Moving Beyond ICAPS Model 1: How We Developed the ICAPS Model 2 in Healthcare

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Forum for Excellence
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CLC’s Adult Education Program

Helping students on their journey to success
OBJECTIVES

- Background: CLC, Adult Education, and WPDI
- Current Programs: ICAPS Model 1 and 2
- Model 2 Planning Checklist
- ICAPS Model 2 Development
- Successes and Challenges
- Q & A
College of Lake County

- Large, suburban community college located north of Chicago
- Established in 1969 and accredited by the Higher Learning Commission
- 3 campuses: Grayslake, Waukegan, and Vernon Hills
- 215 full-time faculty; 820 part-time faculty
- 456 full time staff; 98 part time staff
- Each fall, about 12,000 credit college students; 2,000 adult education students; and 900 non-credit students are enrolled
- Student population is diverse: 40% White, 41% Hispanic, 7% Blacks, 7% Asians, 1% Native Am/Hawaiian, 5% not specified
The Adult Education student population is diverse
~3,000 students each year

- 73% ESL; 27% ABE/ASE/SAE
- 67% Female
- 71% Hispanic; 13% White; 3% Black; 8% Asian; 4% NS
- 14% 17-24 yrs; 82% 25-59 yrs.
- 96% Part-time
- 29% GLC; 21% LSC; 48% SLC and comm. sites; and 1% online
- 82% are from North Lake County
- Without ICAPS, 3% transition to college; with ICAPs, it increased to 6%.
Workforce and Professional Development Institute

- Our Work: Consulting, On-site Training, and Open Enrollment Courses
- Our Students: Entrepreneurs, Current Employees, Entry-level Job-seekers

Professional Development

- Our Courses: Business, Continuing Education, Health Sciences, Hospitality, Information Technology, Public Safety, Transportation and more!
- Our Partners: Academic Divisions, Job Center, Employers
- Our Goal: Offer convenient, short-term training leading community members to greater career fulfillment.
STEP-UP Program
Adult Education Transition to College Program

Get a job after you graduate with assistance from the Student Success Team and the Job Center of Lake County.

Earn a college career certificate in one year or less in the Integrated Academic Preparation Systems (ICAPS)

Enroll in a free Bridge to Careers program in healthcare, manufacturing or early childhood education (or other programs as they become available)
## CLC’s ICAPS Model 1 Program

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Details</th>
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<tbody>
<tr>
<td>Short-term certificates</td>
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<tr>
<td>Free tuition for first 2 courses</td>
<td></td>
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<tr>
<td>Free books and toolkits in first 2 courses (rentals)</td>
<td></td>
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<tr>
<td>Financial aid and scholarships available for remaining courses</td>
<td></td>
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<tr>
<td>Free Developmental courses included to meet CRWR and BAR (free tuition)</td>
<td></td>
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<tr>
<td>College instructor + Adult Education instructor =&gt;50%</td>
<td></td>
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<tr>
<td>Support class taught by Adult Education instructor</td>
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<tr>
<td>State exam/licensure preparation</td>
<td></td>
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<tr>
<td>Support from Student Success Team</td>
<td></td>
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<tr>
<td>Job search referrals and assistance through JCLC and CJPC</td>
<td></td>
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<tr>
<td>Employer connections</td>
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</table>
CLC’s Integrated Education and Training Programs

Healthcare Pre-Bridge/Bridge
- CNA Certificate (7 crhr)
- Phlebotomy Technician Certificate (6 crhr)
- Healthcare Office Assistant Certificate (7 crhr)
- Personal Care Aide (Model 2)

Manufacturing Pre-Bridge/Bridge
- Automotive Oil Change Specialist Certificate (11 crhr)/Automotive Service Specialist Certificate (+4 crhr)/Automotive Brakes & Suspension Certificate (+4 crhr)
- HVAC/R Installation Technician Certificate (20 crhr)
- Automotive Damage Analysis (14 crhr); Automotive Collision Repair Asst (17 crhr)

Early Childhood Education Pre-Bridge/Bridge
- Early Childhood Level II Gateways to Opportunity Credential (18 crhr) (for ICCB and DCEO approval)

Administrative Management and Technology Pre-Bridge/Bridge
- General Office Certificate (16 crhr)
- Office Professional Certificate (13 crhr)

