

Bridge programs target individuals without the requisite basic skills needed to enter postsecondary education or career path employment. These programs use a competency-based curriculum to teach contextualized basic literacy and workplace skills, provide wrap-around support services, and articulate to better employment and further education and training. This diagram suggests options for funding each component of bridge programs.

Curriculum Development



Many public funding streams allow curriculum development as one of many allowable activities, however, there is no public funding that supports curriculum development as a stand-alone activity. These are noted below with an asterisk (*). Some private foundations may support curriculum development.

Sector Bridge Program Operation

Sector bridge programs are for students who have already identified a particular career. Training targets identified industry sectors. Some programs may include a work experience component.



- **Federal Perkins**^{*,+}
- **Need-based financial aid (including Pell and MAP)** ^{*,+@}
- Federal WIA Title I: Core and Intensive Service Funds^{*,+} (If WIBs allow)
- Federal WIA Title I: Training Funds* (If WIBs allow)
- State Adult Education/ General Revenue (If ICCB allows)*
- **College FTE*** (must be pre-allocated in current fiscal year budget)
- **Workplace Skills Enhancement Grant Program** *
- **Job Training and Economic Development Program (JTED)**⁺
- TANF Job Placement with Retention^{*,+}
- Food Stamp Job Placement with Retention^{*,+}
- Title XX Social Services Block Grant Donated Funds^{*,+}
- TIF Works (Chicago only; company must be located in eligible TIF district; heavily oriented toward workplace programs)
- Trade Adjustment Assistance (TAA)

Career Bridge Program Operation

Career bridge programs are for students who have not identified a particular career and therefore include an intensive career exploration curriculum.



- **Federal Perkins**^{*,+}
- **Need-based financial aid (including Pell and MAP)** ^{*,+@}
- Federal WIA Title I: Core and Intensive Service Funds (If WIBs allow)
- Federal WIA Title II: Adult Education
- State Adult Education/General Revenue(If ICCB allows)*
- **College FTE (Developmental program)***⁺
- TANF Job Placement with Retention^{*,+}
- Food Stamp Job Placement with Retention^{*,+}

Work Experience

Includes internships, on-the-job training, etc.



- **Federal Work Study Job Development Location Funds**
- **Illinois' Cooperative Work Study Program**
- Federal WIA Title I: On the Job Training Funds (Only for permanent placement, not internship)
- TANF Work First (Cook County only; can be used for time-limited subsidized job placement)
- Food Stamp Employment & Training/Earnfare (Can be used for time-limited subsidized job placement)

Supportive Services

Includes child care, transportation, case management, academic and career counseling



- Many public funding streams include student supportive services as one of many allowable activities. These streams are identified with a plus (+).
- **Child Care Access Means Parents In School (CCAMPIS)**
 - State Child Care for Education & Training
 - Federal TRIO Educational Opportunity Centers funding
 - Federal TRIO Student Support Services
 - **Silas Purnell Illinois Incentive for Access Grant**[@]

How to read this diagram

Green font indicates funding only available to Community Based Organizations (CBOs)

Red font indicates funding only available to accredited postsecondary institutions

Blue font indicates funding only available to employers who then partner with a training provider

* indicates funds that include curriculum development as an allowable activity

+ indicates funds that include supportive services as an allowable activity

@ indicates funding administered to students

Scenario 1: Community College Sector Bridge Program

Sector bridge programs are for students who have already identified a particular career. Training targets identified industry sectors. Some programs may include a work experience component. Colleges have options for supporting the contextualized/vocational adult basic education and placement components, including state general revenue adult education funds (if the Illinois Community College Board permits), Workforce Investment Act (WIA) Title I Intensive Service funds (if WIBs allow), Perkins, Trade Adjustment Assistance (TAA), and Pell/MAP (if program is credit bearing). Perkins, TRIO Student Support Services, and TRIO Educational Opportunity Center funds are all possibilities for funding the support services component. Colleges can also partner with community based organizations (CBOs) to provide the support service component. TRIO dollars, which can fund support services, are competitively bid; colleges and/or CBOs would have to apply and be selected as a vendor. Options for financing the work experience component include the Illinois Cooperative Work Study Program and the Federal Work Study Job Development Location Fund, which schools can use for subsidizing student work in the for-profit sector up to 19 hours per week.

