

COLLEGE CHANGES EVERYTHING™ CONFERENCE

**July 11, 2013
Tinley Park, Illinois**

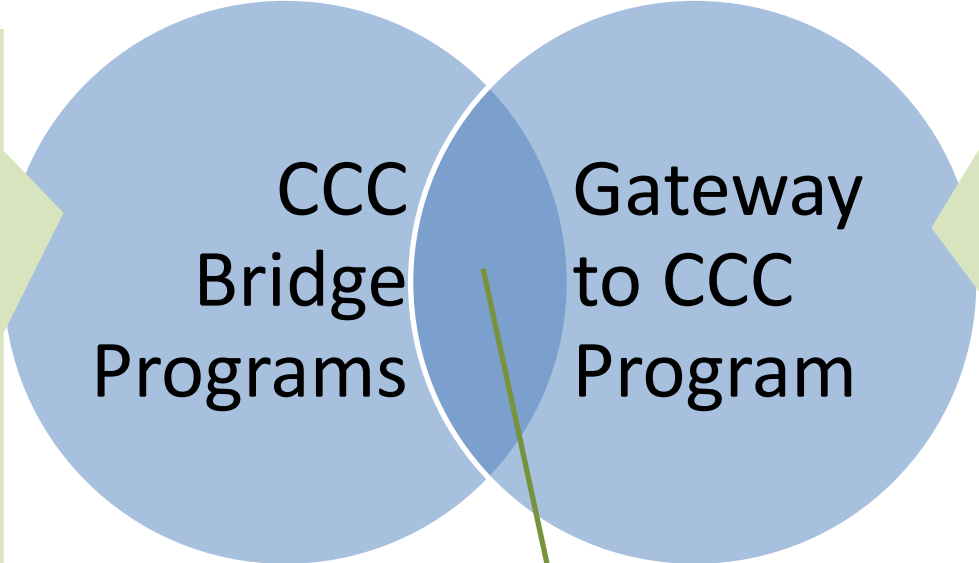
GED® or ESL Is Not Enough: CCC's Pathways from Adult Education to College and Career Programs



CCC has made a strong commitment to transitioning Adult Education students to college through two transition programs, **Bridges** and **Gateway**

Bridges:

- Prepare for occupational pathways
- Target Low Intermediate ABE and High intermediate ESL students
- Help students reach GED test readiness while in program (if ESL student with foreign HS diploma, reading/writing skills are developed but GED test is N/A)
- Include COMPASS readiness
- Help students financially through credit for prior learning



Gateway

- Prepares for transfer or occupational pathways as long as in college credit
- Serves Advanced ESL and GED students
- Requires participants to be in an ASE-level class, actively preparing for the GED test, or to have a high school diploma from their country
- Must take COMPASS to enter program
- Help students financially through tuition waivers

Both programs:

- Teach students about the value of postsecondary education and establish the expectation of going to college
- Rely on transition specialists to recruit, orient, and help navigate the transition
- Involve career exploration

Today's agenda

- 1 Bridge programs
- 2 The role of the Transition Specialist across programs
- 3 Gateway to the City Colleges of Chicago Program

Bridge goals and core elements inform program design

Bridges prepare students to achieve three broad goals:

- Pass the 2014 GED® test
- Enter and succeed in CCC College to Careers programs that provide stackable credentials: certificate programs linked to Associate degrees and beyond
- Obtain entry-level jobs in the target industry

Bridges must incorporate the following three core elements (per ICCB):

- Contextualized Instruction
- Career Development
- Transition Services

The bridge student profile informs how students are recruited and oriented to the program

