

# Integrated Education and Training

Integrated Education and Training (IET) blends career training, basic skills education, and work readiness preparation to get the most out of each. Combining these offerings better meets the multi-faceted needs of adult learners, building academic skills and improving work readiness in the context of a career—saving students time and money while boosting the practical relevance of their study.

IET programs must fit into broader adult career pathways, per federal guidance on the Workforce Innovation and Opportunity Act (WIOA). IET can involve co-teaching, with ABE/English as a Second Language (ESL) and career and technical instructors working together in the same classroom.

*“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.”*

Workforce Innovation and Opportunity Act. 29 U.S.C. § 3272 (2020)

## Proven Impact

IET participants have better outcomes than other basic skills students, including those also enrolled in separate workforce training. They were more likely to:

- » Continue into credit-bearing coursework
- » Earn credits that count toward a college credential
- » Earn occupational certificates
- » Make point gains on basic skills tests

*How I-BEST Works (Jenkins et al. 2010)*

## Workforce Training (WIOA DEFINITION)

“may include:

- (i) occupational skill training...;
- (ii) on-the-job training;
- (iii) incumbent worker training...;
- (iv) programs that combine workplace training with related instruction...;
- (v) training programs operated by the private sector;
- (vi) skill upgrading and retraining;
- (vii) entrepreneurial training;
- (viii) transitional jobs...;
- (ix) job readiness training...;
- (x) adult education and literacy activities... provided concurrently with (i)-(vii);
- (xi) customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion.”

## Adult Education and Literacy Activities (WIOA DEFINITION)

“programs, activities, and services that include adult education, literacy, workplace adult education and literacy activities, family literacy activities, English language acquisition activities, integrated English literacy and civics education, workforce preparation activities, or integrated education and training.”

## Workforce Preparation Activities (WIOA DEFINITION)

“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 utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.”

“Concurrently and Contextually”

... and “for a specific occupation or occupational cluster for the purpose of educational and career advancement”  
for example:

English language acquisition, math/reading/writing focused on use in transportation field	+	<b>BUS DRIVER PATHWAY</b> Employability skills, communications skills, interviews and resume skills	+	Commercial Drivers License Class A permit with endorsements
English language learning, civic participation, rights and responsibilities of citizenship	+	<b>HOTEL HOUSEKEEPING/ HOSPITALITY</b> Digital literacy, American work culture, employability skills, communication skills	+	Work skills for hotel housekeepers
ESL/ELL/ELA in a healthcare context, IED training, math for healthcare careers	+	<b>ENGLISH FOR HEALTH CARE PROFESSIONALS</b> Cultural Awareness, Effective Communication, Patient Rights/Responsibilities	+	Skill upgrading/retraining to prepare students to work in health care settings in the US

# Workforce Development Hospitality Careers Pathway – Dietary Aide

SAINT PAUL COMMUNITY LITERACY CONSORTIUM + INTERNATIONAL INSTITUTE OF MINNESOTA

**Dietary Aide Training is an integrated education and training (IET) curriculum that prepares students for an entry-level position in the dietary aide/nutrition services field.** It leads into broader career pathways programs in hospitality food services and healthcare.



The program started as a one-week course and has expanded to a four-week, 60-hour training that includes:

- » hands-on practical skills training
- » digital skills training
- » work readiness
- » financial coaching



Partner organizations work with a local nursing homes and hospitals, who provide access to supplies and training materials relevant to in-demand skills. Students also visit the facilities to receive hands-on training.

The program also includes work readiness modules that help students prepare for searching, applying, interviewing for jobs, as well as know their rights and responsibilities as an employee in the US. Financial coaches teach financial literacy and provide one-on-one financial coaching to all participants.

After training concludes, the Institute employment specialists provide employment assistance, placement and ongoing employment support.

## Rose's Story

*"I started my current job as a chef with Presbyterian Home Services... This career was appealing to me because I have always loved cooking, and I was a prep cook and restaurant operator in my home country of Ghana.*



*"I love my job as a chef because I enjoy serving food to people and putting a smile on their faces. **Without the necessary training that was provided for me through the dietary aide program, I would not have been able to find this job.** Everything I learned from safe food handling, cooking temperatures, food storage, kitchen hygiene to utensil usage are all applied to my job every day. Also, understanding dietary restrictions, intolerances and allergies as well as health conditions of residents is an important part of my daily work.*

*"The training and help I received from my teachers changed my life. I was able to get a stable job and support my family."*

## Program Impact

- » 125 students trained
- » 50% hire rate after graduation
- » Hourly wages increased from \$12.50 to \$15-17 over the 5 years since program began
- » Many graduates have gone on to additional training to become Nursing Assistants

## Population Served

- All students are foreign-born immigrants and refugees:
- » 80% of our students are women
  - » 80% are dependent on public transportation
  - » Most have been in the country less than 5 years
  - » Average age of 42

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