

**Rock Valley College**



**June 8, 2023**



# Interventions Making a Difference

Cierra Morris

WEI Director, Rock Valley College June 8, 2023

# Completing our Goals

Grant 2 (FY21) Ended: 6/30/22	<ul style="list-style-type: none"> <li>• 165 participants</li> <li>• 101 African American (61%)</li> <li>• 116 completions</li> <li>• 91 employed</li> <li>• \$21.77 average salary</li> </ul>
Grant 3 (FY22) Ends: 6/30/23	<ul style="list-style-type: none"> <li>• 170 participants</li> <li>• 102 African Americans (60%)</li> <li>• 128 completions*</li> <li>• 138 completions of STU 103</li> <li>• 105 employed*</li> <li>• \$18.76 average salary</li> </ul>
Grant 4 (FY23) Ends: 12/30/2023	<ul style="list-style-type: none"> <li>• 129 participants*</li> <li>• 76 African Americans (58.9%)*</li> <li>• 41 completions*</li> <li>• 45 completed STU 103</li> <li>• Employment goals in process**</li> </ul>
Grant 5 (FY24) 7/1/23 – 6/30/24	TBD

## FY 21 and FY 22 Data

335 participants	133%+
African American	60.5%
244 completions	72%
190 employed	82.6%+

# EQUALITY VS. EQUITY

**EQUALITY**  
imagines an equal world.  
*"I care about all students equally"*



CENTER for URBAN EDUCATION

Center for Urban Education. © Copyright 2016. All Rights Reserved.

But the world **ISN'T EQUAL.**



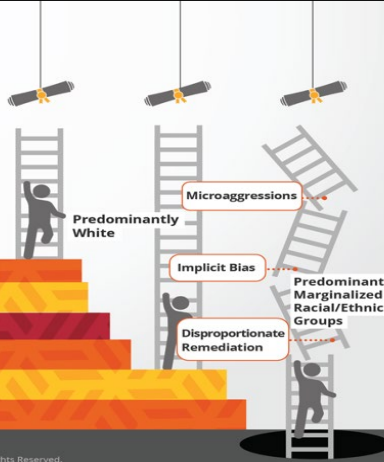
Scholarships  
Educated Parents  
SAT / ACT Tutors  
Middle to Upper Class  
Honors Courses, AP Credit & Highly Skilled Teachers  
Active Social Networks and Social Capital

Poorly Funded Schools  
Less-Skilled Teachers  
Counselor Ratios: 1:1000  
Truncated Curriculum

CENTER for URBAN EDUCATION

Center for Urban Education. © Copyright 2016. All Rights Reserved.

And it has **BIAS AND SYSTEMIC RACISM.**



Predominantly White

Microaggressions

Implicit Bias


Predominantly Marginalized Racial/Ethnic Groups

Disproportionate Remediation

CENTER for URBAN EDUCATION

Center for Urban Education. © Copyright 2016. All Rights Reserved.

In contrast, **EQUITY** redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.



Regular data disaggregation & analysis

Goal setting and action planning

Faculty & staff training to be equity facilitators

Inquiry to understand how practices impede equity

CENTER for URBAN EDUCATION

Center for Urban Education. © Copyright 2016. All Rights Reserved.



# Scaling Up Success

## Free Tuition and Supplies

- Offer programs that lead directly to workforce
- Cover costs of all supplies and equipment

## Case Management

- WEI Performance agreements
- Bi-weekly progress reports
- Weekly academic progress reports

## Career Readiness

- Illinois Essential Employability Skills one-credit college course.
- Bi-monthly Career Prep Workshops
- Career Readiness & Interview Closet

## Financial Assistance

- Debt forgiveness
- Childcare reimbursement
- Emergency fund relief

## Laptop Rental

- Laptop provide for duration of program
- WIFI hotspot provided for internet

## Full-time Staff

- 6 full-time employees
- 2 student workers

## Food & Transportation

- Gas cards
- Transit passes and Ride Shares
- Food cards
- Food provided at WEI locations

