

Selected Examples of LMA Initiatives Related to Literacy and Essential Skills

Prepared for the OLC Webinar – “Labour Market Agreements: What Literacy & Essential Skills Programs Need to Know” – Presented by Brigid Hayes, November 15, 2011

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
Alberta	<ul style="list-style-type: none"> • Increased both contract-based and tuition-based funding for Work Foundations as well as occupational and integrated training programs. • Supported young, single mothers with Alberta Works grants to complete secondary school and learn parenting and self-management skills • Developed Easy Reading Job Profiles for adults with low literacy skills with occupation-specific information as well as an accompanying advisor’s guide. • Developed an adult literacy pilot initiative delivered in both the classroom, and at employer worksite • Handbook developed as a resource tool for use in the classroom for multi-barrier immigrants with low literacy and learning issues • Connected the ESL literacy providers and developed an online shared resource that promotes opportunities for professional development and outlines curriculum guidelines. • Developed and delivered improved English language proficiency, literacy skills, Essential Skills, and strategic competence of young adult immigrants with interrupted formal education. • Provided ESL/Adult Literacy training off-site at public libraries for new Canadians. • Built awareness within the construction sector regarding the impacts of language learning and Essential Skills safety training and created effective language learning model for safety in the workforce, including train the trainer, safety posters, Essential Skills and Language Quick Tips information materials. • Launched ESL literacy and settlement /integration language resources relevant to the Alberta Adult ESL Continuum plan. • Expanded Workplace Essential Skills Training (WEST) including literacy training to LMA eligible Albertans employed at various workplace settings, including construction, manufacturing, energy, non-profit, tourism and hospitality/retail sectors
BC	<ul style="list-style-type: none"> • Trades Training for Immigrants - the program is for landed immigrants wanting to build careers in British Columbia’s construction industry. It provides job coaches, who are qualified trades people capable of assessing skills and job potential and who understand the needs of the industry, match suitable job ready immigrants and employers. In addition, projects may include career assessment and planning, workplace language upgrading and orientation, skill

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	<p>enhancements and mentorship.</p> <ul style="list-style-type: none"> • Aboriginal Apprenticeship Strategy - The program is targeted to Aboriginal participants wanting a career in the trades. Enhanced entry-level programs that integrate numeracy, literacy and other Essential Skills into trade related technical training focus on preparing Aboriginal people for successful entry into a variety of trades that will allow them to participate in apprenticeship in any major sector in BC or work with their own First Nations should they choose to remain in their communities. • Return to Work Employability Program - Provides services to low-skilled employed who lack Essential Skills or lack certification, or non-EI eligible unemployed individuals who are within communities that are highly dependent on a single employer or industry that has experienced significant downsizing. The pilot provided employment assistance activities such as assessment, counselling, resume writing, interview techniques, and job finding clubs. In addition, projects included basic skills upgrading, certification, preparation for self-employment, work experience, direct marketing to employers, training allowances, work experience placements, and post-project follow-up, and mentoring. • Skills Plus - Essential Skills Initiative - Supports small and mid-sized businesses to enhance the Essential Skills of current employees.
Manitoba	<ul style="list-style-type: none"> • EAL, literacy, gap, and other Essential Skills training, particularly for immigrants and Aboriginal peoples. • Supported the delivery of project-based training in high demand occupations throughout the province in response to local labour market needs and requirements. This included training projects to provide the opportunity for unemployed and low-income individuals to develop employability and basic construction skills. • Supported the provision of Essential Skills assessment services and training solutions through the Workplace Essential Skills Training (WEST) Centre, supported employers by establishing Essential Skills assessment services and training for existing workers and new hires, including under-represented groups, apprentices, and trades qualifiers in Winnipeg, rural and northern Manitoba. • Support the capacity of community organizations to implement Recognition of Prior Learning (RPL) and Essential Skills services to local residents. • Support programs/services to prepare individuals to access employment/training opportunities, including assessments, employment counselling, employment/training plan development, EAL/literacy, etc. • Supported the development and delivery of portfolio workshops for Aboriginal individuals using a customized training framework of Essential Skills, Recognition

