

SkillPlan PRESENTS:

A CONFERENCE FOR PRACTITIONERS

Essential Skills in Instruction:

From **WHAT** TO **HOW**



Conference Program

The Essential Skills in Instruction Conference takes place on Wednesday, October 28 and Thursday, October 29, 2009, at the Delta Ottawa Hotel. Both days of the conference feature a keynote speaker as well as a number of breakout sessions. Wednesday is a full day that finishes with a social event, and Thursday's events wrap up in the afternoon with prize giveaways.

Conference Schedule

Day 1

8:45-9:15	Welcome : Lynda Fownes (SkillPlan) Rachel Wernick (HRSDC)
9:15-10:45	Keynote Speaker: Scott Murray
11:00-12:00	Breakout Session One
12:00-1:00	Lunch (provided)
1:00-2:00	Breakout Session Two
2:15-3:15	Breakout Session Three
4:30-6:30	Networking Social

Day 2

8:45-9:15	Reflections – Day 1
9:15-10:45	Keynote Speaker: Michael Hardt
11:00-12:00	Breakout Session Four
12:00-1:00	Lunch (provided)
1:00-2:00	Breakout Session Five
2:15-3:15	Wrap Up and prize giveaway



Keynote Speakers

Day 1

Scott Murray, President of DataAngel Policy Research Inc.

Understanding the Market for Essential Skills Upgrading through Market Segmentation Analysis: New Results

Evidence has been growing that Canada's future economic success will increasingly depend on finding a way to increase the supply of adult literacy and numeracy skills. At the same time new data suggests that Canada's markets for literacy are seriously inefficient. Mr. Murray will present the results of an analysis that explores this issue by: documenting the level of literacy skill demand and how it is expected to change, profiling the available supply of literacy skill and how it is expected to change, identifying literacy skill shortages and surpluses by detailed industry and occupation, estimating what it would take to eliminate literacy skill shortages, what such investments would yield, and whether those in literacy skill shortage can afford to finance upgrading themselves. Overall the presentation provides an economic rationale for investing in adult literacy.

Scott Murray currently holds the post of President, DataAngel Policy Research Inc. Prior to taking up this post he was Director, Education Outcomes at the Unesco Institute for Statistics (UIS) where he was responsible for their programs of adult and student skill assessment.

Day 2

Michael D. Hardt, President and Co-Founder of Performance by Design, Inc.™

Structuring Successful Learning

Learning is the process of transforming information into knowledge. Numerous philosophies, theories, models, and one really good taxonomy explain the process of learning. However, most of these brilliant frames fall a bit short when they are translated into the real world of teaching and training. Michael Hardt, President of Performance by Design and an Adjunct Professor at Syracuse University, will share a fundamentally pragmatic approach to instruction that taps into the learning potential of all learners.

Michael D. Hardt is an adjunct-professor in the Reading and Language Arts Center at Syracuse University and is the President and Co-Founder of Performance by Design, He earned a Masters in Learning Disabilities from Syracuse University and is currently completing his Ph.D. in the area of psychoeducational assessment.



Breakout Sessions

Day 1

Session One 11:00 to 12:00

- ✓ Fitting Essential Skills into Aboriginal Programs
- ✓ Sorry, there is no magic book....
- ✓ Workplace Challenges: An Industry Perspective
- ✓ Integrating ES Training into the Workplace

Session Two 1:00 to 2:00

- ✓ The Steel Industry and Colleges Retool the Workforce
- ✓ Essential Skills for Learning and Life
- ✓ Revisiting Workplace Materials Developer Training
- ✓ Taking a Bottom Up and Top Down Approach

Session Three 2:15 to 3:15

- ✓ It's the "What" that Matters!
- ✓ I Want Essential Skills in My Classroom – Now Where Do I Start?
- ✓ Essential Skills Learner Assessment Tools
- ✓ Open Space Technology – Getting at What You're Passionate About

Day 2

Session Four 11:00 to 12:00

- ✓ Mentoring: Oral Communication at Work
- ✓ How to Manage Learning Agendas
- ✓ Making ES Instruction and Assessment More Meaningful and Motivating
- ✓ How Can You Teach Thinking Skills?

Session Five 1:00 to 2:00

- ✓ TOWES Online Essential Skills Training
- ✓ Essential Skills for Client-Focused Delivery
- ✓ Essential Skills in Technical Trades Training
- ✓ What You Hear is What You Get: Oral Communication at Work



Day 1

Session One 11:00 to 12:00

Fitting Essential Skills into Aboriginal Programs

Igniting the Power Within (ITPW) is a four part certification series that celebrates lived experiences while teaching Essential Skills (ES) and Prior Learning Assessment and Recognition (PLAR) to Aboriginal learners. This workshop shares how ITPW teaches ES awareness and identification in Aboriginal communities. Coming to this workshop will ignite you with insights on how ES and PLAR concepts are used to develop Aboriginal identity and cultivate motivation for higher learning and employment.

Leona J Daniels, Coordinator, Igniting the Power Within, Manitoba

Leah Morgan, Aboriginal Liaison & Community Relations, Workplace Education Manitoba

Sorry, there is no magic book....

