



Language is Key- Opening Doors to the Future Symposium-2013

Workshop, Round Table and Plenary Session Titles,
Descriptions and Presenter/Facilitator Biographies

Updated October 6th, 2013

SESSION AND PRESENTER DESCRIPTIONS

Session A:	Workshop/Panel/Round Table Description and Presenter Biographies
<p>Thurs. October 17 10:30AM-12:00PM</p> <p style="text-align: center; font-size: 2em;">T1</p>	<p>Self Directed Bridging: An Innovative Solution for Gap Training Nearly all internationally educated medical laboratory technologists do not meet Canadian entry-to-practice standards immediately; they must remediate identified gaps before they become eligible to sit the certification exam. At present there is only one structured bridging program operating in Canada offering a total of only 11 spaces. The newly created “Self-Directed Bridging” program administered by CSMLS (and funded by HRSDC) allows applicants to fill gaps via a list of pre-approved refresher courses and/or through a supervised clinical placement. Workshop information details the development of this program with an interim update on related successes and challenges.</p> <p>Christine Nielsen (BHA, MLT, CAE) is the CEO for the Canadian Society for Medical Laboratory Science. She manages the research file for Prior Learning Assessment, health human resources and association management.</p> <p>Keith Johnson is an independent researcher and project manager who specializes in helping professional associations and regulators work towards the fair and expeditious integration of skilled immigrants in the workforce. Keith holds a B.A. from McGill University and M.B.A from York University’s Schulich School of Business and currently resides in Toronto, ON with his wife Giedre and dog Mabel.</p>
<p>Thurs. October 17 10:30AM-12:00PM</p> <p style="text-align: center; font-size: 2em;">T2</p>	<p>Building Bridges: From Language Proficiency to Business Communication Competency The first years of the IEP Bridging Program at York University have presented a unique opportunity to integrate advanced ESL instruction with professional communication development through a collaborative teaching model that develops students' language, writing, speaking, critical thinking and research skills within experiential-style projects and assignments. Continuous English Language support allows students to maximize their progress as they simultaneously develop familiarity with the professional demands of the Canadian business context. This presentation will discuss the evolution of a collaborative process involving instructors, librarian, students and program manager to improving the language literacies in career-seeking IEPs.</p> <p>Nora Priestly is the Program Manager, IEP Bridging Program for Business, IT and HR at York University.</p> <p>Marlene Bernholtz is the course instructor for the IEP Bridging Program.</p> <p>Jeannie Haller and Jerry Carson both teach language support classes. All bring many years of teaching experience to the IEP Bridging Program.</p>

Thurs. October 17
10:30AM-12:00PM

T3

Effective Partnerships Leading to Effective Practices-When Two Community Agencies Connect

What makes an 'effective partnership'? Learn how two community agencies, Mothercraft College and the Learning Enrichment Foundation, collaborated since 2007 to bring forward a successful Bridging program for Internationally Educated Professionals. From concept to planning and delivery, meeting targets and funding requirements to lessons learned, this 90 minute workshop will touch on the many facets required for an effective partnership to be sustained and maintained over the years. Discover key strategies that will benefit your future planning needs.

Cindy Kwan is the Coordinator of Settlement Training Services at Mothercraft College. Cindy has extensive administrative and practical knowledge, coordinating a number of programs for newcomers to Canada (ECE Bridge to Work, ECE ELT, ELT).

Margarida Almeida is a Manager, Skill Advancement for the Learning Enrichment Foundation. She has been instrumental in developing and implementing the ELT PM/IT professionals and ELT ECE Bridge-to-work curriculum for international educated professionals. Margarida has extensive career in education: designing, coordinating, and implementing several educational projects.

Thurs. October 17
10:30AM-12:00PM

T4

Specialized Language Training Case Studies Research: Exploring Opportunities and Challenges

The session will be divided into two parts. In the first part, findings from a recently completed study focused on the development and implementation of SLT courses in six sites across Ontario will be presented. Participants will have a chance to discuss the findings in the second part, relating the study's main themes to their own experiences in developing work-based programs. The discussion will help to inform the study's recommendations.

