

# How Educators Can Support Workplace Training Programs



English is the skill that enables and unlocks opportunities for refugees, immigrants, and speakers of other languages. There are over two million highly-skilled immigrants in the United States who are either unemployed or underemployed. Workplaces across the country are eager for training programs that can help with recruitment, retention, productivity, collaboration, and satisfaction of this particular group of individuals.

Traditional approaches to ESL instruction do not meet the needs of immigrants, refugees, and speakers of other languages, but workplace learning programs can address the disconnect. Learners who receive meaningful, industry-specific training partnered with relevant practice can rapidly develop their English language skills and facilitate career advancement.

## Rethink English-Language Instructional Models

ESL programs must be tailored to English learners' needs and goals. The linear approach to language learning is outdated and out of touch. There are many models of competency-based workplace instruction that improve learner outcomes, including:

- Self-paced, autonomous ESL
- Flipped classroom for multi-level learners
- Self-paced ESL with mandatory lab hours
- Integrated Education & Training (IET)

## Recognize Digital Literacy Importance

Over 40% of English learners report having no digital literacy skills. This gap can be addressed with technology-enabled instruction in language learning programs by having:

- In-person onboarding and introduction
- Flexible and mobile online training
- Comprehensive digital literacy courses
- English integrated with critical technological skills
- Career pathways for the jobs of the future

## Find an Internal Champion

Every successful adult ESL program needs an internal champion to advocate for the needs of learners and the overall plans of the initiative. When an individual within the workplace is invested in the program, the language learning program is much more likely to be successful.

## Build an Evaluation into Your Workplace Model

The right evaluation process can determine the return on investment for the workplace program, and this return may look different depending on the organization. This ROI can be measured through pre-determined goals ranging anywhere from seeing an improvement in communication to more learners moving into supervisory roles. EnGen capitalizes on technology for learning and teaching purposes, as well as data collection and accurately measuring student progress.

A competency-based program like EnGen easily lends itself to evaluation and measurement. Outcomes from the program can be used to demonstrate success when seeking funding, replication, and scale.

*With EnGen, more learners can access the language learning they need to achieve their academic and career goals. Ready to learn more? [Schedule a demo](#) with one of our workforce development experts.*

**88%**

of learners said EnGen enabled them to achieve their real-world career goals in 2021

**90%**

of learners said EnGen enabled them to achieve their real-world social goals in 2021