

Career Pathways 101

CAREER PATHWAYS ALIGN TO IET

- ✓ aligns with the skill needs of industries in the economy
- ✓ prepares individuals in any of a full range of secondary or postsecondary education options, including apprenticeships
- ✓ includes counseling to support an individual's education and career goals
- ✓ includes education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster
- ✓ organizes education, training, and other services in a manner that accelerates advancement
- ✓ enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential
- ✓ helps an individual enter or advance within a specific occupation or occupational cluster

INTEGRATED EDUCATION AND TRAINING DEFINITION

- IET means:
- “an overall scope of services designed for a specific occupation or occupational cluster for the purpose of educational and career advancement, which includes **the three IET Components delivered through Integrated Services**—ensuring that participants gain the skills needed to succeed in the Workforce Training program by **attaining a Recognized Postsecondary Credential**, **entering or advancing in employment**, or **advancing in postsecondary education and training.**”

CORE COMPONENTS OF AN IET

- AEL Activities contextualized for Workforce Training
- Workforce Preparation Activities
- Workforce Training for a specific in-demand or targeted occupation or occupational cluster, as determined by the Board (Local Workforce Board)

CAREER PATHWAY MODELS

- IET - Integrated Education and Training
- IET for English Language Learners
 - Integrated English Literacy Civics
 - ESL for Professionals
- Workplace

Customers that “FIT” IET

Must be:

- Available and eager for work
- Intrinsically Motivated
- Desires and is driven for the demands of accelerated, short-term training
- Has most external constraints (childcare, work schedules, transportation) relatively situated to participate in demanding program
- May need some support services
- Will benefit from defined course sequences and career navigator services

Contextualized Adult Education and Literacy

- Instructors and AEL instructors collaborate on alignment and design of AEL support class
- Common learning objectives
- AEL Instruction delivered either through contextualized aligned classes or some degree of co-teaching

Workforce Preparation Activities

Activities, programs, or services designed to help an individual acquire a combination:

- Basic academic skills
- Critical thinking skills
- Digital literacy skills
- Self-management skills
- Utilizing resources
- Using information
- Working with others
- Understanding systems
- Skills necessary for successful transition into and completion of postsecondary education or training, or employment
- Other employability skills that increase an individual's preparation for the workforce.

Workforce Training

- 1) **Occupational skills training**, including training for nontraditional employment
- 2) **On-the-job training**
- 3) **Incumbent worker training**
- 4) Programs that combine **workplace training** with related instruction, which may include cooperative education programs
- 5) **Training programs operated by the private sector**
- 6) **Skills upgrading and retraining**
- 7) **Entrepreneurial training**
- 8) **Job readiness training provided in combination** with services described in 1 through 7
- 9) **AEL Activities, including** activities of English as a Second Language and **IET programs**, provided concurrently or in combination with services described in 1 through 7
- 10) **Customized training** designed to meet the specific requirements of an employer or group of employers, conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training

IET FOR ENGLISH LANGUAGE LEARNERS

WIOA TITLE II §243 INTEGRATED ENGLISH LITERACY AND CIVICS EDUCATION

- Program must be designed to:
 - 1) Include EL Civics Services in combination with IET
 - 2) Prepare and place participants for unsubsidized employment in in-demand industries and occupations that lead to economic self-sufficiency
 - 3) Integrate with the local workforce system and its functions to carry out the activities of the program

WHAT DOES “IN-DEMAND OR TARGETED” MEAN?

- **In-Demand** or **Targeted** means:
 - an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the state, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or
 - an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector that will have a significant impact on the state, regional, or local economy, as appropriate.

WHAT DOES “INTEGRATE WITH THE LOCAL WORKFORCE SYSTEM” MEAN?

- collaboration on identifying existing and emerging in-demand industry sectors or targeted occupations for IET training in the local workforce development area (workforce area)
- workshops or services provided as part of IET-required Workforce Preparation Activities
- employment assistance
- data and wage information for the workforce area or region
- identification of employer partners to support program design, implementation, and employment placement

EL Civics Services

Must include instruction in:

- Literacy
- English as a Second Language
- The rights and responsibilities of Citizenship and civic participation

Integrated EL Civics Customers

An IET Customer (Motivated, driven for accelerated training who is also:

- An English Language Learner
- Including Internationally trained ELL Professionals