

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.



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.



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



WORKFORCE EQUITY INITIATIVE

Perspective of the Lead College

Dr. Sheila Quirk-Bailey, President
Illinois Central College



WORKFORCE EQUITY INITIATIVE

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 - IllinoisWEI.org



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Providing high-skill, high-wage outcomes for underrepresented individuals living in poverty

Get Started

There are over 100 WEI programs offered by 15 participating colleges throughout the state.

High Demand Fields Offered



Transportation



Computer Technology



Manufacturing



Healthcare



Repair



Construction



Services



Education

WORKFORCE EQUITY INITIATIVE

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

Dhyaia 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

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

