



Introduction to Adult Ed Bridge Programs and ICAPS!

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How would you rate your knowledge of ICAPS and Bridge Programs?

1. Not much. I am not sure what ICAPS stands for.
2. A bit, I have heard of the programs and know a bit about IETs
3. I am fluent, and we have a program in my area.
4. I could write a book on Bridge and ICAPS programs.

How we will spend our time together...

- ❖ Overview of Bridge Programs
- ❖ Overview of ICAPS Programs
- ❖ Example Programs
- ❖ Questions and Answers.

Bridge & ICAPS

How are they similar?

How are they different?



Bridge = Broad

(i.e., Healthcare, IT, Manufacturing, Hospitality)

ICAPS = Specific

(i.e., Phlebotomy, Help Desk, Welding, Culinary)

Level Set...



- Bridge Programs assist students in obtaining the necessary academic (high school diploma), employability, and technical skills through three required components—contextualized instruction, career development, and support services.
- IET = Integrated Education and Training
- ICAPS = Integrated Career and Academic Preparation System
 - ICAPS is Illinois' implementation of the national-level requirement of IET.
- Bridges are typically for lower skill levels. ICAPS are typically for higher skilled learners.



- ▶ **Let's Explore the Instructional Models**

Bridge Core Elements



CONTEXTUALIZED
INSTRUCTION



CAREER
DEVELOPMENT



TRANSITION
SERVICES

Bridges incorporate:

- **industry knowledge** such as math skills needed in a particular field
- **career expectations** such as types of credentials necessary and how long those credentials take to earn
- **transition skills** such as resume writing, interviewing, and college success

**Bridges are
taught by Adult
Education
Instructors
(in levels 3 & 4
out of 6 levels)**



Approved Bridges across the state of Illinois

► We have 185 approved Bridges across the state of Illinois.

of Bridges in each Pathway:

Health Science - 56

Manufacturing - 31

Information Technology - 25

College/Career - 25

Trans., Distribution, &
Logistics - 13

Education & Training - 11

Hospitality & Tourism - 11

Business Management & Administration - 9

Entrepreneurism - 2

Law, Public Safety, Corrections &
Security - 2

**Bridges can
lead to ICAPS,
which lead to
employment
and/or
postsecondary
education**





ICAPS

Illinois' Integrated Education and Training Models
Integrate Illinois – Skills. Jobs. Economic Opportunity.

ICAPS is Illinois' Implementation of IET

- IET = Integrated Education and Training (federal name)
- ICAPS = Integrated Career and Academic Preparation System (state name)

Core Elements in an ICAPS Program

- Adult Education & Literacy Activities
- Workforce Preparation Activities
- Workforce Training

Adult Education & Literacy Activities



Workforce Preparation Activities

Utilizing Resources

Using Information

Working With Others

Understanding Systems

Transitioning Skills

Other Employability Skills

Workforce Preparation Activities: Illinois Essential Employability Skills



Illinois Essential Employability Skills
Framework and Self-Assessment



Workforce Training

1. Occupational Skills Training

- Including for nontraditional employment (by gender)

2. On-The-Job Training (OJT)

- ex. Apprenticeships

3. Incumbent Worker Training

- In accordance with WIOA Sec. 134(d)(4)

4. Combined Workforce Training / Related Instruction

- Including cooperative education programs

Workforce Training

5. Private Sector Training Programs

6. Skill Upgrading and Retraining

7. Entrepreneurial Training

8. Transitional Jobs

- In accordance with WIOA Sec. 134(d)(5)

Workforce Training

9. Job Readiness Training

- In combination with activities i-viii above

10. AEL Activities, including ESL/ELA and IET

- Concurrently or in combination with activities i-vii above

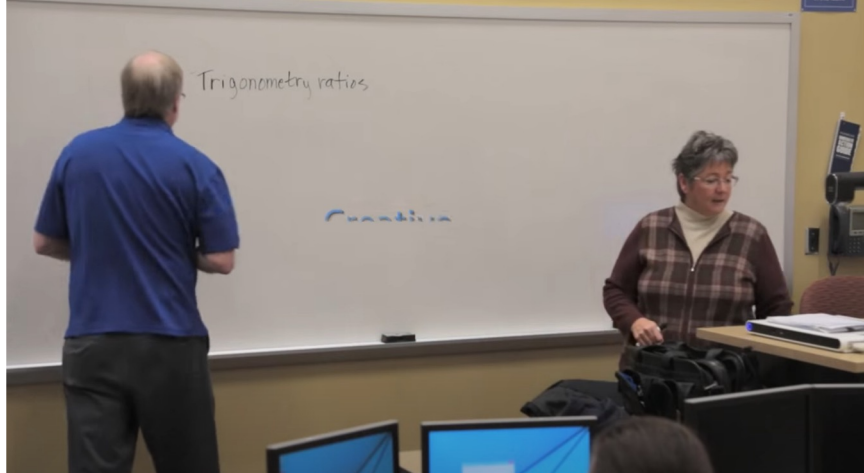
11. Customized Training

- With commitment from employer or group of employers to employ an individual upon completion of training

Workforce Training is taught by CTE or Industry Trainer



Adult Education (AE) and, in some cases, workforce preparation components are taught by an AE Instructor and referred to as a **Support Course!**
(in levels 5 & 6 out of 6 levels)



Team Teaching

- ▶ Team Teaching is a requirement for ICAPS in Illinois.

- ▶ What's involved in team teaching?

Adult Education instructor and Industry Training instructor collaborate.

- ▶ How?

