



Rhode Island Public Expenditure Council  
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# ★ 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

# ★ 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

# ★ Southern New Hampshire University

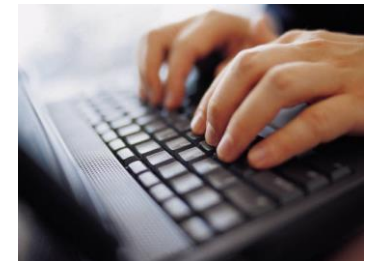


- Private, **non-profit**, fully accredited institution
- #12 *Fast Company's **The World's Most Innovative Companies** List*
- Tier 1 Regional in *US News and World Report*
- Largest non-profit provider of online higher education in New England and 4<sup>th</sup> largest in U.S.

# ★ College for America (CfA)

One of three colleges at SNHU:

- University College – traditional-age; residential campus
- College of Online and Continuing Education (COCE)
- College for America – also online; competency-based



# ★ How is CfA different?

## Our mission

A new approach to college for a new American workforce: **accessible, affordable, accountable.**

# ★ What do we mean by “competencies”

- “Can do” statement representing observable, measurable behavior
- Claim we would like to make about what a student knows and can do
- Examples:
  - 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 define and use marketing terminology and concepts
  - Can generate a variety of approaches to addressing a problem
  - Can distinguish fact from opinion
  - Can convey information by creating charts and graphs



# ★ Nine competency clusters

## Foundational Skills



Communication Skills



Critical and Creative Thinking



Quantitative Skills



Digital Fluency and Information Literacy

## Personal and Social Skills



Personal Effectiveness



Ethics and Social Responsibility



Teamwork and Collaboration

## Content Knowledge



Business Essentials



Science, Society and Culture

# ★ How do we assess mastery?



- Assessment is at the core of College for America
- To earn the degree, students must demonstrate mastery of 120 competencies
- Primary form of assessment is completion of a Project
- Students can revise and resubmit until they demonstrate mastery – there is no failure
- Students will also take third-party, nationally normed assessments
- Trained reviewers provide feedback within 48 hours

# ★ Business model

- **Employer** Partners
  - Most offer some tuition assistance
  - Some have payroll deduction, loans, or direct billing
- **\$1,250**/six month term or **\$2,500**/year
- **All-You-Can-Learn**
- Title IV **Financial Aid** Approval – Making History in Higher Ed
- **Account Manager** supporting each partner

# ★ Employer Partners



# ★ “Contact Information

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