



Redesign of Career Bridges: Building a team aligned with the WIOA framework

Forum for Excellence – September 25, 2019

City Colleges fills a critical need by offering adult education services to nearly 25,000 students each year

- **City Colleges' Adult Education programs offer non-credit courses, including:**
 - High school equivalency preparation
 - English as a Second Language
 - Vocational training to transition students into college and the workforce

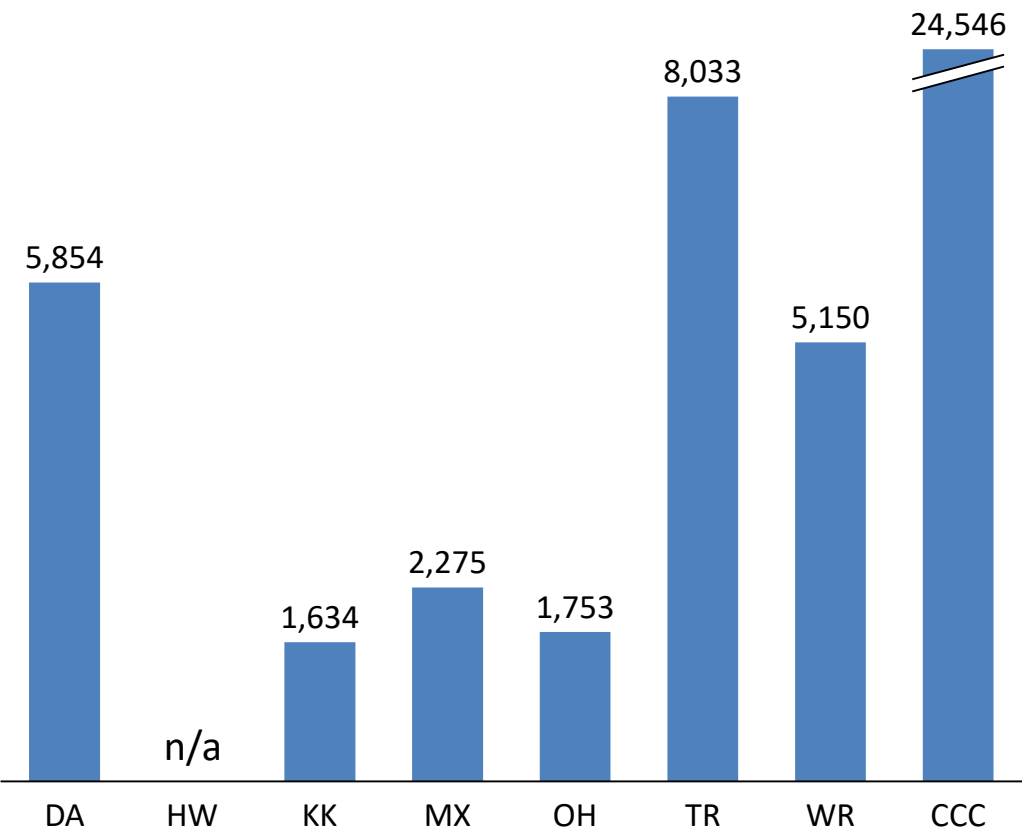
FY 2018 Adult Education Enrollment by Discipline ¹	
Total CCC Adult Education Enrollment (unduplicated)	24,546
• English as a Second Language	11,473 (41%)
• Adult Basic and Secondary Education/High School Equivalency	14,465 (52%)
• Vocational/Career-focused	1,786 (6%)

¹Students enrolled in multiple disciplines are counted in each discipline, but only counted once in the total. Therefore, the sum of disciplines will exceed the total unduplicated enrollment.

Source: OpenBook, Student Classes / Data as of 10/1/2018 / Analysis as of 10/1/2018 / Further Questions, Contact: Brittany Kairis

Adult Education enrollment varies at each college; Truman is the largest, followed by Daley and Wright.

