

# Updates to the Illinois Model Programs of Study Guides

May 21, 2024



**EdSystems**

EDUCATION SYSTEMS CENTER *at*  
NORTHERN ILLINOIS UNIVERSITY

# EdSystems Staff



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## Please...

- Share your name, title, and organization in the chat
- Post any questions in the Q&A or chat throughout the presentation

## Note...

- This webinar is being recorded and shared with the slides
- The draft guides and public comment survey are available at [EdSystemsNIU.org](https://EdSystemsNIU.org)

## Agenda

- Welcome
- Background and Structure of Original Guides
- New Labor Market Information Approach
- Revisions to Pathway Maps
- Next Steps

- Reflect on living wage and labor market information and how it interacts with pathway design
- Collect feedback that will be embedded in the revised guides for broad Illinois and national dissemination



## Goals

# Our Mission

Shape and strengthen education and workforce systems to advance racial equity and prepare more young people for productive careers and lives in a global economy.

# Focus Areas: What We Do



Bridges to Postsecondary



College & Career Pathways



Data Impact & Leadership

# Geographic Focus: Where We Work



Statewide



Community Networks



# **Background on the State of Illinois Model Programs of Study Guides**

# The Why

## Audiences

- High school faculty working in college and career pathways
- Community college faculty and staff (e.g., academic deans & department heads, early college liaisons, etc.)
- Education for Employment directors

## Purpose

- Provide guidance and exemplars for local programs
- Identify priority dual credit courses
- Define the competencies that should be sequenced



# Role of Advisory Committee

## Expertise and guidance:

- What industry trends aren't reflected in the labor market information?
- What credentials are emerging as most promising?
- How does our desk analysis relate to implementation?
- What are the future of work implications?

## Inform key decision points:

- Pathway map approach
- Selecting strategic early college credit courses
- Identifying key competencies (building from IL's existing technical competencies)





# Original Development of the Guides

# Mapping the Model Programs of Study





# High Priority Occupations & Promising Credentials

- Defined **high priority occupations** using Department of Labor data and the MIT Living Wage Calculator for IL
  - Positive growth outlook
  - Salaries near or greater than the living wage of 1 adult + 1 child in Illinois
- **Promising credentials** = degrees or college certifications that prepare individuals for immediate entry into a high-priority occupation
  - Focus on credentials available in typical Illinois community colleges
  - May be a clear precursor to or stackable credential for a high-priority occupation

Finance/Business Example	Median Wage Hourly	Living Wage?	Growth?	Entry Education	Annual Job Openings	Percentage Growth (2016-2026)
<a href="#">Accountants and Auditors</a>	 33.89	Yes	Yes	Bachelor's Degree	5,510	8%
<a href="#">Business Operations Specialist</a>	 36.81	Yes	Yes	Bachelor's Degree		
<a href="#">Financial Analyst</a>	 39.29	Yes	Yes	Bachelor's Degree	1,310	7%
<a href="#">Actuary</a>	 49.34	Yes	Yes	Bachelor's Degree	140	23%
<a href="#">Market Research Analysts and Marketing Specialists</a>	 29.15	Yes	Yes	Bachelor's Degree	2960	22%
<a href="#">Human Resource Specialist</a>	 28.79	Yes	Yes	Bachelor's Degree	2230	6%
<a href="#">First-Line Supervisor of Retail Sales Workers</a>	 18.74	No	Yes	High school diploma	5,620	3%
<a href="#">First-Line Supervisor of Office &amp; Administrative Support Workers</a>	 28.3	Yes	No	High school diploma	4,450	0%
<a href="#">First-Line Supervisor of Non-Retail Sales Workers</a>	 34.04	Yes	Yes	High school diploma	1,070	3%
<a href="#">Human Resource Assistant</a>	 19.49	No	No	Postsecondary nondegree award	380	-4%
<a href="#">Lodging Manager</a>	 21.62	No	Yes?	High school diploma or equivalent	180	9%
Insurance Claims and Policy Processing Clerks	 19.94	No	Yes	High school diploma or equivalent	1090	10%

# Community College Programs → Leading to Occupations/Careers

## Guided transfer

- Business AA \*\* ^^
- Accounting AA \*\* ^^
- Actuary AA ^^

## Business AAS, with specialities/certs ^^

- General \*\*
- Insurance
- HR \*\*
- Entrepreneurship \*\*
- Management \*\*
- Marketing \*\*
- Hospitality \*\*

