



**SOUTH TEXAS
COLLEGE**



Building Non-Credit to Credit Pathways

**Texas Pathways Institute:
Mapping Pathways to Student Post-Completion Goals**

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Houston, Texas**

Presenters



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Vice President and Provost
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Outline

- ◆ About South Texas College
- ◆ Building Non-Credit to Credit Pathways
- ◆ Pathway Models
- ◆ Areas for Growth
- ◆ Innovative Strategies and Best Practices



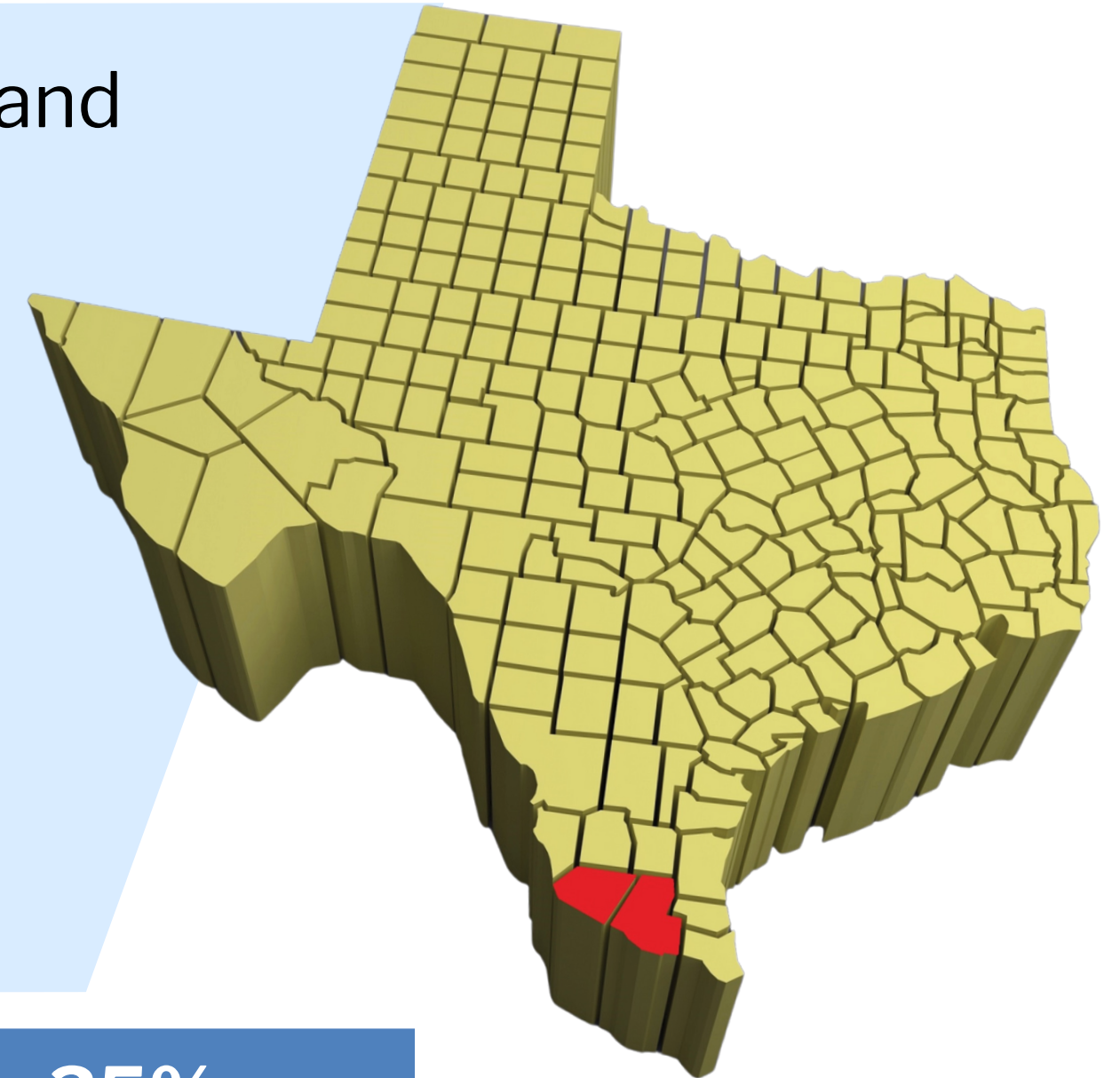
About South Texas College

Dr. Anahid Petrosian
Vice President and Provost for Academic Affairs



South Texas College

- ◆ **System of 6 Campuses** including an Online Campus and Regional Center for Public Safety Excellence
- ◆ **130 Academic and Workforce Programs**
 - 37 Programs 100% Online
 - 5 Bachelor Degrees
- ◆ **59 Continuing Education Programs**
- ◆ **24 Industry and Economic Development Programs**
- ◆ **Serving Hidalgo and Starr counties**



