REQUEST FOR PROPOSAL

WORKFORCE EQUITY INITIATIVE GRANT
RESEARCH & EVALUATION SERVICES

Issue Date: February 8, 2022

Illinois Central College is soliciting interest and invites you to submit a proposal for Workforce Equity Initiative (WEI) grant research & evaluation services. All proposals are due by March 7, 2022, and should be e-mailed to:

purchasing@icc.edu
Molly Walker
Illinois Central College
1 College Drive
East Peoria, IL 61635
Phone: 309-694-8889

I. INTRODUCTION AND BACKGROUND

Illinois Central College began classes at the East Peoria location in September of 1967 and serves the residents of all or parts of 10 counties in Central Illinois (Peoria, Tazewell, Woodford, Bureau, Logan, Marshall, Livingston, McLean, Stark, and Mason) encompassing a land area of 2,322 square miles and a population of approximately 365,000. Illinois Central College is a public community college providing a dynamic learning environment that fosters excellence, opportunity, and innovation in meeting the educational needs of our diverse students and community. (You can review or download ICC essential facts at http://icc.edu/about-icc/institutional-research/essential-facts/)

Illinois Central College (ICC) is seeking proposals from experienced bidders to provide external research & evaluation services. Public Act 101-0007 provided for $18.7 million dollars to respond to the increasing need to ensure workforce equity for African Americans in Illinois. Fifteen colleges received WEI grant funding in 2019, 17 colleges in 2020, and 18 colleges in 2021 through the Illinois Community College Board (ICCB). Illinois Central College was selected as the consortium lead for the grant project. The purpose of the grant is to create, support, or expand short-term workforce (credit
and/or noncredit) training opportunities in high-need communities focused on specific sectors with identified workforce gaps. Visit the WEI Consortium website for additional details (IllinoisWEI.org).

The term of the FY21 WEI grant ends March 31, 2022 and the FY22 grant ends December 31, 2022. A research & evaluation plan is described below. The first report deadline is in August of 2022 and is an evaluation of the WEI Outcomes and Recommendations for Participating Colleges. The second report is due in December of 2022 and is the WEI Impact Study. Research findings will compare the WEI model and outcomes against other similar state and national initiatives. The report will delve into employment outcomes, estimate economic impact for individuals and region, and impact of available workforce and industries effected by the WEI program. The consultant’s proposal must be competitively priced, complete and fulfill the requirements outlined in the Project Scope. The budgeted amount for the research & evaluation services is not to exceed $90,000.

II. PURPOSE / OBJECTIVE

The objective of the work of the research & evaluation team will be to: 1) Analyze the FY21 Closeout Reports and FY22 Quarterly Reports and prepare an Outcomes Report; 2) Evaluate the innovative and successful strategies and practices undertaken by each WEI college to achieve student outcomes and provide recommendations for areas of improvement at the college and initiative level; 3) Make recommendations for the data collection tool to support the Impact Study; 4) Research the impact of the WEI model and compare against other state and national initiatives; 5) Compare the WEI enrollment, completion, employment, and wage outcomes with other sources to discuss overall impact of WEI against other models; and 6) Conduct an analysis to estimate economic impact of the WEI program.

III. GENERAL INFORMATION

Public Information
All material submitted is available for public inspection. Every proposer is hereby warned that no part of their proposal or any other material submitted may be marked as confidential information and that any material so designated by the proposer will be made public information by its inclusion in the proposal.

Errors and Omissions
All documents shall be completed as requested by the College. No claim for errors or omissions in the bidding will be considered. Should a bidder find during the examination of specifications or other contract documents, discrepancies, omissions, ambiguities or conflict among contract documents or be in doubt as to their meaning, it is the responsibility of the bidder to notify the Purchasing Coordinator who will then issue the necessary clarifications to all prospective bidders by means of addenda.
**Disclaimers**

Any Request for Proposal issued may or may not result in an award contract. However, Illinois Central College reserves the right to cancel any request, at any time, for any reason, and to reject all proposals. Receipt of RFP materials from the College or submission of a proposal to the College confers no rights upon the vendor nor obligates the College in any manner.

The determination of whether any proposal submitted by a vendor does or does not conform to the conditions and specification of this Request for Proposal is the responsibility of the College.

Any contract resulting in an award from this Request for Proposal is invalid until properly approved and executed by the College.