## Supply chain

- Supply Chain AAS, AA/AS ^^

## Accounting

- Accounting AAS \*\* ^^

## Entry-level bachelor's degree positions

- Business operations specialist, financial analyst, market research analysts
- HR specialist
- Accountants, auditors, actuary

## Small/local business

- First-line supervisor of retail or non-retail sales workers
- Office & administrative support, HR assistant
- Lodging manager
- Insurance claim clerk

## Supply chain

- Supply chain manager
- Production, planning, & expediting clerks

## Clerk roles

- Payroll & timekeeping, bookkeeping, accounting, & auditing, billing and posting



# Model Programs of Study Guide: Health Sciences

Education Systems Center  
NORTHEAST ILLINOIS UNIVERSITY | ICCB



	ORIENTATION / INTRODUCTION Grades 9-10	SKILL DEVELOPMENT Grades 10-12	CAPSTONE / ADVANCED Grades 12	POSTSECONDARY COURSES Recommended 1st Year
<b>WORK-BASED LEARNING</b>	Career Exploration (2) Team-Based Challenge, e.g. HOSA, SkillsUSA, and others	Team-Based Challenge, e.g. HOSA, SkillsUSA, and others or Career Development Experience or Youth Apprenticeship	Team-Based Challenge, e.g. HOSA, SkillsUSA, and others or Career Development Experience or Apprenticeship	Team-Based Challenge, e.g. HOSA, SkillsUSA, and others or Career Development Experience or Apprenticeship
<b>SCIENCE</b>	Science Sequence	Biology >>	Chemistry >>	Biology for Science Majors General Chemistry Anatomy & Physiology I / II Microbiology
<b>SOCIAL SCIENCE</b>	Social Science Sequence	Social Science Sequence	Psychology >>	Psychology Sociology
<b>MATH</b>	Algebra Geometry	Geometry Algebra 2 Pre-Calculus	Transitional Math: Quantitative Literacy Statistics Pre-Calculus Calculus >>	General Education Math
<b>ENGLISH</b>	English Sequence	English Sequence	Transitional English English Composition >>	English Composition Oral Communication

AP or Dual Credit

Dual Credit Course

Dual Credit Course Affiliated With IAI Code

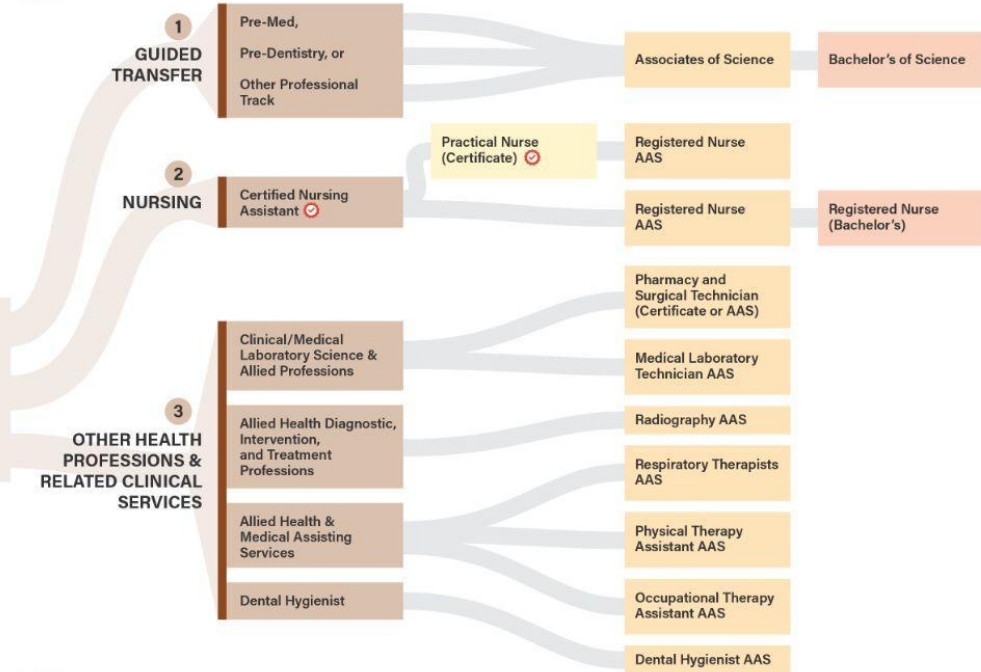
Course or Program Prepares for Industry Credential

