● Meeting Recording Notice

This session will be recorded, including any audio, visuals, participants, and other information sent, verbalized, or utilized. By joining this meeting, you automatically consent to such recordings. Any participant who prefers to participate via audio only should disable their video camera so only their audio will be captured. Video and/or audio recordings of any session shall not be transmitted to an external third party without permission.

WELCOME!

Integrated Education and Training (IET)

Technical Assistance Texas Adult Education and Literacy

Buckle Up for Safety!

TEXAS WORKFORCE COMMISSION

Session 1 Description

Technical assistance on Integrated Education and Training (IETs) models from the ground up in 75 minutes! A refresher for those already implementing IETs, an opportunity to re-think and refresh on the guidance and exiting models for those working to improve outcomes, and resources to get you out of the gate if you're new to designing and implementing an IET program.

Learning Objectives

1) Define relevant terms
2) Learn the core components of an IET
3) What's the Policy and Guidance?
4) Take aways and resources

The Parking Lot

What is a Career Pathway under WIOA?

Why IET?

AEL & Title II Mission

A Career Pathway is

a series of connected education and training programs and support services that enable people to secure or advance in employment within a specific industry or occupational sector that ...
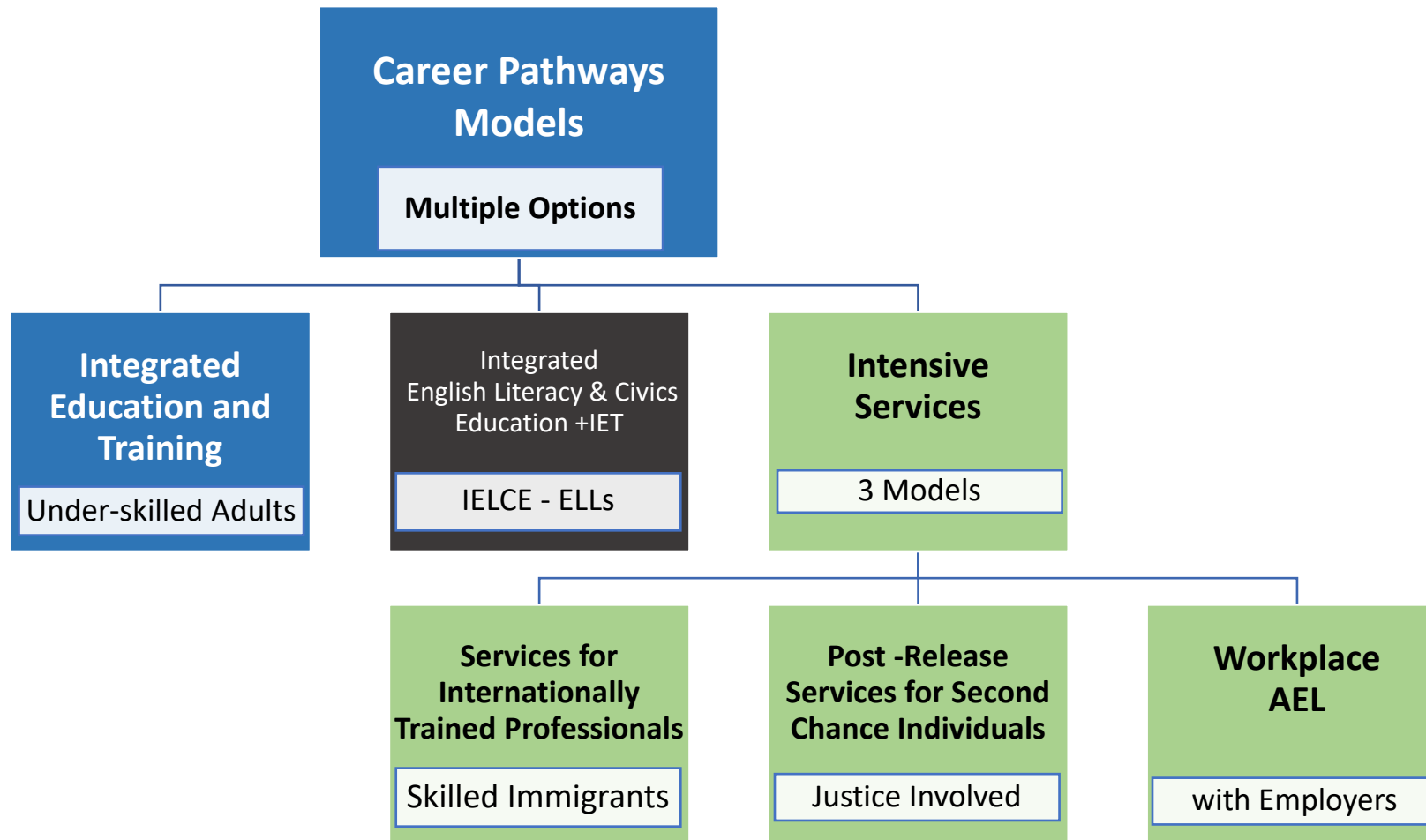
WIOA, Section 3(7)
Career Pathway Definition

Background

Career Pathways
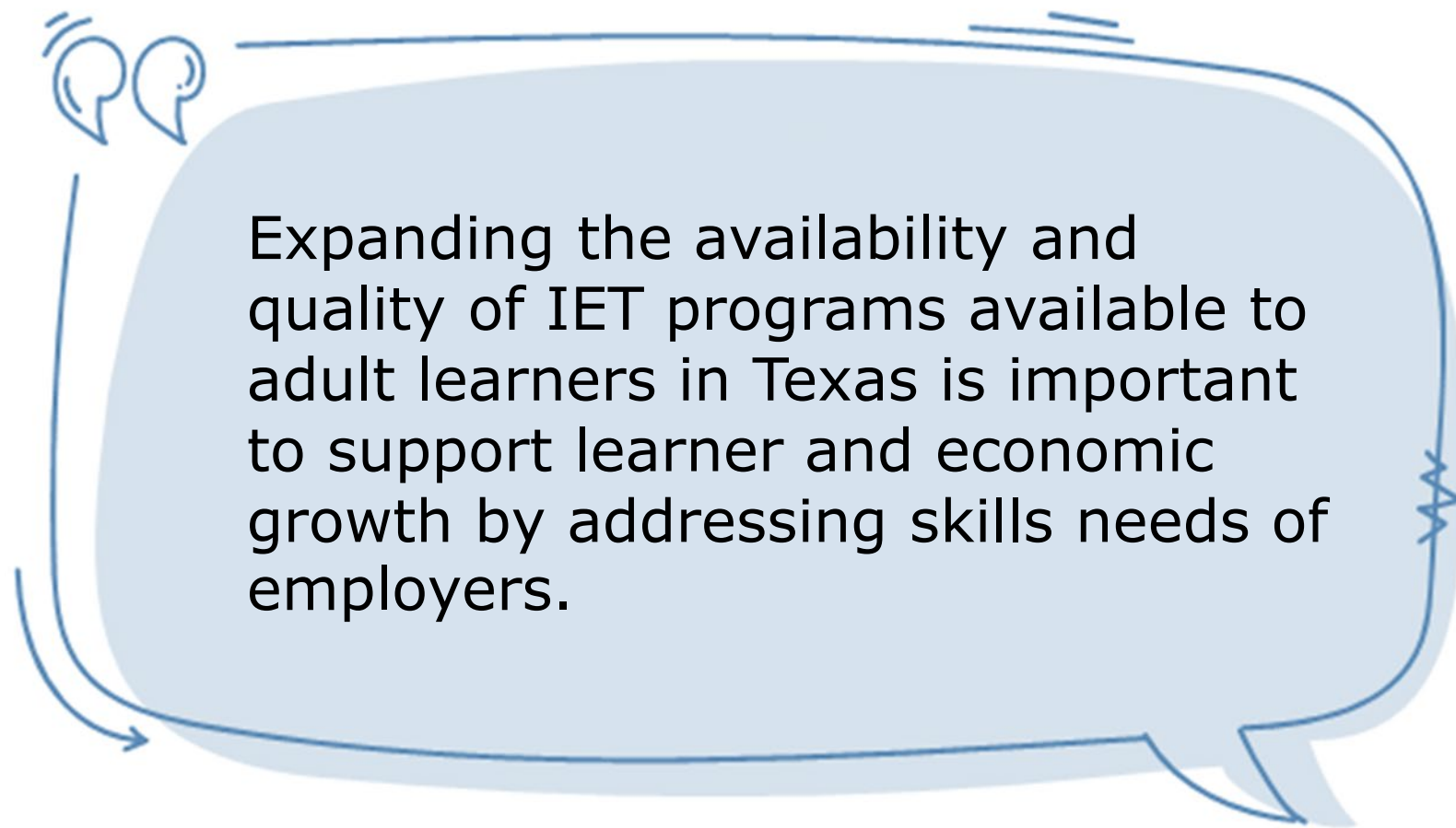## Workforce Innovation and Opportunity Act

