



Developing a Quality ICAPS

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Presenter Introduction

- William S. Durden
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National Context

- The Workforce Innovation and Opportunity Act (WIOA)
 - Federal legislation passed in 2014

WIOA in a Nutshell

- “To strengthen the United States workforce development system through innovation in, and alignment and improvement of, employment, training, and education programs in the United States, and to promote individual and national economic growth [...]”*

WIOA Career Pathways

- “Career Pathways” is defined in the Workforce Innovation and Opportunity Act (WIOA) and shared by Perkins V and the Higher Education Act (HEA)
- Illinois has a state definition that also aligns to WIOA.

Illinois Career Pathways

A career pathway means a combination of rigorous and high-quality education, training, and other services that aligns both vertically and horizontally across Secondary Education, Adult Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs. Collaborative partnerships with these entities and business and industry, along with human service agencies, corrections, and other community stakeholders, serve as the foundational structure for high-quality and sustainable career pathways. A career pathway also includes multiple entry and exit points to facilitate individuals to build their skills as they progress along a continuum of education and training and advance in sector-specific employment.

So How Do We “Do” Career Pathways?

- The answer for how adult education can connect to and participate in career pathways is through Integrated Education and Training or IET.
- The definition of an IET is embedded in the definition of career pathways. WIOA pulls it out of the career pathways definition and gives it just a little more shape:
 - A service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of education and career advancement.

IET: Career Pathways for Adult Education

- High school completion and English language acquisition are components of a career pathway, but they are not separate from a career pathway. They are designed to support student success *along* that career pathway.
 - For example, students with improved language skills will be more successful in their educational programs and in the workforce.
 - Similarly, students with a high school credential will be eligible for more job opportunities and more college programs.
 - Furthermore – and this is critical when we remember that career pathways are about “acceleration” – students will acquire these skills faster when they are taught in context!

IET State to State: Tomayto, Tomahito

- In Washington State, when we do IET, we call it “I-BEST”: Integrated Basic Education and Skills Training
- In Illinois, when you do IET, you call it “ICAPS”: Integrated Career and Academic Preparation System
- While there are some structural differences between I-BEST and ICAPS, we are essentially talking about the same thing: career pathways with adult education serving as the foundation of the pathway.

