Integrated Education and Training

An Overview of Pertinent WIOA Statutes and Federal Regulations

This document contains the following information regarding Integrated Education and Training as authorized in WIOA and associated regulations:

* Definition
* Required Components, including citations and related definitions
* Guidance regarding the term “integrated”
* Guidance regarding the term “educational and career advancement.”

Definition

Integrated Education and Training (IET) is defined in WIOA Section 203(11) as: *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.*

Required Components

The required components of an IET program are specified in C34 CFR 463.36 as:

1. *Adult Education and literacy activities as described in 463.30*
2. *Workforce preparation activities as described in 463.34, and*
3. *Workforce training for a specific occupation or occupational cluster, which can be any of the training services defined in section 134(c)(3)(D) of WIOA.*

The specific allowable services, as defined in statute and (proposed) regulation for each of these components are included below.

1. **Adult Education and literacy activities as described in 463.30:**
   1. Adult Education
   2. Literacy
   3. Workplace adult education and literacy activities
   4. Family literacy activities
   5. English language acquisition (ELA) activities (defined in 463.31)
      1. Designed to help eligible individuals who are English language learners to achieve competence in reading, writing, speaking, and comprehension of the English Language
      2. That leads to attainment of a secondary school diploma or equivalent; transition to postsecondary education/training; or employment
   6. Integrated English literacy and civics education (defined in 463.33 and 463.70)
      1. 463.33(a): Services that provide EL learners who are adults, including professionals with degrees or credentials in their native countries, that enable such adults to achieve competency in the English language and acquire the basic and more advanced skills needed to function effectively in society as parents, workers, and citizen.
      2. 463.33(b): Must include instruction in literacy and ELA, and instruction on the rights and responsibilities of citizenship and civic participation and may include workforce training.
      3. 463.70(c): Such educational services must be delivered in combination with integrated education and training services as described in 463.36
   7. Workforce preparation activities or
   8. Integrated Education and training
2. **Workforce preparation activities as described in 463.34:**
   1. Activities programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and
   2. self-management skills including; utilizing resources; using information; working with others; understanding systems; skills necessary to transition into and complete postsecondary education, training, or employment; and other employability skills that increase an individual’s preparation for the workforce.
3. **Workforce training for a specific occupation or occupational cluster, which can be any of the training services defined in section 134(c)(3)(D) of WIOA:** 
   1. (i) Occupational skills training, including training for nontraditional employment
   2. (ii) On the job training
   3. (iii) Incumbent worker training in accordance with subsection 134(d)(4)
   4. (iv) programs that combine workplace training with related instruction, which may include cooperative education programs
   5. (v) Training programs operated by the private sector
   6. (vi) skill upgrading and retraining
   7. (vii) entrepreneurial training
   8. (viii) transitional jobs in accordance with subsection 134(d)(5)
   9. (ix) job readiness training provided in combination with services described in any of clauses (i) through (viii)
   10. (x) adult education and literacy activities, including activities of English Language acquisition and integrated education and training programs, provided concurrently or in combination with services described in any of clauses (i) through (vii), and
   11. (xi) customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

Guidance on “Integrated”

In C34 CFR 463.37 the Department of Education further clarifies what it means for an IET program to meet the requirement that the three components are “integrated.” The regulation states that the three components must be provided concurrently and contextually such that:

1. Within the overall scope of a particular integrated education and training program, the adult education and literacy activities, workforce prep activities, and workforce training activities are:
   1. Instructionally balanced proportionally across the three components, particularly with respect to improving reading, writing, mathematics, and English proficiency of eligible individuals
   2. Occur simultaneously, and
   3. Use occupationally relevant instructional materials
2. The integrated education and training program has a singe set of learning objectives that identifies specific adult education content, workforce prep activities, and workforce training competencies, and the program activities are organized to function cooperatively.

Guidance on “Educational and Career Advancement”

In C34 CFR 463.38 the Department of Education further clarifies what it means for an IET program to meet the requirement that the program be “for the purpose of educational and career advancement.”

A provider meets the requirements for educational and career advancement if:

1. The adult education component of the program is aligned with the State’s content standards for adult education as described in the State’s Unified or Combined State Plan; and
2. The integrated education and training program is part of a career pathway.