Skills for Success

(Canada's newly updated Essential Skills Framework)

Employment and Social Development Canada (ESDC)

Reading · Writing · Numeracy · Digital · Problem Solving · Communication · Collaboration · Adaptability · Creativity and Innovation

For more information:
https://www.canada.ca/en/services/jobs/training/initiatives/skills-success.html

NWTLC
NWT Literacy Council

Canada's new Skills for Success:

Are skills **everyone** needs to
participate and **thrive** in learning,
work, & life.

Click

Overlap, interact with each other and
with technical & life skills.

Click

Include skills needed for building
knowledge & **other skills**

Click

Include **literacy/numeracy** skills &
socio/social-emotional skills.

Click

Are teachable, learnable, repeatable,
observable, & assessable.

Click

Can be adapted and transferred to
different contexts in life.

Click

The Bottom Line

Skills for Success are the foundation of democracy. They also help mitigate the challenges posed by our changing world context.

The skills required by human beings to be able to survive, to develop their full capacities, to live and work in **dignity**, to participate fully in development, to improve the quality of their lives, to make informed decisions, and to continue learning.
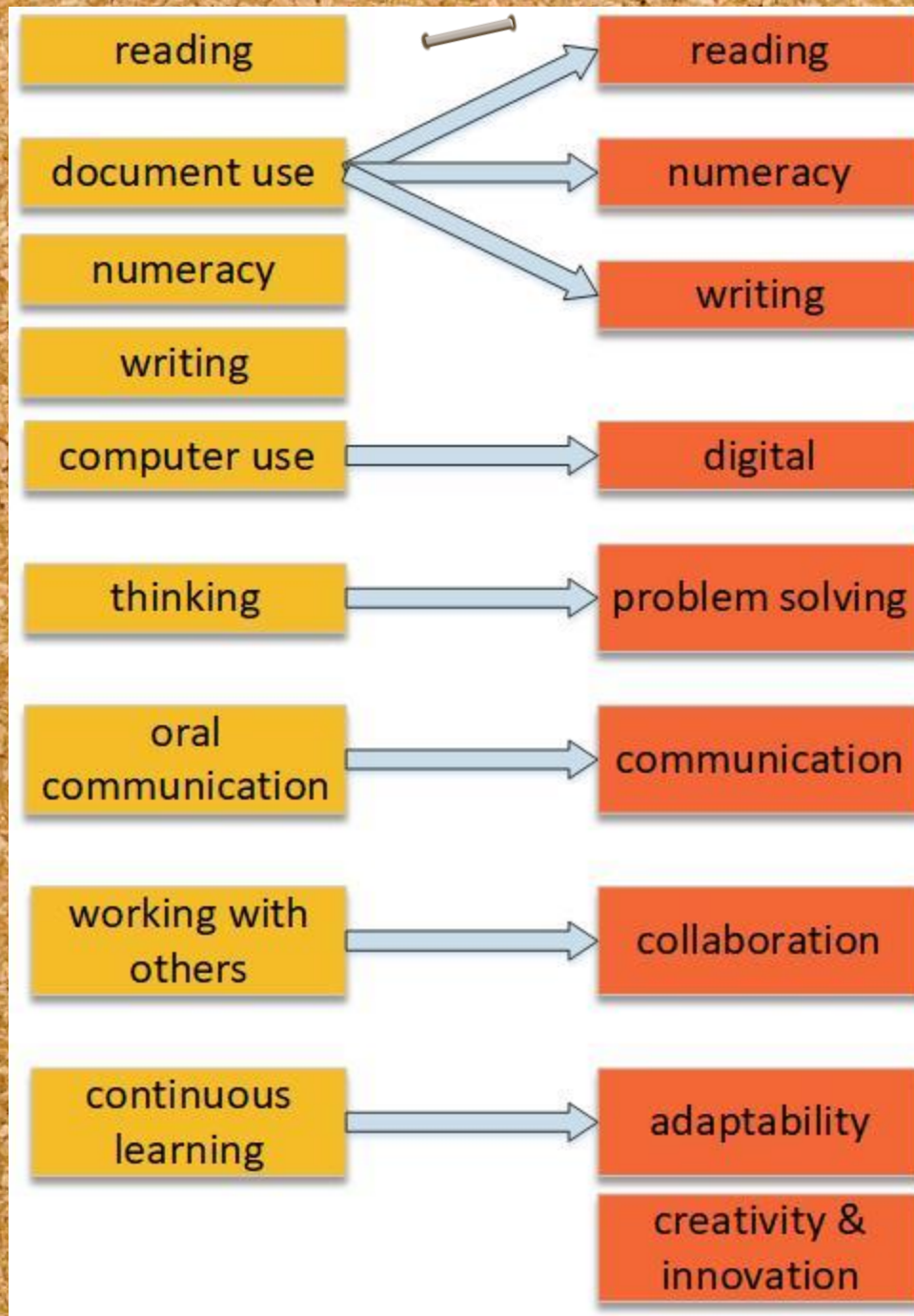
-Education for All

