Interventions Making a Difference

Cierra Morris  WEI Director, Rock Valley College  June 8, 2023
### Completing our Goals

<table>
<thead>
<tr>
<th>Grant 2 (FY21)</th>
<th>165 participants</th>
<th>101 African American (61%)</th>
<th>116 completions</th>
<th>91 employed</th>
<th>$21.77 average salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ended: 6/30/22</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant 3 (FY22)</th>
<th>170 participants</th>
<th>102 African Americans (60%)</th>
<th>128 completions*</th>
<th>105 employed*</th>
<th>$18.76 average salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ends: 6/30/23</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant 4 (FY23)</th>
<th>129 participants*</th>
<th>76 African Americans (58.9%)*</th>
<th>41 completions*</th>
<th>45 completed STU 103</th>
<th>Employment goals in process**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ends: 12/30/23</td>
<td></td>
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</table>

| Grant 5 (FY24)  | TBD              |                            |                |                |                   |
|-----------------|------------------|----------------------------|                |                |                   |
| 7/1/23 – 6/30/24|                  |                            |                |                |                   |

### FY 21 and FY 22 Data

- 335 participants 133%+
- African American 60.5%
- 244 completions 72%
- 190 employed 82.6%+

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*Grant 3 (FY22) and Grant 4 (FY23) data includes completions of STU 103.

**Grant 4 (FY23) and Grant 5 (FY24) employment goals are currently in process.
EQUALITY imagines an equal world.
"I care about all students equally"

But the world ISN’T EQUAL.

And it has BIAS AND SYSTEMIC RACISM.

In contrast, EQUITY redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.
Scaling Up Success

Free Tuition and Supplies
- Offer programs that lead directly to workforce
- Cover costs of all supplies and equipment

Case Management
- WEI Performance agreements
- Bi-weekly progress reports
- Weekly academic progress reports

Career Readiness
- Illinois Essential Employability Skills one-credit college course.
- Bi-monthly Career Prep Workshops
- Career Readiness & Interview Closet

Financial Assistance
- Debt forgiveness
- Childcare reimbursement
- Emergency fund relief

Laptop Rental
- Laptop provided for duration of program
- WiFi hotspot provided for internet

Full-time Staff
- 6 full-time employees
- 2 student workers

Food & Transportation
- Gas cards
- Transit passes and Ride Shares
- Food cards
- Food provided at WEI locations

Incentive Stipends
- Weekly attendance stipend
- Completion stipend
- Employment stipend

Employment
- Job Placement 30+ employers
- Bi-monthly company tours
- WEI Job Board

WEI Events
- Information sessions
- Quarterly Completion Ceremonies
- Quarterly Career Fairs
STU-103: Workplace Ethics

Module 1: Course Overview
Module 2: Integrity
Module 3: Professionalism
Module 4: Communication, Pt.1
Module 5: Communication, Pt.2
Module 6: Teamwork/Interpersonal Skills
Module 7: Leadership/Initiative
Module 8: Workplace Ethics Final

WEI Spring STU-103 Syllabus
WEI Testimonies

Chase Gulley
Mechatronics

Tiffany Feliciano
Medical Billing & Coding

Fernell Starnes
CNC Machinist

“RVC WEI grant has been the saving grace for students and participants by removing barriers through the provision of resources to help students/participants achieve certification and employment, thereby becoming productive citizens in the community.”

-Joseph Agbeko, Dean of Adult & Developmental Education

“When adults earn credentials that lead to jobs offering higher wages, it not only changes the trajectory of their lives but also the lives of their families; while strengthening the community, growing the workforce, expanding businesses, and creating a more vibrant regional economy.”

-RVC President Dr. Howard J. Spearman.
TEAMWORK MAKES THE DREAM WORK
Our Mission Is To Serve Our Students and the Community Through Lifelong Learning.

South Suburban College

Dr. Lynette Stokes
President

Dr. Tasha Williams
VP Academic Services

Dr. Deborah King
VP Student & Enrollment Services

Anita Barnett-Clemons
WEI Project Manager
**WEI Grant Outcomes YR 1 & YR 2**

<table>
<thead>
<tr>
<th>WEI Grant</th>
<th>FY20</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students Enrolled</td>
<td>300</td>
<td>228</td>
</tr>
<tr>
<td>% African American Students</td>
<td>82%</td>
<td>80%</td>
</tr>
<tr>
<td>Students Completed Programs</td>
<td>128</td>
<td>168</td>
</tr>
<tr>
<td>Students Employed- (Reported)</td>
<td>49</td>
<td>87</td>
</tr>
</tbody>
</table>
Interventions Making A Difference

- Increased Marketing
  - District-Wide Mailers
  - Open Houses
  - Enrolled over 200 Participants

- Changed staffing structure
  - Decentralized to a centralized
  - Full-time leadership.

- Increased short-term programs with immediate financial impact.
  - Year 1 - full programs
  - Year 2 - full programs and short-term certifications.

- Short-Term Certifications:
  - Forklift
  - Contract Tracing
  - BNATP
  - Solar Installation

- Program Credentials:
  - Patient Care Tech
  - Barber Tech
  - Community Health Worker

- Included stipends and technology
- Employment tracking mechanisms.
- Expanded Partnerships
- Included Employer Spotlights
Intervention Essentials

- WEI ORIENTATION
- WEI INTAKE FORM
- WEI LAPTOP DISTRIBUTION
- MID-TERM CHECK-INS
- WEEKLY MOTIVATIONAL ESSENTIAL SKILLS WORKSHOPS
- WEEKLY CAREER READINESS WORKSHOPS
- RE-ENGAGEMENT PLAN

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Our Mission Is To Serve Our Students and the Community Through Lifelong Learning.

Popular Interventions

- Popcorn Pop-ups
- WEI Slam Jam
- WEI Career Bingo
- Employer Spotlights
- Vision Board Workshop
- Career Readiness Incentives
- Completion Stipends
- WEI Surveys
- WEI Success Stories
Organizational Impact
Barber Program launched in January 2021!
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WEI Success Stories

Drew Hill
Barber Technician

Natasha Moore
Community Health Worker

Lonestta Smith
Patient Care Technician
## Triton College Outstanding Results: Year 1 and Year 2

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>WEI1</th>
<th>WEI2</th>
<th>Change %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment</td>
<td>175</td>
<td>237</td>
<td>+35%</td>
</tr>
<tr>
<td>Certificates</td>
<td>117</td>
<td>164</td>
<td>+40%</td>
</tr>
<tr>
<td>Employment</td>
<td>92</td>
<td>151</td>
<td>+64%</td>
</tr>
</tbody>
</table>
Employment Interventions

- On Campus Recruiting
- Joint Fairs with Career Services
- Site Visits
- Leading Workshop
- Classroom Presentations
Collaborative Approach

Preparing Participants

Courting Employers
Making a difference in the community