Workforce Equity Initiative Panel Discussion Illinois Community College Board September 11, 2020



WEI Panel Discussion

Panelists:

- **Dr. Sheila Quirk-Bailey**, President of Illinois Central College in Peoria, Illinois. ICC serves as the lead college coordinating the activities of the Workforce Equity Initiative.
- **Deborah King** is the Vice President of Student and Enrollment Services at South Suburban College in South Holland, IL and serves as Co-Director for the Workforce Equity Initiative.
- **Dhyia Thompson-Phillips** serves as the Executive Director of Workforce Equity of Olive-Harvey College (OHC). Olive–Harvey College (OHC) is a public, two-year community college in Chicago, Illinois and is a part of the City Colleges of Chicago.



WEI Purpose

- Create, support, or expand short-term workforce (credit and/or noncredit) training opportunities in high-need communities focused on specific sectors with identified workforce gaps.
- Focus on improving workforce equity in at-risk communities.
- 60% of the population served must be African American.



WORKFORCE EQUITY INITIATIVE

WEI Criteria

- 1. The areas in the state must have a:
 - poverty rate of at least 20%; or
 - 75% or more of the children participate in the federal free lunch program; or
 - at least 20% of the households receive assistance under the Supplemental Nutrition Assistance Program; or
 - an average unemployment rate that is more than 120% of the national unemployment average.
- 2. High rates of arrest, conviction, incarceration, ex-offenders, gun violence, and low rates of home ownership.



WORKFORCE EQUITY INITIATIVE

WEI Desired Outcomes

- Employment after completion of the credential aligned with regional workforce gaps that provides a full-time job paying at least 30% above the regional living wage or is on a pathway to a family sustaining wage (See: www.livingwage.mit.edu).
- Accelerate the time for the targeted population to enter and succeed in postsecondary education/training programs that lead to employment in high skilled, high wage, and in-demand occupations.



WEI Community Colleges

- College of Lake County
- Illinois Central College
- ✤ Joliet Junior College
- * Kennedy-King College
- * Lincoln Land Community College
- Malcom X College
- Olive-Harvey College
- Parkland College
- ✤ Prairie State College
- * Richland Community College
- * Rock Valley College
- South Suburban College
- Southwestern Illinois College
- Triton College
- Wilbur Wright College



Perspective of the Lead College Dr. Sheila Quirk-Bailey, President Illinois Central College







Role of Illinois Central College

- Consortium Coordinator
 Organizing
 Quarterly Meetings
 Webinars, Virtual Visits
- Equity Trainings



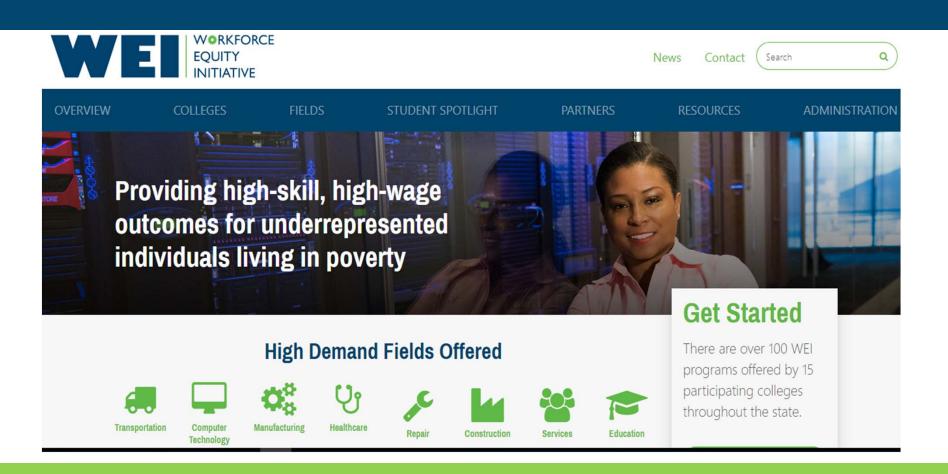
WORKFORCE EQUITY INITIATIVE

WEI Coaches Dr. Bailey-Haynie, Dr. Brown, Dr. Lake



WORKFORCE EQUITY INITIATIVE

Website - IllinoisWEl.org



Evaluation – Vega Partners LLC



- Critical Success Factors
- Findings and Recommendations
- Feedback for Each College
- Preliminary Report Assisted with
 - **Advocacy Efforts**

Perspectives from Two WEI Colleges South Suburban College Olive-Harvey College



South Suburban College Deborah King



- 300 Students to be Served
- 217 Students Served
- 72.3% of Goal for Students Served
- 85.3% African American Students Served
- 31 Postsecondary Certificates and Industry Credentials have been Earned
- Employment Verification Pending

Olive-Harvey College Dhyia Thompson-Phillips

- Students to be Served: 200
- Students Served through YTD: 206
- % of Goal for Students Served: 101%
- African-American Students Served: 86%
- Postsecondary Certificates and Industry Credentials Earned: 100 (56 in queue)
- Students Employed: 15

WORKFORCE EQUITY INITIATIVE

CITY COLLEGES of CHICAGO

Exceptional Project Outcomes To Date

- Projected Enrollment 2,320 students
 - Current Enrollment 1,649 students (71% of goal achieved)
- Serve at least **60%** African American students (**1,392** unduplicated students)
 - Achieved **79%** African American participants (surpassing the goal of 60%)
 - Enrolled **1,306** African American students (94% of goal achieved)
- Received 6,393 student applications for WEI programs demonstrating need and high demand
- Completed **325** students



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