

**WE'RE NOT
DONE YET**
2024 GED CONFERENCE

How to Create IETs in Adult Ed!

Dr. Jeff Arnott



What is an Integrated Educational Training?

- **Integrated Education and Training (IET)** combines education and job skills training to transition adult learners beyond basic education and through a career pathway that can offer them job training and eventual gainful employment (LINCS,2024).
- It's designed to help adults lacking basic, relevant occupational, and essential workplace skills attain the competencies and credentials needed for in-demand careers (LINCS, 2024).

Different IET Models



Bridge Models to
Technical Training



Pre-Apprenticeship
Programs



Correctional Programs



ESL Integration



Post Secondary Dual
Enrolled



Out of School Youth
Models

How Do You Measure A Successful Program?

What is a Successful Program?

- Uses a Holistic Approach with High Expectations.
- Improves Employment Outcomes for Students.
- Hands On Contextual Approach.
- Integration of Career Pathways.
- Collaborative Work-Based Options.
- Flexible and Customizable.



How Long Does It Take?

FACTORS!

- Depends on the situation! Many variables!
 - Industry / Institutional support.
 - Contracts / Equipment purchases.
 - Recruitment of staff and students.
- Varies on the occupation or program.
- Varying Department of Labor or Education processes.
- You should take at least six months to plan.

Popular IET Programs

Programs in which I have had success:

- Medical Assistant – Orlando Health
- Carpentry – iBuild Central Florida
- Deisel – School District of Osceola
- Parapro – School District of Osceola
- Manufacturing – Knights
- Cybersecurity – Various
- Culinary – Various

Other Possibilities:

- HVAC
- Welding
- Project Manager
- Graphic Design
- Plumbing
- Automotive Repair

Six Steps to Build a Great IET!

1. Wisely choose an IET program.
2. Identity staff & partners. Develop curriculum.
3. Purchase equipment & materials.
4. Choose format, create schedule & develop articulations.
5. Market the program & recruit students.
6. Follow up and monitor.

CELEBRATE!

STEP ONE

Wisely Choose IET Program!

- Determine what makes sense for your local program & economy.
- Use market data from chambers & the local Department of Labor.
- Identify funding sources.
- Determine which industry certifications are needed in your community.
- Survey students.

STEP TWO

Identify Staff & Partners / Build Curriculum

- Identify staff who are willing to plan & teach the classes. Create timelines.
- Recruit employers to help design the related instruction, build curriculum & mentor students.
- Find employers who will interview & hire your students.
- Let the employers drive the conversations. Listen to them!
- Have staff give you (if you are the supervisor) timelines and recommendations.
- Set time (and wages) aside for those involved in the program to create IET standard and curriculum.

STEP THREE

Purchase Equipment & Materials

- Secure items for students with unique needs (e.g., ESL).
- Identify supplemental materials & software.
- Purchase any equipment that might be needed, especially large items with long lead times
- Procure your bids and contracts.

STEP FOUR

Create Format, Create Schedule & Develop Articulations

- Determine the number of hours the IET student will need to complete.
- Will it be co-taught, hybrid, or online?
- Determine the classroom calendar dates.
- If needed, schedule staff trainings & professional developments.
- Develop articulations with colleges, apprenticeship partners, technical schools & other employment trainings providers.

STEP FIVE

Marketing your program & student recruitment

- Use a variety of techniques. Have a team responsible for community outreach.
- Determine how many students plan to recruit. Determine the number of alternatives.
- Develop a recruitment calendar & interview questions.
- Interview as many candidates as possible.
- Address any barriers to attendance.
- Schedule all your mentor visits, job fairs, guest speakers, & other events before the course begins so you can give students advance notice.
- Make sure all students get a (paper) copy of their paperwork & schedule.

STEP SIX

Follow up & monitor!

- Ensure the career navigators are involved with that process & encourage students who might be struggling. Provide the students with additional academic supports if needed.
- Make sure you consistently ask teachers if they need any support.
- Always have some emergency funds for the program.
- Have students and teachers evaluate the IET at the end. Have an exit interview so you can make adjustments moving forward.

CELBRATE & SHOWCASE!



Six Steps to Build a Great IET! REVIEW!

1. Wisely choose an IET program.
2. Identity staff & partners. Develop curriculum.
3. Purchase equipment & materials.
4. Choose format, create schedule & develop articulations.
5. Market the program & recruit students.
6. Follow up and monitor.

CELEBRATE!

Thank You!

Dr. Jeff Arnott

407-719-7123

jeff@Lot12Education.com

X @JefferyArnott

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