ipdae INSTITUTE FOR THE PROFESSIONAL DEVELOPMENT OF ADULT EDUCATORS

Using Data to Develop IET Programs

www.floridaipdae.org

GET THERE
Florida's Workforce Education Initiative

1

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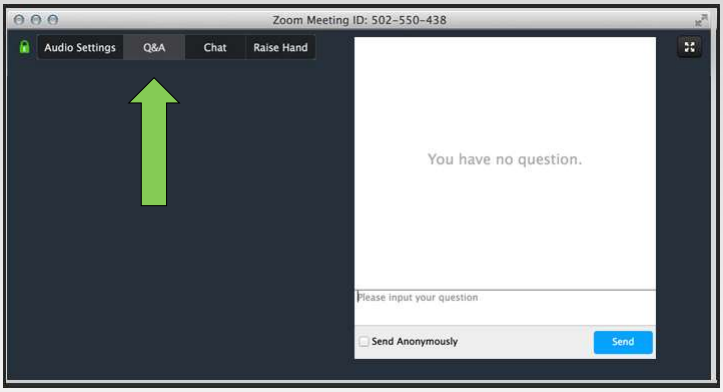
Webinar Things to Remember

- 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.

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Facilitator

Ronald Allan Cruz, M.Ed.
Coordinator
CARIBE Refugee Program
Hillsborough County Public Schools

IPDAE Statewide Trainer
National Trainer, GED®
rcruz@floridaipdae.org

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Agenda

- Review of IET
- Florida's IET Guide
- Using Data to Identify Area of Focus
- Augmenting Needs with Resources
- Examining the Targeted Course Template
- Q & A
- Evaluation

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What is IET?

Integrated Education and Training is defined as a service approach the combines **adult education** (and literacy activities), **workforce preparation activities** and **workforce training** each instruction applied with sufficient intensity and quality, based on the most rigorous research available, especially with respect to improving reading, writing, mathematics and English proficiency of eligible individuals, **occurs simultaneously** and **uses occupationally relevant instructional materials**. The integrated education and training program is organized to function cooperatively with a **single set of learning outcomes**.

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What is IET?

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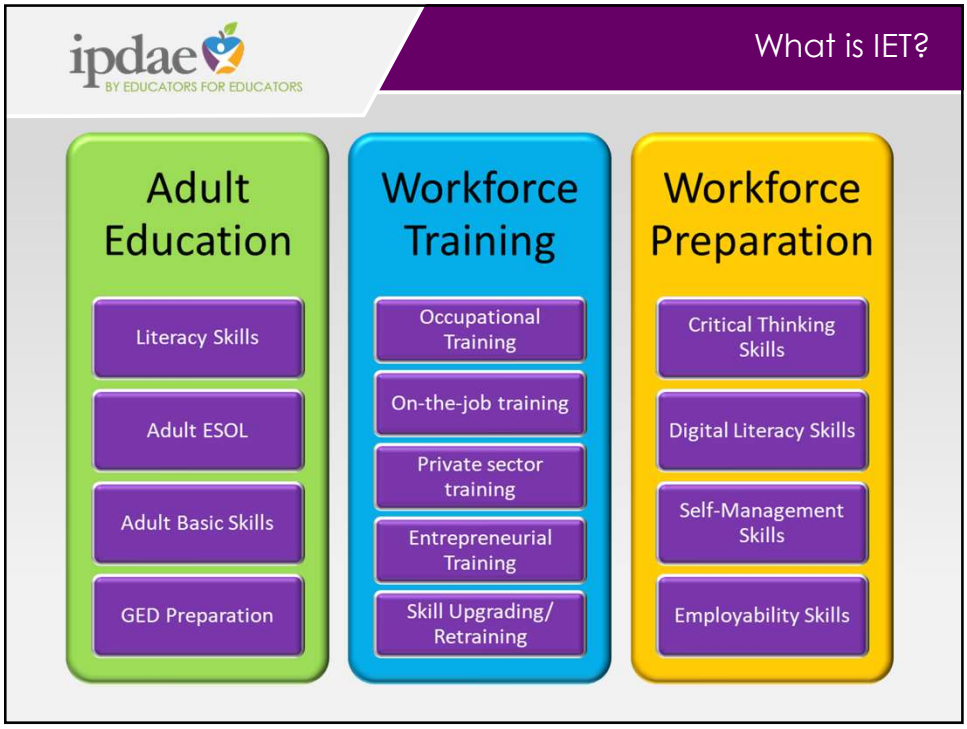
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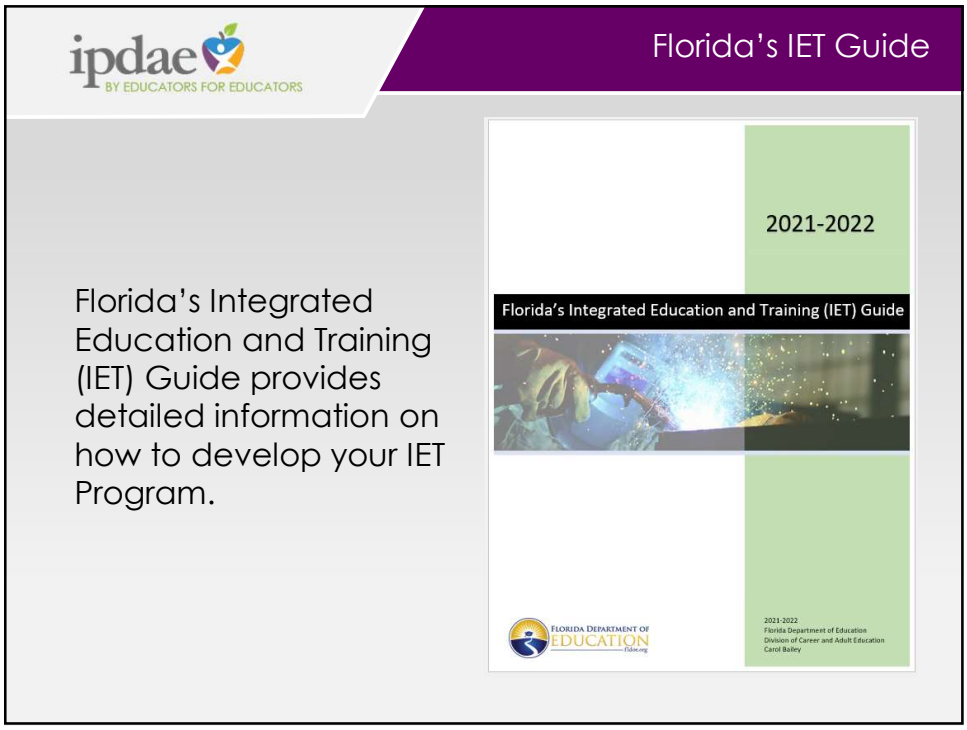
What is IET?
Adult Education
Literacy Skills
Adult ESOL
Adult Basic Skills
GED Preparation
Workforce Training
Occupational Training
On-the-job training
Private sector training
Entrepreneurial Training
Skill Upgrading/ Retraining
Workforce Preparation
Critical Thinking Skills
Digital Literacy Skills
Self-Management Skills
Employability Skills

7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BY EDUCATORS FOR EDUCATORS
Florida's IET Guide
Florida's Integrated Education and Training (IET) Guide provides detailed information on how to develop your IET Program.
2021-2022
Florida's Integrated Education and Training (IET) Guide
Florida Department of Education

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Guiding Questions

- What **occupational skills course(s)** are being for targeted for the IET?
- What **jobs** are associated with the training?
- Who are the **potential students** for this IET?
- What **certifications** are associated with the training? Are they **employer** recognized?
- Are there **basic skills thresholds or language requirement**s for the course?
- Are **competencies required to successfully complete the course** (e.g. an exit grade level, a test to pass, ability to read a blueprint, knowledge of fractions, etc.)?
- Is there a **third-party exam or licensure** required to earn the credential?
- What **funding sources** can be used for the IET?
- What **planning time** is allotted for collaborating **instructors**?
- How will participants be **recruited or prepared** for the IET program?
- Can the target population successfully complete the course with basic skills support?
- Is prior preparation or specific **support services** needed?

