



**Illinois Higher
Education Commission
on the Future of the
Workforce**

February 9, 2016

Regional Collaboration to Raise Educational Attainment

The *Illinois P-20 Council's* goal is to increase the proportion of adults in Illinois with high-quality degrees and credentials to **60% by the year 2025.**

The *Northern Illinois Regional P-20 Network* collaborates to increase college and career success for our students through regional action toward the **60/2025** goal.

Participating Institutions

Community Colleges	School Districts
College of DuPage	Naperville 203
College of Lake County	
Elgin Community College	Elgin U-46
Harper College	Arlington Heights HS 214 Barrington HS 220 Palatine HS 211
Illinois Valley Community College	Seneca Township HS 160
Kishwaukee College	DeKalb 428 Rochelle HS 212 Sycamore 427
McHenry County College	Huntley 158
Rock Valley College	Rockford 205
Sauk Valley Community College	River Bend 2, Rock Falls 301, Sterling 5
Waubensee Community College	Hinckley-Big Rock 429 Kaneland 302

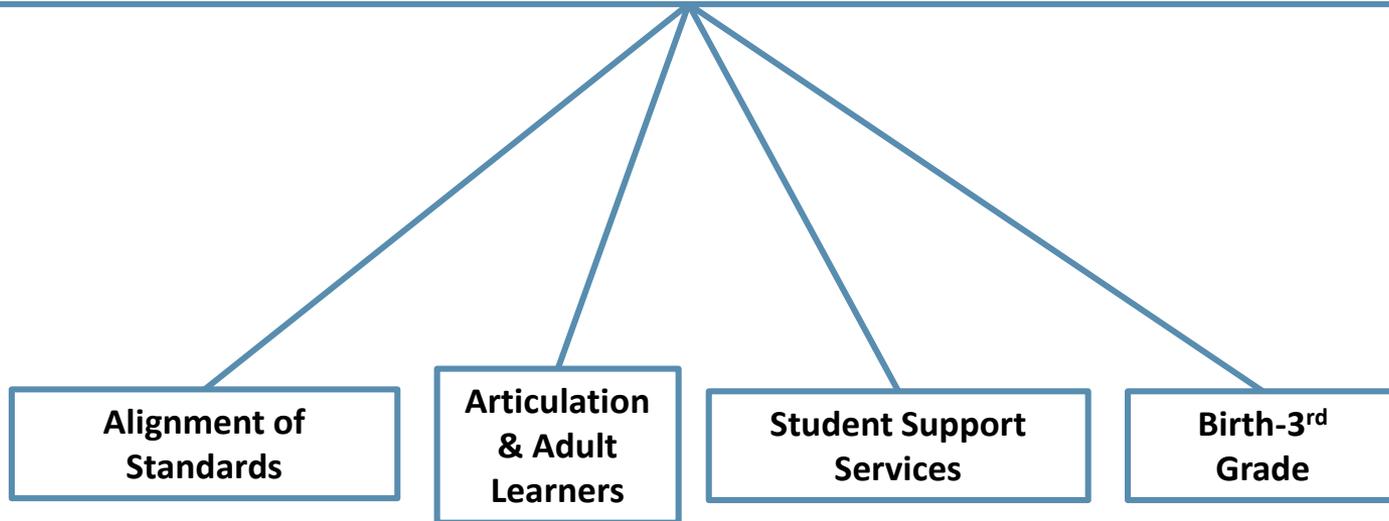
Education Agencies and Organizations

IL Board of Higher Education
 IL Community College Board
 IL State Board of Education
 Advance Illinois
 Early Childhood Action
 IL Business Roundtable
 IL P-20 Council
 IL Workforce Investment Board
 Northern Illinois University
 Northwest Educational Council
 for Student Success
 University Center of Lake County
 4 C (B-3rd)

Process Strengths

- Champions
- Two CEO meetings per year
- Regular meetings for each of the four work groups with 60 participants from 20 institutions
- Leaders from NIU and community colleges co-chair each working group
- Coordinated facilitation and support for all groups by the backbone organization, NIU's P-20 Center
- Research to drive decisions has been a hallmark and first step for each group's action agenda
- Coordinated print and electronic communications

Northern Illinois Regional P-20 CEOs Monitor and Direct Four Work Groups



Benefits of a Regional Network

- System-level approaches across all levels
- Convening and facilitating
- Sharing best practices and inspiration for change
- Increased involvement in state policy development
- Professional think tanks
- Training
- Research: 14 surveys, 2 policy papers, 4 lit reviews, 3 research reports, more in process
- Resources

Benefits: Morale

“Every meeting I go to is full of bad news. What we are doing here is really positive. What a relief!”