Postsecondary Course Affiliated with IAI Code

College and Career Pathway Endorsement Earned

If courses in this column were accomplished through early college credit, students should take the next required course in the sequence or, if none, additional AAS or Major Courses

## POSTSECONDARY OPTIONS



## SELECTED OCCUPATIONS, WAGES, & JOB GROWTH

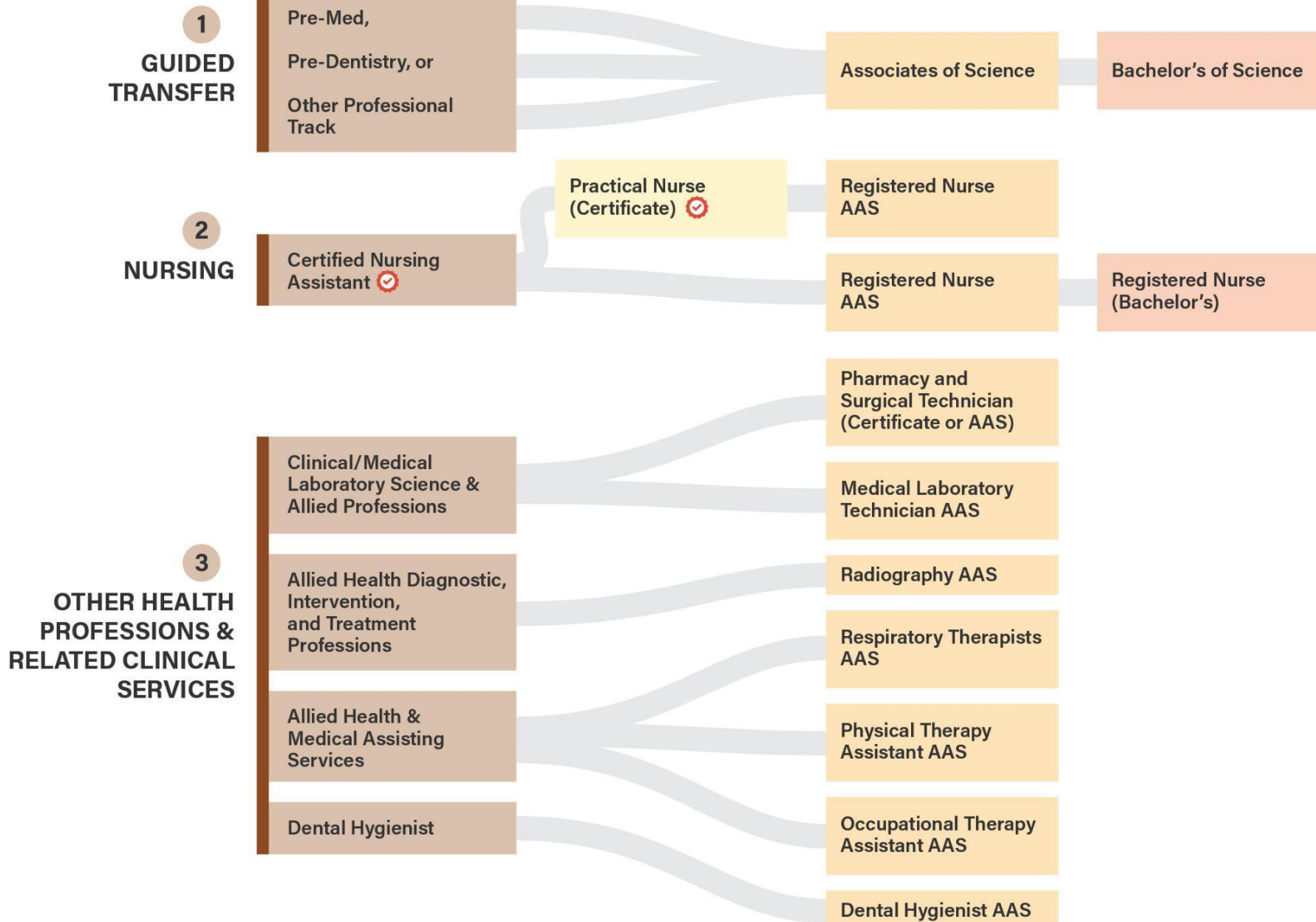
Program	Typical Job	Near or Above Living Wage Threshold for 1 Adult + 1 Child <sup>1</sup>	Median Hourly Wage <sup>2</sup>	Growth in Illinois: Annual Job Openings <sup>2</sup>	Growth in Illinois: % Change Over 10 years <sup>2</sup>	Stackable?
1 Pre-Professional Track	Pediatricians, General	Y	\$66.93	30	2%	Typically Requires Bachelor's Degree & Prof. School
	Dentists	Y	\$68.79	190	9%	
2 Nursing / Registered Nurse	Nursing Assistants	N	\$13.72	7,340	5%	Typically Required for LPN or RN
	Licensed Practical and Licensed Vocational Nurses	Y	\$24.24	1,640	2%	Can Stack to RN at Select IL Colleges
	Registered Nurses	Y	\$34.74	8,690	15%	Can Stack to BSN at Select IL Colleges
3 Surgical Technology Medical & Laboratory Tech. Radiography Respiratory Therapy Physical Therapist Assistant Occupational Therapy Assistant	Surgical/Pharmacy Technicians	Y	\$15.44 - \$23.05	220 - 1,600	1 - 5%	Not Typically Stackable
	Medical and Clinical Laboratory Technologists	Y	\$34.44	410	4%	
	Radiologic Technologists	Y	\$30.52	380	2%	
	Respiratory Therapists	Y	\$28.62	350	17%	
3 Dental Hygiene	Physical Therapist Assistants	Y	\$28.60	730	20%	Not Typically Stackable
	Occupational Therapy Assistants	Y	\$29.75	380	21%	
3 Dental Hygiene	Dental Hygienists	Y	\$35.68	580	9%	Not Typically Stackable

