# **Recruitment Strategies for Adult Learners** By: Dr. Wade Oliver, Senior Director of Adult Learner Support Initiatives

The Adult Learner Support Initiatives team collaborates with university departments responsible for leading recruitment and orientation activities for adult learners. The team provides support and assistance during adult learner recruitment open houses and ancillary workshops and meetings during orientation. During the 2023-2024 academic year, the team partnered with recruitment personnel to establish a presence at the Amazon Career Choice School Fair held at the Amazon Fulfillment Center in Salt Lake City on March 20, 2024.

The Director of Admissions has recently commenced discussions with the Adult Learner Support Initiatives team and key university executives concerning the expansion of recruitment efforts targeting adult learners. These discussions have been informed by consultations with EAB, a consulting firm specializing in education institutions. Although there are budgetary constraints affecting the extent of these efforts, ongoing discussions are underway.

Presently, the Adult Learner Support Initiatives team is actively marketing to former UVU students regarding the five different academic departments where faculty have championed credit for prior learning opportunities:

- Computer Science Department
- Digital Media Department
- Emergency Services Department
- Strategic Management and Operations Department
- Technology Management Department

The aim of these marketing efforts is to inform students about the potential opportunity to receive credit for any prior learning acquired during their time away from the university. These efforts may encourage previous students to return to UVU and continue their studies towards completing a degree.

Enclosed materials:

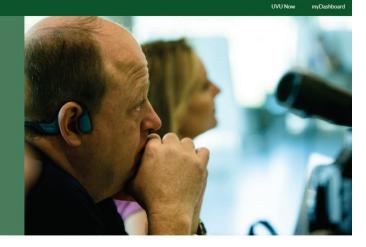
- Article: Adult Learner Initiative: Give Them Credit with CPL (published online January 22, 2024)
- Email: Overview information for the Amazon Career Choice School Fair
- Poster: UVU Adult Learner Open House (held in person on February 22, 2024)
- Webpage: Credit for Prior Learning Champions

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## Adult Learner Initiative: Give them credit with CPL

In the ever-evolving landscape of higher education, universities are constantly seeking innovative ways to attract and retain students.



#### January 22, 2024 By Hillary Hunt

In the ever-evolving landscape of higher education, universities are constantly seeking innovative ways to attract and retain students. One promising avenue is the implementation of Credit for Prior Learning (CPL), designed to re-engage students who have ventured into the academic realm but have yet to complete their degrees. Encouraging various departments to embrace CPL opens doors for adult learners so they can advance in their careers and their academic journey.

As part of the Adult Learner Initiative, the CPL team at UVU is providing faculty support for Prior Learning Assessment (PLA) development and collaborating to enhance CPL offerings. The CPL team will assess existing resources, identify gaps, and work to brainstorm solutions for program improvement. Additionally, the CPL team can tap into marketing resources to aid departments in creating targeted campaigns.

Dubbed the CPL Champions, five UVU departments have successfully integrated CPL into their programs and are here to share how they make CPL work for them and why it's so beneficial to their students.

#### CPL Champion: Technology Management

"Our department has many adult learners inquiring about CPL," says Susan Thackeray, Technology Management Department Chair. "They come to us with a wealth of knowledge and experience that needs to be recognized. That's why we have developed several CPL opportunities and are always creating more."

Thackeray emphasizes that students who are empowered to earn CPL credit are focused and complete their degrees earlier than others. "We are looking forward to partnering with the Adult Learners Initiative team to support our department with improved services and offerings for students."

#### CPL Champion: Strategic Management and Operations

When talking to potential students already working in their industry, Lynn Adams, Department Chair of Strategic Management and Operations, is the first to bring up CPL. "Show me your work experience, the products you've worked on, the positions you've held, and all the certificates you have earned. Then, we'll look at potential classes you can test out of or you demonstrate competency by what you've submitted to our subject matter experts for a portfolio review. We can award you credit via the CPL process by tying your experience to specific classes."

Highlighting the need for curriculum to adapt to an increasingly standardized and credentialed world, Adams points to UVU's partnership with Pluraisight as one example of how departments can offer CPL. He explains that using Pluraisight, adult learners can brush up on skills before taking a Pluraisight assessment in a proctored environment to earn credit towards their Strategic Management and Operations coursework.