Skills that empower individuals to manage their lives in meaningful and responsible ways by exercising control over their living and working.

Old Framework:

Essential Skills

1996-2021

Essential Skills (old)		Skills for Success (new)
reading	→	reading
document use	→	numeracy
numeracy	→	writing
writing		
computer use	→	digital
thinking	→	problem solving
oral communication	→	communication
working with others	→	collaboration
continuous learning	→	adaptability
		creativity & innovation

New Framework:

Skills for Success

Introduced 2021

Why does Canada need a skills framework?

The *Skills for Success* framework:

-
-
-
-

Skills for Success framework includes different kinds of skills:

Literacy Skills

Core:

Reading

Writing

Numeracy

Related Literacy:

Digital Skills

CLICK

Soft / Social-Emotional Skills

Problem Solving

Communication

Adaptability

Collaboration

Creativity & Innovation

CLICK

Skills for Success includes different kinds of skills:

Soft / Social-Emotional Skills

Your ability to successfully manage your emotions, thoughts, and behaviours in different situations.

Includes:

- Understanding others' emotions and behaviours
- Collaborating with others
- Building and maintaining healthy relationships
- Solving problems
- Communicating effectively

Each Skill Has Defined Proficiency Levels

A

Proficiency levels are the levels at which people demonstrate particular skills.

B

Proficiency levels allow skills to be assessed and individuals to understand their skill levels.

C

Core literacy skills use 5 levels to measure proficiency.

1 = basic, 5 = very advanced

CLICK

D

Level 3 is the minimum level needed for work and life in a knowledge-based economy.

E

Other skills have 3 levels of proficiency.

Entry level
Intermediate Level
Advanced Level

F

Intermediate level is the minimum level people should strive to achieve.

NEXT

5 PROFICIENCY LEVELS
COFFEE ANALOGY

Level 1: Make an instant coffee.

Level 2: Make a filter coffee.

Level 3: Make an espresso.

Level 4: Make a cappuccino.

Level 5: Make an oat milk pumpkin spice latte.

CLICK

A word of caution...

The Skills for Success proficiency descriptors are not final versions. Changes will be made by the Government of Canada over the next few years, especially for the new 3-level scales.

Skill Components

Each skill is broken down into six components that describe the skill.

Components show the processes or behaviours that make up the skill.

Components follow a general format that includes: identify, understand, plan, act, reflect (or something similar).

Each component is described in detail on the Skills for Success website.

Components can be used to design training programs and learning materials.