1. Living wage calculations are based on MIT's Living Calculator ([livingwage.mit.edu](http://livingwage.mit.edu)), where the "Living Wage" for 1 Adult + 1 Child is \$26.27/hour for the state of Illinois. "Near" defined as 85% of the statewide living wage, which is \$22.33/hour

2. U.S. Department of Labor, CareerOnestop ([careeronestop.org/explorecareers](http://careeronestop.org/explorecareers))



# POSTSECONDARY OPTIONS





## SELECTED OCCUPATIONS, WAGES, & JOB GROWTH

Program	Typical Job	Near or Above Living Wage Threshold for 1 Adult + 1 Child <sup>1</sup>	Median Hourly Wage <sup>2</sup>	Growth in Illinois: Annual Job Openings <sup>2</sup>	Growth in Illinois: % Change Over 10 years <sup>2</sup>	Stackable?	
1	Pre-Professional Track	Pediatricans, General	Y	\$66.93	30	2%	Typically Requires Bachelor's Degree & Prof. School
		Dentists	Y	\$68.79	190	9%	
2	Nursing / Registered Nurse	Nursing Assistants	N	\$13.72	7,340	5%	Typically Required for LPN or RN
		Licensed Practical and Licensed Vocational Nurses	Y	\$24.24	1,640	2%	Can Stack to RN at Select IL Colleges
		Registered Nurses	Y	\$34.74	8,690	15%	Can Stack to BSN at Select IL Colleges
3	Surgical Technology	Surgical/Pharmacy Technicians	Y	\$15.44 – \$23.05	220 – 1,600	1 – 5%	Not Typically Stackable
	Medical & Laboratory Tech.	Medical and Clinical Laboratory Technologists	Y	\$34.44	410	4%	
	Radiography	Radiologic Technologists	Y	\$30.52	380	2%	
	Respiratory Therapy	Respiratory Therapists	Y	\$28.62	350	17%	
	Physical Therapist Assistant	Physical Therapist Assistants	Y	\$28.60	730	20%	
	Occupational Therapy Assistant	Occupational Therapy Assistants	Y	\$29.75	380	21%	
3	Dental Hygiene	Dental Hygienists	Y	\$35.68	580	9%	Not Typically Stackable

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# Concerns with Approach

- **Living wage benchmark** (1 adult + 1 child) was so high that it suppressed consideration of many roles that are otherwise in high demand and promoted by local employers
  - *Example: Medical assistant*
- Many occupations had positive growth but **relatively low volume** in Illinois
  - *Example: Pediatrician*
- **Occupations chart** created a binary judgement for living wage
- **Meaning of stackability** could be unclear and unaligned to the narrative