96%

Hispanic
Enrollment

43%

First
Generation
College Student

60%

Economically
Disadvantaged

35%

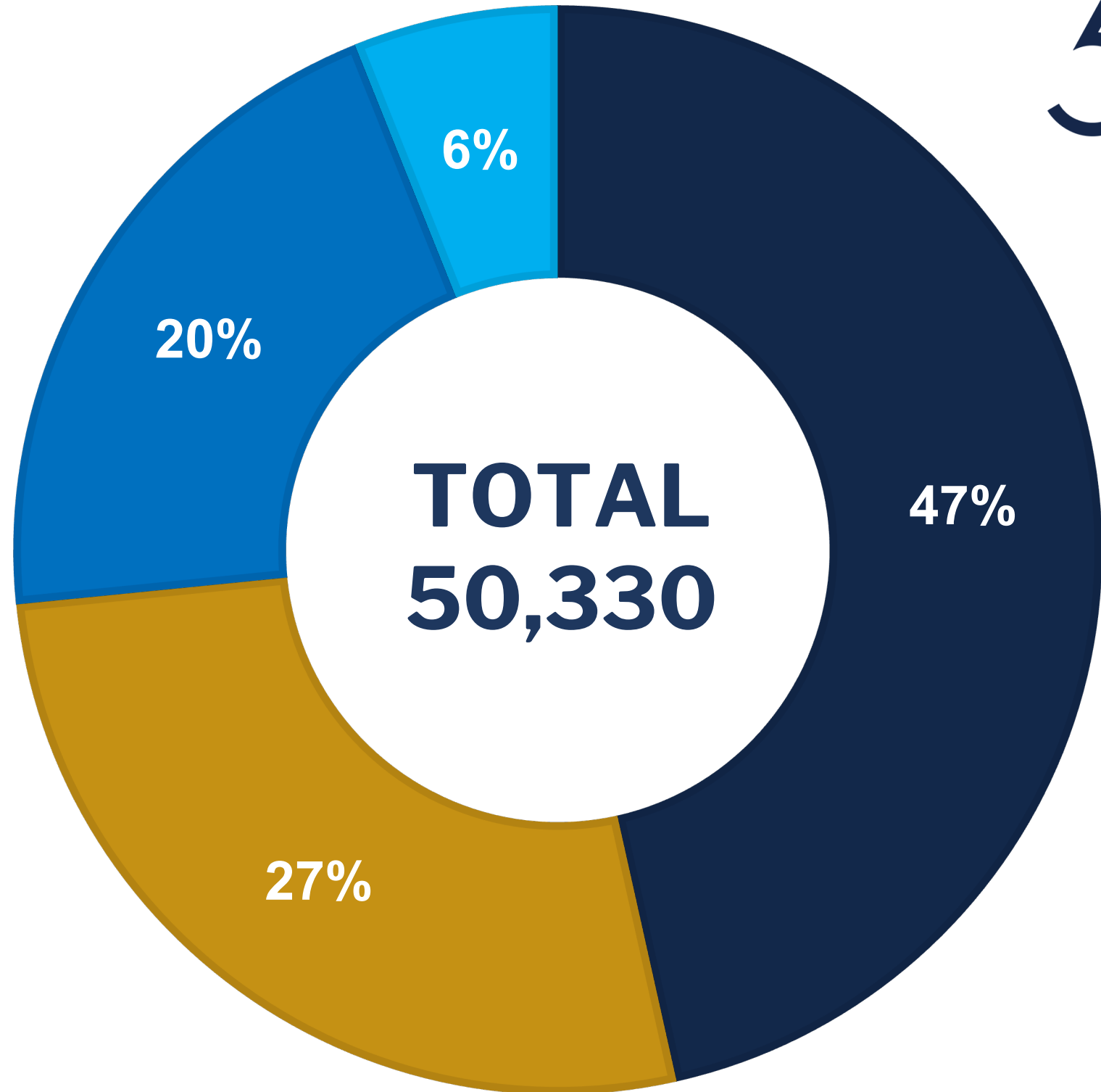
Enrolled
Full-Time



Enrollment



- Traditional
23,404
- Dual Credit
13,549
- Continuing Education & Workforce Development
10,318
- Center for Advanced Training & Apprenticeships
3,059



