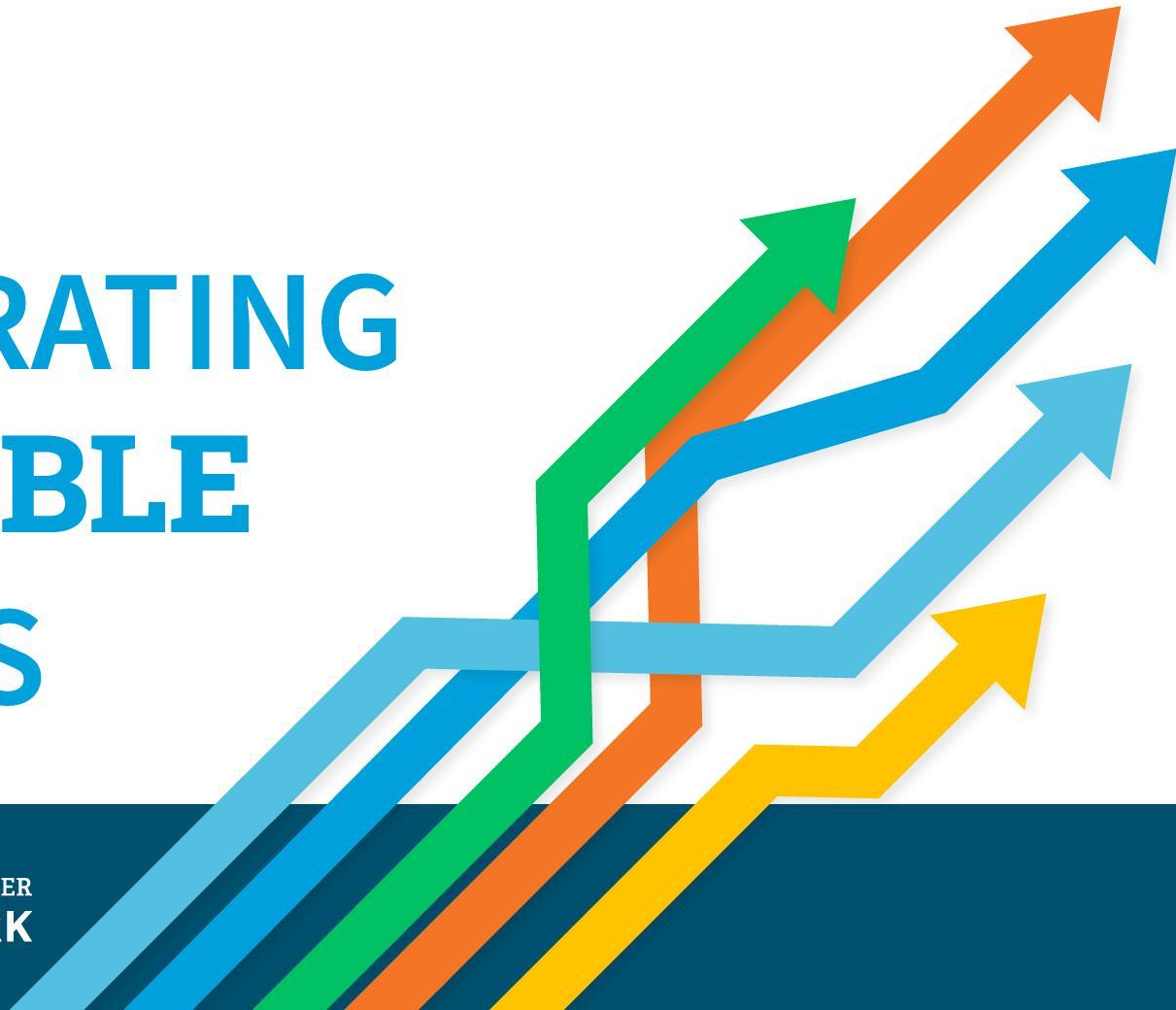


March 8, 2023

ACCELERATING EQUITABLE SUCCESS



ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK





Strategies to Identify and Address Equity Challenges in Implementing College and Career Pathways

Presentation by
Parkland College
Black Hawk Community College
Education Systems Center

ACCELERATING EQUITABLE SUCCESS

Session Description

Parkland College and Black Hawk Community College will discuss their participation in a funding program, managed by EdSystems, that supports early implementers of college and career pathways within their regions. Both community colleges will discuss their “Pathway Equity” Document submission. This document includes existing secondary and postsecondary data, including quantitative and qualitative resources, to identify inequities in pathway metrics around race, gender, etc., and strategies to address those inequities. In this session you will learn about specific equity challenges and the steps these two institutions are taking to address them.