Computer Information Technology Pre-Bridge/Bridge
- Desktop Support Technician Certificate (9 crhr)
- CISCO Networking Certificate (12 crhr)
Student Success Team: Case Management

- Goal Setting
- College and Career Planning
- College application and registration
- Financial aid/scholarships
- Advising/Counseling referrals
- Tutoring referrals
- Test-taking prep
- Coaching
- Job search referrals
- Referrals to external CBOs and gov't agencies
- Completing AE and college
- Referrals to external CBOs and gov't agencies

Student
Moving Beyond ICAPS Model 1

WPDI: Personal Care Aide non-credit course

WPDI: scholarships available

Prospective Students: Personal Care Aide, CNA, Home Health Care, and Other Healthcare Occupations

Job Center of Lake County: internships and WIOA vouchers
CLC’s ICAPS Model 2 Program

- Personal Care Aide (offered every semester starting Fall 2018)
- Partnered with Workforce and Professional Development Institute
- In conjunction with Job Center of Lake County
- WIOA vouchers for course tuition and fees for eligible students

- Baxter Scholarships for WIOA ineligible students
- WPDI instructor + Adult Education instructor =>50%
- Support class taught by Adult Education instructor (1 credit hour)
- Support from Student Success Team

- Job search referrals and assistance through JCLC and CJPC

Paid internships available
Planning for ICAPS Model 2: Checklist and Considerations

1. Schedule
2. Recruitment
3. WPDI Requirements
4. Financial
5. Team Teaching
6. Employer Partner(s)
7. Support Services
8. Sustainability
Recruitment and Marketing

In-Person
• Class Visits
• Info Session
• Student Success Fair
• Flyer Distribution

Online or Mailers
• Social Media
• Targeted Marketing
<table>
<thead>
<tr>
<th>ICAPS Model 1 and Model 2 Programs</th>
<th>Headcount (Unduplicated)</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Total Enrolled FY 18</td>
<td>Total Enrolled FY 19</td>
<td>Total Enrolled FY 20 (Fall Only)</td>
<td></td>
</tr>
<tr>
<td>Automotive Technology</td>
<td>8</td>
<td>11</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>HVAC/R Engineering Technology</td>
<td>6</td>
<td>13</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Health Care Office Assistant</td>
<td>5</td>
<td>2</td>
<td>4</td>
<td></td>
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<tr>
<td>Certified Nursing Assistant</td>
<td>11</td>
<td>8</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Phlebotomy Technician</td>
<td>-</td>
<td>-</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Administrative and Technology</td>
<td>-</td>
<td>-</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Automotive Collision Repair</td>
<td>-</td>
<td>-</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Computer Information Technology</td>
<td>-</td>
<td>-</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Personal Care Aide</td>
<td>-</td>
<td>16</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td><strong>Total # Students</strong></td>
<td><strong>30</strong></td>
<td><strong>50</strong></td>
<td><strong>42</strong></td>
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## ICAPS Model 2 Outcomes

<table>
<thead>
<tr>
<th>ICAPS Model 2 Programs</th>
<th>Employment Status</th>
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<tbody>
<tr>
<td>Secured Employment</td>
<td>68.75%</td>
</tr>
<tr>
<td>Actively Seeking Employment</td>
<td>18.75%</td>
</tr>
<tr>
<td>Not in Labor Force</td>
<td>12.5%</td>
</tr>
<tr>
<td>Total # Students</td>
<td>16</td>
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</tbody>
</table>

*This data is student self-reported*
What’s Ahead?
Future ICAPS Model 2

Healthcare Pre-Bridge/Bridge
- Personal Care Aide (ongoing)
- NEW! Dental Assistant (Summer 2020)

Manufacturing Pre-Bridge/Bridge
- NEW! Forklift Operator and Manufacturing Worker (Fall 2020)

Administrative Management and Technology Pre-Bridge/Bridge
- NEW! Certified Associate in Project Management (Fall 2020)
Lessons Learned

Successes

- Strong pilot enrollment
- Strong partnerships
- Student financials
- Internships opportunities
- Late start allow recruitment
- Convenient schedule
- Career pathway to CNA, Home Healthcare Aide, Nursing
Lessons Learned

Challenges

- Recruitment
- Scaling up
- Student Financials
- Understanding of ICAPS among WPDI and Adult Education instructors
- Team teachers match
- Finding Internships

College Lake County
Connect to Your Future
Q & A
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