

St. Augustine College's **Institute for Workforce Education**

Adding value to businesses, organizations and professionals through the delivery of results-driven, customized training services.

Dr. Norman Ruano, Vice President for Workforce Development

Who is IWE?

- ✦ The training division of St. Augustine College—a private fully accredited non-profit college
- ✦ Largest college-based workforce development training provider in the State of Illinois. In the last 8 years:
 - Delivered more than 2,300 courses to over 625 companies
 - Trained over 11,000 workers from construction, healthcare, manufacturing, non-profit, and service companies/organizations among others

Who is IWE?

- Provider of fully **customizable onsite** training services (training is offered in **English, Spanish, or Polish**)
- Provider of grant writing and grant management services (works with City of Chicago and State of Illinois grants that cover the cost of training)
- Provider of instructional design and customization services (Level 1, 2, and 3—creation of training materials)

What processes does IWE follow?

- ✚ Proactive outreach to employers
- ✚ Conducts a Training Needs Analysis (online questionnaire, focus groups and job analysis)
- ✚ Creates a customized curriculum to address training needs
- ✚ Creates an assessment and evaluation strategy that includes student reaction, pre and post training assessments, and return on investment (ROI)
- ✚ Delivers training
- ✚ Reports on outcomes of each course and of program

What type of training does IWE offer?

- ✚ Management and leadership
- ✚ Workplace safety and OSHA
- ✚ Process improvement
- ✚ Computers applications and IT
- ✚ General soft skills
- ✚ Industry and sector-specific skills
- ✚ Workplace languages (Spanish, English, Polish)
- ✚ Basic skills and many others

History with Talent Pipeline Program

- + IWE provided its first Talent Pipeline project in 2013
- + Since then more than 60 companies have participated, 1200 courses were delivered, and over 3,000 students trained
- + Sectors served: manufacturing (particularly food manufacturing), construction, healthcare, and service
- + Success rate: 95% (organizations that successfully executed their projects)

Successes and Challenges

- + Most participating companies achieved their goals: job retention, business retention and expansion, obtained certifications, mergers/acquisitions, among others.

Ex. Accord Carton, City Foods, Flexan Corp.

- + Challenges:
 - Quick turnaround
 - Unique needs/resources
 - Business cycles affecting training logistics

Q&A

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