Acceleration Strategies for ICAPS/IETs
Transitions Academy Webinar Series
Acceleration Strategies for ICAPS/IETs

Presenters:

Matt Beasland & Chris McElroy – South Suburban College

Dan Deasy – College of DuPage
ACCELERATING YOUR I-CAPS PROGRAM

By Christopher McElroy & Dr. Matthew Beasland
HISTORY OF ICAPS AT SSC

- South Suburban College Adult Education has been running an ICAPS 1 program since March of 2014
- This was part of the Accelerating Opportunities initiative
- We began with Community Health Worker (CHW)
- Not only was this the first ICAPS class, this was also the first CHW class that was ever run at the college
- The following year we added Management Information System and Emergency Medical Responder career pathways

PROGRAM DESIGN

- Team teaching
- Structured Learning Assistance
- CTE Instruction
- 100% overlap
Initial Career Pathways

SSC Adult Education began with 3 Career Pathways under I-CAPS

- Community Health Worker
- Emergency Medical Responder
- Management Information Systems
  - With IT bridge component

Why these Pathways?

- Based upon labor market data of Economic Development Region 4 these are growing job markets
Bridge/ICAPS Recruitment

- Students are recruited from our ABE/ASE classes and from the surrounding communities
- Advertisement for Bridge Classes and ICAPS runs alongside all Adult Education adverts
Original ICAPS Enrollment Process

- Students are required to have a reading GLE of 9.0 (dropped to 6.0 after TABE 11/12) in order to enter ICAPS classes.

- Applicants are required to participate in an intake interview with the Transitions Coordinator and Classroom Instructor.

- Participants must have good attendance and no behavioral write-ups.

- Adult learners must have prior interest in post-secondary education before enrolling.
So how did all of this workout?
Challenges

• Expensive to run
• Low student interest
• Severely low enrollment over last 2 Fiscal years
• Difficulty keeping team teaching teams together.
• Staff turnover
• College level coursework and expectations was difficult for Adult Education students
• Students had a difficult time committing to adult education classes and college credit classes
• A full-time class schedule presented a new obstacle for our students
• College Placement test changed from Compass to Accuplacer
• New rigor of TABE 11 and 12 forced us to change our levels
The Solution:
Evaluate the Offerings

- Are the offerings attractive to our students?
  - Look at enrollment patterns. Are the classes enrolling enough students?
  - Look at class offerings. Are the class offered during the day? Night? Both?

- How successful are the students in the program?
  - Are they passing the class?
  - Are they continuing on in the pathway?

- Is the program cost effective?
  - What costs are being absorbed by the department?
  - How expensive are the classroom materials?
Find Out What the Students Want

- If you want your ICAPS classes to fill perhaps you should find out what the students want to do for a career.
- Too often we build programs based on what we think is best for the students, or we pick a pathway that is perceived as easy.
- Create a survey for your students and ask what their career goal is after graduation.
  - Leave this question as open ended, this will allow the students to openly tell you their career goals.
- Have your instructors and staff talk to the students about their goals, this will allow free flowing conversation that can lead to useful data.
New offerings

- Welding ICAPS Program - August 2019
- Math Only Classes - September 2019
- BNATP (CNA) ICAPS Program - Spring of 2020
- Adult Education for High School Graduates - Spring 2020
- Barber College ICAPS - Fall 2020
Yes, we did add 3 new pathways!

