



INSTITUTE FOR THE PROFESSIONAL
DEVELOPMENT OF ADULT EDUCATORS

The Beginner's Guide to Integrated Education & Training (IET)

www.floridaipdae.org

Welcome!



June Rall
IPDAE Director



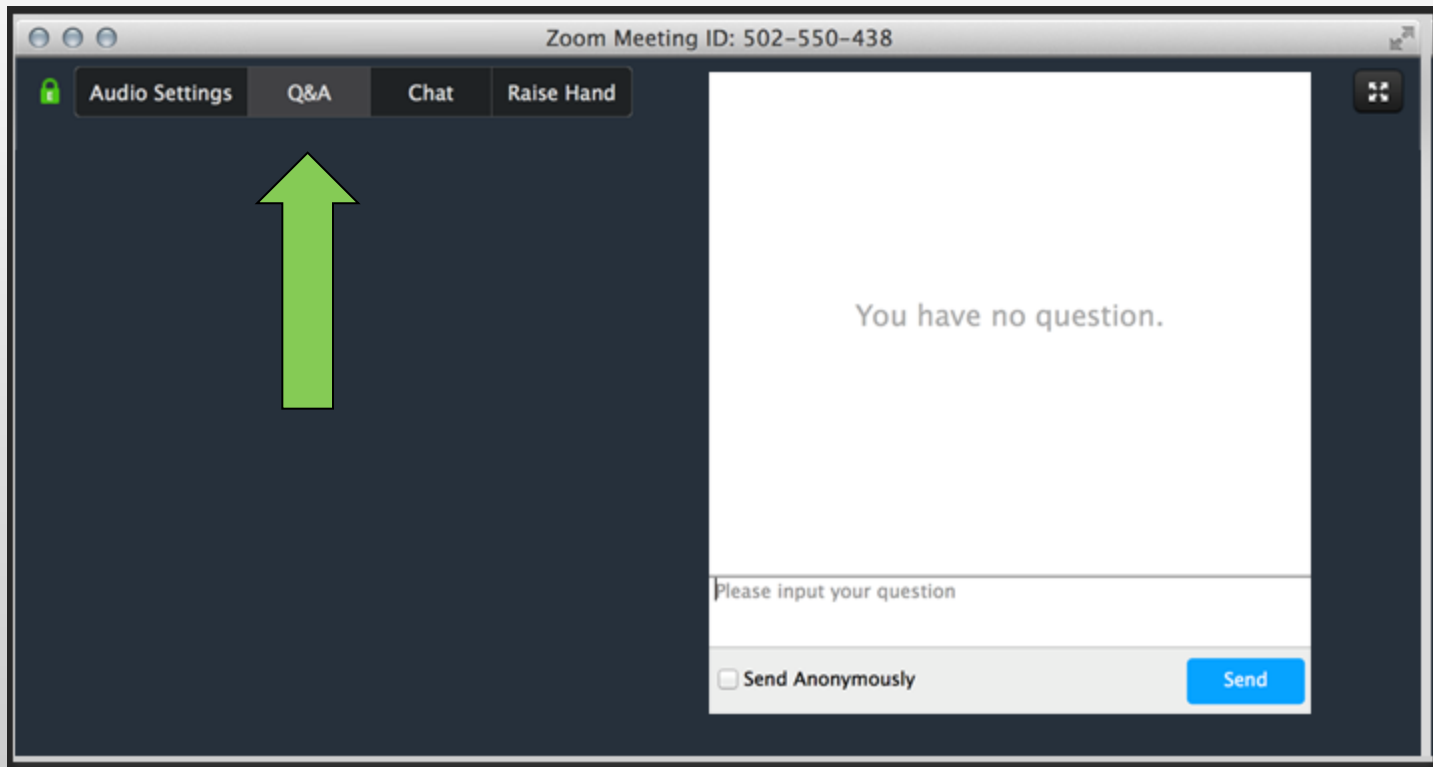
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- If you have a question, please type it into the **Q&A** option.



