A hand is pointing at a bar chart displayed on a tablet screen. The chart consists of several vertical bars of varying heights, representing data. The background is a blurred blue image of a person's face.

IELCE Strategies for Launch and Growth

NC | COLLEGE & CAREER
COMMUNITY COLLEGES | **READINESS**

Rebecca Loli, Arbyony Cooper, and
Matthew Brown

Share Examples of IETs You Run

- **Instructions:**
- **Introduce Yourself:**
 - Name, Role, Program
- **Share Your IET Experience:**
 - What IET programs are you currently running?
 - What successes or challenges have you faced?
- **Exchange Ideas & Best Practices:**
 - What's working well in your IETs?
 - What innovative approaches have you tried?
- **Let's take this time to connect and learn from each other!**

Student Success

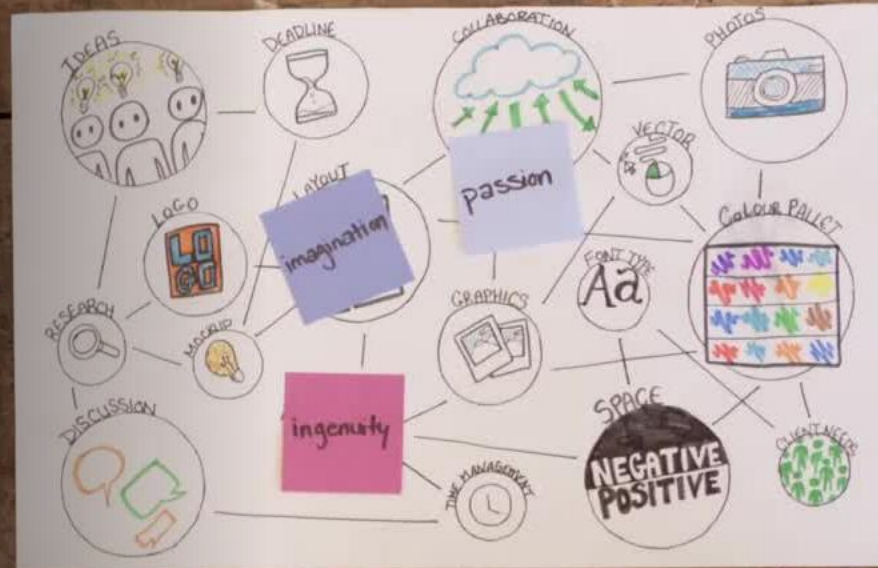
Caldwell
Community
College

Alfredo Thielen



Today we want to:

- Describe the components of an IELCE program
- Make a case for the importance of IELCE programs and IETs for NC workforce
- Explain challenges with running an IELCE program, and advocate for support from NCCCS
- Identify resources for launching or expanding IELCE programs
- Articulate their thinking about whether or not they want to apply for IELCE grant in the next cycle



Immigration's Impact on NC Workforce:

- Immigrants are primarily in their prime working years.
- They increase the size of the workforce.
- Immigration helps offset the slowdown in the working-age population.
(Source: NC Commerce)



A blurred background image of an office environment. Several people are seated at desks, working. The lighting is bright, and the focus is soft, creating a professional and busy atmosphere. The image is split into two vertical panels by a dark line.

Diversity, Equity, & Inclusion:

- **67%** of job seekers consider workplace diversity a key factor in employment decisions.
(Source: Glassdoor, 2014)
- **50%** of employees want their workplace to do more to increase diversity.
- **83%** of millennials are more engaged when their company promotes a diverse and inclusive culture.
(Source: Deloitte Millennial Survey, 2018)

A background image showing a group of business professionals in a meeting. They are gathered around a table, looking at a tablet computer. One person is pointing at the screen, while others are holding smartphones and looking on. The scene is dimly lit, with a focus on the people and their interaction with technology.