FY2018 Adult Education Enrollment by Campus



FY18 ENROLLMENT	
By location	
Campuses	84%
Satellites	7%
Offsites	9%
By Race/Ethnicity	
Latino	57%
African-American	21%
Caucasian	13%
Asian	8%
Other	1%
By Gender	
Female	60%
Male	40%
By Age	
16-18	3%
19-24	19%
25-44	56%
45-59	17%
60+	5%

CCC is the largest provider of Adult Education in Illinois, accountable as a single program across all six colleges¹ to ICCB and US Department of Ed



Office of Career, Technical, and Adult Education (OCTAE)

U.S. Department of Education



OCTAE:

- Sets national standards for each course level

ICCB

- Ensures curriculum aligns to national standards set by OCTAE
- Ensures students are meeting standards by monitoring Level Gains and other key metrics.

CCC:

- Offers Adult Education in alignment with national standards

¹ Adult Education courses are not offered at Harold Washington.

We must ensure our programs are relevant to needs of Chicagoans and put them on a path to upward mobility

- We will ensure **instructional quality**
 - Learning outcomes and core instructional materials aligned with national standards
 - Standardized courses offered district-wide beginning in Fall 2019
 - Deans of Adult Education embedded in instruction, reporting to VPs of Academic and Student Affairs at each college.
- We will ensure **program relevance**
 - Career contextualization & leveraging colleges' Centers of Excellence industry partnerships for accelerated career pathways
- We will ensure **student success**
 - Scheduling with different formats of intensity
 - Launching new modes of instruction – digital access with hybrid learning options

Accelerated Career Pathways

- We need to ensure our bridge pathways are accelerated career pathways, leveraging the colleges' Centers of Excellence for students to **obtain entry-level industry credentials**.
- Colleges' Centers of Excellence and subject matter experts need to identify the strategic **entry-level industry credentials** for building into the Adult Education accelerated career pathway.
- City Colleges of Chicago was selected to receive the **Innovative Bridge and Transition Program Grant** – opportunity to strengthen teams at the colleges across Adult Education & CTE aligned with the WIOA framework.

Adult Education is redesigning sector-based bridge programs for students to obtain an industry credential and enter career pathways with industry partners

Career Bridges Across City Colleges		
Career Sector	Industry Credential	Target # of Completers (Aspirational Goal)
Culinary/Hospitality	ServSafe	50
Early Childhood Education	Gateways Level 2	25
Healthcare	Certified Nursing Assistant (CNA)	75
Information Technology	A+	75
Advanced Manufacturing	National Institute for Metalworking Skills (NIMS)	50
Transportation, Distribution & Logistics	Forklift	50
Collision Technology	I-CAR	15
TOTAL		340



Career Bridges – IET Model

Lauren Hooberman, Director of Adult Education Bridge Programs

Career Bridge Program implementation by college

In the Career Bridge program students will improve their reading, writing, math and English language skills while earning a certificate that can lead to job opportunities and careers in one of seven in-demand sectors.

Career Bridges Across the Colleges						
Career	Daley	Kennedy-King	Malcolm X	Olive-Harvey	Truman	Wright
Culinary/Hospitality		✓ FA19				
Early Childhood Education	✓ SP20				✓ FA19	
Healthcare			✓ FA19	✓ FA19		✓ FA19
Information Technology					✓ FA19	✓ SP20
Manufacturing	✓ FA19					✓ SP20
Supply Chain and Transportation Technology				✓ FA19		
Collision Technology		✓ SP20				

Measurable Skill Gains by sector and industry credential attainment through fiscal year 2020

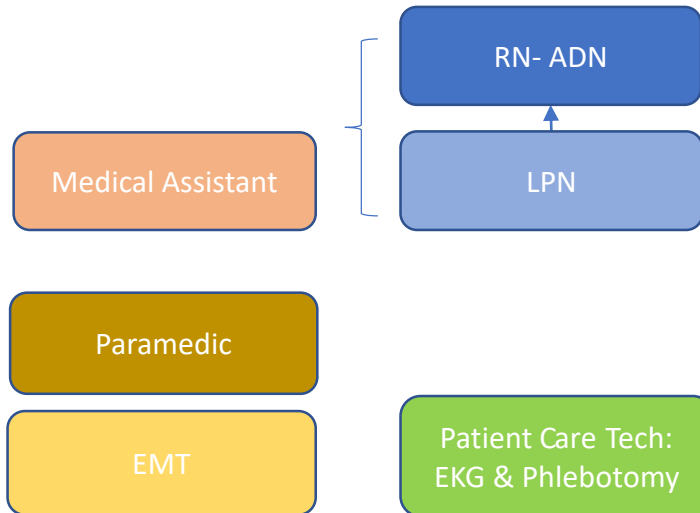
Career Bridges Across the Colleges		
Career Sector	Measurable Skill Gain: Industry Credential	Project Outcome Numbers
Culinary/Hospitality	ServSafe	50
Early Childhood Education	Illinois Gateways Level 2	25
Healthcare	Certified Nursing Assistant (CNA)	75
Information Technology	COMP TIA A+	75
Manufacturing	National Institute of Metalworking Skills (NIMS)	50
Supply Chain and Transportation Technology	Forklift	50
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Career Bridges: entry-level job titles and hourly wages