- Attendee microphones will be muted. You will be in **listen only** mode.
- Today's presentation is being **recorded**. It will be archived and available on the IPDAE website within 48 hours.

Agenda

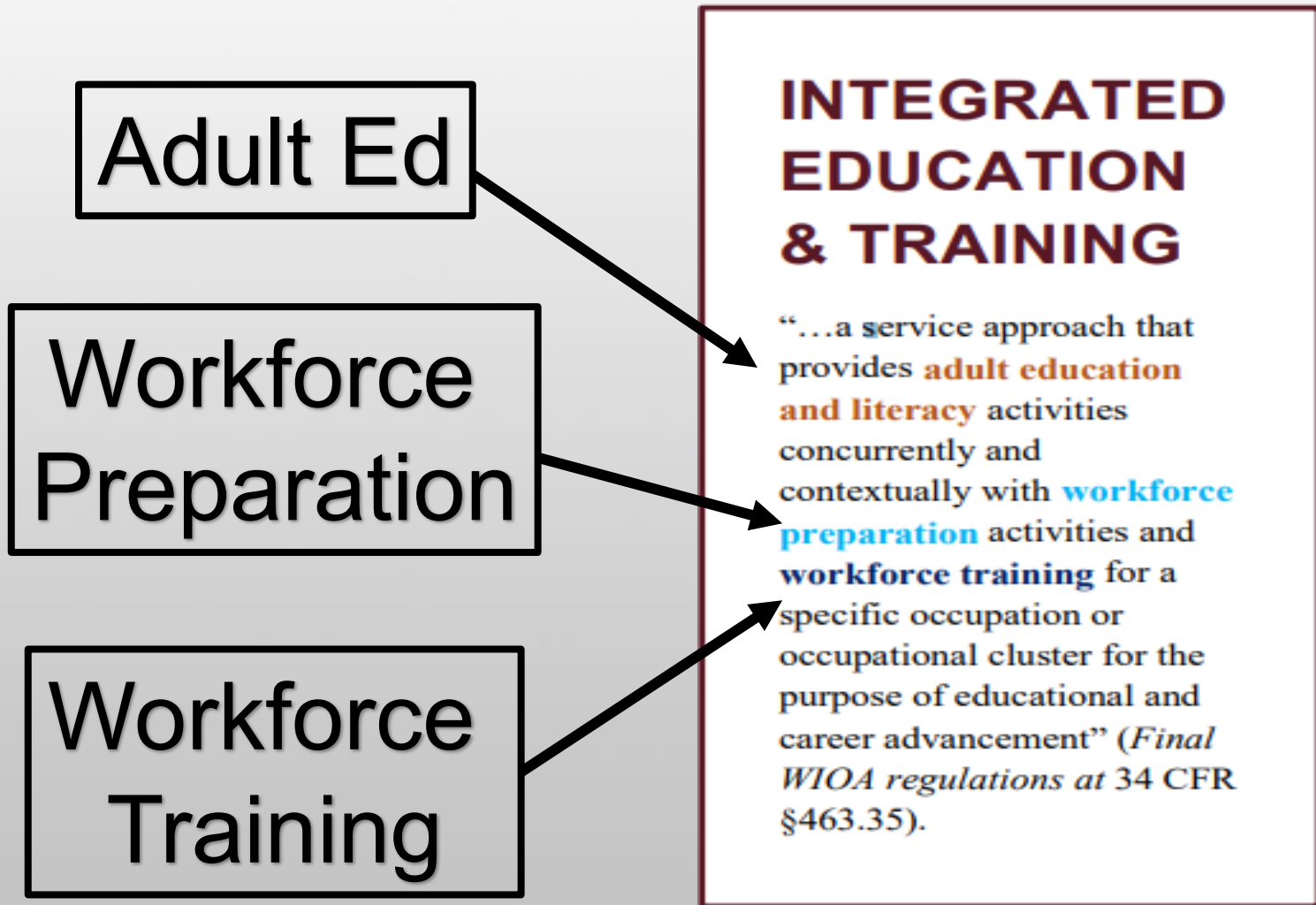
- What is IET?
- Why is IET important?
- What are the benefits of IET programs?
- What are the challenges of IET programs?
- How do we change hearts and minds? Adult Ed vs. Workforce Prep
- How do we implement IET?



