Illinois Community College Board (ICCB) – Springfield, IL

Award Amount: $3,999,649
Project Name: Customized Apprenticeship Program – Information Technology (CAP-IT)
Projected Apprentices to Be Served: 1,728
Industry Focus: Information Technology, including Cybersecurity
Private Sector Partners include Computing Technology Industry Association (CompTIA) and additional employers, such as Sntial Technologies and Accenture.

Type(s) of Apprenticeship Program Proposed: Apprenticeship (Other), Pre-Apprenticeship

The Customized Apprenticeship Program – Information Technology (CAP-IT) project seeks to develop innovative, flexible, and replicable models for IT apprenticeship pathways throughout Illinois and the country. It is targeting three, high-demand occupational pathways leading to occupations within the IT sector: IT Generalist/Network Systems, Programming and Software Development, and Information (Cyber) Security. The CAP-IT model includes the following elements or "steps": 1) Pre-apprenticeship bridge programs, which serve as multiple on-ramps for various skill levels and incorporate contextualized instruction, career development, and support services; 2) Pre-apprenticeship programs, which incorporate approaches for acceleration and flexibility, such as competency-based education delivery, prior learning assessments, and shorter-term and accelerated programs; and 3) Apprenticeship programs, which can be time-based, competency-based, or a hybrid of time- and competency-based. All programs at each step incorporate the Essential Employability Skills Framework, which various Illinois stakeholders created to provide a statewide employability standard; and wrap-around supportive services.

To facilitate CAP-IT's dissemination and scaling, a team of instructional and industry experts is mapping out competencies as common reference points along the CAP-IT pathway. Led by ICCB's Professional Development Network and the project's industry partner CompTIA, this team is creating connections across multiple occupational pathways for students and employers, with the aim of making standardized and centralized programming readily accessible through online channels. In addition, CompTIA is helping craft a highly customized IT apprenticeship model that includes portable, stackable industry-recognized credentials and national certifications, while leveraging its membership and partnership networks for business engagement and expansion efforts.

To promote CAP-IT's national scaling efforts, key partner Jobs for the Future (JFF)'s Center for Apprenticeship and Work-Based Learning serves as a platform to amplify and promote project progress and to engage employers to facilitate replication of the apprenticeship model across the industry. Among other scaling activities, JFF is providing coaching for three replication sites in regions with multiple partners identified through grant activities.

IHE consortium members include: City Colleges of Chicago, Oakton Community College, Illinois Central College, Kishwaukee College, College of Lake County, Prairie State College, Richland Community College, Lincoln Land Community College, Rend Lake College, and Parkland Community College.