#### **CPL** Champion: Information Management

Cynthia Krebs, Professor of Information Systems and Technology, says, "The Information Management degree Is ideal for individuals in business or industry that would like to gain further knowledge. We acknowledge the experience that someone already has by awarding credit through Microsoft Office Specialist certifications offered by Certiport."

In short, students already savvy in Word, PowerPoint, Excel, and other software programs can turn their experience into Information Management credit, saving them time and money.

#### CPL Champion: Emergency Services

The Emergency Services Department at UVU welcomes all students, especially those with professional experience in Emergency Services and Public Safety or who have served in the military," says Kevin McCarthy, Director of EMS Programs. "Students with any of these backgrounds will likely earn credit for several of our courses due to our process for recognizing their training and certifications through our CPL review process."

#### CPL Champion: Digital Media

"I am excited to partner with the Adult Learners initiative group on CPL because many people already have the digital media skill set," says Kim P. Brown, Associate Professor of Digital Media. Brown says that prior experience in digital media can move adult students ahead in completing a degree in Animation and Gaming, Digital Audio Production, Digital Cinema Production, and Web Design and Web Development.

When students inquire about CPL in Digital Media, their portfolios are assessed, and their work experience is matched to the appropriate degree in the field. "Students who bring CPL with them into our programs enhance the classrooms with valuable work experience," says Brown. "It is a perfect combination for growth in both a new student and an experienced adult learner."

To learn more about how you can begin integrating CPL into your program, contact Colleen Sorensen at Colleen.Sorensen@uvu.edu.

If you're a student interested in earning CPL, click here to get started.

#### TAGS:

CPL ACADEMIC AFFAIRS

CREDIT FOR PRIOR LEARNING

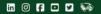
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Career Choice Partner Events USA Career Choice School Fair Invitation! Q1 2024 Monday, February 5, 2024 1:23:08 PM image002.png mage004.pn image003.png

Importance: Q1 2024



### **Career Choice School Fair**

#### We're excited to share that your school has been invited to attend an in-person Career Choice School Fair!

From all of us at Career Choice, we thank you for your continued partnership in empowering Amazon employees to learn new skills for career success. For 2024, we are working hard to connect you with potential Career Choice students at select Fulfillment Centers (FCs) to share information about your school and the Career Choice programs you offer.

This year, our School Fairs are organized into two tiers, tailored to accommodate the diverse needs of our partners.

Tier One: Large FCs (1,000+ potential students) that can accommodate national and local providers.

Tier Two: FCs that focus on local providers only

- Save the Date: Career Choices School Fairs are set to run globally from March to October at select Fulfillment Centers (FCs).

Save the Date. Calleer Onloces School Fairs are set to finglobary non-interfer to october at select 1 minimum content at sele

Should you confirm, your team will be connected with FC staff by February 22nd.

#### NOTE: Please do not book any travel until logistics are confirmed with the FC staff.

#### The hosting FC Sponsors will handle:

- 1. Confirmation of details required from Schools Representatives (name, email, month and day of birth) to access the FC.
- 2. Coordination of the event prior to its execution.
- 3. Personalization of Career Choice School Fair Marketing Materials and distribution.
- 4. Promotion of the event.

Please plan to track any student leads!

To help execute the fair, we will provide you with Career Choice FAQ materials. We will also provide key resources to potential students to prepare them to ask the right questions to see if your school is a good match for their educational goals. Please plan to only discuss your school's approv

Career Choice works with FC Sponsors to schedule these fairs. Once these fairs are over, **your communication with Amazon regarding Career Choice matters should** only be with the central Career Choice team and not with contacts at any individual FC. The central Career Choice team will initiate communication with you about any other upcoming opportunities to attend a school fair.