## Incentive Stipends

- Weekly attendance stipend
- Completion stipend
- Employment stipend

## Employment

- Job Placement 30+ employers
- Bi-monthly company tours
- WEI Job Board

## WEI Events

- Information sessions
- [Quarterly Completion Ceremonies](#)
- [Quarterly Career Fairs](#)

# STU-103: Workplace Ethics

Module 1: Course Overview

Module 2: Integrity

Module 3: Professionalism

Module 4: Communication, Pt.1

Module 5: Communication, Pt.2

Module 6: Teamwork/Interpersonal Skills

Module 7: Leadership/Initiative

Module 8: Workplace Ethics Final



[WEI Spring STU-103 Syllabus](#)

# Career Closet

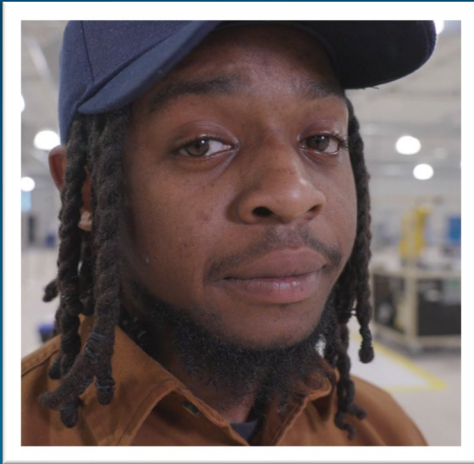


<https://www.youtube.com/watch?v=t-K9V30Yd5A>

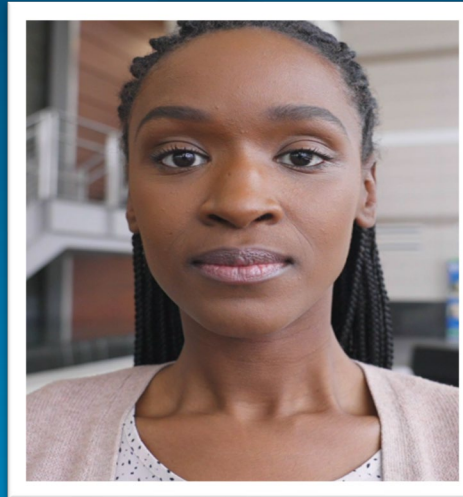
# WEI Testimonies

*RVC WEI grant has been the saving grace for students and participants by removing barriers through the provision of resources to help students/participants achieve certification and employment, thereby becoming productive citizens in the community.”*

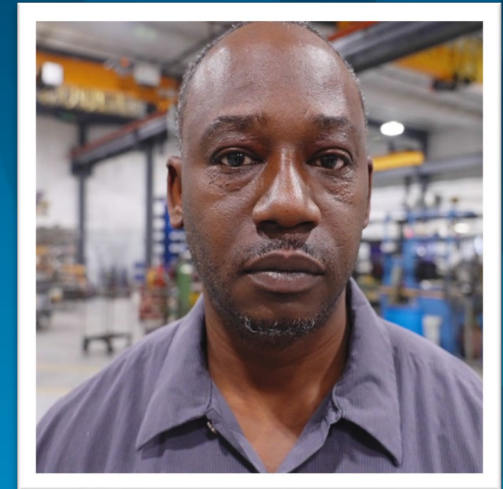
*-Joseph Agbeko, Dean of Adult & Developmental Education*



Chase Gulley  
Mechatronics



Tiffany Feliciano  
Medical Billing & Coding



Fernell Starnes  
CNC Machinist

*“When adults earn credentials that lead to jobs offering higher wages, it not only changes the trajectory of their lives but also the lives of their families; while strengthening the community, growing the workforce, expanding businesses, and creating a more vibrant regional economy.”*

*-RVC President Dr. Howard J. Spearman.*



# TEAMWORK MAKES THE DREAM WORK





# South Suburban College

**Dr. Lynette Stokes**  
President

**Dr. Tasha Williams**  
VP Academic Services

**Dr. Deborah King**  
VP Student & Enrollment Services

**Anita Barnett-Clemons**  
WEI Project Manager



*Our Mission Is To **Serve Our Students and the Community Through Lifelong Learning.***