# **New Approach for Occupations and Labor Market Information**

# Using Growth + Relative Volume Employment Projections

IDES publishes all employment projections; which we downloaded for analysis

## PREVIOUS APPROACH

Focus on occupations with positive growth

## NEW APPROACH

Focus on occupations with positive growth + relatively high volume for 2030

+ Reasoning: Avoid highlighting occupations with low possibility of accessing

# Updating the Living Wage Benchmarks

MIT Living Wage Calculator, Illinois wage data - downloaded for analysis

## PREVIOUS APPROACH

Single median hourly wages near or above the living wage for 1 adult + 1 child

*In 2019 = \$26.27, lessened to \$22.33 (75%)*

## NEW APPROACH

Multiple benchmarks: 1 adult + 1 child as “high” living wage potential; 1 adult, no children as “medium”

- 1 adult = \$22.86
- 1 adult + 1 child = \$39.63

+ Reasoning: Better representation of career arcs for industry sectors

Program	Typical Job(s)	Living Wage Potential*	Median Hourly Wage**	IL Growth: Change over 10 years ***	IL Annual Job Openings***	Typical Educational Requirements
Guided Transfer	<a href="#">Computer and Information Systems Managers</a>	High	\$78.01	8.0%	1,828	Bachelor's Degree
	<a href="#">Software Developers or Software Quality Assurance Analysts and Testers</a>	High	\$52.44	18.0%	6,256	
	<a href="#">Database Architects</a>	High	\$66.32	5.6%	526	
Computer Information Systems & Programming	<a href="#">Computer User Support Specialists</a>	Medium	\$27.93	4.1%	1,539	Some College
	<a href="#">Database Administrators</a>	High	\$49.18	5.6%	526	Bachelor's Degree
	<a href="#">Computer Systems Analysts</a>	High	\$49.45	4.2%	2,306	
Web Development	<a href="#">Web and Digital Interface Designers</a>	Medium	\$35.94	7.3%	548	Bachelor's Degree
Networking, Cloud Computing, & Cybersecurity	<a href="#">Computer Network Support Specialists</a>	Medium	\$33.95	3.4%	999	Associate Degree
	<a href="#">Network and Computer Systems Administrators</a>	High	\$42.72	3.1%	804	Bachelor's Degree
	<a href="#">Information Security Analysts</a>	High	\$54.18	25.3%	428	

## Selected Occupations, Wages, and Job Growth Chart for IT

- Occupations are now shown on a scale from high to low living wage potential
- Stackability replaced with education requirements

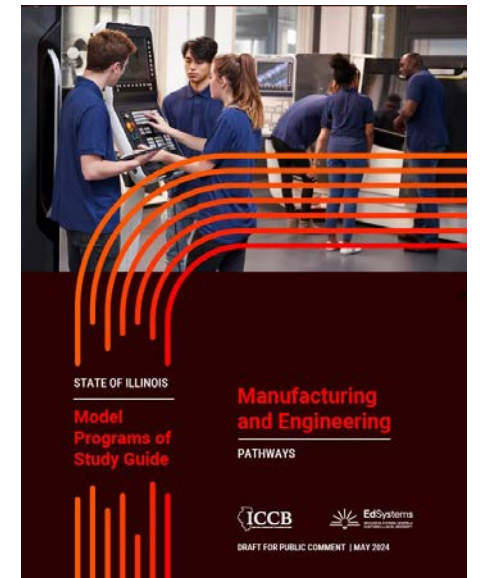
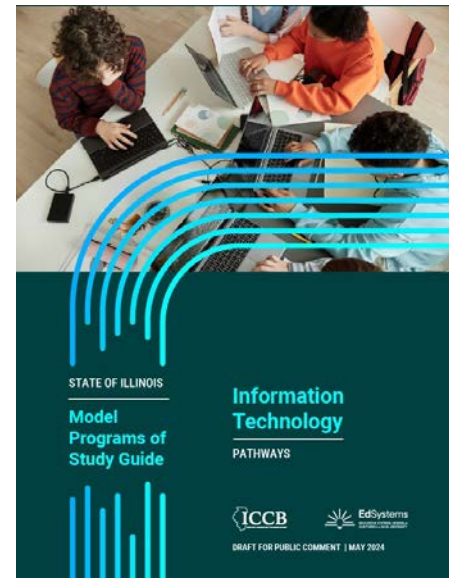
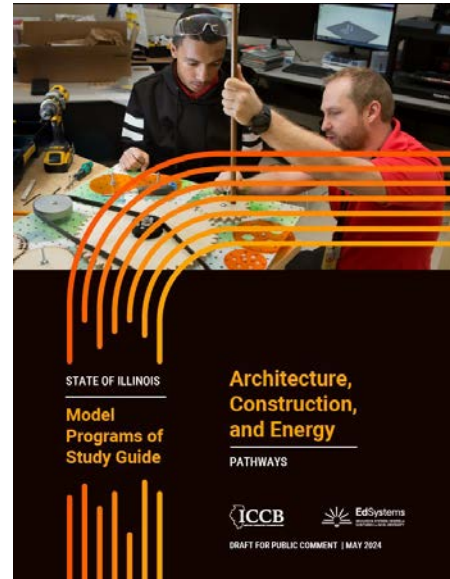
+ Reasoning: Avoid suppressing entry-level occupations, show wage realities, and realistic educational attainment competitors