- High school superintendent, CEOs meeting,
Regional P-20 Network, 2015

Challenges

- Need for long-term, dedicated support
- Delivering results on time
- Sustaining involvement
- Geography
- Diversity of member institutions
- Change fatigue
- Coordination with local and state-level activity; avoiding duplicating or complicating other efforts
- Disruptive information and innovations
- Resources

Alignment of Standards Work Group

Laurie Elish-Piper, NIU and

Julie Schaid, Elgin Community College

Goal: Align high school and higher education curriculum and credit programs, so that 100% of students graduate high school with 9-12 college credits and/or a professional certificate

- Compile baseline data on educational achievement across the region
- *Analyze and apply economic and workforce data*
- Create standards-aligned dual credit courses
- Develop a model to deliver early college courses across district boundaries

Standards Alignment Activities

- Baseline data shows 44% of residents in the region hold post-secondary degrees or certificates, but numbers range from 25% to 56% in the CC districts.
- Detailed jobs reports for the region and each CC district provide a platform for a new student career success initiative.
- Efforts to increase opportunities for early college credit and address developmental ed needs at the high school level rely on surprising research data and participation in state initiatives

Articulation Work Group

Anne Birberick, NIU and

Melinda James, Waubonsee Community College

Goal: Create seamless transitions from cradle to careers

- Increase faculty engagement in implementation of new Illinois Learning Standards and the PARCC
- Recommend increasing use of learning outcomes or competencies in articulation decisions
- Develop a regional e-portfolio consortium
- Define guided pathways to degree completion across all three levels
 - Increase the # of degree completion programs
 - Increase the # of reverse transfer agreements

Articulation Activities

- *Degree completion program in business launched with 6 colleges*
- Reverse transfer agreements with 12 colleges
- *Recommendations for improving the IAI Articulation process by emphasizing competencies or learning outcomes in decisions*
- *HR 477 committee recommendation to add new high school graduation requirements that emphasize competencies*
- Regional e-portfolio network established

Pipeline: Career Pathways

Task: Using *Emerging Jobs* reports, create model career pathways documents showing courses across three levels

- Aviation technology
- Applied manufacturing
- Finance/accounting
- General healthcare
- IT network administration
- Mechanical engineering
- Nursing
- Transportation logistics

Workforce Development Team

Goal: Coordinate workforce development activities with local, state, and national initiatives

- Adopt benchmarks aligned with WIOA, 60x25, Illinois Pathways
- *Identify leading, emerging, and maturing industries in our region and document program gaps*
- Develop career pathways documents for highest-need jobs in key industry sectors
- Collaborate with state agencies to provide training and tools for analysis, application, use of workplace data
- Develop strategies for engaging academic planners with workforce data

Adult Learners Work Group

Meryl Sussman, NIU and

Joanne Kantner, Kishwaukee College

Goal: Increase higher education enrollment of adult and non-traditional learners

- Identify gaps in bachelor degree completion programs; establish at least 3 new programs
- Document best practices in use of prior learning assessments
- Share successful approaches to recruiting and retaining adult learners
- Develop a model for better serving adult learners through regional collaboration

Adult Learners Activities

- Meeting the 60x2025 goal requires increasing the enrollment of adult learners. Goal: Increase of 30,000 students across the region
- *Surveys identified top ten barriers for adult learners*
- Issue: implementing new programs can take years
- *NIU and five community colleges just launched a 2+2 business degree; more are in process*
- *Prior Learning Assessment Alliance and MOU*
MOU will lead to consistent transfer of credit; much needed training for faculty and staff

Student Support Services Work Group

Eric Weldy, NIU and

Flecia Thomas, McHenry County College

Goal: Coordinate student support systems across institutions to ease transitions and increase success

- Build a comprehensive region-wide system of support services, including early intervention
- Generate a P-20 menu of financial literacy activities for students and families
- Pilot a regional peer mentoring initiative for 400 high-need students and 80 trained peer mentors

Student Support Services Activities

- Surveyed existing services to identify gaps and developed an action plan
- Created <http://www.niu.edu/financialliteracy/>
- Mentors: 1,205; Mentees: 6,132. Held conference with 21 institutions; ongoing research on efficacy of peer mentoring and developing a support network
- Data on FAFSA completion at 162 high schools across the region. Will develop plans to increase workshops and completions