Components provide guidance on what to assess in Skills for Success programs.
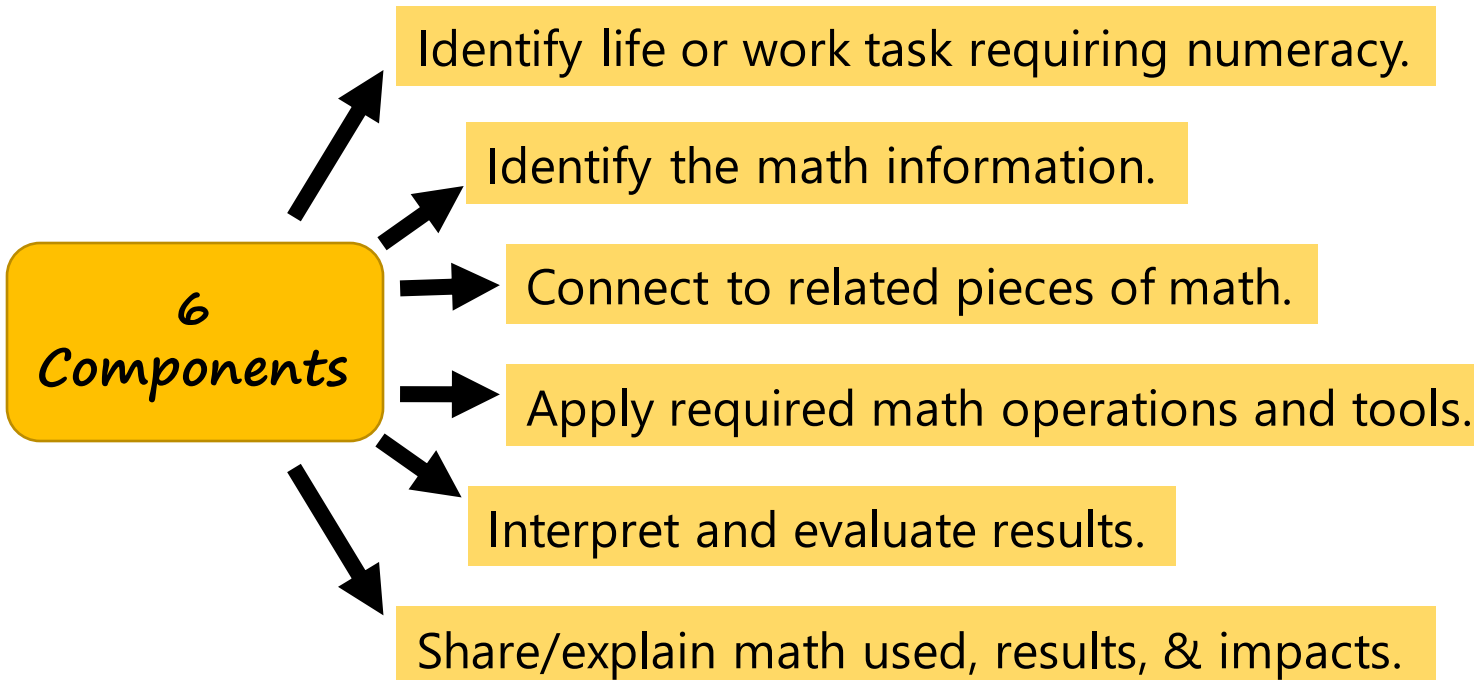
An example of how skill definitions, components, and proficiency levels work in the Skills for Success framework.

click

NUMERACY

Your ability to find, understand, use, and report mathematical information that's presented through words, numbers, symbols, and graphics.

6 Components

- Identify life or work task requiring numeracy.
- Identify the math information.
- Connect to related pieces of math.
- Apply required math operations and tools.
- Interpret and evaluate results.
- Share/explain math used, results, & impacts.

Level 3 math operations:

Click

Level 3 applications:

Click

5 proficiency levels

Level 3 is the functional minimum.

The Government of Canada's *Skills for Success* website has descriptions of **every skill component**. Some of these descriptions are very helpful and some are not.