\* Living wage potential is based on MIT's Living Calculator ([livingwage.mit.edu](http://livingwage.mit.edu)) for Illinois in 2024. Occupations with median salaries higher than the living wage for 1 adult + 1 child (\$39.63/hour) are considered as having a "high" living wage potential. Occupations with median salaries only higher than the living wage of 1 adult, no children (\$22.86/hour) are considered as having a "medium" living wage potential, and occupations with median salaries below the living wage of 1 adult, no children (less than \$22.86/hour) are considered as having a "low" living wage potential.

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# Applied to 8 of the 10 Guides





# Revisions to Pathway Maps

Sample: Information Technology



STATE OF ILLINOIS

## Model Programs of Study in Information Technology

### Recommended Courses

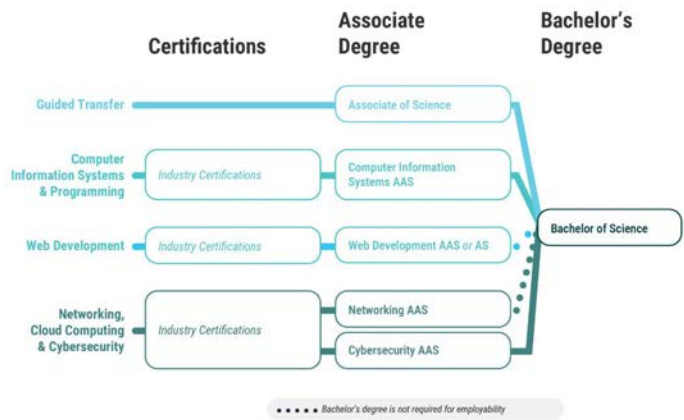
	Orientation Grades 9–10	Skill Development Grades 10–12	Capstone Grade 12	Postsecondary 1st Year*
<b>Career Focused Courses</b>	<b>Computer Applications for Business</b> <ul style="list-style-type: none"> <li>All</li> <li>Computer Information Systems</li> <li>Programming, &amp; Web Development</li> <li>Networking</li> </ul>	<b>Choose 1:</b> <ul style="list-style-type: none"> <li>Introduction to Computer Information Systems</li> <li>AP Computer Science Principles</li> </ul>	<b>Choose 1:</b> <ul style="list-style-type: none"> <li>Computer Science I</li> <li>Computer Science A</li> </ul>	<b>Computer Science I</b> <b>Computer Science II</b>
<b>Work-Based Learning</b>	Career Exploration (2)	Career Development Experience or Youth Apprenticeship	Intro to Networking	Intro to Web Development
	Team-Based Challenge (2), may be offered through Career and Technical Student Organizations			
<b>Math</b>	Math Sequence: Highest-Level Course Possible	Math Sequence: Highest-Level Course Possible	<b>Choose 1:</b> <ul style="list-style-type: none"> <li>Transitional Math: STEM</li> <li>College Algebra</li> <li>Pre-Calculus</li> <li>Calculus</li> <li>Statistics</li> </ul>	<b>Choose 1:</b> <ul style="list-style-type: none"> <li>Calculus</li> <li>Calculus</li> <li>Statistics</li> </ul>
<b>English</b>	English Sequence	English Sequence	<b>Choose 1:</b> <ul style="list-style-type: none"> <li>Transitional English</li> <li>English Composition</li> </ul>	<b>Choose 1:</b> <ul style="list-style-type: none"> <li>English Composition</li> <li>Oral Communication</li> <li>Business Communications</li> </ul>
<b>Science</b>	Science Sequence	Science Sequence	Science Sequence	Science Sequence
<b>Social Science</b>	Social Science Sequence	Social Science Sequence	Social Science Sequence	Social Science Sequence

**Key:**

- AP or Dual Credit Course
- Course Prepares for Industry Credential
- Dual Credit Course
- College & Career Pathway Endorsements
- Dual Credit Course with IAI
- Postsecondary Course with IAI