Credit	36,953 74%
Non-Credit	13,377 26%

Sources: Traditional and Dual Credit Data - STC Research & Analytical Services
Continuing Education and CATA Data - Argos



Program Offerings

2023-2024 Academic Year

- ◆ 130 Programs
 - ◆ 91 Workforce Programs
 - ◆ 39 Academic Programs
- ◆ 37 Programs 100% Online

Stackable Credentials



Bachelor's Degrees



Associate Degrees



Certificates



Occupational Skills Awards



Serving the Adult Population

- **Competency-Based Education**
- **Prior Learning Assessment for Credit Pathways**
 - Military Training (11 Public Safety Pathways)
 - External Exam Credit/Internal Credit by Exam
 - STC Non-Credit to Credit Conversion
 - Licensure and Professional Certification

19 Pathways Bridging GED
to Non-Credit to Credit





Non-Credit to Credit Pathways



Importance of Non-Credit Pathways

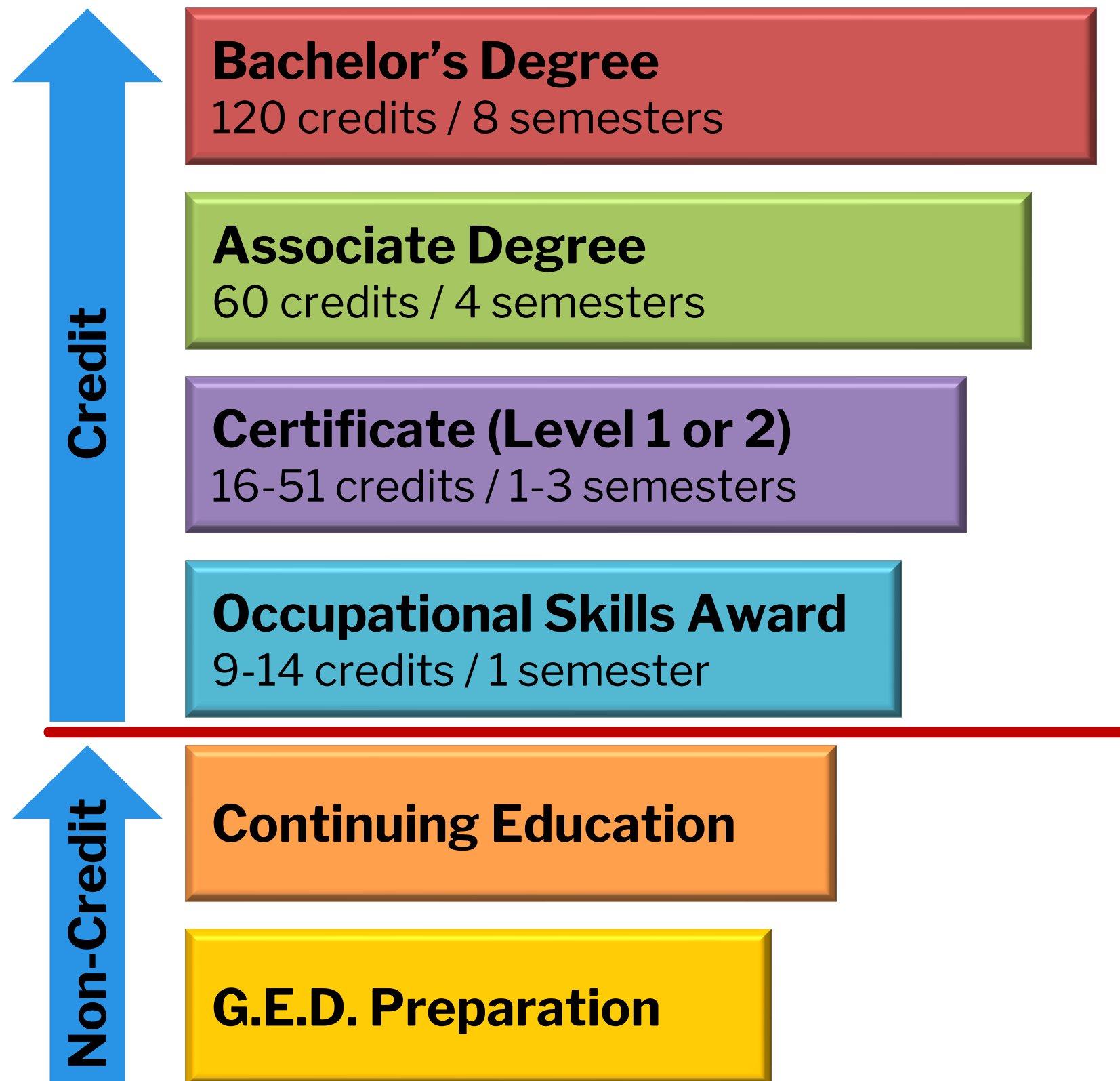
- ◆ **Accessibility and Affordability:** Provides an economical and flexible way for skill acquisition
- ◆ **Skill Enhancement:** Offers an agile way to update or acquire new skills in response to technological advancements
- ◆ **Workforce Preparedness:** Offers courses tailored to specific job roles, enabling quicker integration of graduates into the workforce
- ◆ **Lifelong Learning:** Creates pathways for continuous learning and upgrading skills

