JFF is the nation's go-to creator and curator of what works and scales in education and workforce development. We work to ensure our nation has the talent it needs to thrive and that people have the opportunities they need to advance.
World Education is a national leader in building the adult education system's capacity to provide high-quality instruction and advising for adult learners. We collaborate with a wide range of governmental and nongovernmental partners to provide training, project design and management, resource development, and research grounded in program contexts.
AGENDA

STATE SELF-ASSESSMENT

WHAT HAVE WE LEARNED ABOUT IET?

4 CRITICAL AREAS

ACTION STEPS

EVALUATION
State Implementation

1. **(15m)** Please share at your tables:
   - Your states’ implementation of IET
   - The contextual factors affecting your implementation
   - Challenges you are facing

   *(As you talk, please note implementation strategies that are working well on the post-it notes. We will compile and send these out to you.)*

1. **(5m)** Prepare to report out:
   - One thing your table had in common
   - One notable difference in your experiences
What have we learned about Integrated Education and Training? An Update on Evidence
EVIDENCE FOR IET

I-BEST
> basic skill gains
> certificate or degree attainment
> college credit

ACCELERATING OPPORTUNITY
> credential and credit acquisition
> acceleration
> earnings for ABE in KY, CTE in KS
> positive student reactions

WHAT WORKS FOR ADULT LEARNERS
> publication coming soon!
SYSTEMATIC REVIEW:

*What do we know about the impact of career pathways on adults seeking to attain a living-wage career?*
CORE ELEMENTS

- Engaged education-employer-workforce-community partnerships
- Contextualized, accelerated, and competency-based instruction
- Work-based learning options
- Industry- and postsecondary-recognized credentials
- Case management, navigation, and proactive student supports
- Job placement and continuing career guidance
- Rigorous evaluation and continuous improvement
The Career Pathways Framework
Phases and Outcomes

Pathway Entry
- Basic skills attainment
- College credit attainment
- Program completion
- Credential attainment
- Entry into quality employment

Integrated Training
- Occup. skills attainment
- Program completion
- Credential attainment
- Quality employment and retention
- Wage and earnings gains

Career Progression
- Multiple (stackable) credential attainment
- Continued integrated training and postsecondary education
- Career advancement
Integrated Training Impact

Results

Five evaluations of integrated training show that career pathway participants:

• were more likely to attain higher wages and annual earnings and this positive impact grew at two or more years beyond program completion

• were more likely to complete a training-related credential and be employed and retained in a training-related job

Two studies show between $4,500 – $5,000 higher annual earnings two years after program enrollment

References available on request
MORE TO LEARN

IET in industry sectors other than health care and manufacturing

Results for subgroups of learners (race/ethnicity, age, gender, income, ELLs)

The impact of specific program elements such as contextualized curriculum, proactive advising, and job transition

Results for the diversity of adult ed systems, providers and locations (e.g., rural areas)

More tracking of employment and earnings over time
Four Key Areas

1. Model design
2. Funding
3. Program capacity
4. Partnership development
Poll

Which of the key areas are programs in your state finding most challenging?

1. Model design
2. Funding
3. Program capacity
4. Partnership development
5. Other: __________________
Key Area 1: MODEL DESIGN

- Target populations & levels
- Industries to target – statewide or regional?
- Flexibility vs. fidelity
- Credentials to be earned
- Support services & career advising
- Structure and support for coordination and instructional planning
- Strategy for scaling
- Plans for evaluation
Key Area 1: Model Design

- Start from IET or from Career Pathway?
- Enhance the intake and recruitment process
- Pilot innovative on-ramps and program features
- Scale up a contextualized process rather than a model
Key Area 2: FUNDING

Innovative Idea!

COLLOCATION

Many colleges negotiate co-location agreements with local workforce and social services agencies. Most often in these types of arrangements staff from the outside agency are located on campus either part of full time. There they provide services - typically counseling or career advising - to eligible students, thus freeing up... Read more...

BRAIDED FUNDING

In Accelerating Opportunity, braided funding, the weaving together of various state, federal, and private funding streams, along with funding strategies, is critical to implementing integrated career pathways. The Braided Funding Toolkit provides Accelerating Opportunity state teams and colleges with resources to identify the major federal and state funding streams that may be available to support integrated career pathways and their students. The toolkit, built in part from the Center for Law and Social Policy’s Federal Funding for Integrated Service Delivery Toolkit, is designed to support state and college teams through the complex process of developing a comprehensive, sustainable funding model for integrated pathways.