- planning course schedules to align topics
- comparing attendance habits of students
- sharing difficult topics in the training course so more support can be offered by the Adult Ed course
- co-teaching in a classroom (Adult Ed or training course)

**ICAPS: lead to
employment or
additional
postsecondary
education or
training**



Bridge Programs lead to ICAPS

Bridge

Bridge

- Contextualized Adult Education Curricula
- Career Development
- Transition Services
- Technology Skills
- Employability Skills
- Levels 4.0-8.9

ICAPS

ICAPS Model One

- Contextualized and Integrated Adult Education Curricula
- Career Development/Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- College Credit-bearing Career and Technical Education (Workforce Training)
- Shared Learning Objectives
- Team-Taught Environment
- Contextualized Support Class

- Results in:
 - High School Equivalency
 - Industry Recognized Credentials
 - Employment Opportunities
 - Transferrable College Credit
 - Stackable College Credentials

ICAPS Model Two

- Contextualized and Integrated Adult Education Curricula
- Career Development/Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- Non-Credit (Articulation Agreement with Community College for possible Credit)
- Technical /Workforce Training
- Shared Learning Objectives
- Team-Taught Environment
- Contextualized Support Class

- Results in:
 - High School Equivalency
 - Industry-Recognized Credentials
 - Employment Opportunities

Illinois Bridge Programs

Bridge

- Contextualized Adult Education Curricula
- Career Development
- Transition Services
- Technology Skills
- Employability Skills
- Levels 4.0-8.9

Illinois ICAPS Models

ICAPS Model One

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- Results in:
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ICAPS Model Two

- Contextualized and Integrated Adult Education Curricula
 - Career Development/Workforce Preparation
 - Transition Services
 - Technology Skills
 - Employability Skills
 - Comprehensive Student Support Services
 - Non-Credit (Articulation Agreement with Community College for possible Credit)
 - Technical /Workforce Training
 - Shared Learning Objectives
 - Team-Taught Environment
 - Contextualized Support Class
- Results in:
- High School Equivalency
 - Industry-Recognized Credentials
 - Employment Opportunities

ICAPS - Model One



- Contextualized and Integrated Adult Education Curricula
- Career Development / Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services

- **College Credit-bearing Career and Technical Education (Workforce Training)**

- Shared Learning Objectives
- Team-Taught Environment
- Integrated Support Class

Results in:

- ▶ High School Equivalency (HSE)
- ▶ Industry Recognized Credentials
- ▶ Employment Opportunities
- ▶ **Transferrable College Credit**
- ▶ **Stackable College Credentials**

ICAPS - Model Two



- Contextualized and Integrated Adult Education Curricula
- Career Development / Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services

• Technical/Workforce Training

- Shared Learning Objectives
- Team-Taught Environment
- Contextualized Support Class
- Non-credit Articulation Agreement with Community College for possible credit

Results in:

- ▶ High School Equivalency (HSE)
- ▶ Industry Recognized Credentials
- ▶ Employment Opportunities

How does all of this fit into the WIOA Service Matrix?

- ▶ Bridges are stand alone Adult Ed - so they do not fall under WIOA for potential funding. Refer students at this level to Adult Education partners.
- ▶ ICAPS fall under the Training Services for Adults and/or Dislocated Workers and in Youth Program Elements: Education/Career/Training. As a result, WIOA funding is allowable to be spent on the training portion, but not the Adult Education portion. Collaborate with your local Adult Education partners to see how funding can be braided to help everyone achieve goals.

How to find a local Adult Education Provider:

- ▶ Check your LWIB (Local Workforce Investment Board) list of partners.
- ▶ Check your Area Planning Council partners.
- ▶ Check the Adult Education Provider Locator website:
<https://directory.iladulthoodhotline.org/>
Search by Zip Code and then click on local providers



Driven: Adult Education Helps Advance Auto Career

Yeimi Uvera didn't know she would become an auto mechanic when she started at College of Lake County.

She first reached out to learn English after friends told her she could take language classes for free at CLC. After completing her ESL classes, the Mexico native went on to earn her GED and start the first of many certificates in automotive technology. As an adult learner, the Integrated Academic Preparation System (ICAPS) offered her additional academic and social support with a cohort of similar students, ensuring her success.

Scholarships continue to help Uvera as she works toward an associate degree. After receiving help with her resume and applying for jobs, Uvera landed a job at a local body shop in Mundelein. She will continue her education at CLC while getting first-hand experience working as a woman in the male-dominated field.

"The instructors at CLC explain everything well and the automotive classes give you great, hands-on education."

– Yeimi Uvera



Partnerships

- Local business
- Local Workforce Innovation Board (LWIB)
- Education providers
- Public Aid
- Area Planning Council
- Support Service providers
- Community agencies
- Youth Providers
- Community-Based Organizations

Why?

support!

(i.e. Service Integration)

<https://www.icapsillinois.com>



ICAPS

Illinois' Integrated Education and Training Models
Integrate Illinois - Skills, Jobs, Economic Opportunity.

ICAPS Approval Form

ICAPS Toolkit

Sample ICAPS Models

ICAPS INFORMATION

ICAPS LEARNING COMMUNITY

PARTNERS

ILLINOIS PROGRAMS



**Team
Teaching**



Navigator



Administrator



**Upcoming
Professional
Development**

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Manufacturing - 34

Information Technology - 21

Trans., Distribution, & Logistics - 15

Architecture & Construction - 5

Education & Training - 5

Business Management & Administration - 4

Hospitality & Tourism - 5

Law, Public Safety, Corrections & Security - 1

Agriculture and Natural Resources - 1 (IDOC)

Where to go with questions

Bridge and ICAPS frameworks and policy type of questions -

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How Title II and Title I can collaborate:

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Questions!?!