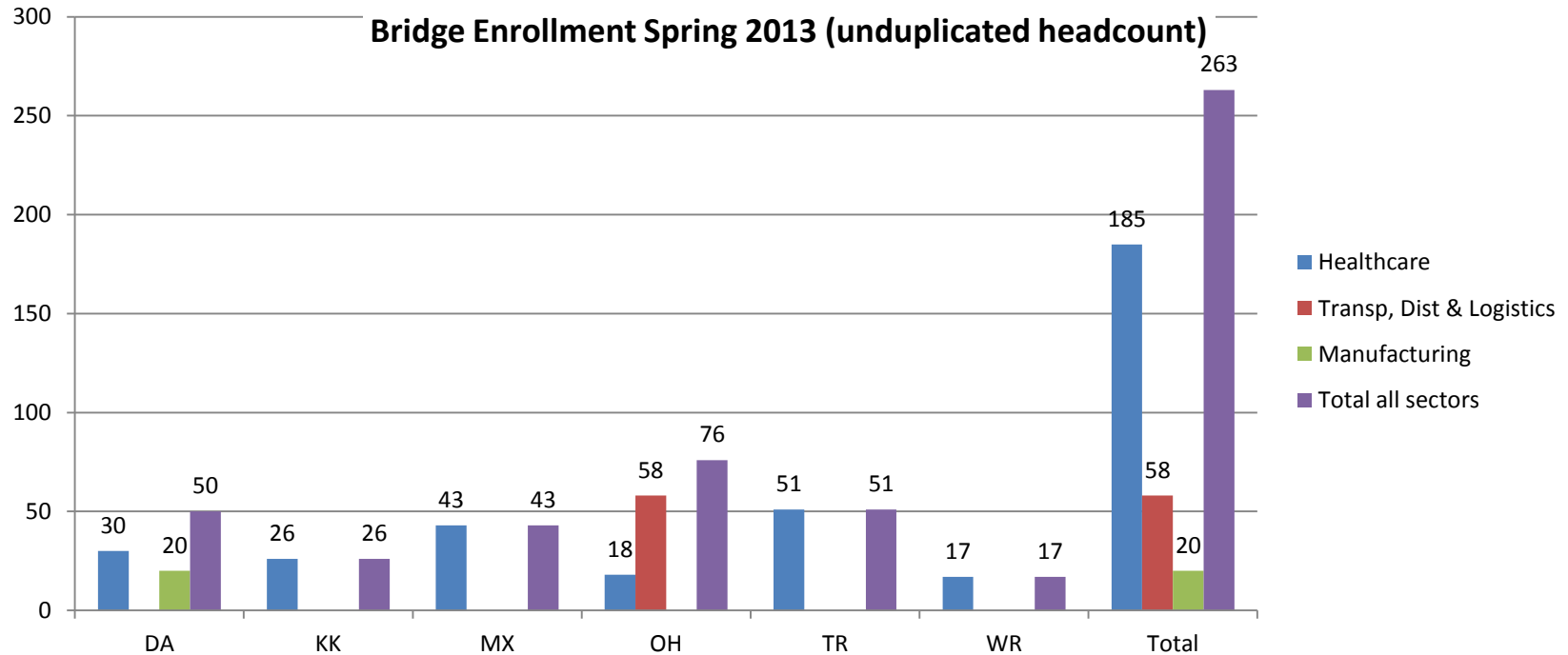
Personal characteristics:

- Have confirmed interest in the target industry through career exploration and advisement
- Able to arrange personal life to devote time to an intensive program
- Have the will and ability to persist and to put forth effort

Academic level:

- 6.0-8.9 at entry
- COMPASS 65+ at midpoint if applicable
- ESL or ABE students
- Developmental Ed students in some cases

As a result of recent efforts, CCC bridge enrollment reached 263 students across the District in spring 2013



Several key attributes of City Colleges of Chicago bridges contribute to viability

- Strong institutional support
 - CCC Reinvention initiative as a foundation and ongoing support
 - College to Careers connection (data and linkup to opportunities)
- Program structure
 - Modularity
 - Leveling
 - Intensity
 - Embedded vocational component under Adult Education
- Instructor support
 - Daily lesson plans
 - Professional development
- Potential for collaboration with community organizations
- Student support – transition specialists

Bridges are guided by CCC's Reinvention initiative, which focuses on 4 critical goals to help students meet the demands of a changing world

Bridges address CCC's 1st, 3rd, and 4th Reinvention goals

- Increase number of students earning college credentials of economic value

- Increase rate of transfer to bachelor's degree programs following CCC graduation

- Drastically improve outcomes for students requiring remediation

- Increase number and share of ABE/GED/ESL students who advance to and succeed in college-level courses

Drive greater job placement and degree attainment

Ensure student success

Become an economic engine for the City of Chicago

Bridges are considered an integral part of CCC's College to Careers initiative, which focuses on 6 industries where City Colleges can make a real impact

2018 Illinois Labor Market for Associate's, Postsecondary Credentials & Some College

Total Jobs
1,000,000
900,000
800,000
700,000
600,000
500,000
400,000
300,000
200,000
100,000
0

Business

~80% of all job openings in Illinois in 2018 in will be in Business, Health Science, TDL, Hospitality & Tourism, Manufacturing, and IT

Remaining ~20% of all job openings are **fragmented across 8 separate career clusters**