Here’s How.
Braided Funding
(Putting the “Fun” in Funding)

- If you want to expand your offerings you may have to do a little work and be a good coworker
- We managed this at SSC by making sure Adult Education always had a seat at the table
  - Remember this phrase, “What about Adult Education”
  - And this phrase, “If we made that an ICAPS class I bet we could boost enrollment”
- Offer to share your grant writing experience with the rest of the college and be an active part in all new grant initiatives
Braided Funding (Putting the “Fun” in Funding)

- Braided funding is the best way to expand your offerings
- I find that the most expensive part of offering ICAPS classes is the start up costs
- Here is how we expanded our offerings through braided funding:
  - Perkins – There is a dedicated part of this grant just for Adult Education programs! We use this portion of the grant to support and expand our ICAPS offerings
  - Innovative Bridge and Transition Program Grant – We used this grant to create our Welding ICAPS program, by having a seat at the table we were able to create a new program
  - Workforce Equity Initiative Grant - This grant came out of nowhere, but when I found out about it I made sure that Adult Education had a seat at the table. It has allowed us to create two new ICAPS offerings in CAN and Barber College
## Welding in Detail

### Shielded Metal Arc Welding (SMAW) Certificate – WLD.BASIC.SMAW

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
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<tbody>
<tr>
<td>WLD 100</td>
<td>Introduction to Welding</td>
<td>5</td>
</tr>
<tr>
<td>WLD 104</td>
<td>SMAW I (Shield Metal Arc Welding)</td>
<td>4</td>
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<tr>
<td><strong>Total Credit Hours</strong></td>
<td></td>
<td><strong>9</strong></td>
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**Please Note:** This program is not financial aid eligible

### Gas Metal Arc Welding (GMAW) Certificate – WLD.BASIC.GMAW

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### Gas Tungsten Arc Welding (GTAW) Certificate – WLD.BASIC.GTAW

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<tr>
<td>WLD 112</td>
<td>GTA W I (Gas Tungsten Arc Welding)</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total Credit Hours</strong></td>
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<td><strong>9</strong></td>
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**Please Note:** This program is not financial aid eligible
Changes in Adult Ed

- In order to facilitate our Adult Ed students and our ICAPS students classes had to be restructured.
  - Classes have been separated at main campus for the first time
    - We now have two class sections: General Studies (Language Arts, Science, Social Studies) and Math
  - Students are allowed to pick either class or both. Classes run Monday-Thursday
  - This flexibility allows students to go to class as little as 2 days a week or up to 4 days a week.
  - This also benefits the ICAPS support class, as a students can still remain within the normal Adult education structure while participating in college credit class.
Changes in ICAPS Recruitment
Changes in Focus and Intent

- Our ICAPS program felt too abstract at times.
  - Moved towards pathways that have a more singular career focus.
  - Polled our student population what careers they were interested in instead of relying solely on Workforce data.
  - This allows our students to have more buy-in in their program as they can see the career at the end of the tunnel.
  - Recruiting students that are graduates or about to graduate eases their transition into college.
  - Full wrap around support for all students in the ICAPS model, including providing supplies for any expense they may encounter while taking the course.
Changes in Outreach and Marketing

- We had to change our marketing strategy
  - Created a more targeted and detailed marketing plan.
    - This involved going through DAISI and analyzing what neighborhoods in our district produced the most students.
    - Created a grassroots 3 person outreach team to canvas these neighborhoods.
  - Embracing social media as an advertisement tool
    - Introduced repeated and targeted advertisement on Social Media including Picture and Video.
    - Reached out to a variety of local social media outlets, job boards, and community agencies to help spread advertise and market the program.
ACCELERATE YOUR CAREER with ICAPS at SSC!

The Integrated Career and Academic Preparation System (ICAPS) offers three pathways:
- Management Information Systems
- Emergency Medical Services
- Community Health Worker

ICAPS helps students who:
- Are pursuing a High School Equivalency (HSE) certificate
- Have a high school diploma but need to improve reading and/or math skills.
- Need to improve English language skills.
- Are ready to pursue a new career path.

ICAPS benefits include:
- FREE academic support classes.
- FREE career readiness coaching.
- FREE college navigation support.
- FREE textbooks to borrow.

ENROLLING IS EASY
Explore the possibilities and begin planning your career today!
Contact us to get started.

Chris McElroy
(708) 596-2000, ext. 2398
email: cmcelroy@ssc.edu

Earn a certificate and enter the workforce quickly, or pursue additional certificates in your field at SSC!