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USING DATA TO IDENTIFY AREA OF FOCUS

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Choosing an Area of Focus

CAREER CLUSTERS

1. Agriculture, Food & Natural Resources
2. Architecture & Construction
3. Arts, A/V Technology & Communication
4. Business, Management & Administration
5. Education & Training
6. Energy
7. Engineering & Technology Education
8. Finance
9. Government & Public Administration
10. Health Science
11. Hospitality & Tourism
12. Human Services
13. Information Technology
14. Law, Public Safety & Security
15. Manufacturing
16. Marketing, Sales & Service
17. Transportation, Distribution & Logistics

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Career Certificate Program List

CIP	Sec. #	Career Cert. #	Title	Career Cluster
0832011100		E92010R	Pre-Apprenticeship - APPR	Additional CTE Programs/Courses
13990005SN		S990005	Specialized Career Education, Basic	Additional CTE Programs/Courses
13990006SN		S990006	Specialized Career Education, Advanced	Additional CTE Programs/Courses
13990007SN		S990007	Specialized Career Education, Comprehensive	Additional CTE Programs/Courses
1691011001		E91010A	CWE - Agriculture, Food & Natural Resources	Additional CTE Programs/Courses
1691011002		E91010M	CWE - Marketing Sales and Services	Additional CTE Programs/Courses
1691011003		E91010H	CWE - Health Science	Additional CTE Programs/Courses
1691011005		E91010B	CWE - Business, Management and Administration	Additional CTE Programs/Courses
1691011008		E91010C	CWE - Architecture and Construction	Additional CTE Programs/Courses
1691011009		E91010K	CWE - Arts, A/V Technology and Communication	Additional CTE Programs/Courses
1691011010		E91010E	CWE - Education and Training	Additional CTE Programs/Courses
1691011011		E91010X	CWE - Energy	Additional CTE Programs/Courses
1691011012		E91010F	CWE - Finance	Additional CTE Programs/Courses
1691011013		E91010G	CWE - Government and Public Administration	Additional CTE Programs/Courses
1691011014		E91010N	CWE - Hospitality and Tourism	Additional CTE Programs/Courses
1691011015		E91010D	CWE - Human Services	Additional CTE Programs/Courses
1691011016		E91010Y	CWE - Information Technology	Additional CTE Programs/Courses
1691011017		E91010L	CWE - Law, Public Safety and Service	Additional CTE Programs/Courses
1691011018		E91010J	CWE - Manufacturing	Additional CTE Programs/Courses
1691011019		E91010T	CWE - Transportation, Distribution and Logistics	Additional CTE Programs/Courses
1691011020		E91010S	CWE - Engineering and Technology	Additional CTE Programs/Courses
0891010002	8000200		High School Pre-Apprenticeship	Additional CTE Programs/Courses
0891010003	8000300		High School Apprenticeship	Additional CTE Programs/Courses

https://www.fldoe.org/core/fileparse.php/19937/urlt/2021-2022-secondary-program-list.rtf

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AS/AAS/CCC/ATD Program List

CIP Number	Program Title	Type	Career Cluster
0101030200	Skilled Cattle Worker	CCC	Agriculture, Food, and Natural Resources
0101030302	Aquaculture Technology	CCC	Agriculture, Food, and Natural Resources
0101030304	Tropical Ornamental Mariculture Technician	CCC	Agriculture, Food, and Natural Resources
0101050501	Marine Mammal Behavior and Training	CCC	Agriculture, Food, and Natural Resources
0101050701	Equine Assistant Management	CCC	Agriculture, Food, and Natural Resources
0101050703	Equine Technician	CCC	Agriculture, Food, and Natural Resources
0101060503	Landscape & Horticulture Specialist	CCC	Agriculture, Food, and Natural Resources
0101060504	Landscape & Horticulture Professional	CCC	Agriculture, Food, and Natural Resources
0101060505	Landscape & Horticulture Technician	CCC	Agriculture, Food, and Natural Resources
0301830100	Veterinary Assisting	CCC	Agriculture, Food, and Natural Resources
0703010403	Hazardous Materials Specialist	CCC	Agriculture, Food, and Natural Resources
0703010404	Water Quality Technician	CCC	Agriculture, Food, and Natural Resources
0703010407	Environmental Science Technician	CCC	Agriculture, Food, and Natural Resources
1101000000	Agricultural Production Technology	AS	Agriculture, Food, and Natural Resources
1101010100	Agribusiness Management	AS	Agriculture, Food, and Natural Resources
1101030301	Aquaculture Management	AS	Agriculture, Food, and Natural Resources
1101050701	Equine Studies	AS	Agriculture, Food, and Natural Resources
1101060502	Landscape & Horticulture Technology	AS	Agriculture, Food, and Natural Resources
1101060701	Golf Course Operations	AS	Agriculture, Food, and Natural Resources
1101099901	Zoo Animal Technology	AS	Agriculture, Food, and Natural Resources
1101110303	Citrus Production Technology	AS	Agriculture, Food, and Natural Resources
1103060100	Marine Environmental Technology	AS	Agriculture, Food, and Natural Resources
1301830100	Veterinary Technology	AS	Agriculture, Food, and Natural Resources

https://www.fldoe.org/core/fileparse.php/19937/urlt/2021-22-CC-program-list.rtf

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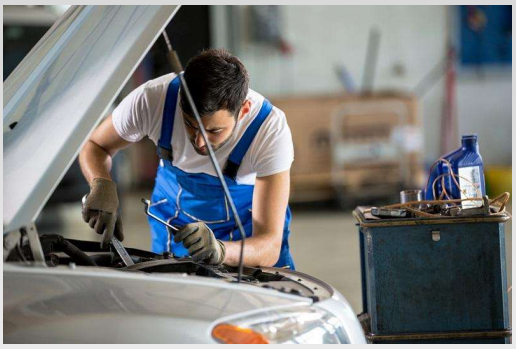

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AUGMENTING NEEDS WITH RESOURCES

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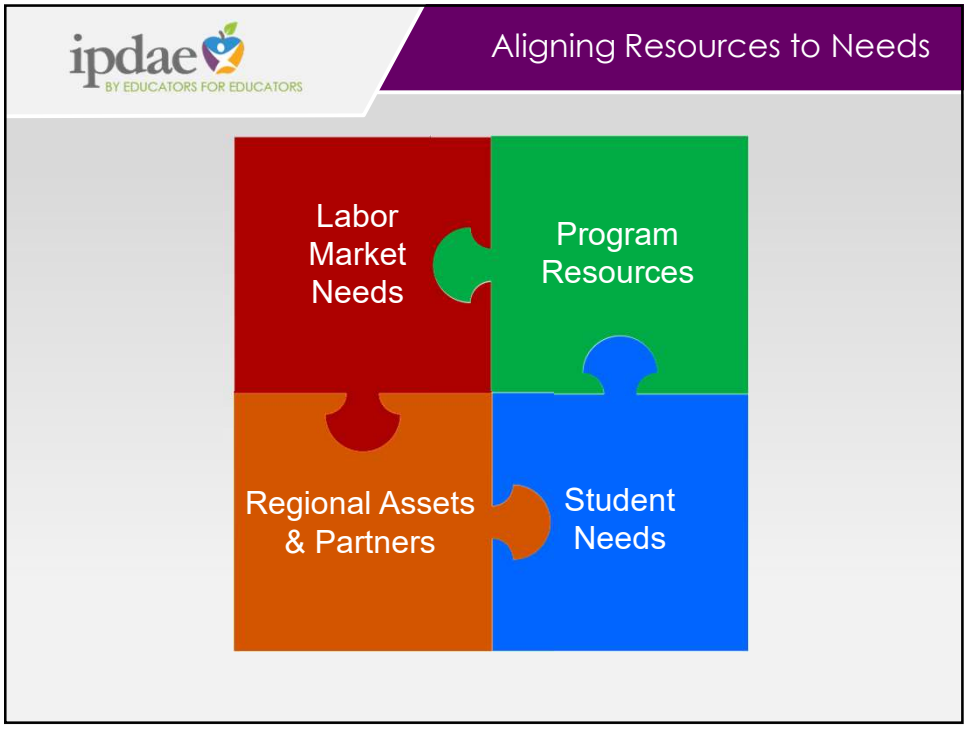
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Aligning Resources to Needs
Labor Market Needs
Program Resources
Regional Assets & Partners
Student Needs

