

ICAPS REINVENTING THE WHEEL

# HISTORY OF ICAPS AT SSC

- South Suburban College Adult Education has been running an ICAPS 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 three Career Pathways under ICAPS

- 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 of Bridge Classes and ICAPS runs alongside all Adult Education adverts

# The 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



# 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 imprave 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.

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



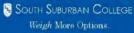
### ENRULLING IS EAST

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

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







15800 S. State Street., South Holland, IL 60473

### 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 Public Law 101-166 (the Stevens Amendme Federal funds of \$395,020 provides approximately 38% of the support of these programs.













# 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 COLLEG SOCOCOCOCOCO SSC Adult Education Dept. (708) 596-2000, ext. 2398

SOUTH SUBURBAN COU

SC Adult Education Dept. (708) 596-2000, ext. 2398

South Suburgan Course SSC Adulf Education Dept

COUTH SUBURBAN COLLS
SOUTH SUBURBAN COLL
SSC Adult Education Dept.

SSC Adult Education Dey (708) 596-2000, ext. 23 SSC Adult Education Dept.
(708) 596-2000, ext. 2398
SOUTH SUBURBAN COLL

(708) 596-2000, ext. 2398
(708) 596-2000, ext. 2398
SOUTH SUBURBAN COULT
SEC Adult Education Dept.

SOUTH SUBURBAN COLLECTOR SOCIETY STANDARD SOCIETY (708) 596-2000, ext. 2398

SOUTH SUBLEBAN COLL
COCCOCCOCC
SSC Adult Education Dept
(708) 596,2000.

SSC Adult Education DS (708) 596-2000, ext. Z SOUTH SUBURBAN CC

So how did all of this workout?



# Challenges

- Expensive to run
- Low student interest
- Severely low enrollment over last two fiscal years
- Difficulty keeping 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 re-evaluate our entrance scores

# So how do we fix this?

# **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 classes?
- Are they continuing on in the pathways?

# 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

- olf 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
- OHave 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

# Hold on a minute! Are you really adding three new pathways?

How did you manage that?!

# 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 CNA and Barber College

# Welding in Detail

Shielded Metal Arc Welding (SMAW) Certificate – WLD.BASIC.SMAW		Credits	
Please Note: This program is not financial aid eligible			
WLD 100	Introduction to Welding	5	
WLD 104	SMAW I (Shield Metal Arc Welding)	4	
Total Credit Hours		9	

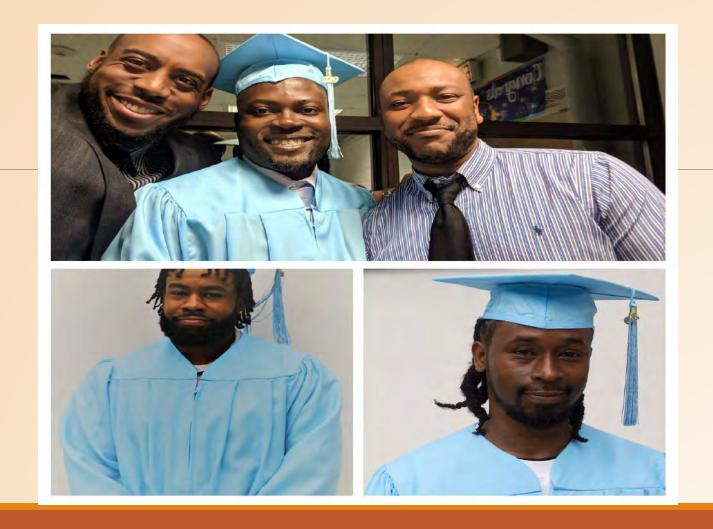
Gas Metal Arc Welding (GMAW) Certificate – WLD.BASIC.GMAW		Credits
Please Note: This program is not financial aid eligible		
WLD 100	Introduction to Welding	5
WLD 110	GMAW I (Gas Mental Arc Welding)	4
Total Credit Hours		9

Gas Tungsten Arc Welding (GTAW) Certificate – WLD.BASIC.GTAW		Credits
Please Note: This program is not financial aid eligible		
WLD 100	Introduction to Welding	5
WLD 112	GTAW I (Gas Tungsten Arc Welding)	4
Total Credit Hours		9

