

Tools for Transitions Literature Review – April 2013

Learner Assessment

Resource	Can this tool be modified to fit into a Literacy classroom?	Are there tools like this in use in Niagara?	Would this help a client transition to an employment program? Decide when to transition?	What are the strengths of this tool?	What are the weaknesses of this tool?	Notes
Employability Skills 2000+ http://www.jobsetc.gc.ca/toolbox/checklists/employability.jsp	<ul style="list-style-type: none"> • Yes • May work with higher level clients if assistance with some vocabulary • Potential to modify for lower level clients 	<ul style="list-style-type: none"> • Unsure 	<ul style="list-style-type: none"> • Yes • Would help a client determine what job skills required upgrading before attempting program or employment 	<ul style="list-style-type: none"> • Self-reflection • Breaks skills into categories • Uneven rating scale • Clear first person statements • Skill based • Employment focused 	<ul style="list-style-type: none"> • Rating scale must be transferred from first page to each question • High level language 	<ul style="list-style-type: none"> • Could be modified into two parts – self-reflection and practitioner observation
Measure up – Skill plan http://measureup.towes.com/english/testskills.asp?skill=reading_text	<ul style="list-style-type: none"> • Already is being used in LBS classrooms 	<ul style="list-style-type: none"> • Unsure 	<ul style="list-style-type: none"> • Yes 	<ul style="list-style-type: none"> • Essential Skills based • Job specific • Assessment can be scored by practitioner or client depending on skill level 	<ul style="list-style-type: none"> • May not match field of interest which would lack relevance • Very high level 	
Ontario Skills Passport (OSP) – specifically Work Plan http://www.skills.edu.gov.on.ca/OSP2Web/EDU/Welcome.xhtml	<ul style="list-style-type: none"> • Could be used to create learner placements in local business 	<ul style="list-style-type: none"> • No 	<ul style="list-style-type: none"> • Yes • Would help assess workplace skills 	<ul style="list-style-type: none"> • Individualized • Job specific • Task based 	<ul style="list-style-type: none"> • Time intensive for practitioner • Requires digital literacy if client is using tool 	<ul style="list-style-type: none"> • Transition plan is under development – may be helpful in Literacy programs

Resource	Can this tool be modified to fit into a Literacy classroom?	Are there tools like this in use in Niagara?	Would this help a client transition to an employment program? Decide when to transition?	What are the strengths of this tool?	What are the weaknesses of this tool?	Notes
Career Development http://www.manitobacareerdevelopment.ca/CDI/	<ul style="list-style-type: none"> • Yes • Most likely would need to be taken offline to paper copy to work with low to mid-level learners 	<ul style="list-style-type: none"> • No 	<ul style="list-style-type: none"> • Yes • If done in cooperation with an employment program, some tools could be forwarded to employment staff to help understand client goals 	<ul style="list-style-type: none"> • Self-evaluation • Lots of different tools • Clean design • Written to reader 	<ul style="list-style-type: none"> • Lots of options – may be confusing • Requires high level of digital literacy – lots of links and extra documents • For higher level learners only 	<ul style="list-style-type: none"> • Potential to modify as learning modules/lessons in a classroom
WILM http://www.nald.ca/library/learning/matrices/matrices.pdf	<ul style="list-style-type: none"> • Maybe • Idea could be modified to create a soft skills rating scale/matrices 	<ul style="list-style-type: none"> • No 	<ul style="list-style-type: none"> • Could help a client understand where they are and the kind of skills they need to be successful in employment • Could use information from NOC profiles to help client understand where they need to get their skills 	<ul style="list-style-type: none"> • Very clear • Lots of information • Soft skills based – often hard to find 	<ul style="list-style-type: none"> • High level language • Lots of information, almost too much 	
Skillswise http://www.bbc.co.uk/skillswise	<ul style="list-style-type: none"> • Yes 	<ul style="list-style-type: none"> • No 	<ul style="list-style-type: none"> • Could help teach employment skills • Would help practitioners know if the client is ready to transition 	<ul style="list-style-type: none"> • Great design • Easy to follow • Employment relevant language • Written for people with literacy challenges 	<ul style="list-style-type: none"> • Based in the United Kingdom – some language differences e.g. “Maths” • Requires some digital literacy – would be difficult to remove from computer 	

Resource	Can this tool be modified to fit into a Literacy classroom?	Are there tools like this in use in Niagara?	Would this help a client transition to an employment program? Decide when to transition?	What are the strengths of this tool?	What are the weaknesses of this tool?	Notes
Competencies Plus http://www.competencesplus.ca/eng/ga_03_09.pdf	<ul style="list-style-type: none"> • Yes • Language would need to be modified • Time may need to be extended for activities • May not work well in group setting depending on clients 	<ul style="list-style-type: none"> • No 	<ul style="list-style-type: none"> • Helps learners become aware of Essential Skills • Could help practitioners with the discussion of how Essential Skills relate to client goals 	<ul style="list-style-type: none"> • Essential Skills based • Relates to employment goals • Encourages self-reflection • Group delivery • High level language 	<ul style="list-style-type: none"> • Group delivery • Would require modification for literacy delivery 	<ul style="list-style-type: none"> • Could create similar activity for literacy classroom

Practitioner Training

Resource	Would these tools work for literacy practitioners?	Would these tools work for employment staff?	Would these tools help learners transition to employment programs?	What are the strengths of this tool?	What are the weaknesses of this tool?	Notes
The Teaching Toolbox www.ns.literacy.ca/video.htm#tt	<ul style="list-style-type: none"> Advice about Giving Advice – video could be applied to employment advice 	<ul style="list-style-type: none"> Advice about Giving Advice – video could be applied to employment advice 	<ul style="list-style-type: none"> Could help practitioners understand their role in relation to learners/clients 	<ul style="list-style-type: none"> Unique medium to other tools General suggestions about practitioner conduct 	<ul style="list-style-type: none"> Not specific to employment 	<ul style="list-style-type: none"> Similar videos could be created specifically about helping learners reach employment goals
Easy Reading – Help for Career Practitioners alis.alberta.ca/ec/cp/oi/ERadvisors.html	<ul style="list-style-type: none"> Yes Could easily be used in a program 	<ul style="list-style-type: none"> Would help staff work with clients that have low literacy skills 	<ul style="list-style-type: none"> Could help learners work concurrently in literacy and employment programs or transition 	<ul style="list-style-type: none"> May be helpful to use in employment programs where learners are working concurrently in a literacy program Job profiles are very easy to read 	<ul style="list-style-type: none"> Some of the resources must be purchased Aimed at career counsellors not literacy practitioners 	<ul style="list-style-type: none"> Emerging Niagara jobs could be profiled in similar job profiles