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Aligning Resources to Needs
Labor Market Needs
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What is IET?

http://floridajobs.org/local-workforce-development-board-resources/programs-and-resources/local-workforce-development-area-wioa-plans

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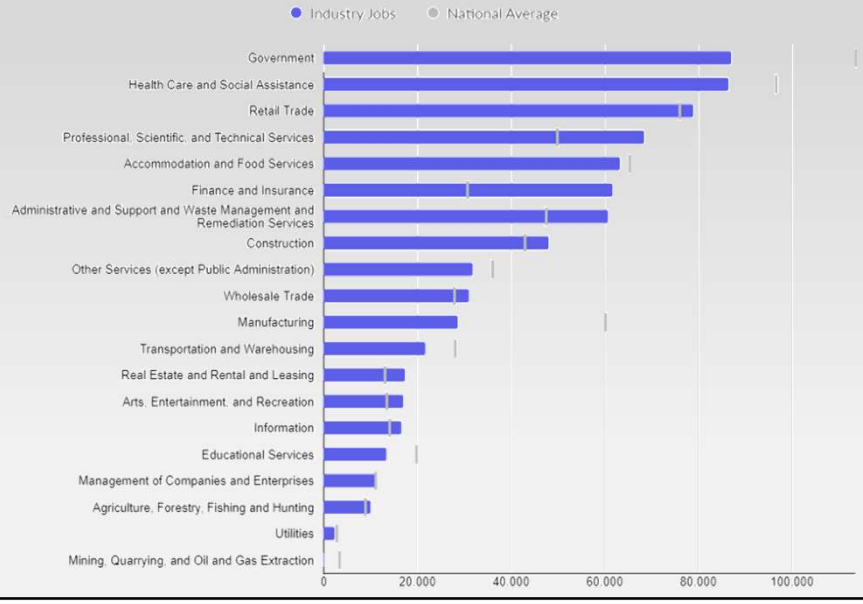
Hillsborough: Largest Industries



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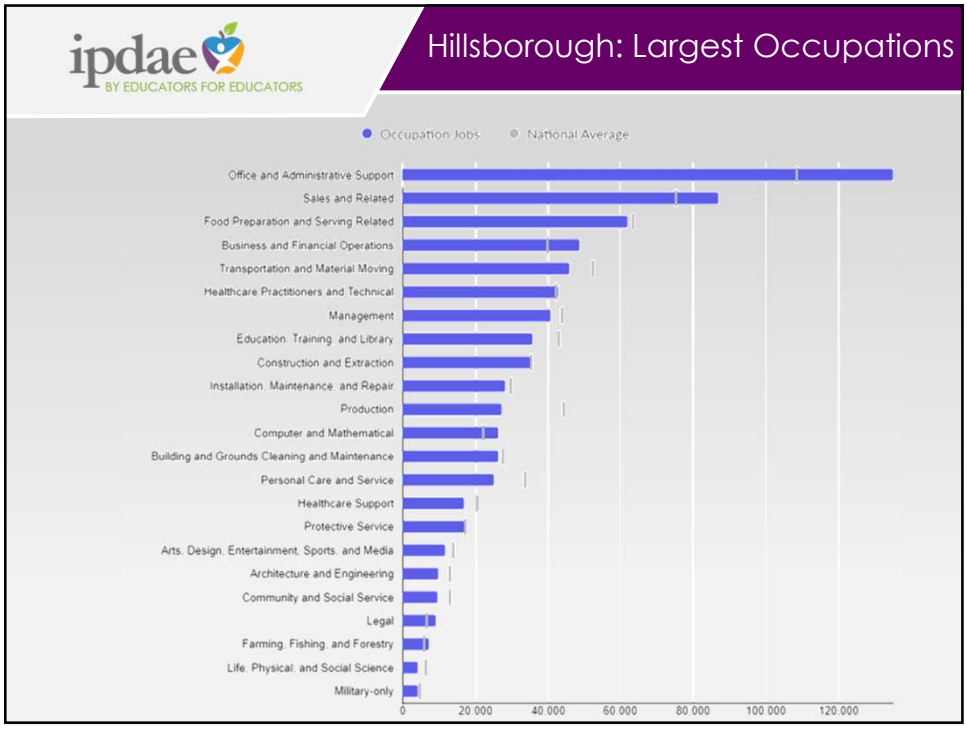
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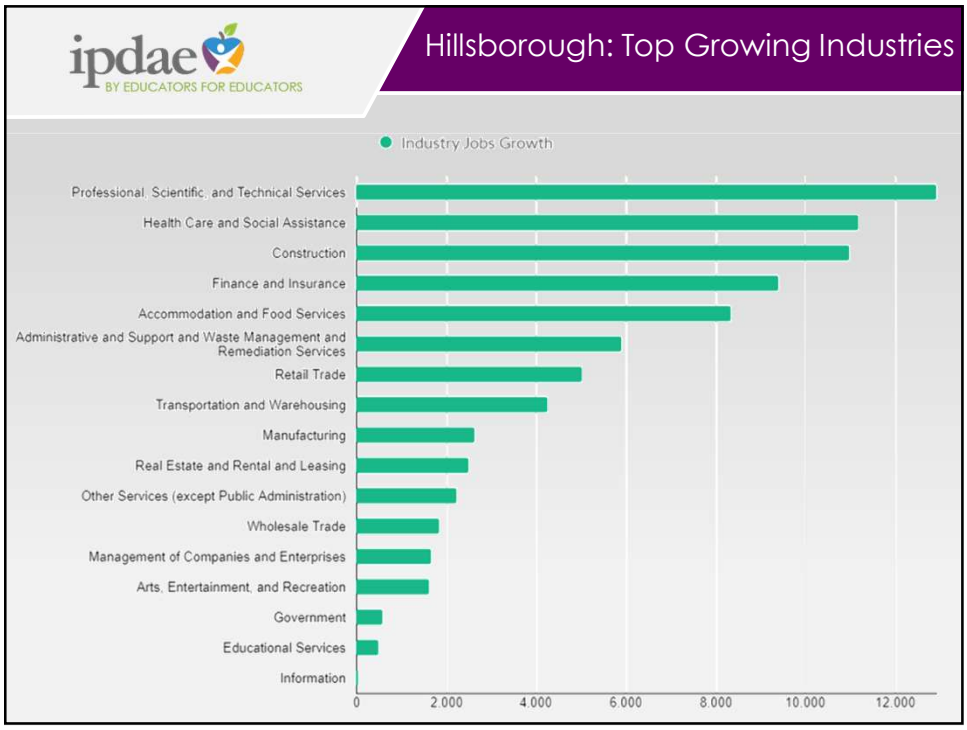
BY EDUCATORS FOR EDUCATORS
Hillsborough: Largest Occupations
Occupation Jobs
National Average
Office and Administrative Support
Sales and Related
Food Preparation and Serving Related
Business and Financial Operations
Transportation and Material Moving
Healthcare Practitioners and Technical
Management
Education, Training, and Library
Construction and Extraction
Installation, Maintenance, and Repair
Production
Computer and Mathematical
Building and Grounds Cleaning and Maintenance
Personal Care and Service
Healthcare Support
Protective Service
Arts, Design, Entertainment, Sports, and Media
Architecture and Engineering
Community and Social Service
Legal
Farming, Fishing, and Forestry
Life, Physical, and Social Science
Military-only
0
20,000
40,000
60,000
80,000
100,000
120,000