# 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 two days a week or up to four 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 to abstract at times

- Moved towards pathways that have a more singular career focus
- Polled our student population on what careers they were interested in instead of relying solely on workforce data
- This allows our students to have more buy-in for 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 three 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

# Changes in Outreach and Marketing Cont.

### **NEW FLYERS AND NEW APPROACH**



GED/HIGH SCHOOL EQUIVALENCY CLASSES



### Choose Classes in Either:

- ☑ General Studies
- ☑ Math
- ☑ Welding/ICAPS

Begins at 10:00am

or 5:00pm in room L233

Please Arrive on time!

☑ IT-Bridge

**Registration Dates:** Sep. 9th - 12th

your High School at these locations: **Equivalency or GED?** 

Contact Us:

Do you need

(708) 596-2000, ext. 2240 or 2385 For more information please visit: ssc.edu/adult-continuing-education We're offering free classes

- · South Holland
- · Riverdale
- · Oak Forest

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

Registración será a las 10:00am 8 5:00pm en la sala 1243 IPor favor llegue a tiempo!

Clases empiezan el 16 de septiembre

### ¿Necesita aprender inglés?

### Contáctecnos al:

1708) 596-2000, ext, 2240 or 2385 Para más información por favor visite: ssc.edu/adult-continuing-education

- for all unements the transporter tector has so teclinaries temporal soon provide the steel on all assessments do by Interprise y providerat la rigalecte.
- «Dispensio de kiertiche o l'amete de product repette que belique su recisione esa Mirole. «Les mesons de 16 gius deben presente esse Carte de mesonie à la ersaite accordant del logis en que el endate side stolena.
- For all before well one of defends CD as in Law Pillion 199. Not the Fernanda Several Law Assess Advanced Applications and Tall CD. proportion apparent plants of 20% tell apper to adm, programs.
- If more than to recognize the fact fill state (files in a short) a respective within paths in consider k allo endotes de protecció com otivier y personamen colo dia del plettal y all'umbra. La litto le man or you be from board presented in Labour & whethere.

Estas clases son gratuitas y se ofrecen en:

South Holland & Oak Forest

Si necesita soliditar adaptadones, este proceso requiere un mínimo de 3 semanes, comuniquese con: Gail Boads-Carpenter, ADA Coordinator

> South Suburban College 15800 South State Street South Holland, IL 60473 [708] 596-2000, ext. 1691

# SOUTH SUBURBAN COLLEGE

ENGLISH AS A SECOND LANGUAGE CLASSES

# **Registration Dates:** Sept. 9th-12th

Segins at 10:00am or 5:00pm in room 12 Please Arrive on time!

Classes Begin Sept. 16th

### Do you need to learn English?

### Contact Us:

[708] 596-2000, ext. 2240 or 2385 For more information please visit: sc.edu/adult-continuing-education

### At the time of Registration All Students will take a Pleasurent Fast and used the believing there:

- +CORRESTATE ID. + DRIVERS LICENSE AURUSTING ILLINOIS REPORTES - BACHER ACT TO . NOT HOR WALL FROM FROM THE HEIGH SCHOOL OF CARREST EPOLICEC More than a rectanged by heat conduction in consistency with the beauth from the of States and Philadelphia.
- For the program of paragologic with Section SEE of Hobbs loss NEE AND (the Steams Encountered) Federal And of SOC 470 periodic opcomission 37th of the agraph of these programs.
- The Santh Schools School Middle Schools a present an entil constitute advantage and authors Non registrates present to theiring Authors who perinding corpus in their dubrit. Making his red by taken e desse have a maintan similar of distantials can be small
- feeligns Recipies to convert provingers on this progress

# We're offering free classes at these

locations: South Holland & Oak Forest

### To request accommodations, allow three weeks, please contact: Gail Bonds-Corpenter, ADA Coordinator

South Selzerben College 15800 South State Street Seath Holland, R. 60473 (708) 596-2000, ext. 2691

# Changes in Outreach and Marketing Cont.

# 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











You don't have to reinvent the wheel.