived Skills Shortage

But there is also ...

- Lack of validation of skills
 - Effect: Perception that supply ≠ demand
- Hidden skills
 - Effect: Under-utilized capacity
- Often lack credential
 - Effect: Glass ceiling



Supply - Foreign Credential

- Over 340,000 people in Canada possess unrecognized foreign credentials
- Most employers lack confidence in foreign credentials
- The foreign credential assessment process may be flawed

Source: Brain Gain: The Economic Benefits of Recognizing Learning and Learning Credentials in Canada, The Conference Board of Canada



Effect of Non-Recognition of Foreign Credentials

- Foreigners are competing against those with lower level credentials
 - Effect: under utilized skills and foregone employment opportunities
- Unrecognized learners are less likely to continue to develop themselves
 - Effect: Canada will have lower levels of human capital in the long run



Is there a Skills Alignment Issue?





Large population with **both** *traditional* (formal) and *non-traditional* (or informal) training.

Recognition of non-traditional training and foreign credentials creates **opportunities**:

- Engagement, continuing education
- Lower cost of education
- Increased income opportunities
- "Canadianization" of non-Canadians



BCIT Human Capital Initiative

An alternative approach to prior learning assessment and advanced placement in academic and vocational programs for Canadian veterans, first responders, mature students and new Canadians.

The APPL Program

Advanced Placement and Prior Learning

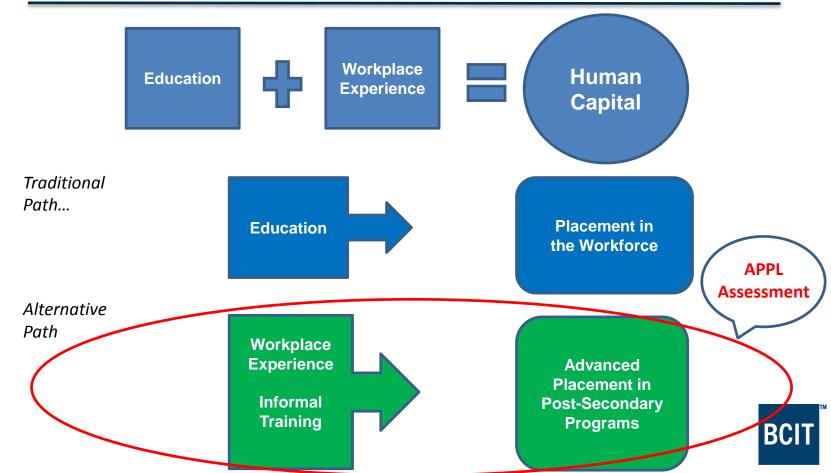


History of APPL program

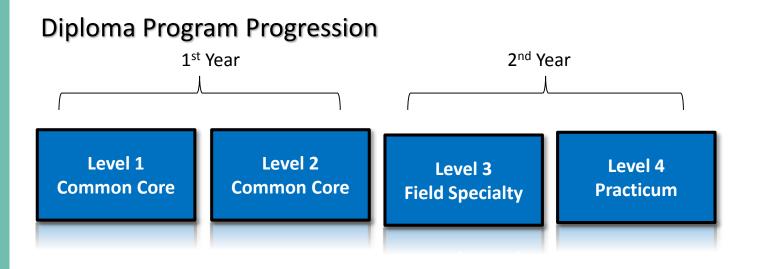
- **2008:** BCIT was invited to **assist reservists transition into civilian life**. Initial research revealed a much greater opportunity to assist reservists.
- **2010:** The **first cohort were placed** in a Advanced-Diploma Program.
- 2011: Research on applying model to firefighters
- **2012:** Pilot project for *Mature Students* with the Municipal Employees
- 2013: McDonald's partnership launched
- 2015: ESDC funding of \$833,000 to develop a national version of the Military APPL program (N-APPL)
- **2015:** Building partnerships with **Vancouver Film School, Small Business BC** and **United Way** to validate training and build pathways.