Pathway Framework

from Non-Credit to Credit Programs



- All **Educational Pathways** provide students with a clear track from one institutional credential to the next.
- Ideally, a pathway includes **Stackable Credentials** with shared coursework to reduce completion time.



Initial Pathways at South Texas College

- **In 2010, South Texas College received grants from the Texas Workforce Commission and the Texas Higher Education Coordinating Board to develop its first non-credit to credit pathways.**
- **Initial pathways were established in Nursing and Allied Health programs.**




— Why do we need these Pathways? —



According to the 2021 American Community Survey five-year estimates,

of the 548,955 residents of Hidalgo and Starr Counties ages 18 to 65, 152,013 (or 28%) do not have a high school diploma or its equivalent.

- These individuals live below the poverty level, are either unemployed or underemployed, and are not able to enter college to pursue a certificate or degree.
 - Without secondary credentials they simply cannot enter college and apply for federal financial aid, and most of them cannot even apply for minimum-wage jobs.
- 

**Rebecca Smith, GED Program Graduate
Pursuing an AAS in Kinesiology**

“I wish I could say more about what STC did for me. I can say that I am not going to stop, I am going to get my associate degree and keep going.”

**Albert Williams, GED Program Graduate
Enrolled in Medical Office Specialist Program**

“That piece of paper acts like the key to the door. It’s the only thing that will allow you in.”



“I went through a different path and that’s ok, because STC ended up being there for me and gave me the opportunity in life to do better.”





Building Non-Credit to Credit Pathways

Olivia De La Rosa
Dean for Continuing Education and Workforce Development



Starting the Process |

The development process can begin from various starting points:



Academic Dean suggestion based on community and student needs

Workforce Solutions target and demand occupations lists

Industry Needs for short programs

Development Grants



Developing Curriculum

Knowledgeable stakeholders develop curriculum with intention to ensure transition to and alignment with credit programs.

Stakeholders should include:

- ◆ Advisory Committee Members
- ◆ Continuing Education Program Developers
- ◆ Program Chairs
- ◆ Credit Faculty



Determining Tuition



Cost factors and revenue streams to consider when determining tuition include:

- ◆ Course/Program Expenses
- ◆ Industry/Foundation Grants
- ◆ Institutional Financial Aid
- ◆ Texas Public Educational Grant



Recruiting Students



Non-credit to Credit Pathways

Conducting targeted recruitment to adults participating in non-credit pathways to support enrollment into academic pathways.



Upskilling and Reskilling

Working with employers to upskill and reskill employees through recruitment activities that promote credit for prior learning.



Re-Engagement

Coordinating re-engagement initiatives and activities to accelerate college completion among adults with some college hours, but no credential.

What's your next move?

Submit this form and our Enrollment Specialists will help you take the next step.

