

PRESENTED BY:
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EQUITY AND OUTREACH
ILLINOIS CENTER FOR
SPECIALIZED
PROFESSIONAL SUPPORT

STRATEGIES TO SUPPORT OUT-OF-WORKFORCE INDIVIDUALS

ILLINOIS CENTER FOR SPECIALIZED PROFESSIONAL SUPPORT

- creates, supports, and delivers professional development for career and technical education professionals across Illinois
- provides technical assistance, develops publications, and facilitates program improvement strategies for our partners
- focuses on transition, recruitment, retention, and completion—encouraging achievement of special populations learners
- founded in 1977 at Illinois State University



Illinois Center for Specialized Professional Support,
Illinois State University, College of Education



DEFINE



POTENTIAL
BARRIERS



RECRUITING



SUPPORTS AND
SERVICES



DISCUSSION AND
QUESTIONS



ADDITIONAL
RESOURCES

AGENDA

WHO ARE OUT-OF-WORKFORCE INDIVIDUALS?



The Strengthening Career and Technical Education for the 21st Century Act defines an ‘out-of-workforce individual’ as -

- an individual who is a displaced homemaker, as defined in section 3 of the Workforce Innovation and Opportunity Act (29 U.S.C. 3102); or
- an individual who -
 - has worked primarily without remuneration to care for a home and family, and for that reason has diminished marketable skills; or
 - is a parent whose youngest dependent child will become ineligible to receive assistance under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.) not later than 2 years after the date of which the parent applies for assistance under such title; and
- is unemployed or underemployed and is having trouble with obtaining or upgrading employment.

POTENTIAL BARRIERS



diminished marketable skills

fixed mindset or low self-esteem

lack of proper support systems

- Engage community leaders, human service agencies, administrators, and educational entities or organizations in the recruitment process.
 - Supply organizations with informational material related to your programs or services.
 - Ask organizations to refer clients they feel would benefit from your programs.
 - Remember to refer students to partner organizations if they could benefit from services.
- Emphasize nontraditional careers that offer greater earning potential and greater career satisfaction.
- Provide information on resources available at community colleges, social service, and community agencies.
- Help displaced homemakers and students returning from absences in the labor market identify skills that translate into the workplace. For example, they may have skills in budgeting, scheduling, or conflict resolution.

RECRUITING

- Provide instructors with training on giving feedback in respectful, sensitive ways.
- Support students in completing financial aid forms and scholarship applications.
- Emphasize the benefits of Bridge and Integrated Career and Preparation System (ICAPS) models, especially for individuals who have yet to obtain their high school equivalency (HSE).
- Develop marketing materials that feature photos and testimonials. Display materials in strategic locations that have specific relevance to out-of-workforce individuals.
 - Relevant locations include childcare and educational facilities; common gathering places that facilitate community engagement (churches, community centers, popular businesses that serve as gathering places); or service centers that cater to the target population (i.e., Department of Human Services, non-profits, or public health organizations and clinics).
- Work with local employers on program Advisory Committees to recruit employees in need of upskilling.

RECRUITING

SUPPORTS & SERVICES

- Build programs of study around local labor market information for in-demand employment.
- Reduce program completion time by continually verifying coursework is relevant to the career pathway.
- Develop class schedules and alternative delivery systems (e.g., distance learning) that allow individuals to work or take care of children while attending school.
- Provide copies of supplementary texts for students to use and/or borrow.
- Link students with clothes closets and “Dress for Success” programs for appropriate interview and work clothes.
- Use a case management approach in which one person monitors and guides the student.

SUPPORTS & SERVICES

- Match students with mentors.
- Organize support groups. Plan events that provide opportunities for students to meet each other. Encourage them to support other students by developing a network for getting information about classwork, homework, and childcare.
- Offer stress management classes.
- Present parenting classes and connect individuals with respite agencies.
- Identify and link students with community agencies to provide needed support.
- Assist students with fees, transportation expenses, childcare, books, etc.

SUPPORTS & SERVICES

- Establish a resource center to increase awareness of CTE programs and help students develop essential employability skills.
 - Allow for flexible hours.
 - Give students a chance to explore their interests and aptitudes using computerized career information software.
- Teach students financial responsibility by offering training in setting budgets, using bank accounts and services, and lifestyle choices that have financial consequences.
- Provide job-shadowing and other work-based learning opportunities such as apprenticeships and on-the-job training to further develop students' employability skills.
- Help students with registration for subsequent terms to ensure continued enrollment.
- Offer academic advising services several times per semester.
 - Track student performance.
 - Provide academic intervention, when needed.
- Encourage tutoring or study groups for students experiencing difficulty.



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QUESTIONS

ADDITIONAL RESOURCES

Special Populations Super Strategies & Webinar Series:

<https://icsps.illinoisstate.edu/cte/special-populations/76-super-strategies>



Recruitment Strategies:

<https://icsps.illinoisstate.edu/adult-education>



WIOA Professional Development:

<https://icsps.illinoisstate.edu/wioa/wednesday-webinars>

2021 ILLINOIS WIOA SUMMIT



- The 2021 WIOA Summit will be held as a virtual conference. **All sessions will be live on Zoom.** The theme for the **2021 WIOA Summit is Service Integration: Collaboration and Innovation.** This year's summit is designed to share innovation and collaboration efforts that have supported the system through the past year. The implementation of service integration is necessary for success.

2 Day Summit Details:

April 27, 2021 - 8:30 am – 4:30 pm Conference

April 28, 2021 - 8:30 am – 3:00 pm Engaging Workshop Sessions

- Register: <https://icsps.forms-db.com/view.php?id=140717>

CONTACT INFORMATION

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