FC Name and Fair Date	Fair Time	Address		Application Link		
HSV1 03/06/24	15:00 - 19:00	7817 Greenbrier Rd, Madison, AL 35756	AL	https://app.smartsheet.com/b/form/6c2478ef09ff49fcbf46cf4216fb5863		
MOB5 03/20/24	13:00 - 17:00	6735 Trippel Rd, Theodore, AL 36582	AL https://app.smartsheet.com/b/form/03a7202a200e44698954394c27			
BHM1 03/27/24	17:00 - 20:00	Amazon Fulfillment Center - BHM1 in Bessemer, AL 35022	AL	https://app.smartsheet.com/b/form/5a6d496a631b4051b9d5a6a62371ff57		
TUS2 03/20/24	17:00 - 19:00	6701 S Kolb Rd, Tucson, AZ. 85756	AZ	https://app.smartsheet.com/b/form/5935c3e854a0466391be69012d8d235d		
AZA3 03/20/24	14:00 - 18:00	1665 W Alameda Dr #101, Tempe, AZ 85282	AZ	https://app.smartsheet.com/b/form/0a3349d397c94fa59a3863afe462b8f0		
GYR2 03/20/24	17:00 - 20:00	17341 W Minnezona Ave, Goodyear, AZ 85395	AZ <u>https://app.smartsheet.com/b/form/72d59f916051478abcd1bc08f1</u>			
LAX9 03/20/24	17:00 - 19:00	11263 Oleander Ave	CA	https://app.smartsheet.com/b/form/f8a01c66a4ce4e6d842278ed2694f33c		
ONT5 03/27/24	15:00 - 19:00	2020 E Central Ave, San Bernardino, CA 92408	CA https://app.smartsheet.com/b/form/7202cfcdc3d841a29abb6dd			
LGB3 03/20/24	17:00 - 19:00	4950 Goodman Rd, Eastvale, CA 91752	CA	https://app.smartsheet.com/b/form/9380c91afb874becbe7c4f60f5999ad2		
BFL1 03/20/24	16:00 - 19:00	1601 Petrol Rd.	CA	https://app.smartsheet.com/b/form/75acd4bb0340414b82156d84aa1898c2		
BFL2 03/13/24	16:00 - 20:00	4500 Express Ave, Shafter, CA 93263	CA https://app.smartsheet.com/b/form/eeb56ede13944fd582646d51			
OAK4 03/06/24	15:00 - 19:00	1555 N. Chrisman Rd. Tracy, Ca 95376	CA https://app.smartsheet.com/b/form/2f3c7335d2cd4bf7a1c18995766			
SMF3 03/20/24	16:00 - 19:00	3923 S B St, Stockton, CA 95206	CA	https://app.smartsheet.com/b/form/4fb6ca58b311485ba8547a8be53a0b67		
SBD2	14:00 - 17:00	1494 S Waterman Ave, San Bernardino, CA 92408	CA	https://app.smartsheet.com/b/form/ac785b7f7b784e96a768e282306704da		