The successful vendor must not commence any billable work until a valid contract is executed.

A contract resulting from the Request for Proposal shall not preclude the College from obtaining equipment or services from other vendors if the successful vendor for this Request for Proposal is unable to satisfy the project needs in an acceptable manner.

**Clarification of Proposals**

The College reserves the right to obtain clarification of any point in a firm’s proposal or to obtain additional information. Failure of a proposer to respond to such a request for additional information or clarification could result in rejection of the proposal.

Firms may be asked to make face-to-face presentations to more fully explain their proposal if requested by the College. These presentations would be held subsequent to the opening of the responses to provide an opportunity for the firm to clarify their proposal. The College would schedule a time and location for each oral presentation.

**Award**

The award of the contract, if it is awarded, will be to the firm who in the College’s opinion serves the best interest of the College. Illinois Central College reserves the right to reject any or all proposals and to waive minor informalities in any quotation in order to make this award. A final recommendation will be made by the RFP Selection Committee and subject to Board of Trustee approval on Thursday, April 21st 2022.

**Payment**

Payment will be made in accordance with the policies and procedures of the Board of Trustees of Illinois Central College, District #514. The College will make final payment in approximately thirty (30) days following completion and acceptance of contract work.
Acknowledgment of Addenda
Original signature of company official on an addendum document shall be construed as an acknowledgment of receipt of any and all addenda pertaining to any specific bid. Identification of addenda by number should be noted on the proposal form, as provided.

Equal Opportunity and Affirmative Action
It is the policy of Illinois Central College that no person shall, on the grounds of race, color, religion, sex, age, national origin, ancestry, disability, sexual orientation, or veterans status, be excluded from consideration for employment, denied employment with or be subject to discrimination of any kind by the College.

In accordance with this policy, we support and encourage minority and female participation in all aspects of our institution, as well as with those individuals who interact with us.

Business Enterprise Program
Illinois Central College recognizes the importance of increasing the participation of businesses owned by minorities, females, and persons with disabilities in public contracts. It is the College’s policy to promote the economic development of businesses owned by minorities, females, and persons with disabilities as outlined by the Business Enterprise for Minorities, Females, and Persons with Disabilities Act, 30ILCS 575/0.01 et seq.

Illinois Central College has set an aspirational participation goal of 20% minorities, females, or persons with disabilities perform or provide the anticipated services and/or supplies required by this solicitation. The College has an expectation that the successful bidder of this project will reach this goal.

For applicable projects, vendors may be asked to submit a utilization plan and letter of intent that meets or exceeds the identified goal. If a vendor cannot meet the goal, documentation, and explanation of good faith efforts to meet the specified goal may be required within the utilization plan.

After the contract is awarded, said Vendor would be required to assist Illinois Central College in monitoring minority participation and tracking progress toward compliance with established goals. Minority participation information will be recorded in a compliance management system, ePrismSoft.

Insurance
The Contractor shall not commence work under the Contract until he has obtained all insurance required by this Article and until insurance has been approved by the College. All specified insurance shall be provided by the Contractor and at the Contractor’s own expense. Said insurance shall remain in full force and effect until the term of the Contract is completed.
Indemnity Agreement and Liability Insurance
The Contractor shall indemnify and hold harmless the College, its trustees, and employees against all loss, damage and expense which they may sustain or become liable for on account of injury to or death of persons, or on account of damage to or destruction of property resulting from the performance of work under the contract by the Contractor or Subcontractors or due to or arising in any manner from the wrongful act of negligence of the Contractor or Subcontractor or any employee of any of them, or due to the condition of the premises or other property of the College, upon, about or in connection with which any work incident to the performance of the Contract is carried on.

The Contractor shall cause a Certificate of Insurance to be issued. The Certificate of Insurance shall be provided by an insurance company with the rate of B+: VI or better in the current edition of Best’s Key Rating Guide. This Certificate of Insurance must be received and approved before commencement of operations. The Certificate must evidence the following coverage in at least the limits stipulated. The Contract must agree to maintain such insurance for the duration of the project or the term for which services will be rendered.

