

Skills Essential for the Workforce *Lesson Plan*

Concept:

Essential skills are the foundation for success for employees in any workplace.

Student learning associated with this concept can support achievement of provincial learning outcomes:

NB 2, 3

NL 1, 3, 4, 11

NS 2, 4, 5, 7, 10

PEI 2, 3

Rationale:

“Skills for Success (Essential Skills) are skills that help you in a quickly changing world. Everyone benefits from having these skills. They help you to get a job, progress at your current job and change jobs. The skills also help you become an active member of your community and succeed in your learning.” ([Government of Canada](#)).

When exploring career opportunities, students need to compare their personal skill sets to skills required for occupations that hold an interest for them. Through their learning, students will come to understand that skill development is a lifelong process. They may change careers multiple times or they may find themselves in a workplace that undergoes significant change which will require new skills and learning. Students can explore how ongoing skill development is important in a change management process.

The skills students are currently developing and will continue to develop in school, their community and the workplace will help them be successful in a changing or new work environment. Understanding of the importance of the transferability of skills between occupations and careers is important to their entry into and progression in the labour market.

Teachers can learn about the changes between the Essential Skills model and the newly introduced Skills for Success model (May 2021) by visiting the Government of Canada’s webpage [“The new Skills for Success model”](#).

Inquiry Based Question (s) Related to Student Learning:

How can the development of Skills for Success (Essential Skills) support success in the workplace?

How can skill development prepare you for times of change or uncertainty in the workplace?

How can self-assessment support students in understanding the Skills for Success (Essential Skills) they may already possess or have developed through school or personal interests and experiences?

Teachers should register students for a myBlueprint account to support learning associated with this lesson.

Teachers can support student learning through the facilitation of the following lesson on Skills for Success (Essential Skills); the delivery of this lesson may require a number of class time periods:

- Through explicit instruction, students are introduced to the topic of Essential Skills. [Brief videos can be found online at the Government of Canada](#) to support instruction. Teachers can also access a presentation on Essential Skills through the [Skills Competences Canada website](#) (available in English and French).
- Following instruction, students can engage in a Carousel Discussion/ Activity (similar to a Gallery Walk) on the Skills for Success (Essential Skills). In this activity, teachers can record each of the skills on chart paper and ask students to move between chart papers to respond to a skills question. Students work in small groups as they move from station to station, discussing the Essential Skill and assigned question as they go, recording their comments on each chart paper. Answers should not be duplicated. As movement progresses, time should be reduced as students may be challenged to identify responses different than what has already been recorded.

Suggestion for overarching question:

How have you demonstrated this skill at home, at school, in your community or part time job?

- To conclude the Carousel Activity, students can share the information recorded on each chart paper; this can lead to a larger class discussion on “Why Skills for Success (Essential Skills) Matter”. Through their discussion, students can be prompted to consider how this is relevant to times of change in the workplace.
 - Times of change could be related to opportunities for advancement, shifts in responsibilities or roles due to redundancy or loss of position associated with downsizing. A change management process is often implemented in the workplace related to these scenarios.

- Students can complete [Essential Skills self-assessments](#) found on the Government of Canada website and/ or [Skills Competences Canada](#) website. The results of these self-assessments can be uploaded to their labour market/ career portfolio in myBlueprint. Students can reflect on their results and what they have learned about themselves. When students reflect they are demonstrating their ability to examine and consider ideas as well as formulate ideas, perceptions, and perspectives based on content and/or experiences.

Suggestions for Evidence of Learning and Assessment:

- Students can complete an exit slip at the end of the first class on Skills for Success (the Essential Skills) to show their learning and to let the teacher know where further explicit instruction may be needed in the next class. See below for a suggestion on an exit slip (teachers can choose to create an exit slip electronically or have students complete them by paper):

Essential Skills
3 Things I learned about Skills for Success today:

1 Thing I need more information about to help me better understand Skills for Success:

- Student reflections related to Skills for Success (Essential Skills) self-assessments can be uploaded to their labour market/ career portfolio in myBlueprint. Teachers may choose to provide guiding questions to assist students in their reflections. Questions may include:
 - What surprised you the most about your Essential Skills self-assessment results? Would you say you agreed or disagreed with them and why?
 - Which of the Essential Skills did you discover you may need to continue to develop in order to enter your chosen career field? How do you think you could work on this?
 - How could you use what you've learned about yourself in planning for achievement of your career goals?

- Students can create an infographic that represents the importance of lifelong learning and skill development in the context of the phrase “Change is Constant” as it relates to the world of work. This infographic can be uploaded to their labour market/ career portfolio as evidence of their understanding of why Skills for Success (Essential Skills) matter and the importance of being prepared to transfer skills between careers. Students can include tips on how to continuously develop skills and be prepared for change.

Teachers can access resources to support delivery of this lesson in the Resources/ Teaching Strategy Folder.

This lesson presents an opportunity for teachers to collaborate in supporting student learning about the role of self-assessments in career planning. In addition to Career Education courses, teachers can consider how students are able to meet cross curricular learning outcomes in other courses such as English/ French Language Arts, Multimedia, Social Studies etc. This cross curricular approach also supports a unified approach in addressing the “why” of what they are learning. Students can develop an awareness of how and why what they are learning connects to them, their community and their future.