

Integrated Education & Training (IET) 101: Building WIOA-Aligned Programs

This session focuses on what an IET is, what strong practice looks like, where programs get stuck, and what to do next.
Presented by Matthew Brown and Rebecca Loli



COLLEGE & CAREER
READINESS

The IET Playbook Project

A statewide initiative to design and scale high-quality Integrated Education & Training (IET) models.

- Funded by WIOA Title II (AEFLA) — July 2024 – June 2026.
- Four pilot colleges: Alamance, Blue Ridge, Pitt, and Randolph.
- Focus on integrating basic skills, workforce prep, and occupational training.
- Results will be shared in the IET Playbook with tools, success stories, and models for replication.

Goal: Help more adult learners earn credentials faster and transition into family-sustaining careers.



Today's Agenda

1. Why North Carolina is investing in IETs
2. What an IET is and is not
3. What strong program design looks like
4. Common problems in development and implementation
5. Practical next steps for local teams

NC

COMMUNITY
COLLEGES

COLLEGE
& CAREER
READINESS



COLLEGE & CAREER
READINESS

Networking Activity: My IET Story

In a break out room, introduce yourself

- Who you are,
- what you do, and
- where you work?

One of the prompts below:

- The IET I'm most proud of is...
- One IET challenge we're working on is...
- A partnership that made a difference



COLLEGE & CAREER
READINESS

Why IET matters

For learners

It shortens the distance between basic skills needs and a real workforce credential.

For Providers

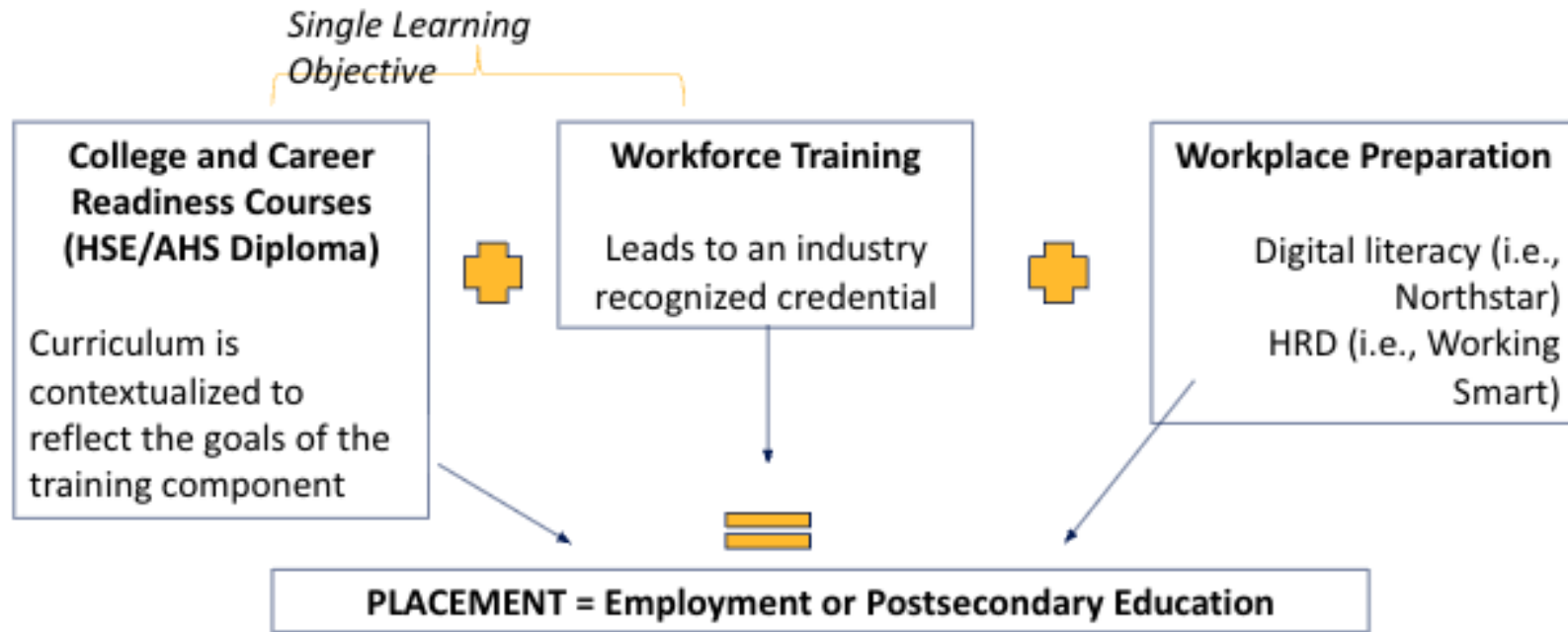
It builds a clearer bridge between College and Career Readiness, Continuing Education, and workforce partners.

For the state

It strengthens credential attainment, measurable skill gains, and local workforce alignment.

IET is not just a program model. It is a way of organizing instruction and partnerships around a real outcome.

How IETs Work



Lead to a recognized credential or employment in an in-demand NC industry.

