



Education  
Strategy  
Group



# Lessons from the Non-Credit and Credit Alignment Lab

July 31, 2023

# Guiding Framework + Data



**TREAT ALL STUDENTS AS STUDENTS**

1

**BUILD PATHWAYS BETWEEN  
NON-CREDIT & CREDIT CREDENTIALS**

2

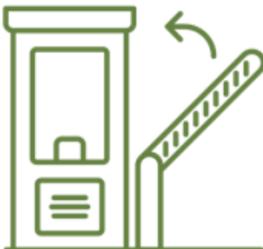


**ALIGN DEPARTMENTS & GOVERNANCE**

3

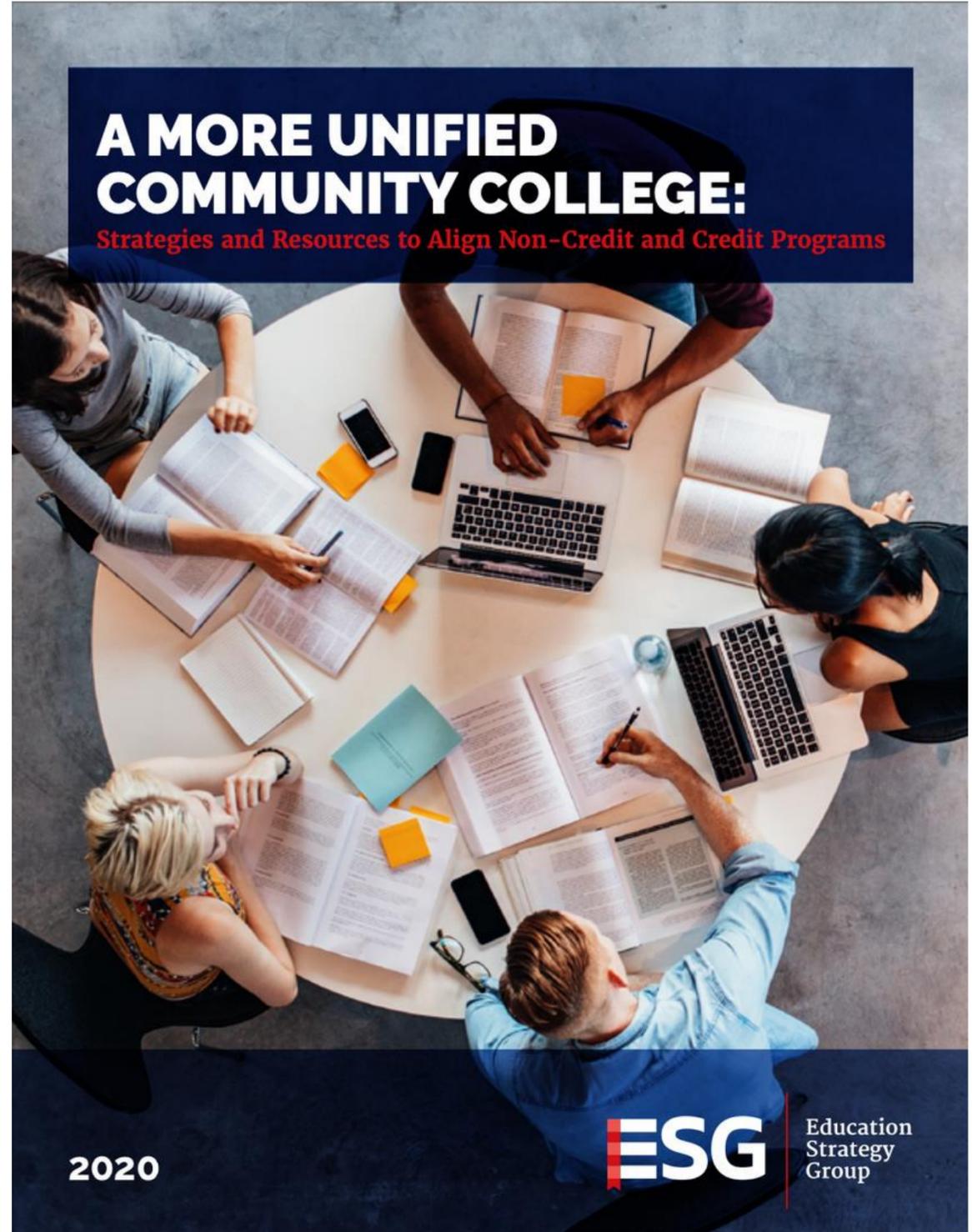
**MAKE PROGRAMS CREDIT-WORTHY  
OR CREDIT-BASED**

4



**REMOVE BARRIERS TO TRANSITION**

5



## A MORE UNIFIED COMMUNITY COLLEGE:

Strategies and Resources to Align Non-Credit and Credit Programs

2020

**ESG**

Education  
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Group

# Objectives

Help **14 leading community colleges** across the country embark on efforts to better align their noncredit and credit programming through meaningful spaces to learn and receive support from their peers and national experts.