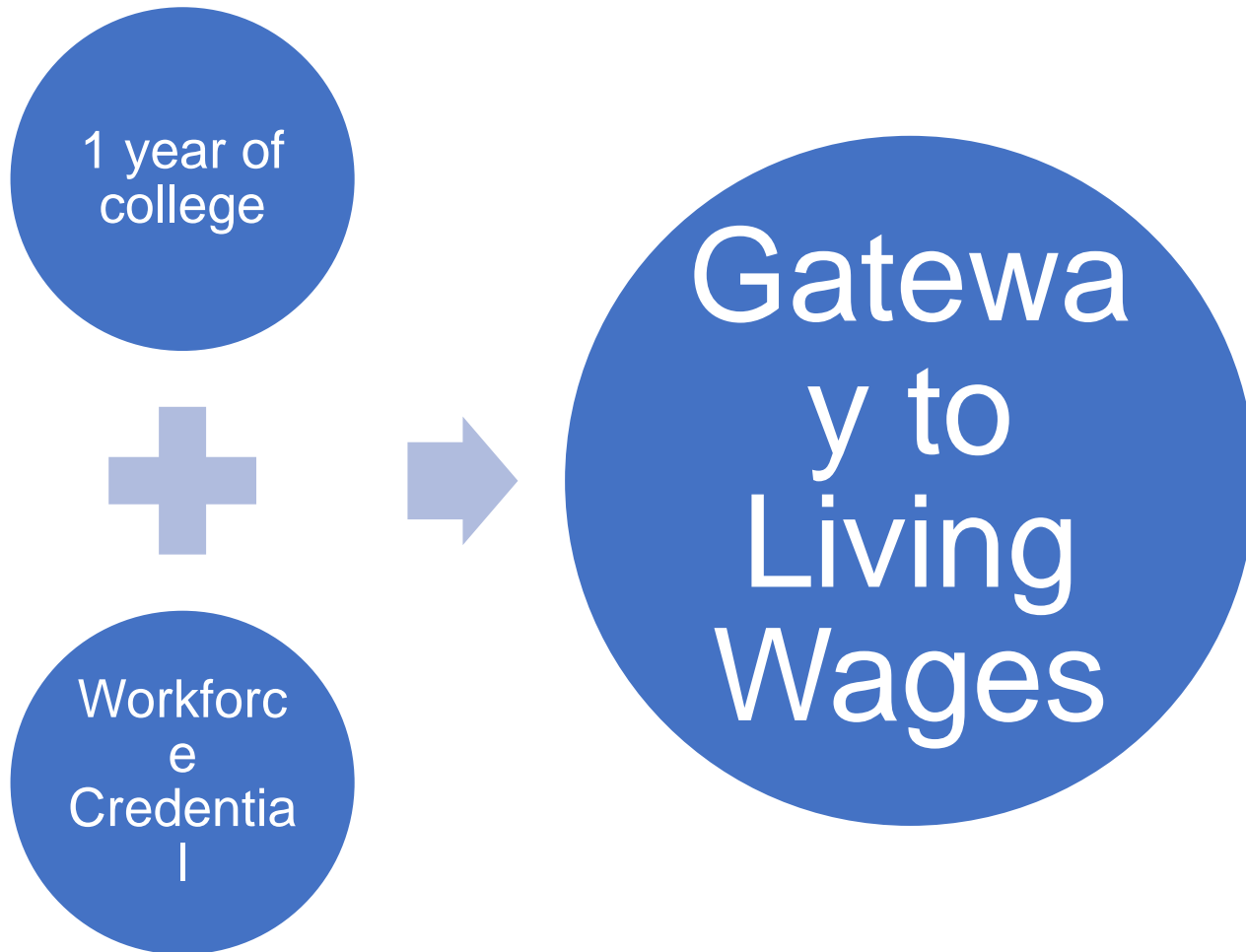
I-BEST in a Nutshell

- There are three keys to I-BEST that make it work (and also comply with definitions for career pathways and IET!)
 - Contextualization
 - College and Career Readiness Standards contextualize to support and reinforce workforce program outcomes
 - Team Teaching
 - Adult Education and Workforce instructors work together to jointly team-teach material
 - Navigational Services
 - A navigator assigned to students provides wraparound support services.

I-BEST Roots: The Tipping Point Research

- 35,000 working age adults tracked for five years
- Population had a high school credential or less, or were English language learners
- Sample included students enrolled in ABE/ESL and Developmental Education