Example of a skills description: **Click**
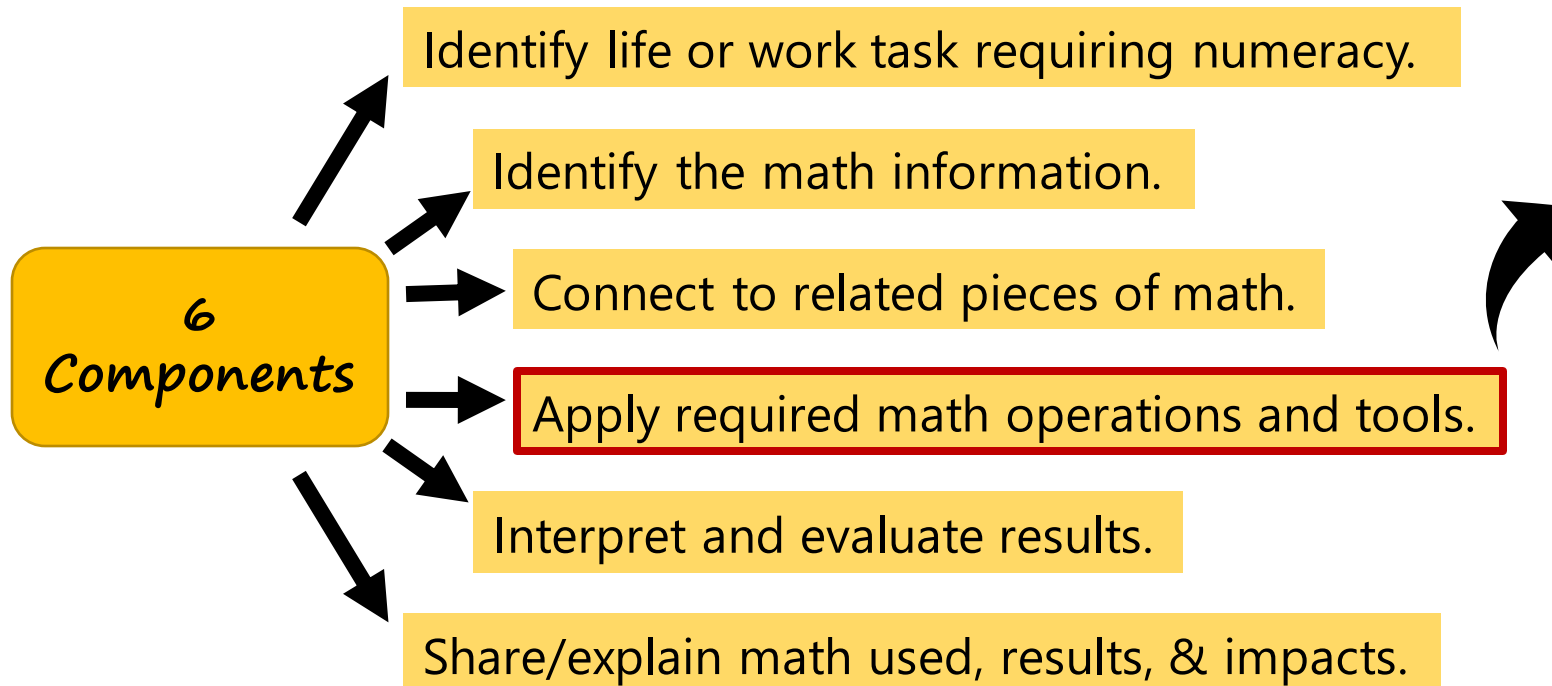
Component Description

Calculate

Order or sort

Measure

Estimate

Apply a combination of operations and tools

6 Components

Identify life or work task requiring numeracy.

Identify the math information.

Connect to related pieces of math.

Apply required math operations and tools.

Interpret and evaluate results.

Share/explain math used, results, & impacts.

The study of numbers, shapes, data, patterns, and measurements.

The **language** God used to write the universe.

(Galileo)

So…What is Math?

Calculations using **operations**:
- addition
- subtraction
- division
- multiplication
- exponents (e.g., x^2, x^3).

- Number theory & operations
- Equations
- Shape & space measurement
- Quantities & how they change
- Estimation