Health Science

TDL

Hospitality Manu- & Culinary facturing

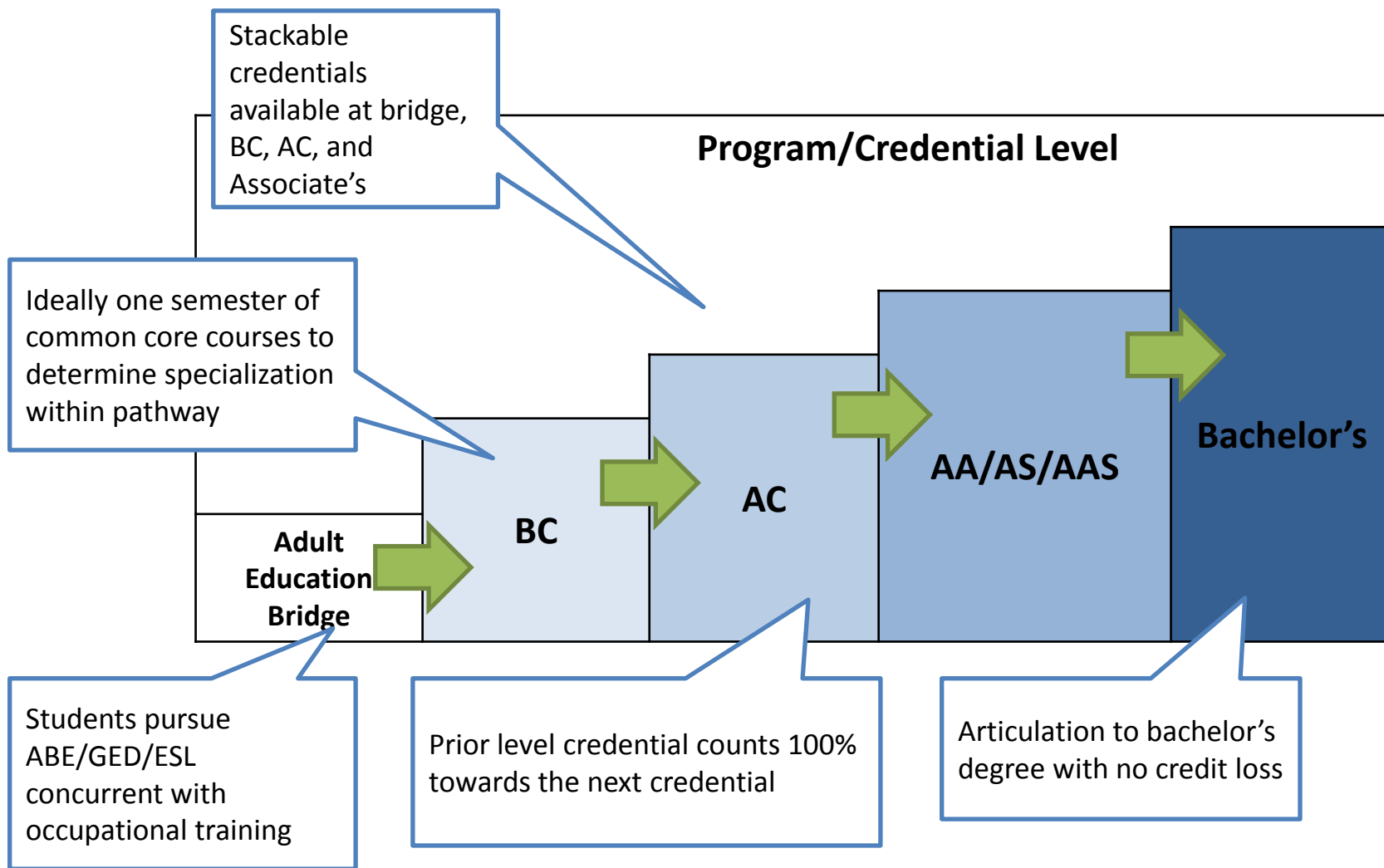
IT

All Other

Source: Georgetown Center on Education & Workforce, The Midwest Challenge: Matching Jobs with Education in the Post-Recession Economy (2011), available at <http://www9.georgetown.edu/grad/gppi/hpi/cew/pdfs/midwest-challenge.pdf>; Team Analysis



CCC's pathways strategy is driven by a vision of stackable credentials



City Colleges of Chicago bridges have been designed to maximize student progress and ability to transition

- Intensive, with students attending 20 or more hours per week
- Include several linked courses taken as a cohort, including Contextualized Language Arts, Contextualized Math, and Sector Knowledge and Skills
- At minimum a 16-week program (once 2014 GED® test is launched, likely to be extended)
- Often incorporate a vocational component in order to prepare students for entry level employment while preparing them for GED and transition
- Leveled classes to allow for student progress within the program: High Intermediate, Low ASE, and High ASE

CCC healthcare bridge courses are available at three levels (from High Intermediate up); all levels incorporate contextualized instruction

Sample schedules – 20 hours per week:

Bridge I - 8 wks	Mon	Tues	Wed	Thurs	Fri
9:00-11:00	Healthcare Bridge High Intermediate Language Arts (4 units)				Health Related Knowledge/Skills (2 units)
11:00-1:00	Healthcare Bridge High Intermediate Math (3 units)			Computers for Healthcare (1 unit)	

Bridge II – 8 wks	Mon	Tues	Wed	Thurs	Fri
9:00-11:00	Healthcare Bridge Low ASE Language Arts (4 units)				Health Related Knowledge/Skills (2 unit)
11:00-1:00	Healthcare Bridge Low ASE Math (3 units)			GED General Skills (1 unit)	