The Tipping Point



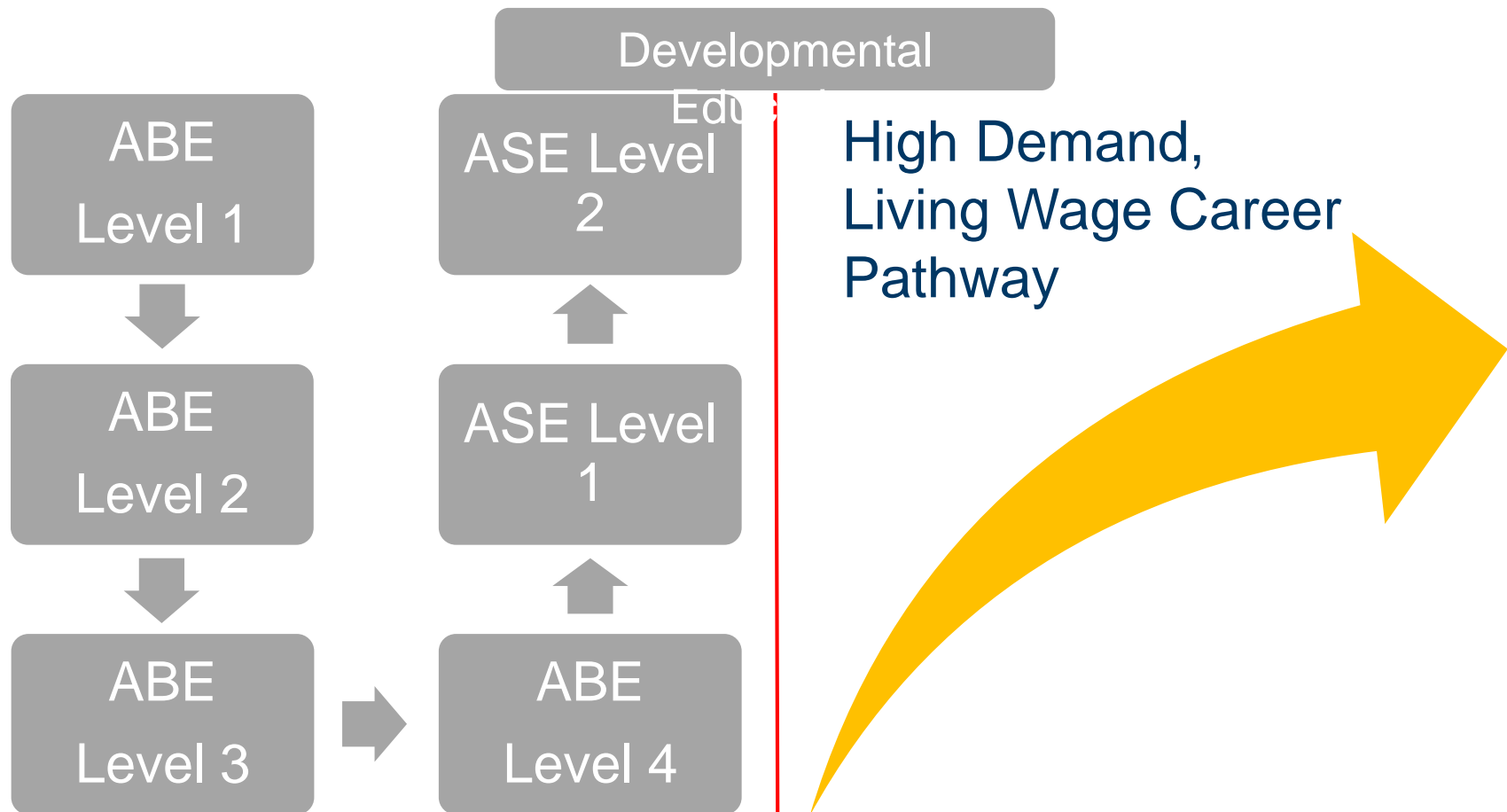
Success Defined

- English Language Learners who reached the Tipping Point earned \$7,000 more per year on average
- ABE students who reached the Tipping Point earned \$8,500 more per year on average.

The Tipping Point: Before I-BEST

- Approximately 5% of ABE/ESL students reach the Tipping point after five years of tracking.