Christine Pinsent-Johnson is a researcher with the SLT Case Studies Project. She has been involved in a number of research projects focused on teaching and learning in adult language, literacy and secondary credit programs. She is currently completing her PhD in education at the University of Ottawa.

Thurs. October 17
10:30AM-12:00PM

T5

Blended (Integrated Online and Face-to-Face) Delivery of Workplace Communication Courses at Ontario Colleges

Colleges Ontario and 14 Ontario Colleges work together to deliver the occupation-specific language training (OSLT) curriculum and provide labour market information for 5 priority sectors and 31 occupations to newcomers, using a regional and provincial approach. This session will focus on the development and pilot delivery of three variations of blended delivery: (a) Interprofessional Communication for Health Care Providers; (b) Workplace Communication Skills for Accounting and Finance; (c) Workplace Communication Skills for Technology – Multi-site. These courses use a combination of classroom-based instruction, online work, Centra, video-conferencing rooms, and other forms of technology. The presentation will address resources required to build appropriate use of technology into a language curriculum, and sustainability.

Peggy Irwin, M.Ed., is a language curriculum consultant in adult education. She has over 25 years of experience in the field of English language teaching and language teacher education as an instructor, curriculum developer and curriculum project manager. She has project managed and developed ESP curricula for Enhanced Language Training (ELT) programs and Occupation-specific Language Training (OSLT) Programs and in the past few years has been heavily involved in developing and piloting blended language courses for OSLT.

Sara Katz has enjoyed a career dedicated to postsecondary education, program innovation and evaluation, and organizational change for over 30 years. Sara has extensive experience developing partnerships with educational institutions, community organizations and government. She designs innovative programs that address the needs of marginalized groups facing barriers to education and employment. Sara has worked at Ryerson, the Ontario Public Service and at Centennial College as the Dean of Academic Studies and Access Programs. In 2006, she established an independent consulting firm, specializing in strategic planning and program design, quality assurance, student mobility issues and immigrant integration initiatives. As one of her current assignments, she provides strategic leadership to Colleges Ontario for the CIC funded Occupation-specific Language Training initiative. Sara holds a Masters of Arts degree from the London School of Economics, University of London, UK and a Post-graduate Certificate in Education from the Institute of Education, University of London, UK.

Thurs. October 17
10:30AM-12:00PM

T6

Service without Borders-Sault Career Centre

Where do we start with a client? What motivates our client? What does our client really want? The Kinds of programs we offer facilitate where the client is at and where they want to journey to. This workshop will describe: how all our programs work together seamlessly, how case conferencing is key for all staff and how communication is so important to our key partners. Discussion of procedures and policies created and evaluated to document our partnership value will be explained as well as how to build trust and negotiate with your partners.

Karol Rains is the Executive Director of the Sault Community Career Centre. She has worked for over 18 years in the business of helping individuals - help them; find employment; find self-confidence and the motivation to change; find resources needed to complete action plans; assist in finding 'the right human resources' for businesses and helping the community maintain a sustainable and welcoming environment.

Thurs. October 17
10:30AM-12:00PM

T7

YMCA Language Assessment and Referral Centre: Overview and Client Trends

This session will provide a general overview of the operations of a large-scale assessment centre and its clients. Topics will include client demographics, trends and the assessment and referral process with higher-level clients.

Erin O'Neil (BA, TESL) has been working in ESL for over 10 years, first in instruction and now in assessment. She currently leads the downtown site for the YMCA Language Assessment and Referral Centre.

Vedran Tintor (BA, CWC) works as the Outreach and Community Relations Co-ordinator of the Language Assessment and Referral Centre at the YMCA of Greater Toronto. For the past 5 years, through several different roles within academia and with employment and community agencies, he has been actively involved in facilitating the processes of successful career and life transitions of newcomers to Canada.

**Session B:
WORKSHOPS**

**Workshop/Panel/Round Table Description and
Presenter Biographies**

**Thurs. October 17
1:30-3:00PM**

**Successful Bridging Programming: The Challenges and Rewards of
Partnership Building**

T9

The session will inform the audience of the challenges and best practices derived during the development and implementation of the Bridging to Environment and ICT in Hamilton. The program, now in its second year of delivery includes a broad partnership between YWCA Hamilton, Mohawk College, YMCA Hamilton, CAPE, ICAS, EcoCanada and the ICT Sector Council. The program has already succeeded in the implementation of a unique model for Bridging Programming, including on-going intake and a combination of classroom and on-line delivery.