19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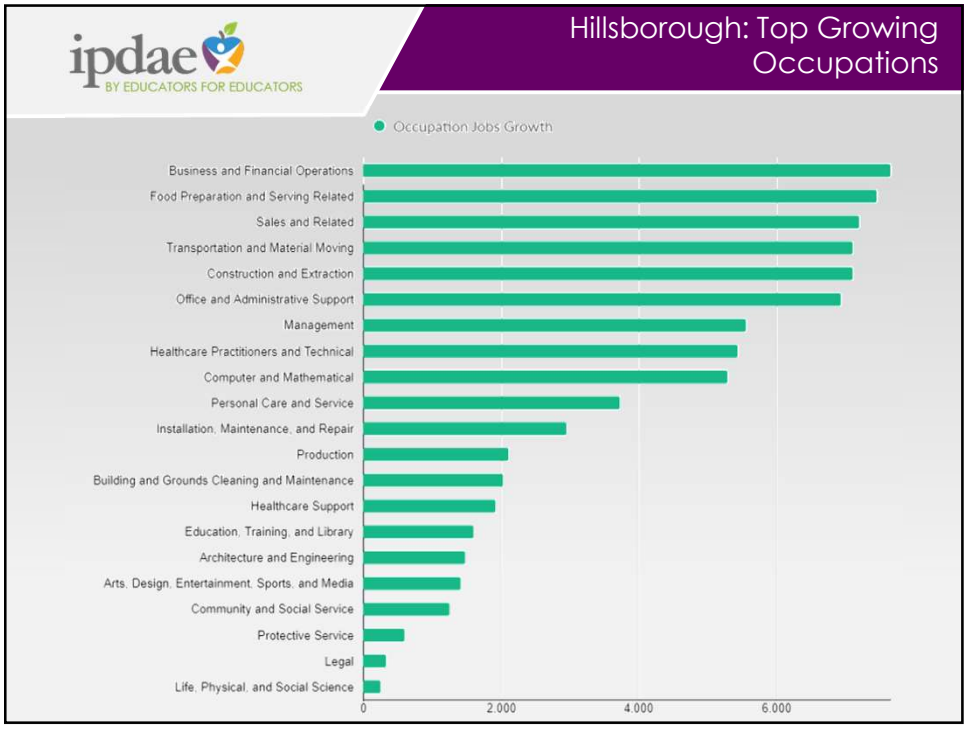
BY EDUCATORS FOR EDUCATORS
Hillsborough: Top Growing Industries
Industry Jobs Growth
Professional, Scientific, and Technical Services
Health Care and Social Assistance
Construction
Finance and Insurance
Accommodation and Food Services
Administrative and Support and Waste Management and Remediation Services
Retail Trade
Transportation and Warehousing
Manufacturing
Real Estate and Rental and Leasing
Other Services (except Public Administration)
Wholesale Trade
Management of Companies and Enterprises
Arts, Entertainment, and Recreation
Government
Educational Services
Information
0
2,000
4,000
6,000
8,000
10,000
12,000

20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Installation, Maintenance, and Repair
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Building and Grounds Cleaning and Maintenance
Healthcare Support
Education, Training, and Library
Architecture and Engineering
Arts, Design, Entertainment, Sports, and Media
Community and Social Service
Protective Service
Legal
Life, Physical, and Social Science
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2,000
4,000
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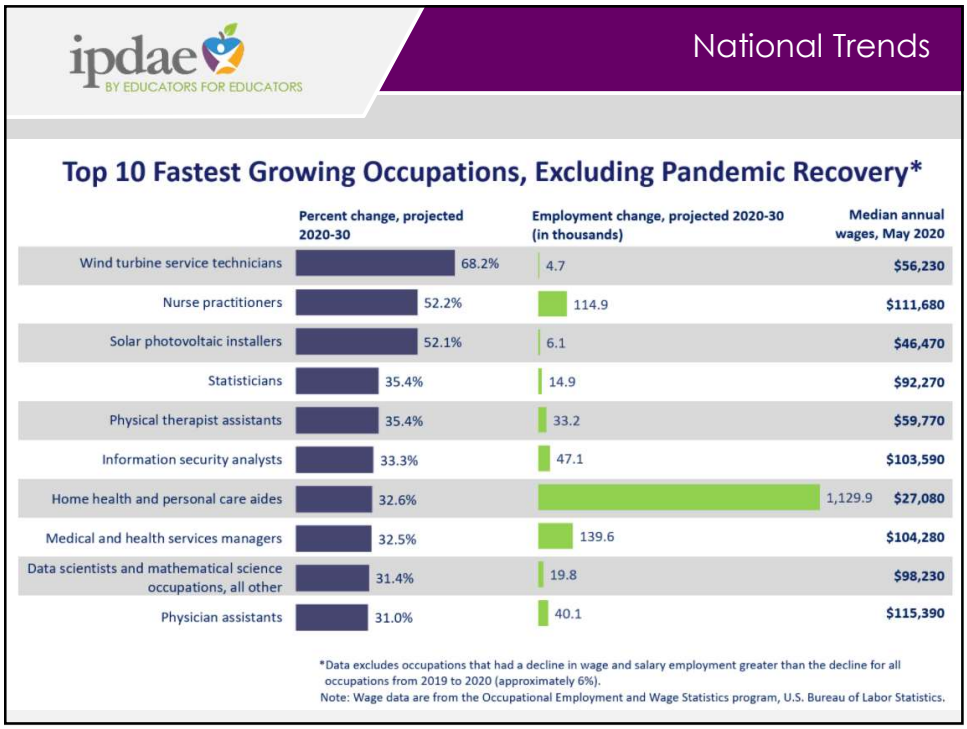
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National Trends
Top 10 Fastest Growing Occupations, Excluding Pandemic Recovery*
Percent change, projected 2020-30
Employment change, projected 2020-30 (in thousands)
Median annual wages, May 2020
Wind turbine service technicians 68.2% 4.7 $56,230
Nurse practitioners 52.2% 114.9 $111,680
Solar photovoltaic installers 52.1% 6.1 $46,470
Statisticians 35.4% 14.9 $92,270
Physical therapist assistants 35.4% 33.2 $59,770
Information security analysts 33.3% 47.1 $103,590
Home health and personal care aides 32.6% 1,129.9 $27,080
Medical and health services managers 32.5% 139.6 $104,280
Data scientists and mathematical science occupations, all other 31.4% 19.8 $98,230
Physician assistants 31.0% 40.1 $115,390
*Data excludes occupations that had a decline in wage and salary employment greater than the decline for all occupations from 2019 to 2020 (approximately 6%).
Note: Wage data are from the Occupational Employment and Wage Statistics program, U.S. Bureau of Labor Statistics.

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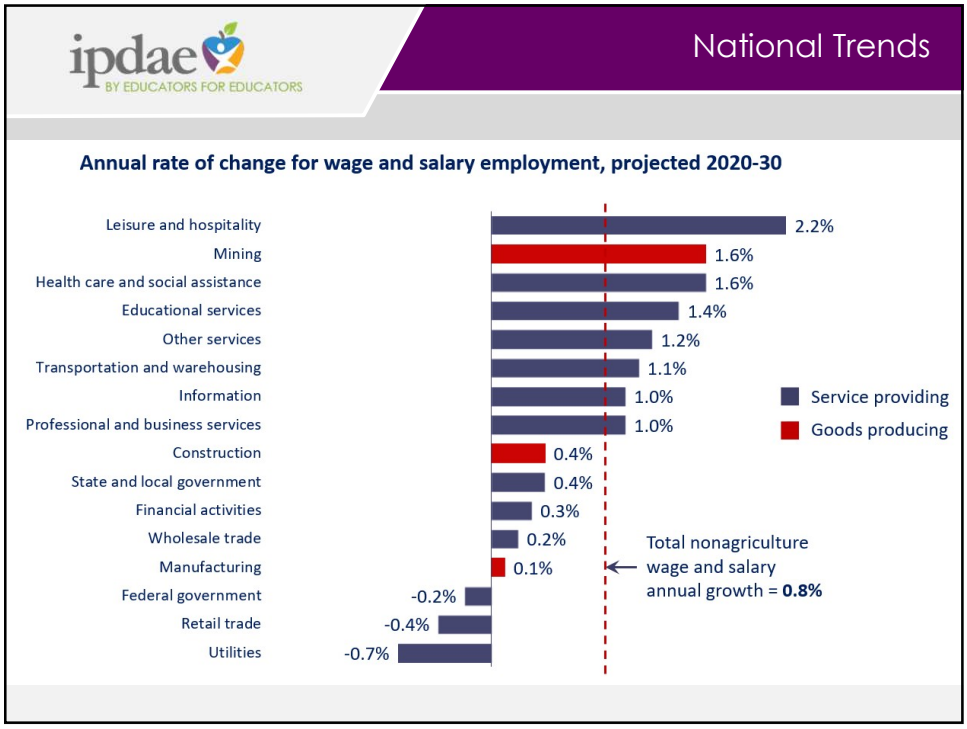
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National Trends
Annual rate of change for wage and salary employment, projected 2020-30
Leisure and hospitality 2.2%
Mining 1.6%
Health care and social assistance 1.6%
Educational services 1.4%
Other services 1.2%
Transportation and warehousing 1.1%
Information 1.0%
Professional and business services 1.0%
Construction 0.4%
State and local government 0.4%
Financial activities 0.3%
Wholesale trade 0.2%
Manufacturing 0.1%
Federal government -0.2%
Retail trade -0.4%
Utilities -0.7%
Service providing
Goods producing
Total nonagriculture wage and salary annual growth = 0.8%