Human Capital Development and Prior Learning Assessment



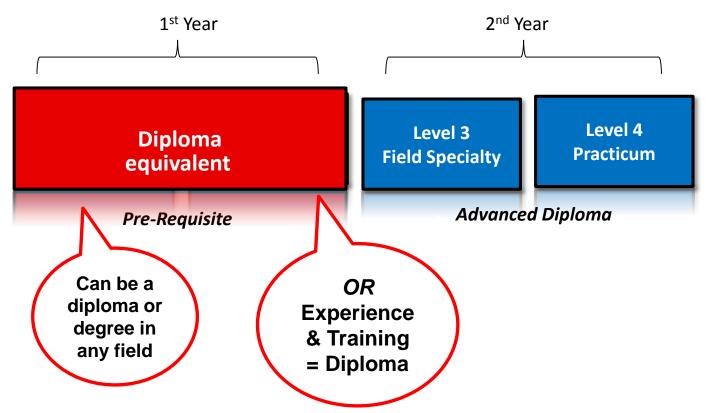
BCIT Diploma Model





BCIT Diploma Model

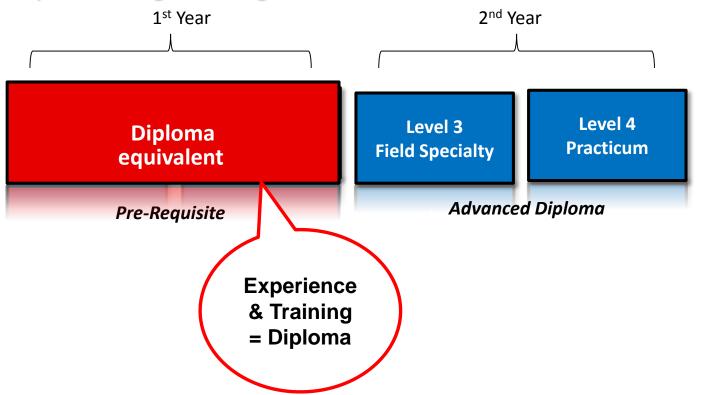
Advanced Diploma Program Progression



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BCIT Diploma Model

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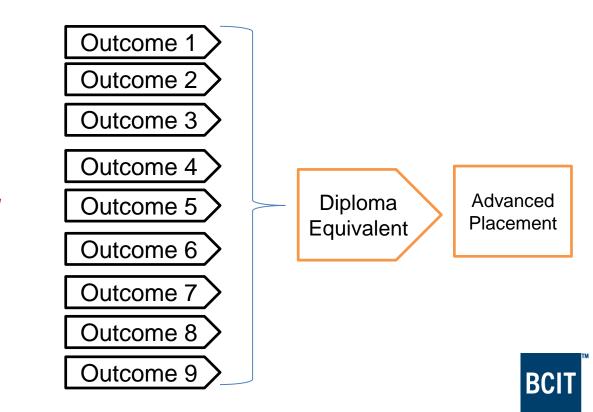




Block Outcomes - APPL Approach

Evaluate combination of:

- Experience
- Formal education
- Informal education
- Workplace training
- Rank
- Management level



Validation



Building on the accreditation work, adopted testing and academic levelling to further assist in placement and bridging



Benchmarked students in first year and second year business



Used for assessments for all applicants



The Mature Student Pathway to BBA

Assessment of Workplace Developed Skills

- 1. Evaluate the individual and their position
- 2. Ask the question, "If BCIT was to offer a program to "create" you, what would be needed?"
- 3. Compare to existing programs
- 4. Determine available pathways
- 5. Conduct gap analysis to determine bridging path



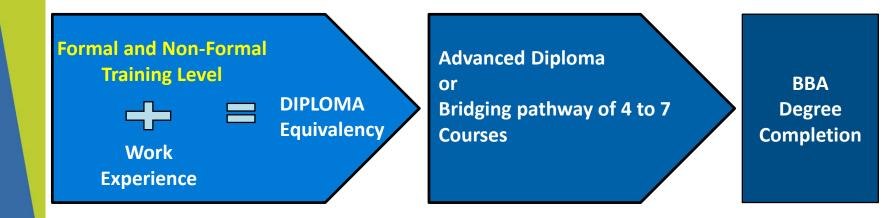
Common Bridging Path Subjects

- Finance
- Economics
- Marketing

Statistics
Management
Mathematics



The APPL Program Approach



Equivalent to a credential for admission purposes ONLY

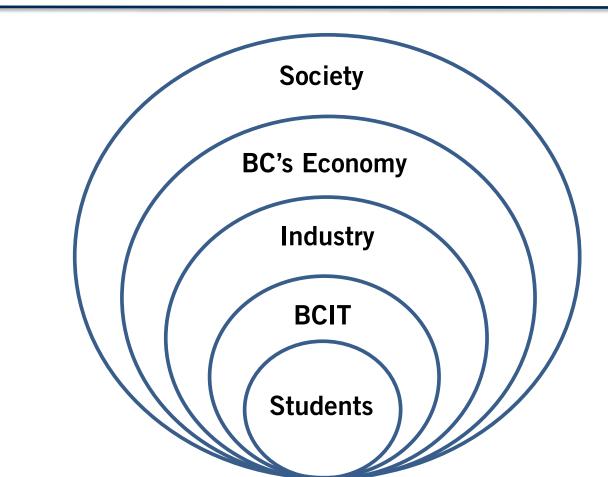


The Numbers

APPL Groups	Active/Graduated Students
Canadian Forces	100
First Responders	70
Mature (all groups)	130



Cumulative System Impact





Questions

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