Aurelia Tokaci is a Manager of the YWCA Hamilton. An innovative leader with a multi-faceted experience related to employment, labour force development, diversity, strategic planning, business start-up. Aurelia holds a B.Tech. and associated law studies. She is currently attending the C.Dir. at McMaster University.

Pat MacDonald is the Associate Dean at Mohawk College.

**Thurs. October 17
1:30-3:00PM**

Immigration Policy and Our Changing Client Base

T10

Immigrant selection policies and immigration policy have been markedly changing. These changes have largely occurred in response to widespread and lasting difficulties in immigrants' labour market integration. Administrators of educational programs for newcomers are often left to react to these changes, but a strong understanding of immigration policy, immigrants' human capital, and the experiences of immigrants in the labour market can help administrators to shape programming so that it is highly effective. Through exploring relevant research, participants can bring about changes in programming that are advantageous to their clients, community partners, and Canadian society as a whole.

Cameron Moser is a Language Instruction Manager at the Newcomer Centre of Peel. After immigrating from the US, Cameron moved from secondary to adult education. He manages 22 staff and 400 learners in Mississauga. He has been working on helping SPO's understand immigration policy and labour market outcomes.

Thurs. October 17
1:30-3:00PM

T11

Learn about *Modus*, a National Online Repository of Essential Skills Assessment Tools

The session will focus on *Modus*, a new database developed by NALD (now called Copian). This is a national online repository of Essential Skills Assessment Tools available in Canada. At no cost, it is an interactive list available in both English and French. The website brings together a number of evaluation tools for the nine essential skills, as determined by the Office of Literacy and Essential Skills (OLES), at Human Resources and Skills Development Canada (HRSDC).

Lorette Melanson has been with NALD (now called Copian) for 17 years, helping to populate the website and specifically focused now on the digital Library. She does research on literacy/essential skills with documents and the Internet. As well, she develops contacts in the Anglophone and Francophone communities across Canada in the LES field.

Thurs. October 17
1:30-3:00PM

T12

Exploring Learner Pathways: Navigating the Learning Journey Together

This workshop will share some key findings from MTML's 'Exploring Learner Pathways' project (Phases 1 and 2) - a project which sought to examine adult learning profiles and pathways. Workshop participants will discuss how adult learners and service providers find information about the array of programs available and will learn how the project team, through cross-program collaboration (EDU, MCI and MTCU), created a tool kit that helps adult learners and other stakeholders in Toronto and York Region better navigate the adult education and training landscape which spans from literacy to post-secondary programming.

Olga Herrmann is the Project Manager for the Metro Toronto Movement for Literacy's (MTML's) 'Exploring Learner Pathways' research project. She has over a decade of experience as an ESL instructor and LBS practitioner and is committed to adult education praxis that is responsive to the needs of each learner. Olga holds an M.Ed. with a focus on adult education and community development.

Thurs. October 17
1:30-3:00PM

T13

Cultural Intelligence Matters

Cultural Intelligence - Bridging cultural differences and building common ground and culture in the Global Work Environment. In the fast-paced business environment of constant change, innovation and globalization, companies have realized the importance of developing skills for staff to work across culture whether it be internal or external to the organization, face to face or remotely with a virtual team. It has become a key ingredient for commercial and personal success.

Debra Bentzen has over 15 years' experience in her role as a Career Coach as well as designer and facilitator of social and employment assisted workshops both for the corporate and non-profit sectors. Currently she is with Progress Career Planning Institute, a career development organization in Toronto that serves over 10,000 clients annually, - 80% of which are educated outside of Canada. Debra loves to travel and has spent time in both India and the Middle East. She worked in the U.A.E as a Career Specialist at a Women's College.