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	<p>of Prior Learning, and Portfolio Development that resulted in individuals completing portfolios to assist them in their career goals.</p>
<p>New Brunswick</p>	<ul style="list-style-type: none"> • Provide support for academic upgrading. Funding supports include tuition, and other financial supports such as day care, transportation, books, etc. The focus of Community Adult Learning Services is on providing skills needed for further training or employment. The program has two objectives: Provide adults with low literacy skills and/or formal credentials deficits access to appropriate training and educational opportunities; and increase the employability of adults who have low literacy skills and/or lack formal credentials. • Work Ability program provides short-term workplace opportunities, to support employment action plans that will develop the skills necessary for permanent employment. Among its objects is to assist unemployed New Brunswickers, who are case-managed, become eligible for Training and Skills Development (TSD) or facilitate their access to academic upgrading (Grades 7-9) • Adult Literacy Collection - Allocation of LMA funds to support the purchase of library materials for adult learners and adult literacy. Funds also support the purchase of library materials on topics related to Essential Skills and employability of interest to adult learners. • Development and delivery of the new Workplace Essential Skills Program. The newly designed WES Service Delivery Model includes the WES Central Office, two WES Centres of Excellence, and Regional WES teams. The WES Program provides learners and employers with Workplace Needs Assessments; Learner Prior Learning Assessment (PLA); Learner Needs Assessment; Individualized WES Learning Plan; Learner Post-Assessment
<p>Newfoundland and Labrador</p>	<ul style="list-style-type: none"> • Successful Transition to Training (ABE) Scholarships - Funding was provided to double the number of scholarships available to eligible individuals who graduate from ABE and go on to pursue postsecondary education. • Literacy Supports and Services - Expand and enhance access to adult literacy and Essential Skills programming, this includes support for unemployed, non-EI eligible individuals and low skilled workers to access support allowances while participating in Adult Basic Education Level I courses. • Fund implementation of initiatives under the Newfoundland and Labrador Strategic Literacy Plan. • Adult Workplace Literacy and Essential Skills - Develop and implement a workplace-directed Adult Literacy and Essential Skills program to support delivery of literacy training and upgrading in the workplace
<p>NWT</p>	<ul style="list-style-type: none"> • Skills Development supports eligible clients to develop essential employability skills, participate in training programs at accredited institutions, and upgrade their skills and knowledge to the demands of an ever-changing labour market.

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	<p>Supports to individuals may include course and tuition costs, books, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Eligible skill development programs include but are not limited to Building Essential Skills, Ready to Work North, Adult Literacy and Basic Education, Pre-employment, Community Skills for Work.</p> <ul style="list-style-type: none"> • Community Initiatives - Working with partners, the NWT will be able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include course purchase of training programs, supporting workplace education programs, community projects. • Building Capacity - The NWT will also focus on building capacity through targeted projects that support territorial wide programming. This may include research and curriculum development. One such project is: <ul style="list-style-type: none"> ○ Essential Skills and Literacy Online Tool - the NWT Literacy Council developed an interactive, online tool and facilitator manual to support Essential Skills development in the North.
Nova Scotia	<ul style="list-style-type: none"> • Provided older workers (aged 55-64) with the skills and tools they needed to successfully re-integrate into the workforce through the provision of employment assistance services, Essential Skills training, and work experience. • Increased access to literacy and Essential Skills programs for hundreds of unemployed Nova Scotians • Adult Learning Initiatives - Supports to career development interventions and skills upgrades for job readiness, language training, computer skills training and literacy & Essential Skills training to improve access to, and retention of, meaningful employment. Adult Learning GAP Program (ALP-GAP) increases participant's employment potential from both a practical and academic standpoint by teaching life skills, adult learning (ALP curricula II and III) and work experience to integrate participants back into the work force. • Development of Transferable Work Skills - increase the number of adults accessing the adult learning and employer-partnered skill development programs. The Province will also provide mentorships and work placements for immigrants, and employability skills and on-the-job training. • Integrated Educational Certification and Workplace Experience - Building on the Nova Scotia School for Adult Learning program, the Province will provide integrated literacy and certificate programs with work experience components that lead to high school completion, post-secondary certificates, and employment for priority groups. • Workplace Essential Skills - Expanded the Nova Scotia Workplace Education Initiative to provide literacy and Essential Skills to workers in Nova Scotian