"The term ''career pathway'' means a combination of rigorous and high-quality education, training, and other services that—

- (A) align with the <u>skill needs of industries</u> in the economy;

- (B) prepare an individual to be successful in any of a <u>full range of secondary or postsecondary education options</u>, including apprenticeships

- (C) include <u>counseling</u> to support an individual in achieving the individual's education and career goals;

- (D) include, as appropriate, education offered <u>concurrently</u> with and in the same context as workforce preparation activities and training <u>for a specific occupation or occupational cluster</u>;

- (E) organize education, training, and other services to meet the particular needs of an individual in a manner that <u>accelerates</u> educational and career advancement;

- (F) enable an individual to attain a <u>secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential</u>; and

- (G) help an individual <u>enter or advance within a specific occupation</u> or occupational cluster."
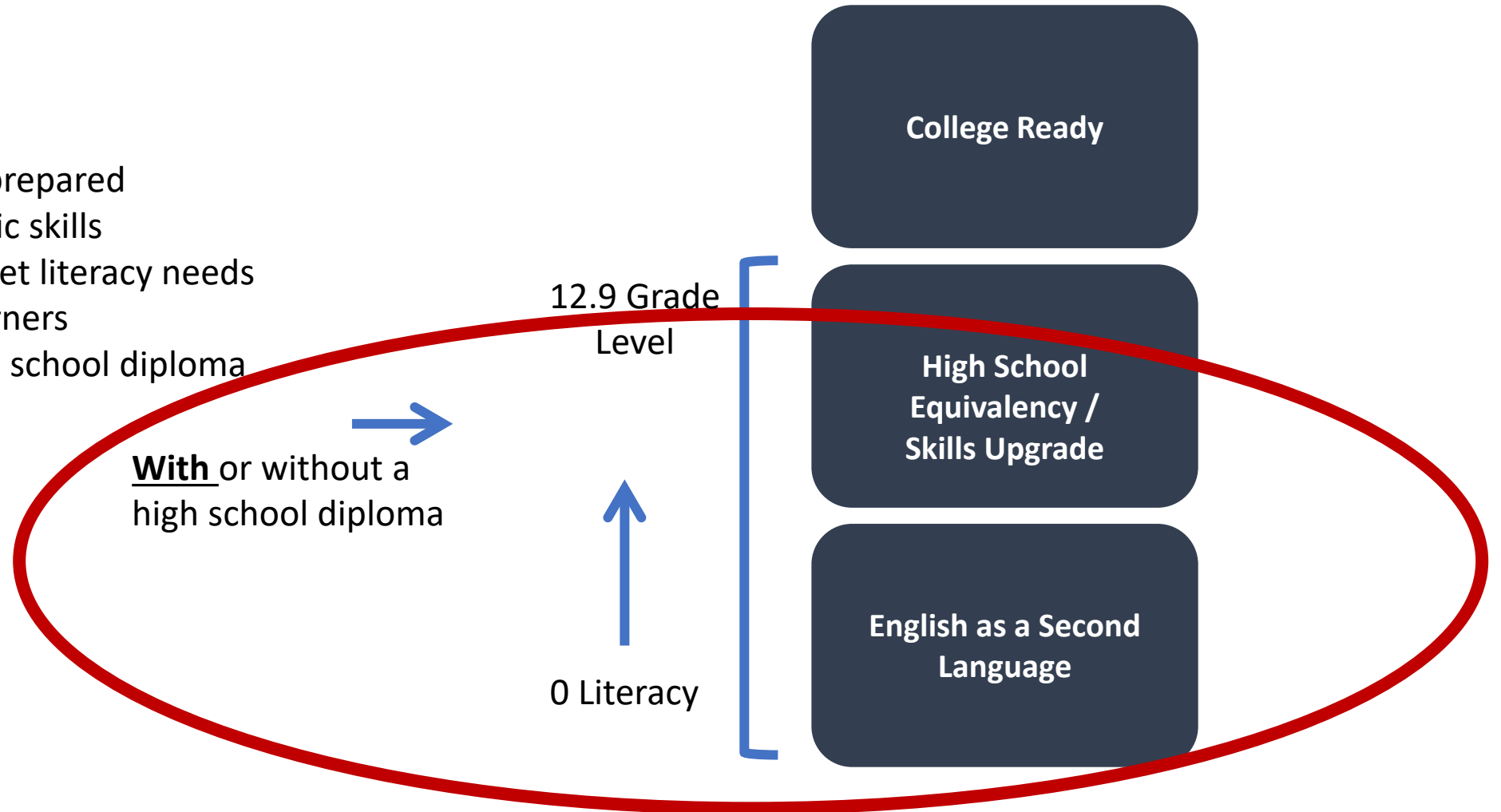
Career Pathways Services

Background

IET Programs Revolutionize Career and Education Pathways for Adult Learners

Expanding the availability and quality of IET programs available to adult learners in Texas is important to support learner and economic growth by addressing skills needs of employers.

Who Do We Serve?

- Educationally underprepared
- Those in need of basic skills
- Individuals with unmet literacy needs
- English language learners
- Those without a high school diploma

Federal term:
Basic Skills Deficient

College Ready

12.9 Grade
Level

With or without a
high school diploma

High School Equivalency / Skills Upgrade

0 Literacy

English as a Second Language

Increasing Adults' Opportunities for Employment and/or Further Education

▪ Wages rise and unemployment decreases as education and training attainment levels are reached.

Unemployment rates and earnings by educational attainment, 2020		
Educational attainment	**Median Usual weekly earnings**	**Unemployment rate**
Master's degree	$1,545	4.1%
Bachelor degree	$1,305	5.5%
Associate degree	$938	7.1%
Some college, no degree	$877	8.3%
High school diploma	$781	9%
Less than a high school diploma	$619	11.7%
TOTAL	$1,029	7.1%

Note: Data are for persons ages 25 and over. Earnings are for full-time wage and salary workers.
Source: Current Population Survey, U.S. Department of Labor, U.S. Bureau of Labor Statistics

▪ If all U.S. adults were at least a Level 3 in literacy proficiency, the U.S. would generate an additional $2.2 trillion in annual income which represents 10% of the gross domestic product.

(https://www.barbarabush.org/wp-content/uploads/2020/09/BBFoundation_GainsFromEradicatingIlliteracy_9_8.pdf)
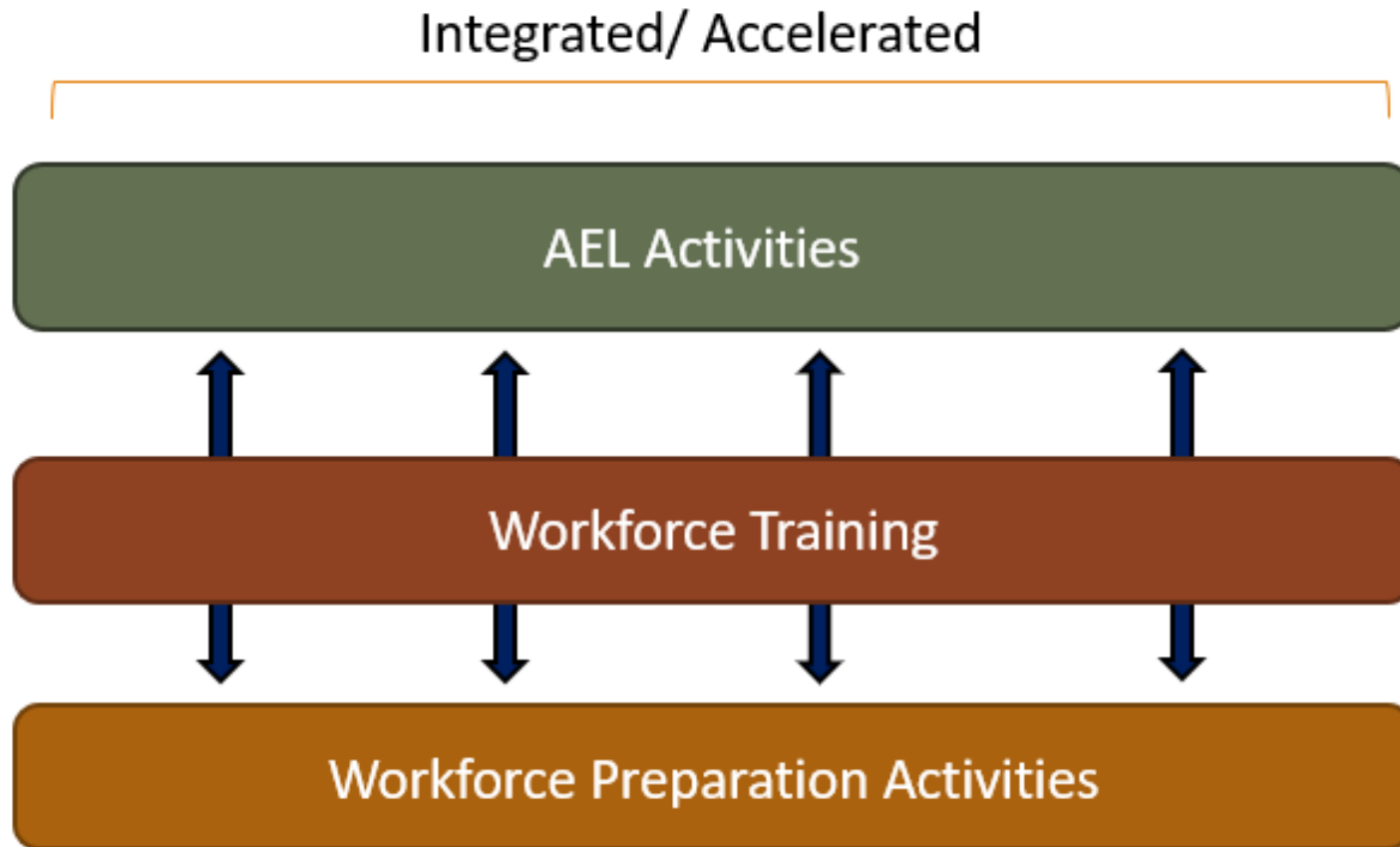
Integrated Education and Training - Defined