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ONT8 03/13/24	15:00 - 17:00	24300 Nandina Ave	CA	https://app.smartsheet.com/b/form/3445ad85dc9b4667837d6c3c42630c6a
SBD1 03/20/24	15:00 - 19:00	3388 S Cactus Ave. Bloomington, CA 92316	CA	https://app.smartsheet.com/b/form/f58007204c3b4d12837e36fbdcf15ae5
OXR1 03/20/24	17:00 - 19:00	3100 Sakioka Dr. Oxnard	CA	https://app.smartsheet.com/b/form/8b92eaf65634458094bbd32d1597d1ee
SAN3 03/15/24	09:00 - 13:00	6971 Otay Mesa Rd, San Diego, CA 92154	CA	https://app.smartsheet.com/b/form/5552fd722cdb443a951a014786071795
FAT1	17:00 - 19:00	3575 S Orange Ave, Fresno, CA 93725	CA	https://app.smartsheet.com/b/form/21408c3ebe04490f853ae611ff755b5c
03/27/24 KSBD	16:00 - 18:00	2535 E. 3rd St, San Bernardino	CA	https://app.smartsheet.com/b/form/94031be91dcc48c7be054b688c7cdc02
03/11/24 ONT2	16:00 - 20:00	1910 E Central Ave, San Bernardino, CA 92408	CA	https://app.smartsheet.com/b/form/8bf32e56f0f84febb516b30a919ac7fd
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03/13/24 MCE1	17:00 - 19:00	3200 Fulkerth Rd,	CA	https://app.smartsheet.com/b/form/59f7a48ba8284b65a11f36720803b288
03/27/24 DEN3	16:00 - 19:00	14601 grant st	со	https://app.smartsheet.com/b/form/fd1428033f68477c864d170ee483c3a6
03/06/24 BDL3	17:00 - 19:00	409 Washington Avenue, North Haven, CT 06473	СТ	https://app.smartsheet.com/b/form/ebd072d2774a4d41850feebb74e0ae64
03/13/24 BDL2	17:00 - 19:00	200 Old Iron Ore RD	СТ	https://app.smartsheet.com/b/form/aa0da9bf331b443bb9ac7949368501a7
03/27/24				
BDL4 03/20/24	17:00 - 19:00	1215 Kennedy Rd, Windsor, CT 06095	СТ	https://app.smartsheet.com/b/form/dba60c94d507455e944441ce6e2d8635
MTN1 03/20/24	15:00 - 19:00	1025 Boxwood Rd., Wilmington DE 19804	DE	https://app.smartsheet.com/b/form/d631b7fde38c49c8a7540c70be847d80
TLH2 03/20/24	17:00 - 20:00	2635 Vineland Drive	FL	https://app.smartsheet.com/b/form/933822d65c854b46b7816bd7dcf14387
TPA4 03/27/24	15:00 - 18:00	8727 Harney Rd, Temple Terrace, FL 33637	FL	https://app.smartsheet.com/b/form/7578bb518fcf4b7e8dc0639af21dce93
MCO2 03/13/24	17:00 - 19:00	2600 N Normandy Blvd, Deltona, FL 32725	FL	https://app.smartsheet.com/b/form/d294ceba08a145f2991244663c286b69
KLAL 03/07/24	18:00 - 21:00	4145 Kidron rd, Lakeland, FL 33811	FL	https://app.smartsheet.com/b/form/4caf0ca7eb0741f2b830066efd8abafc
JAX2 03/06/24	16:00 - 19:00	12900 Pecan Park Rd Jacksoville, FL 32218	FL	https://app.smartsheet.com/b/form/e1ef72c3e3de4045a01cad7961f83907
TPA1	17:00 - 19:00	3350 Laurel Ridge Ave, Ruskin, FL, 33570	FL	https://app.smartsheet.com/b/form/75d9fd4d86674ddeaa71b942bcccbc1a
03/20/24 TPA3	15:00 - 19:00	676 C. Fred Jones Blvd, Auburndale, FL 33823	FL	https://app.smartsheet.com/b/form/459f6356422e40efa3d140db0470619c
03/20/24 MCO1	16:00 - 20:00	12340 Boggy Creek Rd, Orlando, FL 32824	FL	https://app.smartsheet.com/b/form/446870b0325a4139bc83702778be0722
03/20/24 MGE9	14:00 - 17:00	6400 Buffington Road, Union City, Ga, 30291	GA	https://app.smartsheet.com/b/form/3fd42cb382604019a026a67b7f19a0b1
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03/07/24 SAV4	15:00 - 19:00	800 Pine Meadow Dr, Pooler, GA 31322	GA	https://app.smartsheet.com/b/form/959ffea8411e4b738cad64eb6c7b96ff
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LEX1 03/13/24	14:00 - 18:00	1850 Mercer Road	KY	https://app.smartsheet.com/b/form/88460efc461b43a2b703915458fefe7f
BWI2	17:00 - 19:00	2010 Broening Highway	MD	https://app.smartsheet.com/b/form/d8cf7e8fecd74299a23ff7704fd37ee9
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03/13/24 DTW1	16:00 - 19:00	32801 Ecorse Rd, Romulus, MI 48174	MI	https://app.smartsheet.com/b/form/b173f2130a8849c4a32276034c4cae60
03/12/24 GRR1	17:00 - 19:00	4500 68th St SE, Caledonia, MI 49316	MI	https://app.smartsheet.com/b/form/f16ba2372e7d47778dfc6f4285ed3bb8
03/20/24 STL8	16:00 - 19:00	4000 Premiere Parkway, St. Charles, MO 63301	MO	https://app.smartsheet.com/b/form/e2c315b14e2c4822b979bac5ac3fa016
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NUU1	11:00 - 19:00	4021 JULIES SAUSABE KU, GALLIEL INC 27523	INC	https://app.smartsneet.com/b/101m/7015002008204/169600180/66816100