Agenda

Overview of CCPE

Policy Background

Project goals

Grant Overview

Parkland Community College

Black Hawk Community College

Questions

The EdSystems Mission

Shape and strengthen education and workforce systems to advance racial equity and prepare more young people for productive careers and lives in a global economy.



**College &
Career Pathways**



**Bridges to
Postsecondary**



**Data Impact &
Leadership**



Statewide



Community Networks



Innovation



Overview of College and Career Pathway Endorsement (CCPE)

Postsecondary and Workforce Readiness (PWR) Act

Public Act 99-0674 (HB 5729)
Signed by Governor July 29, 2016



Four Components - Alignment with HB3296:

- Postsecondary and Career Expectations (PaCE)
- Scaling of 12th Grade Transitional Courses
- **College & Career Pathway Endorsements on High School Diplomas**
- Pilot of Competency-based High School Graduation Requirements

pwreact.org

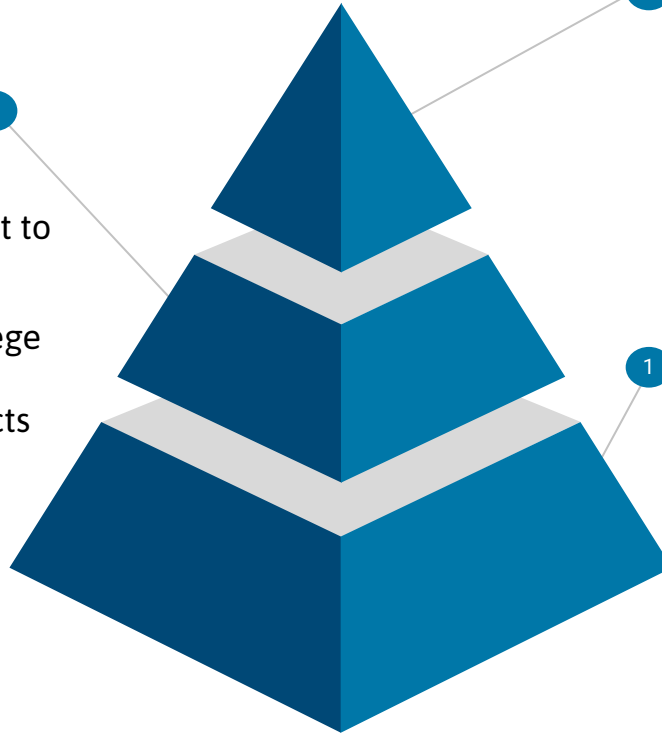
Alignment with HB 3296 - Advancing on PWR Act

- School Districts: requires either election to implement or opting out of implementation of CCPEs by no later than July 1, 2025
 - High school graduating class of 2027 - 1 Endorsement Area
 - High school graduating class of 2029 - 2 Endorsement Areas
 - High school graduating class of 2031 - 3 Endorsement Areas
- Takeaway
 - School districts are strongly encouraged to implement dual credit pathways by 2025. This encourages community college participation and partnership.

Uniqueness of CCPE Students: College and Career Ready

Accelerated Towards a Career Area

- Understanding and increasing commitment to the industry area
- Emphasis on Early college coursework in “career-focused” subjects for a college major or industry credential



Academically Ready for College

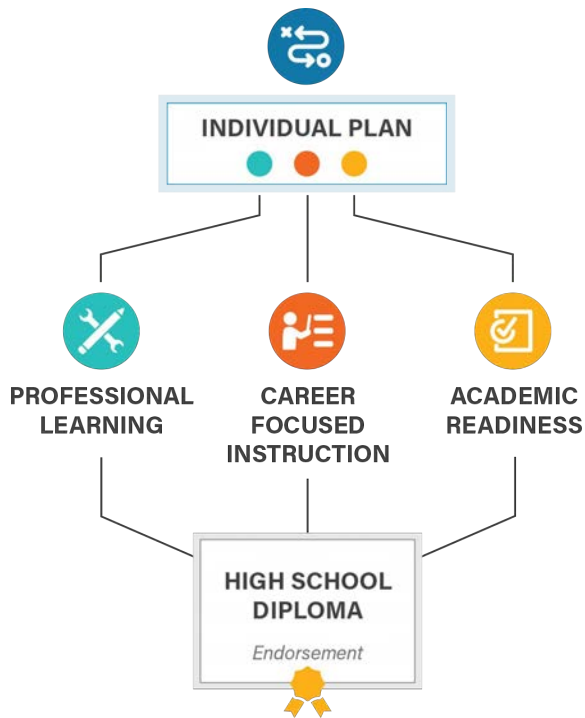
- Required success in College-Level, career-focused coursework and electives
- Required college-level placement in Math and English (through collaboration with local Community College)