- The components happen during a shared period of instruction
- Basic skills instruction is contextualized to the work and training tasks
- A single set of learning objectives ties the parts together
- Teams can point to shared assessments, artifacts, and weekly instructional connections

What is an IET?

An IET is:

- concurrent,
- contextualized,
- tied to a specific occupation,
- connected through an SSLO,
- and part of a broader pathway.

Manufacturing IET Bootcamp - Randolph CC

Schedule - COHORT Model

IET Component	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Adult Education and Literacy	HSE or ESOL Online or morning classes	HSE or ESOL Online or morning classes	HSE or ESOL Online or morning classes	HSE or ESOL Online or morning classes	HSE or ESOL Online	HSE or ESOL Online
Workforce Preparation	OSHA-10 5:30 - 8:30 p.m.	OSHA-10 5:30 - 8:30 p.m.	OSHA-10 5:30 - 8:30 p.m.	OSHA-10 5:30 - 8:30 p.m.	Mfg 101 9:00 a.m. - 1:00 p.m.	
Workforce Training						Forklift Training 9:00 a.m. - 1:00 p.m.
Civics (IELCE)	Burlington English - online	Burlington English - online	Burlington English - online	Burlington English - online	Burlington English - online	Citizenship class 1:00 - 4:00 p.m.

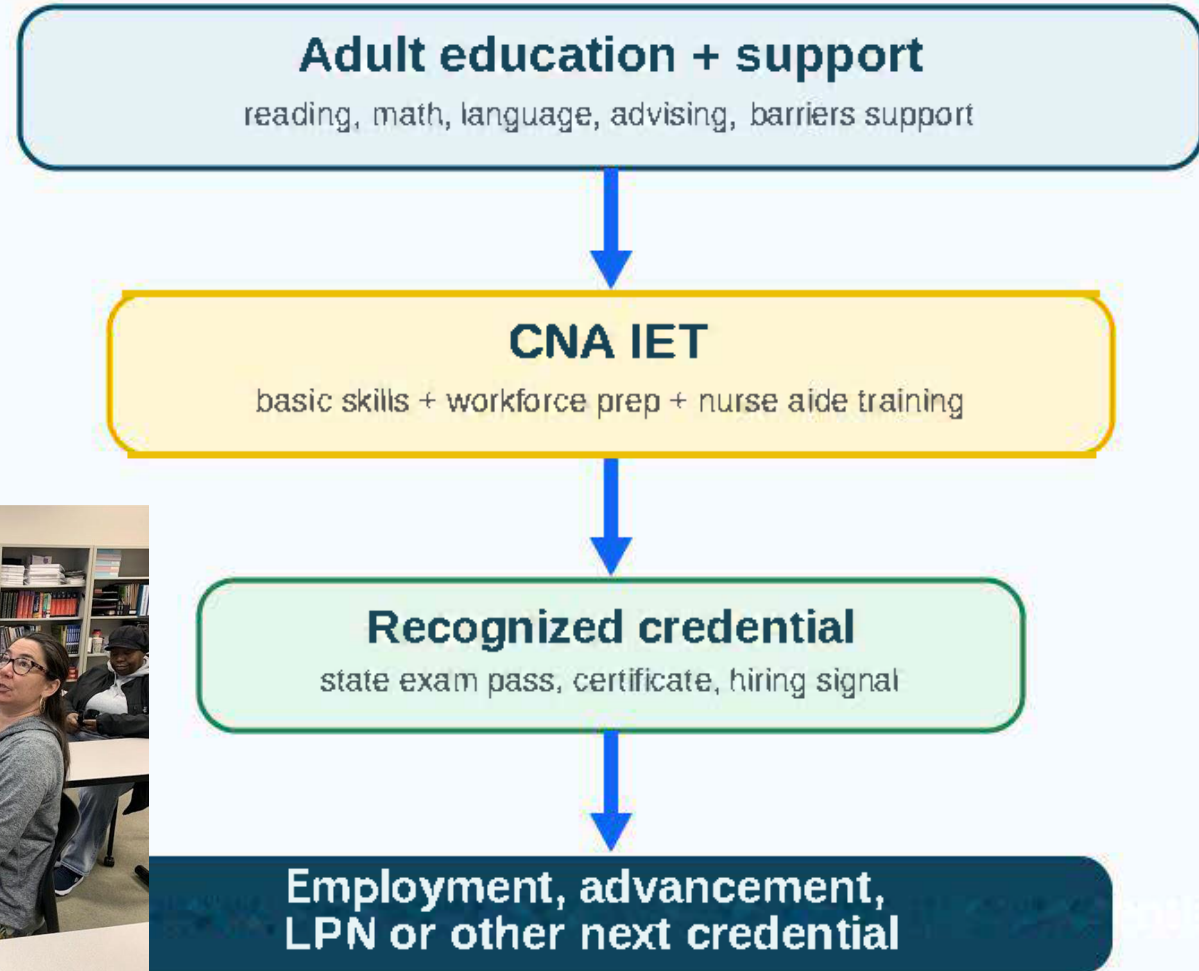
*At completion, students earned a Forklift license and OSHA-10 cert, and were better prepared for the CMfgA class!

A simple pathway example

If a student finishes the IET, what can they do next? More training? Employment? A next credential?