A

D

So…What is
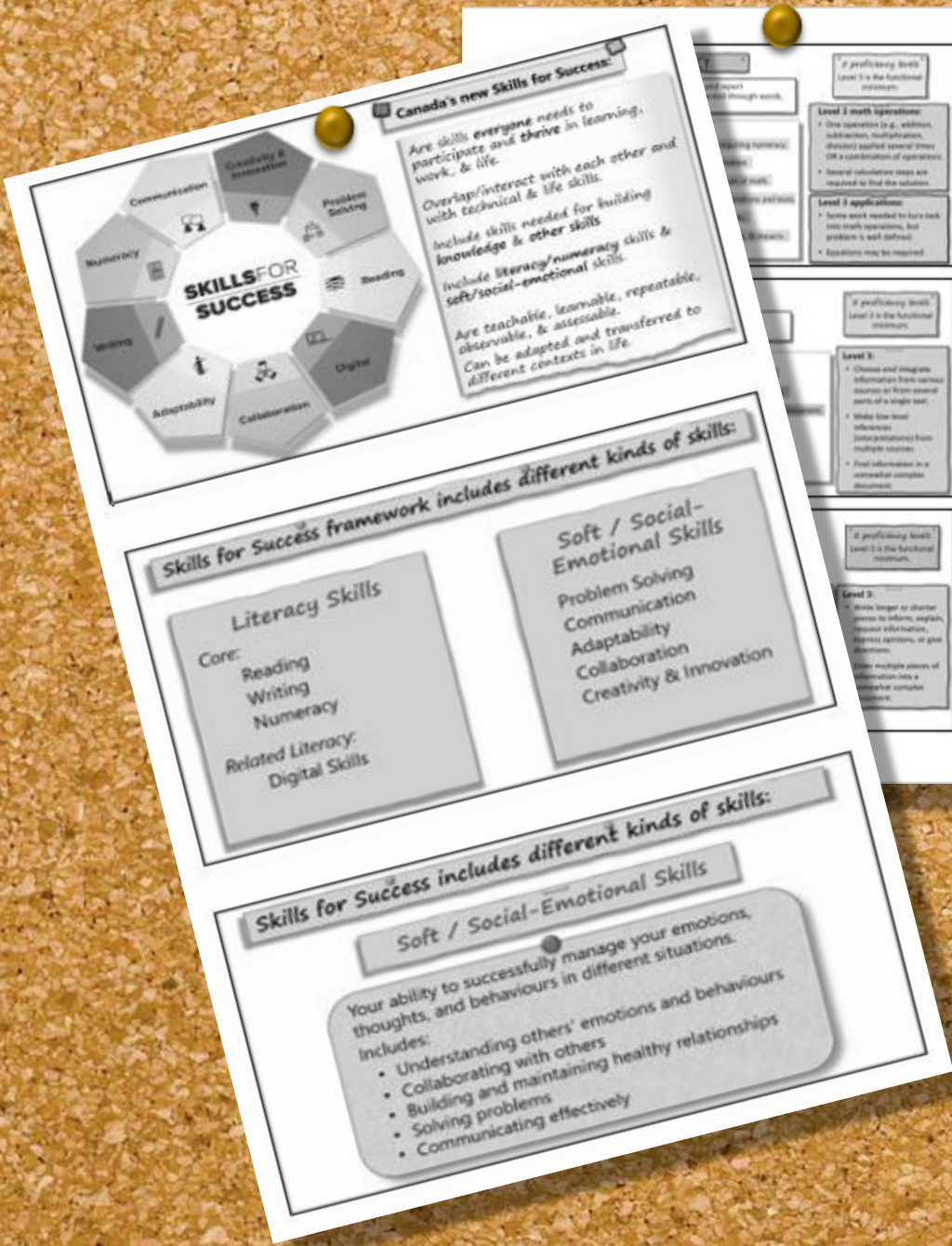Numeracy?

C

B

What's the difference?

MATH VS NUMERACY

Click the words above.

