



ICCB BOARD GOALS UPDATE

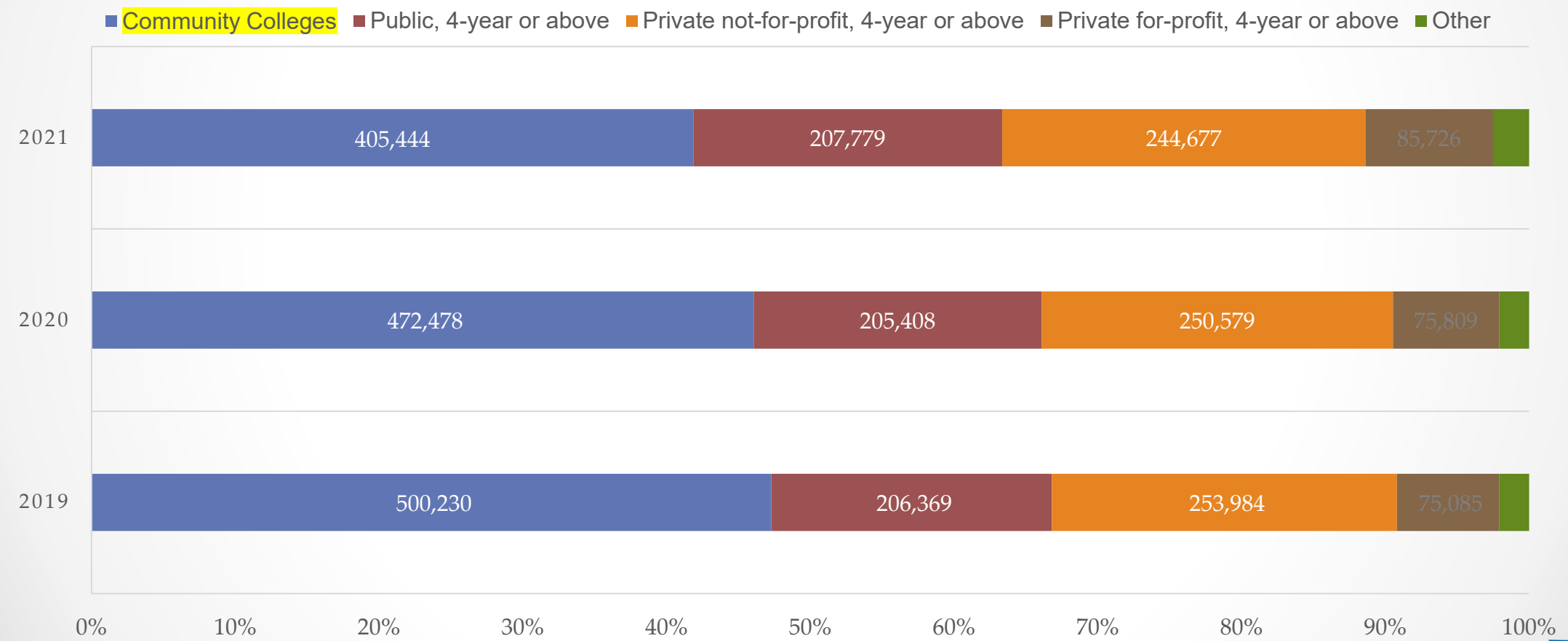
Dr. Brian Durham, Executive Director
January 27, 2023

BOARD GOALS

- GOAL 1: Support minority, first generation, and low-income students across urban, rural, and suburban communities, through the promotion of evidence-based best practices that results in system wide improvement of equity metrics that reduce equity gaps.
- GOAL 2: Support a seamless transition for students into and through postsecondary education and the workforce by fostering system engagement and equitable access and outcomes for these students.
- GOAL 3: Contribute to economic development by supporting the Illinois community college system's effort to provide robust workforce training, to expand apprenticeships, to increase credential attainment, to build quality career pathways, and to address the future needs of the Illinois workforce.

ILLINOIS HIGHER EDUCATION ANNUAL ENROLLMENT PROPORTION BY SECTOR

Across all sectors, Community Colleges enrolled 42% (N = 405,444) of the 970k Illinois higher education students in 2021.

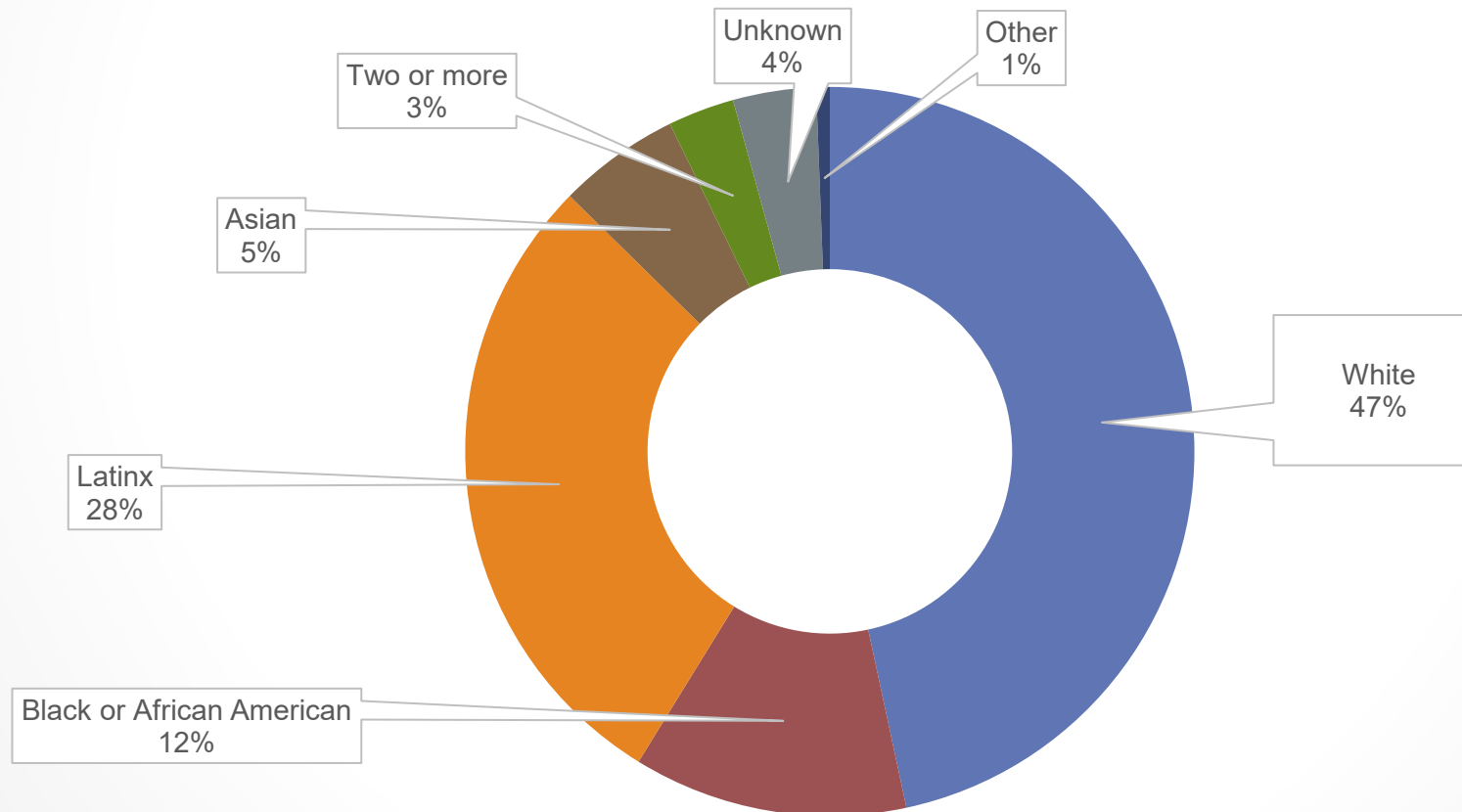


Data Source: ICCB Centralized Data System and Integrated Postsecondary Education Data System (IPEDS)

