



# ICAPS

*Illinois' Integrated Education and Training Models*  
Integrate Illinois – Skills. Jobs. Economic Opportunity.

## ICAPS Models One and Two: An Introduction

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# ICAPS

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## What is an ICAPS / IET program?

# ICAPS is ... Integrated Career & Academic Preparation System

The Integrated Career & Academic Preparation System (ICAPS), is the implementation of the IET (Integrated Education and Training) model in Illinois.

ICAPS aims to provide an integrated pathway in Career and Technical Education (CTE) for college credit and program certificate opportunities for Adult Education and Literacy (AEL) students that lack basic skills.

Through ICAPS programs students work to complete their high school equivalency and are co-enrolled in credit CTE courses/certificates through an integrated instructional model — supplemented by support courses, comprehensive student supportive services, and augmented by team teaching that includes CTE faculty and basic skills instructors. The model provides career pathway/employment opportunities for students while enabling their transition into additional postsecondary certificate/degree programs.

# IET is...Integrated Education and Training

Definition from WIOA Section 203 (11)

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 educational and career advancement.

# Three Parts of an IET

## Adult Education & Literacy Activities


- WIOA Title II Rules §463.30

## Workforce Preparation Activities

- WIOA Title II Rules §463.34

## Workforce Training

- WIOA Section 134(c)(3)(D)



# Required Component #1

## Adult Education and Literacy Activities

# Adult Education and Literacy Activities

Adult Education

Literacy

Workplace Adult  
Education and  
Literacy Activities


Family Literacy  
Activities

English Language  
Acquisition  
Activities

Integrated English  
Literacy and Civics  
Education (IEL/CE)

Workforce  
Preparation  
Activities

Integrated  
Education and  
Training



# Required Component #2

## Workforce Preparation Activities



# Workforce Preparation Activities

Activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in *utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.*



-WIOA Section 203 (17)

# Workforce Preparation Activities

Utilizing Resources

Using Information

Working With Others

Understanding Systems

Transitioning Skills

Other Employability Skills

## Required Component #2

### Workforce Preparation Activities

What might you already be doing to address this component?

What could you add tomorrow?

# Illinois Essential Employability Skills



Illinois Essential Employability Skills  
Framework and Self-Assessment



# Required Component #3

## Workforce Training

# Workforce Training

Workforce training for a specific occupation or occupational cluster which can be any one of the training services defined in section 134(c)(3)(D) of the Act.

-WIOA Title II Rules §463.36

## 1. Occupational Skills Training

- Including for nontraditional employment (by gender)

## 2. On-The-Job Training (OJT)

- ex. Apprenticeships

## 3. Incumbent Worker Training

- In accordance with WIOA Sec. 134(d)(4)

## 4. Combined Workforce Training / Related Instruction

- Including cooperative education programs

# Workforce Training

2 of 3

5. Private Sector Training Programs

6. Skill Upgrading and Retraining

7. Entrepreneurial Training

8. Transitional Jobs

- In accordance with WIOA Sec. 134(d)(5)



## 9. Job Readiness Training

- In combination with activities i-viii above

## 10. AEL Activities, including ESL/ELA and IET

- Concurrently or in combination with activities i-vii above

## 11. Customized Training

- With commitment from employer or group of employers to employ an individual upon completion of training

# Fun Fact of ICAPS/IET

The law says....

The three components of integrated education and training (IET) **MUST** be provided *concurrently* as well as contextually (integrated).

The components **CANNOT** be provided sequentially and be classified as IET.