IET is an integrated 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 (§463.35) resulting in a recognized postsecondary credential and employment or further education and training (s).

WIOA Section 463.35

Integrated Education and Training Model
"The Why"

Integrated/ Accelerated

AEL Activities

Workforce Training

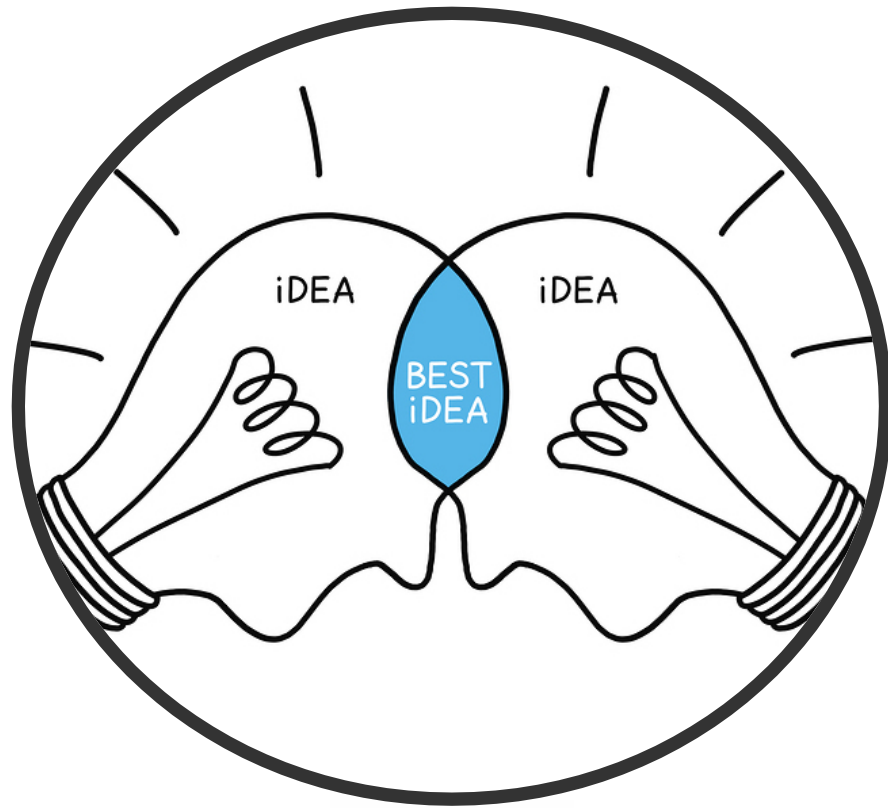Workforce Preparation Activities

IETs help educationally underprepared adults by pairing foundational skill building with workforce preparation and training in in-demand occupations.

Breaking down an I.E.T. in Texas

Terminology

Integrated Education and Training (IET)

Three Core Components of an IET:

    AEL Activities

    Workforce Preparation Activities

    Workforce Training

Integrated Services

Intensity and Quality

Research-based

Concurrent and Contextual

"For education and career advancement"

Recognized Postsecondary Credential

Integrated Education and Training - Definition

IET is an integrated service approach that provides <u>adult education and literacy activities</u> concurrently and contextually with <u>workforce preparation activities</u> and <u>workforce training</u> for a specific occupation or occupational cluster for the purpose of <u>educational and career advancement</u> (§463.35) resulting in a <u>recognized postsecondary credential</u> and employment or further education and training (s).
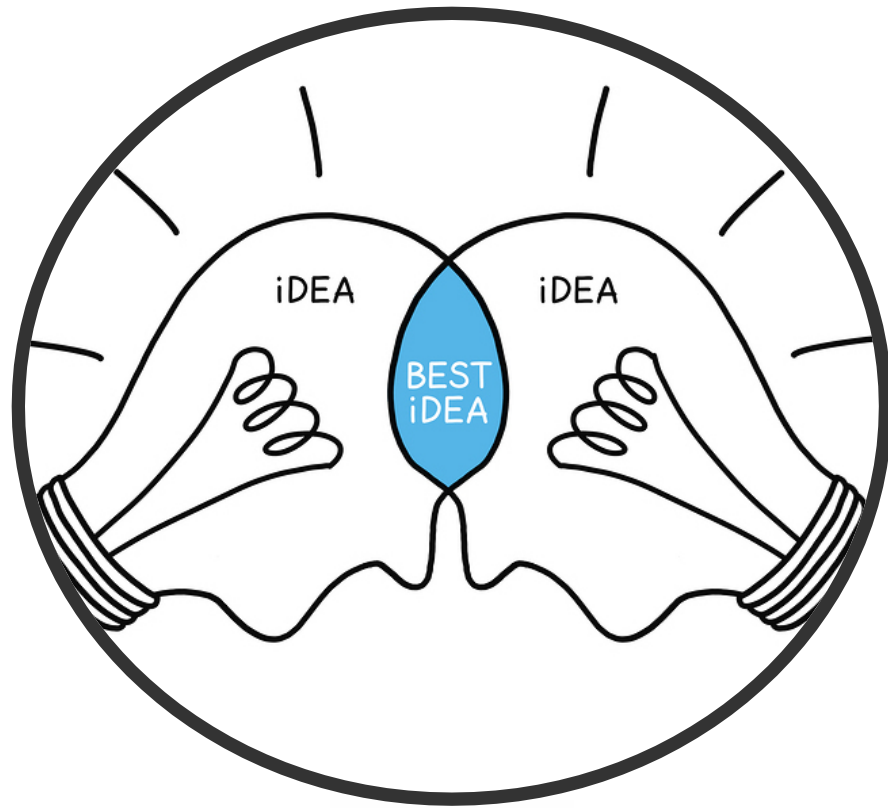
WIOA Section 463.35

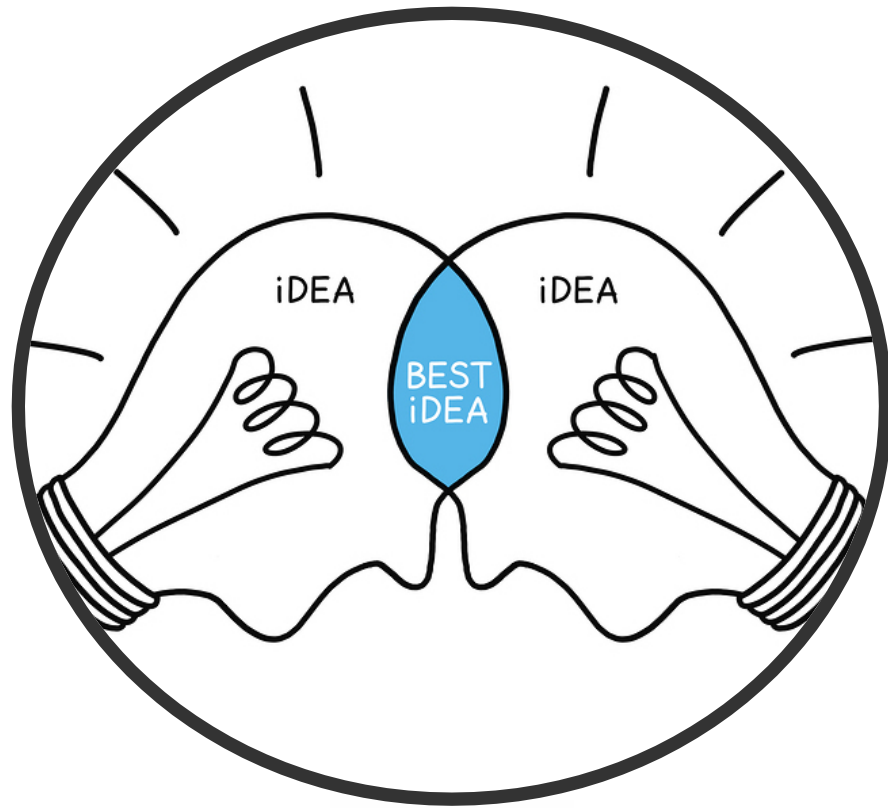# Integrated Education and Training (IET)- AEL