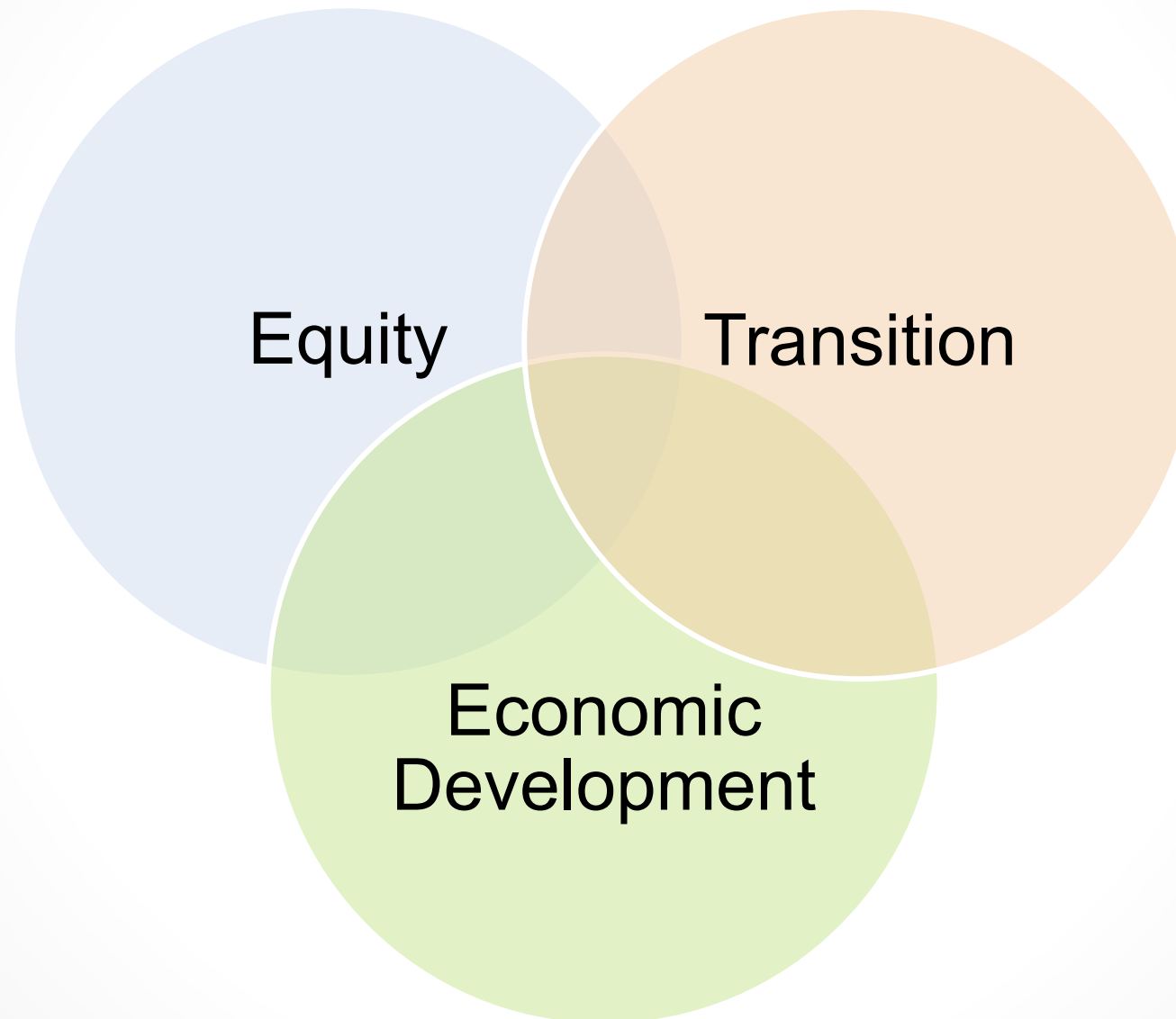
FALL STUDENT ENROLLMENTS BY RACE/ETHNICITY IN ILLINOIS COMMUNITY COLLEGES

Close to one-half (49%) of the Fall 2022 student population in the Illinois Community College System consists of non-White students.

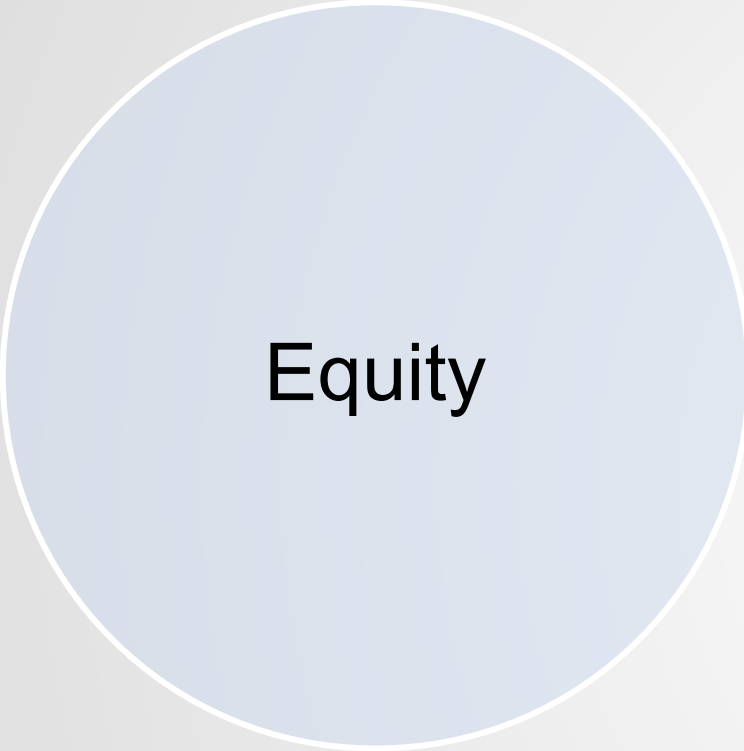
Fall 2022 Race/Ethnicity Enrollment Composition



ICCB BOARD GOALS



GOAL 1: EQUITY METRICS



Equity

- ❖ Diversity, Equity, and Inclusion Plan
- ❖ Workforce Equity Initiative
- ❖ Equity Plans
- ❖ Equity on Campus

DIVERSITY, EQUITY, AND INCLUSION PLAN

Diversity, Equity, Inclusion, and Access Plan (DEIA) submitted in October 2022 to the Governor's Office on Equity

Internal Goals

Goal 1: ICCB employees understand, are committed to, and have the infrastructure needed to operationalize diversity, equity, and inclusion in the workplace.

Goal 2: ICCB workforce reflects the diversity by focusing on diversity, equity, and inclusion in hiring of workers.

Goal 3: ICCB policies and procedures reflect the Board's commitment to diversity, equity, and inclusion.

DIVERSITY, EQUITY, AND INCLUSION PLAN

Internal Goals

Goal 1: Understand, Committed, Infrastructure...

- ❖ Appointed a Chief Diversity Officer to liaison directly with the Governor's Office
- ❖ Proposed an HR Position in the upcoming budget

Goal 2: Diverse Workforce...

- ❖ Broadened advertising of positions to additional recruitment venues
- ❖ Opened Springfield positions in the Chicago market

Goal 3: Policies and Procedures reflect DEI standards...

- ❖ Internal DEI Committee made recommendations which are being implemented
- ❖ DEI Committee continues to review agency policies and procedures
- ❖ ICCB continues to meet with the Governors Office on Diversity to implement the agency's DEI Plan

DIVERSITY, EQUITY, AND INCLUSION PLAN

External Goals

Goal 1: Community college system goals promote equity and access for all students.

Goal 2: Community College system will establish equity plans that are data driven.