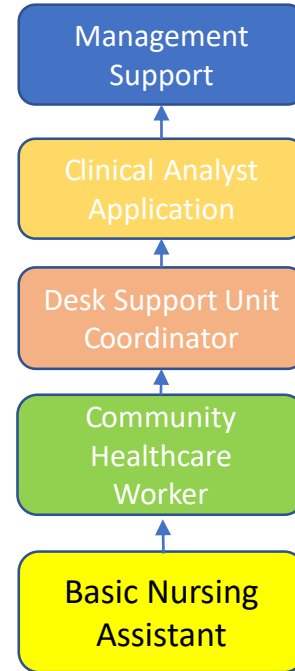
Career Bridges				
Career Sector	Industry Credential	Certification Time	Sample entry-level job titles	Hourly wage
Culinary/ Hospitality	ServSafe	32 hours	Student Food Service Worker	\$13
Early Childhood Education	Illinois Gateways Level 2	2 semesters	Child Care Center Worker	\$13-14
Healthcare	Certified Nursing Assistant (CNA)	8 weeks	Patient Services Assistant; Certified Nursing Assistant	\$13-15
Information Technology	COMP TIA A+	1-2 semesters	Help Desk Support	\$13-15
Manufacturing	National Institute of Metalworking Skills (NIMS)	1 semester	Machine Operator	\$13-18
Supply Chain and Transportation Technology	Forklift	32 hours	Forklift Operator	\$13-18
Collision Technology	I-CAR	4-16 weeks	Paint Preparation Technician Automotive Dealer	\$13-20