AEL Activities

Workforce Training

Workforce Preparation
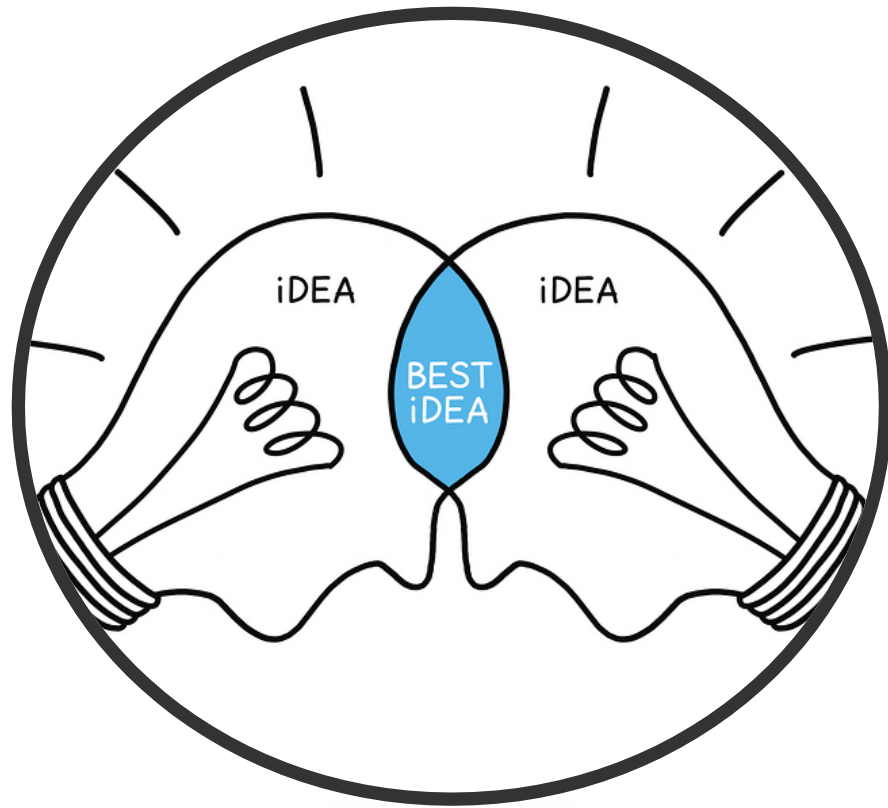
# Integrated Education and Training (IET) AEL

Adult Education and Literacy Activities. (AEL Activities) in IET means programs and activities in the content domains of reading, writing, English as a Second Language, and mathematics.

Integrated Education and Training (IET) -WPA

AEL Activities

Workforce Preparation

Workforce Training

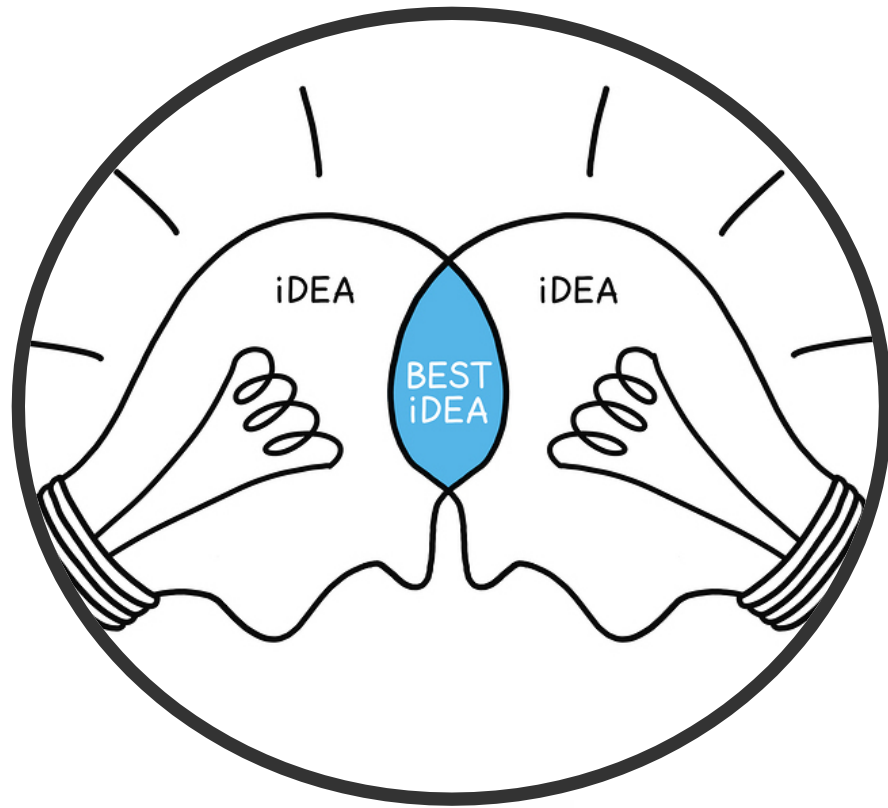# Integrated Education and Training (IET)-WPA
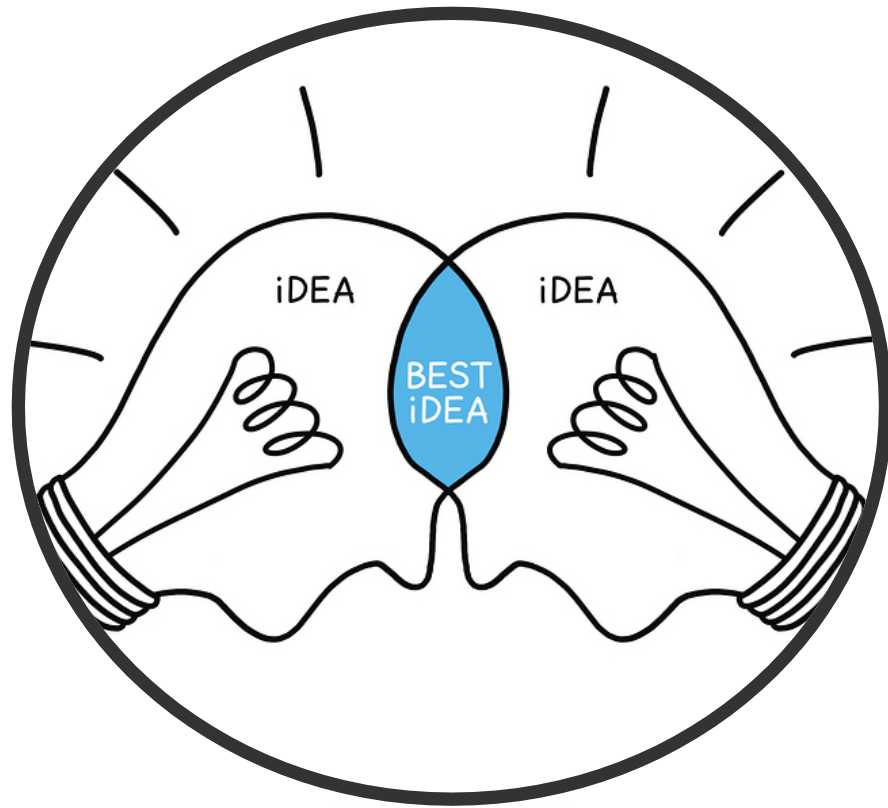
**Workforce Preparation Activities.**

One (1) of the three (3) core IET Components, encompassing activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, Digital Literacy skills, and self-management skills, including competencies in the following:

- Using resources;
- Using information;
- Working with others;
- Understanding systems;
- Skills necessary for successful transition into and completion of postsecondary education, training, or employment; and
- Other employability skills that increase an individual's preparation for the workforce.