Bridge III – 8 wks	Mon	Tues	Wed	Thurs	Fri
9:00-11:00	Healthcare Bridge High ASE Language Arts (4 units)				Additional coursework as appropriate
11:00-1:00	Healthcare Bridge High ASE Math (3 units)				

Currently, Bridge I and II are being offered together as a 16-week “general” healthcare bridge program

GED® test & CCC Health Science Programs



Some CCC healthcare bridges embed BNA or Medical Office training as vocational Adult Education courses in the second 8 weeks

First 8 weeks – Bridge I (High Intermediate)

20 hours/week

	Mon	Tues	Wed	Thurs	Fri
9:00-11:00	Healthcare Bridge High Intermediate Language Arts (4 units)				Health Related Knowledge/ Skills (2 units)
11:00-1:00	Healthcare Bridge High Intermediate Math (3 units)			Computers for Healthcare (1 unit)	

Second 8 weeks—Bridge II (Vocational)

20 hours/week

	Mon	Tues	Wed	Thurs	Fri
9:00-1:00	Vocational BNA Training (10 units) OR Vocational Medical Office (10 units)				

Entry Level Employment

Further study at the ASE level
GED® test
CCC Health Science programs



The Transportation, Distribution, & Logistics bridge prepares students for the GED test and studies in Logistics while preparing them for entry level warehousing jobs

First 8 weeks – Bridge I (High Intermediate) 22 hrs/wk:

M	T	W	Th	F
1-3:40pm TDL Bridge High Intermediate Math (4 units)	1-4pm Warehousing Employment Skills* VC175-128 (3 units) [JKD workplace simulation software]	1-3:40pm TDL Bridge High Intermediate Math (4 units)	1-4pm Warehousing Employment Skills* VC175-128 (3 units) [JKD workplace simulation software]	1-3:40pm TDL Bridge High Intermediate Math (4 units)
3:40-5:40pm (M-T-W) TDL Bridge High Intermediate Lang Arts (3 units)			4-6pm General Skills ABE GED-499 (1 unit)	

Employment
or ASE Level
Bridge

Second 8 weeks—Bridge II (Low ASE) 22 hrs/wk:

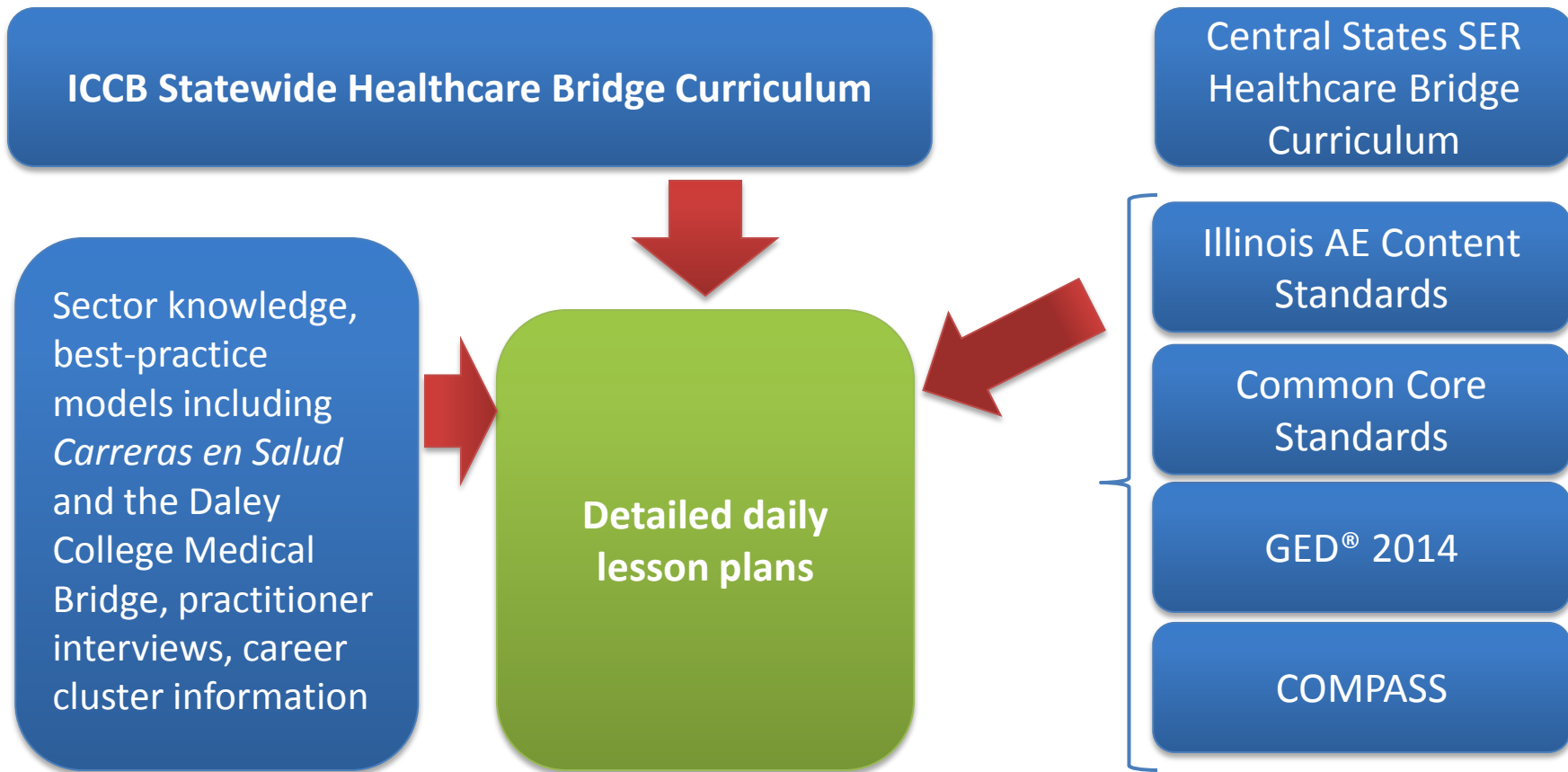
M	T	W	Th	F
1-4pm TDL Bridge Low ASE Math (3 units)	1-4pm Fundamentals of Supply Chain Mtg.* (3 units)	1-4pm TDL Bridge Low ASE Math (3 units)	1-4pm Fundamentals of Supply Chain Mtg.* (3 units)	1-5pm Forklift Operation* (2 units – certificate upon completion)
4-6pm (M-T-W) TDL Bridge Low ASE Lang Arts (3 units)				

