

ICAPS... What's Next?

2023 TRANSITIONS ACADEMY

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DEFINITIONS

from <https://www.isbe.net/documents/il-career-pathways-dictionary.pdf>

Apprenticeship – An employer-driven, “learn while you earn” model that combines structured on-the-job training (OJT) with job-related instruction in curricula tied to the attainment of industry-recognized skills standards and leading to an industry credential. The OJT is provided by the employer, who hires the apprentice at the commencement of the program and pays the participant during the program.

Pre-apprenticeship - A program that has a documented partnership with an employer and is designed to prepare individuals to enter and succeed in a Registered Apprenticeship or Non-Registered Apprenticeship which includes the following:

- Training aligned to local economy;
- Educational and Career Counseling
- Hands-on activities directly related to education and training

DEFINITIONS (continued)

Youth Apprenticeship - A program for youth (ages 16 to 24) currently enrolled in secondary education or pursuing a high school equivalency, including those with disabilities, that include, at minimum, the following:

- 450 hours of OJT under mentor
- 2 semesters that lead to credit and an industry credential
- Assessment measuring success of skills
- Career Exploration
- Wrap-around supports

Common Apprenticeship Words and Their Definitions

USDOL – United States Department of Labor

RTI – Related Technical Instruction

Registered – filed and approved by USDOL

Unregistered – not filed or formally approved by USDOL

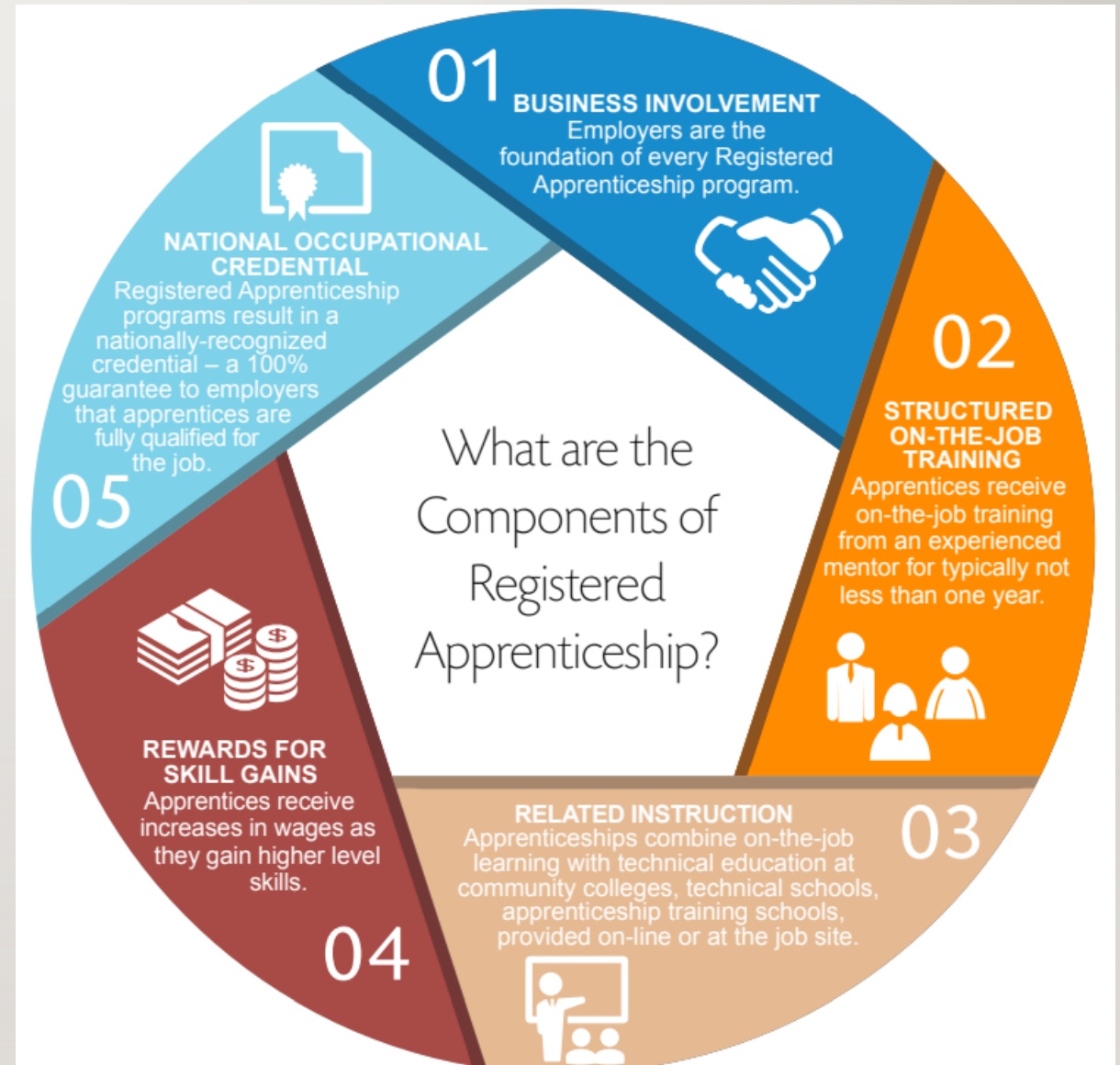
Incumbent worker – an already hired employee that needs to upskill

