



Instituto del Progreso Latino's Instituto College

Career Advancement Program Profile

CHALLENGE

- Recruiting students who meet all the eligibility requirements

SUCSESSES

- Illinois Board of Nursing board approved the curriculum.
- Prospective students get assistance with completing the application process and prerequisites and preparing for the entrance exam.
- Full-tuition scholarships are provided for all qualified students.

Instituto del Progreso Latino (Instituto) is nonprofit organization located in Chicago, Illinois. The organization's mission is to contribute to the advancement and growth of Latino immigrants and their families through education, training, and employment opportunities. Instituto launched its own community college to support alumni of Instituto's certificate programs and members of the community to advance in their careers. The program also aims to provide employers with skilled bilingual workers.

CAREER ADVANCEMENT GOAL, STRATEGIES, AND STATUS

Goal: The mission of Instituto College is to provide an enriched learning environment where students can develop skills and earn credentials and degrees to meet the needs of Chicago-area employers. The College is launching its first associate degree program in nursing and plans to expand its offering to health care leadership, manufacturing management and supervision, networking technology, and organizational leadership.

Strategies: The nursing program is a two-year, full-time program that includes classroom instruction and clinical experiences at local health care employers. The college will provide student support services, such as assistance with the college application, assistance in achieving prerequisite course completion and obtaining test scores to qualify for the program, and wraparound services to support persistence and completion. Wraparound services include day care and child development programs, career coaching, academic advising, financial coaching, job placement assistance, digital literacy coaching, and workshops. Students may also receive assistance to apply for public benefits and other income supports and community services referrals.

Status: Instituto College, funded by philanthropic foundations predominantly JPMorgan Chase, is accepting its first cohort of students set to enroll in 2019.

PROGRAM PARTICIPANTS

Instituto College serves students with an active CNA certificate, specifically recruiting graduates of Instituto's Basic Nursing Assistant programs and Instituto high school alumni. Participants must meet a minimum threshold for the nursing college entrance exam (TEAS exam) and have a GPA of 2.75 or higher to be admitted into the program.

PARTNERS

Instituto College has partnerships with City Colleges of Chicago, employers, and community organizations in Chicago. There is a core set of employer partners who are committed to employing graduates of the program. Additionally, the partnerships with health care employers in the Chicago area offer students required real-world clinical experience. Community partners help the college provide supportive services for students throughout the program.

KEY TAKEAWAYS

Challenge: A major hurdle is recruiting students who meet all the eligibility requirements, including completion of all prerequisite courses and meeting the minimum threshold for the nursing program entrance exams. Instituto staff have acknowledged that a longer period of outreach to and supportive services for prospective students is necessary to help these nontraditional students overcome systemic barriers and strengthen the pipeline to college. Throughout the development of Instituto College, commitment and responsiveness to student needs was the highest priority because student success is what will drive the sustainability of the College.

Successes: Instituto staff have recruited the first cohort of students, and the College will be launching in January 2019. Major accomplishments leading to the launch included getting approval from the Illinois Board of Nursing's board for the curriculum, helping prospective students throughout the application process to complete prerequisites and prepare for the entrance exam, and providing full-tuition scholarships for all qualified students.

CONTACT INFORMATION

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ADDITIONAL READING

This profile provides detailed information on the career advancement programs highlighted in the brief, "**Fulfilling the Promise of Career Pathways: Strategies that Support Career Advancement,**" by Lauren Eyster and Semhar Gebrekristos urbn.is/2CAZnsC