Foundational Skills for All Careers

- General employability and entrepreneurial skills embedded in HS experience
- Student have a familiarity with work-based setting and robust experience in problem-based learning



College and Career Pathway Endorsement Framework



INDIVIDUAL PLAN

Each student completing an endorsement must have an individualized plan, which includes college planning linked to early understanding of career goals, financial aid, resume, and personal statement.

PROFESSIONAL LEARNING

Awareness, exploration, and preparation activities that provide opportunities for students to interact with adults in their workplace

9th	10th	11th	12th
At least 2 career exploration activities or 1 intensive experience		60 cumulative hours of paid or credit supervised career development experience with a professional skills assessment	
At least 2 team-based challenges with adult mentoring			

Through these experiences, a student gains essential employability and technical competencies in their identified sector.

CAREER-FOCUSED INSTRUCTIONAL SEQUENCE

Two years of secondary coursework, or equivalent competencies, that articulate to a postsecondary credential with labor market value. Must include at least 6 hours of early college credit.

9th	10th	11th	12th
Orientation / Introduction			
		Skill Development	
		Capstone / Advanced Courses	

ACADEMIC READINESS

Ready for non-remedial coursework in English and math by high school graduation through criteria defined by district and local community college

Endorsement Areas (HS Diploma)

 **FINANCE &
BUSINESS SERVICES**

**INFORMATION
TECHNOLOGY** 

**HEALTH SCIENCES
& TECHNOLOGY** 

**MANUFACTURING,
ENGINEERING, TECHNOLOGY & TRADES** 

**AGRICULTURE
FOOD & NATURAL
RESOURCES** 

**HUMAN & PUBLIC
SERVICES** 

ARTS & COMMUNICATIONS 



Policy Alignment



TEACH ILLINOIS
STRONG TEACHERS, STRONG
CLASSROOMS
POLICY SOLUTIONS TO ALLEVIATE TEACHER SHORTAGES IN ILLINOIS
SEPTEMBER 2018

ILLINOIS STATE BOARD OF EDUCATION



A Plan to Revitalize the
Illinois Economy
and Build the Workforce
of the Future





Grant Overview

Overarching Grant Goals

Project Term: June 1, 2022 – December 31, 2023

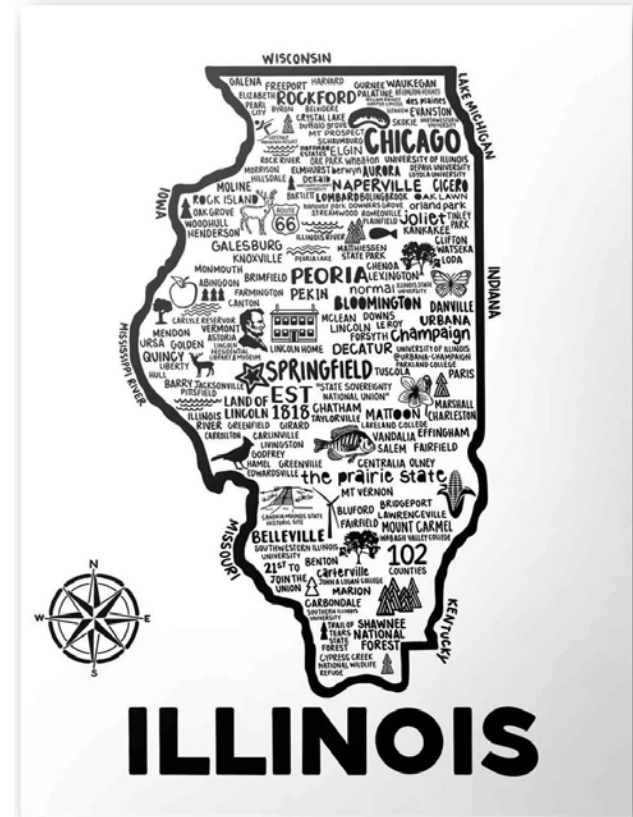
- Increase secondary enrollment in college and career pathways, particularly in underrepresented industry areas
- Increase the number of students who complete secondary pathways, earning a CCPE and industry credentials
- Increase matriculation into postsecondary programs, in particular community college and the workforce
- Develop Currency and Value of CCPE
- Create equity plans