Before I-BEST



The I-BEST Transformation



I-BEST Defined

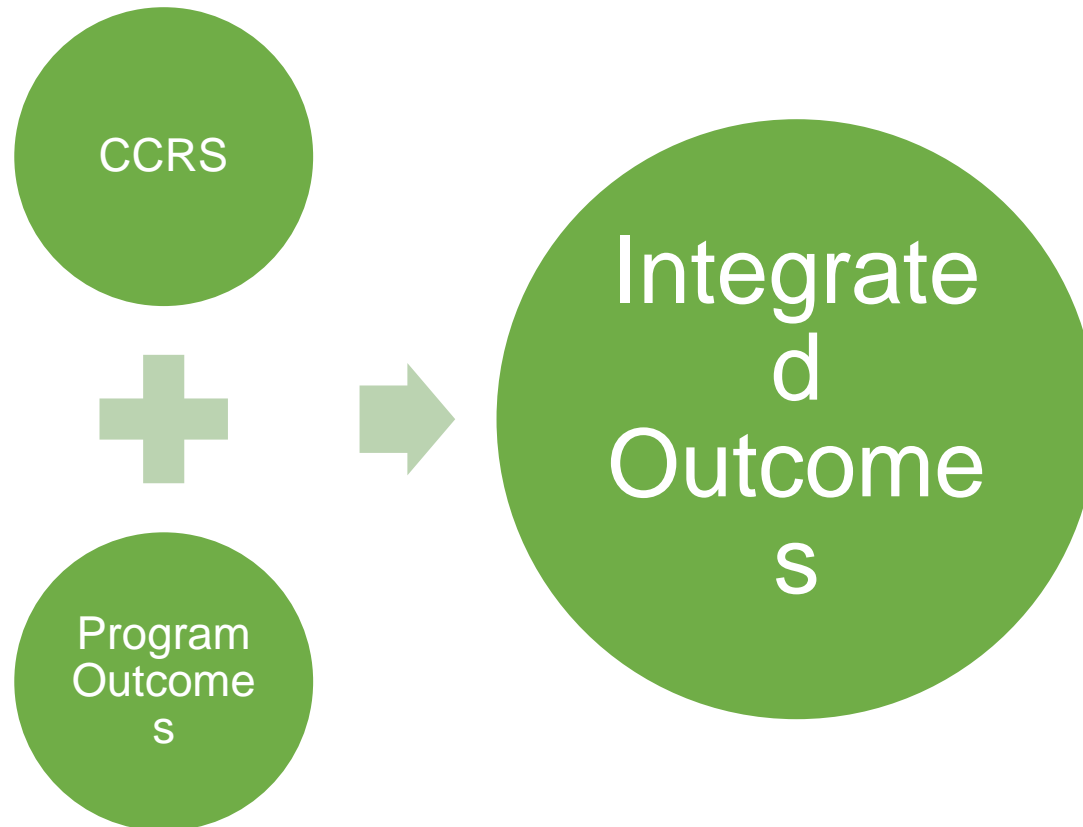
- I-BEST creates accelerated pathways that allow students to go further and faster in reaching the Tipping Point and beyond.

The Components of I-BEST



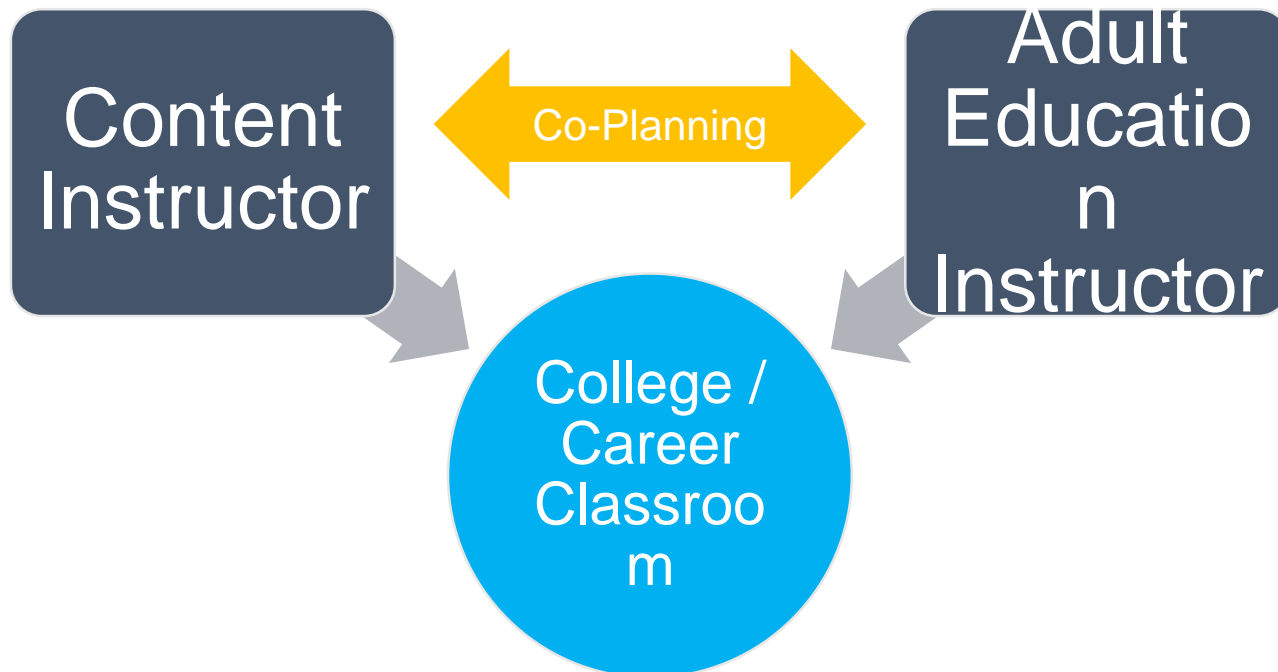
Contextualization

- Contextualization makes basic education relevant for students.