Thurs. October 17
1:30-3:00PM

T14

Successful Crossing: The Promise and Potential of Bridging Programs

The panel will discuss the results of the research, the effectiveness of various bridging models and the most “promising practices” in bridging programs in the Greater Toronto area. The research study identified patterns, commonalities and differences in approaches used in sector-specific bridging programs that help highly qualified immigrants access appropriate employment. These programs are found in the non-profit, college and university sectors and funded by a variety of government agencies, foundations and other funding bodies. The major findings and analysis revealed how bridging programs might provide additional support to IEPs in their job search and identified constraints and conducive factors at the organizational level and the greater systemic level.

Karen Charnow Lior is the Executive Director of the Toronto Workforce Innovation Group (TWIG) and has been involved with workforce development programs and policy since 1992. TWIG conducts research, disseminates information and convenes stakeholders to address workforce development issues in Toronto. Karen arrived in Canada in 1987 and, after learning that she needed Canadian experience and Canadian credentials to work in her field, she earned a Master’s Degree in Environmental Studies from York University. Karen is the author or editor of numerous articles on labour force development including, “Promising Practices: Connecting Highly Educated Newcomers to Sector-Specific Employment”, “Making the City: Women Who Made a Difference”.

Aleksandra Walczak is Director of Program Development at ACCES Employment. ACCES Employment is a leading community-based employment agency that has helped thousands of individuals in the Greater Toronto Area find employment over the past 27 years. ACCES has received wide-spread acclaim for its innovative approach to designing and implementing programs and supports that align the skill-set of newcomers with the needs of employers. With experience spanning the health, academic and non-profit sectors, Aleks' work focuses on building innovative and effective programs for newcomers, while driving strategic collaboration within and across organizations.

Terry Compton M.Ed, TESL, is an experienced curriculum developer, instructor and coach who specializes in helping skilled immigrants enter and excel in the Canadian workplace. She works in the corporate and non-profit sectors, helping learners to master key elements of cross-cultural communication. Currently she is a language instructor at the University of Toronto.

**Session C:
ROUND
TABLES**

Round Table Discussion Description and Presenter Biographies

Thurs. October 17
3:15-4:30PM

T15

Literacy and the Needs of Adult Immigrant Learners

In adult education programs, we see newcomers to Canada and those who have been in Canada for a while who are semi-literate or functionally literate in English or French. This poses a challenge for the learner, the instructors, and the

program managers in terms of assisting the learner to meet his / her integration and employment goals. This is particularly challenging in a society with increasing digital demands.

The Centre for Canadian Language Benchmarks (CCLB) is currently working with the Government of Manitoba to revise and update the national standards for ESL literacy. As part of the revision process, CCLB is engaging with adult educators on how various programs transition learners between ESL literacy programs to LBS or other adult education programs, how they meet the needs of these learners, and what kinds of supports / strategies exist or are needed. This round table discussion will explore these issues from several perspectives: settlement, citizenship, employment and programming.

FACILITATORS:

Marianne Kayed is a Senior Program and Partnerships Manager for the Centre for Canadian Language Benchmarks. She has extensive experience in the area of adult education, literacy, ESL/FSL and in Essential Skills. She has worked for many years at CCLB but also has worked in the areas of regulated professions, language test and resource development, and e-learning initiatives.

Anne Senior is a specialist consultant with the Centre for Canadian Language Benchmarks. She is a highly experienced educator and facilitator with over 20 years of experience working in the fields of second language assessment and training, and cross-cultural communication. Anne has recently been part a member of the teams working on the revision and validation of the renewed Canadian Language Benchmarks. She is currently supporting CCLB development of new tools and resources. Anne is also a Canadian Language Benchmarks Placement Test assessor and was previously a LINC program manager; she uses the CLB in the workplace when teaching English for Specific Purposes. Anne consults on second language and cross-cultural issues with clients across Canada.

Thurs. October 17
3:15-4:30PM

T16

Keys to the Future: Is the Pen still Mightier than the Sword?

In this session, the dialogue will focus on writing skills and their changing role in ELT. As technology evolves, learners are becoming less inclined to put pen to paper and depending more on technology and available software to think for them. This roundtable discussion focuses on the question of "how" education can move forward with the often unwelcome presence of technology in the classroom. Furthermore, we will look at the impact of technology on fairness/plagiarism and learners' ability to produce quality work. In addition, we will examine the necessity of writing for language acquisition from a neuro-linguistic perspective.