Expectations

- **Publish “currency” with local community college partners for students graduating high school with a pathway endorsement by May 2023**
- Establish a College and Career Pathway Endorsement (CCPE) with partner school districts. Secondary pathway activities ramped by Fall 2023 for secondary students
- **Submission of a “Pathway Equity” Document. A short memo that use existing secondary and postsecondary data, including quantitative and qualitative resources, to identify inequities in pathway metrics around race, gender, etc., and strategies to address those inequities throughout the length of the grant.**

Grant Regions

- Sauk Valley Community College
- Shawnee Community College
- Kaskaskia College / Vandalia CUSD 203
- Joliet Junior College
- **Parkland College**
- Southwest Illinois College
- Illinois Valley College
- **Black Hawk College**



Parkland College



Introduction

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Parkland College Overview

- Located in Champaign, Illinois, serving 12 counties, and 28 high schools
- Parkland College enrolls approximately 10,000 students annually.
- Students range in age from 16 to 86
- About 75 percent of our students live and work within District 505.
- 22 % of area high school 2022 graduates are attending Parkland this year
- Parkland's Early College and Career Academy (ECCA), in partnership with Education for Employment #330, accelerates career training for high school students
- Nearly 70% of ECCA students continue at Parkland after high school
- More than 80% of completers of long-term certificate programs or AAS programs at Parkland College are employed in career jobs within a year of graduation

Our “Why:

The CCPE initiative meshed well with Parkland’s ongoing efforts to:

- Partner with employers to engage high school students in career opportunities
- Provide outreach to our underserved and minority students who have not yet considered career and educational opportunities
- Assist our high schools in developing their programs of study for career pathways
- Assist our industry partners in building a pipeline of skilled future employees

Regional Pathway Inequity Overview

- Enrollment and completion in healthcare programs does not reflect racial/ethnic diversity of district general population
 - The selective admission process and program capacities coupled with barriers seen in the STEM pathways at the K-12 level limit opportunities for enrollment of identified populations
 - Opportunities in Allied Health are unknown to students
- Enrollment in career areas such as manufacturing and industrial technology does not reflect racial/ethnic and gender diversity of district general population
 - Students and families are less aware of career opportunities and earning potential; students have not identified a post high school career goal

Strategies

- Facilitating relationship building between high schools and employers
- Developing career exploration events/open houses for middle school through high school students and families
- Developing and co-branding promotional materials
- Building on the existing programs of studies and Parkland's Early College and Career Academy
- Aligning Parkland's First Year Experience course with HS AVID program (designed for support of marginalized student groups)
- Holding seats in selective admission programs for CCPE completers
- Working with employers to provide incentivized work experience with priority given to CCPE students

Promotional Partnership



The future of healthcare is you.

Discover your pathway to surgical technology with Carle Health and Parkland College.

Benefits of a surgical tech pathway:

- Start making a difference two years after high school.
- Train as a healthcare technician, medical assistant or another support position – with benefits – while going to school part time
- Learn to prepare operating rooms, assist surgeons, and prepare patients before and after surgery.
- Scholarships available through Parkland's SWFT program.
- As a surgical tech, earn a median salary of \$48,000 (2023).

Ready to apply? Learn more about Carle Health and Parkland College.



carle.org/careers



parkland.edu/SurgTech

933 W. Park St., Urbana, IL 61801 | (217) 393-3311 | carle.org

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Your Pathway to Becoming a Surgical Technologist

Highschool pathway:

GRADES 9 AND 10

Career Focus:
 FYE 101 First Year Experience
 HCS 112 Orientation to Health Careers

High School Courses:
 Geometry, Algebra or Pre-Calculus
 Standard Science, Social Science and English

WORK-BASED LEARNING:
 Job Shadowing Programs, Carle Scrub Camp, Volunteer Opportunities

GRADE 11

Career Focus:
 PSY 101 Intro to Psychology*
High School Courses:
 Algebra or Pre-Calculus
 Biology and English

WORK-BASED LEARNING:
 Job Shadowing Programs, Carle Scrub Camp, Volunteer Opportunities

