



## ICAPS REINVENTING THE WHEEL

# HISTORY OF ICAPS AT SSC

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- 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

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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

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- 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

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- 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 improve 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!



**ENROLLING IS EASY**

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 arrive at 9:00am or 12:00pm, other times available by appointment, contact Chris McElroy at (708) 596-2000, ext. 2398.



**SOUTH SUBURBAN COLLEGE**  
Weigh More Options.



15800 S. State Street, South Holland, IL 60473

[ssc.edu](http://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 Amendment) 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](http://ssc.edu)

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So how did all of this workout?

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# Challenges

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- 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

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So how do we fix this ?

# Evaluate the Offerings

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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

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- If 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
- Have 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

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- 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

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

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How did you manage that?!

# Braided Funding (Putting the “Fun” in Funding)

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- 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)

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- 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
<b>Please Note:</b> This program is not financial aid eligible		
WLD 100	Introduction to Welding	5
WLD 104	SMAW I (Shield Metal Arc Welding)	4
<b>Total Credit Hours</b>		<b>9</b>

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

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

# Changes in Adult Ed

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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

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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

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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



## NEW FLYERS AND NEW APPROACH

[illegible]

# Changes in Outreach and Marketing Cont.



# Successes

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- 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.