Symposium Welcome
Dr. Brian Durham, Executive Director
Illinois Community College Board
Closing the Equity Gap
Important Role of Illinois Community Colleges
Keynote Speakers
Rep. Jehan Gordon-Booth, IL 92\textsuperscript{nd} District
Jennifer K. Foster, IL Community College Board
Advocacy & Support for WEI

Speaker Pro-Tempore
Chief Budgeteer
State House District 92
Background on the Initiative

Providing high-skill, high-wage outcomes for underrepresented individuals living in poverty
Collective Impact Approach to Building African American and Community Vitality

➢ Targeted colleges with Disproportionately Impacted Areas of Poverty
➢ Supported expansion of training programs that secure pathways to economic vitality
➢ Impacted over 9,000 Illinois residents to date
Increasing Poverty and Decreasing Population

High skill credentials have been the only effective method for freeing families from generational poverty while supplying employers with the required workforce.

NOW
For IL, 51% of adults have a high-skilled post-secondary credential.

NEED
Generally, 65% of jobs in Illinois require a credential past high school.

Source: Lightcast, US Census Bureau, Georgetown University
Addressing the Poverty Cycle

• 49% of Illinois adults no post-secondary credential
• Multiple part-time jobs w/ no benefits
• No family-sustaining wages
• No pathway out of poverty
• Family and economic turmoil

All While Experiencing Record Workforce Gaps
African American Community Need

- African Americans – lowest employment and credential outcomes
- Multigenerational Poverty Trend
- High Violence and Incarceration Rates
- Little Hope

*Disparities in unemployment rates pre-date COVID, but have been further exacerbated by the pandemic.

Source: IDES
Policy Strategy

• WEI was co-designed with ILBC, ICCB, and ICC
• Community Colleges as workforce solutions delivery system
• $18 million annual investment for last 4 years to demonstrate Community Colleges can meet African Americans and people of poverty where they are to complete credentials and earn full-time benefited jobs paying 30% above the regional living wage or on the pathway.

The investment is paying off and changing lives!
Community Colleges as Community Changers

• Thank you to the WEI Colleges
• Tremendous equity impact
• Community Colleges are the workforce development and equity equalizers in the state of Illinois
• Will continue to be your advocate!

Let's Hear from WEI Students!
Impact and Success Outcomes

Jennifer K. Foster
Deputy Executive Director
ICCBB
ICCB Board Goals

Access & Equity
- Goal 1: Support minority, first generation, and low-income students across urban, rural, and suburban communities, through the promotion of evidence-based best practices that result in system wide improvement of equity metrics that reduce equity gaps.

Seamless Transition
- Goal 2: Support a seamless transition for students into and through postsecondary education and the workforce by fostering system engagement and equitable access and outcomes for these students.

Economic Development
- Goal 3: Contribute to economic development by supporting the Illinois community college system’s effort to provide robust workforce training, to expand apprenticeships, to increase credential attainment, to build quality career pathways, and to address the future needs of the Illinois workforce.
18 Participating Colleges – WEI Consortium

- College of Lake County
- Heartland Community College
- Illinois Central College
- Kaskaskia College
- Kennedy King College
- Lincoln Land Community College
- Malcolm X College
- Oakton Community College
- Olive-Harvey College
- Parkland College
- Prairie State College
- Richard J. Daley College
- Richland Community College
- Rock Valley College
- South Suburban College
- Southwestern Illinois College
- Triton College
- Wilbur Wright College

*Note: Joliet Junior College Participated 20-21
WEI Desired Outcomes

➢ **Accelerate the time to completion**
  ➢ to enter and succeed in post-secondary education/training programs

➢ **Employment after completion**
  ➢ paying at least 30% above the regional living wage or on a pathway to a family sustaining wage.
  ➢ in high skilled, high wage, and in-demand occupations.
## Three-Year Success Outcomes for Illinois

<table>
<thead>
<tr>
<th>Consortium Metrics Targets (60%) Listed</th>
<th>FY20 Results (at closeout)</th>
<th>FY21 Results (at closeout)</th>
<th>FY22 In Progress (will end 6/30/23)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrolled Participants</td>
<td>3,209</td>
<td>3,323</td>
<td>3,126</td>
</tr>
<tr>
<td>Credentials</td>
<td>2,526</td>
<td>3,613</td>
<td>2,851</td>
</tr>
<tr>
<td>60% African American Students</td>
<td>76%</td>
<td>71%</td>
<td>73%</td>
</tr>
<tr>
<td>60% Completers (at time of report)</td>
<td>60%</td>
<td>62%</td>
<td>64%</td>
</tr>
<tr>
<td>60% Completers Employed</td>
<td>65%</td>
<td>70%</td>
<td>54%</td>
</tr>
<tr>
<td>Average Hourly Wage</td>
<td>$17.69</td>
<td>$20.39</td>
<td>$20.44</td>
</tr>
<tr>
<td>Average Cost Per Student</td>
<td>$5,565</td>
<td>$5,227</td>
<td>$4,417</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
<td>Percentage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td>70.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>15.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>11.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>0.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Native American/Alaskan</td>
<td>0.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pacific Islander/Native Hawaiian</td>
<td>0.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unknown</td>
<td>0.8%</td>
<td></td>
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</tr>
</tbody>
</table>
WEI Demographics