Integrated Education and Training (IET)- WFT

AEL Activities

Workforce Preparation

Workforce Training

Integrated Education and Training (IET)- WFT
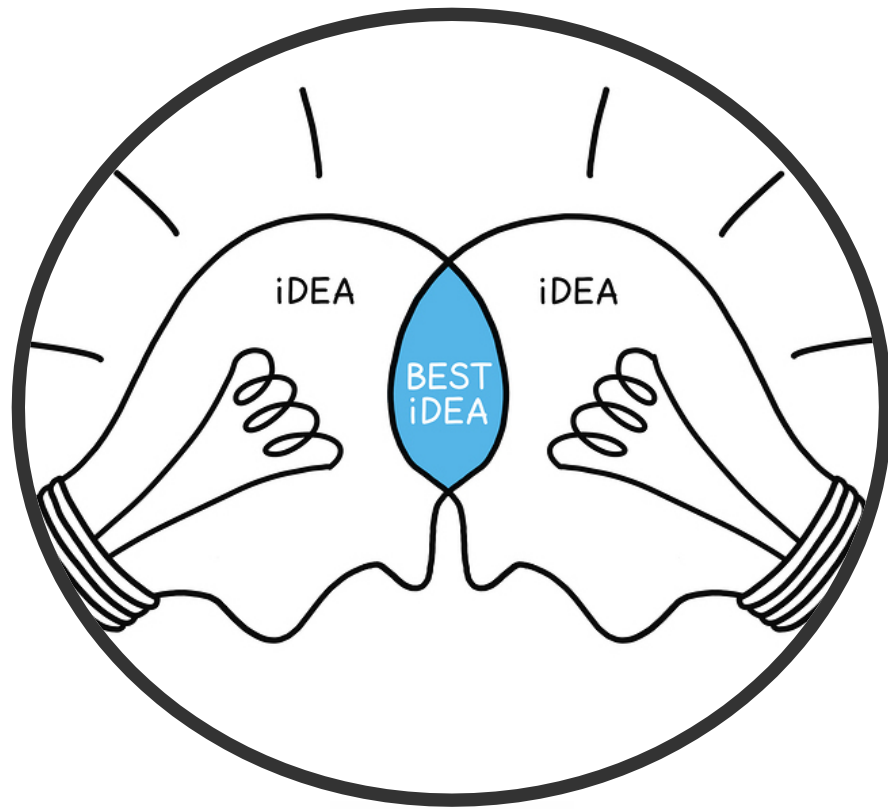
Workforce Training.

One (1) of the three (3) core IET Components, including the following training services authorized under WIOA Title I:

- On-the-Job Training as described in WIOA § 3(44);
- Skills upgrading (for example, training delivered in an IET by an employer);
- Entrepreneurial Training;
- Customized training, as described in WIOA § 3(14);
- **Other occupational skills training (for example, training delivered in an IET by a community) or technical college);**
- Prerequisite training;
- Registered Apprenticeship training; and
- Youth occupational skills training.

Poll: Participation in IET

Which aspect or aspects of IET development and/or delivery have you participated in?

Integrated Education and Training (IET)

AEL Activities

Workforce Training

Workforce Preparation
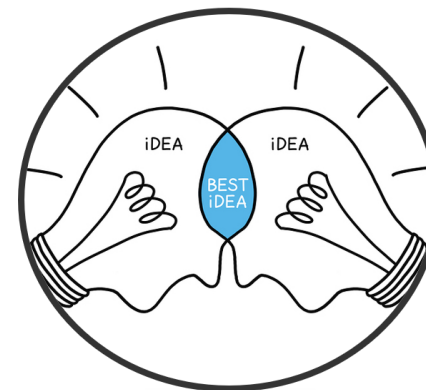
Menti Meter #

Integrated Education and Training — by phrase

IET is an **integrated 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 (§463.35) resulting in a recognized postsecondary credential and employment or further education and training (s).

WIOA Section 463.35

What is an Integrated Service Approach?

"…an *integrated 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."

(34 CFR §463.35)

AEL, Workforce Prep, & WF Training "**Integrated Services**"

Please share your thoughts.
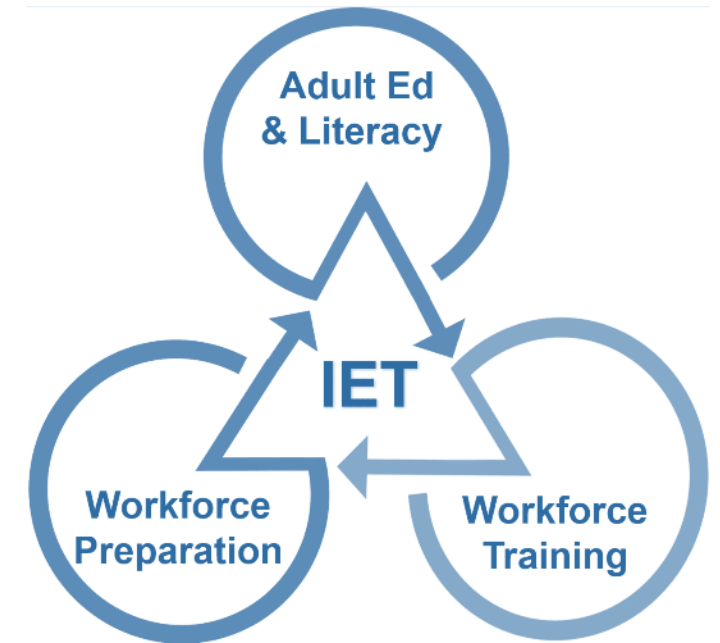
WORD CLOUD

What is meant by Integrated Services?

1 Key Takeaways:

Adult education and literacy activities, workforce preparation activities, and workforce training activities must:

- Each be of sufficient **intensity and quality**

- Be based on the most **rigorous research available**, particularly with respect to improving reading, writing, mathematics, and English proficiency of eligible individuals

- **Occur simultaneously** within the overall scope of the IET program

- Use **occupationally relevant** instructional materials

This alignment integration is organized through a **single set of learning objectives** that identifies specific adult education content standards, workforce preparation skills, and workforce training competencies.

Adult Ed & Literacy

IET

Workforce Preparation

Workforce Training

Concurrently and contextually?

"…an integrated 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."

(34 CFR §463.35)

What is meant by the phrase "**Concurrently and Contextually**?"

Please share your thoughts.

Integrated Education and Training Model "Concurrent and Contextual"

Integrated/ Accelerated

AEL Activities

Workforce Training

Workforce Preparation Activities

IETs help educationally underprepared adults by pairing foundational skill building with workforce preparation and training in in-demand occupations.
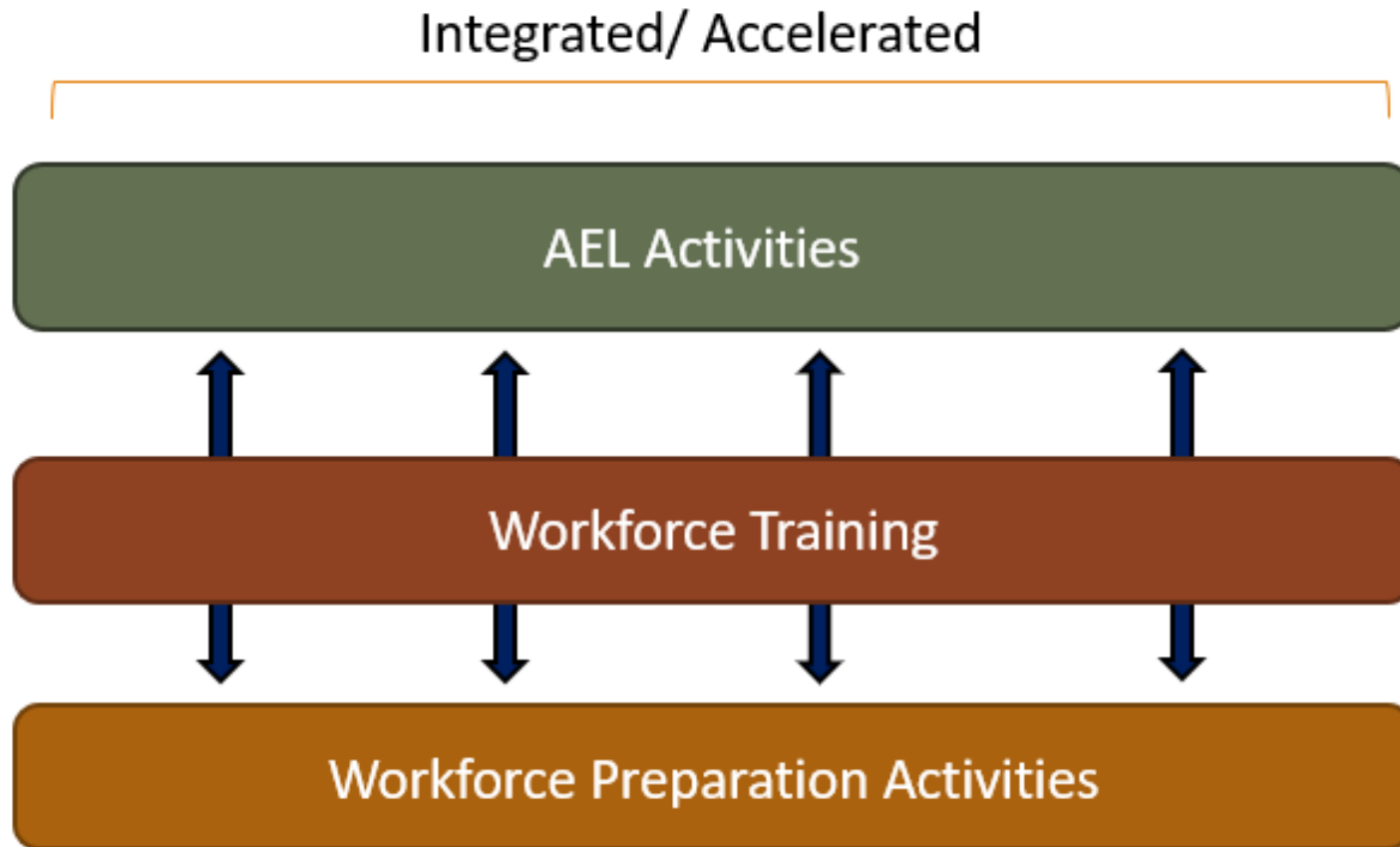
For educational and career advancement?

