

Moving Beyond ICAPS Model 1: How We Developed the ICAPS Model 2 in Healthcare

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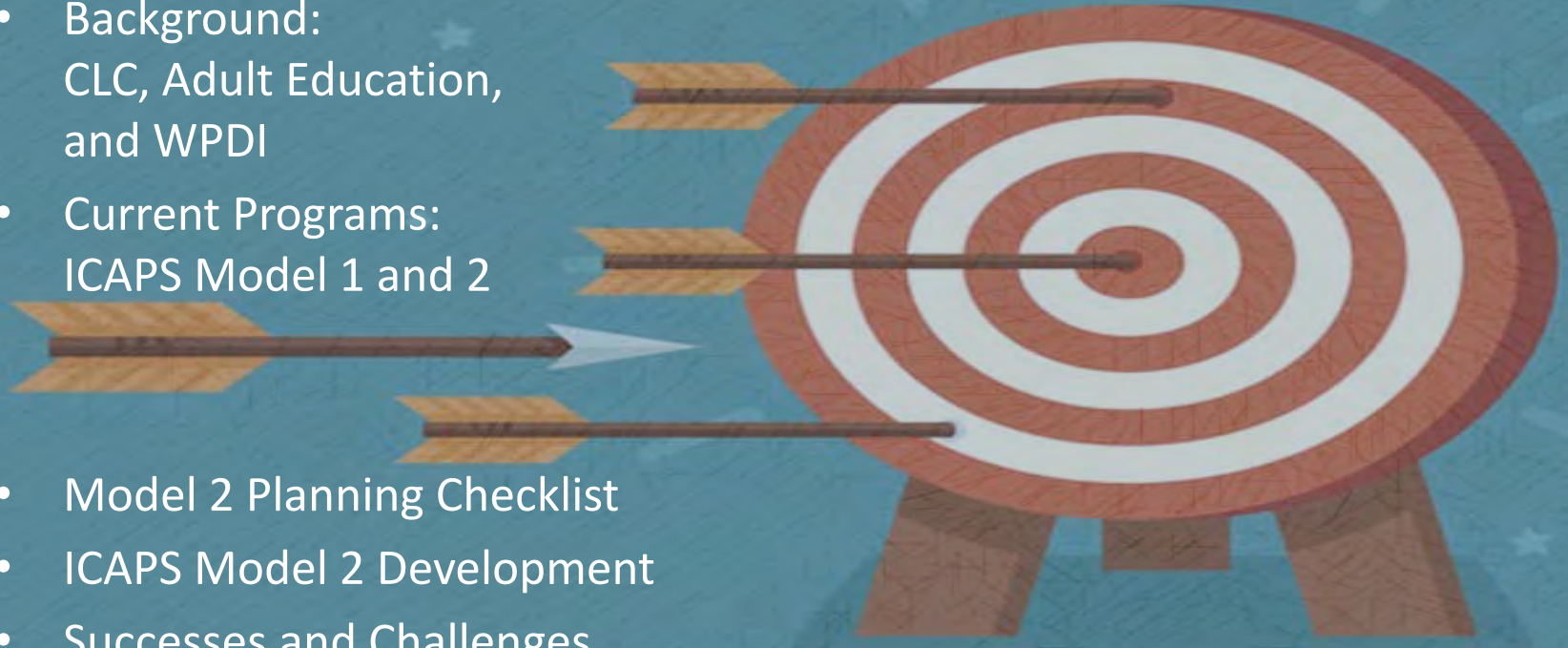
Forum for Excellence
September 25, 2019

CLC's Adult Education Program



OBJECTIVES

- Background:
CLC, Adult Education,
and WPD
- Current Programs:
ICAPS Model 1 and 2
- Model 2 Planning Checklist
- ICAPS Model 2 Development
- Successes and Challenges
- Q & A





- Large, suburban community college located north of Chicago
- Established in 1969 and accredited by the Higher Learning Commission
- 3 campuses: Grayslake, Waukegan, and Vernon Hills
- 215 full-time faculty; 820 part-time faculty
- 456 full time staff; 98 part time staff
- Each fall, about 12,000 credit college students; 2,000 adult education students; and 900 non-credit students are enrolled
- Student population is diverse: 40% White, 41% Hispanic, 7% Blacks, 7% Asians, 1% Native Am/Hawaiian, 5% not specified

The Adult Education student population is diverse ~3,000 students each year

- 73% ESL; 27% ABE/ASE/SAE
- 67% Female
- 71% Hispanic; 13% White; 3% Black; 8% Asian; 4% NS
- 14% 17-24 yrs; 82% 25-59 yrs.
- 96% Part-time
- 29% GLC; 21% LSC; 48% SLC and comm. sites; and 1% online
- 82% are from North Lake County
- Without ICAPS, 3% transition to college; with ICAPs, it increased to 6%.