Using the poll, rate your knowledge regarding the criteria for and implementation of Integrated Education and Training?



What is IET? Back to Basics



What is IET? Back to Basics

What does this phrase mean to you?

How is this any different than what has always been done in Adult Ed?

INTEGRATED EDUCATION & TRAINING

“...a service approach that provides **adult education and literacy** activities concurrently and contextually with **workforce preparation** activities and **workforce training** for a specific occupation or occupational cluster for the purpose of educational and career advancement” (*Final WIOA regulations at 34 CFR §463.35*).

What is IET? Back to Basics

Adult Education

- As instructors we teach our students the necessary academic skills to succeed.
- We understand this. This is what we do. Full implementation across all classes at all schools.



What is IET? Back to Basics

Workforce Preparation Activities

- Problem-solving, critical thinking, communication, collaboration, creativity, digital literacy, using information and resources, soft skills, self-management skills, skills needed to transition to and complete post-secondary, employability skills, etc.
- Harder to measure, learn by doing. Current implementation already losing teacher investment. At best, infused into curriculum with authentic opportunities to practice. At worst, neglected entirely.



What is IET? Back to Basics

Workforce Training

- Occupational skills training that develops the foundational knowledge and workforce skills for high demand careers fields or career clusters.
- This is where the implementation challenges kick in.



Career Pathway IET Components

(7) CAREER PATHWAY.—The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

(A) aligns with the skill needs of industries in the economy of the State or regional economy involved;

(B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937 (commonly known as the “National Apprenticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et seq.) (referred to individually in this Act as an “apprenticeship”);

(C) includes achieving the individual's education and career goals;

(D) includes concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;

(E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

(F) enables an individual to attain a secondary school diploma or its equivalent or postsecondary credential;

(G) helps an individual to attain a specific occupational goal.



(D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;

(E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

- *Regional Demand
- *Local Needs Assessment
- *Partnerships

Why is IET Important?

- WIOA
- Grants
- Vision for Adult Education in Florida

We Have To

- All are true, but the real reason is the benefits to the students and the benefits to your program.

**THE RIGHT
THING TO DO**

Benefits of IET – Built on Equity

- **Center for Law and Social Policy (CLASP) – In the Opportunities for Action memos, promotes IET as the optimum Career Pathway service to quickly help low-income, lower-skilled people find economic success.**

“The opportunity costs of education for individuals with family and work responsibilities can be offset by offering education that truly leads to educational and economic mobility.”

Benefits of IET – Student

- **Adult Education is not the finish line.**
- **The real reason students come to us. The storm in their lives makes it difficult to see past the first objective. (English, GED).**
- **Accelerates completion, credential attainment, and improves success rates. Revolves around regional demand increases career placement through local needs assessments and partnerships.**
- **Basic academic, digital, and employability gaps for all, even with students that go directly into CTE programs. Where else will this support come from?**



Benefits of IET – Program

- **Research shows higher program retention and student persistence with:**
 - **Setting long-term goals, starting career pathways, examining career options and conducting cost-benefit analysis (Tighe, et al., 2013).**
 - **Classwork based on student needs and goals. Aligning program services with life contexts. (Comings, 2009).**
 - **Adapting curriculum to needs of students (Cuban, 2003).**