FACILITATOR:

Mark Allan Augustine is a Sessional Instructor at George Brown College. He is also an ESL teacher and teacher trainer with more than 12 years of experience, having taught in general, YL, business and government contexts across Taiwan, Malaysia, Morocco and Canada. He holds a Cambridge DELTA.

Thurs. October 17
3:15-4:30PM

T17

Partnerships and Collaboration-Building Successful Relationships

As many of our programs face funding challenges, forming partnerships and integrating student/client services can be a way to create efficiencies while ensuring learners are guided on their pathways and receive optimal client service. Two successful models used at The Centre for Skills Development & Training will be presented and an open discussion will follow.

FACILITATORS:

Melissa Pedersen is a passionate supporter of collaborating to expand knowledge bases and support learner success. She has over 25 years experience working with newcomers, including instructing LINC. She is a frequent presenter at TESL Ontario and affiliates, OCASI and other professional development conferences.

Raluca Lazar has worked in the career services field for over 10 years. A strong believer in continuous improvement, Raluca strives to develop partnerships with literacy agencies, newcomer services, colleges and community-based agencies to provide innovative and effective services to clients.

Both facilitators work for the Halton District School Board.

Thurs. October 17
3:15-4:30PM

T18

Measuring Learner Success – What works?

Peggy Irwin, M.Ed., is a language curriculum consultant in adult education. She has over 25 years of experience in the field of English language teaching and language teacher education as an instructor, curriculum developer and curriculum project manager. She has project managed and developed ESP curricula for Enhanced Language Training (ELT) programs and Occupation-specific Language Training (OSLT) Programs and in the past few years has been heavily involved in developing and piloting blended language courses for OSLT.

Andrea Strachan is an ESL consultant specializing in Occupation-specific Language Training and Assessment. She has worked with regulators, training institutions, and government on a range of projects. Currently she is the OCECCA Project Lead at the Michener Institute for Applied Sciences.

James Martin is the Principal of Continuing Education for the London Catholic District School Board.

Carol Ford is an ESL instructor currently teaching at the Contact Centre ELT for the London Catholic District School Board.

Thurs. October 17
3:15-4:30PM

T19

Curriculum Development-From Identifying a Need to Providing a Program

This Round Table session will discuss the process involved in developing new curriculum for specialized language training programs. Participants will discuss how to identify a need, work through barriers and roadblocks and modify curriculum as required for the benefit of the learner. Bring your experiences and ideas to this Round Table.

FACILITATOR:

Lou-Ann Kablarevic is the Chair of the CESBA ESL Committee and is an Adult ESL Supervisor with the Peel District School Board. She has brought over 20 years of experience in the ESL field to these positions.

Thurs. October 17
3:15-4:30PM

T20

The Merits and Pitfalls of Technology in High Level Language Training

This Round Table will examine the relevancy of technology in ESL instruction. Join us to discuss the notion of “teaching” in non-traditional contexts. Suggest ideas for incorporating technology in and outside of the classroom in order to engage learners to gain the skills needed in attaining employment.

FACILITATOR:

Sharon Rajabi, M.Ed., has been involved in ESL for over twenty years. Sharon’s interest is in the application of technology in Second Language Acquisition and its impact on communication and second language learning. She is the co-author of LINC 4&5 Curriculum Guidelines & CALL: A Software Guide for the LINC Classroom funded by CIC. In 2007, she authored Step Forward Canada Books 1 & 2, published by Oxford University Press. Sharon recently managed a research project examining the feasibility of integrating ESL e-learning into Non-Credit, Adult ESL Programs in Ontario. She is currently managing the Ontario Curriculum Framework project for ESL funded by MCI.

Thurs. October 17
3:15-4:30PM

T21

Best Practices for a Continuum of Programming

Workplace language preparation programs carry a high burden of expectations. SLT and ELT service providers should come prepared to discuss, as part of a Round Table, best practices for a continuum of programming that leads to good results for learners.