Workforce and Professional Development Institute

- Our Work: Consulting, On-site Training, and Open Enrollment Courses
- Our Students: Entrepreneurs, Current Employees, Entry-level Job-seekers



Professional Development

- Our Courses: Business, Continuing Education, Health Sciences, Hospitality, Information Technology, Public Safety, Transportation and more!
- Our Partners: Academic Divisions, Job Center, Employers
- Our Goal: Offer convenient, short-term training leading community members to greater career fulfillment.

STEP-UP Program

Adult Education Transition to College Program



CLC's ICAPS Model 1 Program

Short-term
certificates

Free tuition for first 2
courses

Free books and
toolkits in first 2
courses (rentals)

Financial aid and
scholarships
available for
remaining courses

Free Developmental
courses included to
meet CRWR and BAR
(free tuition)

College instructor +
Adult Education
instructor =>50%

Support class taught
by Adult Education
instructor

State exam/licensure
preparation

Support from
Student Success
Team

Job search referrals
and assistance
through JCLC and
CJPC

Employer
connections

CLC's Integrated Education and Training Programs

Healthcare Pre-Bridge/Bridge

- CNA Certificate (7 crhr)
- Phlebotomy Technician Certificate (6 crhr)
- Healthcare Office Assistant Certificate (7 crhr)
- **Personal Care Aide (Model 2)**

Manufacturing Pre-Bridge/Bridge

- Automotive Oil Change Specialist Certificate (11 crhr)/Automotive Service Specialist Certificate (+4 crhr)/Automotive Brakes & Suspension Certificate (+4 crhr)
- HVAC/R Installation Technician Certificate (20 crhr)
- Automotive Damage Analysis (14 crhr); Automotive Collision Repair Asst (17 crhr)

Early Childhood Education Pre-Bridge/Bridge

- Early Childhood Level II Gateways to Opportunity Credential (18 crhr) (for ICCB and DCEO approval)

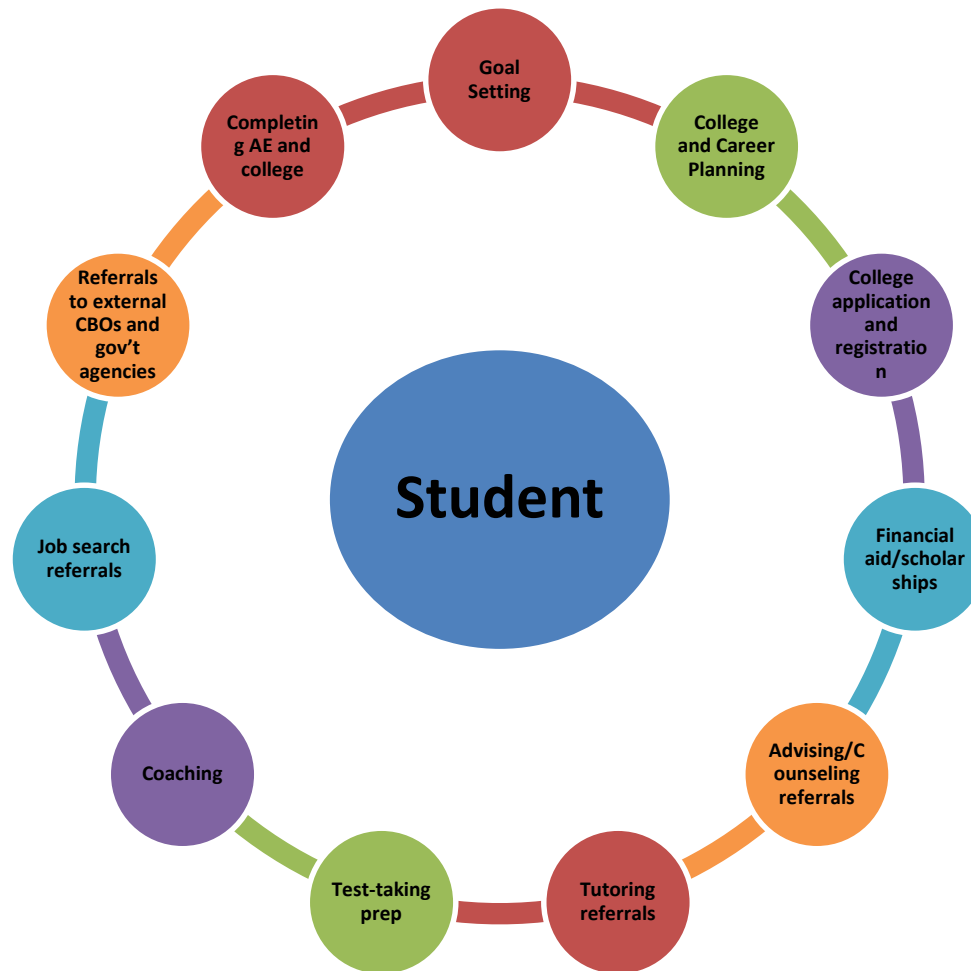
Administrative Management and Technology Pre-Bridge/Bridge