Team Teaching

- Team teaching brings the Tipping point within reach for students.



Navigational Services

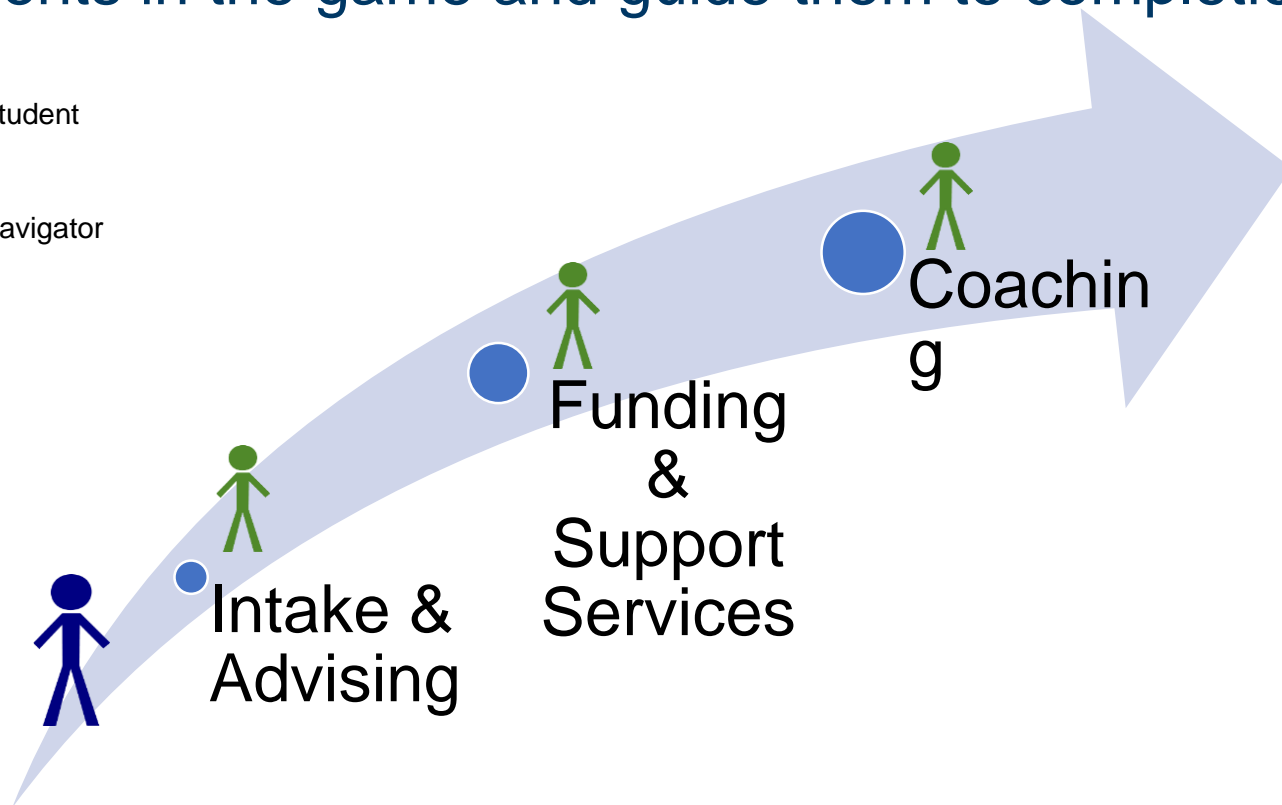
- Wraparound support and navigational services keep students in the game and guide them to completion.