Handout: Summary of the 9 skills, their components, and proficiency *Level 3 / Intermediate Level* for each skill.
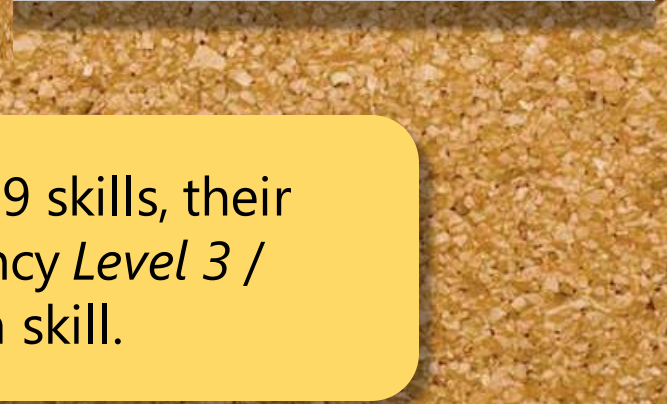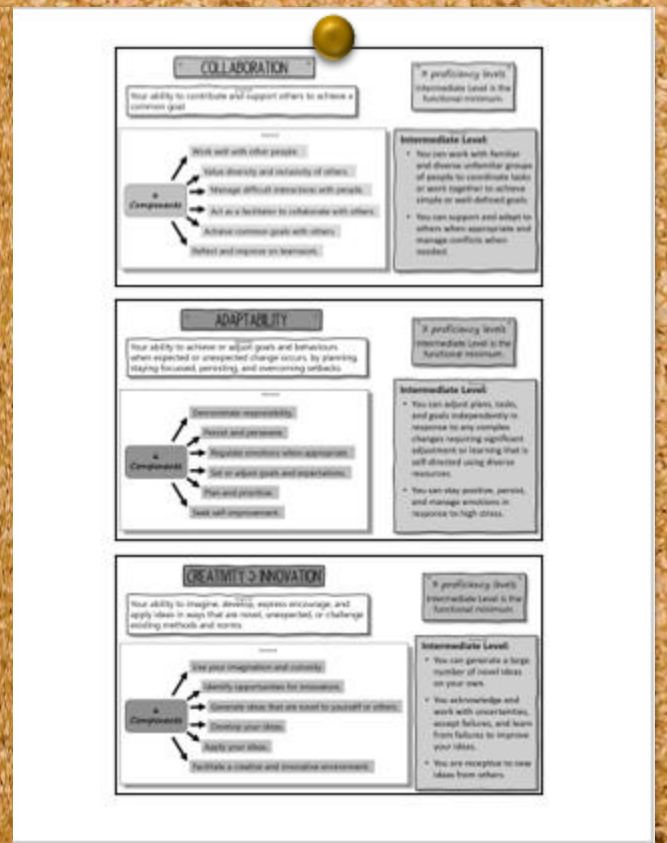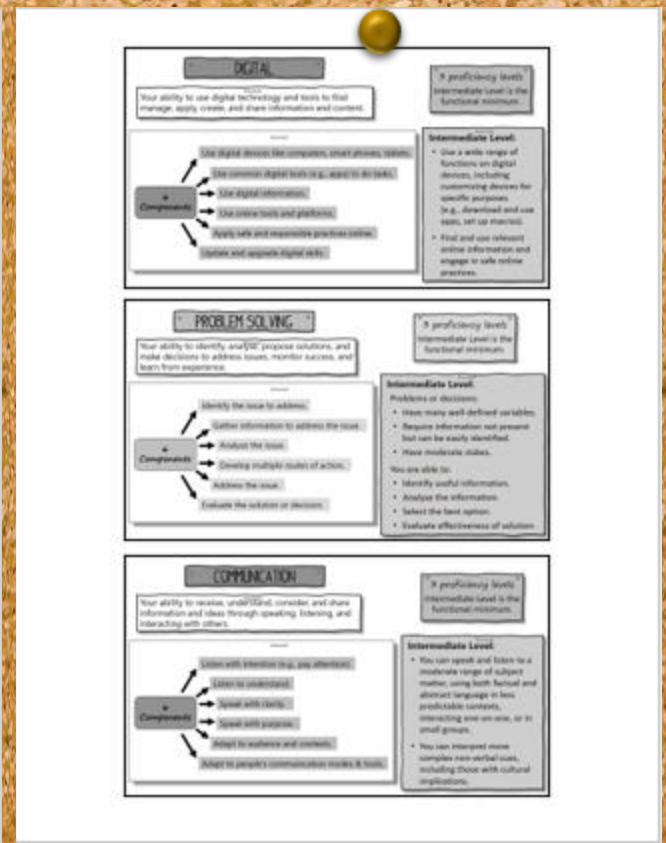
ACTIVITY

The Skills for Success framework is the Government of Canada's idea of what literacy and social-emotional skills we need to survive and thrive in the 21st century.

Skills for Success

Reading
Writing
Numeracy
Digital
Problem solving
Communication
Collaboration
Adaptability
Creativity and Innovation

What are the **3 biggest challenges** you think your community, Canada, or the world will face?

