



# ICAPS

*Illinois' Integrated Education and Training Models*  
Integrate Illinois – Skills. Jobs. Economic Opportunity.

## Introduction to Integrated Education and Training Models

**Aime'e Julian, PhD, Director**

Illinois Center for Specialized Professional Support



# Questions we are here to help answer!

- ❑ What is an ICAPS / IET program?
- ❑ Who needs to provide ICAPS/ IET programs?
  - ❑ Who is responsible for the components of an ICAPS/IET?
- ❑ What are the benefits of a ICAPS/IET?
  - ❑ How can this kind of program help our students?
- ❑ What are we doing that we can build on?
- ❑ What resources are available?



**ICAPS**  
Illinois' Integrated Education and Training Models  
Integrate Illinois – Skills. Jobs. Economic Opportunity.



# ICAPS

*Illinois' Integrated Education and Training Models*

Integrate Illinois – Skills. Jobs. Economic Opportunity.

## What is an ICAPS / IET program?

# ICAPS is ... Integrated Career & Academic Preparation System

The Integrated Career & Academic Preparation System (ICAPS), is the implementation of the IET (Integrated Education and Training) model in Illinois.

ICAPS aims to provide an integrated pathway in Career and Technical Education (CTE) for college credit and program certificate opportunities for Adult Education and Literacy (AEL) students that lack basic skills.

Through ICAPS programs students work to complete their high school equivalency and are co-enrolled in credit CTE courses/certificates through an integrated instructional model — supplemented by support courses, comprehensive student supportive services, and augmented by team teaching that includes CTE faculty and basic skills instructors. The model provides career pathway/employment opportunities for students while enabling their transition into additional postsecondary certificate/degree programs.

# IET is...Integrated Education and Training

Definition from WIOA Section 203 (11)

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.

# Illinois' Model for ICAPS/IET

## Pre-IET

### Model A - Pre-Bridge

- Contextualized Adult Education Curricula
- Career Development
- Transition Services
- Technology Skills
- Employability Skills
- Levels 4.0-5.9

### Model B - Bridge

- Contextualized Adult Education Curricula
- Career Development
- Transition Services
- Technology Skills
- Employability Skills
- Levels 6.0-8.9

## ICAPS/IET

### ICAPS Model One

- Contextualized and Integrated Adult Education Curricula
- Career Development/Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- College Credit-bearing Career and Technical Education (Workforce Training)
- Shared Learning Objectives
- Team-Taught Environment
- Contextualized Support Class
  
- Results in:
  - High School Equivalency
  - Industry Recognized Credentials
  - Employment Opportunities
  - Transferrable College Credit
  - Stackable College Credentials

### ICAPS Model Two

- Contextualized and Integrated Adult Education Curricula
- Career Development/Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- Non-Credit (Articulation Agreement with Community College for possible Credit)
- Technical /Workforce Training
- Shared Learning Objectives
- Team-Taught Environment
- Contextualized Support Class
  
- Results in:
  - High School Equivalency
  - Industry-Recognized Credentials
  - Employment Opportunities

# What is Pre-ICAPS/IET

## Model A – Pre-Bridge

- Contextualized Adult Education Curricula
- Career Development
- Transition Services
- Technology Skills
- Employability Skills
- No Resulting Credentials
- Levels 4.0-5.9

## Model B - Bridge

- Contextualized Adult Education Curricula
- Career Development
- Transition Services
- Technology Skills
- Employability Skills
- Credentials Possible
- Levels 6.0-8.9

# Model One – ICAPS/IET

## INTEGRATED CAREER AND ACADEMIC PREPARATION SYSTEM COMPONENTS

- Contextualized and Integrated Adult Education Curricula
- Career Development / Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- **College Credit-bearing Career and Technical Education (Workforce Training)**
- Shared Learning Objectives
- Team-Taught Environment
- Integrated Support Class

### Results in:

- ▶ High School Equivalency (HSE)
- ▶ Industry Recognized Credentials
- ▶ Employment Opportunities
- ▶ **Transferrable College Credit**
- ▶ **Stackable College Credentials**



**ICAPS**

Illinois' Integrated Education and Training Models  
Integrate Illinois – Skills. Jobs. Economic Opportunity.