Transition Historically Speaking

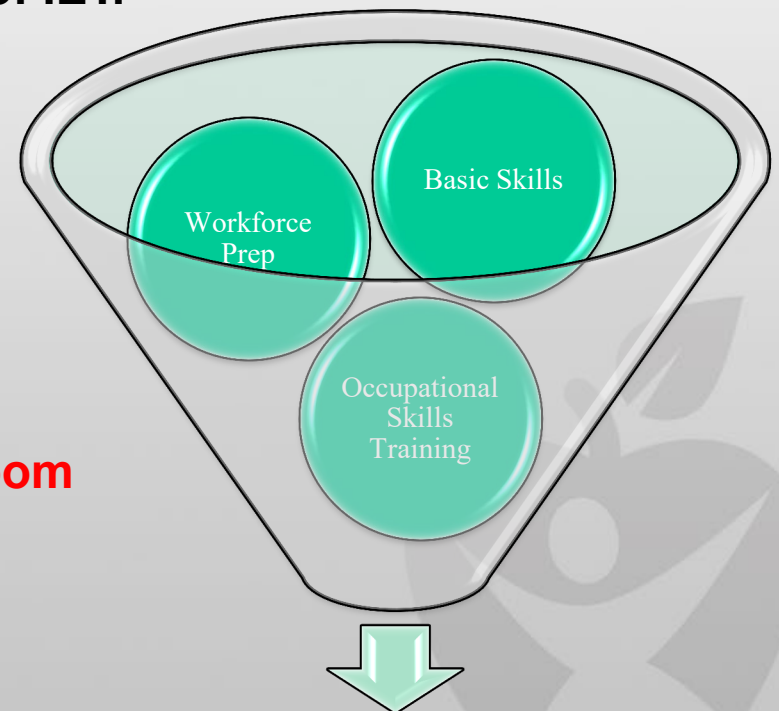


IET gives adult educators an opportunity to extend program infrastructure beyond isolated steps into continued and ongoing support for students through basic skills attainment, to CTE program completion, certificate attainment, and high-paying career placement = better success rates!

IET Models

Fully-Integrated Instruction (Co-Teaching Model) joins an occupational skills instructor with a basic skills instructor for co-planning and co-teaching. This is the gold standard of IET.

- **ABE teacher gives workforce skills support**
- **Occupational Instructor gives basic skills support**
- **Collaborative planning and co-teaching within the same classroom and timeframe**
- **All combine to form a single-set of learning objectives**