Using the BRAIDED FUNDING Toolkit

Each Accelerating Opportunity state and college team develops a braided funding model—its own standardized and sustainable approach to identifying, utilizing, and expanding funds to support integrated career pathways. State and college teams can use the tools and resources in The Braided Funding Toolkit as a guide to thinking about and creating such models.
Key area 2: Funding

- Need knowledge of funding streams and their implications (who is eligible, reporting requirements).
- Advocate for line item funding in state budget
Table talks

What other supports (policies, technical assistance, incentives, etc.) can states offer to help programs in the area of:

1. Model design (10m)
2. Funding (10m)

Please prepare to report out one support for each area.
Key Area 3: PROGRAM CAPACITY

- Communication of goals
- Professional development
- Structures for feedback and modifications
- Peer learning
- Resource sharing
Key area 3: Program Capacity

- Changing role of program directors as partners, marketers
- Changing role of teachers as collaborators
- PT teaching pool/tech capacity of instructors
- Development of technical knowledge
Key Area 4: PARTNERSHIP DEVELOPMENT

- Relationships
- Understanding
- Roles
- Value

Employer engagement resources at www.jff.org
Key area 4: Partnership Development

• Educating technical and employer partners
• Takes time to lay the groundwork
• When training partners don’t exist
• Engaging employers requires practical strategies that build long-term relationships as they address employers’ immediate goals.
WE CAN HELP

We are Rhode Island’s nonprofit workforce education and training providers, meeting the needs of employers and workers in the state for over 20 years.

We provide expert training for adults in core skills like English language, work readiness, computer literacy, GED preparation, and job-specific skills.

Over the last five years, Rhode Island’s nonprofit workforce education and training providers helped nearly 30,000 adult Rhode Islanders better their skills for the workplace.

Adults who participate in workforce education and training invest their own time to improve their skills for greater opportunities for themselves and their families, thereby strengthening the state’s economy. In 2016, approximately 60% of our students were employed, and 33% were looking for work.

Do you want to increase the SKILLS AND PRODUCTIVITY of your employees?

Go to WorkforceEducationRI.org for more information about how Rhode Island’s nonprofit workforce education and training programs can benefit your current employees or provide you with motivated future employees.

The Governor’s Workforce Board and the Rhode Island Department of Education support Rhode Island’s nonprofit workforce education and training providers in their commitment to providing education and work opportunities that lead to careers.

This pamphlet was produced with support from the US Department of Education’s Office of Career, Technical and Adult Education’s Networks for Integrating New Americans (NIHA) initiative, and from United Way of Rhode Island.
WE OFFER CUSTOMIZED WORKFORCE TRAINING

WORKSITE CLASSES
We provide customized training to develop the potential of your current employees and to build a more skilled and higher performing workforce.

Education and training can include:
- Curriculum customized to your unique needs
- Computer skills, English for Speakers of Other Languages (ESOL), math, reading, writing, High School Equivalency (for example: GED or NEDP)
- Industry-recognized certifications
- Affordable on-site education, referrals to free and low-cost community programs

WE CONNECT YOU WITH TALENT IN RHODE ISLAND’s COMMUNITIES

NEW HIRES
We connect you with motivated, skilled, and multilingual candidates.

INTERNS
We offer you well-prepared interns and provisional employees, and help them develop into qualified workers during their placement at your company.

OUR CANDIDATES

EXPERIENCE & MOTIVATION
Our candidates have work experience in multiple industries, and are ready to learn new skills at your workplace.

PREPARATION & JOB READINESS
We have candidates who have completed industry certificates or pre-apprenticeship programs, and who are ready to join your team.

LANGUAGE & CULTURAL SKILLS
Our candidates have diverse language and cultural backgrounds.

FUNDING
We can help you identify and apply for funding to defray the cost of training and support hiring of new employees.

WORKSITE CLASSES
RI Core Skills Partnership (CSP), a statewide initiative funded by the Governor’s Workforce Board, covers 75% of the cost of workforce educational services. The employer contributes 25%. The CSP will match you with a provider to customize services for your company’s needs.

NEW HIRES/INTERNS
The State of RI offers an array of tax credits and other incentives to support hiring of graduates from workforce education and training programs. We can connect you to more information.

OUR PARTNERS
We have expertise partnering with diverse business sectors including:
- Construction
- Healthcare
- Hospitality
- Manufacturing
- Technology
- Social Services

"Classes at the worksite have many benefits: employees improve their skills, which also helps the company. Classes are great for recruiting, morale, and employee loyalty."

SHARON SADD, Director of HR, Mendick-Wobbing Co., Inc.

"The employees that come to me are well-trained, hard working, conscientious people who want what we all want—a chance at a better life."

SUSAN YAFFE, Owner of Garden Grille, Wildfire & The Grange

"We connect you with motivated, skilled, and multilingual candidates."

"We offer you well-prepared interns and provisional employees, and help them develop into qualified workers during their placement at your company."
What other supports (policies, technical assistance, incentives, etc.) can states offer to help programs in the area of:

1. Program capacity (10m)
2. Partnership development (10m)

Please prepare to report out one support for each area.
Resources

Integrated Education and Training: Implementing Programs in Diverse Contexts

Developing Basic Skills Curriculum for an IET: A Guide for the Pathways to Employment Program
Resources

The Career Pathways Planner
A Guide for Adult Education State Leaders to Promote Local Career Pathways Systems

Napa College • Center for Occupational Research and Development
Judith A. Biunno • AID Associates
Chas Henry • Manhattan Strategy Group

INTEGRATED EDUCATION AND TRAINING
A Career Pathways Policy & Practice

Judy Mahbude
April 2017
Takeaways

To crystalize what you’re taking away from today, please talk to a partner about:

1. What is one idea that you’ll bring back to your office?

2. What challenges have today’s conversations helped you with?
CONTACT US

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