Goals 3: Community College system will partner with education, workforce, and the community to promote equity and access to services.

DIVERSITY, EQUITY, AND INCLUSION PLAN

External Goals

Goal 1: CC system promotes equity and access for all students...

- ❖ ICCB makes equity considerations central to all funding opportunities (WEI, Bridge & Transition, Adult Education, CTE, Developmental Education, CAP-IT, etc.).

Goal 2: Equity Plan Implementation...

- ❖ The agency is working directly with the IBHE on Equity Plans.
- ❖ The agency is working with the Partnership for College Completion on Developmental Education Reform Act implementation with their equity work as a model.

Goal 3: Partner with education, workforce, and the community to promote equity...

- ❖ Funded a diverse set of providers to meet equity goals through the Illinois Bridge and Transition project.

DEI COMMITTEE ACCOMPLISHMENTS

- **Reviewed all major documents** in the agency for DEI impact, including Recognition Manual, Program Review Manual and Employee Guidebook.
 - Changes to Recognition Manual and Program Review Manual were immediately implemented.
 - Recommendations regarding employee guidebook began to be implemented with a number being assigned out as HR related goals.
- Made recommendation for employee signature and pronouns.
- **Made recommendations regarding cycle and types of DEI training**, including PD Day for staff.
 - Three staff went through the Train the Trainer program offered by the Governor's Office of Equity and Illinois Department of Human Rights.
- **Assisted with the development of the new DEI plan.**
- Expanded the committee to reflect all divisions in the agency.

EQUITY PLANS

- Illinois HB5464
 - Requires all public institutions of higher education to develop and implement an equity plan and practices for their respective institutions.
 - Institutions are required to develop an equity plan and implement practices that, at a minimum, close gaps in:
 - enrollment
 - retention
 - completion
 - student loan repayment rates for underrepresented groups.
 - Submit the equity plans to the Illinois Community College Board
- ICCB and IBHE are establishing the process
- Convene a small committee in February/March 2023 to:
 - Review research
 - Provide guidance on the components of the Equity Plans.

WORKFORCE EQUITY INITIATIVE

- The purpose of this grant is to create, support, or expand short term (year or less) workforce (credit and/or noncredit) training opportunities in high-need communities focused on specific sectors with identified workforce gaps.
- 60% African American student focused.
- Target jobs/career pathways that lead to 30% above the average living wage.

WORKFORCE EQUITY INITIATIVE

Metrics	January 2022	January 2023	Increase
Student Enrolled	5,221	9,367	4,146
African American Students	3,855	6,851	2,996
Credential Earned	2,581	7,970	5,119

EQUITY ON CAMPUS

- **Elgin Community College** was recently recognized with an Elgin Image Award for its Equity, Diversity, and Inclusion priorities for embedding equity goals into various initiatives.
- **Harper College** launched a Justice, Equity, Diversity, and Inclusion (JEDI) Faculty Fellowship that affords current full-time faculty the opportunity to obtain administrative experience in DEI and a Leveraging Equity in Academia through Diversity (LEAD) Faculty Fellows program designed to provide training and experience that helps diverse fellows become competitive candidates for faculty openings.

EQUITY ON CAMPUS

- **Joliet Junior College** has invested in new and additional technology to support its disability services population which has grown 60% over the last 10 years.
- **Lake Land College** created a Dual Credit Access Initiative that boosted dual credit courses for low-income high school students through dual credit fee waivers for students eligible for free or reduced lunch.
- **Moraine Valley Community College** designed and hosted an Equity Academy for college faculty and staff. Participants engaged in critical discussions surrounding Diversity, Equity, and Inclusion (DEI) and conducted research-based projects relating to their interests and responsibilities. The college also hired its first executive director of DEI.

EQUITY ON CAMPUS

- **City Colleges of Chicago's** (CCC) WEI program has served 1,843 students, more than 60% of whom identify as Black. These students have benefitted from tuition waivers and stipends as they pursued credentials in high-demand fields.
- **Lincoln Land Community College** WEI program provided free training, stipends, and wrap around support to low income, underserved students, with 113 graduates in the past year. WEI staff worked with local employers to place 83 of these graduates in high skilled, high wage occupations.
- **Prairie State College**, the only community college that has used WEI funding for Fire Science/EMS programs, has tripled its WEI enrollment since the 2020-2021 academic year.

GOAL 2: SMOOTH TRANSITION

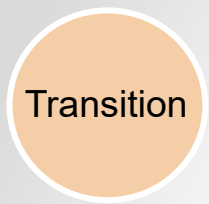


Transition

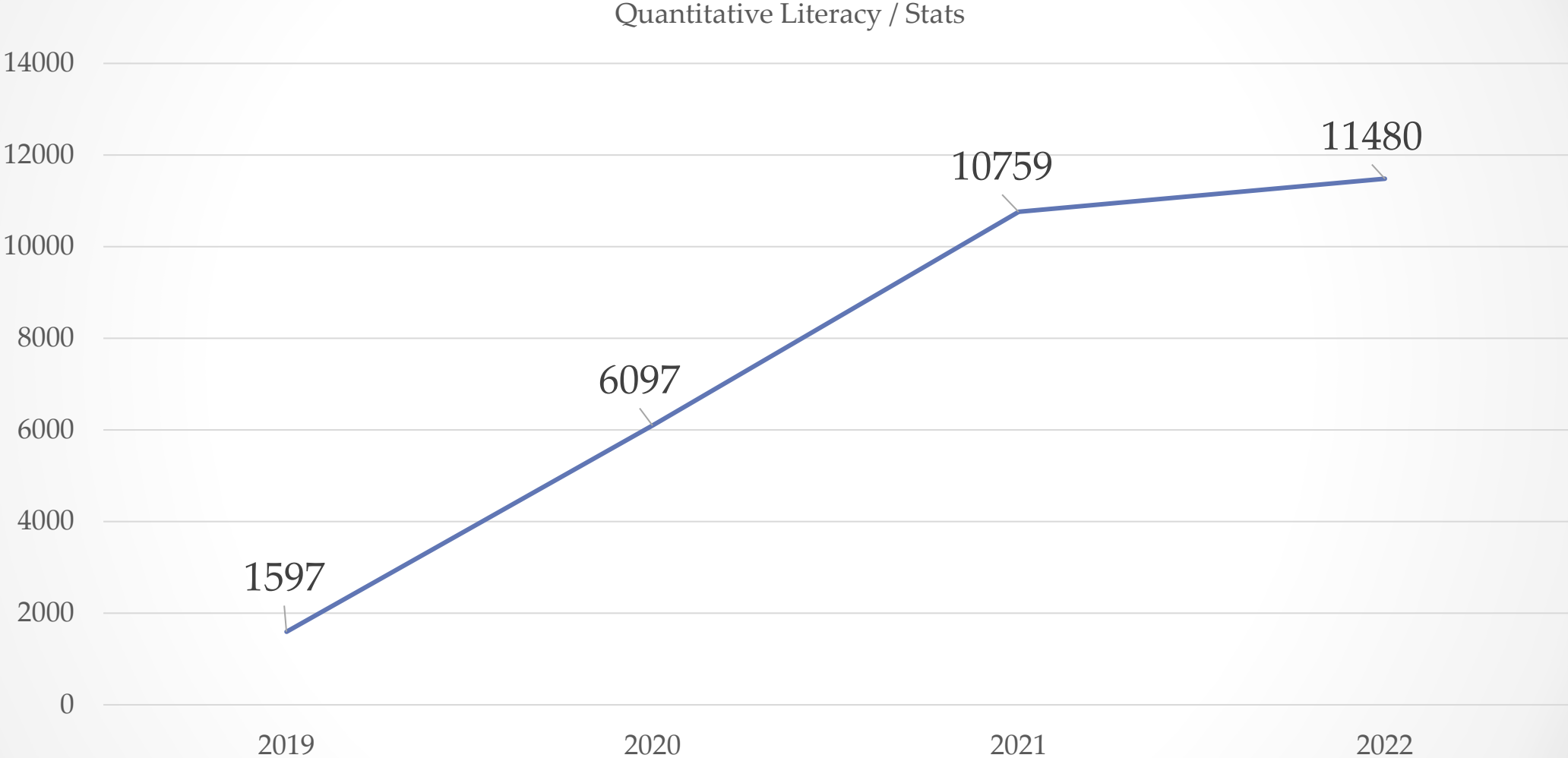
- ❖ Transitional Instruction
- ❖ Saluki Step Ahead Agreements
- ❖ Adult Education
- ❖ Legislative Initiatives
- ❖ Seamless Transitions on Campus