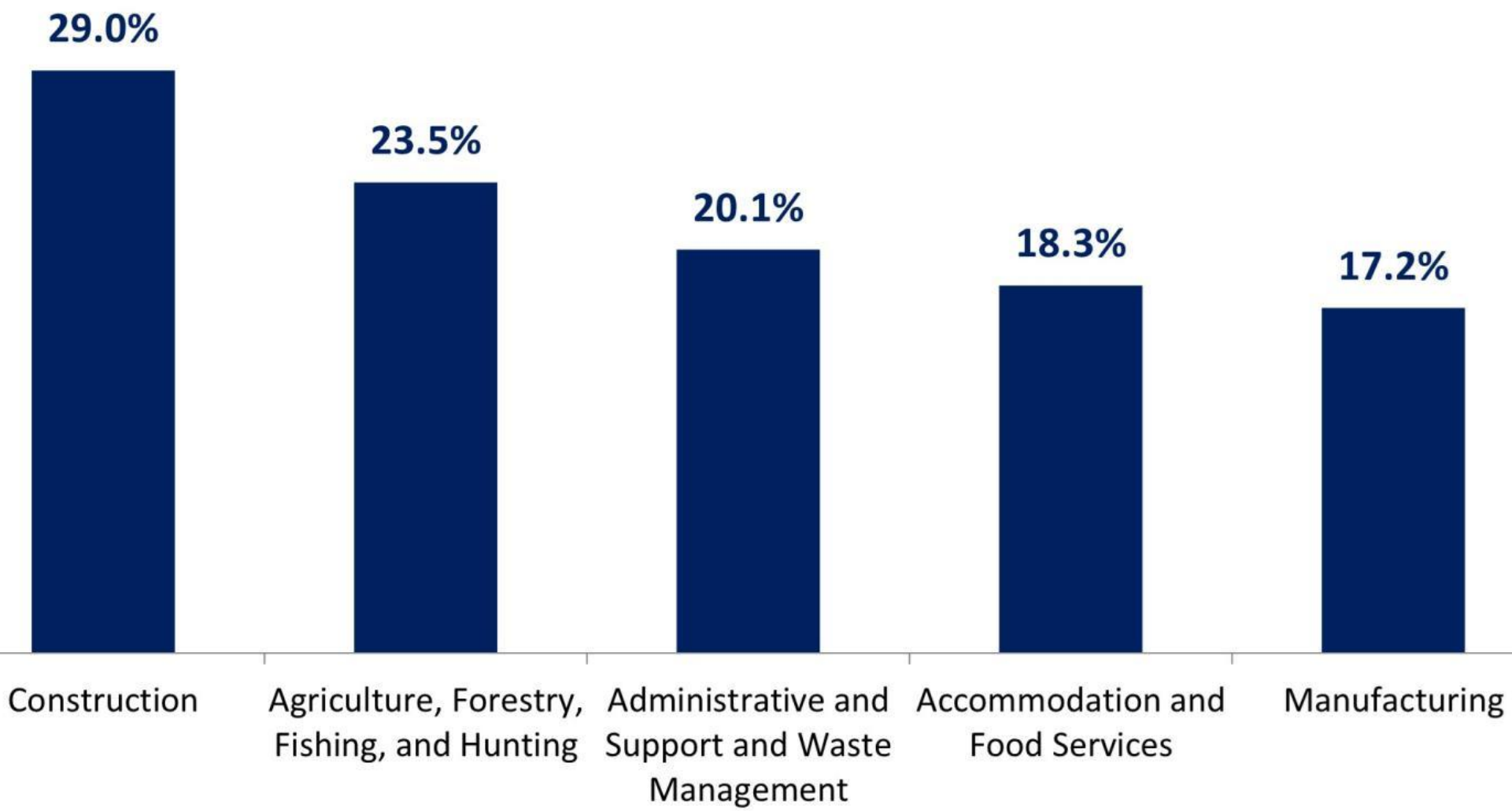
Business Impact of Inclusion:

- Highly inclusive companies see:
 - **1.4x** more revenue
 - **1.7x** more innovation
 - **2.3x** more cash flow per employee

(Source: Gartner, 2018)

Immigrant Workers Comprise Large Share of Construction Industry

NC: Foreign-born share (%) of all industry workers (2022)



Nor

NC Department of Commerce, Labor & Economic Analysis Division (LEAD)
Source: Analysis of data from the Current Population Survey (CPS)

What is our role in
supporting these
workers and
industries?



IETs are an ongoing success in North Carolina

All 30 IELCE providers have approved IETs

IELCE providers have approved IETs in all of the 16 Career Cluster.

797 students are enrolled in IELCE as of last Friday

1600 students enrolled in an IET statewide and 763 of them are from IELCE providers

Statewide we have all Career Clusters represented.

Key Components of IET Programs:

An Integrated Education and Training (IET) program combines adult education, workforce preparation, and job-specific skills training to equip learners for employment in high-demand industries, all within a single, cohesive program.