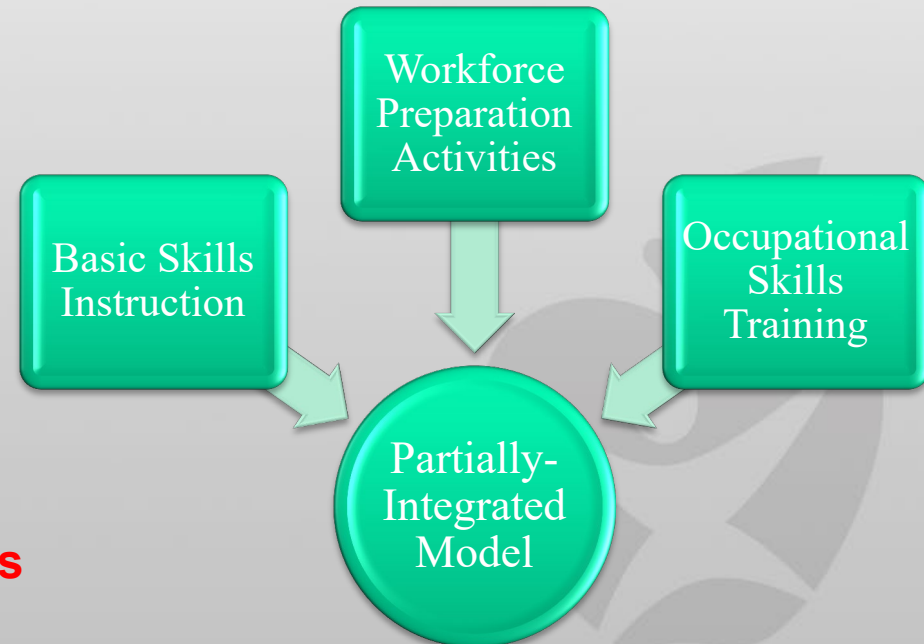


Fully-Integrated Model

IET Models

Partially-Integrated Instruction (Co-Enrollment Model) is where students are enrolled in an AGE course and a workforce skills course. Occupational skills instructor and basic skills instructor still co-plan cooperatively, with collaborated objectives, with more flexibility for scheduling and less constant coordination.

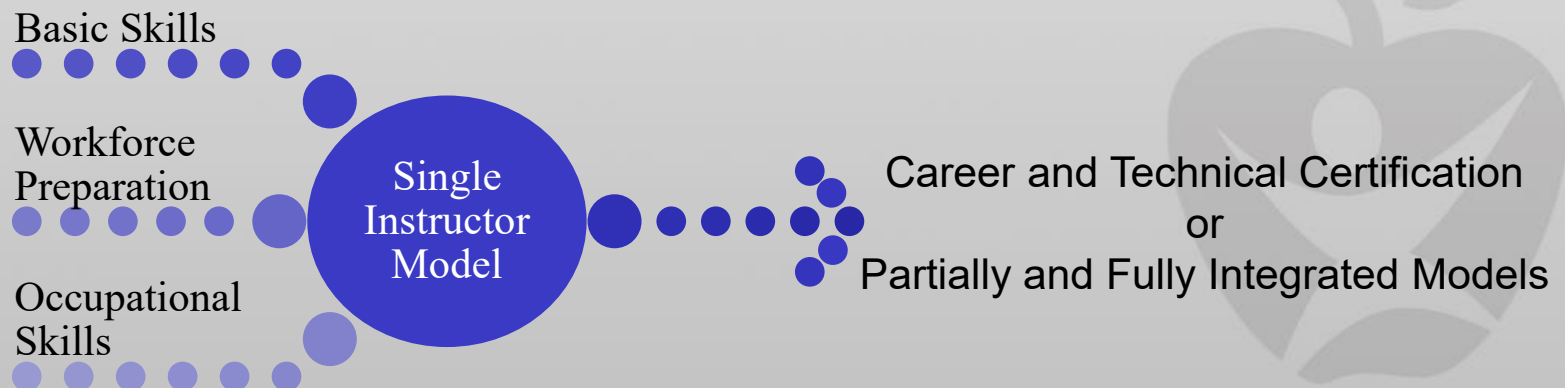
- **ABE teacher gives workforce skills support**
- **Occupational Instructor gives basic skills support**
- **Collaborative planning with instruction occurring in separate classrooms**
- **Single-set of learning objectives**



IET Models

One Instructor (Contextualized Model) is a model where students are enrolled in an AGE course, learning basic skills through carefully cultivated occupational skills material, with opportunities to practice and build employability skills. Absent need for co-planning, still create single-set of learning objectives that account for the three skill areas.

- **AGE teacher builds basic skills**
- **AGE teacher offers opportunities to develop employability skills**
- **AGE teacher does the above with curriculum choices that support foundational skills in specific careers or career clusters (stackable)**



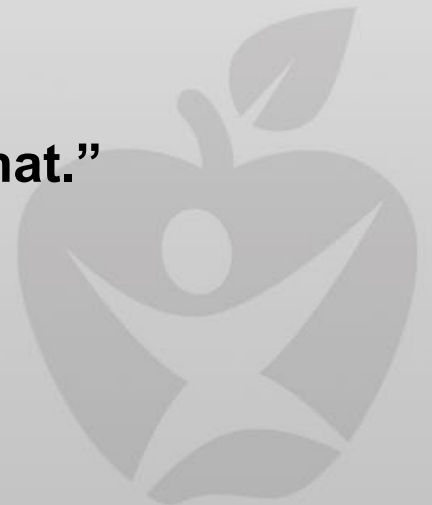
Share the challenges you have faced
implementing IET programming.