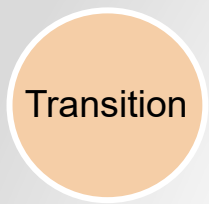
GOAL 2: SMOOTH TRANSITION

- **Transitional Instruction** allows those who are not determined to be college ready the opportunity to achieve such levels prior to graduating high school.
 - Uses a panel process
 - 62 transitional English courses approved to date.
 - 570 transitional math courses approved to date.
- \$450,000 was awarded to support professional development, scaling of Transitional English Courses and remediation during FY22.
- Formal Evaluation process recently launched.

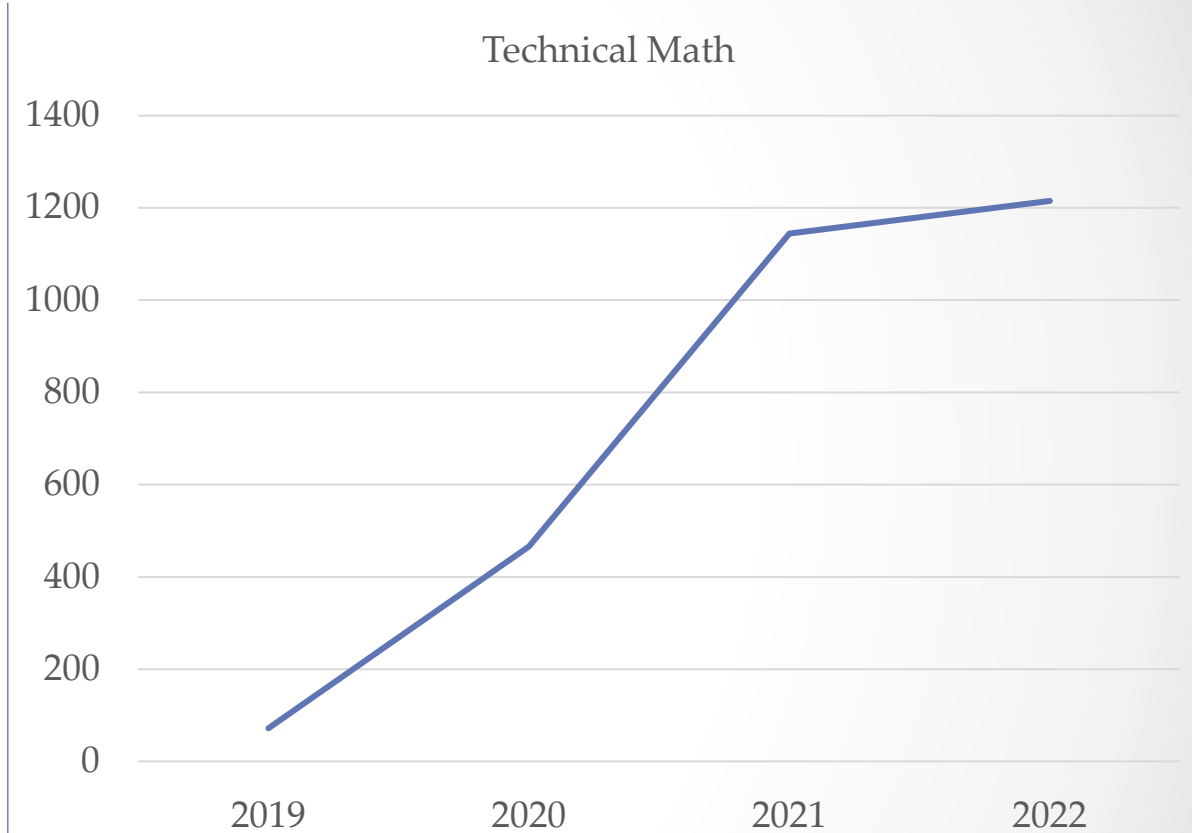
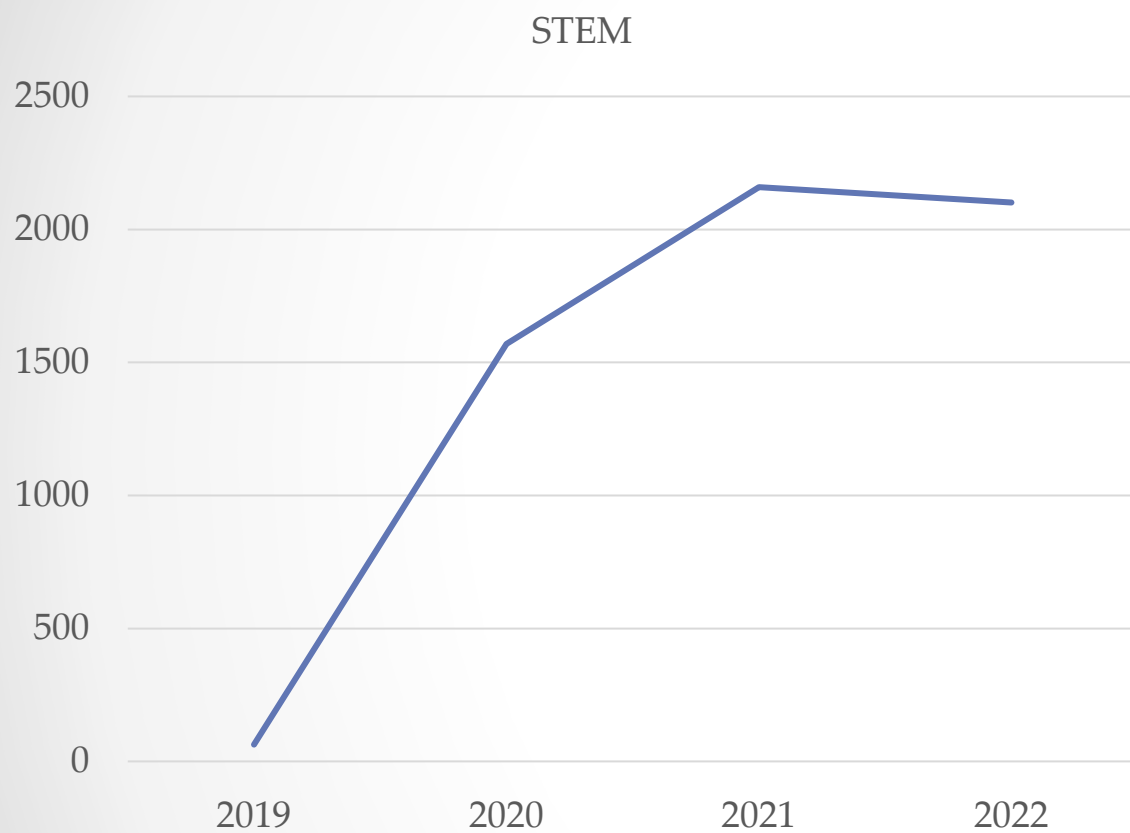