# Model Two – ICAPS/IET

## INTEGRATED CAREER AND ACADEMIC PREPARATION SYSTEM COMPONENTS

- Contextualized and Integrated Adult Education Curricula
- Career Development / Workforce Preparation
- Transition Services
- Technology Skills
- Employability Skills
- Comprehensive Student Support Services
- **Technical/Workforce Training**
- Shared Learning Objectives
- Team-Taught Environment
- Contextualized Support Class
- Non-credit Articulation Agreement with Community College for possible credit

Results in:

- ▶ High School Equivalency (HSE)
- ▶ Industry Recognized Credentials
- ▶ Employment Opportunities



# Three Parts of an IET

## Adult Education & Literacy Activities

- WIOA Title II Rules §463.30

## Workforce Preparation Activities

- WIOA Title II Rules §463.34

## Workforce Training


- WIOA Section 134(c)(3)(D)

# Fun Fact of ICAPS/IET

The law says....

The three components of integrated education and training (IET) **MUST** be provided concurrently as well as contextually (integrated).

The components **CANNOT** be provided sequentially and be classified as IET.



# Required Component #1

## Adult Education and Literacy Activities

# Adult Education and Literacy Activities

Adult Education

Literacy

Workplace Adult Education and Literacy Activities

Family Literacy Activities


English Language Acquisition Activities

Integrated English Literacy and Civics Education (IEL/CE)

Workforce Preparation Activities

Integrated Education and Training





# Required Component #2

## Workforce Preparation Activities

# Workforce Preparation Activities

Activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in *utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.*



-WIOA Section 203 (17)

# Workforce Preparation Activities

Utilizing Resources

Using Information

Working With Others

Understanding Systems

Transitioning Skills

Other Employability Skills



## Required Component #2

### Workforce Preparation Activities

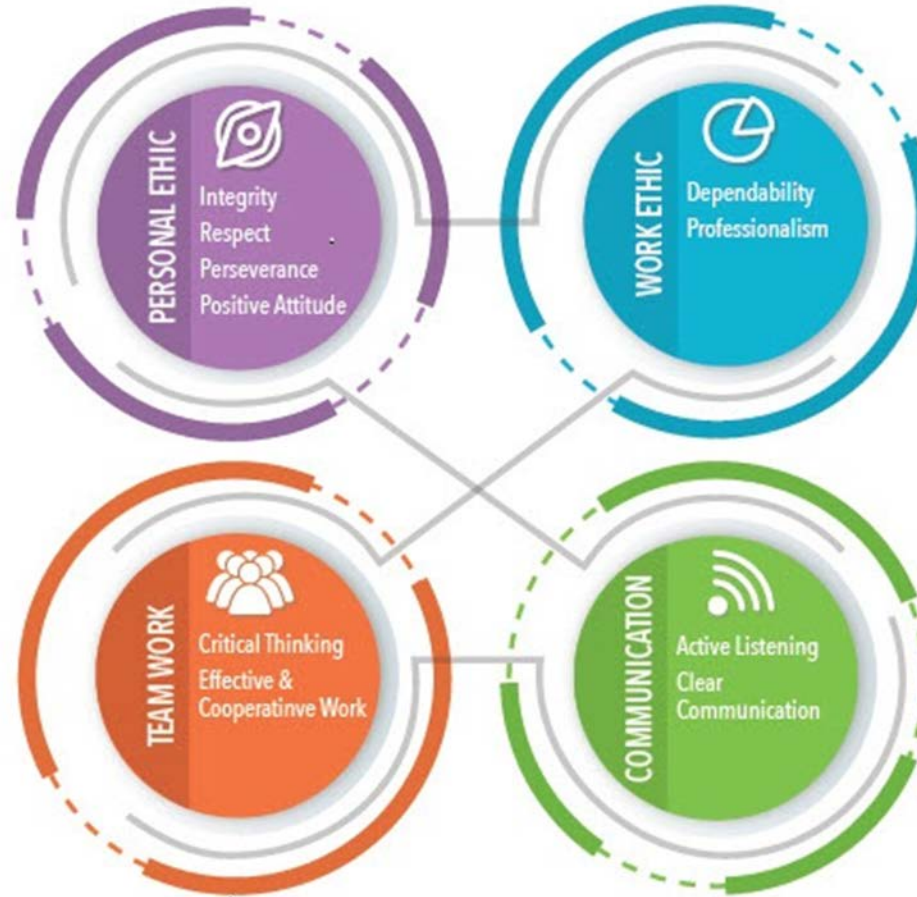
What might you already be doing to address this component?