Student

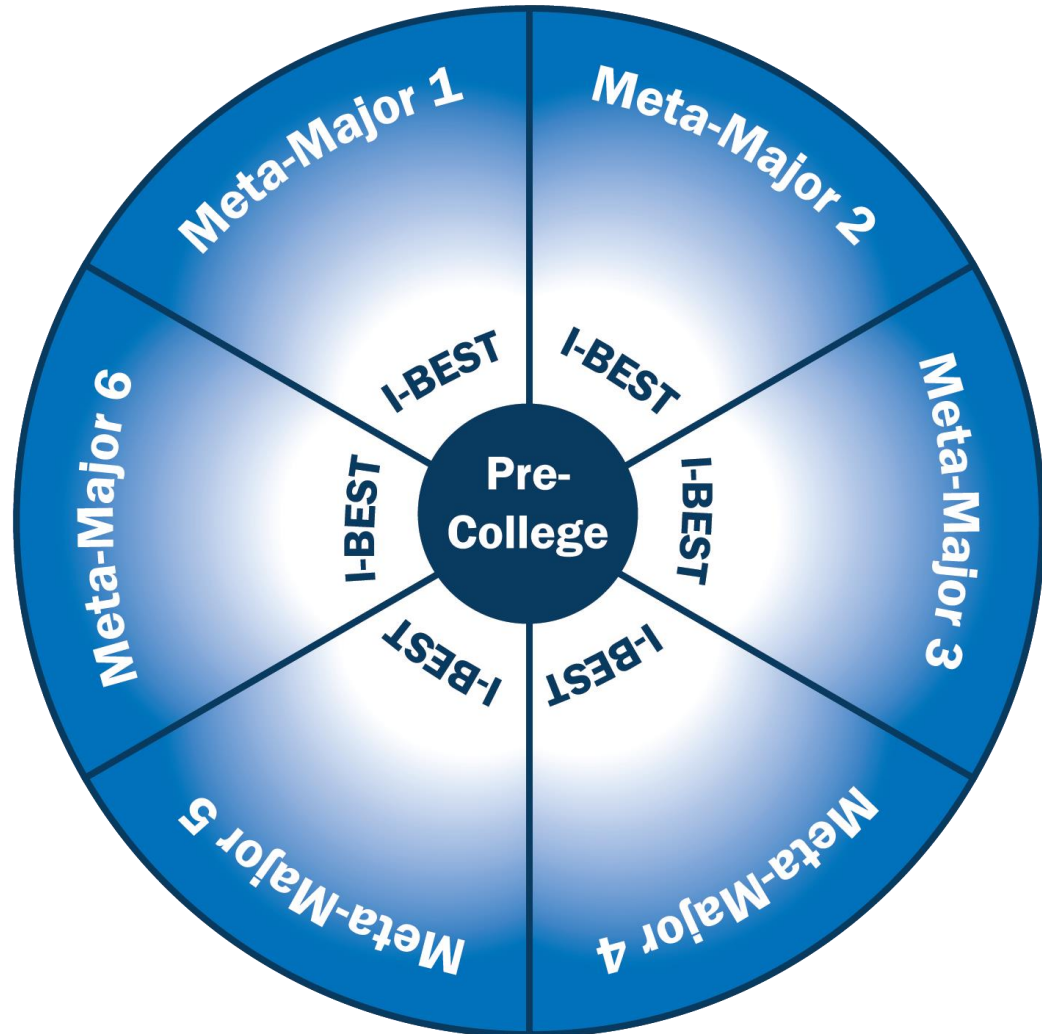


Navigator



Adult Education in Career Pathways

- Integrated workforce, employment, & academic skills
- Industry specific contextualized instruction
- Comprehensive navigation & student support
- Dual enrollment
- Job placement & Education Transitions



Ability to Benefit: Equity in Federal Financial Aid

- Ability to Benefit is federal legislation that passed in 2014 and aligns to the definition of career pathways advanced in WIOA and in Perkins V.
- It allows students without a high school credential to apply for federal financial aid.
- Students must either earn six college credits first or pass an approved ATB test.

Ability to Benefit: A Lifejacket for Students

- State support can be excellent starting resources for students.
- Access to Federal Pell Grants helps completes the picture
 - Helps students pay for their education
 - Grants students money for living expenses
- AtB is a critical funding solution for increased enrollment, retention, and completion of our college programs.

Questions & Contact Info

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