However, there are great strategies that can be used to develop workplace training materials that focus on Essential Skills. This workshop will provide you with ideas and suggestions for developing a variety of materials and activities using authentic workplace materials. It will map out a process that can assist you and your organization to develop programs and materials for workplace training. There may not be a magic book, but there are lots of great strategies to help you along the way.

Suzanne Koersen, Project Officer, Community Futures, Alberta

Workplace Challenges: An Industry Perspective

Hear and ask questions about how Essential Skills are being applied in three important sectors: Automotive, Residential Construction and Steel. For workers who lack the basic skill sets to complete formal training such as apprenticeship or certification programs, effective ES training is critical for the workforce to meet chronic shortages for skilled workers. Learn how these sectors are meeting the challenges of training and skill development while reinforcing the need for investment in life-long learning.

Panel:

Ed Nasello, Project Manager, CARS (Canadian Automotive Repair and Service Council), Ontario

Casey Jones, Director of Strategic Initiatives, CHBA (Canadian Home Builders Association),

Saskatchewan

Brian Stettner, Essential Skills Coordinator, CSTEC (Canadian Steel Trades Employment Congress),

Saskatchewan

Moderator:

Lou Charlebois, Continuing Education Consultant, SIAST (Saskatchewan Institute of Applied Science and Technology)

Integrating ES Training into the Workplace

Employers are demanding that workplace training be efficient and effective in addressing the unique needs of their respective business environment and workforce. When an employee's Essential Skills hold back their ability to succeed in training, how can an instructor still design and deliver efficient and effective workplace training? In this session, you will learn effective ways of incorporating Essential Skills into workplace training that ensure employee success and still meet the unique needs of the business environment.

Kyle J. Downie, Lead Coordinator – Essential Skills Training, Douglas College, British Columbia

Session Two 1:00 to 2:00

The Steel Industry and Colleges Retool the Workforce

The steel mill of today is integrating technology at a faster rate than ever before. Baby boomers are retiring. Colleges are equipping new students with the skills to tackle new challenges. But what about those individuals already in the workforce, the ones that still have 20 or 30 years to work? Colleges and industry need to think "outside the box". SIAST, CSTEC, the USW and Evraz have done just that. Learn about how the classroom and the instructor have become part of the workplace.

Brian Stettner, Essential Skills Coordinator, Canadian Steel Trade & Employment Congress (CSTEC), Saskatchewan

Essential Skills for Learning and Life

Identifying and measuring Essential Skills is dependent upon "task". Without a task to be completed there is no application of Essential Skills. Most ES resource development has focused on work or employment tasks, but literacy programs also serve adults who have goals of improving the quality of their daily lives or pursuing further education and training. This workshop will identify approaches to developing tasks in these contexts using existing Essentials Skills resources.

*Sandra Hennessey, Essential Skills Lead, College Sector Committee for Adult Upgrading, Ontario
Dee Goforth, College Sector Representative, Ontario Adult Literacy Curriculum working team*

Revisiting Workplace Materials Developer Training

If you participated in a Developing Workplace Materials workshop or are interested in this topic, this session is for you. A panel of former participants will start the discussion on the best ideas they got from the training, what and how they implemented the concepts into their instructional settings, and offer their ideas and suggestions based on their experiences. All attendees are encouraged to join in the discussion. No skit required!

Panel:

To be announced

Moderator:

Julia Lew, Workplace Educator, SkillPlan, British Columbia

Taking a Bottom Up and Top Down Approach

Using authentic documents in a literacy and numeracy program has far better outcomes than a purely skill based approach. This session looks at how authentic workplace texts have been used as the key focus for workplace literacy programs in New Zealand. Workbase has used this approach to develop curriculum for workplace literacy and numeracy programs in over 120 companies. This session will provide real life examples and hands on activities that participants can take away and use in a Canadian context.

Susan Reid, Consulting Manager, Workbase, New Zealand

Session Three 2:15 to 3:15

It's the "What" that Matters!

How does the choice of learning materials in instruction impact the acquisition of Essential Skills and contribute to learner success? SkillPlan's yearlong research project Learning Materials in Instruction examined whether work-related materials are in fact more effective in skill development than other instructional materials. Examining what works in curriculum can lead to increasing the effectiveness of instruction and the Essential Skills of Canada's workforce. This session will present findings from the study.

Lynda Fownes, Executive Director, SkillPlan, British Columbia

I Want Essential Skills in My Classroom – Now Where Do I Start?

Trying to introduce Essential Skills into a learning environment can seem like a daunting task. In fact, integrating Essential Skills into the classroom is like doing a jigsaw puzzle. However, with some guidance and ideas, a practitioner could find many Essential Skills applications for a variety of educational stages. This presentation will help a practitioner with establishing and organizing some starting points in integrating Essential Skills into a learning environment.