- ◆ Community Engagement
- ◆ Industry Partners
- ◆ Promotional Flyers
- ◆ Social Media
- ◆ Institutional Website



Encountering Challenges Along the Way



**Faculty
Assignments**

**Faculty
Compensation**

**Faculty
Pay Scale**

**Hiring
Process**

**Student
Confidence**



Pathways for Healthcare

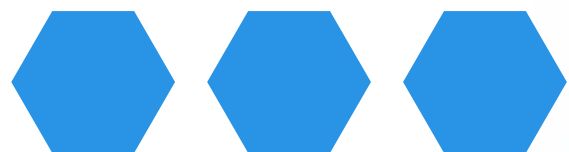
Dr. Jayson Valerio
Dean for Nursing and Allied Health



Non-Credit to Credit Healthcare Pathways



- Certified Nurse Assistant
- EKG Technician
- Emergency Medical Technology
- Health Information Management
- Medical Billing and Coding
- Medical Office Specialist
- Patient Care Technician
- Phlebotomy Technician



The importance of offering non-credit health care courses:

While traditional credit-bearing programs serve as the bedrock of healthcare education, the role of non-credit courses in fostering healthcare competency cannot be underestimated.



Faculty Involvement

The keystone of effective curriculum.



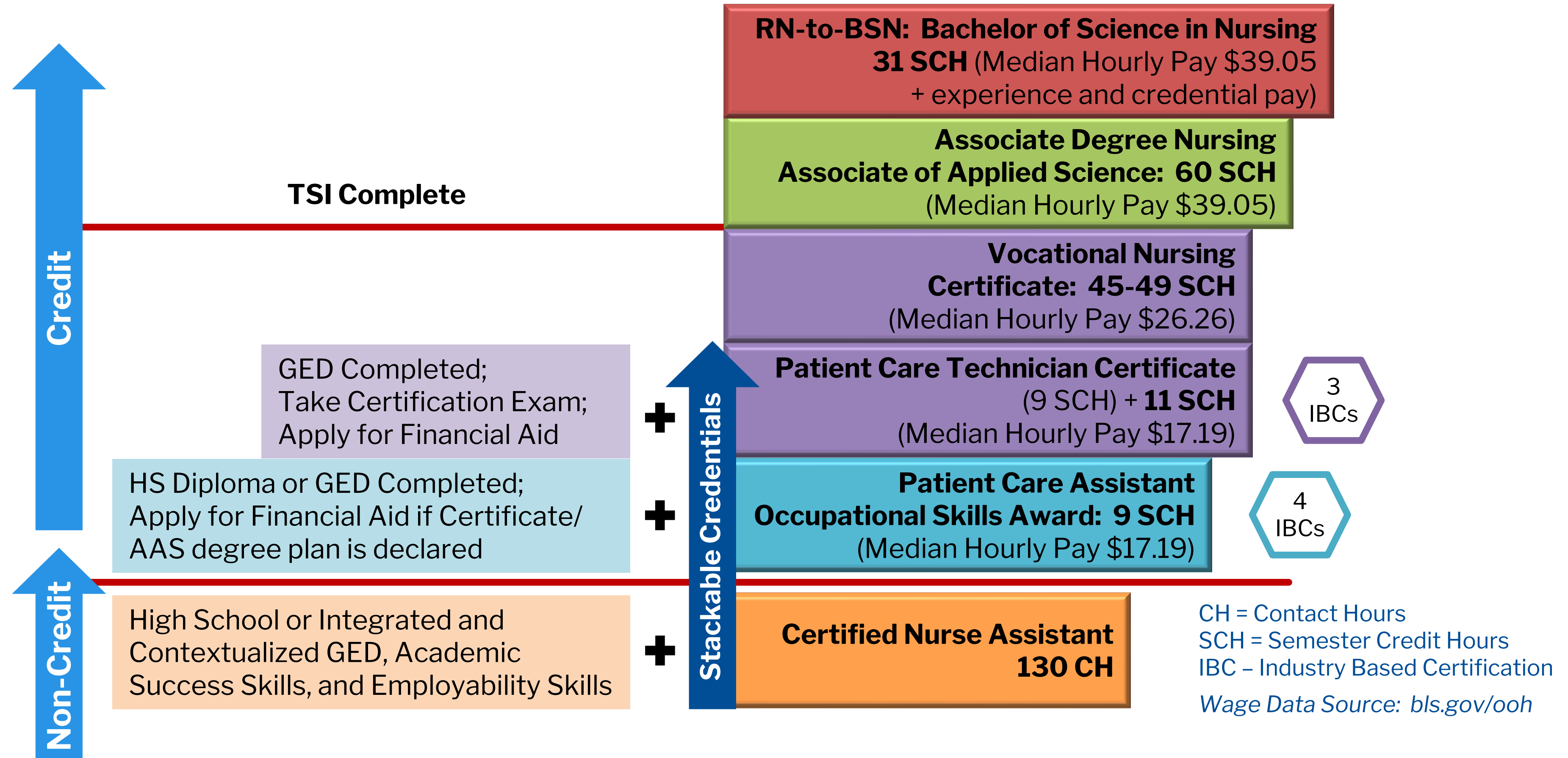
A successful non-credit course is rigorously designed, skillfully delivered, and effectively evaluated. Who better to guide this than our faculty?