Employment,
GED test,
and/or TDL
Occupational
Programs

Courses marked with * may carry credit for prior learning.



CCC's Daily Language Arts Lesson Plans for healthcare were based on the ICCB curriculum and other sources



Reading/writing lesson plans for Transportation, Distribution, & Logistics have been completed under a partnership with Women Employed. Lesson plans for other sectors and for math will be developed.

Daily Lesson Plans provide a detailed roadmap for the instructor and help give focus to professional development activities

Lesson Plans include:

- Objectives correlated to the day's activities
- Standards that are being addressed
- Materials—all included as attachments or website links
- Activities that include:
 - Step-by-step instructions an how to walk students through a specific exercise
 - Approximate minutes each exercise will take
- Homework

Additional information about Daily Lesson Plans is available on the Women Employed website, <http://www.womenemployed.org/bridge-program-lesson-plans>

CCC is working with CBOs to explore ways in which we can partner on bridges to build capacity and increase student access

Transition into CCC Bridges:

- Basic literacy instruction offered at a CBO to get students to the High Intermediate level, followed by transition to a CCC bridge program
- Pre-bridge (Low Intermediate level) offered at a CBO, followed by transition to a CCC bridge program
- First part of a bridge (Bridge I, High Intermediate level) offered at a CBO, followed by Bridge II at CCC
- Wraparound services from the CBO may continue after transition to the CCC bridge if funding permits.

Transition into CCC occupational programs:

- Entire Adult Education bridge is offered at a community based organization, followed by transition directly into a CCC occupational program.

Additional activities could include:

- Identification of additional potential partners from the business community as well as human services and workforce providers
- Working together to identify and leverage funding opportunities for career pathway education

Today's agenda

1 Bridge programs

2 The role of the Transition Specialist across programs

3 Gateway to the City Colleges of Chicago Program

The transition specialist is at the heart of a student support strategy for transition for both Bridges and Gateway

Transition Specialists' duties in both programs include:

- Recruitment
- Orientation
- Advisement
- Tracking
- Connecting to college services as needed (advising, Wellness Center, etc.)
- Guidance in navigating the transition to credit

Recruiting the right students for transition programs is one of our biggest challenges. What strategies have proven most effective?

What – When – How – Who

What: Get students thinking about what comes after GED attainment/ESL Transition Level.

- Information
- Questions and Answers
- Literature
- Off-site locations
- Community partnerships

When: Make transition part of the conversation from the first student contact.

- Registration
- Advisement
- Support service
- Special events
- Follow up
- Office hours

What – When – How – Who

How: Establish relationships of trust with students to foster genuine communication and retention.