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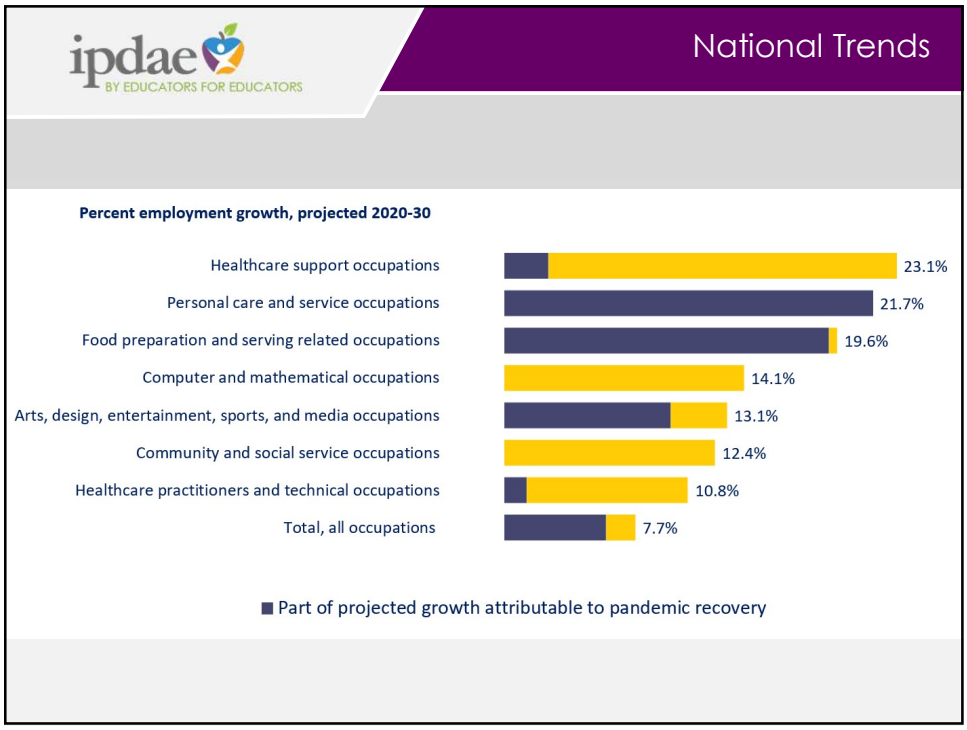
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National Trends
Percent employment growth, projected 2020-30
Healthcare support occupations 23.1%
Personal care and service occupations 21.7%
Food preparation and serving related occupations 19.6%
Computer and mathematical occupations 14.1%
Arts, design, entertainment, sports, and media occupations 13.1%
Community and social service occupations 12.4%
Healthcare practitioners and technical occupations 10.8%
Total, all occupations 7.7%
Part of projected growth attributable to pandemic recovery

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Future-oriented skills: 2022 and beyond
Technology
Cloud computing
Cybersecurity
AI and ML
Big Data analytics
Virtual and augmented reality
Blockchain
Video production
User experience
Digital literacy
Programming literacy
Digital literacy
Data analysis and statistics
Computational and algorithmic thinking
Digital ethics foundations
Understanding of smart systems
Cybersecurity
Tech enablement
Critical thinking
Critical thinking
Ability to understand structured problem
Search relevant information
Logical reasoning
Agile thinking
Self-management
Understanding own emotions and triggers
Understanding own strengths
Self-control
Self-motivation
Integrity
Interpersonal skills
Communication skills
Storytelling
Public speaking
Synthesizing messages
Active listening
Mental flexibility
Adaptability
Ability to learn
Creativity
Ability to adopt different perspectives
Translating knowledge to various contexts
Building relationships
Empathy
Humility
Sociability
Inspiring trust
Teamwork effectiveness
Collaboration
Resolving conflicts
Motivating different personalities
Coaching
Empowering people
Fostering inclusiveness
Leadership
Role modeling
Crafting an inspiring vision
Organizational awareness
Ownership and decisiveness
Grit and persistence
Ability to cope with uncertainty
HRForecast
hrforecast.com

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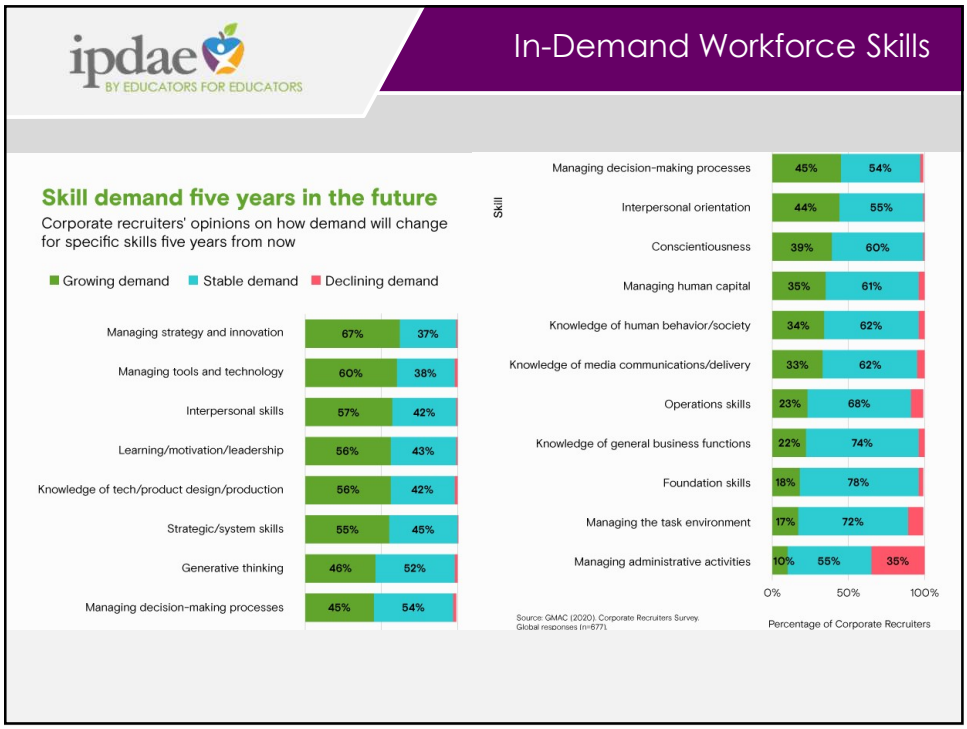
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In-Demand Workforce Skills
Skill demand five years in the future
Corporate recruiters' opinions on how demand will change for specific skills five years from now
Growing demand
Stable demand
Declining demand
Managing strategy and innovation 67% 37%
Managing tools and technology 60% 38%
Interpersonal skills 57% 42%
Learning/motivation/leadership 56% 43%
Knowledge of tech/product design/production 56% 42%
Strategic/system skills 55% 45%
Generative thinking 46% 52%
Managing decision-making processes 45% 54%
Skill
Managing decision-making processes 45% 54%
Interpersonal orientation 44% 55%
Conscientiousness 39% 60%
Managing human capital 35% 61%
Knowledge of human behavior/society 34% 62%
Knowledge of media communications/delivery 33% 62%
Operations skills 23% 68%
Knowledge of general business functions 22% 74%
Foundation skills 18% 78%
Managing the task environment 17% 72%
Managing administrative activities 10% 55% 35%
0%
50%
100%
Source: GMAC (2020). Corporate Recruiters Survey. Global responses (n=677).
Percentage of Corporate Recruiters