**Set a vision for alignment** by leveraging tools available through *A More Unified Community College*, including the self-assessment survey, case studies and getting started guides.

**Increase cross-functional ownership for alignment** between noncredit and credit programs through the strategic use of student voice, data and best practice examples.

**Begin implementation on their unique visions for alignment** which may include:

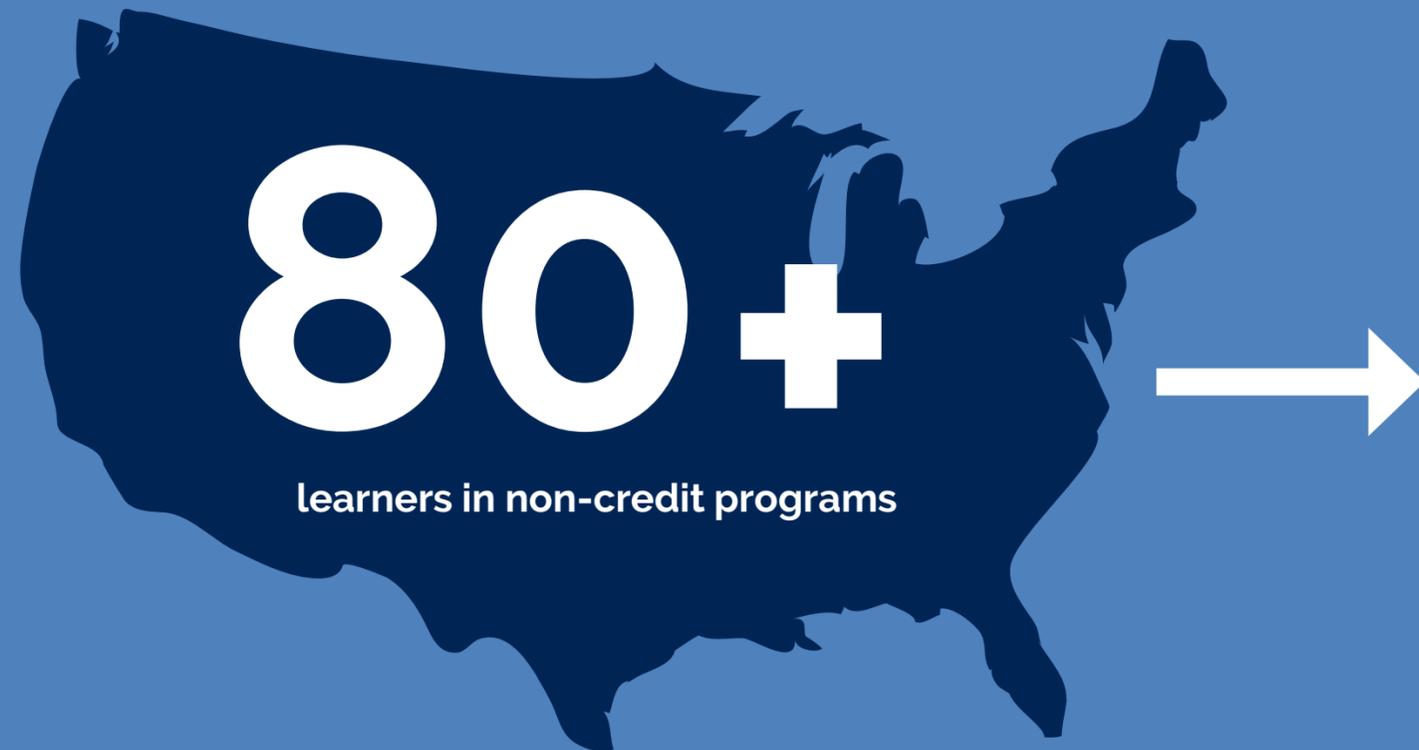
- Adapting back-end infrastructure to support noncredit to credit transitions
- Embedding noncredit credentials in credit programs, starting with the most in-demand pathways based on student and employer needs.
- Process mapping to understand the academic and administrative barriers that get in the way of students transitioning and acting to remove the barriers once they emerge
- Developing articulation agreements to ensure all noncredit programs are deemed “credit-worthy”