Clayton Rhodes, Professor, Durham College, Ontario

Essential Skills Learner Assessment Tools

Essential Skills offers an approach to learning that quickly 'fast tracks' individuals towards career success by identifying and targeting Essential Skills gaps specific to their occupational choice. Over the past 10 years, a number of Essential Skills assessment tools have been developed and applied in a variety of programming areas. This session introduces the notion of 'formal', 'informal' and 'self assessment' Essential Skills assessment tools and explores choosing the appropriate tool for your learners.

Pam Tetarenko, Program Manager, Douglas College, British Columbia

Open Space Technology – Getting at What You're Passionate About

Join us for a lively hour discussing topics that are of great interest to you related to the practice, context or framework of Essential Skills. We will use the Open Space Technology <http://www.openspaceworld.com> method wherein: you bring a topic for discussion, others interested in the topic form sub-groups, and sub-groups produce a record of discussion which is typically thought provoking and innovative.

Moderator:

Sandi Howell, Provincial Coordinator ES and RPL, Manitoba Competitiveness, Training and Trade



Day 2

Session Four 11:00 to 12:00

Mentoring: Oral Communication at Work

Experienced workers have an important role in passing on their skills and knowledge to the next generation of workers. This session takes a close look at the Essential Skill of oral communication and how it is used on the job as part of this mentoring process. Learn about the six steps a journeyworker uses to communicate a skill or lesson to an apprentice, and how these steps play a critical part in effective on-the-job communication.

Vanya Wong, Project Leader, SkillPlan, British Columbia

How to Manage Learning Agendas

The management of learning is one of the most overlooked components in education and training, yet it is one of the most crucial in regards to skill acquisition, sustainability, and mastery. This session will address this important but little understood topic through an introduction to the structure of Learning Agendas. We will play with a development set of agenda tools that can be used to scaffold and manage learning for all learners at any level.

Michael D. Hardt, President and Co-Founder, Performance by Design, New York

Making ES Instruction and Assessment More Meaningful and Motivating

Join our discussion on the NEW Curriculum Essential Skills Linkages Guide on how to identify and write Essential Skills tasks. You will find out how learners can use the Ontario Skills Passport to self-assess, practice and build their Essential Skills. We will share experiences in giving feedback to learners so that so that they understand and value their Essential Skills and see how they transfer to independent living, work or further education or training.

Chantal Locatelli, Senior Policy Advisor - Ontario Skills Passport Lead, Ministry of Education

Jeff Ballantyne, English Teacher, T.R. Leger School of Adult, Alternative and Continuing Education, Upper Canada District School Board, Ontario

How Can You Teach Thinking Skills?

Educators have an opportunity to use a great resource for teaching learners how to develop thinking strategies when tackling Essential Skills activities. This workshop on the use of *Thinking Strategies for Numeracy* will include: incorporating Essential Skills into an academic program, how to use the resource in the classroom, adapting the resource for Reading Text and Document Use, feedback from students and staff on the resource, and next steps from lessons learned.

Hyla Davis, Professor, Seneca College, Ontario

Session Five 1:00 to 2:00

TOWES Online Essential Skills Training

TOWES has launched a new Essential Skills training curriculum that allows learners to assess and improve their skills online. TOWES Essential Skills Online is fully interactive learning tool that will improve the skills needed for success in training and the workplace. This presentation will discuss the successes of the field test of the TOWES ESO tool, as well as showcase a new pilot project where the TOWES ESO tool is being targeted to specific sectors.

Erin Haines, TOWES Project Officer, Bow Valley College, Alberta

Meghan Barton, TOWES Project Officer, Bow Valley College, Alberta

Essential Skills for Client-Focused Delivery

Learners may have long-term career goals, but they often lack the Essential Skills necessary to achieve them. In this session, you will learn how to develop customized skills enhancement plans based on a learner's individual needs. Through case studies based on a variety of learner segments, the presentation will focus on connecting learners and workplace skills using workplace materials and resources.

Margie Gehl, Instructor, SIAST (Saskatchewan Institute of Applied Science and Technology)

Nanci McConnell, Skills Coach, Douglas College, British Columbia

Essential Skills in Technical Trades Training

Integrating Essential Skills with technical trades training can be challenging. The Construction Sector Council partnered with the Ontario Masonry Training Centre, the Carpenters Training Centre of New Brunswick, Boilermaker National Training Trust Fund, and the Construction Industry Training Institute of BC to develop four publications. The goal of the project is to increase the use of Essential Skills in construction trades training. Learn how Essential Skills can be used to teach study skills, assess and provide practice opportunities for apprentices.

Sue Grecki, Senior Workplace Educator, SkillPlan, British Columbia

Borys Gengalo, Project Manager, CSC (Construction Sector Council), Ontario

What You Hear is What You Get: Oral Communication at Work

Are you interested in teaching your learners the oral communication skills they need to be successful in the workplace? This session will discuss the importance of developing transferable communication skills, with a focus on foreign trained workers wanting to practice work related language acquisition. You will have a closer look at a case study that integrates authentic learning situations with workplace situations and try out a sample lesson of learning English in a way that simulates a real work environment.

Ginny Chiu, Workplace Educator, SkillPlan, British Columbia

Claire Lloyd, Workplace Educator, SkillPlan, British Columbia