

Howard Area Community Center





TRANSITIONS ACADEMY

Illinois Community College Board

Career and Technical Education and Adult Education and Literacy

Howard Area Community Center

Who is here?

SIM BELL
(JAMES) PROGRAM DIR.

Bridges

CURRENT- HOSPITALITY

FUTURE- HEALTHCARE

ICAPS

CURRENT- CULINARY

FUTURE- COMMUNITY HEALTH
WORKER/NAVIGATOR

Today will be a success when we...

UNDERSTAND WHAT OTHERS' SUCCESSSES AND
CHALLENGES AND SOLUTIONS HAVE BEEN.

Goals and Priorities in Planning

- 1.Ensure that we are being mission focused (HACC's mission is to assist low-income individuals and families to stabilize their lives and to develop the social skills necessary to become effective community members)
- 2.Research employment projections for the chosen career pathway(s) (We conducted SWOT analysis)
- 3.Is our program model in line with ICCB requirements? (I remember having difficulty telling the difference between a Bridge Class and an ICAPS, so a priority was learning the difference)
- 4.How are we going to evaluate this? (We had to create a monitoring and evaluation process that worked for us)
- 5.How are we going to remain flexible and adaptable? (How will we adapt to changing circumstances like shifts in funding or emerging needs in the community? And are we ready to tear it all down if needed?
Spoiler: we did have to tear our first iteration down)

Our ICAPS We're Developing or Implementing as part of the Cohort Convos

•During the time of the Cohort Convos, we had been implementing our Culinary ICAPS, but had been experiencing some difficulties related to:

- Location
- Students earning the Restaurant Manager's Certificate (the industry recognized credential)
- Low program enrollment

•We needed something that worked better for students, the org, and the community...

•During the same time, we were in the infancy stages of exploring a new Community Health Worker ICAPS and Healthcare Bridge Class

•We had a few data points that helped guide us towards this field:

- Our AE program has a large student population who are immigrants & refugees
- Our AE instructors heard that students were having trouble navigating the healthcare system
- We had an AE instructor who worked with an organization who addresses this problem through training

Our Planning Team and How We Recruited Them



The Planning Team

Jim Bell – Program Director

Moon Parker – Program Supervisor

May Dartez – Adult Ed Instructor

Teresa Roll – Transitions Instructor

Mariela Rodriguez – Transitions Instructor

How We Recruited Them:

- The team are all existing staff at HACCC in our Adult Education Department
- Through ongoing supervision, we discussed the difficulties we were having with the Culinary ICAPS
- We discovered that May Dartez was also employed by SUHI and was a curriculum developer for them
- May brought up her relationship with SUHI and the idea of creating our own Healthcare Bridge and utilize SUHI's Population Health curriculum and workforce training model to help address the agency's need for an ICAPS and the students' need for healthcare navigation

What We Still Need to be Successful/Next Steps

- Ongoing training program evaluation
 - Assess the effectiveness and impact of our Community Health Worker ICAPS
- Assisting program graduates with employment placement
 - Connecting students to our Transitions Instructors to assist with job searches, resume writing, interview preparation, and additional employment skills development, including job readiness training (JRT)
- Researching additional funding
 - Speaking to the non-profit sector, the ability to braid funding in critical
 - While the ICAPS is a component of one funder's programming (ICCB), there could be other targeted populations (e.g. returning citizens) who are looking for a career pathways training component
 - We will be looking for these types of opportunities

Marketing and Messaging



•For our CHW ICAPS Our Marketing & Messaging Has Been:

- Targeted – since this is our first run and have limited spots, we have advertised within our current student body and with the resettlement agencies who we partner with (*official start date pending ICAPS approval*)
- Our hope is to expand and be able to offer more spots, so our current next step is to work on a social media marketing campaign (coming in early FY25)

Barriers - Who Can Assist to Overcome These Barriers



Time As A Barrier

- We spent a lot of time figuring out that our culinary ICAPS may not be the best fit for us and had to change course
- We were very fortunate to have the team members that we did to identify a new ICAPS option
- Upon official ICCB approval, we will have to spend time evaluating the CHW training program
- But we feel that we have learned a lot about the process and that opportunities like the Transitions Academy Cohort Convos have been appreciated

Funding As A Barrier

- We have limited funding for this currently, so we have to be effective and efficient in our decision making
- Due to the current level of funding, it would be difficult to scale up our CHW ICAPS if it shows to be successful
- Limited funding can also constrain a program's ability to innovate and adapt to changing circumstances (we were fortunate to be able to "reset" once, but twice may be a different story)