TYPE YOUR ANSWER IN THE QUESTION FIELD



IET Implementation Challenges

- **Time demands for an accelerated program**
- **Student availability (work, kids, transportation)**
- **Accessibility of Career and Technical Instructors**
- **CTE frameworks knowledge**
- **Mindset shift for AGE – “Our students don’t want that.”**
- **Unsure how to get started**



Reflect on the current practices of your programs and classrooms and how they are meeting the wide and varied needs of students. Do the processes and infrastructure help students dream bigger and set loftier goals? Do the supports in place help students realize their full-potential and take preparatory steps to work on immediately identified goals and long-term goals simultaneously? Do your programs and supports help to close achievement, employment, and gaps?

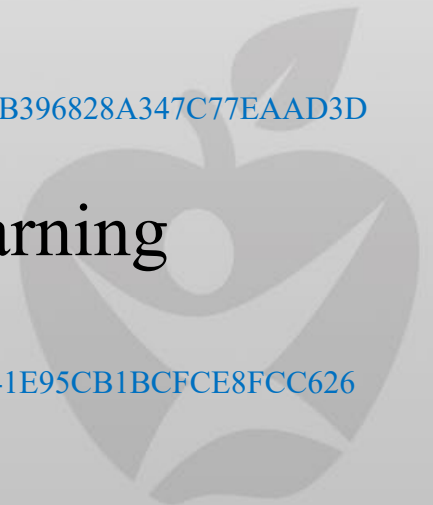
Change the mindset of all stakeholders by promoting the over-arching vision and mission of programs to create accelerated pathways into regionalized, high-demand, high-paying careers through use of common language and workforce preparation markers, including single-set of learning objectives, even in the foundational courses. Help students envision “the real reason they came to your school.”

Take Action by eliminating excuses like “our students don’t want that.” Excuses paralyze action. They give an out for why the hard work of change is not necessary. Many times, the excuse is a search for a way not to change because that is the hard part.

Use the following resources to give teachers tools for change that will accompany the hard work of changing hearts and minds to the essential shift needed.

IPDAE Training

- Single Set of Learning Objectives Planning Templates
- IPDAE IET Resource Page
<https://www.floridaipdae.org/index.cfm?fuseaction=resources.iet>
- Webinar - Transition Academies: Preparing Adult Education Students for Career and Technical Education Programs
<https://www.floridaipdae.org/index.cfm?fuseaction=resources.IET&cagiid=52EC85800C69C7AB396828A347C77EAAD3DCDC3CE0AA57655476FEE52E67859C>
- Webinar - Developing a Single Set of Learning Objectives in IET
<https://www.floridaipdae.org/index.cfm?fuseaction=resources.IET&cagiid=5118A625240B72E41E95CB1BCFCE8FCC626BBFB37558F2AD31A9C0AAB84EF2B5>



- Adult Education Curriculum Frameworks:
<http://www.fldoe.org/academics/career-adult-edu/adult-edu/2020-2021-adult-edu-curriculum-frameworko.shtml>
- CTE Curriculum Frameworks:
<http://www.fldoe.org/academics/career-adult-edu/career-tech-edu/curriculum-frameworks/2020-21-frameworks/>
- Florida Department of Education. (2021). Adult Education Career Pathways and Integrated Education and Training.
<http://www.fldoe.org/academics/career-adult-edu/adult-edu/adult-edu-career-pathways.shtml>
- National College Transition Network. (2017). *Integrated Education and Training*. http://www.collegetransition.org/wp-content/uploads/2017/10/IET_Guide.pdf





Insert slide(s) that highlight IPDAE resources that relate to the presentation, as well as upcoming events/materials

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Give IPDAE Your
Feedback!