# Illinois' Model for ICAPS/IET

## Pre-IET

### Model A - Pre-Bridge

- Contextualized Adult Education Curricula
- Career Development
- Transition Services
- Technology Skills
- Employability Skills
- Levels 4.0-5.9

### Model B - Bridge

- Contextualized Adult Education Curricula
- Career Development
- Transition Services
- Technology Skills
- Employability Skills
- Levels 6.0-8.9

## ICAPS/IET

### ICAPS Model One

- Contextualized and Integrated Adult Education Curricula
- Career Development/Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- College Credit-bearing Career and Technical Education (Workforce Training)
- Shared Learning Objectives
- Team-Taught Environment
- Contextualized Support Class
  
- Results in:
  - High School Equivalency
  - Industry Recognized Credentials
  - Employment Opportunities
  - Transferrable College Credit
  - Stackable College Credentials

### ICAPS Model Two

- Contextualized and Integrated Adult Education Curricula
- Career Development/Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- Non-Credit (Articulation Agreement with Community College for possible Credit)
- Technical /Workforce Training
- Shared Learning Objectives
- Team-Taught Environment
- Contextualized Support Class
  
- Results in:
  - High School Equivalency
  - Industry-Recognized Credentials
  - Employment Opportunities

# Model One – ICAPS/IET

## INTEGRATED CAREER AND ACADEMIC PREPARATION SYSTEM COMPONENTS

- Contextualized and Integrated Adult Education Curricula
- Career Development / Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- **College Credit-bearing Career and Technical Education (Workforce Training)**
- Shared Learning Objectives
- Team-Taught Environment
- Integrated Support Class

### Results in:

- ▶ High School Equivalency (HSE)
- ▶ Industry Recognized Credentials
- ▶ Employment Opportunities
- ▶ **Transferrable College Credit**
- ▶ **Stackable College Credentials**



# Model Two – ICAPS/IET

## INTEGRATED CAREER AND ACADEMIC PREPARATION SYSTEM COMPONENTS

- Contextualized and Integrated Adult Education Curricula
- Career Development / Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- **Technical/Workforce Training**
- Shared Learning Objectives
- Team-Taught Environment
- Contextualized Support Class
- Non-credit Articulation Agreement with Community College for possible credit

Results in:

- ▶ High School Equivalency (HSE)
- ▶ Industry Recognized Credentials
- ▶ Employment Opportunities



# ICAPS Model One (COLLEGE CTE) – What does workforce training look like

- Internships
- Apprenticeships
- Work-based Learning
- Job Shadowing
- And so much more... can you think of others at your college?

# ICAPS Model Two

## What does workforce training look like

- On the Job Training, i.e., Apprenticeships
- Private Sector Training Programs
- Entrepreneurial Training

## Questions...

What potential workforce partners do you have?

What other partnerships do you need to develop?



# ICAPS/IET Planning Template

## ICAPS/IET Planning Template

### Demonstrate need/demand for career pathway

- Gather Labor Market Information
  - Available jobs
  - Desired skills by employers
  - Earning potential
  - Employment options
  - Opportunities for advancement
- Verify inclusion of Certification on LWIB Demand List
- Verify industry jobs from proposed certificate program is in alignment with Local and Regional Plans for Workforce Development
- Industry job is in the LWIB/LWIA Plan

### Create partnerships related to Career Pathway

Partners include:

- Business and industry
- Career and Technical Education departments/training facilities
- LWIB/LWIA
- Institutional departments
- Obtain letters of commitment from ALL partners

### Pathway flowchart

- Articulation of one or more educational pathways
- Progression of classes/training – starting point and possible paths
- Connection to Bridge program

# Resources



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309-438-5122

ICAPS  
TOOLKIT



[ICAPS INFORMATION](#)

[PARTNERS](#)

[ICAPS/IET AND BRIDGE/PRE-IET PROGRAMS](#)



