

Imagine

LEAVING SOCIAL ASSISTANCE BEHIND AND MOVING TO SOCIAL DEVELOPMENT



The Workforce Essential Skills instructor helps the community reach new heights in learning.

What can the Workforce Essentials Skills instructor bring to your community?

Creating an interesting, effective and rich learning environment is the challenging - and rewarding - job of the Workforce Essential Skills instructor. What makes a WES instructor great? Although there is no magic formula, when the formula is right, there is magic in it!

Here are a few qualities to consider when looking for that oh-so-important instructor who is willing to go the extra mile.

Passion: Think about how the learning environment is energized when the instructor is passionate about teaching. Instruction is engaging, successes are celebrated with a spark of enthusiasm,

and participants look forward to returning the next day.

Communication: The WES instructor connects with each person to encourage them to share ideas and experiences. She or he listens well and uses a clear and straightforward approach to teaching.

Compassion: The instructor creates a safe and supportive learning experience, where participants develop trust, when she or he has real interest in understanding the challenges participants face in their daily lives.

Flexibility: Planning well is essential if you want to meet learning objectives.

But being ready to change that plan to make the most of a learning opportunity is just as important. When the WES instructor takes the unexpected in stride, adapts to it and makes the most of it, participants have the opportunity to see the benefit in being open and receptive to change.

Commitment: The WES program takes time to build. It involves the effort of the community - and the WES instructor's dedication to building an excellent program is a vital contribution to that work.

These are just a few ideas. What would you add?...

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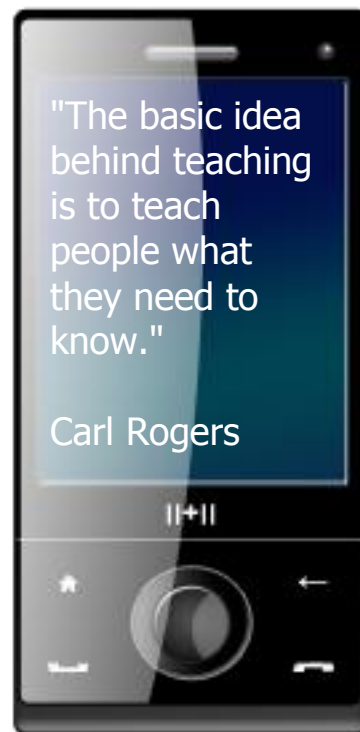
Last week's bulletin focused on building a team and establishing support in your community. This bulletin looks at the instructor in Workforce Essential Skills programming.

Thank you for your ideas and suggestions! Continue to send ideas and suggestions to: imagine@imaginationfx.ca

The skills and knowledge to handle the job

Planning to look for a Workforce Essential Skills Instructor? Keep an eye out for the following things when considering a candidate:

- ❑ Knowledge of adult learning principles
- ❑ Knowledge of contextualized learning
- ❑ Knowledge of Essential Skills
- ❑ Experience with the adult learning environment
- ❑ Experience with marginalized populations
- ❑ Practical experience in the employment sectors that interest participants
- ❑ Understanding of issues associated with poverty
- ❑ Computer and internet skills
- ❑ Familiarity with various types of digital technology



The WES instructor uses **CAMERA** results to see where there are strengths and gaps in participants' Essential Skills. This information guides the instructor in choosing various **signposts** to plan the next series of learning sessions. In the planned activities, areas that participants need to improve upon are targeted and developed through continual opportunities to practice the emerging skills. At the same time, participants' strengths are celebrated, maintained and further strengthened through regular use. In this way, the instructor effectively focuses in on what the participants need to learn to fill the skill gap while maintaining what is already strong.

Did you know?

Authentic materials from workplaces in the community are excellent teaching resources. There is also a wealth of activities in the **workwrite** series that will help build participants' confidence with applying their Essentials Skills.

The instructor is a learner too!

Many great instructors say they learn as much from the participants in the program as the participants learn from them. And they are always learning something new! Modelling a positive attitude to lifelong learning is part of being a Workforce Essential Skills instructor.

Connecting to the community

The WES instructor connects learning to participants' day to day experience to make the learning relevant and meaningful. For example, filling a form found in the community and completing a workplace form utilize the same underlying skill. It is incredibly empowering when participants discover the transferability of their Essential Skills!