## WEI Grant Outcomes YR 1 & YR 2

<b>WEI Grant</b>	<b>FY20</b>	<b>FY21</b>
<b>Students Enrolled</b>	300	228
<b>% African American Students</b>	82%	80%
<b>Students Completed Programs</b>	128	168
<b>Students Employed- (Reported)</b>	49	87





# Interventions Making A Difference

- Increased Marketing
  - District-Wide Mailers
  - Open Houses
  - Enrolled over 200 Participants
- Changed staffing structure
  - Decentralized to a centralized
  - Full-time leadership.
- Increased short-term programs with immediate financial impact.
  - Year 1 - full programs
  - Year 2 - full programs and short-term certifications.
- Short-Term Certifications:
  - Forklift
  - Contract Tracing
  - BNATP
  - Solar Installation
- Program Credentials:
  - Patient Care Tech
  - Barber Tech
  - Community Health Worker
  - Included stipends and technology
  - Employment tracking mechanisms.
  - Expanded Partnerships
  - Included Employer Spotlights





# Intervention Essentials



WEI ORIENTATION



WEI INTAKE FORM



WEI LAPTOP  
DISTRIBUTION



MID-TERM  
CHECK-INS



WEEKLY  
MOTIVATIONAL  
ESSENTIAL SKILLS  
WORKSHOPS



WEEKLY CAREER  
READINESS  
WORKSHOPS



RE-ENGAGEMENT  
PLAN



# Popular Interventions



- Popcorn Pop-ups
- WEI Slam Jam
- WEI Career Bingo
- Employer Spotlights
- Vision Board Workshop
- Career Readiness Incentives
- Completion Stipends
- WEI Surveys
- WEI Success Stories



# Organizational Impact

Barber Program launched in January 2021!

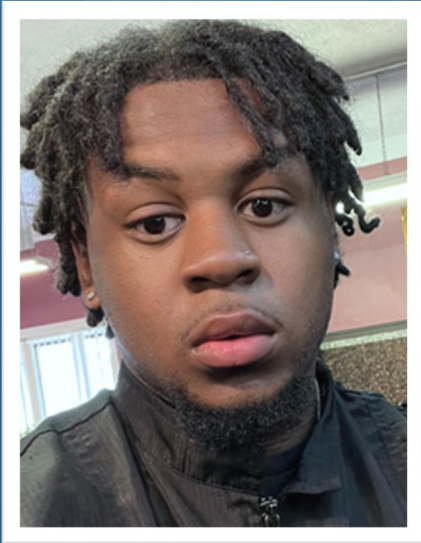


*Our Mission Is To **Serve Our Students and the Community Through Lifelong Learning.***





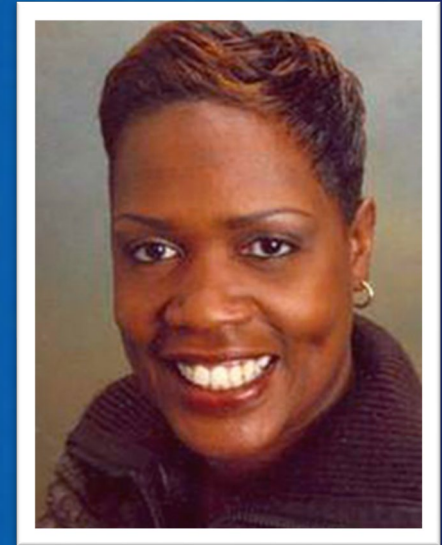
# WEI Success Stories



**Drew Hill**  
**Barber Technician**



**Natasha Moore**  
**Community Health Worker**



**Lonetta Smith**  
**Patient Care Technician**





Will White, Executive Director-WEI  
Triton College WEI: Employment Interventions

There's  
a place  
for you.