**Team  
Teaching**



**Navigator**



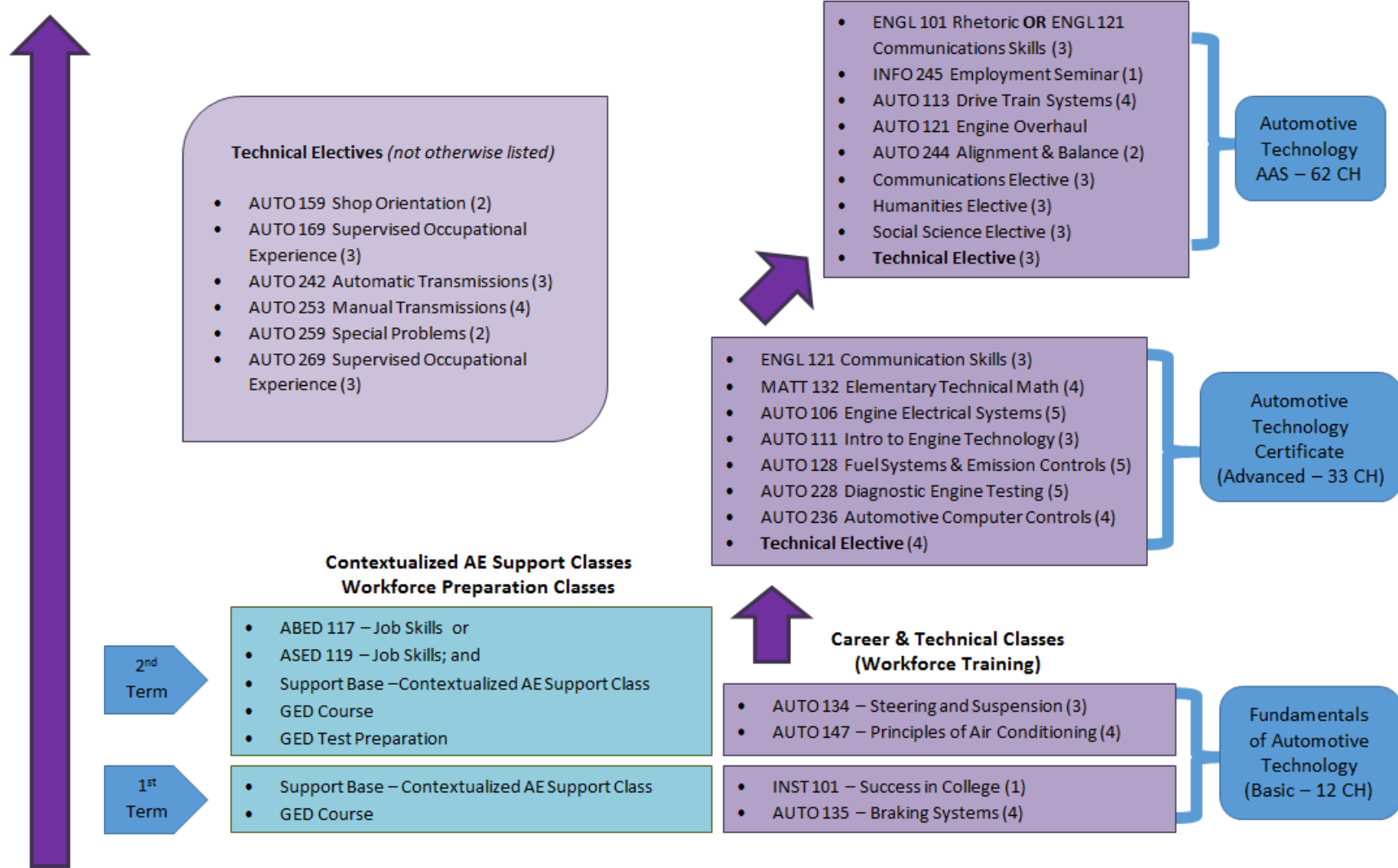
**Administrator**



**Upcoming  
Professional  
Development**

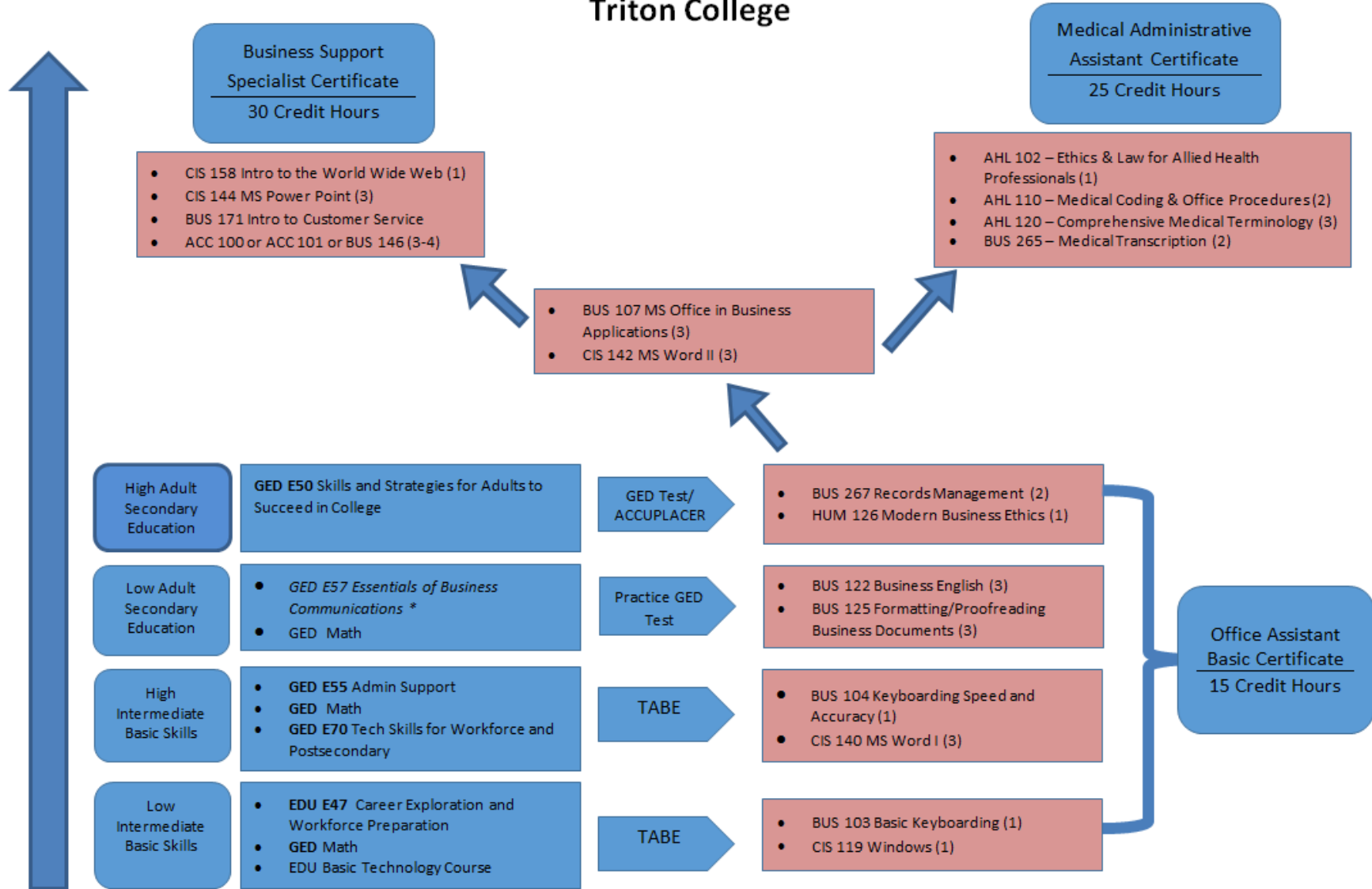
# Automotive Technology Career Pathway

## Danville Area Community College



# Business – Office Careers Career Pathway

## Triton College





# Computer & Internetworking Technologies Career Pathway

## College of DuPage

**Computer and Internetworking Technician AAS Degree**  
64-68 Credit Hours

- CIT 1612 – Configuring Windows PC Desktop Operating System (3)
- CIT 1613 – Enterprise Desktop PC Support Technician (3)
- OR
- CIT 2410 – CCNA Voice (3)
- CIT 1710 – Introduction to Servers (3)
- CIT 2710 – Capstone: Computer Network Integration (3)
- Program Elective Courses (8)
- General Education Courses (18-22)

