



Evaluation of the Essential Employability Skills for the Senior Health Sector Project

October 2020 - May 2022



This project was a community-based initiative led by the Literacy Coalition of New Brunswick (LCNB), in partnership with the Newfoundland and Labrador Laubach Literacy Council (NLLLC) and the Prince Edward Island Literacy Alliance (PEILA).

GOAL

To address workforce challenges in the sector through adapting and testing a blended learning approach (online and in-class) to essential and employability skills training



Reading



Collaboration



Adaptability



Problem Solving



Digital Skills

Targeted Skills for Success



Creativity and Innovation



Communication



Writing



Numeracy

Project Components

Participants

73

Participants began the project



8-10 weeks of classroom and/or online learning



One week of on-the-job training



A five week work placement

Mentors

39

Mentors began the project



30 hours of online learning



Professional Development

Project Supports

Participants

Chromebooks
Financial Incentives
Facilitator Support
Peer Support
Mentor Support

Mentors

Chromebooks
Facilitator Support
Mentor Network
Employer Support

Project Outcomes

Participants cited improvements in one or more of the following areas:



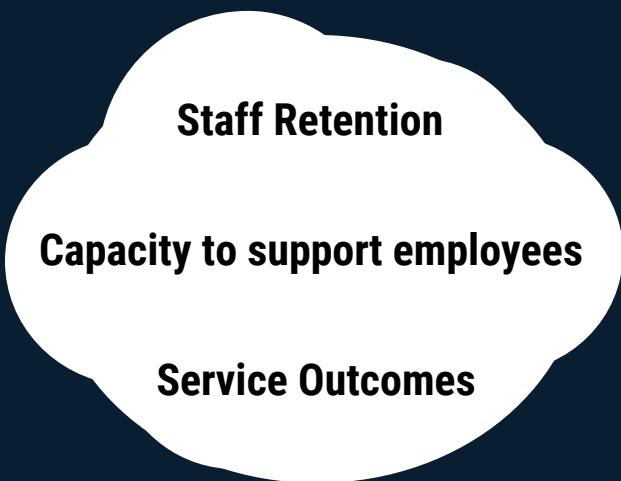
32

Participants completed all three project components



26 Participants remained employed in the Seniors' Health Sector

Mentors and Employers cited improvements in one or more of the following areas:



Mentors and Employers

35 mentors completed the project

Strengths of the Project



Blended approach to training

Depth and scope of support to participants and mentors

Employers were committed and engaged

Flexible delivery and approach

Project Satisfaction



The large majority of project stakeholders were very satisfied with the project and their participation.



Stakeholders Include:

- | | |
|--|--|
| <ul style="list-style-type: none">○ LCNB○ NLLLC○ PEILA○ Project Staff | <ul style="list-style-type: none">○ Employers○ Mentors○ Participants○ Community Organizations○ Government Agencies |
|--|--|

There is a continued need for the project given the current and ongoing demand for entry-level workers in the senior healthcare sector and the upskilling it provides participants to fill vacant positions.

