



Wisconsin Integrated Education & Training (IET) Design Camp

Learning Session #5
Design the Learner Experience

We were built for this moment

Learning Session Goals

Explore the four phases of the learner experience: pre-enrollment, enrollment and intake, participation, and transition to a career or additional education or training opportunities.

Integrated Education and Training Design Toolkit- Phase 2 Design and Plan



Integrated Education and Training Design Toolkit



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Learner Experience

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4 Pillars of Guided Career Pathways



Pillar 1: Create clear curricular pathways to employment and offer opportunities for ongoing skills development to support career mobility.



Pillar 2: Help students choose and enter their pathways, build on prior experience, explore career options, and connect with work.

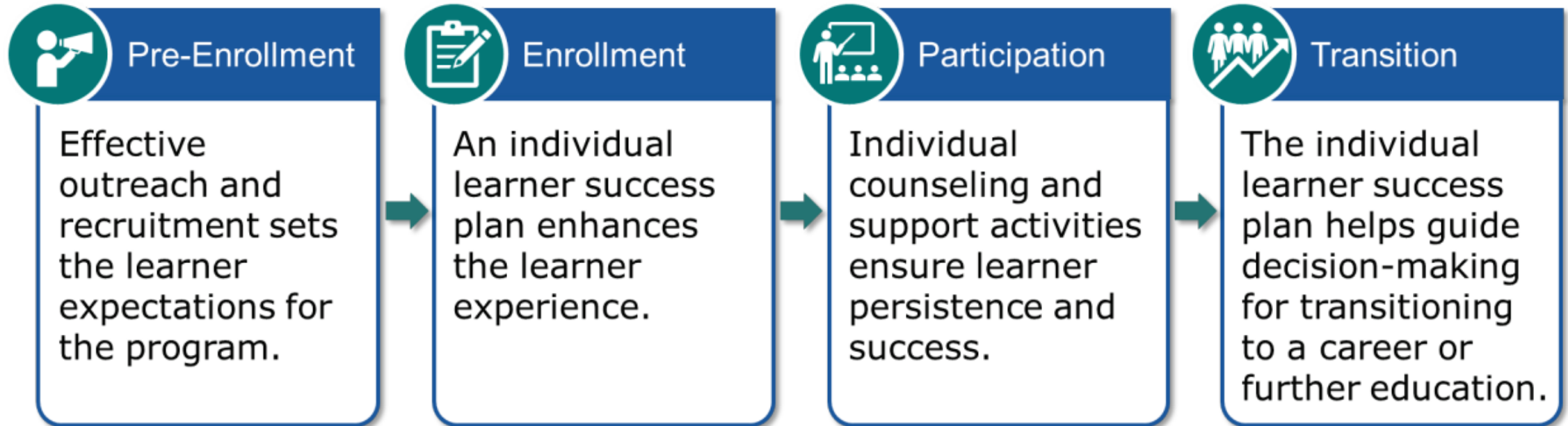


Pillar 3: Help students stay on their paths to complete their employment and transfer goals, and design programs with the flexibility to allow learners to reenter at any point.



4: Ensure that learning happens with intentional outcomes in both the classroom and work-based settings.

Four Stages of the Learner Experience



Pre-Enrollment



Outreach and Recruitment



Develop outreach strategies that reach your target audience and ensure equitable access.



Survey existing outreach materials for ideas or use focus groups to gather feedback.



Convey the value of in-demand jobs and the acquisition of industry recognized and/or postsecondary credentials to prospective adult learners.



Design your materials with language that speaks to multiple audiences and uses visuals to convey messages.



Leverage partnerships to increase learner outreach and recruitment

Enrollment

Ensure the applicant meets enrollment criteria and identifies types of supports needed.



An individual learner success plan that includes elements that support learner needs, accessibility needs, and college and career planning, as appropriate.



Enrollment criteria, including required assessment(s) for entry and passing score(s).



Program registration intake forms that incorporate the individual learner success plan.



Learner materials to distribute during intake.

Participation

Ensure learners have the necessary support to persist and succeed in the IET program.



Individual counseling to address learners' unique challenges.

Direct learner activities that are comprehensive, well integrated, and supported by quality tools.

Tracking systems that support ongoing monitoring and documentation of attendance, services, and outcomes.

Effective policies, practices, and infrastructures that support staff and partners.

A cohort or mentoring program for learners.

Transition Support for Career Planning and Further Education or Training

Ensure that program participants understand the IET career pathway and strategies for a smooth transition to continued training or employment.

Integrate into programs in three ways:

Include intentional activities that orient learners to the full career pathway, including on ramps, off ramps, transferrable skills to other industries, etc.

Provide counseling customized to individual learners, including goal setting and transitional supports.

Integrate support activities into the curriculum, e.g., bring industry representatives into the classroom or provide job shadow experiences

Promoting Digital Literacy

Digital literacy skills are the skills associated with using technology to enable users to find, evaluate, organize, create, and communicate information. (WIOA and the Museum and Library Services Act of 2010.)

- Basic Computer Skills
- Network Literacy
- Digital Problem Solving
- Information Literacy
- Media Literacy



Summary



- The IET Program structure design will drive the experience your learner has. This begins with outreach and recruiting and continues through the transition to employment or other education opportunities.
- Consider how you incorporate career planning and transition to employment upon completion of the IET.
- Partnerships are essential in supporting learners as they enter, complete, and transition from the IET program.

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