- General Office Certificate (16 crhr)
- Office Professional Certificate (13 crhr)

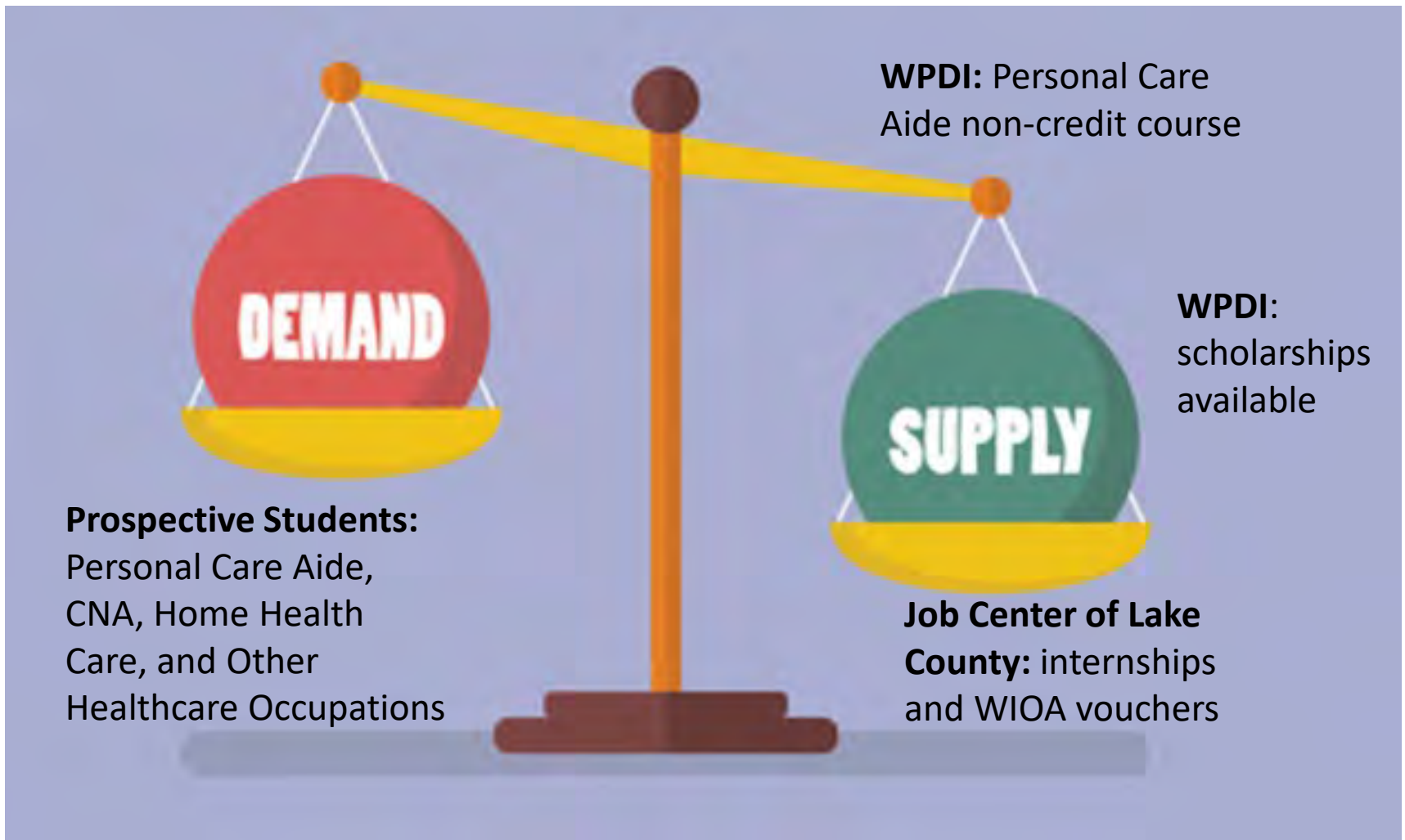
Computer Information Technology Pre-Bridge/Bridge