Integration of Three Required Activities:

- Adult Education and Literacy Activities
- Workforce Preparation Activities
- Workforce Training Activities for a specific occupation or occupational cluster

Career Pathway Alignment:

- IET programs must be part of a career pathway leading to both **educational** and **career advancement**.
- Programs must be aligned with the state's **Adult Education Content Standards**.

IELCE and ELL compared

Adult ELL

- Often have life experiences, such as work or raising a family
- May have prior education in their native language
- Learning English for a specific purpose like work, daily life, or to help their children with school.

Shared Characteristics

- Adult learners of English
- May come from diverse cultural, educational, and linguistic backgrounds
- Goal-oriented and motivated to integrate into the U.S society and workforce.

IELCE

- Enrolled in programs that Integrate English literacy and civics education with workforce preparation.
- Must have an IET to enroll in that ends with an industry recognized credential
- English Language, civics education and workforce must be taught concurrently.

IELCE Funding Formula

IELCE Funding Formula

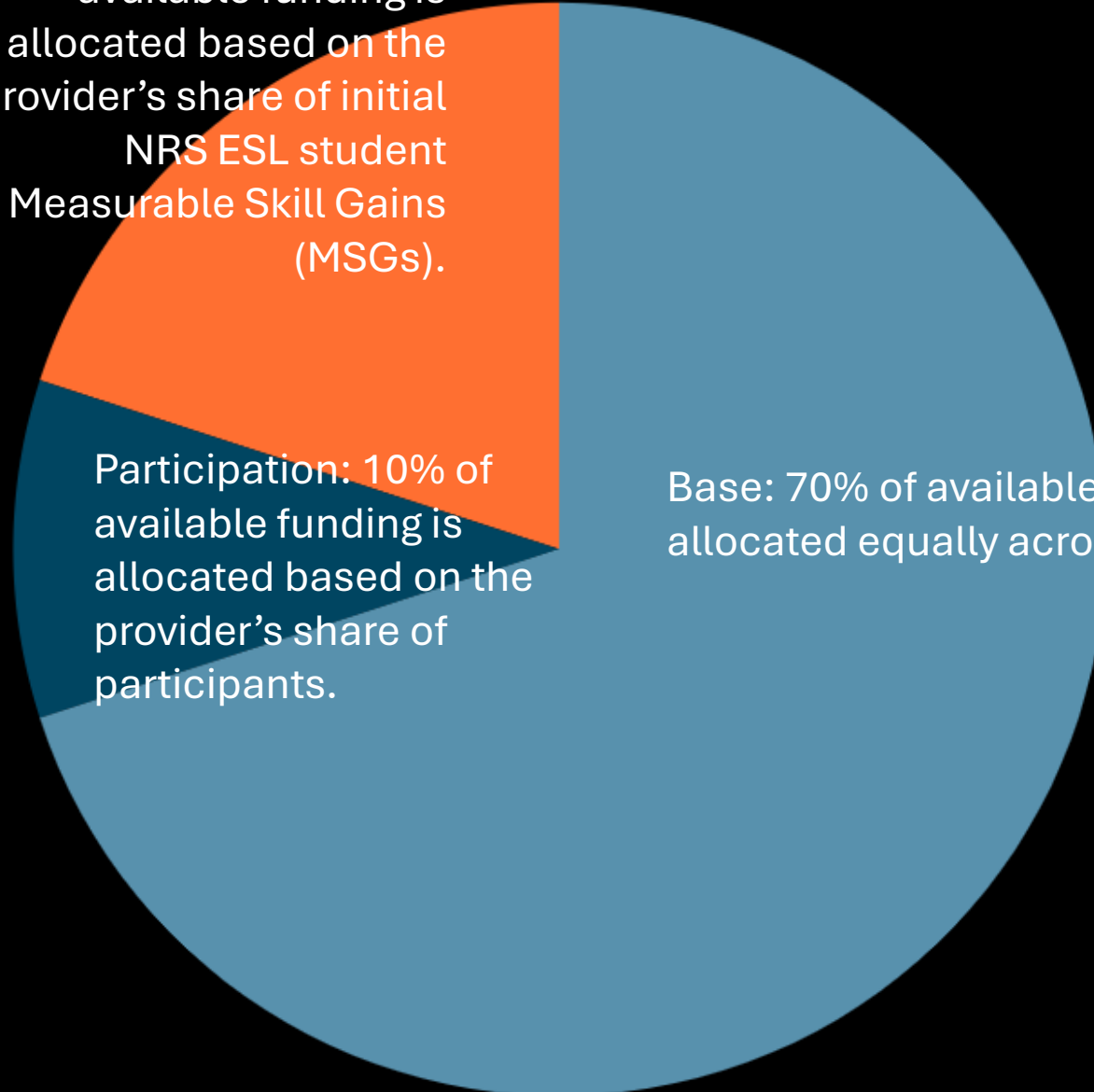
IELCE funding is based on this formula.