TRANSITIONAL INSTRUCTION: MATH





TRANSITION INSTRUCTION: MATH

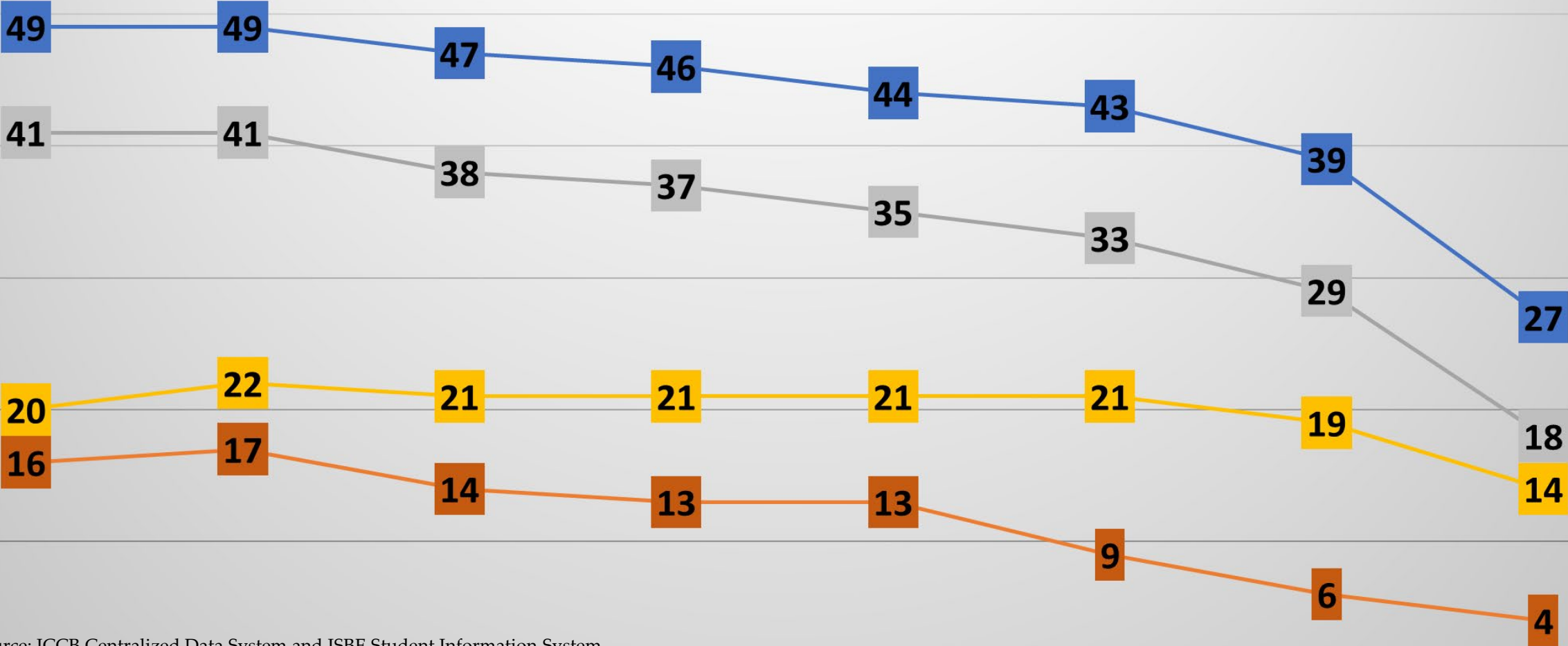




REMEDIAL EDUCATION TRENDS

BASED ON ILLINOIS INTERACTIVE REPORT CARD DATA

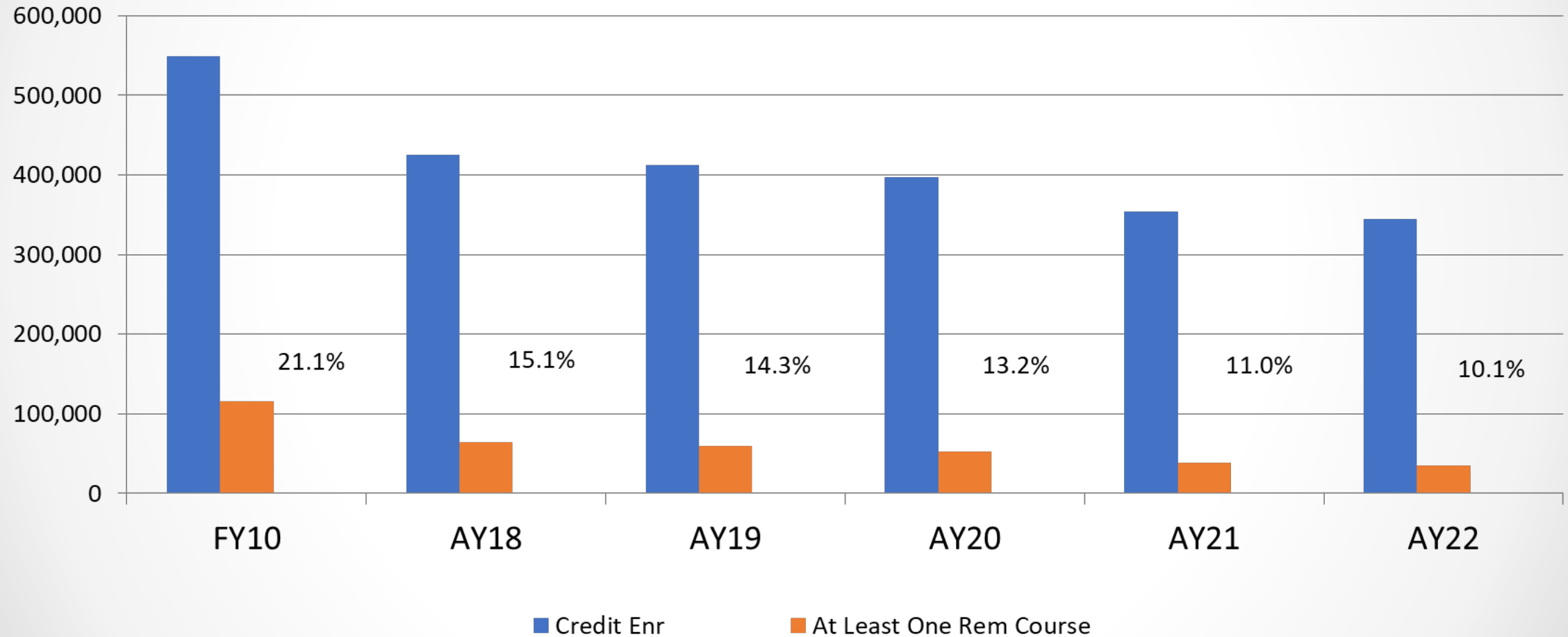
Overall Reading Math Communications



Data Source: ICCB Centralized Data System and ISBE Student Information System

Transition

ILLINOIS COMMUNITY COLLEGE DEVELOPMENTAL EDUCATION PROPORTION TO OVERALL CREDIT STUDENTS, ACADEMIC YEARS 2010, 2018-22



SALUKI STEP AHEAD AGREEMENTS

June 2022

- Shawnee Community College
- Harper College
- Oakton Community College
- Lincoln Land Community College
- Kishwaukee College
- South Suburban College
- Danville Area Community College
- John A. Logan College

