



Workforce Readiness for ELLs

Designing effective, holistic, and student-centered approaches

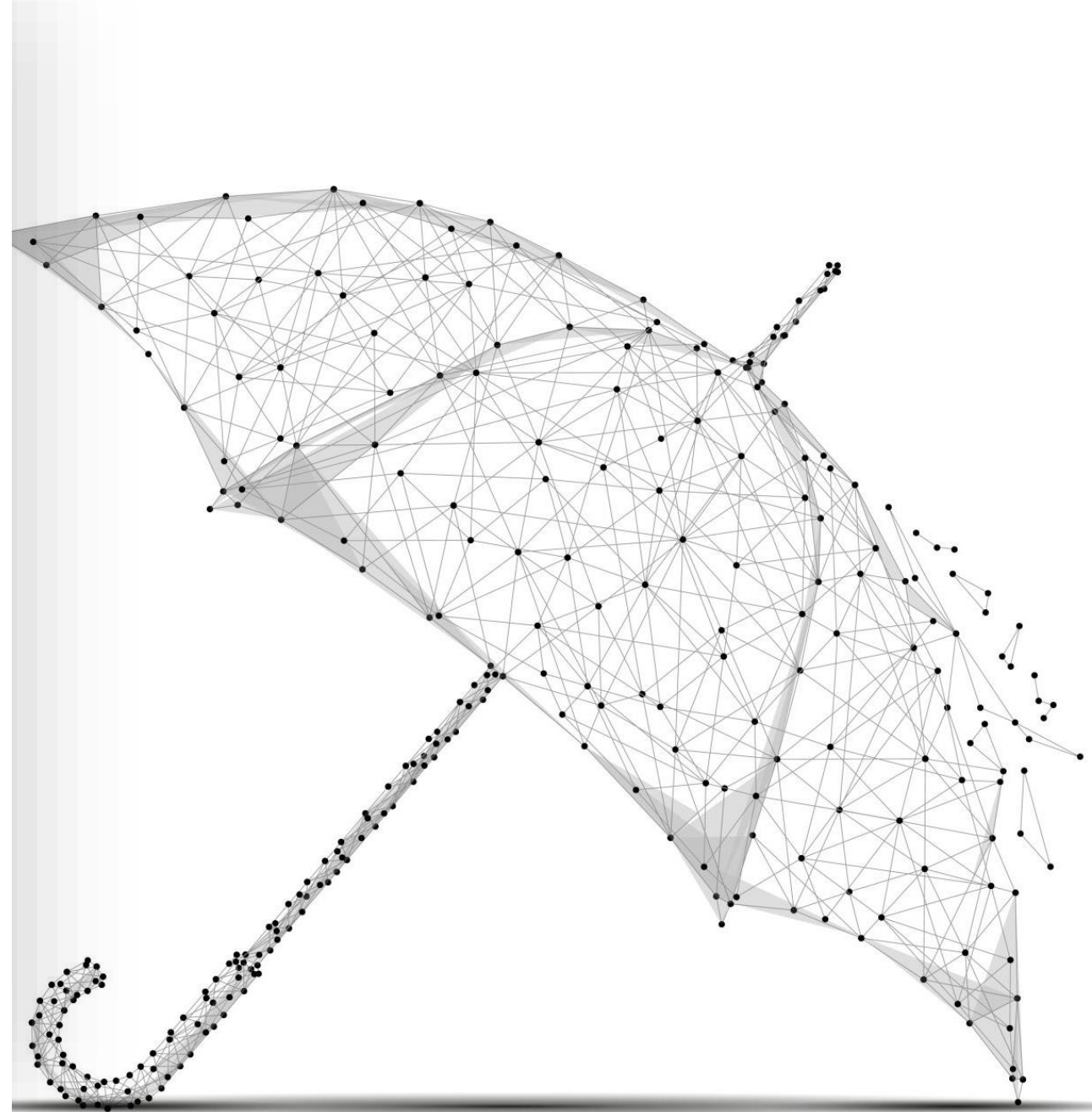


Agenda

- Support & Funding
- Historical Context
- Student Base
- Support Services Inter-dependency
- Curriculum Design
- Course Creation
- Experiential Training
- Varied Modalities
- Needs Assessment & Revolving Iterations

Support & Funding Options

- OCTAE
- Title II WIOA
- ICCB
- IELCE
- ORR/RSS JR ELT
- Open vs. restricted eligibility



Historical Context

- Newly resettled refugee populations struggling to retain employment
- Employer partnerships struggling
- Cross-departmental demand for content specific ELA program to equip newly arriving immigrant populations for successful integration to the U.S. workforce
- 25 years of course iteration



Student Base

- Newly arriving refugees, asylees/asylum seekers, humanitarian parolees
- Community immigrants
- Emergent literacy ELLs
- Intermediate to advanced ELLs
- Limited to no prior education to highly educated
- Trauma and culture stress





Support Services Interdependency

- **Cultural Orientation**
- **Workforce Development**
- Family Case Management
- Mental Health Counseling
- Driver's Permit Training
- **Transitions Coaching/Career Navigation**
- **Digital Literacy Development**
- **Financial Literacy Development**
- Transportation
- Interpretation
- **Trauma-Informed Classroom Design**



Collaboration with WIOA Title I

Course Creation

- Thematic workplace language & culture needs
- Scaffolded skills development
- Hands-on training sessions



Curriculum Design



Multi-faceted skills development: school literacy, digital literacy, financial literacy, organizational processing, cultural orientation, fine motor skills development



Survival & workplace specific language



Workers' rights



Personal information



Time



Money



Safety



Health

Experiential Integrations



Replicates high-sensory environments

Sound

Pace

Production

Quality Control



Implements Workplace Rhythms

Clocking-in and out

Attending to workstation

Calling in when absent



Q&A



Course Shape, Language Assessments & MSGs

- 5-week, rolling enrollment
- BESTPlus & BESTLit
- Curriculum specific evaluations
- MSGs
 - Level gain benefits
 - Employment



Varied Modalities

- In-person
- Hybrid
- Online synchronous
- Online asynchronous



Needs Assessment



Language levels present



Multi-level classroom preparation



Educational background



Cultural background



Career background



Academic/Career trajectory



And now for a little bit of fun!



Experiential Integrations:

Example No. 1

Folding towels



Experiential Integrations: Example No. 1

Folding Towels: Debrief

- Objective
- Method
- Outcome



Experiential Integrations:

Example No. 2

Building with LEGO



Experiential Integrations:

Example No. 2

Building with LEGO: Debrief

- Objective
- Method
- Outcome




Texts & Resources

- *At Work in the U.S.*, New Readers Press
- *Teaching Multilevel Classes* by Jill Bell
- LEGO
- Towels
- Beans & scales
- Time clock
- Occupational Outlook Handbook
- Navigating websites like Indeed, WorkNet job boards, public library



How to start your own *Workforce Readiness* class:

- Idea sharing
- You don't need everything in place to get started
- Start small and limited
- Think short and long-term goals
- Essentials:
 - Experienced ELA instructor (with experience and training in a multi-level environment)
 - Collaboration with Local Workforce Innovation Board
 - Access to employment-specific textbook/resource
 - Simple manipulatives



Don't be afraid to dive in: it
might be ugly, and that's
okay!