What could you add tomorrow?

# Illinois Essential Employability Skills



Illinois Essential Employability Skills  
Framework and Self-Assessment



# Required Component #3

## Workforce Training

# Workforce Training

Workforce training for a specific occupation or occupational cluster which can be any one of the training services defined in section 134(c)(3)(D) of the Act.

-WIOA Title II Rules §463.36

## 1. Occupational Skills Training

- Including for nontraditional employment (by gender)

## 2. On-The-Job Training (OJT)

- ex. Apprenticeships

## 3. Incumbent Worker Training

- In accordance with WIOA Sec. 134(d)(4)

## 4. Combined Workforce Training / Related Instruction

- Including cooperative education programs

# Workforce Training

2 of 3

5. Private Sector Training Programs

6. Skill Upgrading and Retraining

7. Entrepreneurial Training

8. Transitional Jobs

- In accordance with WIOA Sec. 134(d)(5)

## 9. Job Readiness Training

- In combination with activities i-viii above

## 10. AEL Activities, including ESL/ELA and IET

- Concurrently or in combination with activities i-vii above

## 11. Customized Training

- With commitment from employer or group of employers to employ an individual upon completion of training

# ICAPS Model One (COLLEGE CTE) – What does workforce training look like

- Internships
- Apprenticeships
- Work-based Learning
- Job Shadowing
- And so much more... can you think of others at your college?



# Can you now answer?

- ❑ What is an ICAPS / IET program?
- ❑ Who needs to provide ICAPS/ IET programs?
  - ❑ Who is responsible for the components of an ICAPS/IET?
- ❑ Why are the benefits of a ICAPS/IET?
  - ❑ How can this kind of program help our students?
- ❑ What are we doing that we can build on?  
What resources are available?



**ICAPS**  
*Illinois' Integrated Education and Training Models*  
Integrate Illinois – Skills. Jobs. Economic Opportunity.

## Questions...

What potential workforce partners do you have?

What other partnerships do you need to develop?

**Resources** – *all resources are developed in partnership between Adult Education and CTE*



**ICAPS**

*Illinois' Integrated Education and Training Models*  
Integrate Illinois – Skills. Jobs. Economic Opportunity.



# ICAPS

Illinois' Integrated Education and Training Models  
Integrate Illinois - Skills, Jobs, Economic Opportunity.

309-438-5122

ICAPS  
TOOLKIT



[ICAPS INFORMATION](#)   [PARTNERS](#)   [ICAPS/IET AND BRIDGE/PRE-IET PROGRAMS](#)



**Team  
Teaching**



**Navigator**



**Administrator**



**Upcoming  
Professional  
Development**

What questions do you have?  
What is your next step(s)?  
What will you try?



**ICAPS**

*Illinois' Integrated Education and Training Models*

Integrate Illinois – Skills. Jobs. Economic Opportunity.



# ICAPS

*Illinois' Integrated Education and Training Models*  
Integrate Illinois – Skills. Jobs. Economic Opportunity.

## Thank you!



Southern Illinois Professional  
Development Center

**icsps** impacting  
educational  
equity

Illinois Center for Specialized Professional Support,  
Illinois State University, College of Education

[www.icapsillinois.com](http://www.icapsillinois.com)