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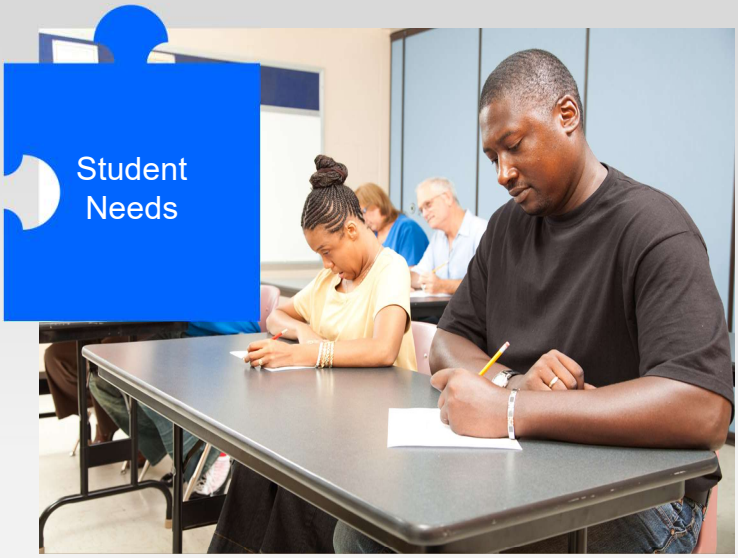
Aligning Resources to Needs



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Language and Basic Skills Assessments

GED TESTING SERVICE®

TABE TESTS OF ADULT BASIC EDUCATION

CASAS

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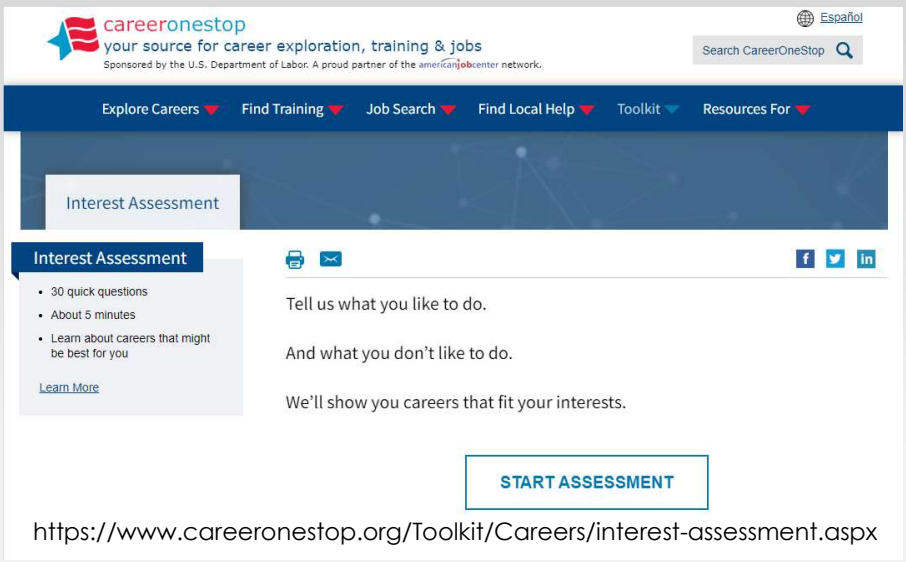
Interest Assessment



https://www.careeronestop.org/Toolkit/Careers/interest-assessment.aspx

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Questionnaire

Activity	Strongly Dislike	Dislike	Unsure	Like	Strongly Like
11. Start your own business				✓	
12. Operate a calculator					✓
13. Assemble electronic parts				✓	
14. Conduct chemical experiments			✓		
15. Create special effects for movies			✓		
16. Perform rehabilitation therapy		✓			
17. Negotiate business contracts				✓	
18. Keep shipping and receiving records			✓		
19. Drive a truck to deliver packages to offices and homes			✓		
20. Examine blood samples using a microscope	✓				

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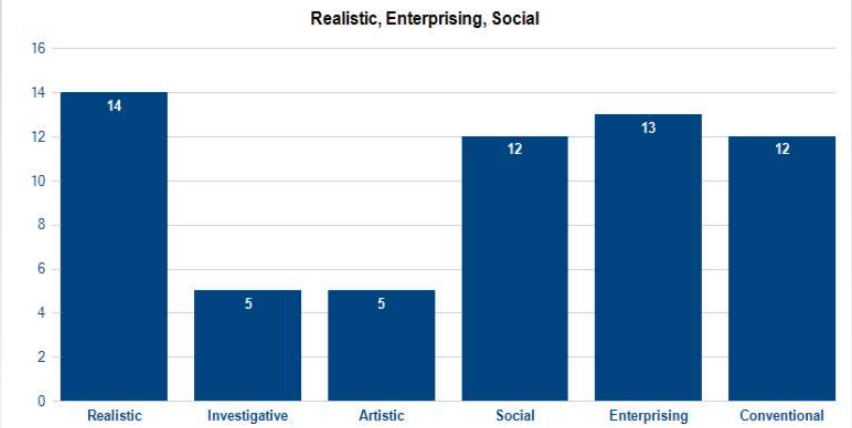
RIASEC Results

Based on your assessment you tested the strongest in:



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RIASEC Results

(R) Realistic

Realistic people tend to have athletic interests, prefer to work with objects, machines, tools, plants or animals, and like to be outdoors.

At work and at home, you may:

- Be independent, practical, systematic, self-controlled, and straightforward
- Like to work outdoors, be physically active, work on electronic equipment, train animals, and build things
- Be able to play a sport, fix things, operate tools and machinery, plant a garden, camp outdoors

(I) Investigative

(A) Artistic

(S) Social

(E) Enterprising

(C) Conventional

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Occupation Match

CareerOneStop Interest Assessment

Saved to this PC

We found **179** career(s) matching your interest assessment.

Match	Career	Outlook	Hourly Wages	Education
Best	Ambulance Drivers & Attendants	Bright	$13.43	High school diploma or equivalent
Best	Amusement & Recreation Attendants	Bright	$11.9	No formal educational credential
Best	Animal Caretakers	Bright	$12.54	High school diploma or equivalent
Best	Athletes & Sports Competitors	Bright	No Data Available	No formal educational credential
Best	Automotive Glass Installers & Repairers	Below Average	$18.13	High school diploma or equivalent
Best	Baggage Porters & Bellhops	Bright	$13	High school diploma or equivalent
Best	Bailiffs	Below Average	$23.08	High school diploma or equivalent
Best	Barbers	Bright	$15.61	Postsecondary certificate
Best	Baristas	Bright	$11.47	No formal educational credential
Best	Bartenders	Bright	$12	No formal educational credential
Best	Bus Drivers, Transit & Intercity	Bright	$22.07	High school diploma or equivalent
Best	Buyers & Purchasing Agents, Farm Products	Below Average	$32.06	Bachelor's degree
Best	Coaches & Scouts	Bright	No Data Available	Bachelor's degree

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Career Information

First-Line Supervisors of Construction Trades and Extraction Workers

Description: what do they do?

Directly supervise and coordinate activities of construction or extraction workers.

Also known as:

Coal Mine Production Foreman, Construction Foreman, Construction Supervisor, Electrical Supervisor, Field Operations Supervisor, Field Supervisor, Insulation Foreman, Roustabout Field Supervisor, Sheet Metal Foreman, Site Superintendent

Career video

0:00 / 1:11

View transcript

Outlook: will there be jobs?

New job opportunities are **very likely** in the future.