Apprenticeship – paid learning by practical experience, could be under-skilled workers, often in a trade, art, or job; sometimes referred to as “earn while you learn”

Internship – learning in a professional field gaining supervised practical experience (paid or unpaid)

5 Hallmarks Of Apprenticeship

Both Registered and Unregistered

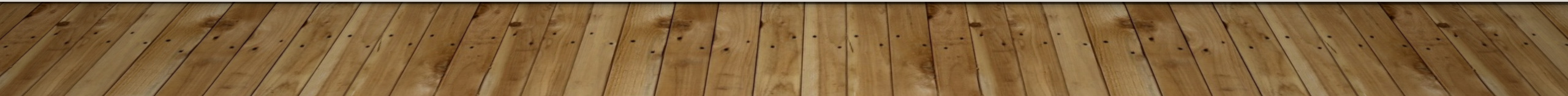


Where Do ICAPS Fit In All This?

ICAPS are 1 form of pre-apprenticeships.

Per the Career Pathway Dictionary, “The ICAPS program includes dual enrollment in Adult Education and Career and Technical Education courses, leading to completion of the high school equivalency (GED), an institutional certificate, and at least one industry certification. Each program includes a pathway for students to continue their education, leading to a degree.

In addition to the unique programming offerings, intense support services are offered to ensure students have the tools needed to complete their studies and be successful in the workforce. A career navigator works with each student, assisting the student with any obstacles that arise.”