Registration every Monday & Wednesday at 9:00am or 12:00pm in room 1243. You must arrive at 9:00am or 12:00pm; other times available by appointment, contact Chris McElroy at (708) 596-2000, ext. 2398.

NO DIPLOMA? NO PROBLEM!
The Adult Education Department at SSC can help!
Would you like to earn your high school equivalency (GED®) credential, so you can pursue college and/or a career?
If so, we can help.

We will work around your schedule and you can even start college while finishing your GED®

Programs and Offerings
- GED® Preparation
- English Language Acquisition (formerly ESL)
- Adult Volunteer Literacy Tutoring
- Integrated EMS
- Integrated Community Health Worker
- Bridge to Information Technology
- I-Pathways
- Integrated MIS

Start down the path to your college education
Visit our website at: ssc.edu

South Suburban College
Weigh More Options.

ssc.edu
Information provided will be kept confidential in accordance with the Family Educational Rights and Privacy Act of 1974 (Public Law 93-380).
For the purpose of compliance with Section 511 of Pubic Law 101-166 (the Stevens Amendment), Federal funds of $395,020 provides approximately 38% of the support of these programs.
Changes in Outreach and Marketing Cont.

NEW FLYERS AND NEW APPROACH

South Suburban College

GED/High School Equivalency Classes

Choose Classes in Either:
- General Studies
- Math
- Welding/ICAPS
- IT-Bridge

Registration Dates:
Sep. 9th - 12th

Begins at 10:00am
or 5:00pm in room L233
Please Arrive on time!

Do you need your High School Equivalency or GED?

Contact Us:
(708) 596-2000, ext. 2240 or 2385
For more information please visit:
ssc.edu/adult-continuing-education

Classes Begin Sept. 16th

South Suburban College

Clases de Inglés Como Segunda Lengua (ESL)
Registración será del 9 al 12 de septiembre de 2019

9 - 12 de septiembre

Registros serán a las 10:00am &
5:00pm en la sala 1243
¡Por favor llegue a tiempo!

Clases comienzan el 16 de septiembre

¿Necesita aprender inglés?

Contactenos a:
(708) 596-2000, ext. 2240 o 2385
Para más información por favor visite:
ssc.edu/adult-continuing-education

Estas clases son gratuitas y se ofrecen en:
South Holland &
Oak Forest

Registration Dates:
Sept. 9th-12th

Begins at 10:00am or 5:00pm in room 1243
Please Arrive on time!

Classes Begin Sept. 16th

South Suburban College

English as a Second Language Classes

Do you need to learn English?

Contact Us:
(708) 596-2000, ext. 2240 o 2385
For more information please visit:
ssc.edu/adult-continuing-education

We’re offering free classes at these locations:
South Holland &
Oak Forest
Changes in Outreach and Marketing

South Suburban College
GED/High School Equivalency Classes
Registration August 5th-21st 2019

Choose Classes in Either:
- General Studies
- Math
- Welding/ICAPS
- IT-Bridge

Aug. 5th & 7th
Aug. 13th & 15th
Aug. 19th & 21st

Begins at 10:00am or 5:00pm in room L233
Please arrive on time!

Do you need your High School Equivalency or GED?
Contact Us:
(708) 596-2000 ext. 2249 or 2385
For more information please visit:

We’re offering free classes at these locations:
- South Holland
- Riverdale
- Oak Forest

Classes Begin Sept. 16th
Successes

- ICAPS enrollment is over 60% for the first time since before the budget impasse
- Graduates with math or reading deficiency can easily use our adult education classes
- Students are allowed to gradually adjust to college with the support of the Adult Education staff
- Recruiting students that are our graduates or are about to graduate eases their transition into college
Successes
"IF YOU DO WHAT YOU’VE ALWAYS DONE, YOU’LL GET WHAT YOU’VE ALWAYS GOTTEN." - TONY ROBBINS