Faculty involvement ensures:

- ◆ **Relevance and Rigor:** Ensures the curriculum remains both current and robust, meeting industry standards and expectations
- ◆ **Quality Assurance:** Allows for harmonization of teaching standards with credit-bearing courses, offering a seamless educational experience
- ◆ **Interdisciplinary Opportunities:** Faculty expertise across healthcare disciplines creates synergies between various non-credit and credit-bearing courses

Healthcare Pathway

CNA to LVN/RN Track to RN-to-BSN



Healthcare Pathway: Micro-Credentials

Patient Care Assistant Program



- ◆ Students in this Patient Care Technician Track will earn (7) Industry Certifications, (1) Institutional Award, and will be able to advance into the PCT to VN, LVN to RN, then RN-to-BSN Pathway displayed in the previous slide.
100% pass rates for each certification



CH = Contact Hours

Wage Data Source: [bls.gov/ooh](https://www.bls.gov/ooh)



Workforce Pathways and Areas for Growth

Sara Lozano
Dean for Business, Public Safety and Technology



Non-Credit to Credit Workforce Pathways

Industry

- Pipe Welding

Business & Professional Services

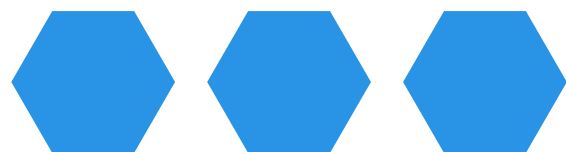
- Computerized Accounting
- Entrepreneurship and Small Business
- Federal Income Tax Preparation
- Microsoft Office Specialist

Technology

- Adobe Certified Expert in In-Design
- Cisco Certified Network Administrator
- Comp TIA A+ Certification
- Comp TIA Server+ Certification
- Web Developer