"…an ***integrated 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.***"

(34 CFR §463.35)

What is meant by the phrase "**Educational and career advancement**?"

Please share your thoughts.

2 Educational and Career Advancement

The purpose of IET programs is to support learners' educational and career advancement.

To help achieve that:

- The adult education component of the program **must be** aligned with the state's content standards for adult education.

- The IET program **must be** part of a career pathway.

- In Texas the IET must lead to a Recognized Postsecondary credential

Your credential denominator

"…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." **and in Texas must lead to a Recognized Post-Secondary Credential.**

(34 CFR §463.35)

Recognized Postsecondary Credential

Begin with the end in Mind

Discussion
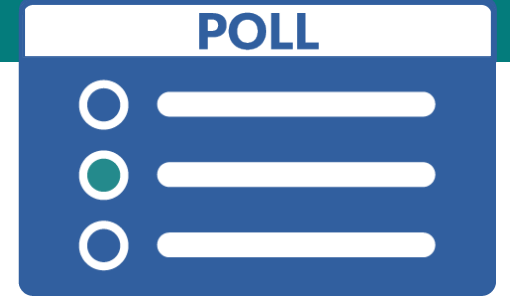
Which aspect or aspects of IET development and/or delivery have been...

1) most challenging?
2) most successful?

Follow-up to Poll

POLL

Table Share

Share at your table?
What worked?
What didn't work?

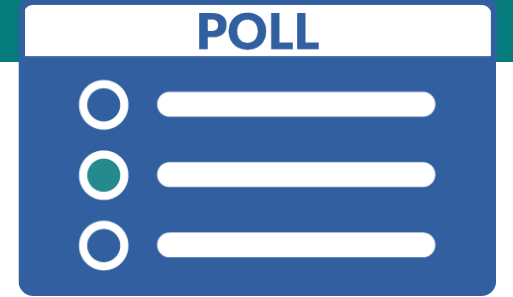Share with your peers one thing you learned about designing an IET?

Activity: Is it an IET?

SCENARIOS

TABLE DISCUSSION

Breakout Group Activity #1

Is it an IET?

20 minutes

Activity Instructions

1. Read the short narrative of the adult education program assigned to your group (Appendix A in the Participant Guide).

2. Select a scribe to capture your group's ideas in the table on the next page.

3. After reviewing the program description, look for evidence that the program includes the three required components and key elements of IET programs listed in the left column of the table.

> NOTE: The short narrative of the program may not address all the elements, but you may be able to identify evidence that some of the elements are there.

4. Write the evidence in the EVIDENCE column (you can use the back of the sheet if necessary).

5. Determine whether the evidence is strong (S), weak (W), inferred (I), or non-existent (N), and enter the corresponding letter in the last column.

6. Once your group has gone through all the items in the left column, discuss whether you think you have enough evidence to determine whether the program qualifies as an IET program according to the WIOA requirements.

Discussion 1

Share out from participants

IET Design Considerations
Begin with the End in Mind

2024 Fall Institute

Begin where?

Begin with the end in Mind

Outcomes

Educational Advancement
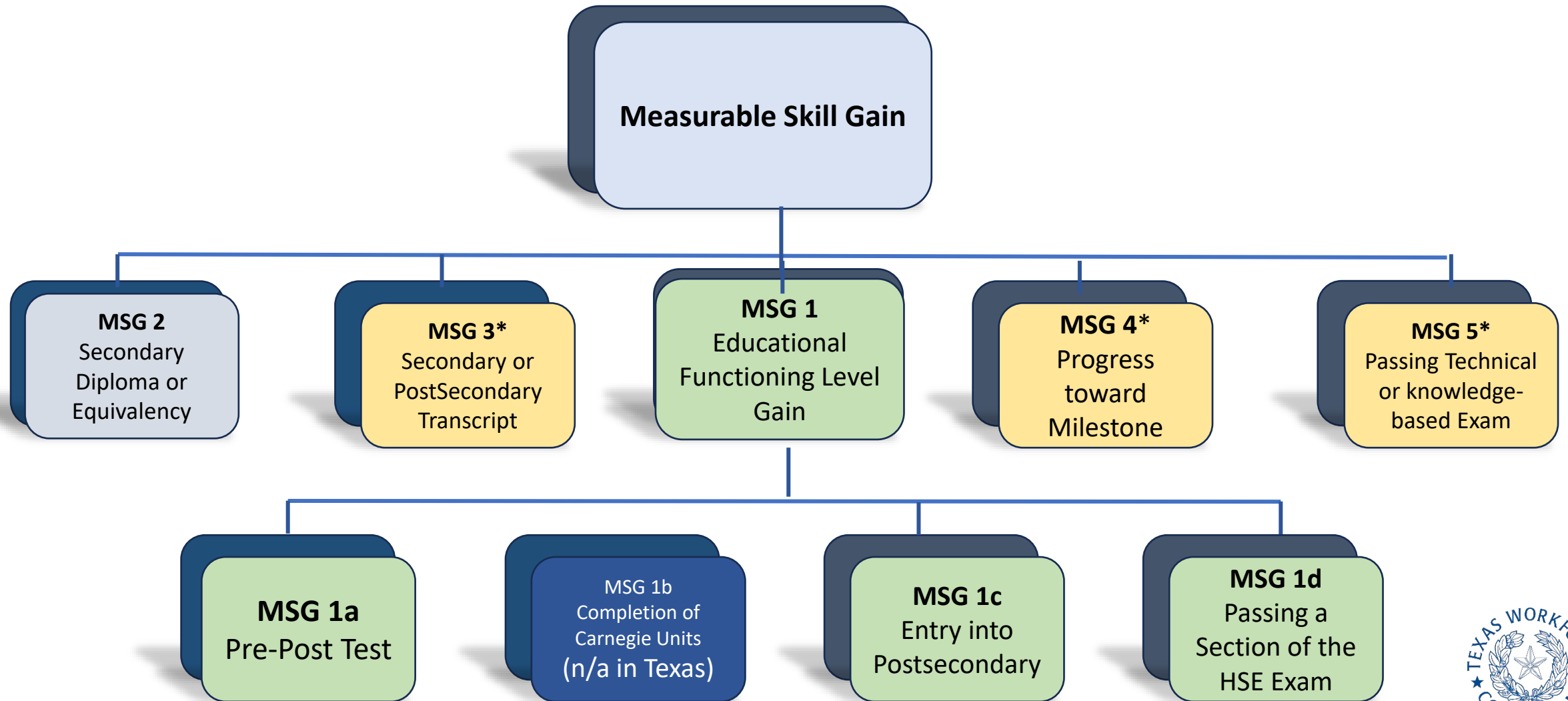Credential attainment
Employment

AEL grantees must be aware that to support the educational and career advancement of IET participants, providers must report and document MSGs for the participant. For reporting purposes, an MSG earned during an IET, may be for either Basic Education or Workforce Training performance.