Scenario 2: Community College Career Bridge Program

Career bridge programs are for students who have not identified a particular career and therefore include an intensive career exploration curriculum. Colleges can use either WIA Title II or state general revenue adult education funds for the adult education/ESL component. State Full Time Equivalent (FTE) that is typically dedicated to developmental programming can also be used for a credit-bearing career bridge model. Perkins, TRIO Student Support Services, and TRIO Educational Opportunity Center funds are all possibilities for funding the support services component, including counseling services. Colleges can also partner with CBOs to provide the support service component. Finally, colleges can use FTE funds normally allotted for developmental programs or Perkins funding to offer the intensive career exploration curriculum.

Scenario 3: Community Based Sector Bridge Program

As in community colleges, the community based sector bridge program is for students who have already identified a particular career. Training targets identified industry sectors. Some programs may include a work experience component. CBOs can use the following funds to support the contextualized/vocational adult basic education and placement components: state general revenue adult education dollars (if the Illinois Community College Board permits), WIA Title I Intensive Service (if WIBs allow), Food Stamp Placement with Retention, TANF Placement with Retention, JTED Category II (performance-based contract reimburses job placement, not further education), Title XX Donated Funds, and Trade Adjustment Act (TAA). With the exception of TAA, all of these funds are competitively bid, so a CBO would have to have applied and been selected as a vendor. TAA is approved on a case by case basis. All of these funds also can be used for supportive services. TANF, WIA, and Food Stamp Employment and Training Funds all can be used to subsidize wages for time-limited work experience for students who meet program eligibility requirements (see glossary).

Scenario 4: Workplace Based Sector Bridge Program

As previously described, sector bridge programs are for students who have already identified a particular career with training that targets identified industry sectors. Workplace based sector bridge programs are designed to advance current workers. These programs can be supported by Secretary of State Workplace Literacy, JTED Category I (CBO only), WIA Title I Customized Training, TIF Works (Chicago only; company must be located in eligible TIF). All of these funding streams are competitively bid; companies can also make inquiries for customized training funds.

Federal Funds

Child Care Access Means Parents In School (CCAMPIS) supports the participation of low-income parents in the postsecondary education system through the provision of campus-based childcare services. Students are eligible to receive CCAMPIS child care if they qualify for the federal Pell grant. Schools apply to the U.S. Department of Education for the grant. The amount of a grant equals 1 percent of the total amount of all Federal Pell Grant funds awarded to students enrolled at the institution of higher education for the preceding fiscal year. Twenty-two Illinois community colleges and universities received awards in 2002-03 administered by the U.S. Department of Education.

Federal Work-Study (FWS) provides part-time jobs for undergraduate and graduate students with financial need, allowing them to earn money to help pay education expenses. The program encourages work in the non-profit and public sector and work related to students' course of study. Funds are for students with financial need. They are administered by the U.S. Department of Education and are allotted directly to campuses based on eligible populations. **Job Development Location Funds** are a 25 percent subset of FWS that schools can use for subsidizing student work in the for-profit sector up to 19 hours per week.

Food Stamp Employment & Training/Earnfare Earnfare is designed to provide adults who receive Food Stamps an opportunity to gain work experience, earn cash assistance, and become self-sufficient. Earnfare serves able-bodied adults without dependents and volunteers who receive food stamps. Participation is limited to six months out of any 12 consecutive months. IDHS contracts directly with for profit and nonprofit public and private employers, community based organizations, and local governmental units.

The **Food Stamp Employment and Training Job Placement with Retention** program provides subsidized and unsubsidized employment and training services to able-bodied adults without dependents (ABAWDs) who receive food stamps to enable them to gain work skills and experience, explore career paths and opportunities, improve and stabilize their lives, meet federal participation requirements, and become self-sufficient. The Illinois Department of Human Services competitively awards funds to organizations.