- Comprehensive orientations
- Faculty and staff involvement
- Informational sessions
- Classroom visits
- Workshops
- Welcome events
- Student recognition events
- Clubs
- Completion ceremonies
- Retention incentives
- Student service projects

What – When – How – Who

Who: EVERYONE

Today's agenda

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To help our students meet the demands of a changing world, we must start anew, focusing on four critical goals

- **Increase number of students earning college credentials** of economic value

- **Increase rate of transfer** to bachelor's degree programs following CCC graduation

- **Drastically improve outcomes** for students requiring remediation

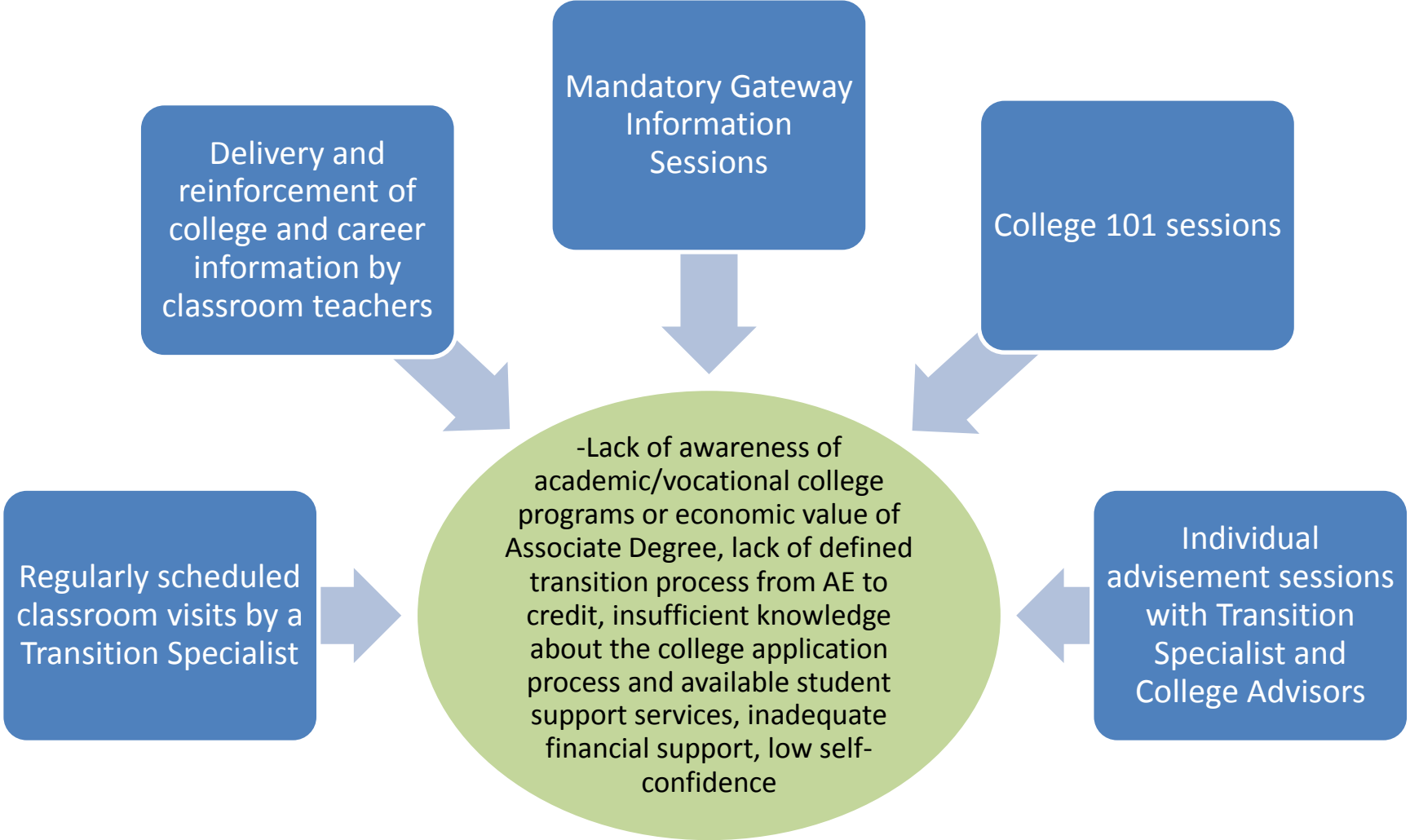
- **Increase number and share of ABE/GED/ESL students who advance to and succeed** in college-level courses

Drive greater degree attainment, job placement, and career advancement

Ensure student success

Become an economic engine for the City of Chicago

The Gateway Program addresses barriers often experienced by Adult Education students and provides structure for introducing students to college



Gateway to the City Colleges of Chicago Program

Is a “**dual enrollment**” program that helps advanced ESL and GED students to transition to college credit programs. Students:

- Receive college transition **advisement and support**
- Are eligible to take **credit courses tuition-free** while still enrolled in Adult Education
- Make significant progress toward a **certificate or degree** while in the program
- Gain the **knowledge, experience, and confidence** they need to make a **full transition into the academic program**



Gateway Scholar Eligibility

- Start the Gateway Program in ESL Levels 6 through ESL College Transition Level or GED High ASE Level or GED College Prep Course
- Apply prior to completing the ESL College Transition Level
- GED students should have a minimum TABE score of 9.0 or above
- Not have taken any college courses in the United States
- Meet in-District residency requirements*
- Intend to pursue a certificate or Associate degree at the college
- Take the full COMPASS and score 50 or higher on COMPASS Reading
- Attend a scheduled Gateway Program Orientation
- Complete a Gateway Program application and obtain an Adult Educator recommendation
- Continue in their Adult Education courses through Phase I
- Have a good academic history as determined by the selection committee (problem areas include: history of NSW or ADW, course failures, slow progression in AE program including limited level gains)
- Agree to complete a minimum of one service project in Phase II of the Gateway Program

*Individuals must live in the City of Chicago. Students with an I-20 (F1, F2), H-1, J-1, J-2, or other non-immigrant visas, are not eligible for the Gateway Program.