See the 2024-2025 Texas AEL Performance Guide for more MSG information

Five Types of Measurable Skill Gains Under WIOA

Measurable Skill Gain

MSG 2
Secondary Diploma or Equivalency

MSG 3*
Secondary or PostSecondary Transcript

MSG 1
Educational Functioning Level Gain

MSG 4*
Progress toward Milestone

MSG 5*
Passing Technical or knowledge-based Exam

MSG 1a
Pre-Post Test

MSG 1b
Completion of Carnegie Units (n/a in Texas)

MSG 1c
Entry into Postsecondary

MSG 1d
Passing a Section of the HSE Exam

* MSG 3- 4-5 for IET. MSG 4 for Workplace Literacy – See AEL Performance Guide Workforce Program Guides - Texas Workforce Commission

TWC AEL Guidance:
24-25
AEL Performance Guide
AEL Guide (Career Pathway Addendum)
AEL Testing Guide
RFA 320-24- 00017 and 32024-00049

AEL Letters Related to Career Pathways To Be Rescinded (Fall 2024)

AEL Guide (Career Pathway Addendum)
AEL Letters Related to Career Pathways To Be Rescinded (Fall 2024)

01-17chg1 Implementing Programs, Activities, Services for ELLs

02-16ch1 Implementing the Integrated Educational and Training Service Approach

02-17 Assessing ELLs in AEL Programs

03-17 Implementing & Reporting Workforce Training under the IET Approach to Services

03-21 Allowability of Funding Transportation Support Services with AEL Funds

04-16ch2 Implementing IET and English Literacy & Civics Education

04-17 Implementing & Reporting Workforce Preparation Activities

06-15ch1 Expansion of Eligible Population to be Served from IHE

07-17ch1 Required Syllabus Design for AEL Instruction

04-20ch1 Workforce Integration and Follow-up Activities

07-18   Suitable Tests for Use in AEL

TWC Transmittal: Restriction on Duplicating Student Enrollments in IET within Two Years

Career Pathway Surveys

All Career Pathway Services:
Integrated Education and Training,
IELCE+IET,
and
Intensive Service models
Workplace Literacy and
Internationally Trained Professionals
MUST

submit an Implementation Plan i.e. the
Career Pathway Survey:

https://tcall.tamu.edu/twcael/grantees.htm

Career Pathway Surveys

Key Questions:
1. Occupational Skills Training provided for what job? (confirms demand occupation)
2. Number to be provided IET services
3. Requirements to get into the IET (HSD, reading level etc.)
4. How are you recruiting? Matching students to job?
5. Is there a bridge or on-ramp
6. How are you delivering the core components?
7. MSG and Credential identified for pathway
8. Direct hours, Training hours provided
9. Model of Instruction (Integrated approach)

Career Pathway Surveys

Key Questions:

9. Model of Instruction (Integrated approach)

10. Approximate costs and how will you pay for the IET

11. Additional Services (childcare, transportation)

12. How are you evaluating the success of the program?

13. If previously provided:

       How many were served?
       How many completers?
       How many attained a credential?
       How many got a job in which they received training?

3 Key Takeaways #3

IETs in Texas MUST result in a Recognized Postsecondary Credential and a reportable MSG during the POP

AEL grantees must submit an Implementation Plan to TWC

Best Practice: Review the Guidance, ask questions, request PD and TA based on your needs.

IET: Three Considerations

2024 Fall Institute

Guiding Principles of IET Program Design

1

Participants
Design for the learners and community in mind

2

Partners
Collaborate with stakeholders

3

Program
Continuously Improve and use data to make decisions

Best Practice
Participants

Participants:

- ✓ AEL eligible
- ✓ An appropriate "fit" (seeking employment and/or further education along the career path)
- ✓ Available throughout the timeline
- ✓ Knowledge of the career path
- ✓ Aware of barriers and how to mitigate disruptions
- ✓ Self- assessment of readiness

Best Practice
Partners

Partners:

- ✓ Seek training providers (partners) willing to be flexible with design considerations

- ✓ Seek employers needing workers and willing to interview or do mock interviews

- ✓ Visiting presenters, job site tours, or provide internships

- ✓ Participate in identifying skills needed for entry level and mid skill level placement

- ✓ Review core competencies if not vetted by an employer or industry committee
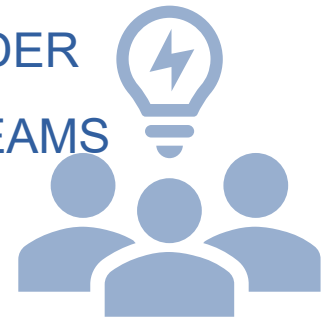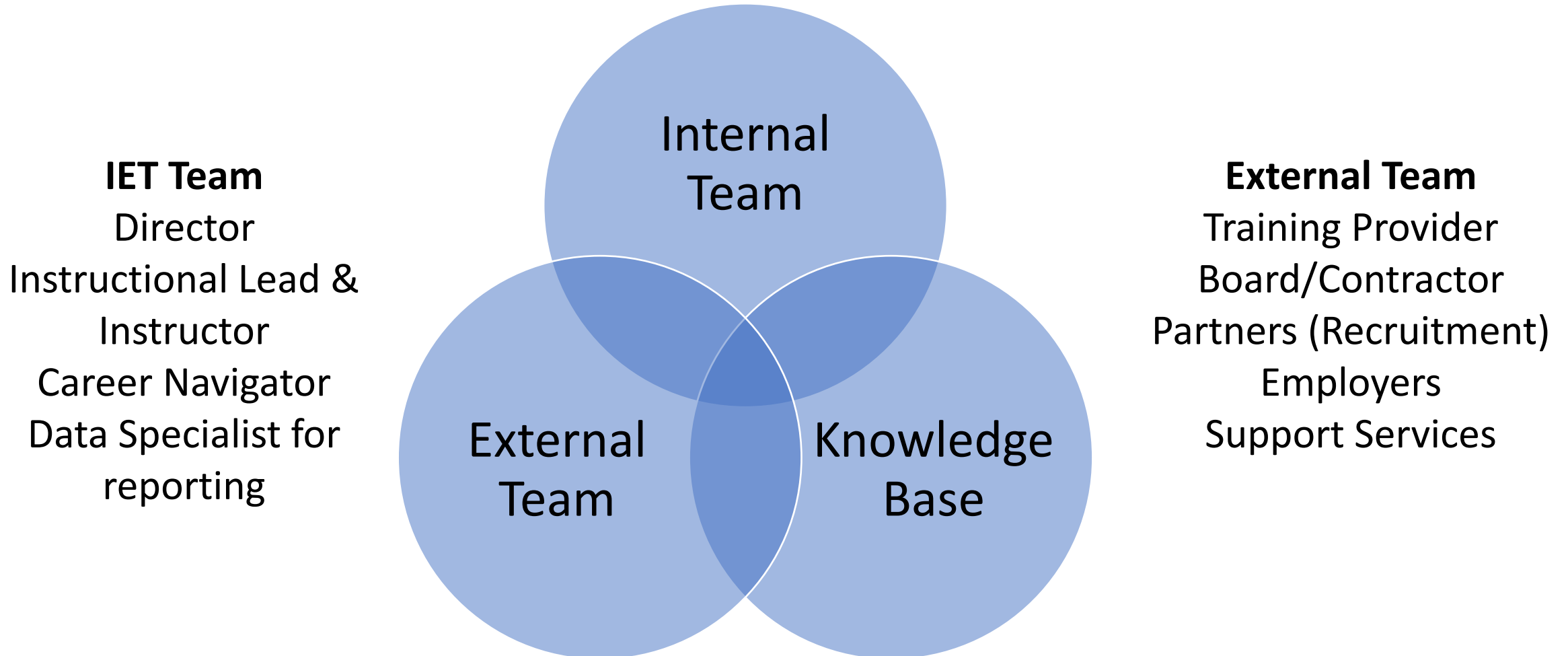
Best Practice
The Program

Program:

- ✓ Serve community (targets)

- ✓ Submit an Implementation Plan (Survey)

- ✓ Meet assigned/contracted targets

- ✓ Provide all three components

- ✓ Deliver instruction (contextually and concurrently)

- ✓ Be part of a career pathway and in-demand occupation

- ✓ Support learners in mitigating barriers

- ✓ Instructional materials that align with the Texas Content Standards

- ✓ Use and report cost of program services in CDER

- ✓ Report Direct, Training, and Proxy hours in TEAMS

- ✓ Report MSGs, completions, and credentials

Where do you start? Build Your Team!

IET Team
Director
Instructional Lead &
Instructor
Career Navigator
Data Specialist for
reporting

Internal
Team

External
Team

Knowledge
Base

External Team
Training Provider
Board/Contractor
Partners (Recruitment)
Employers
Support Services

The Role of Navigators in AEL Programs and IELCE and IET Career Pathways

1 Participant Recruitment and Prescreening

2 Participant Enrollment

3 Participant Support

4 Participant Transitions

ONGOING PROGRAM INVOLVEMENT

4 Key Takeaways #4

Best Practice: 1) Time spent planning will yield benefits down the road and 2) Track results to ensure program improvement overtime, lessons learned are grounded in data, and success can be replicated.