FACILITATORS:

Grainne O’Donnell is a Program Manager with the Toronto District School Board ESL program.

Sheila Nicholas is a Program Manager with the Upper Grand District School Board.

Both facilitators are long-time contributing CESBA members.

Thurs. October 17
3:15-4:30PM

T22

Regional Co-ordination of Learning to Support our Learners

Join this Round Table to discuss local and regional possibilities for improved communication and co-ordination of program delivery to support learners.

FACILITATOR:

Christine Buuck is the Director of Second Language Programming at Conestoga College and her responsibilities include the OSLT program.

Bhupinder Gill is the Manager of ESL for the Centre for Lifelong Learning for the London Catholic District School Board.

**Session D:
WORKSHOP
S**

**Workshop/Panel/Round Table Description and
Presenter Biographies**

Friday, October 18
10:00-11:30AM

F1

Seeing through Cultural Lenses: International Optometric Bridging Program (IOBP)

The International Optometric Bridging Program, a partnership between the School of Optometry at the University of Waterloo and English Language Studies at Renison University College, is a uniquely designed bridging program launched in 2008 to assist internationally trained optometrists/ ophthalmologists. Drawing on their experience of the IOBP program, the speakers will trace the development and the on-going success of the IOBP program. In addition, they will describe how ESL instructors can encourage students to contribute to their own learning by creating classes focused on cultural appropriateness in the workplace and matching L2 language competency with professional competency.

Christa Schuller is a lecturer and ESL instructor at Renison University College, University of Waterloo and has worked in the ESL field for over 13 years in a range of areas including teaching, assessment and testing, and curriculum design.

Maggie Heeney is a lecturer and ESL instructor at Renison University College, University of Waterloo, and her 12 years of experience include designing curricula for internationally trained professionals, teaching in the workplace, and researching and teaching second language writing.

Stefan Rehm is a lecturer and ESL instructor at Renison University College, University of Waterloo. He teaches academic writing and public speaking to graduate students whose first language is not English.

Friday, October 18
10:00-11:30AM

F2

F2- Supporting Career Advancement for Skilled Immigrants

This session will review key components of an innovative Bridging Program that focuses on job retention and career advancement of skilled immigrants. In a knowledge economy, communication skills are paramount, and they go far beyond understanding a language and its grammar. The presentation will offer various strategies and methodologies that have helped skilled immigrants in understanding cross-cultural and linguistic nuances and equipped participants with a comprehensive toolkit to promote life-long self-awareness and self-directed continuous improvement, empower them to strategically plan and implement their own career plan, and cascade learnings to the broader community, significantly increasing the return on investment.

Terry Compton M.Ed, TESL, is an experienced curriculum developer, instructor and coach who specializes in helping skilled immigrants enter and excel in the Canadian workplace. She works in the corporate and non-profit sectors, helping learners to master key elements of cross-cultural communication. Currently she is a language instructor at the University of Toronto.

Sabina Michael is the Program Manager for the Rotman School of Business. She leads operations, program development, and participant experience for the Business Edge Program at Rotman. Sabina is an expert in program design, development and delivery of leadership programs for Internationally Educated Professionals.

Friday, October 18
10:00-11:30AM

F3

Employer Engagement Practices for Language in the Workplace

This workshop will highlight some of the strategies and practices employed by the Thames Valley District School Board's Language in the Workplace program to help increase employer support, participation and feedback. An overview of the intercultural communication introductory session, open to all stakeholders, will also be presented. A time for participant dialogue and questions will conclude the session.

Beverley Payne (B.A. B.R.E. M.S.W., B. Ed) is a Workplace Lead Instructor in the Thames Valley District School Board. She has worked in the Adult ESL field for the past 20 years. Her academic and work backgrounds include: education, social work, writing, human resource consulting and curriculum development.

Friday, October 18
10:00-11:30AM

F4

Teaching Employability Skills within the ESL Classroom

The focus of Workplace Language Training is for students to understand and develop employability skills. We will share the effective practices and partnerships as well as curriculum guidelines that successfully lead to improved language benchmarks, increased confidence, Occupation-specific terminology and ability to demonstrate transferrable skills to local employers.