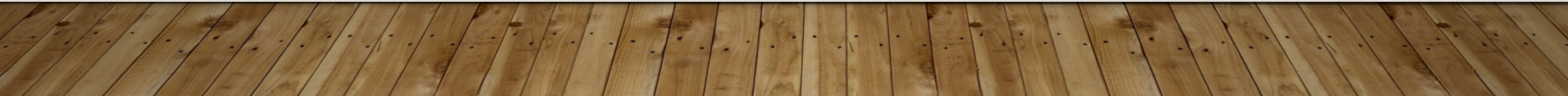


The 3 Subpoints From Career Pathway Dictionary Under Pre-apprenticeships

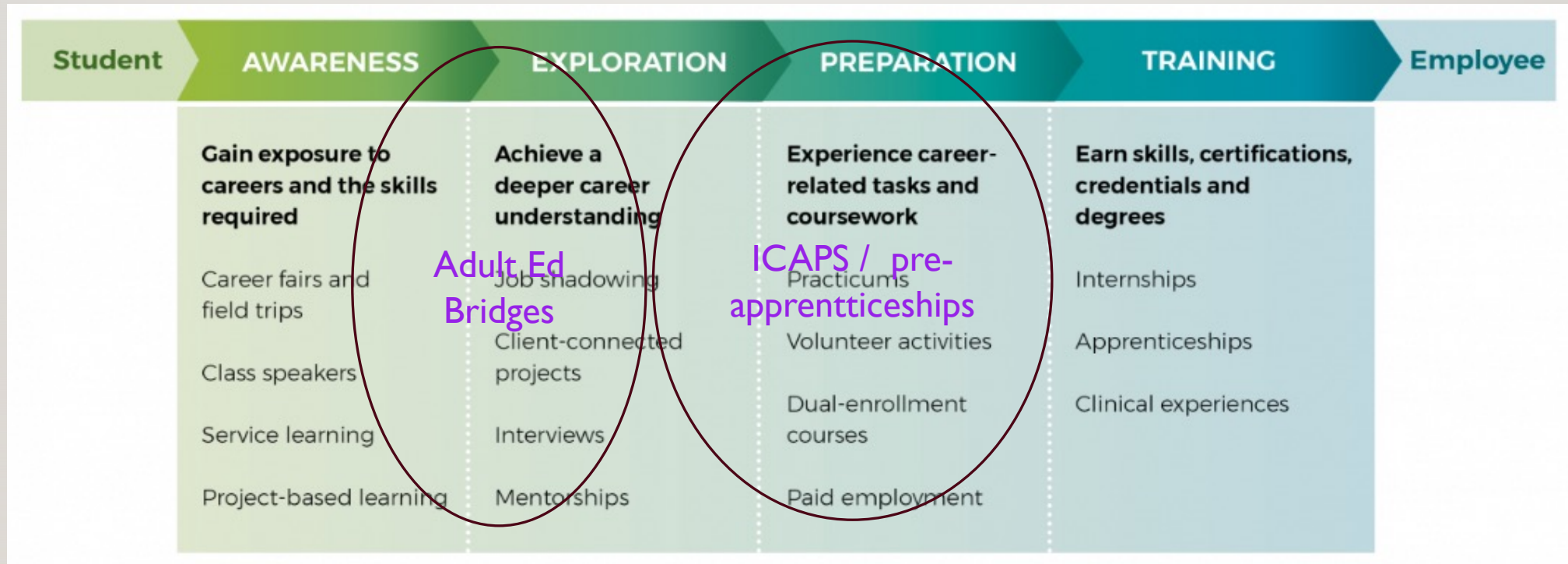
A. Training and curriculum that aligns with the skill needs of employers in the economy of the State or region and that has been designed to prepare participants to meet the minimum entry-level requirements of the Apprenticeship. - [included in ICAPS](#)

B. Access to educational and career counseling, and other supportive services as needed by participants. - [included in ICAPS](#)

C. Hands-on meaningful learning activities that are connected to education and training activities, such as Career Exploration and Career Development Experiences, and that reinforce foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework. - [included in ICAPS](#)

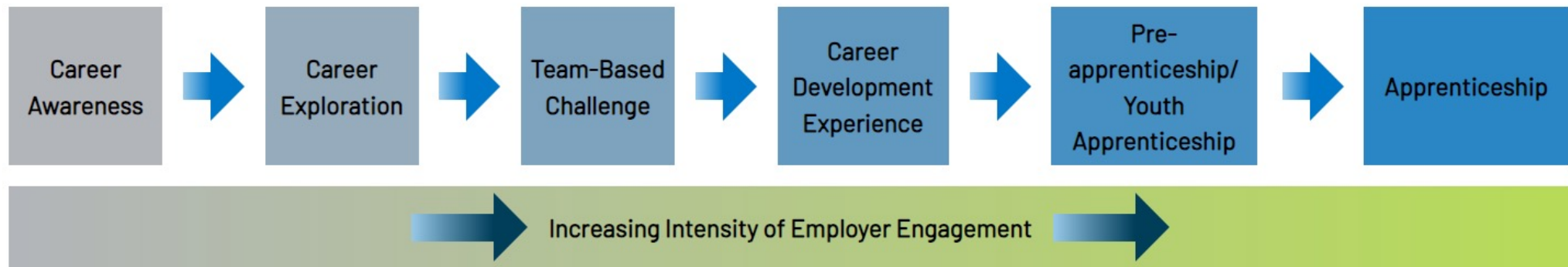


Work-based Learning Continuum (AKA: Benefits for Students)



Employer Engagement Continuum

THE WORK-BASED LEARNING CONTINUUM



What Can I Do?

1. Start the discussion early
2. Locate and connect with apprenticeship providers in your local area. Those could be:
 - community colleges – such as Corporate Training, Continuing Ed
 - trades (i.e. unions)
 - Business Service Team Representatives (formerly known as Navigators)
 - Economic Development Council
 - WIOA partners/American Job Centers/Business Services Teams

What Can I Do? Cont'd

3. Talk with partners to see how your ICAPS can serve as pre-apprenticeships for what they and employers need

4. Build ICAPS to fill the gaps of your partners:

- Educational gaps
- Employment gaps
- Sector gaps
- Diversity gaps

Questions anyone?

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