A. Worker’s Compensation (including Occupational Disease) under the terms of the Illinois Workmen’s Compensation Act.

B. Employer’s Liability: $500,000

C. Public Liability:
   Bodily Injury: $1,000,000 Combined Single Limit
   OR
   Bodily Injury: $1,000,000 per occurrence
   Property Damage: $500,000 per occurrence

D. Automotive Liability:
   Bodily Injury: $1,000,000 Combined Single Limit
   OR
   Bodily Injury: $1,000,000 per occurrence
   Property Damage: $500,000 per occurrence

Family Educational Rights and Privacy Act
This project involves the College’s sharing of personally identifiable information with the vendor. The vendor shall abide by the Family Educational Rights and Privacy Act (FERPA; 34 CFR Part 99), and all project information and data shall be protected and secured. Any project information or data held electronically shall be password-protected, and any physical forms of the information or data shall be maintained in a locked cabinet. Any project information or data shall be accessible to the principal investigator(s) only. In the event of any real or suspected data breach, the vendor shall immediately notify the College’s primary point-of-contact for the project. All project information and data—including but not limited to personally identifiable information, project data, and project
deliverables—shall remain exclusive property of Illinois Central College. The vendor shall not share or use any project information or data beyond the project scope outlined below.

Furthermore, within 30 days of the submission of the final project deliverable to Illinois Central College or within 30 days of project cessation, the vendor shall destroy all personally identifiable information, project data, project findings, and any other information or data associated with the project.

State Funding
This contract will be 100% funded through the Illinois Community College Board (ICCB) Workforce Equity Project Management grant as appropriated through the State of Illinois.

IV. PROJECT SCOPE

The purpose of the Workforce Equity Initiative grant is to create, support, or expand short-term workforce (credit and/or noncredit) training opportunities and credential completers in high-need communities focused on specific sectors with identified workforce gaps focused on African American and individuals of poverty. Visit the WEI Consortium website for details (IllinoisWEI.org). Fifteen Illinois colleges received funding in 2019, 17 colleges in 2020, and 18 colleges in 2021 through the Illinois Community College Board (ICCB). Illinois Central College was selected as the consortium lead for the grant project and will be contracting for these evaluation services.

The term of the FY21 WEI grant ends March 31, 2022 and Closeout Reports will be made available to the Research & Evaluation Team. The FY22 grant ends December 31, 2022 and Quarterly Reports will be made available. In addition, the consultants are asked to conduct interviews with program administrators at the participating colleges and make recommendations for a data collection tool for Impact Study research.

The research & evaluation project scope includes the following:

**Deliverables and Proposed Deadlines:**

1. Interviews with Program Administrators at each WEI College (June 2022)

2. WEI Outcomes Report and Recommendations for Participating Colleges (August 2022)

3. Identified best practices and recommendations for leveraging them (August 2022)

4. Recommendations for improved consortium and college performance including colleges continued participation in the program (August 2022)

5. Recommendations for data collection tool for Impact Study research (September 2022)
6. WEI Impact (Economic and Individual) Study Report and Presentations (December 2022)

7. Recommendation for improved outcomes and impact measures (December 2022)

8. Enhance standardized outcomes measure found in Appendix I – page 12 (number of AA, enrolled, credentials earned, completion (our current standards), and employment (December 2022)

**Activities & Timeline for 2022:**
The project scope includes the following activities. The timeline depends on availability of data and ability of participating colleges to provide needed data in a timely way.

1. Meet with ICC, ICCB, and 2 WEI college representatives to discuss and refine the project components. (April)

2. Work with ICC and ICCB to collect outcomes data on WEI participants. Review current process, provide recommendations, and conduct data analysis. (May – October)

3. Conduct interviews with the WEI Program Administrators to assist with your analysis of the FY21 Closeout Reports and FY22 Quarterly Reports. (May – June)

4. Analyze the FY21 Closeout Reports and FY22 Quarterly Reports and prepare an Outcomes Report due August. Include an analysis of the innovative and successful strategies and practices undertaken by each WEI college to achieve student outcomes. Provide recommendations for ways colleges can leverage best practices. Provide recommendations for improved consortium and college performance including colleges continued participation in the program. (May – August)

5. Work with ICC and ICCB to deliver a data collection tool to assist with research for the WEI Impact Study. Provide recommendations on the data collection tool. (July – September)

6. Research the impact of the WEI model and compare against other initiatives. Compare the WEI enrollment, completion, employment, and wage outcomes with other sources, data, and similar projects to discuss overall impact of WEI against other models. (September – November)