The federal **Pell Grant** program awards grants to help financially needy students meet the cost of their postsecondary education at accredited institutions. Students in credit-bearing programs are automatically considered for the Pell grant when they fill out the Free Application for Federal Student Aid (FAFSA). The grant is administered by the U.S. Department of Education.

Carl D. **Perkins** Vocational and Technical funds are meant to help learners develop the academic and occupational skills that are necessary to work in a technically advanced society. Funds are intended to serve students at the secondary and postsecondary level. Illinois chooses to distribute 40% of Perkins funds to training postsecondary students and 60% to secondary. States and subgrantees are required to effectively serve and prioritize special populations. Funds for postsecondary institutions are allotted based on a population formula. In Illinois, Perkins funds are administered to the community colleges through the Illinois Community College Board (ICCB).

The **Temporary Assistance for Needy Families (TANF) Job Placement with Retention** program is designed for persons receiving TANF, Medical Assistance No Grant (MANG) and other low income individuals (earning less than 200% of federal poverty level) to help them acquire skills that will assist them in obtaining, retaining, and/or advancing in employment and overcoming barriers to employment. The Illinois Department of Human Services competitively awards funds to organizations.

TANF Work First assists individuals in moving from welfare to work by placing participants into employment activities to gain work skills and unsubsidized employment. The mission of the program is to provide or arrange for comprehensive employment and training services to assist TANF participants and their families to increase their economic self-sufficiency. Administered by IDHS, TANF Work First is available only in Cook County and can be used only for time-limited subsidized job placement.

Title XX Social Services Block Grant Donated Funds Initiative Employability Development Services Program is designed for persons receiving TANF, Medical Assistance No Grant (MANG) and other low-income individuals. It is an employment development program designed to assist participants in the attainment of education credentials, vocational training, short-term skills training and other employment skills and certifications to enable them to overcome barriers to employment, obtain and retain employment and achieve job advancement with wage progression. Businesses, for-profit and not-for-profit organizations, community and faith-based organizations and governmental organizations can submit proposals for funds.

TRIO Educational Opportunity Centers (EOC) federal funds are meant to facilitate the provision of counseling and information on college admissions to adults who want to enter or continue postsecondary education. An important objective of EOC is to counsel participants on financial aid options and to assist in the application process. The program targets low-income first generation college students and potential college students. Institutions apply to the U.S. Department of Education for funding. Two EOC sites were funded in Illinois in 2002-03 (Malcolm X College and Chicago State University) totaling \$520,000.

TRIO Student Support Services is a federal program designed to increase the retention, graduation, and transfer rates of low-income and first generation college students and individuals with disabilities. Institutions apply to the U.S. Department of Education for funding. In 2002-03, 42 Illinois postsecondary institutions received \$11,202,246 in program funds with an average grant award of \$267,000.

Workforce Investment Act (WIA) Title I: Core and Intensive Service Funds are distributed on a competitive basis to providers by local workforce investment boards (LWIBs). Grantees provide these services and also have the ability to register individuals into the WIA program. The eligibility requirements that determine who can receive core and intensive services are also determined by LWIB. Core services include, but are not limited to: orientation; initial assessment of skill levels, aptitudes, abilities and need for supportive services; Internet training; tour of resource room; initial development of an employment plan; career counseling; job search workshops and job clubs. Intensive services include, but are not limited to: job readiness classes; diagnostic testing; full development of career plan and case management.

WIA Title I: On-the-Job Training is a customized occupational program that is designed by an employer and training provider and is offered to new hires in exchange for reimbursement to the employer for up to 50 percent of the individual's wages for a set period of time. WIA funds can be used as wage subsidies but such usage must be approved by the LWIB. Customized training is designed to meet special requirements of an employer or group of employers for which the employer pays for not less than 50 percent of the cost of training. The training, which has to be approved by the LWIB, is conducted for individuals who the employer is committed to hire or for incumbent workers.