**Triton College**  
triton.edu

# Triton College Outstanding Results: Year 1 and Year 2

Outcomes	WEI1	WEI2	Change %
Enrollment	175	237	+35%
Certificates	117	164	+40%
Employment	92	151	+64%

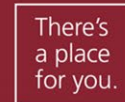
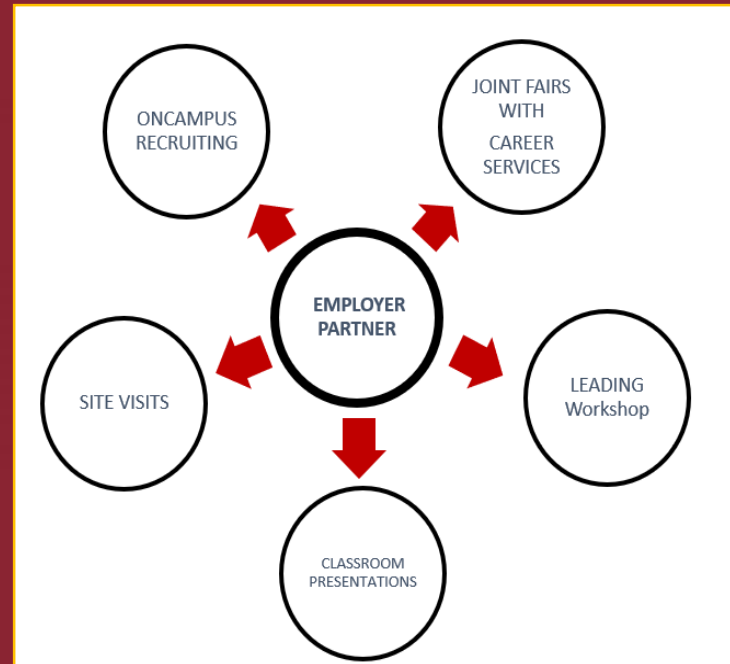


Triton College

[triton.edu/we](http://triton.edu/we)

