



Rhode Island State Senate Economic  
Summit  
March 10, 2014

# ★ The polls tell it all

- 14 percent of Americans—and only 11 percent of business leaders—strongly agree that college graduates have the necessary skills and competencies to succeed in the workplace

*Gallup Poll sponsored by the Lumina Foundation*

- 96 percent of academic officers believe that they're effectively preparing students for success in the workplace

*Inside Higher Ed survey conducted in conjunction with Gallup*

# ★ Competencies connect curriculum to industry



# ★ WHAT is “Competency-Based Education”?

Competency-Based Education (CBE):

- Focuses on the demonstration of articulated skills, knowledge and abilities
- Defines learning but makes time flexible
- Is not based on credit hours or seat time (though may “translate” to credit hours for administrative convenience or necessity)



# ★ WHY Competency-Based Education?

- Seat-time and credit hours are not good proxies for knowledge and skills
- Credit hours do not represent learning
- People learn at different rates
- People enter higher education with differing levels of competency
- Employers “speak competency”; CBE enables more productive conversations between employers and institutions of higher education

# ★ Competency-Based Education

*designed to be more relevant for the workplace*

*Students build **personal and professional skill** rather than credit hours and grade points.*

Accredited associate degree requires mastery of 120 “**competencies**” (that is: what you know and what you can do) including:

- Can **negotiate** with others to resolve conflicts and **settle** disputes
- Can **work with others** to accomplish a task
- Can speak effectively in order to **persuade** or **motivate**
- Can generate a variety of approaches to addressing a **problem**
- Can **plan and organize** work, including setting and meeting deadlines
- Can **convey** information by creating charts and graphs



# ★ WHO is Competency-Based Education?

Institution	CBE Program	Funding	Degrees
Western Governors University	N/A	Private, NFP	Bachelor's, Master's
Southern New Hampshire University	College for America	Private, NFP	Associate's, Bachelor's in process
Capella	FlexPath	Private, FP	Bachelor's, Master's
University of Northern Arizona	Personalized Learning	Public	Bachelor's
University of Wisconsin	Flexible Option	Public	Bachelor's

# ★ HOW do we tie this to Rhode to Work?

Competencies should inform:

- The overall workforce system
- Funding
- Internships and apprenticeships
- K-career education



# ★ Contact Information

Julian L. Alssid

Chief Workforce Strategist

[julian@collegeforamerica.org](mailto:julian@collegeforamerica.org)

401-253-9721