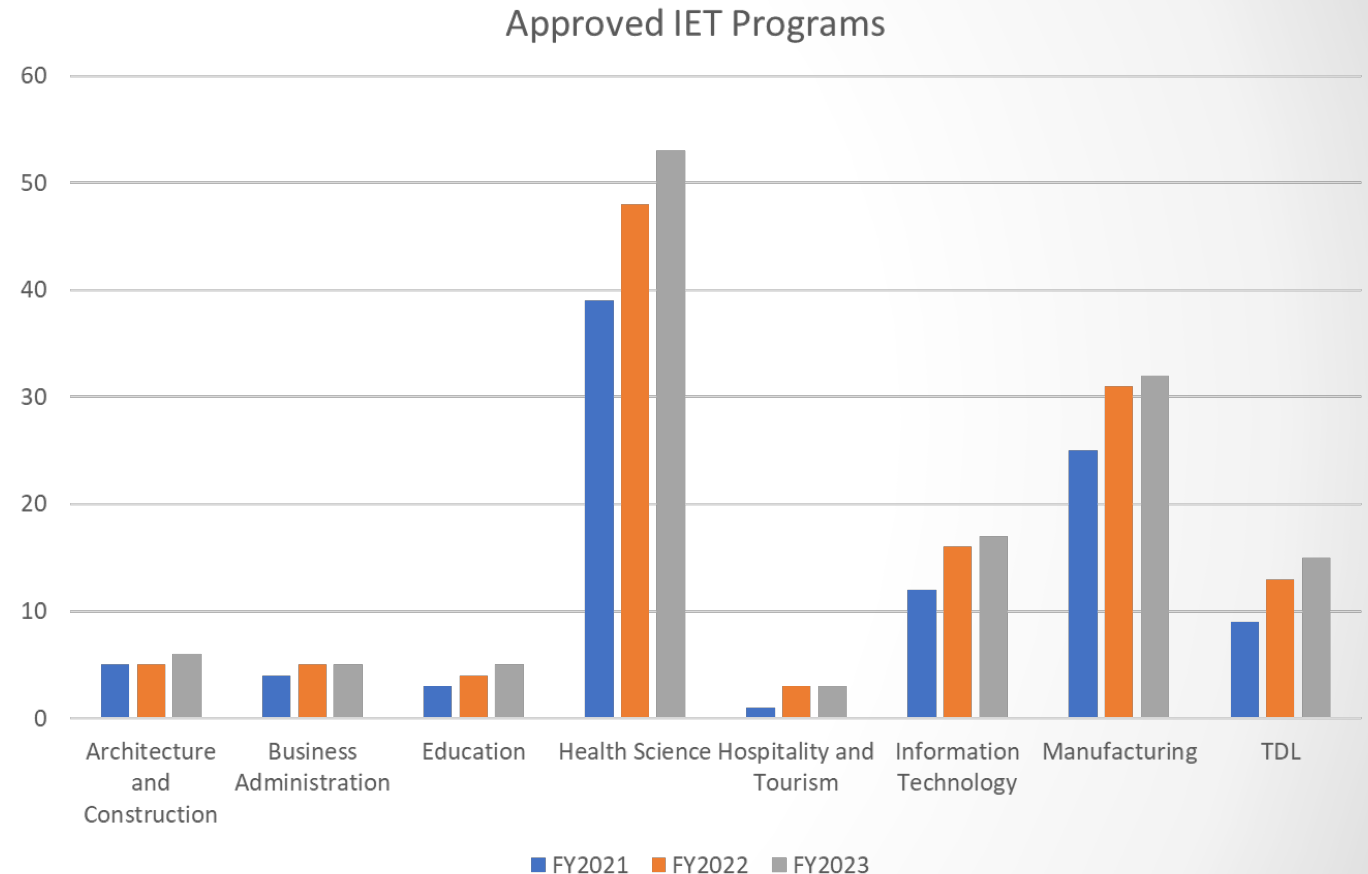
June 2023 (additional)

- Black Hawk College
- City Colleges of Chicago
- College of Lake County
- Illinois Central College
- Kankakee Community College
- Kaskaskia College
- Moraine Valley Community College
- Rend Lake College
- Rock Valley College
- South Suburban College
- Southeastern Illinois College
- Southwestern Illinois College
- Waubonsee Community College

ADULT EDUCATION AND INTEGRATED EDUCATION & TRAINING

ICCB supports the seamless transition for adult education students to postsecondary education.

- ✓ Approval of the Ability to Benefit State Plan
- ✓ Administered \$6.3 million through the Illinois Bridge and Transitions Grant in FY22 and FY23 to support the development and expansion of bridge and integrated education and training programs.



LEGISLATIVE INITIATIVES

- **Mandated Transfer of Illinois Articulation Initiative (IAI) Major Courses**
 - Expands upon the Illinois Articulation Initiative (IAI) Act by requiring public colleges and universities to accept all major courses approved for transfer through IAI as equivalent major courses, insofar as a specific major is offered at the receiving institution.
 - Establishes an IAI Panel for Education Majors to expand the number of education major courses that are transferable from community colleges to public universities.
- **Statutory Codification of the community college CAREER Agreement**
 - Codifies the Comprehensive Agreement Regarding the Expansion of Educational Resources (CAREER) within statute, thus eliminating the need for ICCB to continue to manage and maintain approval of the agreement from each college district.
 - The provisions by which a community college district levies chargeback is eliminated from statute.

SEAMLESS TRANSITION ON CAMPUS

- **The College of Lake County (CLC)** embedded college and career navigators at area high schools and initiated a case-load approach to college advising, creating a personalized experience for each student. A compassionate team of academic, career, and personal advising professionals offers students personalized and culturally relevant support.
- **John A. Logan College** initiated Saturday sign-ups and extended Student Services hours on Tuesday evenings to accommodate students that work during regular business hours.
- **John Wood Community College** created a “Recharging Room” located in Counseling Services on campus. In addition to a space to decompress and manage stress, the Recharging Room houses printed material and resources on mental health issues and community mental health, substance abuse, and other referral resources. The room is available to faculty, staff, and students.

GOAL 3: ECONOMIC DEVELOPMENT



Economic
Development

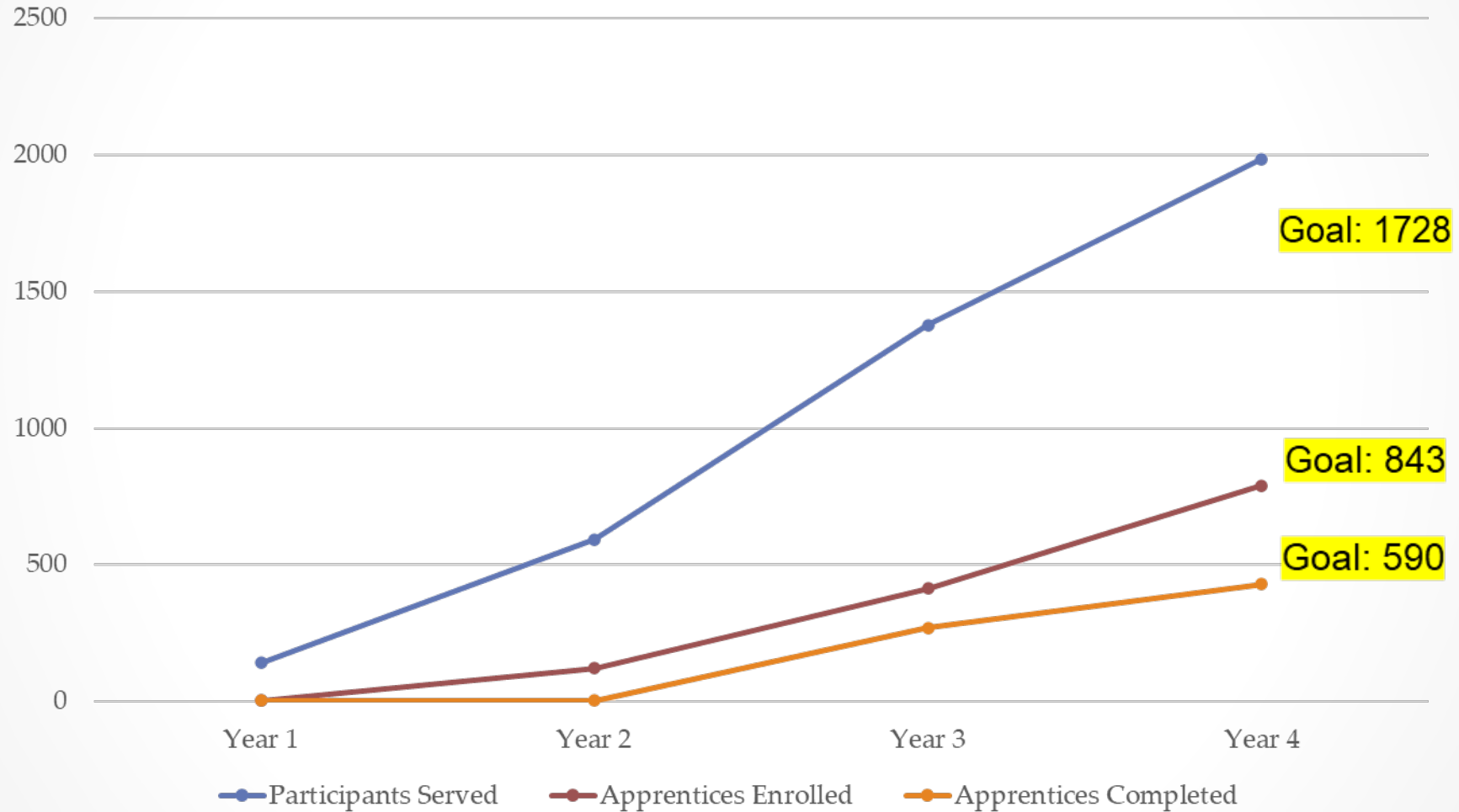
- ❖ Customized Apprenticeship Programming for IT (CAP-IT)
- ❖ Pipeline for the Advancement of the Healthcare Workforce (PATH)
- ❖ Strengthening CC Training Grant