Best Practice: Design with the end in mind. (Reverse engineer)

Best Practice: Consider 3 stakeholder goals in the program development: 1) The Program, 2) The Participant and 3) the Partners

Cost considerations

Allowable costs of an IET

First a review

Funding Source vs. Cost Category

Funding Source means the lines of funding and where they came from.
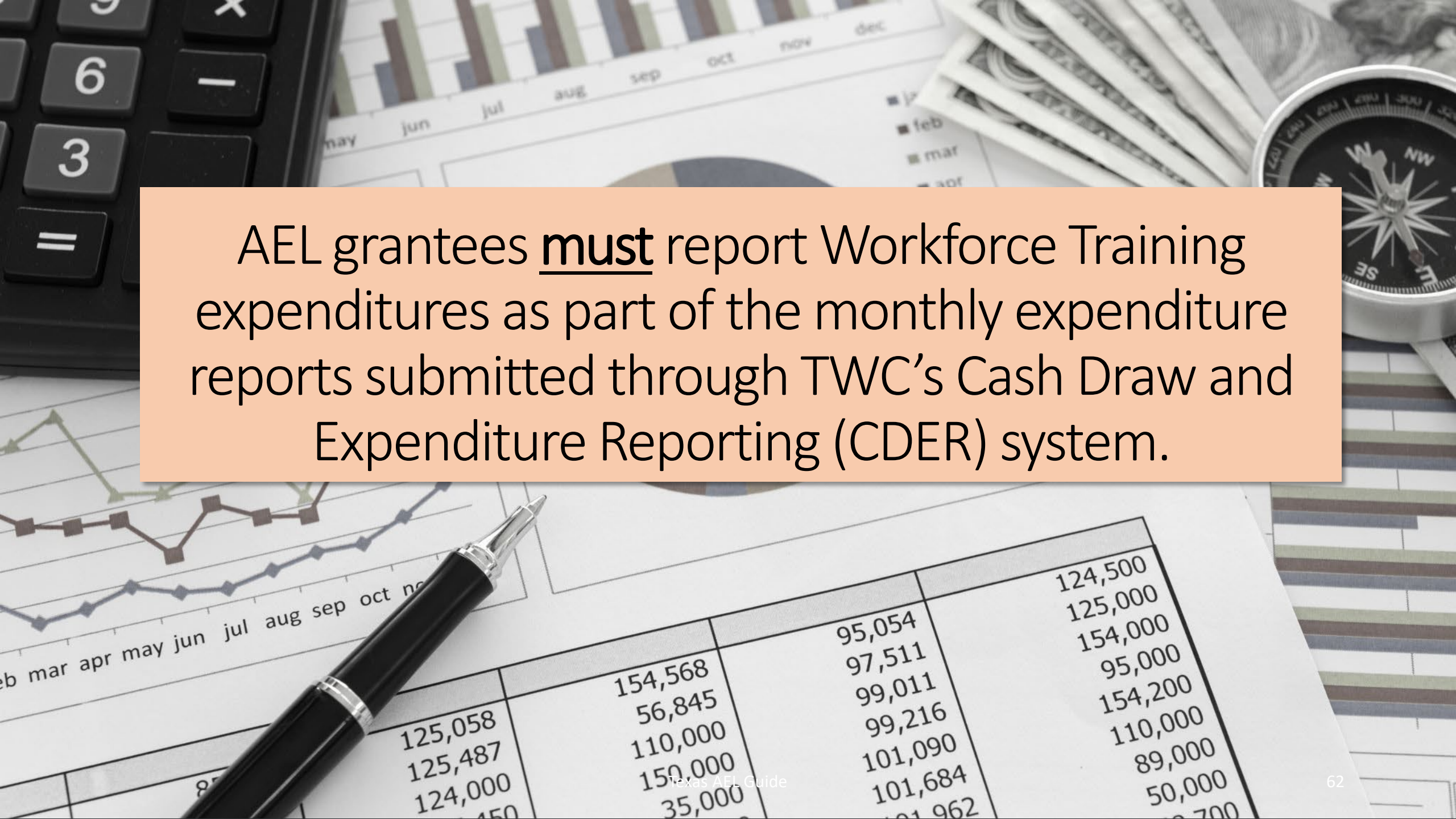
Funding Sources:

- AEFLA 231 Funds
- AEFLA 243 Funds

Cost Category means the cost lines for CDER expenditure reporting.

Examples:

- Admin
- Career Services
- Program
- Training

AEL grantees **must** report Workforce Training expenditures as part of the monthly expenditure reports submitted through TWC's Cash Draw and Expenditure Reporting (CDER) system.

IET: Allowable costs

AEL funds may be used to pay for costs related to Workforce Training related expenses such as:

- Tuition for occupational training courses;

- Uniforms or other required training attire and training related tools, including work-related protective eye and ear gear;

- Books, fees, school supplies, and other necessary items for students enrolled in Workforce Training and

- Employment and training related applications, tests, and certifications.

Send questions to AELTA@twc.texas.gov

Question

All cost categories may be used to pay for Workforce Training expenses.

TRUE or **FALSE**

Answer

FALSE

Only Training or Program cost categories may be used to pay for Workforce Training expenses.

Review this handout from a College C.N.A. recruiting (informational) flyer provided to prospective students.

Write a list of what costs you might take into consideration for an IET when collaborating to serve students in need of basic skills?

SAMPLE COMMUNITY COLLEGE
CONTINUING EDUCATION FOR HEALTH

NURSING ASSISTANT
Summer 2018

Presents the concepts and skills required to provide basic patient care in a health care facility or in a patient's home. Topics include: patients' rights, communication, safety, observation, reporting, and assisting patients in maintaining basic comfort and safety. Emphasizes skills required in order to be placed on the Texas Nurse Aide Registry.

PREREQUISITES FOR THIS COURSE:

Tested 8th grade comprehension reading level	17 years of age or older
Physical exam from a licensed U.S. physician	CPR (AHA/Healthcare Providers)
Recent TB tine test or chest x-ray	First Aid certification
Measles (MMR 1 and 2)	Drug screen (see attached letter)
Tetanus inoculation	Background clearance (see attached letter)
Proof of Hepatitis B vaccination series	Transportation to clinical sites
Varicella vaccination or current titer	*Community-wide orientation-
Able to meet the physical demands required of a nursing assistant	* Available at www.college.edu under the Online Resources link.

Tuition: $XXX   State Exam Fee: $ XXX

MISSION CAMPUS

Lecture Dates	Days & Times	Location	Clinical Dates & Times	Location
6/4-6/29	M-F, 8:30 a.m. - 3:30 p.m.	MDP-Rm. D103	7/2-7/20 5:45 a.m. - 2 p.m.	Private Facility

SUPPLIES STUDENTS WILL NEED:

The Nursing Assistant (Textbook and Workbook)   Scissors
College patch   Stethoscope
Uniform   Watch with a second hand

Proof of prerequisites must be presented to the Continuing Education office, room D128 of the Mission campus, starting on Monday, April 16, 2018. Each class is limited to 12 students who are admitted on a first come, first serve basis.

For more information, please call (ABC) 831-7075 or (ABC) 831-4116.

This Community College District does not discriminate on the basis of race, color, national origin, religion, gender, age or disability.

Estimating Costs for an IET

Financial Worksheet

Example of Fees and Tuition for a CNA

Physical Exam	$20.00
TB Shot	$54.00
Measles	$21.22
Tetanus	$15.00
Hepatitis B	$104.00 (A&B)
Varicella	$150.00
CPR/First Aid	$50 (each)
Drug Screen	$31.00
Background Check	$36.00
Course Tuition (Theory/Clinicals)	$315 x 2 = $630
AEL Contextualized Class	$706.00
Textbooks	$ 45.00
State Exam	$96.00

Total Cost of Fees and Tuition for C.N.A = $

Example of Fees and Tuition for an IET developed for CNA

Physical Exam $20

TB Shot $54

Measles $22

Tetanus $15

Hepatitis B $104

Varicella $150

CPR/First Aid $50

Drug Screen $31

Background Check $36

Course Tuition 315x2= $630 (Theory/Clinicals)

AEL Contextualized Class $706

Textbooks $45

State Exam $96

Total Cost of Fees and Tuition for C.N.A = $1879
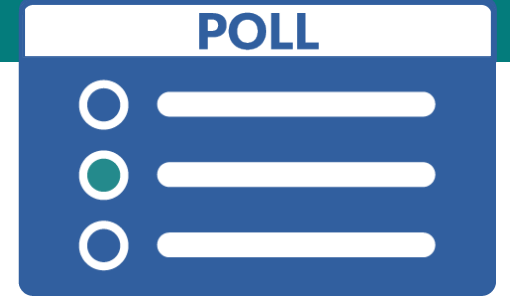
Wrap-Up

Key Takeaways ?

Texas Investment and Your Vision for Your Community

Innovative program design and delivery in combination with supportive services are more important than ever to our communities, economies, and families across Texas.

Texas Workforce Commission

Poll: What Is an IET Program?

POLL

Which statement most reflects your level of understanding of IET programs after hearing this presentation on the IET and participating today?

Select 1:

A. The information covered confirmed my understanding of IET, as I already had a solid understanding of it.

B. I now have a better understanding of the definition of an IET program and its requirements.

C. I'm still not quite sure I fully understand the definition of IET and its requirements.

Thank you!

TWC AEL Staff

Ann

Ann Savino

TWC AEL

Program Specialist

State Leadership Initiatives

Nicole

Nicole Stevens

TWC AEL

Contract Manager

Kara

Kara McVey

TWC AEL

Contract Manager

Stay in Touch!

AELTA@twc.Texas.gov