Founded in 1967, Illinois Central College (ICC) serves all or parts of a ten-county district in the heart of Illinois. The College resides in the Greater Peoria metropolitan area with approximately 380,000 residents. ICC has campuses in East Peoria, Peoria, and Pekin for in-person instruction, and has a robust virtual online learning catalog.

Today the ICC district covers 2,322 square miles and serves 38 high schools. In any given semester, the college offers more than 1,900 classes. Since the beginning, ICC has touched more than half a million lives. One out of every four graduating high school students within the district attends ICC. Every year, ICC awards approximately 1,800 certificates and degrees. With each degree or certificate conferred, a small ripple of change for the better in our world is created. As the ICC mission says, “Through learning, minds change. We believe by changing minds, we can change the world.”

Illinois Central College stands committed to diversity in all of its dimensions. The College embraces, values, and encourages diversity at all levels of its operation. The College stands for tolerance, non-discrimination, and cultural sensitivity. Inclusion is at the core of Illinois Central College’s educational and service strategies. Respect for diverse individuals will be evident in the College’s interactions with students, employees, and the communities it serves.
Illinois Central College seeks an experienced professional to provide oversight and innovation to Workforce and Diversity at the institution. Reporting to the college President, The Vice President of Workforce & Diversity will join President Dr. Sheila Quirk-Bailey in her goals to increase college and workforce readiness, as well as expanding the workforce by credentialing adults in areas of regional workforce gaps. Credentials are essential to changing the lives of individuals, families, and the workforce. 60% of all jobs require post high-school credentialing, but only 40% of Peoria residents have achieved this designation.

The Vice President of Workforce & Diversity will exercise administrative supervision or oversight of approximately 50 direct and indirect reports in administrative, management, support, and clerical positions in the College’s Workforce Development, Diversity and Inclusion, Continuing Education and College and Career Readiness programs. The Vice President of Workforce & Diversity will lead the development of vision, strategy, short and long-range goals, and the operating requirements to ensure workforce programs and initiatives meet the changing needs of ICC students, community, and businesses. The Vice President will also advocate for continuing development of EDI initiatives internally at ICC, such as College YES, Harvesting Dreams, TRiO, Diversity Retention Coordinators, and diverse recruiting initiatives. Their work will be critical to creating a culture of equity throughout the ICC community, including faculty, staff and students.

Relationship building will be imperative for the Vice President who will be actively involved in regional economic development and employer organizations in Peoria to ensure program outreach and alignment. The Vice President will champion the ICC value that Workforce Development is an issue of equity and diversity in the region it serves, and that programming and support should ensure those who have systemic barriers to employment are supported on their journey to a credential. Authentic relationship building with those seeking to solve the equity challenges in the region, and full participation in the greater Peoria community are essential requirements of this role.
PERFORMANCE OBJECTIVES

Leadership

• Provide inspirational leadership, ensure quality and effectiveness, and provide strategic guidance for the College’s Workforce Development, Diversity and Inclusion, Continuing Education and College and Career Readiness programs.
• Coordinate program delivery and resource development for the division while ensuring outcomes are met.
• Lead and participate in regional efforts to address workforce shortages, issues of justice and equity, and college and career readiness in ICC’s programming and outreach.
• Create and deliver internal and external presentations regarding areas of responsibility to community leaders, President and cabinet, Board of Trustees, and other relevant groups.
• Know, understand and act in accordance with Illinois Central College’s Cougar CARE Principles, including connecting with students, owning the situation, using opportunities to build relationships, going the extra mile, acting promptly and professionally and remembering to work as a team.
• Guide the assessment of current programming to strengthen content, improve employer and attendee satisfaction, and increase community connections.
• Build and strengthen relationships with college faculty and administration as well as the student body.

Equity, Diversity and Inclusion (EDI)

• Inform the development of a strategic direction for EDI and manage the operations of ICC’s EDI initiatives and activities.
• Serve as an advocate for equity, diversity and inclusion on and off campus. Ensure that ICC’s commitment to equity, diversity and inclusion is visible in all aspects of the division’s and college’s operations.
• Serve as Affirmative Action Officer for the College and a resource for faculty, staff, and administration on issues involving diversity.
• Build internal support for EDI initiatives by collaborating with key stakeholders and the executive leadership team to set priorities and create actionable strategies.
• Work with Peoria communities and organizations to better learn their needs and engage them as partners in identifying and addressing equity opportunities.
• Actively seek ways to eliminate barriers that impede students’ abilities to enroll and succeed.
PERFORMANCE OBJECTIVES

Workforce Development and Community Relations

- Work as a liaison representing the interests of ICC’s workforce and diversity initiatives to community thought leaders, community stakeholders and influencers.
- Establish and maintain relationships with feeder high schools, community organizations, minority and affinity advocacy groups and organizations, business leaders/organizations, international institutions and stakeholders, government agencies, legislators and their representatives.
- Serve as the institutional liaison to local, state and federal economic and workforce training agencies, K-12 partnerships, employer partner organizations and diversity initiatives.
- Develop effective partnerships with businesses and industries in the identification of training needs, including conducting quantitative and qualitative training needs assessments, and development of customized, inclusive workforce solutions.
- Strategize creative ways to expand workforce development opportunities with new pathways and programs to invigorate the pipeline for students and employers.
- Create and operate strategic alliances with economic development entities, corporations, community groups, labor unions and local government and the Regional Workforce Alliance.