# NCAL Cohort 2021 - 2023



# Highlights & Reflections from The Lab: Our Collective Impact

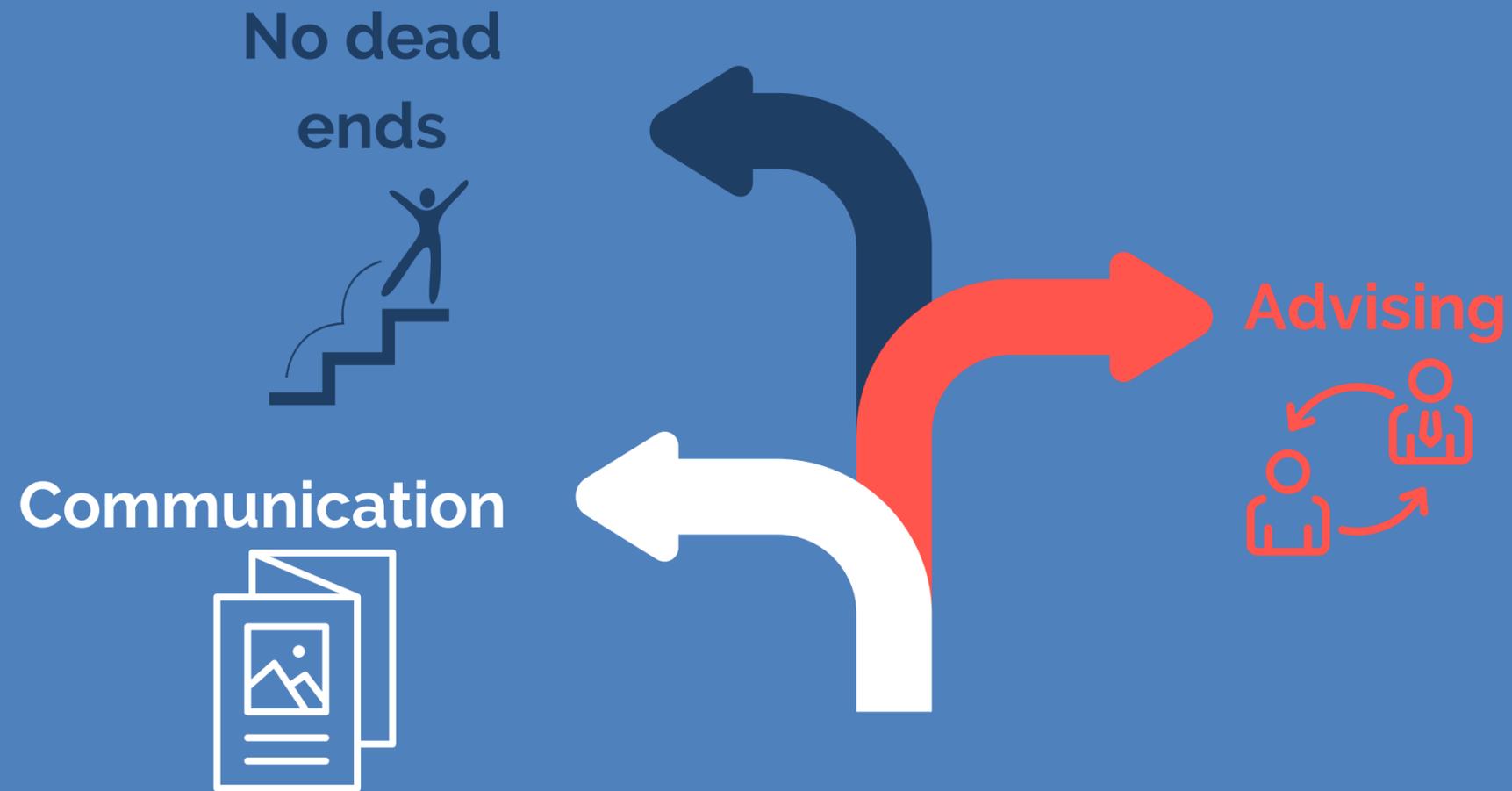
We started with and remained grounded in the student voice.