This occupation is:

- Expected to grow much faster than average

Bright

Find job openings

Projected employment

United States

692,200
2020 Employment

735,300
2030 Employment

6%
Percent change

70,700
Annual projected job openings

Compare projected employment

Typical wages

Hourly Wages

Annual wages for First-Line Supervisors of Construction Trades and Extraction Workers in United States

$43,570 $54,270 $67,840 $87,570 $109,980

10% 25% Median 75% 90%

GRAPH CHART TABLE

See more wages

Education and experience: to get started

People starting in this career usually have:

- **High school diploma or equivalent**
- **5 years or more work experience**
- **No on-the-job training**

Programs that can prepare you:

- Blasting/Blaster.
- Building Construction Technology/Technician.
- Building/Construction Site Management/Manager.
- Building/Home/Construction Inspection/Inspector.
- Building/Property Maintenance.

More programs

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BY EDUCATORS FOR EDUCATORS
Career Information
First-Line Supervisors of Construction Trades and Extraction Workers
Typical education
How much education do most people in this career have?
Education level
Percent of workers in this field
Doctoral or professional degree 0%
Master's degree 2%
Bachelor's degree 9%
Associate's degree 7%
Some college, no degree 24%
High school diploma or equivalent 43%
Less than high school diploma 16%
Find local training
Certifications: show your skills
Let employers know you have the skills to do well at this job.
Earning a certification can help you:
Get a job
Get a promotion
Find certifications
Licenses: do you need one?
Some states require an occupational license to work in this career.
Find license details for your state
Apprenticeships: learn on the job
Apprenticeships combine paid on-the-job-training with classroom lessons.
Find apprenticeship opportunities

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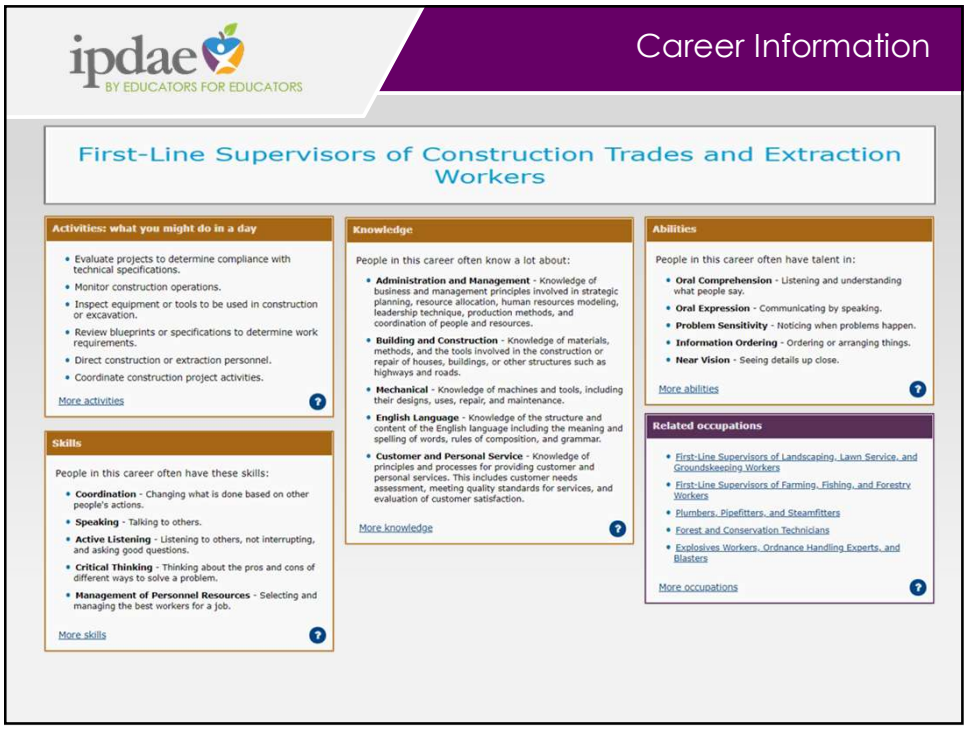
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Career Information
First-Line Supervisors of Construction Trades and Extraction Workers
Activities: what you might do in a day
Evaluate projects to determine compliance with technical specifications.
Monitor construction operations.
Inspect equipment or tools to be used in construction or excavation.
Review blueprints or specifications to determine work requirements.
Direct construction or extraction personnel.
Coordinate construction project activities.
More activities
Skills
People in this career often have these skills:
Coordination - Changing what is done based on other people's actions.
Speaking - Talking to others.
Active Listening - Listening to others, not interrupting, and asking good questions.
Critical Thinking - Thinking about the pros and cons of different ways to solve a problem.
Management of Personnel Resources - Selecting and managing the best workers for a job.
More skills
Knowledge
People in this career often know a lot about:
Administration and Management - Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
Building and Construction - Knowledge of materials, methods, and the tools involved in the construction or repair of houses, buildings, or other structures such as highways and roads.
Mechanical - Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
English Language - Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
Customer and Personal Service - Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
More knowledge
Abilities
People in this career often have talent in:
Oral Comprehension - Listening and understanding what people say.
Oral Expression - Communicating by speaking.
Problem Sensitivity - Noticing when problems happen.
Information Ordering - Ordering or arranging things.
Near Vision - Seeing details up close.
More abilities
Related occupations
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers
First-Line Supervisors of Farming, Fishing, and Forestry Workers
Plumbers, Pipefitters, and Steamfitters
Forest and Conservation Technicians
Explosives Workers, Ordnance Handling Experts, and Blasters
More occupations

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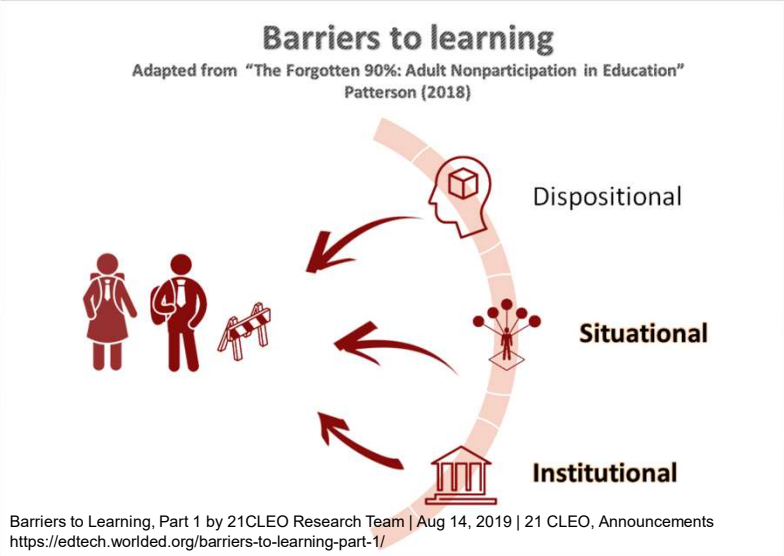
Barriers to Participation



Barriers to Learning, Part 1 by 21CLEO Research Team | Aug 14, 2019 | 21 CLEO, Announcements
https://edtech.worlded.org/barriers-to-learning-part-1/

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Barriers to Participation

Institutional barriers are the result of educational or employment policies and practices which prevent participation.

- Lack of Support
- Cost of Education
- Immediate Supervisors

Barriers to Learning, Part 1 by 21CLEO Research Team | Aug 14, 2019 | 21 CLEO, Announcements
https://edtech.worlded.org/barriers-to-learning-part-1/

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Barriers to Participation

Situational barriers are deterrents that arise as adults attempt to balance multiple roles in their lives or deal with health conditions.

- Transportation
- Child Care
- English Language and Literacy
- Digital Inequity

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https://edtech.worlded.org/barriers-to-learning-part-1/

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Barriers to Participation

Dispositional barriers occur when the learner lacks confidence in their skills and abilities, or when they are unaware of their career options.

