

Discover Individualized Occupational Training

What is it?

Individualized Occupational Training (IOT) is a specialized career technical education (CTE) program that connects high school students with career opportunities not offered through traditional CTE pathways at their school. Through structured, hands-on experiences, IOT gives students the chance to explore new industries and develop the skills needed for success in today's workforce.

IOT combines classroom learning with job preparation and hands-on training. Students gain technical and workplace readiness skills aligned with the Idaho Workplace Skills for Career Readiness Standards. Each experience includes oversight from both a certified instructor and an on-site supervisor to ensure students receive meaningful guidance and support.



Why does it matter?

By participating in IOT, your business can:

- Help shape the future workforce by mentoring and training students on-site.
- Promote your industry and introduce students to in-demand careers.
- Build a talent pipeline by engaging with motivated, career-minded students.
- Support your community through educational partnerships.



What's included?

Career exploration and job preparation: Before starting, students complete career exploration and employment preparation coursework to ensure readiness.

Real or simulated work settings: Students gain direct exposure to workplace environments—developing job-specific and transferable skills.

Supervised experiences: Every student has an on-site mentor and is overseen by a certified CTE teacher or coordinator to ensure meaningful engagement and safety.

Skill development aligned to standards: IOT supports the Idaho Workplace Skills for Career Readiness Standards, including communication, responsibility, problem-solving, and more.



Ready to partner?

If you're an Idaho employer or industry partner interested in shaping student futures through IOT, contact your local school or CTE coordinator today to explore collaboration opportunities.



For more information contact
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