Birth to Third Grade (B-3rd) Work Group

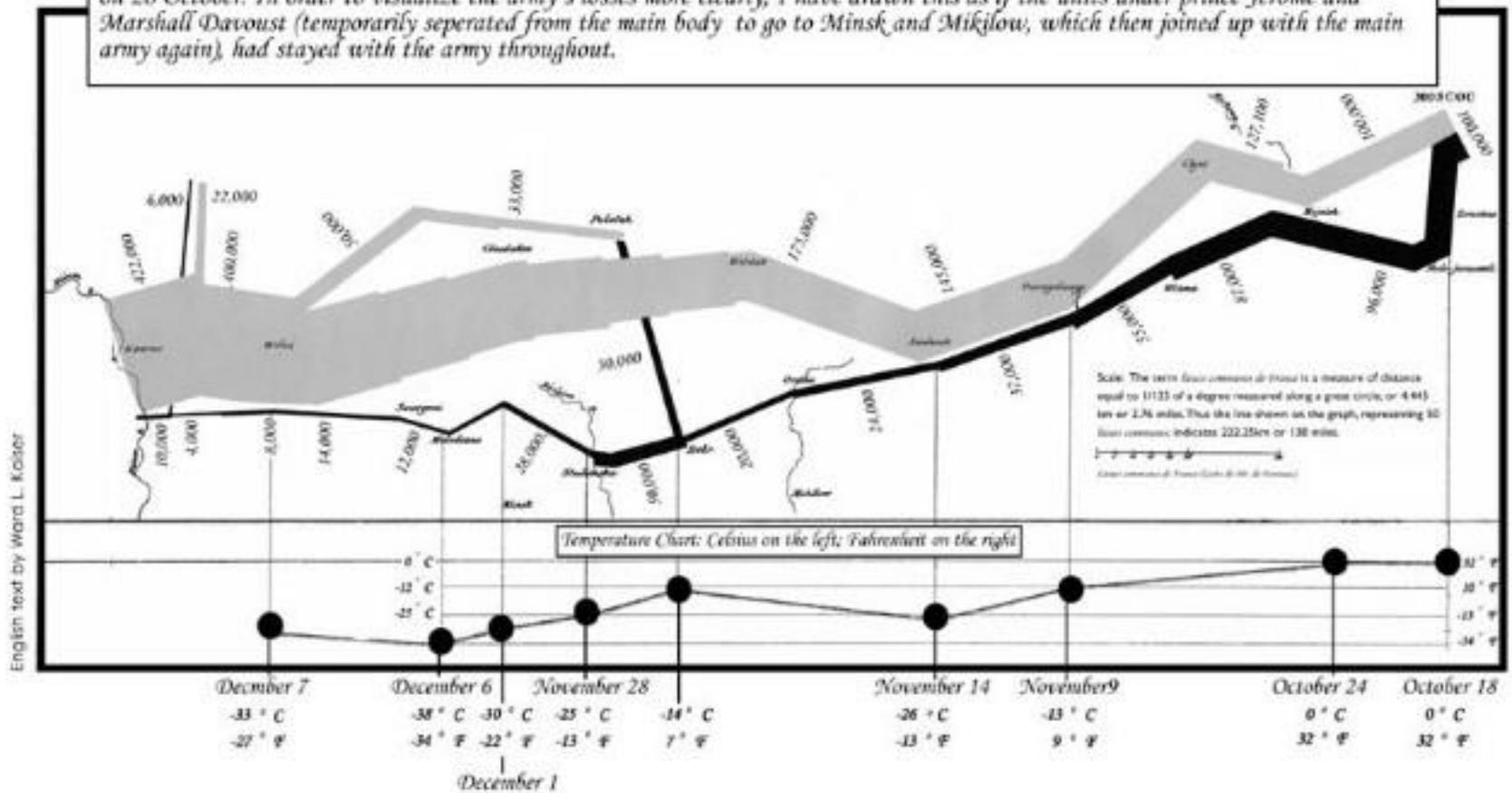
Goal: Collaborate with ongoing local and state efforts to improve preparation of young children for success in school, family, and community life

- Inventory programs and services in the region
- Facilitate networking opportunities for providers across funding streams
- Conduct research to identify gaps and ways to address unmet needs

Map representing the losses over time of French army troops during the Russian campaign, 1812-1813. Constructed by Charles Joseph Minard, Inspector General of Public Works retired.

Paris, 20 November 1869

The number of men present at any given time is represented by the width of the grey line; one mm. indicates ten thousand men. Figures are also written besides the lines. Grey designates men moving into Russia; black, for those leaving. Sources for the data are the works of messrs. Thiers, Segur, Fezensac, Chambray and the unpublished diary of Jacob, who became an Army Pharmacist on 28 October. In order to visualize the army's losses more clearly, I have drawn this as if the units under prince Jerome and Marshall Davoust (temporarily separated from the main body to go to Minsk and Mikulow, which then joined up with the main army again), had stayed with the army throughout.



Editors note: dates & temperatures are only referenced for the retreat from Moscow
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Figure 58. Minard's map of Napoleon's Russian campaign. This graphic has been translated from French to English and modified to most effectively display the temperature data.

Roles of Universities in Regional Networks

Goal: Increase educational attainment and student career success through collaborative action

- Convene and facilitate system-level activities
- Conduct research and evaluations to track progress and inform programs and policies
- Develop a data infrastructure and deliver training
- Create and pilot action models
- Communicate to build understanding, partnerships, and cross-sector collaboration
- Mobilize funding and connections to resources

For More Information --

www.niu.edu/p20network

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