7. Conduct an analysis to estimate economic impact of the WEI program. (September – November)

8. Identify industries effected by the WEI program and analyze salary data. (September – November)

9. Deliver the final Impact Study Report and present to the WEI Consortium (December)
10. Meet monthly with Workforce Equity Project Director at Illinois Central College to provide updates and findings on the research & evaluation project. (Monthly)

IV. REQUIREMENTS FOR PROPOSAL PREPARATION

To achieve a uniform review process and to obtain the maximum degree of comparability, Illinois Central College is seeking the following list of items be addressed in the proposal:

1. Letter of Interest
   An overview of the applicant’s qualifications, including relevant experience and expertise, as well as a proposed approach for evaluation. The summary should include:
   - The applicant’s history, background, mission, number of employees, and types of services offered related to the Workforce Equity Initiative grant research & evaluation project
   - The applicant’s previous experience with engagements of similar size and scope
   - The applicant’s experience working with community colleges
   - What differentiates the applicant’s qualifications and approach from that of other providers?

2. The professional resume/vitae of the person(s) who would be assigned to this engagement and a breakdown of how work would be assigned if more than one individual would support the engagement.

3. Work samples
   a. Sample of Research/Impact Study
   b. Sample of Grant Evaluation Report

4. Pricing/Cost Proposal
   - Cost proposal including standard contract terms and conditions and a price schedule

5. Supplemental Information
   - Provide any further information you believe is relevant to ICC so that we may fully understand your qualifications and abilities to provide the services requested in this RFP.
   - References – Provide a list of colleges and universities that have utilized your services. Also, provide names and phone numbers of two references, preferably community colleges with districts similar to ICC’s. ICC reserves the right to contact references listed in this RFP.

6. Vendor’s Certification Form (see page 11 of this RFP)
V. SELECTION CRITERIA

Vendors submitting RFP’s must meet the criteria on the Vendor Certification form and will be reviewed by a selection committee. The RFP Selection Committee will utilize the Evaluation Rubric (see page 10 of this RFP) to determine finalists, who may be invited for a presentation electronically or in person. Timeslots for finalist presentations are as follows: March 21st at 10AM and 1PM and March 22 at 11AM and 3PM CST.

VI. INSTRUCTIONS TO PROPOSERS

ALL PROPOSALS MUST BE RECEIVED BY March 7, 2022 AT 4:00 PM CST. Late proposals will not be considered.

Proposals should be e-mailed to purchasing@icc.edu with “WORKFORCE EQUITY INITIATIVE RESEARCH & EVALUATION PROPOSAL” in the subject line. A confirmation of receipt will be returned. Proposals will also be accepted via BidNet. Search “Illinois Central College” to view current solicitations and submit RFP online.

All questions related to the RFP should be e-mailed to purchasing@icc.edu no later than February 22, 2022. The RFP Selection Committee will return formalized answers to all questions on an RFP Q&A Document by February 28, 2022. The RFP Q&A Document can also be accessed by visiting icc.edu/purchasing after February 28, 2022.

The Board reserves the right to waive technicalities and information in the proposal process, to reject any or all proposals, or any part of any proposal, for any reason. The College also reserves the right to obtain clarification of any point in a firm’s proposal or to obtain additional information. The determination of whether any proposal by a firm does or does not conform to the conditions and specifications of this Request for Proposal is the responsibility of the College.

This contract is subject to the provisions of the “EQUAL EMPLOYMENT OPPORTUNITY CLAUSE” as provided by the Illinois Fair Employment Practices Commission and the Illinois Compiled Statutes.