\* If courses were accomplished through early college credit, take the next required course in the sequence or, if none, additional AAS or major courses

### Postsecondary Opportunities



### Selected Occupations, Wages, and Job Growth

Program	Typical Job(s)	Living Wage Potential*	Median Hourly Wage**	IL Growth: Change over 10 years ***	IL Annual Job Openings***	Typical Educational Requirements
Guided Transfer	Computer and Information Systems Managers	High	\$78.01	8.0%	1,828	Bachelor's Degree
	Software Developers or Software Quality Assurance Analysts and Testers	High	\$52.44	18.0%	6,256	
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Web Development	Web and Digital Interface Designers	Medium	\$35.94	7.3%	548	Bachelor's Degree
Networking, Cloud Computing, & Cybersecurity	Computer Network Support Specialists	Medium	\$33.95	3.4%	999	Associate Degree
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\* Living wage potential is based on MIT's Living Calculator ([livingwage.mit.edu](http://livingwage.mit.edu)) for Illinois in 2024. Occupations with median salaries higher than the living wage for 1 adult + 1 child (\$39.63/hour) are considered as having a "high" living wage potential. Occupations with median salaries only higher than the living wage of 1 adult, no children (\$22.86/hour) are considered as having a "medium" living wage potential, and occupations with median salaries below the living wage of 1 adult, no children (less than \$22.86/hour) are considered as having a "low" living wage potential.

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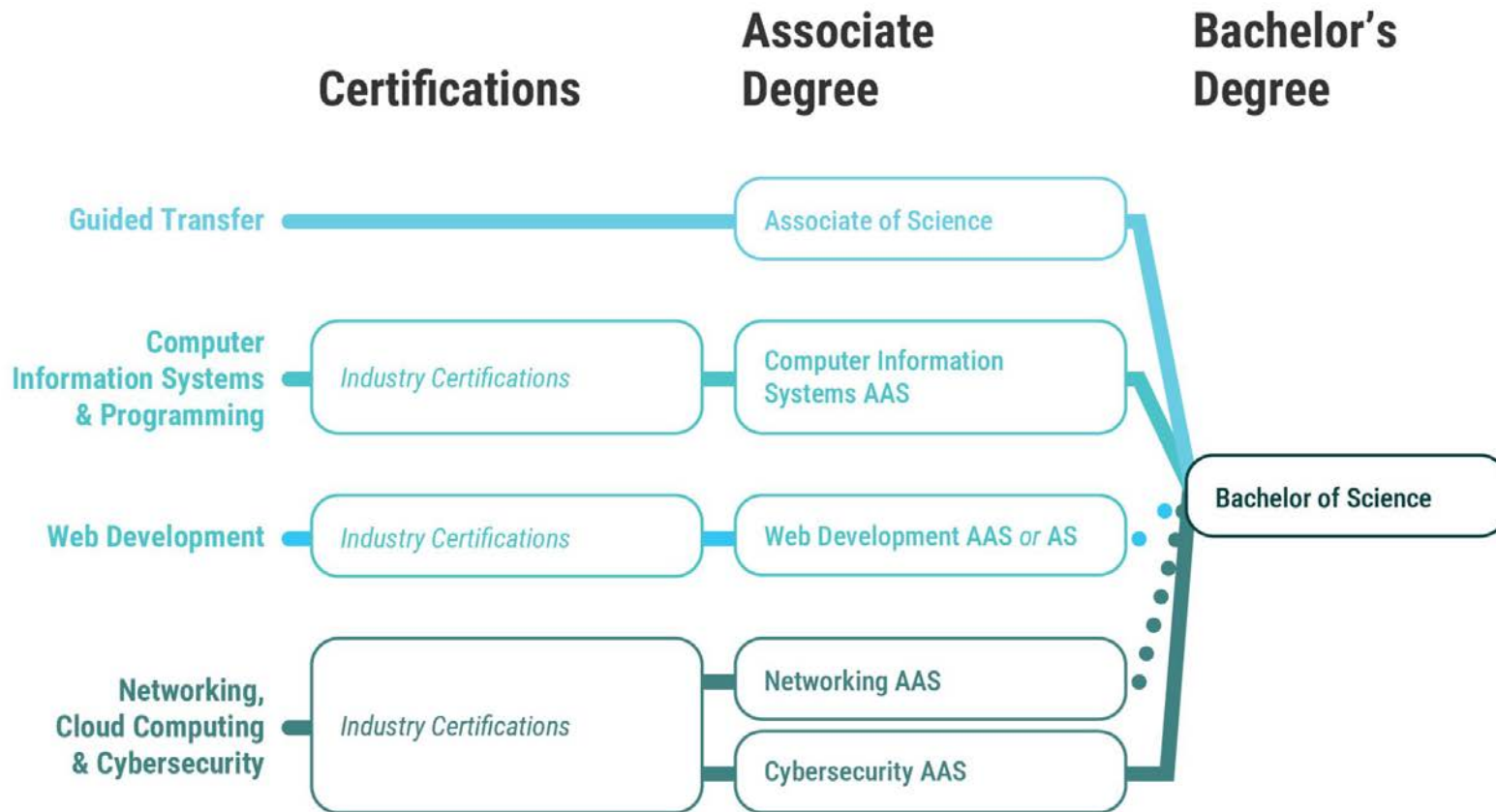