WIA Title I: Training Funds are available to individuals, who are registered WIA participants, have received core and intensive services, and who have been assessed by a provider as a good candidate for vocational training. The amount available for training per participant is determined by the cost of the training program and is typically capped at an amount set by the LWIB. Individuals receiving WIA-funded training services can only participate in training programs approved by the state and the LWIB. The majority of training funds are distributed through vouchers called Individual Training Accounts, but training contracts are also permissible under federal law.

WIA Title II: Adult Education funds are meant to assist those who lack basic educational skills (including reading, numeracy, and English language skills), do not have a high school diploma or GED, or who lack literacy in English. Community colleges, regional offices of education, CBOs, public schools and universities can apply for these competitively bid multi-year contracts, which are administered by the Illinois Community College Board on behalf of the U.S. Department of Education.

State Funds

Adult Education/ State General Revenue like WIA Title II funds are meant to assist those who lack basic educational skills (including reading, numeracy, and English language skills), do not have a high school diploma or GED, or who lack literacy in English. They are administered by the Illinois Community College Board.

Illinois' **Child Care for Education & Training** program serves families who are receiving Temporary Assistance for Needy Families (TANF) and participating in education and training in accordance with their responsibility and service plans and teen parents seeking a high school degree or its equivalent. In addition, the program serves families who work, do not receive TANF and are pursuing additional education to improve their job opportunities. The program is administered by IDHS. Families can get a child care subsidy through the use of certificates or contracts.

Illinois' **Cooperative Work Study Program** provides grants to higher education institutions to support education-related work experiences that benefit students educationally and financially. Colleges submit proposals for funding to the Illinois Board of Higher Education and are expected to leverage employer matching funds if possible. Priority is given to supporting students who are Illinois residents.

Illinois **Full Time Equivalence (FTE)** grants are direct financial assistance to eligible postsecondary institutions based on the number of enrolled full-time-equivalent students. Colleges' use of FTE dollars must be outlined in their current operating budgets. Therefore, use of these funds for bridge programs would have to be indicated in the institution's next fiscal year budget.

Job Training and Economic Development (JTED) funds are designed to foster local economic development by addressing both the needs of low wage, low skilled workers and disadvantaged individuals and the workforce needs of local industry. JTED Category I funding supports training of workers who earn \$12.31/hour or less and JTED Category II supports training of unemployed, disadvantaged individuals. Community-based providers work in partnership with local businesses to provide training to those persons enrolled in the program to meet the skill need of local industry. Grants are competitively awarded through the Illinois Department of Commerce and Economic Opportunity (DCEO). Eligible providers are not-for-profit organizations with a local board of directors that directly provide job-training services.

The **Monetary Award Program** is Illinois' need-based tuition assistance grant for low-income students. Illinois students in credit-bearing programs are automatically considered for the MAP grant when they fill out the Free Application for Federal Student Aid (FAFSA). Less-than-half-time students are eligible for this grant. The amount of the grant is determined by a formula that considers the student's ability to pay and the cost of attendance. The grant is administered by the Illinois Student Assistance Commission.

Silas Purnell Illinois Incentive for Access (IIA) program provides a one-time stipend to extremely low-income freshman to offset the cost of non-tuition expenses such as books and transportation. Illinois students in credit-bearing programs are automatically considered for the IIA stipend when they fill out the Free Application for Federal Student Aid (FAFSA). The stipend is administered by the Illinois Student Assistance Commission.

The Illinois Secretary of State's **Workplace Skills Enhancement Grant Program** provides on-site instructional services to employees of Illinois businesses to enable them to enhance their basic reading, math, writing or language skills, maintain their employment and increase their eligibility for promotion. Individual grants are awarded to business that match the award and operate in partnership with an educational provider agency.

Local Funds

Chicago's **TIFWorks** funds are meant to defray an employer's cost of developing or purchasing customized training programs tailored to his or her specific needs. Manufacturing companies and businesses must demonstrate that training will make them more competitive and directly benefit Chicago residents. Training providers, such as CBOs and community colleges must identify multiple businesses with common workforce development needs and must provide training and follow-up to their new hires and/or current employees. Companies must be located within, expanding into or relocating to an eligible TIF district. Contracts are competitively awarded through the Chicago Mayor's Office of Workforce Development.