Gateway Program phases provide student and financial support to promote full transition, and represent important milestones for students

Phase 1

Gradual Immersion

Dual enrollment in Adult Education and credit courses

Guidelines:

- First course is the Gateway College Success Seminar section
- Three semester maximum
- Course eligibility determined by COMPASS; certain limitations imposed

Financial:

- One Gateway (tuition-waived) course per semester
- Students pay all fees and books – except for the Gateway College Success Seminar course where texts are provided free of charge

Student Support:

- Welcome Scholar Event
- Mandatory advising sessions with transition specialist and college advisor
- Development of the IMPACT Plan

Phase 2

Transition with support

Full transition from Adult Education to college credit

Guidelines:

- Students formally apply to college
- Course eligibility limited only by COMPASS and pre-requisites

Financial:

- Students that qualify for Financial Aid will utilize their Pell Grants to pay for courses;
- or**
- Students pay for one course for every tuition-waived course (“BOGO”)

Student Support:

- Mandatory advising sessions with college advisor
- Scholar Service Projects
- Gateway workshops/seminars
- Mentoring Program
- Recognition Events

Phase 3

Credit with support

Continued progress toward a certificate and/or degree

Guidelines:

- Students have reached max of 6 tuition-waived courses

Financial:

- Students responsible for tuition through Financial Aid or other means

Student Support:

- Gateway workshops/seminars
- Scholar Service Projects
- Mentoring Program
- Recognition Events

Associate Degree Attainment

Gateway Scholar honor cord and distinction in the commencement program

Additional Gateway Scholar Financial and Student Support Services may be provided at the discretion of and under the purview of the College and/or Adult Education Department Administration on a college by college basis. These may include: textbook vouchers, assistance with college fees, CTA bus pass distribution, among others.

College Success Seminar for Gateway Scholars designed to meet specific needs of AE students in transition to credit

The College Success Seminar is a FREE Credit Course for Gateway Scholars. It is customized specially for THEM!

The course fosters academic skills necessary to be a successful COLLEGE Student.

After completing the course, a student will be able to:

- Develop critical thinking skills necessary to succeed as a college student
- Learn note-taking methods and test-taking strategies to prepare for your college education
- Develop research skills needed for college research papers and reports
- Learn how to utilize technology and library resources to communicate and gather information
- Explore career options and how to choose a college major
- Learn about student support resources available on campus
- Manage time and stress more efficiently