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OMA2 03/19/24	17:00 - 19:00	14248 NE-370, Omaha, NE 68138	NE	https://app.smartsheet.com/b/form/28218258d1d04983a870f6d58d1ec3ab
ABE8 03/06/24	15:00 - 19:00	309 Cedar Lane, Florence, NJ 08518	NJ	https://app.smartsheet.com/b/form/793223c739f1481781c69a7dd381342c
ACY1 03/20/24	17:00 - 19:00	240 Mantua Grove Rd. West Deptford 08066	NJ	https://app.smartsheet.com/b/form/2b63078296194203beeb08a6912aa05a
TEB9	17:00 - 20:00	601 Randolph Rd	NJ	https://app.smartsheet.com/b/form/8c21982b5db44c9ab226020c98d18c7a
03/27/24 LGA9	16:00 - 17:00	LGA9, 2170 NJ-27, Edison, NJ 08817	NJ	https://app.smartsheet.com/b/form/16033eb698cf4e24ad70bbee4725346e
03/13/24 LAS7	17:00 - 20:00	6001 E Tropical Pkwy, Las Vegas, NV 89115	NV	https://app.smartsheet.com/b/form/d57eb36fd48f41cd86a14f4d22dc6656
03/27/24 LAS2	17:00 - 19:00	3837 Bay Lake Trail, Las Vegas, NV 89030	NV	https://app.smartsheet.com/b/form/6f0c24d5fea74e979122625a3987d322
03/13/24 VGT2	15:00 - 20:00	6401 E Howdy Wells Ave, Las Vegas, NV 89115	NV	https://app.smartsheet.com/b/form/081e14a58be842af833480adfb339ea1
03/20/24 SWF1	16:00 - 20:00	635 International Blvd, Rock Tavern, NY 12575	NY	https://app.smartsheet.com/b/form/e15173d59f6642eba1ec1f452094d7bc
03/20/24 JFK8	16:00 - 19:00	546 Gulf Ave, Staten Island, NY, 10314	NY	https://app.smartsheet.com/b/form/a5d0674f01584a3588f251582a4b0bce
03/20/24 SYR1	16:00 - 19:00	7211 Morgan Rd, Liverpool NY 13090	NY	https://app.smartsheet.com/b/form/aab9b4b2b6bd401980ee95090e881ab2
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KILN 03/20/24	17:00 - 21:00	325 Ruane Drive, Wilmington, OH 45177	ОН	https://app.smartsheet.com/b/form/a6b305cf1e1148b8b592a94c0c09b233
CMH4 03/20/24	17:00 - 19:00	1550 West Main Street West Jefferson, OH 43162	OH	https://app.smartsheet.com/b/form/cca79157204b403b845803d74c4b1b21
PCW1 03/27/24	16:00 - 20:00	27400 Crossroads Pkwy, PCW1, Rossford, OH, 43460	ОН	https://app.smartsheet.com/b/form/a8b9add094004f799936a0f83cc14694
AKC1 03/13/24	17:00 - 20:00	2450 Roming Rd, Akron, OH 44320	ОН	https://app.smartsheet.com/b/form/c0236e7e56ad4bbe82f99baf9359fe7c
OKC1 03/13/24	17:00 - 20:00	9201 S Portland Ave Oklahoma City, OK 73159	ОК	https://app.smartsheet.com/b/form/b0ee008879a7430d935cac1d3f4846d4
TUL2 03/20/24	16:00 - 20:00	4040 N 125th E Ave, Tulsa, OK 74113	OK	https://app.smartsheet.com/b/form/b7b87671b2cd4f479fd34d22757a4ef2
RDG1	14:00 - 16:00	3563 Mountain Rd, Hamburg, PA 19526	PA	https://app.smartsheet.com/b/form/94df2c5e752e47d680f5f92c5b7ece6f
03/13/24 AVP1	17:00 - 19:00	550 Oak Ridge Rd, Hazle Township, PA 18202	PA	https://app.smartsheet.com/b/form/d9c971e61a7a48c2be39013ae6dce301
03/13/24 CAE1	17:00 - 20:00	4400 12 Street Ext, West Columbia, SC 29172	SC	https://app.smartsheet.com/b/form/b297949cf0b24214bc3532a8dd410f8f