It is the policy of the College that no person, by race, color, religion, sex, national origin, age, handicap, or veteran’s status, shall be discriminated against in employment, in educational programs and activities or admissions. The College stands committed to diversity in all of its dimensions and embraces, values, and encourages diversity at all levels of its operation. The College stands for tolerance, non-discrimination, and cultural sensitivity.
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<thead>
<tr>
<th>Evaluation Criteria</th>
<th>Rating</th>
<th>Weight</th>
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<tr>
<td>Completeness &amp; quality of the response as outlined in the RFP:</td>
<td></td>
<td>30%</td>
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<tr>
<td>• The response adequately addresses all elements outlined in the Project Scope.</td>
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<tr>
<td>• The response includes all items outlined in Requirements for Proposal Preparation.</td>
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<td>• The response is professionally and aesthetically presented with appropriate formatting.</td>
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<td>Research and evaluation experience is demonstrated and meets the requirements outlined in the RFP:</td>
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<td>30%</td>
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<td>• The response demonstrates experience that adequately meets the needs of Illinois Central College.</td>
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<td>• The response demonstrates grant research and evaluation experience with ICCB or experience with comparable grants</td>
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<tr>
<td>• The work samples included in the response demonstrate understanding of grant research and evaluation and ability to comply with ICC expectations and ICCB standards.</td>
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<td>• The response demonstrates high standards for security and data integrity with a commitment to abide by the Family Educational Rights and Privacy Act (FERPA) regulations (see page 5 of this RFP).</td>
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<td>Quality and depth of references of the vendor(s):</td>
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<td>10%</td>
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<td>• The applicant’s references adequately substantiate the ability to deliver what has been proposed.</td>
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<tr>
<td>• References from community colleges are preferred.</td>
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<tr>
<td>Applicant characteristics</td>
<td></td>
<td>10%</td>
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<td>• Additional consideration is given to Minority-owned Business Enterprise, Female-owned Business Enterprise, Person with Disability-owned Business Enterprise, or Veteran-owned Business Enterprise as per ICC college procedures.</td>
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<tr>
<td>Price/Cost Proposal</td>
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<td>20%</td>
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<tr>
<td>• The applicant’s proposed fee is competitive.</td>
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<tr>
<td>• The applicant’s proposed fee is all-inclusive and itemized in detail.</td>
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By signing this required form, the undersigned agrees the said contractor/vendor is responsible as defined below. This information may be used as a criteria in the evaluation of vendors. **Failure to comply with any of the below may result in disqualification of your proposal.**

- Contractor/vendor certifies that it is not barred from bidding on this or any other contract due to any violation of either Section 5/33E-3 or 5/33E-4 of Article 33E, Public Contracts, of the Illinois Criminal Code of 1961, as amended. This certification is required by Public Act 85-1295. This Act relates to interference with public contracting, bid rigging and rotating, kickbacks and bribery.

  NO _____    YES _____

- Contractor/vendor is a certified Minority-owned Business Enterprise, Female-owned Business Enterprise, Person with Disability-owned Business Enterprise, or Veteran-owned Business Enterprise. If yes, please specify your certifying agency.

  NO _____    YES _____  Certifying Agency _________________________________

- Contractor/vendor, having 25 or more employees, does hereby certify pursuant to Section 3 of the Illinois Drug-Free Workplace Act (Chapter 30 ICLS 580) that (he, she, it) shall provide a drug-free workplace for all employees engaged in the performance of work under the contract by complying with the requirements of the Illinois Drug-Free Workplace Act and, further certifies, that (he, she, it) is not ineligible for award of the contract by reason of debarment or a violation of the Illinois Drug-Free Workplace Act.

  NO _____    YES _____    N/A _____

The Undersigned states that the signature of the person is authorized to sign the proposal.

By: _________________________________________  Date: __________________________

(Signature of Company Official)

____________________________________

>Title of Company Official)
APPENDIX I: OUTCOMES SUMMARY AND SAMPLE OF QUARTERLY SUMMARY REPORT

WEI FY2020 Outcomes Summary, January 2022
Dr. Sheila Quirk-Bailey, President, Illinois Central College

The $18.7 million WEI grant (FY2020) was successfully administered by the Illinois Community College Board (ICCB) and led by Illinois Central College with 15 participating colleges: College of Lake County, Illinois Central College, Joliet Junior College, Kennedy-King College, Lincoln Land Community College, Malcolm X College, Olive-Harvey College, Parkland College, Prairie State College, Richland Community College, Rock Valley College, South Suburban College, Southwestern Illinois College, Triton College, and Wilbur Wright College.

WEI Program Vision: Credential individuals of poverty, primarily African Americans, and place them into jobs experiencing workforce gaps and paying 30% above the regional living wage to change the trajectory of these individuals’ lives, as well as expand regional businesses and revitalize regional economies.