# Recommended Courses for IT

	Orientation Grades 9–10	Skill Development Grades 10–12	Capstone Grade 12	Postsecondary 1st Year*
Career Focused Courses • All • Computer Information Systems, Programming, & Web Development • Networking	Computer Applications for Business	Choose 1: • Introduction to Computer Information Systems • AP Computer Science Principles >>	Choose 1: • Computer Science I • Computer Science A >>	Computer Science I
		Mobile Applications or Web Development Courses	Intro to Networking	Computer Science II
		Hardware or Operating System Courses		Intro to Web Development
				Continue Course Sequence
Work-Based Learning	Career Exploration (2)	Career Development Experience or Youth Apprenticeship		
	Team-Based Challenge (2); may be offered through Career and Technical Student Organizations			
Math	Math Sequence: Highest-Level Course Possible	Math Sequence: Highest-Level Course Possible	Choose 1: • Transitional Math: STEM • College Algebra • Pre-Calculus • Calculus >> • Statistics >>	Choose 1: • Calculus • Calculus • Statistics
English	English Sequence	English Sequence	Choose 1: • Transitional English • English Composition >>	Choose 1: • English Composition • Oral Communication • Business Communications
Science	Science Sequence	Science Sequence	Science Sequence >>	Science Sequence
Social Science	Social Science Sequence	Social Science Sequence	Social Science Sequence >>	Social Science Sequence
Key:	>> AP or Dual Credit Course       Dual Credit Course       Dual Credit Course with IAI Course Prepares for Industry Credential       College & Career Pathway Endorsements       Postsecondary Course with IAI * If courses were accomplished through early college credit, take the next required course in the sequence or, if none, additional AAS or major courses			

# Postsecondary Opportunities for IT



..... Bachelor's degree is not required for employability

# Selected Occupations, Wages, and Job Growth for IT

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# Next Steps for Feedback

Public Comment Survey


## Your Next Steps

- [Download the draft guides](#)
- [Submit public comment](#) by June 21.
- We would want to hear about:
  - Strengths
  - Changes and additions
  - Feedback on new approach
- Incorporate into your work

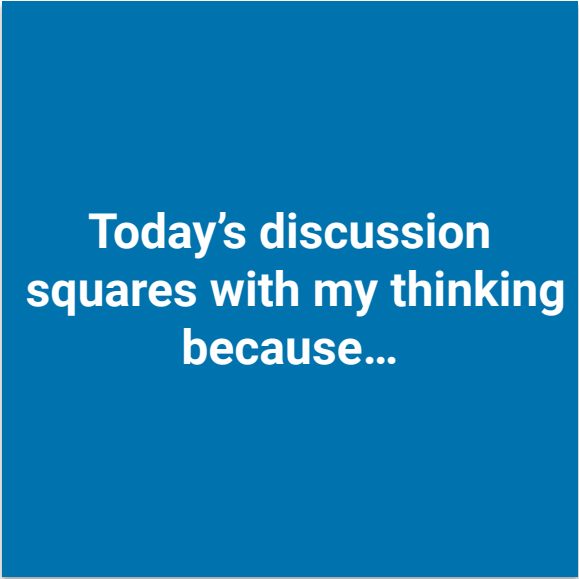
## Our Next Steps

- Incorporate feedback from public comment and publish resource
- Share throughout Illinois and nationally via:
  - Agency websites
  - EdSystems communications
  - Presentations and conferences
  - Technical assistance to communities

# Closing Reflections



Something still  
circling in my  
head is...



Today's discussion  
squares with my thinking  
because...



One  
important  
point from  
today is...