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03/13/24 TYS1	16:00 - 19:00	625 pine lakes ln, louisville,Tn 37777	TN	https://app.smartsheet.com/b/form/a83a539b1f0640a99d57bd6dea0b849f
03/20/24 IAH1	16:00 - 20:00	9155 Southlink Dr.	ТХ	https://app.smartsheet.com/b/form/4f75006283d04a84bca1d44bdd49d720
03/06/24 RBD5	12:00 - 15:00	3500 S Airfield Rd Irving, TX 75038	ТХ	https://app.smartsheet.com/b/form/3d1cadb0fea2402bba38cbb65d25ce62
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03/20/24				
DAL3 03/13/24	17:00 - 19:00	1301 Chalk Hill Rd, Dallas, TX 75211	ΤX	https://app.smartsheet.com/b/form/234227ca43ff4daa9a67e68c85e3920c
DFW7 03/13/24	17:00 - 19:00	700 Westport Pkwy, Fort Worth, TX 76177	ТХ	https://app.smartsheet.com/b/form/1eeec6ddcd08457c97d17e798e1f51ea
ELP1 03/20/24	17:00 - 19:00	12101 Emerald Pass Dr. El Paso, TX 79928	ТХ	https://app.smartsheet.com/b/form/6671adfa50cf490986a80130297c056e
AUS2 03/19/24	17:00 - 19:00	2000 E Pecan Ln, Pflugerville, TX 78660	ТХ	https://app.smartsheet.com/b/form/a7ee450a4a674894a6fc787be64bf3dd
SAT2 03/13/24	17:00 - 19:00	1401 E McCarty Lane	TX	https://app.smartsheet.com/b/form/9c3d4cf352ff490586ad576017f748fa
FTW5 03/11/24	15:00 - 19:00	1475 Akron Way, Forney, TX 75126	TX	https://app.smartsheet.com/b/form/e895d506bfb24bee99edaf6cc8fbc312
HOU3 03/13/24	15:00 - 19:00	31555 US-90, Brookshire, TX 77423	TX	https://app.smartsheet.com/b/form/ecb6c9b9ef7a4241bcab83af2d70b069
HOU6	16:00 - 19:00	10507 Harlem Rd, Richmond, TX 77407	ТΧ	https://app.smartsheet.com/b/form/dedc599c571647f0ad795b1e94a016b6
03/27/24 AUS3	10:00 - 13:00	2000 Exchange Parkway	TX	https://app.smartsheet.com/b/form/42c7dd6623a54fc692861f1449156cc3
03/22/24 SLC1	15:00 - 19:00	777 N 5600 W, Salt Lake City, UT 84116	UT	https://app.smartsheet.com/b/form/dcf220951925469fb99fc903e2ed9e98
03/20/24 RIC2	17:00 - 18:00	1901 Meadowville Technology Pkwy Chester, VA 23836	VA	https://app.smartsheet.com/b/form/0fd9320b748d4b2c8f55e190b40f5d13
03/27/24 BFI4	16:00 - 19:00	21005 64th AVE N	WA	https://app.smartsheet.com/b/form/d910447ba70849a38d5269e528a8ab09
03/27/24 PAE2	16:00 - 19:00	4620 172nd St NE, Arlington, WA 98223	WA	https://app.smartsheet.com/b/form/f216f1242c8c48db86cf71d175ee39dc
1752	10.00 - 15.00	120 17210 St HE, Annigton, WA S0225	****	

03/20/24									
JVL1 03/26/24	17:00 - 19:00	1255 Gateway Blvd , Beloit , WI 53511	WI	https://app.smartsheet.com/b/form/8e0d57a01a45417687a5ec3684e9efbb					
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- Degree Info
- Explore Campus
- Free Food & Swag
- and more!



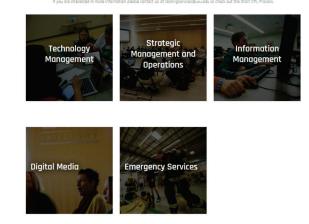


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#### Credit for Prior Learning Champions

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