WEI Success Outcomes for Illinois: The WEI model is proving to be a successful methodology for achieving outstanding enrollment, completion, and employment for African Americans and all participants of poverty outperforming Illinois and national performance data. The 15 colleges achieved these collective outcomes:

<table>
<thead>
<tr>
<th>WEI OUTCOMES</th>
<th>3,209 enrolled (131% of goal)</th>
<th>2,526 credentials earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>WEI Goals</td>
<td>FY 20 Outcomes</td>
<td>Difference</td>
</tr>
<tr>
<td>60% AA Students enrolled</td>
<td>76% (2,429)</td>
<td>16 points above target</td>
</tr>
<tr>
<td>60% Completers</td>
<td>60%</td>
<td>Target Met</td>
</tr>
<tr>
<td>60% Completers Employed</td>
<td>65%</td>
<td>5 points above target</td>
</tr>
<tr>
<td>Hourly Wage Target: 2019 ($13.88), 2020 ($16.08)</td>
<td>Average hourly wage of $17.69</td>
<td>Exceeded both targets</td>
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Comparative Outcomes: Nationally, of students who start college at a community college, only 41% of students have earned a postsecondary credential in 6 years. The comparable rate for African Americans is 29% (AACC, July 2020). WEI students have a 60% completion rate (31 points higher), which was achieved in one year.

In Illinois, one similar-model to WEI was the "Accelerating Opportunity"(AO) program which was based on the IBEST model and combined with adult tech prep bridge programs conducted in Illinois in the early 2000s. AO was targeted at uncredentialled adults primarily in Chicago. AO in Illinois had a 48% completion rate and only 24% of those served were African American. WEI students are 76% African American and have a 60% completion rate (19 points higher).

Other Positive WEI Outcomes: WEI had a positive effect on both the education and employment outcomes of those who participated in its programs at levels well above national and state outcomes, especially for African Americans.
The WEI investment in students is proving to be an effective way to provide equity and remove barriers to educational attainment and employment. The WEI average cost per student enrolled was $4,110. This investment allowed participating schools to develop capacity in high-demand training programs and offer crucial student support services. Schools leveraged partnerships with community-based organizations and provided wrap-around services. WEI grant funds provided students with access to paid tuition, stipends, childcare assistance, supplies, technology, transportation, mental health counseling, tutors, student success navigators, placement, employment coaching, interview attire, credential fees, and more.

**WEI is making an impact on students’ lives and changing the trajectory of career success for African Americans from impoverished communities in Illinois.** The FY2020 grant required colleges to serve at least 60% African American students. The collective results show an outstanding achievement of 76% African American participants. The Summative Evaluation Report details the many training programs offered by the colleges in industry sectors providing good jobs. The report also shows the excellent hourly wage results of the WEI participants. Overall, hourly wages of the employed completers surpassed the target of 30% above the living wage. From student spotlights and testimonials, we know that gainful employment not only affects the trajectory of career success for the individual, but also improves the lives of their family members and communities.

**WEI’s positive effect is creating meaningful change at the institutional level.** Participating colleges are celebrating the results of WEI and are elevating equity-minded practices across their departments. The WEI model inspired schools to market in new ways, analyze the student intake process through an equity lens, and provide professional development to staff and instructors to remove barriers.

**WEI Colleges are enhancing their employer partnership strategies and offering more outreach services.** Employers are seeing the benefits of the WEI program and the results of increased services for individuals from impoverished communities. They are working closely with WEI staff members, having equity discussions, participating in WEI programs/classroom presentations, and directly recruiting trained students for positions in high-demand fields.

**Unmet Need in our Communities.** Nearly 9,000 applications were received to fill just under 2,500 program seats. The volume of applications received indicates tremendous community interest in high-demand sector training programs and highlights the impact of messaging for paid education and stipends for high-demand sector programs.

**The WEI Consortium has grown to 18 participating schools for 2022.** We look forward to building on the early success of this important initiative and will continue to collect completion and employment outcomes on WEI participants. To follow our progress and meet our successful students, please visit the WEI Consortium website at [IllinoisWEI.org](http://IllinoisWEI.org). The state of Illinois and these Colleges through WEI are truly changing the trajectory of the lives of African Americans and other people of poverty. Thank you for your interest in and support of the Workforce Equity Initiative.
APPENDIX I (CONTINUED)

Sample of Quarterly Summary Report

WEI FY21 SUMMARY REPORT CONTENTS:

1. Snapshot of Outcomes for Both Grants – FY20 and FY21
2. FY21 Progress Details – as of Q4, Activity through September 30, 2021
3. FY21 College Dashboards
4. FY21 Top Performance Measures