- Desktop Support Technician Certificate (9 crhr)
- CISCO Networking Certificate (12 crhr)

Student Success Team: Case Management



Moving Beyond ICAPS Model 1



CLC's ICAPS Model 2 Program

Personal Care Aide
(offered every
semester starting Fall
2018)

Partnered with
Workforce and
Professional
Development Institute

In conjunction with
Job Center of Lake
County

WIOA vouchers for
course tuition and fees
for eligible students

Baxter Scholarships for
WIOA ineligible
students

WPDI instructor +
Adult Education
instructor =>50%

Support class taught
by Adult Education
instructor (1 credit
hour)

Support from Student
Success Team

Job search referrals
and assistance
through JCLC and CJPC

**Paid internships
available**

Planning for ICAPS Model 2: Checklist and Considerations

1. Schedule
2. Recruitment
3. WPDJ Requirements
4. Financial
5. Team Teaching
6. Employer Partner(s)
7. Support Services
8. Sustainability



Recruitment and Marketing


In-Person

- Class Visits
- Info Session
- Student Success Fair
- Flyer Distribution

Online or Mailers

- Social Media
- Targeted Marketing

Personal Care Aide
Adult Ed Students
FALL 2019



The Bureau of Labor Statistics projects that employment for home health and personal care aides will increase by 41% with the addition of 1.3 million new jobs by 2026. This profession currently ranks in the top 3 in both the fastest growing and most new jobs categories in the U.S.!

See course details on the back.

Professional Development
Call: (847) 543-2990
Email: professionalworkshops@clcollinois.edu
Visit: www.clcollinois.edu/wpdi

College Lake County
Workforce and Professional
Development Institute

ICAPS Enrollment

ICAPS Model 1 and Model 2 Programs	Headcount (Unduplicated)		
	Total Enrolled FY 18	Total Enrolled FY 19	Total Enrolled FY 20 (Fall Only)
Automotive Technology	8	11	4
HVAC/R Engineering Technology	6	13	8
Health Care Office Assistant	5	2	4
Certified Nursing Assistant	11	8	8
Phlebotomy Technician	-	-	4
Administrative and Technology	-	-	7
Automotive Collision Repair	-	-	3
Computer Information Technology	-	-	3
Personal Care Aide	-	16	-
Total # Students	30	50	42

ICAPS Model 2 Outcomes

ICAPS Model 2 Programs	Employment Status
	FY19
Secured Employment	68.75%
Actively Seeking Employment	18.75%
Not in Labor Force	12.5%
Total # Students	16

*This data is student self-reported

What's Ahead?

Future ICAPS Model 2

Healthcare Pre-Bridge/Bridge

- Personal Care Aide (ongoing)
- NEW! Dental Assistant (Summer 2020)

Manufacturing Pre-Bridge/Bridge

- NEW! Forklift Operator and Manufacturing Worker (Fall 2020)

Administrative Management and Technology Pre-Bridge/Bridge

- NEW! Certified Associate in Project Management (Fall 2020)

Lessons Learned



Successes

- Strong pilot enrollment
- Strong partnerships
- Student financials
- Internships opportunities
- Late start allow recruitment
- Convenient schedule
- Career pathway to CNA, Home Healthcare Aide, Nursing

Lessons Learned



Challenges

- Recruitment
- Scaling up
- Student Financials
- Understanding of ICAPS among WPDI and Adult Education instructors
- Team teachers match
- Finding Internships

Q & A



thank
you!

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