Pathway example: healthcare





COLLEGE & CAREER READINESS

What strong IET design looks like

1. Local demand

The pathway is supported by labor market data and local employer reality.

2. Clear credential

Students earn something that employers recognize and staff can verify.

3. Usable SSLO

The SSLO helps instructors plan, not just complete a requirement.

4. Visible concurrency

The schedule shows how components overlap in real time.

5. Advising built in

Programs know who owns intake, follow-up, and barrier removal.

6. Evidence plan

MSG sources and credential verification are known before launch.

Local Labor Market Needs

REGIONAL LABOR MARKET OVERVIEW

» Rivers East WDB | August 2025 Data*



MONTHLY TRENDS

NC Department of Commerce | Labor & Economic Analysis | 919.707.1500 | lead@nccommerce.com

Unemployed Individuals **5,516**

Employed Individuals **118,983**

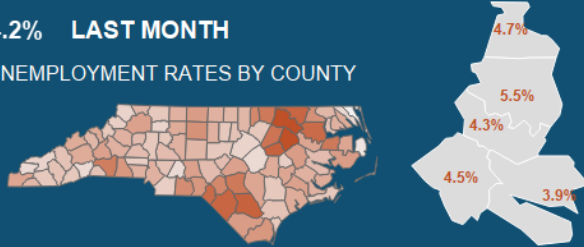
Labor Force
124,499

4.4%

North Carolina 3.7%
United States 4.3%

4.2% **LAST MONTH**

UNEMPLOYMENT RATES BY COUNTY



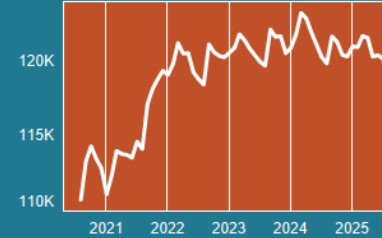
-1,268

CHANGE IN EMPLOYED FROM PREVIOUS MONTH

NUMBER OF EMPLOYED OVER LAST 5 YEARS

-917

CHANGE IN EMPLOYED FROM ONE YEAR AGO



past 90 days from October 27, 2025

WHO'S HIRING

- East Carolina University 289
- Thermo Fisher Scientific Inc. 116
- ECU Health 109
- Pitt County Schools 109
- Perdue Farms, Inc. 74
- Food Lion 73
- Walmart Inc. 63
- McDonald's Corporation 51

WHAT JOBS

- Registered Nurses 173
- Customer Service Representatives 122
- Retail Salespersons 121
- Teachers and Instructors, All Other 107
- Physicians, All Other 96
- Nurse Practitioners 95
- General and Operations Managers 66
- Teaching Assistants, Preschool, Elementary, Mid. 62

METRO JOBS

Greenville MSA
84,200

-400

CHANGE IN JOBS FROM PREVIOUS MONTH

Industry Detail

TAXABLE RETAIL SALES

\$490,771,994

10.2% CHANGE FROM ONE YEAR AGO

JOB OPENINGS

3,014

-27 CHANGE FROM PREVIOUS MONTH

*August 2025 data is preliminary. Taxable Retail Sales data reflect August 2025 and Job Openings data reflect July 2025.

NC
COMMUNITY COLLEGES
COLLEGE & CAREER READINESS

MSGs in IETs: keep the evidence concrete

Programs do better when they decide the evidence chain before students begin.

MSG 3

Postsecondary transcript or report card showing satisfactory progress toward a credential.

MSG 4

Milestone or progress point within the training sequence, supported by documented progress evidence.

MSG 5

Pass record or credential evidence from a recognized occupational exam or industry benchmark.

Examples of stronger documentation include transcripts, module check-offs, employer milestone letters, exam pass records, and credential certificates.



**COLLEGE
& CAREER
READINESS**

A practical development workflow

The cleanest way to build an IET is to answer the major questions in sequence.

- Identify a pathway with labor market demand and training feasibility
- Choose a clear credential and confirm entry requirements
- Form the cross-functional team
- Draft the SSLO and contextualized instruction plan
- Map concurrency on the schedule
- Name intake, support, and evidence routines
- Submit the IET template and prepare for launch

Reality check before recruitment

Do we know the start date?

Do we know the requirements and costs?

Do we know who handles referrals and support routing?

Do we know how success will be documented?

NC

COMMUNITY
COLLEGES

COLLEGE
& CAREER
READINESS



COLLEGE & CAREER READINESS

What local teams should do next

Keep the next move small, visible, and shared across roles.

Directors

Review current IETs for clarity, demand, and evidence. Identify one pathway to strengthen this month.

Instructional staff

Revisit the SSLO and locate where it appears in weekly plans and shared assessments.

Navigators and partners

Clarify the single front door, touchpoints, referral routines, and who follows up when risk appears.

Breakout Room or Whole Group Discussion

- Which current pathway at your college is closest to a strong IET?
- Where do learners fall off most often: intake, start, week 1 to 2, or credential stage?
- What workforce program on your campus is the most realistic place to build or strengthen an IET next?
- What evidence routine needs to be clarified before your next cohort begins?

Questions

Questions