1. Snapshot of Outcomes for Both Grants - FY20 and FY21

<table>
<thead>
<tr>
<th>WEI GOAL TARGETS</th>
<th>Actual FY20 Grant At Closeout</th>
<th>Actual FY21 Grant Progress As of Sept 30</th>
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<tbody>
<tr>
<td>60% of WEI Participants must be African American Students</td>
<td>76%</td>
<td>71%</td>
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<td>60% Target for Completers of Enrolled</td>
<td>60%</td>
<td>44%</td>
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<td>60% Target for Employed of Completers</td>
<td>65%</td>
<td>53%</td>
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<tr>
<td># of Total Participating Students</td>
<td>3,209</td>
<td>2,778</td>
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2. FY21 Progress Details – as of September 30, 2021 (Grant Ends March 31, 2022)

WEI Q4 Summary – Based on Q4 Reports, Activities November 1, 2020 through September 30, 2021

FY21 Goal: Serve 3,032 students, with at least 60% (1,819) being African American

FY21 Outcomes (based on Q4 Reports):

- 6,196 applications received for WEI programs
- 2,778 students enrolled (92% of goal)
- 1,960 African American enrolled (108% of goal)
- 71% of students enrolled are African American (exceeding goal of 60%)
- 1,209 students completed their program
- 2,190 college and industry credentials earned
- 642 completers reported employed
- $18.37 average hourly wage reported
- $9,989,195 total funds expended (53% of total grant expended)
- $3,148 average cost per student enrolled (direct cost – equipment / enrolled)
- $7,233 average cost per student completed (direct cost – equipment / completed)
- $13,620 average cost per student employed (direct cost – equipment / employed)
- 44% overall completion rate (students completed/enrolled)
- 53% overall employed rate of students completed programs (reported employed/students completed)
*Note: FY21 grant ends March 31, 2022

2. FY21 College Dashboards

FY21 College Dashboards at Q4

*Based on Q4 Reports, Activities November 1, 2020 through September 30, 2021*

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<tbody>
<tr>
<td>College of Lake County</td>
<td>82</td>
<td>88</td>
<td>57%</td>
<td>9</td>
<td>10%</td>
<td>0</td>
<td>0%</td>
<td>n/a</td>
</tr>
<tr>
<td>Illinois Central College</td>
<td>164</td>
<td>187</td>
<td>68%</td>
<td>53</td>
<td>28%</td>
<td>31</td>
<td>58%</td>
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<td>91</td>
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<td>67</td>
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<tr>
<td>TOTAL</td>
<td>3,032</td>
<td>2,778</td>
<td>71%</td>
<td>1,209</td>
<td>44%</td>
<td>642</td>
<td>53%</td>
<td>$18.37</td>
</tr>
</tbody>
</table>

4. FY21 Top Q4 Performance Measures

**Top Schools Exceeding Their Enrollment Goals:**
- Richland Community College, exceeded enrollment goal by 134%
- Olive Harvey College, exceeded enrollment goal by 116%
- Illinois Central College, exceeded enrollment goal by 114%
- Lincoln Land Community College, exceeded enrollment goal by 111%
- Malcolm X College, exceeded enrollment goal by 111%
- Triton College, exceeded enrollment goal by 104%

**Top Schools Serving African American Participants:**
- Southwestern Illinois College, 99% of enrolled are African American
- Richard J. Daley, 95%
- Kaskaskia College, 81%
- South Suburban College, 80%
- Olive-Harvey College, 76%
- Lincoln Land Community College, 73%
- Joliet Junior College, 73%

**Schools with Highest Completion Rates of Enrolled Students (as of Sept. 30):**
- Rock Valley College, 74% of enrolled students completed their program (as of Sept. 30)
- Malcolm X College, 60%
- Triton College, 60%
- Joliet Junior College, 53%
- Prairie State College, 53%
- Richland Community College, 52%

**Schools with Highest Employed Percentage Rates of Completed Students (Employed/Completed):**
- Kaskaskia College, 100% employed of completed (as of Sept 30))
- Southwestern Illinois College, 95%
- Richland Community College, 86%
- Kennedy King College, 85%
- Joliet Junior College, 74%
- Triton College, 74%

**Schools with Highest Average Hourly Wages for Employed Students:**
- Olive Harvey College, overall average hourly wage is $20.62
- Rock Valley College, $19.91
- Illinois Central College, $19.47
- Kaskaskia College, $19.42
- Richland Community College, $19.25
- Joliet Junior College, $19.21