The participation and performance components are based on the last full program year's final data set. For example, funding in program year 2022-23 is based on the participation and MSG of students in the 2020-21 program year.

Performance: 20% of available funding is allocated based on the provider's share of initial NRS ESL student Measurable Skill Gains (MSGs).

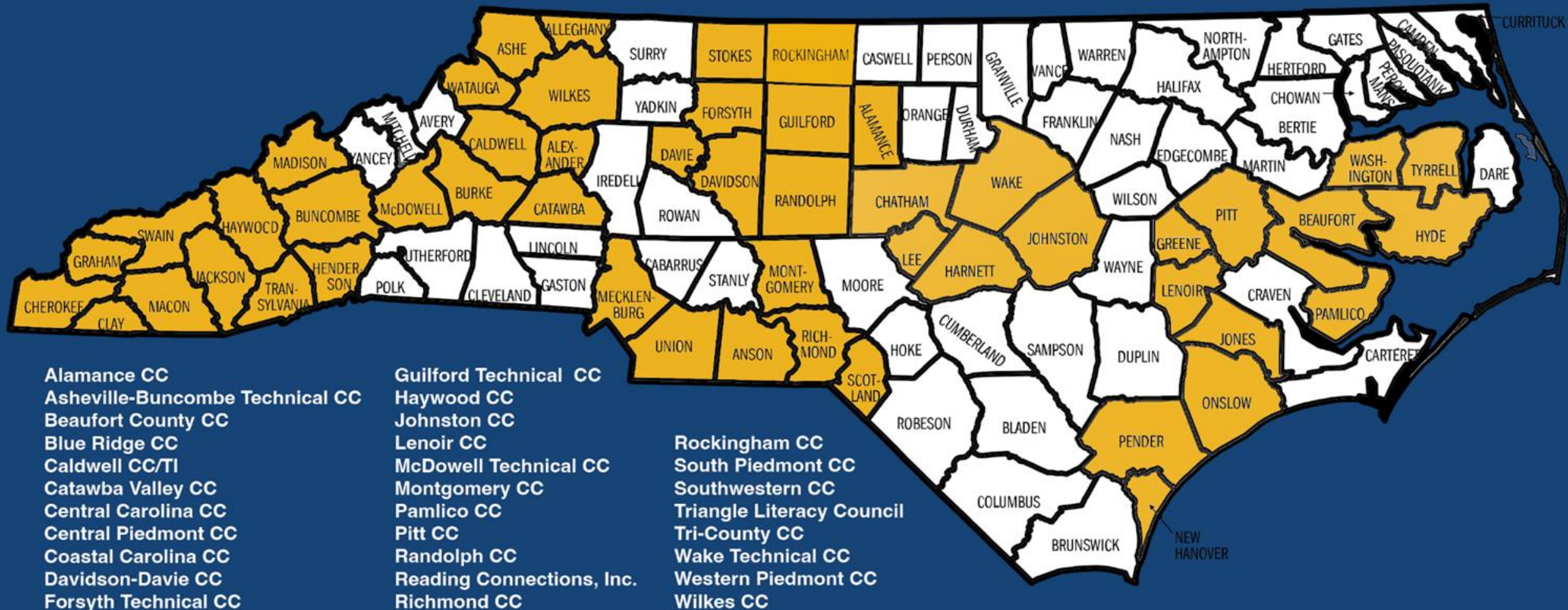
Participation: 10% of available funding is allocated based on the provider's share of participants.