Dragana Mrdjenovic is an experienced ESL teacher and employment counselor for internationally trained newcomers to Canada. She is the coordinator of Workplace Language Training program at *World Skills* in Ottawa.

Friday, October 18
10:00-11:30AM

F5

Creative Approaches to Communication Programming for Newcomers

- Learn about diverse and unique approaches applied to language and communication programming in bridging and enhanced language training programs. The panelists represent post-secondary institutions, a community agency and industry sector council and will discuss:
 - Engaging employers and partners
 - Finding opportunities in the challenges faced along the way
 - Developing customized programs/initiatives

The session will also include facilitated brainstorming among participants on new approaches.

Jan Carter is the Manager, Immigrant Education | Manager, PLAR at George Brown College. She provides academic leadership, strategic direction and support to faculty and staff on programs and services for internationally educated professionals, including bridge training, entry advising, credential recognition and recognition for prior learning.

Maureen Ford is Program Manager of ICTC's Integrated Work Experience Strategy (IWES) and Coaching to Career Programs. Bridging Programs are

workforce solutions that prepare internationally educated and globally talented ICT professionals for employment in the Canadian Digital economy.

Aimee Holmes is the Manager, Language for Workplace Connections at Acces Employment. She is a Certified Information & Referral Specialist who has assisted newcomers online and developed training for settlement workers. She is interested in inter-agency collaboration and currently manages an ELT program at ACCES employment.

Andrea Strachan is an ESL consultant specializing in Occupation-specific Language Training and Assessment. She has worked with regulators, training institutions, and government on a range of projects. Currently she is the OCECCA Project Lead at the Michener Institute for Applied Sciences.

Friday, October 18
10:00-11:30AM

F6

Enhanced Language Training for Internationally Trained Language Teachers

The Toronto Catholic District School Board (TCDSB) has been delivering a language upgrading course for internationally trained language teachers planning to teach adult ESL in Ontario since 2008. During our presentation we will discuss project rationale, course development, objectives and delivery. We will also share best practices and lessons learned.

Joanne Hincks is a Program Consultant with the TCDSB's Adult Education Program and is the Project Manager for TCDSB Enhanced Language Training. She has presented workshops at TESL Canada, TESL Ontario and its affiliates, CESBA and for instructors within the TCDSB.

Hanna Cabaj is the Coordinator of Adult Education Program with TCDSB. Her experience spans classroom instruction, staff support and supervision, curriculum development coordination and program administration.

Friday, October 18
10:00-11:30AM

F7

Unique Approaches to Specialized Language Training Delivery

This session will illustrate different perspectives to offering Specialized Language Training in the growing field of **Early Childhood Education**. Each school board has developed a slightly different and unique approach to delivering an SLT for Child Care Workers Course. This session offers participants the opportunity to dialogue with the presenters to explore the potential of delivery in other regions of the province.

Toni Cassidy is an ESL Instructor with Thames Valley District School Board with over 23 years of experience in the field. She developed and delivered the Fusion SLT course for Childcare Workers since its introduction in January 2012. Specialized Language Training provides the delivery model for her to assist newcomers in attaining their employment goals in Canada.

Terry Webb has worked for the Thames Valley District School Board for 24 years. She is the Lead Instructor of programs designed FOR the workplace including: Childcare, Food and Hospitality, Hairstyling, Retail, Law Enforcement and Personal Support Worker. She has also been teaching Anthropology at the University of Western Ontario for over 30 years. Terry is a co-author of two Oxford workbooks: "You're Hired...Now What?" and "Reel Canada".

Jennifer Schinkel has worked as an instructor with the Niagara Catholic District School Board for 6 years. She has been instructing the SLT for Childcare, Home Daycare and Children's Recreational Programming since it piloted in January 2010. She has developed community partnerships within the licensed childcare sector to provide SLT learners with practicum placements. Jennifer believes that meaningful and relevant learning will help ESL learners embrace the language learning experience and achieve their employment goals.

Shailja Verma has worked in Adult ESL since 1975. She is currently the Manager of Continuing Education for the Ottawa Catholic School Board. She has shared her expertise and knowledge at a variety of conferences over the years.

