



Wisconsin Integrated Education & Training (IET) Design Camp

Learning Session 3
Design and Plan Phase

We were built for this moment

Learning Session Goals



Describe why having an IET design team is valuable to IET program design and development



Identify three types of goals and how to apply the SMART Goals method to each one



The Importance of the IET Design Team

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Design Team Composition

Why a design team?



To inform your IET program design and ensure it connects to a viable career pathway

Potential Design Team Members:

- Postsecondary education and training partners from technical colleges, local industry
- Workforce Development Board or American Job Center representatives
- Community- based organizations
- Health and human services providers – Department of Children and Families
- Local and state government officials
- Employers
- Department of Corrections/jails

Team Purpose Statement



A team purpose statement clarifies the need for and expectations of the team to potential members, including:

- What the team will do
- For whom
- Why

Example

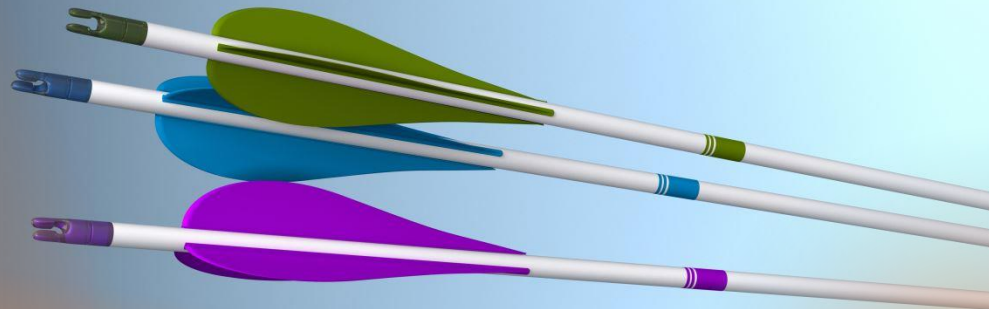
We will design an Integrated Education and Training (IET) program to support and train adult learners to be successful as a customer support representative and meet local workforce demand in the information technology industry.



Three Types of IET Goals

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IET Goals and Outcomes



SMART Goals are:

- Specific
- Measurable
- Achievable
- Relevant
- Time-bound

Three types of IET Goals

Learner
goals

Program
goals

Partner
goals

Three Types of IET Goals: Learner Goals

Learner goals describe expected successful workforce and academic outcomes for the target population

SMART Goals are:

- Specific
- Measurable
- Achievable
- Relevant
- Time-bound

Example: Learners will gain the academic achievement and technical skills required to attain the Manufacturing Technician Level 1 Certification upon successful completion of the 12-week session.

Three Types of IET Goals: Program Goals

- Program goals describe the overall desired outcomes of the program.

SMART Goals are:

- Specific
- Measurable
- Achievable
- Relevant
- Time-bound

Example: The Manufacturing Technician IET program will prepare learners at NRS levels 4 or 5 to achieve the HSE testing readiness, obtain a Manufacturing Technician Level 1 certificate, transferrable post-secondary credits, and secure employment within 6 months of program completion

Three Types of IET Goals: Partner Goals

Partner Goals focus on engagement or outcomes important to partners.

SMART Goals are:

- Specific
- Measurable
- Achievable
- Relevant
- Time-bound

Example: Each term, the American Job Center will provide Individual Training Accounts (ITA) to fund the training component and co-enroll learners into Title 1, where they will also receive individualized career services that prepare learners to apply, interview, and obtain employment in the target occupation of the IET .

Summary



- A design team which represents a diversity of roles, ideas, and backgrounds can provide essential information on IET design and make your IET even stronger.
- A team purpose statement can further solidify and elevate the purpose of your IET design team. In specific having an employer perspective is essential.
- Program, learner, and partner goals are higher level goals which will help you design your IET program. They are different than the individual learner goals.
- Applying the SMART goal approach will ensure that your goals are intentional and targeted.

**The road to success is not
always linear**

