

A skilled workforce for a stronger health sector

What is Essential Employability Skills - Health Sector (EES-HS)?

EES-HS is a project to address the labour market and workforce challenges employers face in the health sector in Atlantic Canada. In collaboration with sector employers and stakeholders, we will pilot an innovative literacy and essential skills training model that will support individuals who are unemployed to improve their workplace skills and connect them to available entry-level jobs in the health sector. The EES-HS is based on a very successful training model piloted in the fisheries industry and will be specifically adapted for the senior health care sector such as nursing homes, special care homes, and assisted living facilities.

How will it work?

- A Project Coordinator will work collaboratively with selected employers to assess their workplace needs.
- A customized training program for entry level positions will be developed.
- Training will focus specifically on preparing unemployed or underemployed individuals for available entry-level jobs in the health sector.
- Participants will receive a combination of classroom/online training and paid OTJ training as well as a paid work placement.

Who is involved?

The EES-HS project is led by the Literacy Coalition of New Brunswick in partnership with the PEI Literacy Alliance and Newfoundland and Labrador Laubach Literacy Council.

- Community Advisory Groups, comprised of local employers in the health sector and social and community organizations, will help to identify and recruit project participants (trainees) as well as help to access community resources.
- A Project Coordinator will work collaboratively with organizations and employers to coordinate the project activities.
- A Facilitator will provide participants with the essential skills training they need for entry-level jobs in the health sector.

Which job categories?

- kitchen aides/helpers • dishwashers
- housekeeping staff • laundry workers



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What is the employer's role?

- Identify vacant entry-level positions
- Participate in the workplace needs assessment
- Select/Identify supervisors/ middle managers to be trained as workplace mentors
- Provide participants with paid on-the-job training and work placement
- Provide the Project Coordinator with authentic workplace documents for training purposes

What are the benefits?

- Increased pool of skilled labour for the senior health sector
- Improved essential skills for unemployed individuals
- Increased essential skills for supervisors and middle managers
- Individuals who are unemployed, are connected to available jobs in the health sector
- Improved recruitment, retention, and job performance
- Increased employee morale
- Increased efficiencies and productivity
- Strengthened communities

What will it cost?

The project will cover the cost of the workplace needs assessment and training for both the supervisors/middle managers and selected participants. This is valued at approximately \$25,000 per employer.

The employer is responsible for:

- Allowing selected supervisors/middle managers time to participate in essential skills training
- Paying participants 50% of the wages during the on-the-job training and work placement and payroll-related deductions



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