Customized Apprenticeship Programming in Information Technology

- 4-Year, \$4 million grant from the USDOL, entering its final year
- *Participating Institutions:* City Colleges of Chicago, College of Lake County, Illinois Central College, Joliet Junior College, Kishwaukee College, Lincoln Land Community College, Oakton Community College, Parkland College, Rend Lake College, Richland Community College, JFF (employer-based apprenticeships)
- To date, **75 employers** are engaged and have hosted an apprentice resulting in **429 apprentices** who were hired and have completed their program.
- Among other grantees, **the ICCB is ranked the highest in terms of apprenticeship completion.**

GOAL 3: ECONOMIC DEVELOPMENT

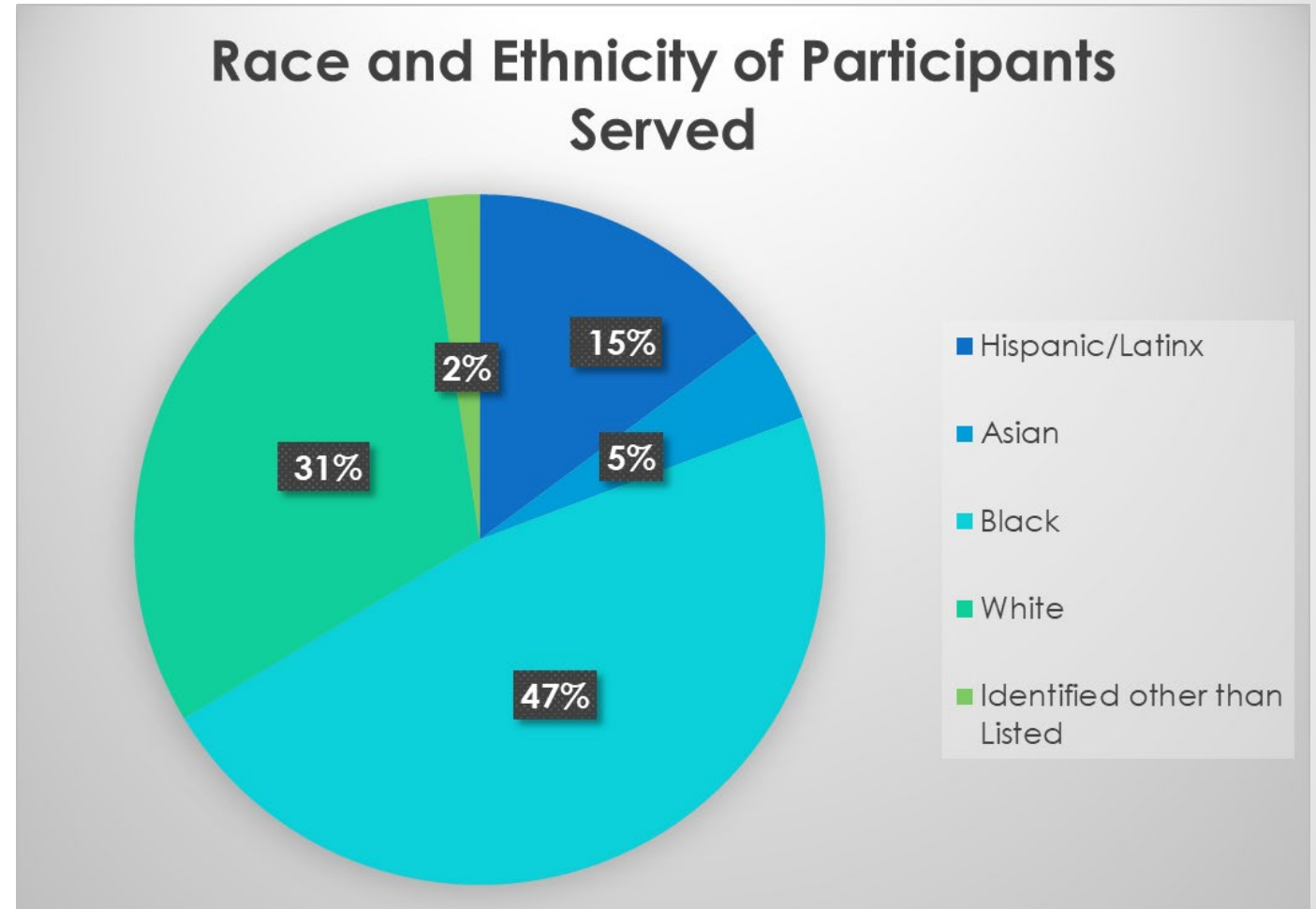
CAP-IT Progress 2019-2023



GOAL 3: ECONOMIC DEVELOPMENT

CAP-IT: Disaggregated Data Snapshot

- **Race and Ethnicity:** A majority of participants served are students of color with 47% identifying as Black or African American and 15% identifying as Hispanic or Latinx (see infographic).
- **Gender:** Nearly 50% of participants identify as female.
- **Employment Status:** 60% identified as un- or underemployed at program entrance.





PIPELINE FOR THE ADVANCEMENT OF THE HEALTHCARE WORKFORCE

- **\$25 million to all CCs**
 - Purpose: To create, support, and expand the opportunities of individuals in the nursing pathway and select healthcare pathways to obtain credentials and degrees that allow them to advance.
 - Program will meet shortages of workers in the healthcare industry that have been exacerbated by the COVID 19 pandemic.
 - Modeled after WEI.
 - Goal: 15% growth in completions in healthcare programs (15,000 completions).