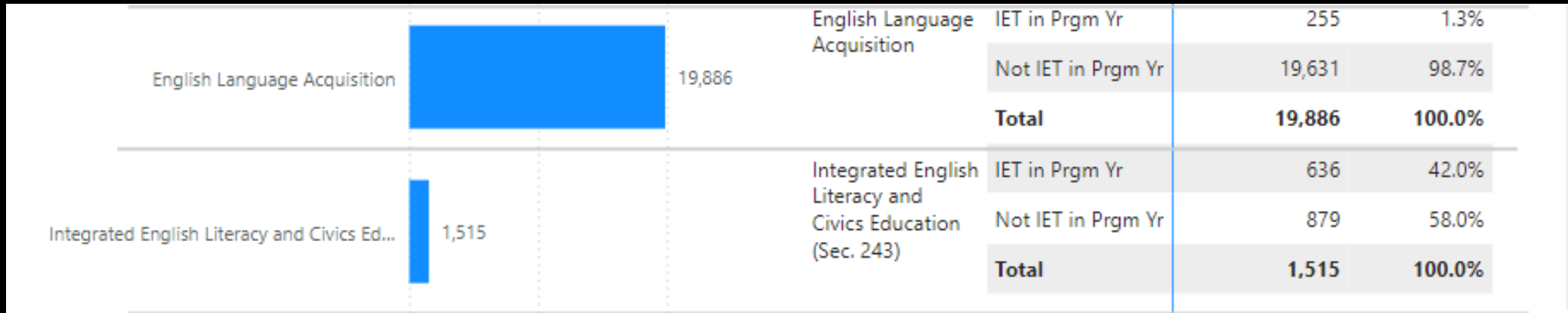
Base: 70% of available funding is allocated equally across providers.



30 providers participate in the IELCE grant

IELCE Coverage of North Carolina





Transitioning to Opportunities for Growth

- Increased Enrollment: More students enrolling in IELCE/IET programs.
- Improved Completion Rates: Students successfully completing career pathways.

(Per Sandra - the number of credentials earned by CCR students increased exponentially from 206 in 22-23, to 1,495 in 23-24!)

How can we help you?

NCCCS Strategic Plan Goal 1: Recruit and retain top talent to enable the North Carolina Community College System to educate and prepare the State's workforce.



Discussion Time – How Can We Tackle These Challenges?

How have you successfully reached the underserved communities?

What professional development opportunities have been most effective for your team?

How can the system office team support your goals?

Program Improvement and Future Planning

Recruitment and Retention: Improved marketing and flexible scheduling.

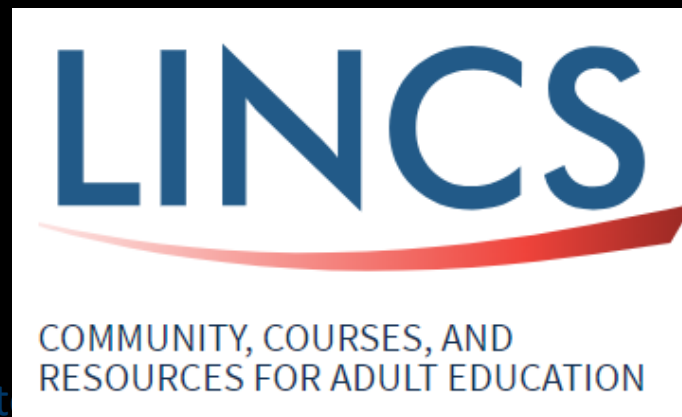
Expansion: New pathways in healthcare and manufacturing.

Support Services: Enhancing digital literacy and language assistance.

LINCS – Expanding Your Knowledge Base

LINCS (Literacy Information and Communication System):

- Professional Development: Free, high-quality online courses.
- Discussion Boards: Engage with a national community of educators and program leaders.
- Resource Collections: Teaching tools, research articles, and policy guides.



[Integrated English Literacy and Civics Education \(IELCE\) Resources | Adult Education and Literacy | U.S. Department of Education](#)

Closing & Future Vision

IET programs are preparing students for high-demand careers. Recruitment, retention, and expansion are key to success. Call to Action: Focus on collaboration and program growth.



Feedback

Instructions:

Before you leave, please take a moment to fill out this quick exit ticket. Your feedback will help us understand how we can support you in the upcoming year.

- **Questions:**

1. **Are you considering applying for IELCE funding next year?**

1. Yes / No / Not Sure

2. **What additional information or resources would help you make that decision?**
(Open-ended response)

3. **What support do you need to implement IELCE effectively in your program?**
(Open-ended response)