BNA Healthcare Career Bridge

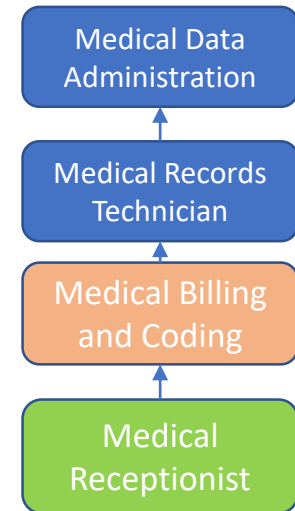
Diagnostics Track



Administrative Track



Health Info Tech Track



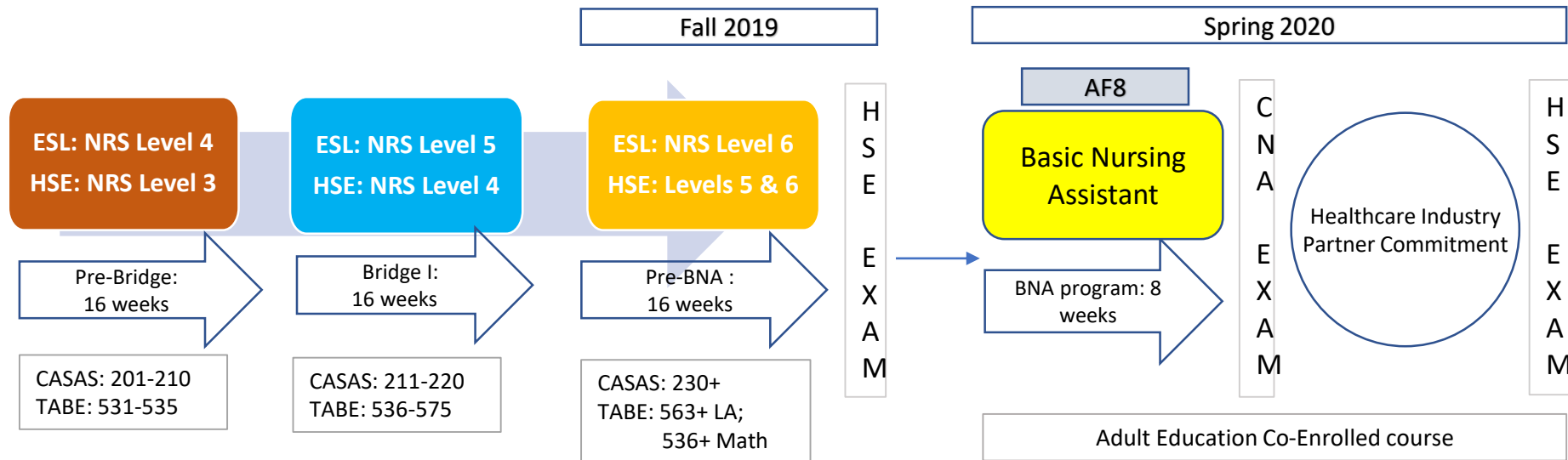
Adult Education Bridge Programming



NOTE: this is a sampling of programs; students can move from BNA to other programs; BNA is required for Patient Care Tech and Registered Nursing at MX

Healthcare Career Bridge: Fall 2019 pilot

Adult Education Bridge Programming



Career Bridges include:

Contextualized curriculum in pre-BNA

Industry certificate or credential

Co-enrollment in Adult Ed + certificate program

Pre-apprenticeship or entry-level job opportunities with industry partners

Fall 2019: Career Bridge Program implementation by college

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Early Childhood Education					✓ FA19	
Healthcare			✓ FA19	✓ FA19		✓ FA19
Information Technology					✓ FA19	
Manufacturing	✓ FA19					
Supply Chain and Transportation Technology				✓ FA19		
Collision Technology						

Fall 2019: Special Assignments with Subject Matter Experts

We identified three deliverables and modified, as needed

1. Program Industry Requirements

Identification of onboarding activities specific to the industry area or Center of Excellence. These entrance requirements should be clearly stated and embedded into the Bridge curriculum:

Example: BNA Healthcare Bridge students' completion of the Illinois Healthcare Worker Background Check→ outline steps and timeline

2. Hands-on Activities and Tours

Creation of activities for Career Bridge students' exposure to hands-on demonstrations in specialized labs and tours of facilities

Examples: tour of MX virtual hospital; tour of Washburne Culinary Institute

3. Industry Speakers

Identification of industry experts, industry advisory panel members or program alumni, to visit the Career Bridge program during Fall 2019

Create a portfolio with contact information for the Career Bridge program

FA19 Career Bridges: Adult Educators, Subject Matter Experts and Special Assignments

College	Sector	Adult Educators	Subject Matter Experts	Status: Special Assignments	Date of submission and deliverables
DA	Manufacturing	Marilyn Consentino (LA) Juan Martinez (Math)	Charles Thompson	Submitted by: (VP Anne Panomitros)	October 2 present deliverables
KK	Culinary	Ken Harris (LA) Alan Bath (Math)	Michelle Perrucci	Will be submitted by: Renodder Holder-Brown (VP Phillips approves)	Will define scope of project for Fall 2019; up to 30 hours through Perkins
	Collision Tech* (SP20)	_____	Kenny McMillan	NEW: develop for SP20	Meeting 9/26 for initial discussion around program design
MX	Healthcare	Sam DuBois (LA) Susan Tyma (Math)	Nancy Roddy	Submitted by: VP Cia Verschelden Update Interim Dean and Assoc Dean of Nursing	In progress now for Fall 2019; completion is December 12, 2019

Spring 2020: Career Bridge Program implementation by college

In the Career Bridge program students will improve their reading, writing, math and English language skills while earning a certificate that can lead to job opportunities and careers in one of seven in-demand sectors.

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Information Technology						✓ SP20
Manufacturing						✓ SP20
Supply Chain and Transportation Technology						
Collision Technology		✓ SP20				

Discussion: Building a team aligned with the WIOA framework

- What best practices have you implemented or identified in order to collaborate between Adult Education and Career and Technical Education departments?
- What successes have you had in building a strong team?
- What challenges have you faced with building a strong team?

Questions?

Thank you

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