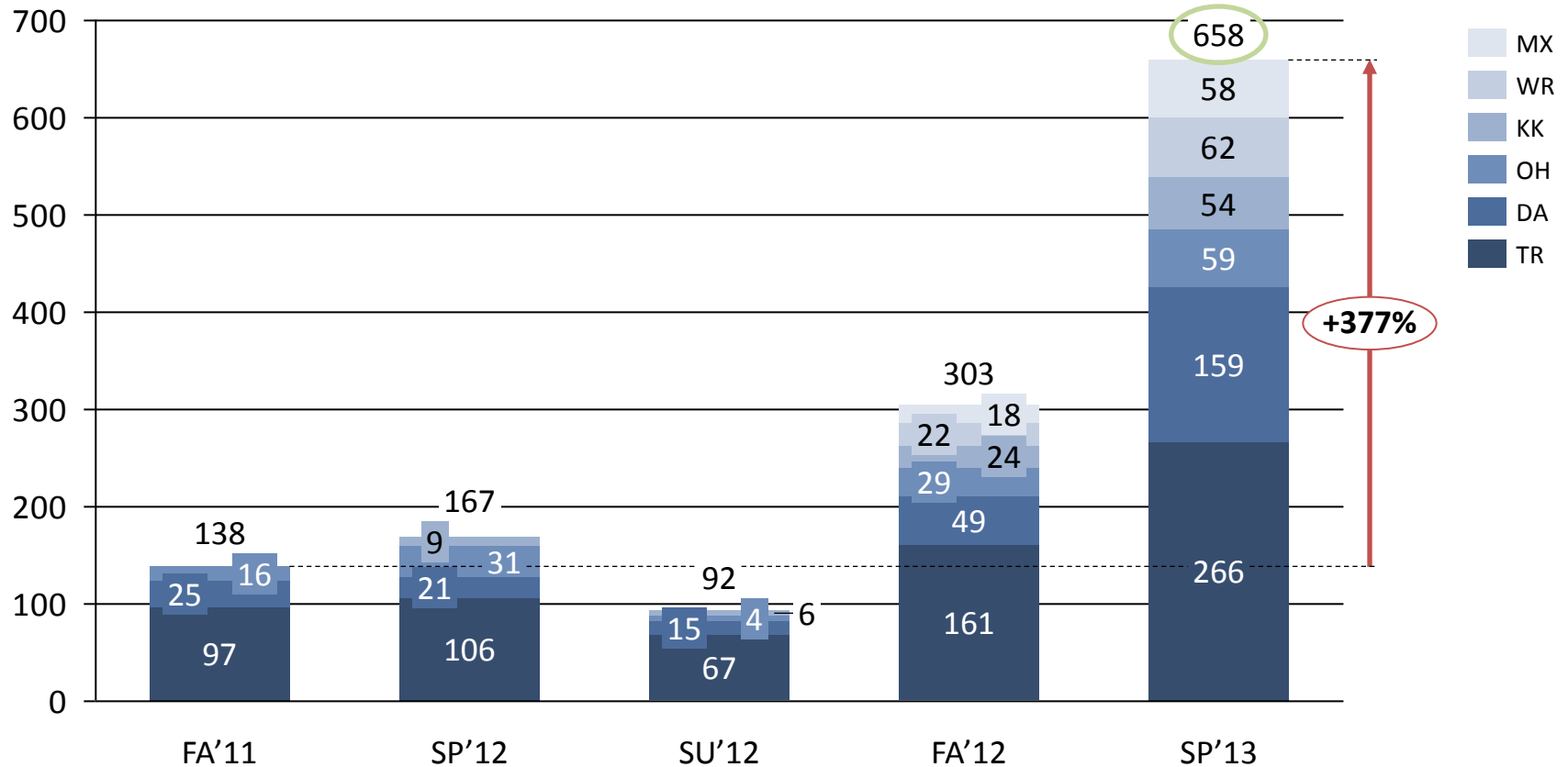
Continuation in the Program

Gateway Scholars...

- Must have good attendance and participation in their Adult Education courses as well as their credit courses
- Must maintain a 2.0 GPA in the credit program
- Must receive a passing grade in their Adult Education courses
- Make progress in the Adult Education program and should not repeat ESL Level 6, ESL College Transition, or GED College Prep more than once
- Continue to register for college credit or career courses (Gateway benefits will be lost if more than two consecutive semesters lapse without credit course registration)
- Must fill out a College application to move from Phase I to Phase II
- Once in Phase II, cannot return to Phase I (the Adult Education Program)
- Complete a minimum of one service project in Phase II of the Gateway Program

Gateway enrollment has more than doubled from Fall 2011 as it expanded district-wide and is expected to grow to more than 650 students by Spring 2013

Number of Gateway Scholars



+377%

Pilots at DA and OH begin, TR program continues

Pilot at KK begins, TR 100 student cap no longer in place

Pilots at MX and WR begin, program offered district-wide, and transition specialists hired at all 6 colleges

Projected enrollment



Source: Adult Education Deans and Transition Specialist reported data



The Gateway Program needs to be a collaborative effort to ensure success



Gateway Scholars have reached some critical success indicator milestones since program inception in spring '11

Associate's Degree.....9 Gateway Scholars (all with High Honors)

Half Graduates28 Gateway Scholars
(30 graduation credit hours or more)

Advanced Certificates.....7 Gateway Scholars
(areas include: hospitality, accounting, computer information systems, child development, and web development)

Basic Certificates.....17 Gateway Scholars
(areas include: phlebotomy, cosmetology, food sanitation, computer information systems, and web development)

GED® Certificates.....98 Gateway Scholars

Here is what City Colleges of Chicago students are saying about our Bridge Programs and the Gateway Program...

“ I will do my best not only to succeed academically in the Gateway Program, but also share my experience and hope with other City College students.”

--Gateway Scholar, Richard J. Daley College

“ The Gateway Program has opened a door for me to college, a door that I thought would be hard or even impossible to open.”

--Gateway Scholar, Harry S Truman College

“ I'm currently enrolled in the Gateway Program and the knowledge I'm learning and the self-confidence this program has given me, makes me know there is more to life than the streets. What a different future I see for myself.”

--Gateway Scholar, Kennedy-King College

“ I sometimes did not know how I was going to make it to class, but my attitude was if they were going to provide me free classes in language arts, mathematics, basic computer navigation and typing skills, and a forklift certification coupled with warehouse skills and safety training certification all while I work towards gaining my GED, I must attend every day on time.”

--Bridge student, Olive-Harvey College

For more information:

Bridges

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