**Computer and Internetworking Technologies Certificate**  
35 Credit Hours

- CIT 1116 – Network Essentials (3)
- CIT 1645 – Internet Telephony (3)
- CIT 2651 – Computer Forensics I (3)

**Information Security Training AAS Degree**  
64-68 Credit Hours

- CIS 1450 – Introduction to Linux/Unix Operating Systems (3)
- Program Elective Courses (11)
- General Education Courses (18-22)

**Internetworking Technician Basic Certificate**  
12 Credit Hours

**Contextualized AE Support Classes Workforce Preparation**

**Career & Technical Classes (Workforce Training)**

- 5<sup>th</sup> Term
- 4<sup>th</sup> Term
- 3<sup>rd</sup> Term
- 2<sup>nd</sup> Term
- 1<sup>st</sup> Term

<ul style="list-style-type: none"> <li>• Resource Course</li> </ul>	<ul style="list-style-type: none"> <li>• CIT 1124 – Connecting Networks (4) CCNA (industry) Exam</li> </ul>
<ul style="list-style-type: none"> <li>• ASE Lang Arts/Soc Stud</li> <li>• Resource Course</li> </ul>	<ul style="list-style-type: none"> <li>• CIT 1123 – Scaling Networks (3) CCENT (industry) Exam</li> </ul>
<ul style="list-style-type: none"> <li>• ASE Lang Arts/Soc Stud</li> <li>• Resource Course</li> </ul>	<ul style="list-style-type: none"> <li>• CIT 1122 – Routing and Switching Essentials (3)</li> </ul>
<ul style="list-style-type: none"> <li>• ASE Math/Science</li> <li>• Resource Course</li> </ul>	<ul style="list-style-type: none"> <li>• CIT 1121 – Intro to Networks (3)</li> </ul>
<ul style="list-style-type: none"> <li>• ASE Math/Science</li> <li>• Resource Course</li> </ul>	<ul style="list-style-type: none"> <li>• CIT 1120 – Binary Numbers and Subnetting (2) *Foundational Prereq.</li> </ul>

- CIT 1100 – PC Maintenance & Upgrading (2)
- CIT 1111 – Computer and Hardware Maintenance (3)
- CIT 1112 – Advanced System Maintenance (3)
- CIT 1640 – Security Plus (3)
- CRIMJ 1140 – Principles of Security Administration (3)
- CRIMJ 1165 – Computers and Criminal Justice (3)

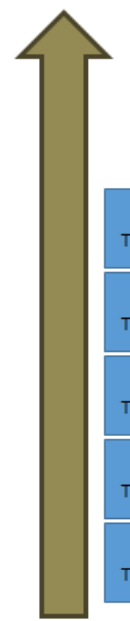
**Information Systems Security (INFOSEC) 4011 Professionals Certificate**  
32 Credit Hours

- CIT 2251 – CCNA Security

**Cisco Certified Network Associate (CCNA) Security Certificate**  
15 Credit Hours

- CIT 2241 – Cisco Certified Network Professional – ROUTE (3)
- CIT 2243 – Cisco Certified Network Professional – SWITCH (3)
- CIT 2244 – Cisco Certified Network Professional – TSHOOT (3)

**Programmable Controllers Certificate**  
36 Credit Hours



What questions do you have?  
What is your next step(s)?  
What will you try?



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# ICAPS

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## Thank you!



Southern Illinois Professional  
Development Center

**icsps** impacting  
educational  
equity

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

[www.icapsillinois.com](http://www.icapsillinois.com)