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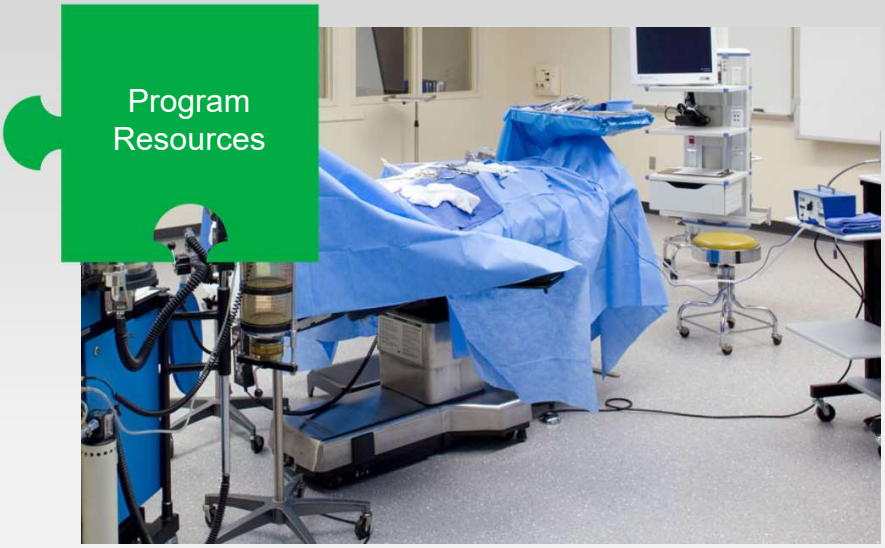
Aligning Resources to Needs



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Human Resources

- CTE Curriculum Experts
- CTE/Workforce Training Instructors
- Adult Education Curriculum Expert
- Adult Education Instructors
- Workplace Readiness Expert
- Adult Education Expert
- Counseling Services Representative
- Financial Services Representative
- Technology Services Representative
- One Stop Representative

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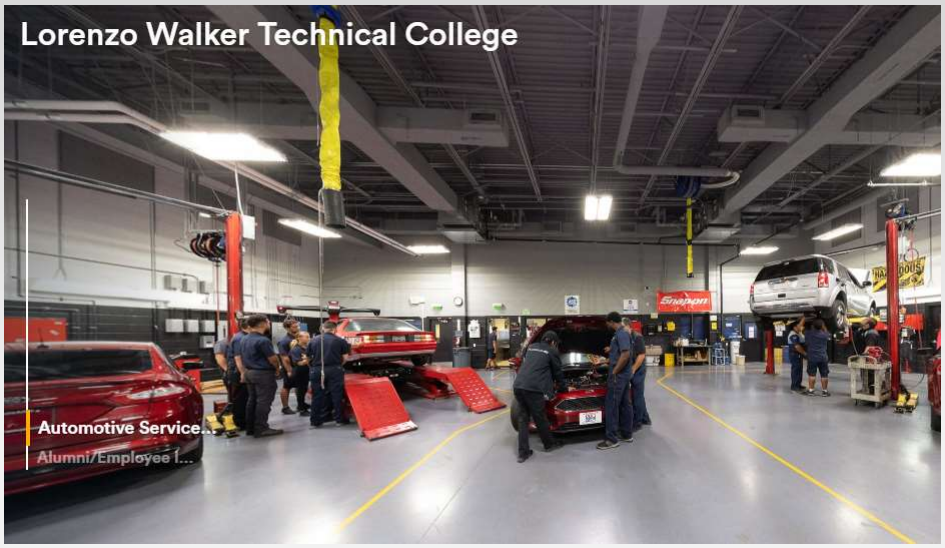
Facilities and Equipment



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Instructional Resources

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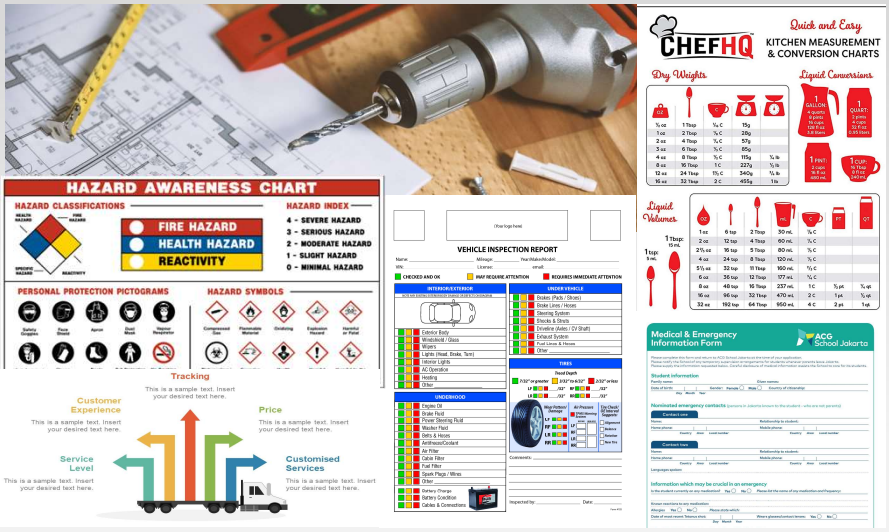
Instructional Resources



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Aligning Resources to Needs

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LWDB Targeted Sectors

Based on analysis of emerging labor market data and to ensure better alignment as we expand our sector strategies initiatives, CSTB is requesting the following targeted sectors and corresponding NAICS codes for 2020-2024:

1. Transportation and Trades (42, 11, 48-49)
2. Manufacturing and Logistics (31-33)
3. Hospitality, Tourism and Retail (71-72,44-45)
4. Finance and Professional Services (52-61,92)
5. Information Technology (51)
6. Healthcare and Life Sciences (62)

These expanded sectors will allow CSTB to better serve our businesses in Hillsborough County and become more knowledgeable in these active and growing industry sectors.

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Regional Partners

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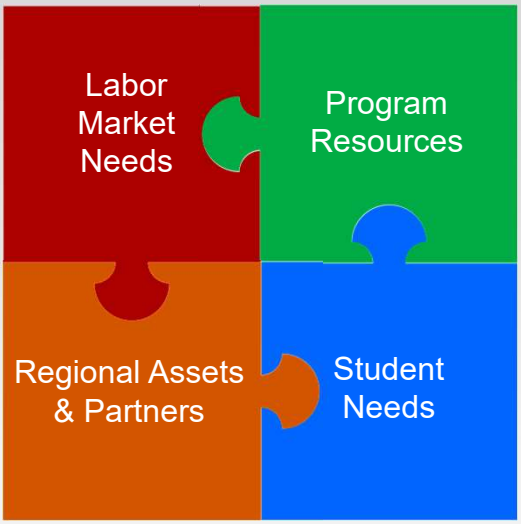
Bringing It Altogether



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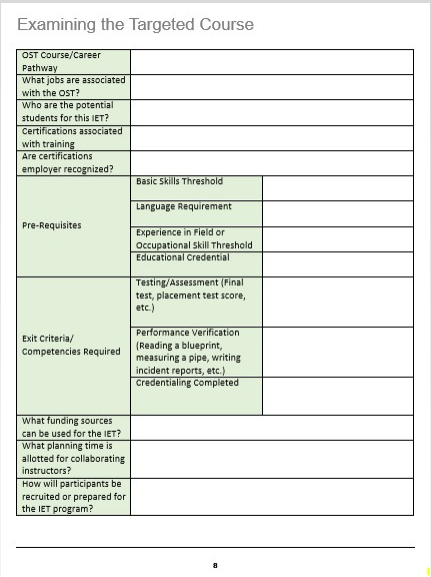
Examining the Targeted Course Template

Use the Examining the Targeted Course Template in your workbook to put all your data together and help you develop your IET Program.



Examining the Targeted Course

OST Course/Career Pathway		
What jobs are associated with the OST?		
Who are the potential students for this IET?		
Certifications associated with training		
Are certifications employer recognized?		
Pre-Requisites	Basic Skills Threshold	
	Language Requirement	
	Experience in Field or Occupational Skill Threshold	
	Educational Credential	
Exit Criteria/ Competencies Required	Testing/Assessment (Final test, placement test score, etc.)	
	Performance Verification (Reading a blueprint, measuring a pipe, writing incident reports, etc.)	
	Credentialing Completed	
What funding sources can be used for the IET?		
What planning time is allotted for collaborating instructors?		
How will participants be recruited or prepared for the IET program?		

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Q&A

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Evaluation

IPDAE would like to know what you think!
Please complete this quick survey.

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Thank You
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Thank you for your participation!
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