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	<p>companies.</p> <ul style="list-style-type: none"> Supported the provision of Essential Skills and occupation-specific training with a guaranteed job upon completion to over 160 Nova Scotians who were affected by the downturn in the economy. The Health Care, Tourism and Trucking sectors were supported via this One Journey Work and Learn Initiative. Supported the development of practical apprenticeship exams to assist individuals experiencing difficulties on written exams in receiving their trade certifications through physical demonstrations of their skills and abilities.
Nunavut	<ul style="list-style-type: none"> Implement work place based training and literacy programs through an expansion of Nunavut Arctic College's pre-employment course and the addition of better Essential Skills curricular resources Increased level of foundation skills and Essential Skills to increase opportunities for employment
Ontario	<ul style="list-style-type: none"> Second Career - Up to one year of academic upgrading, required to support skills training can be considered for these individuals. The maximum duration of skills training cannot exceed two years, excluding a maximum of one year for academic upgrading or language training. Literacy and Basic Skills - To expand support for adults needing to acquire higher levels of literacy and basic skills before entering (or moving up in) employment or training. Focus on Ontario Works and Ontario Disability Support clients and those needing literacy upgrading prior to receiving skills training through Second Career. Examples of Ontario activities: <ul style="list-style-type: none"> Expand Literacy and Basic Skills Training, including Academic upgrading Distance learning / e-channel for the Deaf Workplace literacy Ontario Works: Employment Assistance - Employment assistance activities may include: <ul style="list-style-type: none"> Literacy Screening Questionnaire, Assessment and Training Adult Basic Education and Language Training
PEI	<ul style="list-style-type: none"> Training PEI - Program to assist individuals obtain the skills necessary for employment, ranging from basic to advanced skills through direct assistance to individuals and, where applicable, contribution to provincially funded training institution to cover tuition. Workplace Training - Employers often require assistance in training their employees with respect to Essential Skills or job specific skills. This initiative will provide financial support to employers to assist in the development and provision of job-specific training by funding a portion of the salaries of employees while on training and other related training costs. Workforce Re-Entry Assistance - To support adults enrolled in adult education

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	<p>programs who are experiencing difficulties that affect their learning and their future employment success, with professional counseling from Leadership Development Associates Inc.</p> <ul style="list-style-type: none"> • A project for Island Aboriginals facing multiple employment barriers rooted in the lack of appropriate life/ Essential Skills, career knowledge, hands on experience and transition to education and employment
Saskatchewan	<ul style="list-style-type: none"> • Adult basic education on-reserve through the province’s training system. • On-the-job workplace Essential Skills training in partnership with firms and/or sectors to support business and industry, equity organizations and training institutions to provide training for low-skilled job seekers and employees • Programs and services delivered through community-based organizations and institutions that provide individuals with basic employability skills, life skills, workplace literacy, and other Essential Skills needed to attain employment. • Transitions to Employment assists youth with severe cognitive and physical disabilities to gain employability skills essential to the workplace, and to make a transition to employment in their communities.
Yukon	<ul style="list-style-type: none"> • Ready to Work and Canadian Workplace Essentials are nationally recognized programs teaching skills such as understanding responsibility, positive attitudes, adaptability, value of safety, communication, numeracy, job searching, demonstrating confidence, healthy regimen, etc., as well as industry specific knowledge in tourism and customer service. • Essential Skills for Food Prep – Yukon College, Old Crow Campus • Approximately 18% of the LMA budget will be invested in activities that facilitate on-the-job training or workplace based upgrading. Yukon sees training that occurs at the work site as a positive way to learn skills that will assist clients to keep employment and potentially move onto more technical and likely more rewarding work.