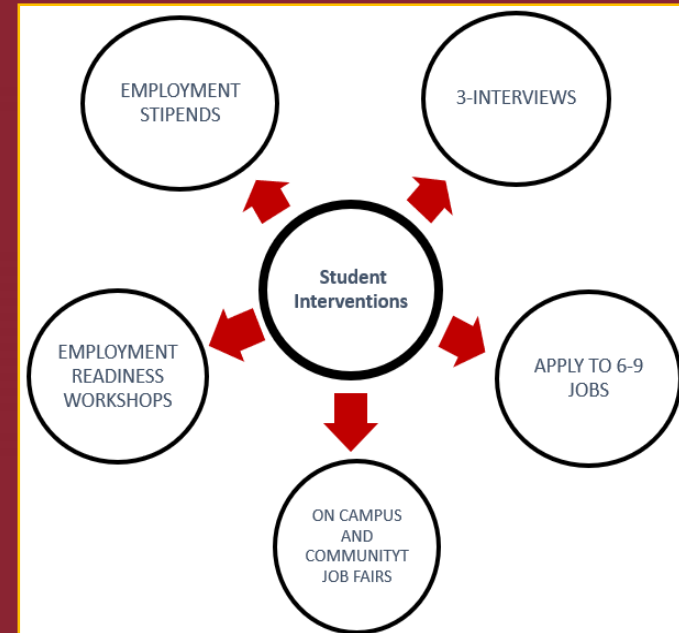


# Employment Interventions



Triton College

# Student Interventions



Triton College





# Collaborative Approach

Preparing  
Participants

Courting  
Employers

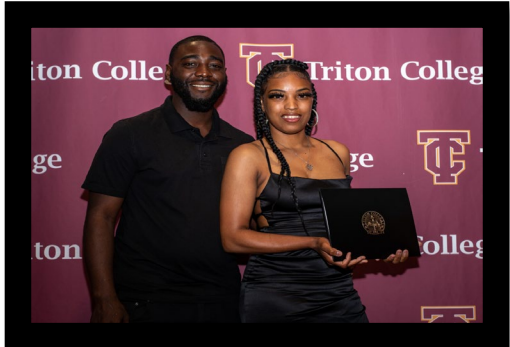


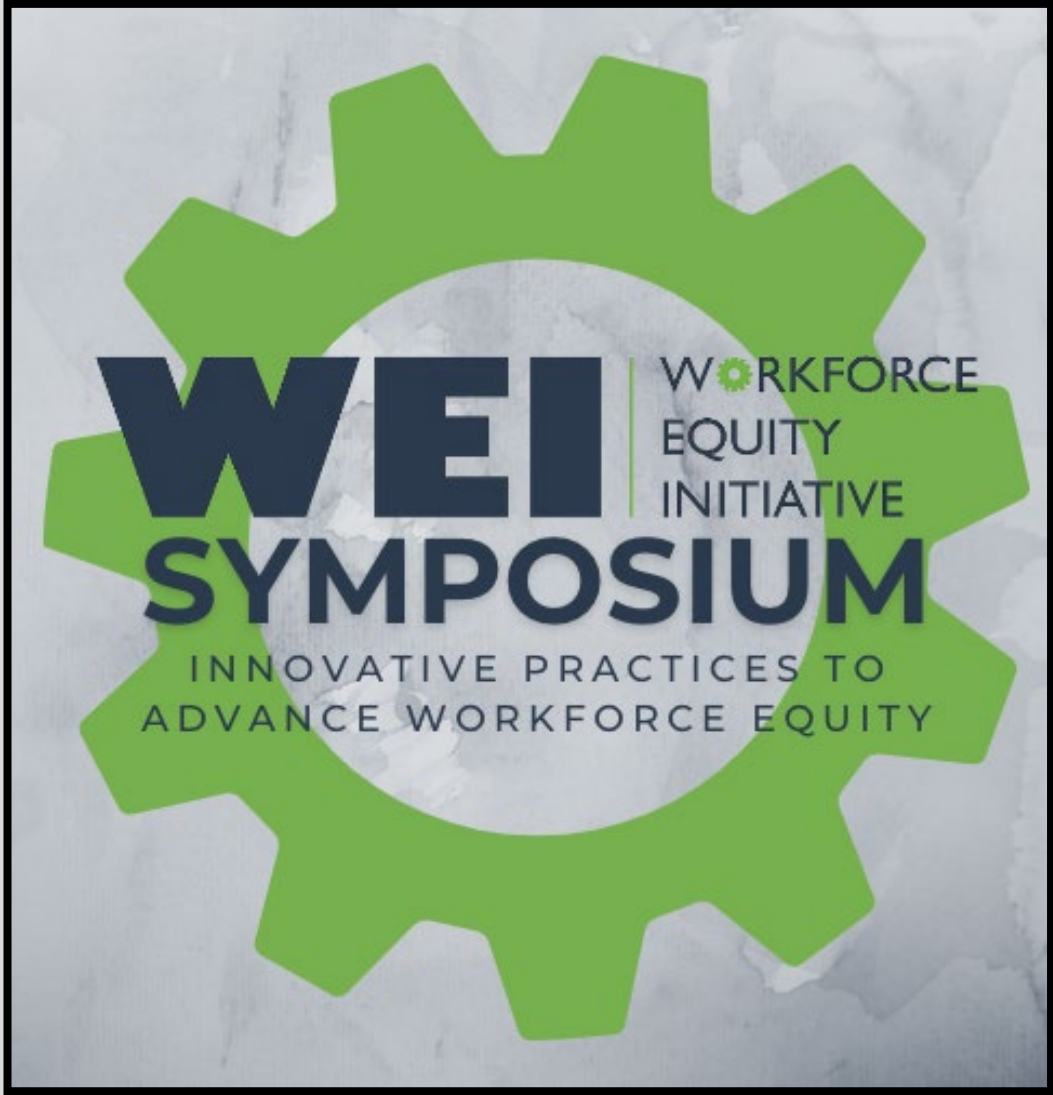
There's  
a place  
for you.



Triton College

# Making a difference in the community





**Rock Valley College**



**Q & A ???**