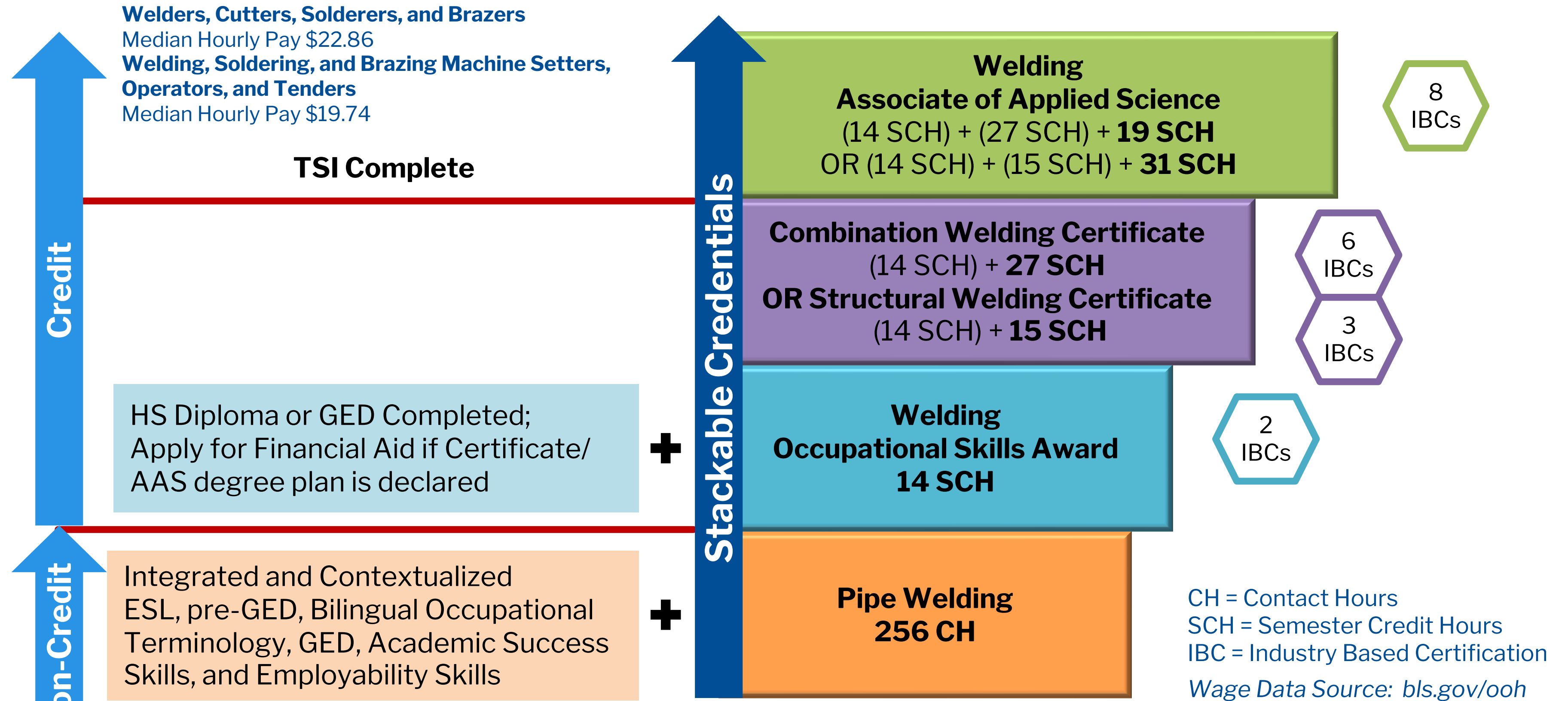
Transportation

- Truck Driving



Industrial Technology Pathway

Pipe Welding to AAS in Welding



Credit Programs

Apprenticeships & PLA Protocols

Integration of AI in Workforce Programs

Areas for Growth



Industry Certifications & Apprenticeships

67

**Industry Certifications
aligned with STC
Workforce Programs**

82

**Industry Certifications
aligned with Continuing
Education Programs**

23

**Apprenticeships
established or under
development / pending
approval**



A man in a military uniform is shown in profile, looking intently at a tablet device. The background is blurred, suggesting a classroom or training environment. The image is overlaid with a semi-transparent blue shape on the right side, which contains text.

Expand PLA Protocols

Bridging the Gap

The conversion from non-credit to credit can be efficiently managed through the implementation of Prior Learning Assessment (PLA) Protocols. PLA provides a structured framework for recognizing and crediting skills and knowledge gained outside traditional educational settings.

Prior Learning Assessment

Provides:

Credit Efficiency: Students save both time and financial resources by transferring their non-credit learning into credit-bearing qualifications

Quality Control: The systematic evaluation methods in PLA ensure that only relevant and sufficiently rigorous non-credit courses are converted to credit, thereby maintaining educational standards

Inclusive Education: By acknowledging the value of non-credit courses, PLA makes the education system more inclusive, accommodating diverse learning paths and experiences





Innovative Strategies and Best Practices

Dr. Anahid Petrosian
Vice President and Provost for Academic Affairs



Innovative Strategies and Best Practices

- ◆ Collaboration between non-credit and credit from the onset
- ◆ Curriculum developed by credit faculty
- ◆ Credit faculty teaching and developing the curriculum in CE courses
- ◆ Intensive student case management
- ◆ **Institution's organizational structure includes non-credit programs within Academic Affairs**

Eliminating the barrier between non-credit and credit areas enables your institution to avoid:

- ◆ Content duplication
- ◆ Operating in “silos”
- ◆ Lack of communication and fractured leadership
- ◆ Missed opportunities for collaboration
- ◆ Program/Pathway confusion among students and industry partners



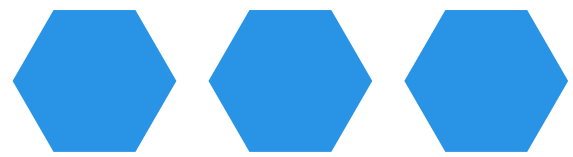
2018-2023

19

Non-Credit
to Credit
Pathways

28%

Conversion
Rate from
Continuing
Education
to Academic
Programs



Success at South Texas College





By continually enhancing and embracing non-credit to credit pathways, we are not only preparing individuals for a good career with living wages, we serving the larger societal need for economic mobility.



Contact Information



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COLLEGE**



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**Any
questions?**

Thank you!