Jana Macmillan is the instructor for SLT for Child Care Workers Course offered by the Ottawa Catholic School Board.

Biographies of Plenary Session Facilitators

Facilitator of Employer Panel

Silma Roddau is the President of Progress Career Planning Institute (PCPI) a career development organization that is also founder of the annual IEP Conference-a unique forum for internationally educated professionals. Silma is also the chair of the IEP conference and has spearheaded four research studies that looked at challenges and best practices in the successful integration of internationally educated professionals in the Canadian workplace. Silma has over 15 years leadership experience in human services management that includes developing strategies for working with New Canadians and as well she has developed performance management systems that have been implemented in government funded services in the GTA. She is committed to working with employers, providing them with HR solutions and assisting IEPs in reaching their full potential in their profession in Canada.

Facilitator of Expert Panel

Sheila Nicholas, ESL Manager for the Upper Grand District School Board.

Expert Panelists

Pauline McNaughton has worked in the field of adult education for over 25 years in college, school board, government and not-for-profit sectors. Currently she is Manager of the Adult Education Policy Unit, with a dual report to the Ontario Ministry of Education and the Ontario Ministry of Training, Colleges and Universities, working closely with the Ontario Ministry of Citizenship and Immigration. Prior to this she was Executive Director at the Centre for Canadian Language Benchmarks and Field Team Manager with AlphaPlus. She taught adult literacy and adult ESL for many years with both Arctic College on Baffin Island and with the Ottawa Carleton District School Board, as well as serving as lead teacher.

Cliff Fast began working for the Federal government in 1982. He has held several different positions within the government including those with Unemployment Insurance, Citizenship and Settlement. In 1992, he negotiated the first LINC agreements in Halton and Peel and he has been closely involved in the Settlement programs in Ontario since that time. Cliff is a long-time resident of Mississauga and he is currently the

Manager of Integration for Peel, Halton, Dufferin, London, Windsor, Sault Saint Marie and Thunder Bay with Citizenship and Immigration Canada (CIC).

Suzanne Gordon is Manager of the Labour Market Integration Unit and Acting as Manager for Global Experience Ontario at the Ontario Ministry of Citizenship and Immigration. Since she started with the unit in 2005, she has led the expansion of Ontario's Bridge Training Programs for Internationally Trained Individuals from 35 pilot projects to more than 300 projects, as well as the ground work for other strategic initiatives to improve the economic integration of skilled newcomers, including the Fair Access to Regulated Professions Act, 2006, and the initiation of new services and programs such as Global Experience Ontario and the Ontario Internship Program for Internationally Trained Individuals. Previously, Suzanne worked at the Ministry of Training, Colleges and Universities and at the Secretariat to the Postsecondary Education Quality Assessment Board, where she worked on program standards for degree level postsecondary education.

Prior to her government career, Suzanne taught at both the Schulich School of Business and Osgoode Hall Law School. She holds a PhD in Law from Osgoode Hall Law School, and is a graduate of the Université de Montpellier, France, Diplôme des Etudes Approfondies, Droit international public et européen.

Mourad Mardikian has been with the Ministry of Citizenship and Immigration's Language Training Unit almost since its inception in May 2006 as the unit's first Team Lead and more recently as its Manager. He is responsible for the management of the Ministry's largest program-the Adult Non-Credit Language Training Program-which happens to also be Ontario's and Canada's largest language training program geared to adult immigrants. With input from the Ministry of Education, he helped develop and implement the internal processes to ensure the smooth transition of the Adult Non-Credit Language Training program to MCI. He works closely with colleagues at the Ministry of Education and the Ministry of Training, Colleges and Universities on adult education initiatives related to language training. More recently, he has been working very closely with the federal government (Citizenship and Immigration Canada) on the development and implementation of the Coordinated Language Assessment and Referral System (called CLARS) as the co-chair of the CLARS Advisory Committee and was previously the Co-Chair of the Language Training Working Group set up through the Canada-Ontario Immigration Agreement. Prior to joining the Ontario Public Service, he worked in the private sector in management consulting and business consulting focusing on developing self-employment training programs geared to both adult and youth entrepreneurs.