GRADE 12

Career Focus:
 SOC 101 Intro to Sociology*
 ENG 101 Composition I*
High School Courses:
 Chemistry
 Transitional Math

WORK-BASED LEARNING:
 Job Shadowing Programs, Carle Scrub Camp, Volunteer Opportunities

Parkland College pathway:

YEAR 1

First Semester:
 BIO 121 Anatomy and Physiology I
 SUR 116 Surgical Terminology I
 SUR 150 Personal and Professional Relations

Second Semester:
 BIO 122 Anatomy and Physiology II
 SUR 118 Surgical Terminology II
 SUR 130 Surgical Instrumentation
 SUR 158 Pharmacology for the Surgical Technologist
 SUR 170 Sterile Processing

Third Semester:
 SUR 210 Surgical Specialties I
 SUR 221 Clinical Theory I
 SUR 232 Clinical Practicum I
 SUR 238 Mock Operating Room Lab I
 SUR 239 Mock Operating Room Lab II

Work-Based Learning:
 SUR Labs
 Courses to be completed by year 2:
 BIO 123 Microbiology
 ENG 102 Composition II

YEAR 2

Fourth Semester:
 SUR 254 Surgical Specialties II
 SUR 273 Clinical Theory II
 SUR 274 Clinical Practicum II

Fifth Semester:
 SUR 275 Clinical Practicum III

Work-Based Learning:
 SUR Labs and Clinicals

Apply today at parkland.edu/ApplyNow

*Parkland College courses required for AAS degree.
 Carle Scrub Camp - Explore healthcare career options through an immersive three-day summer experience.



Black Hawk Community College



Introduction



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Black Hawk College

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Community College Overview

- Located in Moline, Illinois, serving the 225,000 residents across 9 counties of northwestern Illinois and 18 school districts
- Black Hawk College enrolls approximately 4,000 students annually across our two campuses.
- Fall 2022 Age Range: 16 to 77
 - Hispanic: 583 (15.45%)
 - Asian: 150 (3.98%)
 - African-American: 457 (12.11%)
 - White: 2,343 (62.10%)
- Dual Credit Percentage: 29.10% (N=1,098)
- Our reputation for high quality highly prepared graduates

Our “Why”

- **We viewed the CCPE initiative as a way to improve BHC’s efforts to:**
 - Improve the structure of CTE programs with our high school partners by leveraging the model programs of study
 - Improve the connections and partnerships with employers and workforce agencies to engage high school students in exploring careers directly connected with their interests
 - Acknowledge the accomplishments of students on their transcripts
 - Assist our employers in understanding the value of the CCPE on a students transcript
 - Create a space to engage our employers, workforce agencies, chambers, and other interested groups that increase awareness, and collaboration among parties to build a potential pipeline of skilled workers

Regional Pathway Inequity Overview

- Acknowledge inequities that span ethnicity, socioeconomic, gender, physical and mental abilities
- Black and Latinx students are underrepresented in HST and METT CTE programs as well as industry
- Females are grossly underrepresented in METT programs and field. While, Males are not well represented in HST related programs and field.

Strategies

- Implementation of College and Career Pathway Endorsement through collaboration with secondary partner institutions, regional employers, economic and workforce development agencies, and Black Hawk College
- Career Awareness and Orientation for underrepresented and low-income students
- Improve/increased capacity for college and career pathways at both the secondary partner institutions and Black Hawk College
- Examine and develop strategies that decreases or eliminates the need for remedial education for underprepared students planning on post-secondary training/education
- Monitor and meet regarding the results of CCPE participant to generate initiatives that increase retention and graduation of pathway endorsement participants
- Honor the work of students to earn the CCPE

Additional Community College Equity Pathway Plan Examples

- Increase Black, Lantix and female student enrollment in high-wage pathway industry sectors - example: HST and METT
- Increase number of dual credit courses in Math and English and provide additional supports for these courses
- Create pathway partnerships with school districts that serve a high percentage of vulnerable populations
- Paid tuition and books for low-income and rural students
- Bolster student support in gateway courses

Community College Pathway Currency Examples

- Tuition stipends, waivers and scholarships
- Course credit towards industry credential
- 1-3 course credit portability
- Advanced program application and/or admissions process (adding application points)
 - Guaranteed placement in selective admission programs
 - Waved admission requirements
- Job Placement Opportunities
 - Additional career exploration programs

Reflection and Feedback



**Something still
circling in my
mind is...**

**Something that
squares with my
thinking is...**

**1 to 3
Takeaways
I have are...**



Thank You!