PIPELINE FOR THE ADVANCEMENT OF THE HEALTHCARE WORKFORCE

Goal: 15,000 completions (15% growth)

Anticipated Number of Enrollments: 17,277+

Anticipated Number of Completions: 15,091+

As of 10/31 (1Q):
12,346 enrollments
1,544 completions

MOST SUPPORTED PROGRAMS

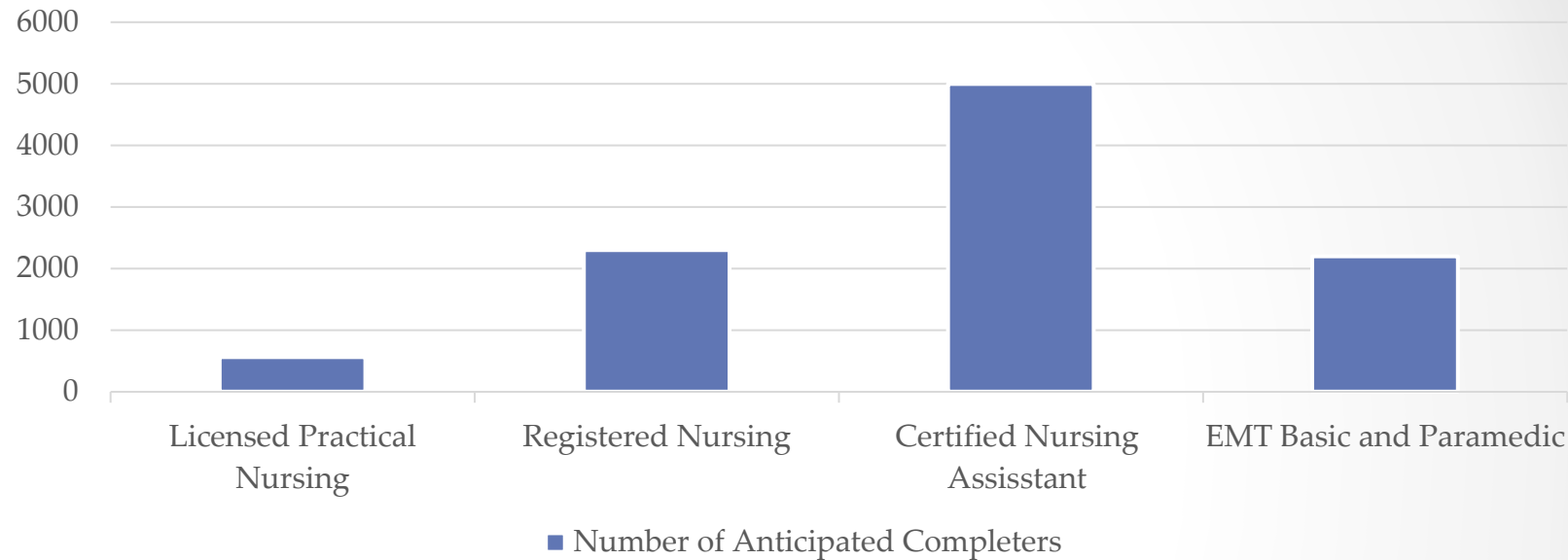
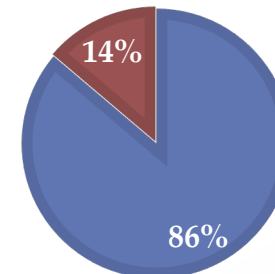


TABLE 2: PROGRAM TYPE

■ Credit ■ Non-credit



PATH PROGRAM ACTIVITIES

- Working with a clinical partner in the administration of immunizations/physicals to help meet requirements for incoming students.
- Expanding partnerships with CBOs for wrap-around support.
- Virtual Reality/Simulations to assist with reaching clinical hours, as well as the expansion of lab space to facilitate larger programs.
- Exploration of apprenticeship opportunities through local hospitals and clinics.
- Significant number of programs utilizing funds to hire “Success Coaches” to assist students throughout their programs.

STRENGTHENING COMMUNITY COLLEGE TRAINING GRANT PROGRAM

- ICCB staff coordinated a proposal for a consortium of seven community colleges who successfully applied and received a \$4.99 *million* grant from the U.S. Department of Labor (Parkland is Lead College).
- The *Access to Training Opportunities in Manufacturing and Technology* (ATOMAT) will:
 - Build capacity to meet labor market demand for Advanced Manufacturing, IT, and TDL; and,
 - Close equity gaps for programs within those identified sectors.
- *Key Program Activities*: Development and capacity building within IET programs, competency-based education, dual credit, and occupational bridge programs; community-based organization partnership expansion; and wraparound support services.
- *Industry Partners*: Illinois Manufacturing Association, CompTIA, in addition to 19 local employers.

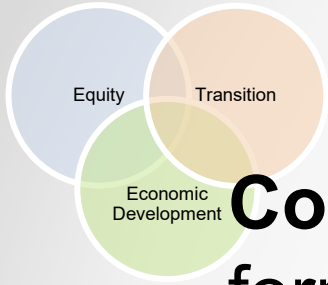
ECONOMIC DEVELOPMENT ON CAMPUS

- **Joliet Junior College** unveiled their Entrepreneur and Business Center (EBC) in May of 2022, that provides resources at no-cost to entrepreneurs looking to start or expand their business within the district.
- **Kankakee Community College** saw a 30% enrollment increase in programs that reside in the newly renovated Advanced Technology Center. The renovated area opened for fall 2022 and covers 37,000-square feet and houses Automotive Technology, Computer Graphic Technology, Electrical Engineering Technology, and Law Enforcement/Criminal Justice programs.
- **Shawnee Community College** developed a nursing simulation lab by acquiring simulation equipment including a pediatric HAL, SuperTory Neonatal, and five high fidelity adult simulators. In this simulation lab, students can perform many of their clinical tasks, easing the pressure of finding available clinical sites throughout the southern region and expanding SCC's capacity in their Associate Degree in Nursing program from 50 to 75 students.

ECONOMIC DEVELOPMENT ON CAMPUS

- **Parkland College** launched a new apprenticeship program in collaboration with Caterpillar Integrated Logistics Center, a provider of integrated supply chain solutions. The program aims to upskill entry-level warehouse associates, preparing them for advancement opportunities within the industry, and will allow participants to apply earned credit hours toward Parkland's Business Management AAS degree.
- **Black Hawk College**, in partnership with the Safer Foundation and John Deere, launched the Ignite program, a six-course, modular advanced manufacturing program for students interested in careers in advanced manufacturing. This interactive program exposes students to 3D graphics, simulators, hands-on workstations, and project-based learning activities.
- **Richland Community College** received a grant from the Decatur Memorial Foundation to expand their nursing programs by creating *EnRich* Healthcare. The goal is to grow enrollment in nursing and clinical programs by 75% to help build a well-educated, diverse, and resilient workforce. Currently, over 150 students are enrolled.

CORE RESPONSIBILITIES

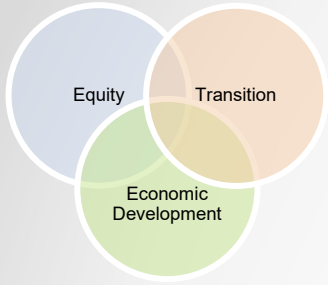


Community College Funding: The ICCB is responsible for formula allocation and administering of the state appropriations for Base Operating, Equalization, and Veterans grant funding. The state appropriated system funding provides over \$268 million to 39 community college districts.

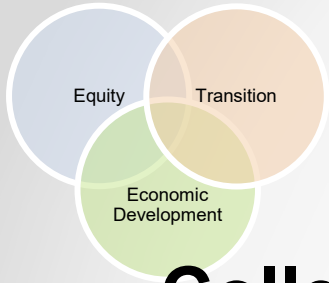
Grants Administration: The ICCB administered over 895 grants totaling \$533,631,816 in FY 2023. Includes Base Operating and Equalization.

GATA Grants	685	\$234,376,116
GATA Exempt	210	\$299,255,700
TOTALS	895	\$533,631,816

CORE RESPONSIBILITIES



GATA Grants	\$234,376,116
Base Operating	\$188,937,200
Equalization	\$74,764,100
City Colleges	\$13,928,700
CTE State	\$16,453,900
IVG/ ING	\$4,264,400
Small College	\$548,400
Performance Based	\$359,000



CORE RESPONSIBILITIES

College Recognition: Based on a five-year cycle, ICCB staff conducts recognition evaluations to assure that colleges meet standards around instruction, administration, finances, facilities, and equipment as established by the ICCB.

Program Approval and Review: There are 287 transfer degrees, 1,218 AAS degrees, 3021 certificates and a total of 4526 approved programs in the system. During FY2022, the ICCB approved 122 new programs across the system. ICCB also manages a statewide program review system.