WEI Students - Female 55% and Male 45%

45%  55%

Female  Male
## Enrollment by High Demand Field

*from last year's closeout report*

<table>
<thead>
<tr>
<th>High Demand Field</th>
<th>Enrollment</th>
<th>African American Enrollment</th>
<th>Credentials Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>1570</td>
<td>1159</td>
<td>1044</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>540</td>
<td>392</td>
<td>1028</td>
</tr>
<tr>
<td>Business / Services</td>
<td>451</td>
<td>256</td>
<td>243</td>
</tr>
<tr>
<td>Transportation</td>
<td>430</td>
<td>317</td>
<td>428</td>
</tr>
<tr>
<td>Construction</td>
<td>180</td>
<td>111</td>
<td>251</td>
</tr>
<tr>
<td>Computer Technology</td>
<td>164</td>
<td>111</td>
<td>86</td>
</tr>
<tr>
<td>Repair / Installation</td>
<td>63</td>
<td>25</td>
<td>86</td>
</tr>
</tbody>
</table>
Highest Reported Hourly Wages

- Truck Driving (CDL) - $75
- Cannabis Dispensary - $50
- Overhead Electrical Line - $42
- Welding - $39
- Nursing (LPN, CNA, BNA) - $36
- Diesel Brake/Suspension - $35
- Process Operator Tech - $35
- Supply Chain – $35
- Industrial Skills – $34
- Medical Billing & Coding - $30
- Automotive Tech - $29
- Cybersecurity - $29
- Emergency Medical (EMT) – $29
- Office Assistant / Bookkeeper - $29
- Manufacturing Skills – $28
- HVAC - $26
- Web Development - $26
- EKG Tech - $26
- Patient Care Tech - $26
- Solar Panel Installation - $25
Key Success Factors / Lessons Learned

- Involves college leadership
- Fosters equity-focused decision making at all levels
- Enhances student services (navigators, specialists)
- Builds capacity for training programs
- Embeds comprehensive wraparound services
- Includes referrals for additional community support
- Embraces innovative outreach & marketing
- Targets high demand workforce gap positions
- Eliminates barriers at the institutional level
- Develops employer partnerships
- Requires essential skills training
Key Success Factors – Technical Partners

Lumina Foundation
Illinois Central College
OCCRL
Office of Community College Research and Leadership
JFF
Northern Illinois University Center for Governmental Studies
Addressing the Equity Gap: Future Plans for Illinois Community Colleges

➢ ICCB Goals for FY24
  ▪ Continued strengthening of employer connections.
  ▪ Heightened focus on the most successful program areas connected to the living wage.
  ▪ Opportunities for sites to engage directly with one another through communities of practice.
  ▪ Expansion opportunities.
Equity Planning

The ICCB and IBHE are co-facilitators of the Equity Planning Advisory Committee.

- Provide recommendations to the Illinois Board of Higher Education and the Illinois Community College Board on the elements, methods, practices, and strategies to be included in an Illinois Higher Education Equity Plan framework. The framework will be used by public higher education institutions to develop new and expand existing equity efforts and from the data, explore ways in which to close gaps that exist among underrepresented and minoritized groups within their respective institutions.

- The development and release of a framework for Equity Planning (scheduled summer)

- The development and implementation of training for institutions, as they work to implement equity plans.

- The development and implementation of a process to evaluate institutional plans.

WEI as a Model for other Grants

FY24 WEI Continuation Plans
Table Talk – Reflection Questions for Discussion at Your Tables

➢ At your organization (college, company, or agency), what are some of the most successful strategies that you have in place to address closing the equity gap? Share ways that you recruit, retain, advance African Americans and other low-income populations.

➢ Which equity initiatives at your organization are causing the greatest impact / institutional change?
In Closing…

If we all row in the same direction, we will not only change the trajectory of individual lives, but also that of their families, while growing the workforce, businesses and increasing economic vitality.
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Scan with your camera app – have an Android? If your device is using Android 8 or older, you may need to download a QR code scanner app.