- Support services and advising should be responsive to the needs of learners in non-credit programs.
  - Faculty and instructors have a role to play in student success, too.
  - Connecting learners to student financial aid—especially grant aid—is critical for non-credit and credit transitions
- **Students in non-credit programs want degrees.**

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Sites strengthened advising and communications to ensure students knew their next step on the path.



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**Faculty and staff working in continuing education or in non-credit reported being more integrated into the campus, community, and decision-making processes.**

administrators



credit

non-credit

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**Over 20 new articulation agreements were established across all sites.**



**20+ new  
agreements**

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Over 20 new articulation agreements were established across all sites.

**We moved the field forward to think about non-credit data in a more standardized and connected way.**

# Meet our site leads!



**Antoinette Dickens**  
Department Chair of Public Service,  
Vance-Granville Community College



**Dr. Jacqueline Hester**  
Dean of Child Development, San  
Diego College of Continuing  
Education



**Larry Handlin**  
Director of Adult College Readiness,  
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Universities

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**FRAMEWORK SPOTLIGHT:**  
**TREAT ALL STUDENTS AS STUDENTS**

In 2022, Education Strategy Group (ESG) and the Association of Community College Trustees (ACCT) launched the **Non-Credit and Credit Alignment Lab (NCCAL)**, a two-year initiative to support 20 community colleges and four community college systems in developing new or improved pathways between non-credit and credit programs. To help learners achieve actualized economic mobility, now is the time for community college leaders to build a More Unified Community College and eliminate the silos that too often exist across non-credit and credit divisions, deeply impacting the student experience.

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**FRAMEWORK SPOTLIGHT:**  
**ALIGNING NON-CREDIT AND CREDIT DIVISIONS AT COMMUNITY COLLEGES**

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**FRAMEWORK SPOTLIGHT:**  
**MAKE NON-CREDIT PROGRAMS CREDIT-WORTHY OR CREDIT-BASED**

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**FRAMEWORK SPOTLIGHT:**  
**REMOVING BARRIERS FOR NON-CREDIT TO CREDIT TRANSITIONS**

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**FRAMEWORK SPOTLIGHT:**  
**INCREASING DATA CAPACITY TO DRIVE DECISIONS AND ADVANCE NON-CREDIT AND CREDIT ALIGNMENT**

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# Thank you!

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**ECMC**  
Foundation