Financial Management

- Create and oversee budgets for numerous programs, offices, and initiatives on multiple campuses. Budget responsibility and oversight for this role is approximately $2 Million.
- Develop strategies for actively seeking and securing grant funding opportunities and ensure that grant-funded initiatives, continuing education and workforce partnerships meet their programming and financial goals.
- Analyze and prepare budgets, control expenditures and ensure revenue goals are set and outcomes met for areas of responsibility.
- Conduct business enterprise planning and identify funding (i.e., grants and contracts).
Illinois Central College seeks an innovative and collaborative leader to provide executive leadership for diversity & Affirmative Action, community partnerships, and workforce initiatives that support business and industry partnerships to advance the development of college-ready programs. The qualified candidate will have proven experience developing continuing education or workforce programs and a deep familiarity with the demographics of central Illinois, or a similar community.

The successful executive will demonstrate inspirational leadership to all groups and individuals within or associated with ICC. Demonstrated expertise at communicating with and advocating for people from all backgrounds is essential.

Specific Requirements Include:

- Five years of direct experience leading a similar program; or eight or more years of experience in higher education or a related field.
- Operational management experience including, but not limited to, staff management, budget development, oversight, and implementation, and strategic planning.
- Progressive experience in developing effective diversity and workforce development regional community partnerships.
- Progressive management experience in at least one of the following programming areas: college and career readiness, continuing education, diversity and inclusion or workforce development; experience in multiple areas preferred.
- Considerable knowledge of current and projected job market trends, educational and training needs of business, industry and government in the Peoria area and of best practices in the provision of workforce development, economic development and training in community colleges in both credit and non-credit options.
- Extensive knowledge of current workforce development issues at the regional, state, and national levels, such as developing apprenticeship initiatives and regional workforce selections.
- Successful administrative experience in diversity programs and initiatives; Teaching/Training experience preferred.
- Dedication to strategies for inclusion and awareness of diverse cultures.
- Experience with grant development, administration, and attainment.
- Affirmative Action and EEO experience.
- Undergraduate degree in a related field required, Advanced degree in a related field strongly preferred.
This position offers a competitive salary with strong benefits. Relocation assistance is offered. All inquiries will be held in strict confidence.

Illinois Central College is an Equal Opportunity/Access/Affirmative Action/Pro Disabled & Protected Veteran Employer.

To assure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

This search is being managed by Laura Weinman, Vice President, and Katie VanderKlok, Project Manager of KEES. Questions may be addressed to kvanderklok@kees2success.com.

APPLY HERE

About KEES
KEES (formerly Alford Executive Search) is a nonprofit executive search firm that builds diverse teams and dynamic leaders in the nonprofit and public entity sectors. A woman owned and operated firm, KEES offers a full array of nonprofit consulting services including executive search, leadership development, interim staffing, and HR support. For more information, please visit www.kees2success.com.
ICC's district encompasses the urban region of Peoria (pop. 111,000), medium-sized towns like Pekin, Morton, and Washington, and small towns like Farmington, Minonk, and Hanna City. Formerly called the “Whiskey Capital of the World,” Peoria found a new identity after Prohibition decimated the distilleries. Healthcare is the largest employer in the Greater Peoria region, employing over 30,000 people. As the birthplace of Caterpillar, manufacturing has long been the bedrock of the Greater Peoria economy. Recently, Peoria has been named as the most affordable mid-sized city in the nation, according to AdvisorSmith, a business research group.

Peoria is the largest city on the Illinois River and offers a variety of recreational, cultural, and environmental activities. From festivals like Erin Feis and Oktoberfest, sporting events like the Steamboat Classic, and weekly farmer's markets, the riverfront hosts many of Peoria's special events. The Independence Day fireworks display over the Illinois River is the largest in the state. The Riverfront Museum is the only multidisciplinary museum of its kind in the country, and the Caterpillar Visitors Center allows visitors to enjoy interactive and virtual exhibits. The Spirit of Peoria makes its home on the banks of Peoria and is one of the nation's only overnight paddle wheelers.

The Peoria Civic Center hosts events of all sizes with their arena, theater and convention center. Three major shopping centers (two in Peoria, one in East Peoria) provide local boutique shops and major brand stores.

Along with the urban environment of Peoria, the district offers a wide variety of rural recreation. Most small towns host their own annual festivals like the East Peoria Festival of Lights, Tremont Turkey Festival and the Morton Pumpkin Festival.

For the outdoor enthusiast, the region has over 50 miles of hiking and biking trails, ten golf courses, and several nature reserves. The Peoria Zoo and Wildlife Prairie Park provide unique insights into animal life. Peoria has a strong history in sports, evident by the numerous youth tournaments and state championships, Peoria Rivermen hockey, and Peoria Chiefs baseball (Class A affiliate of the St. Louis Cardinals). For those seeking some weekend recreation in larger metropolitan areas, both Chicago and Saint Louis are an easy drive from Peoria.