What skills are missing from Skills For Success, that we will need to overcome these challenges? **(What skills would you add?)**
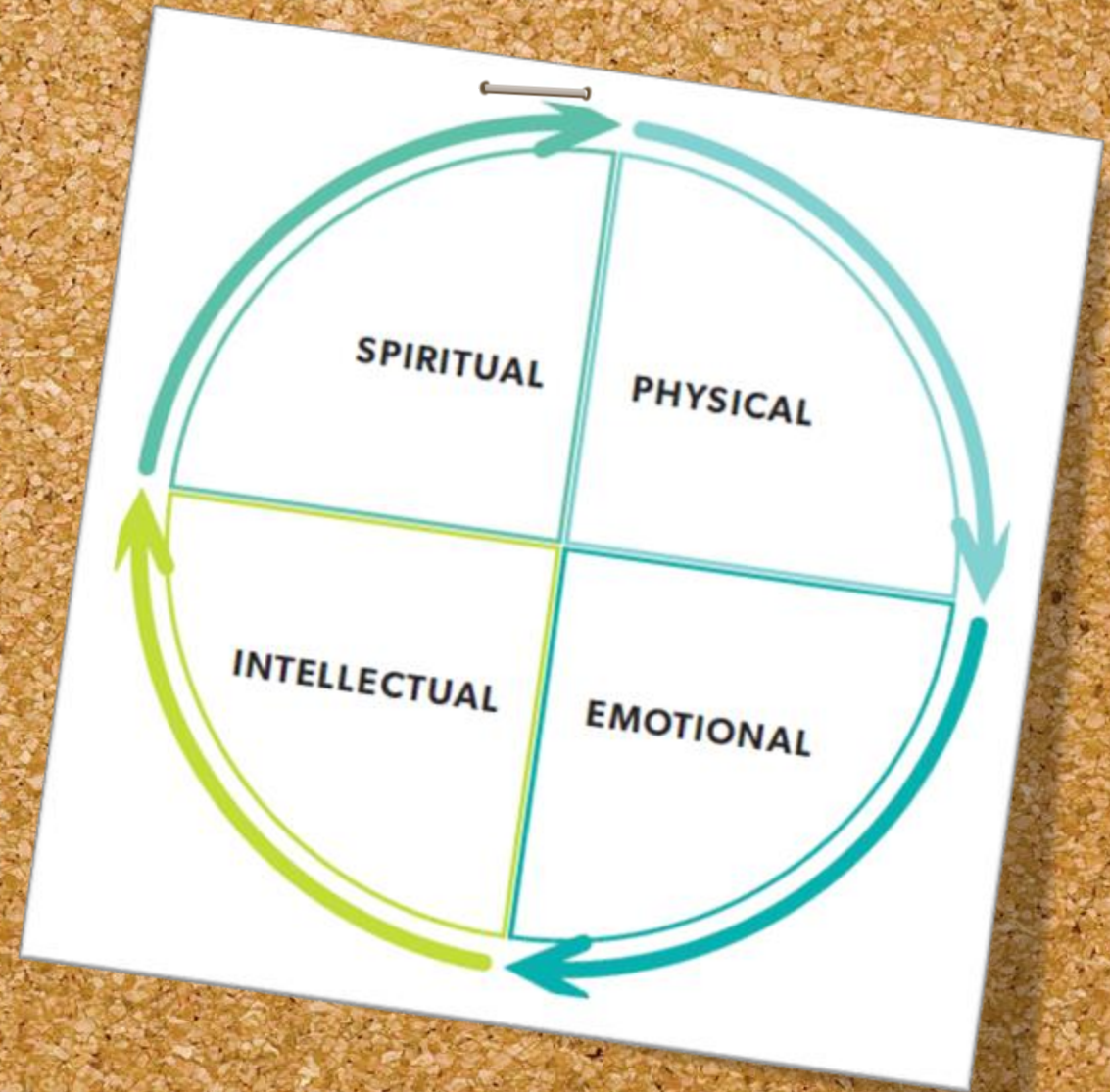
GROUP DISCUSSION

Some Ideas from around the world.

Click

What about including an Indigenous Skills Perspective?

Contributing to the sustainability of Indigenous culture (e.g., language, knowledge, beliefs, practices, laws, customs, arts, identity).

Supporting the well-being of the self, the family, the community, the land, the spirits, and the ancestors.

8 ways to develop Indigenous Cultural Competence

- Learning through narrative.

- Planning and visualising explicit processes.

- Working non-verbally with self-reflective, hands-on methods.

- Learning through images, symbols, and metaphors.

- Learning through place-responsive, environmental practice.

- Using indirect, innovative, and interdisciplinary approaches.

- Modelling and scaffolding by working from wholes to parts.

- Connecting learning to local values, needs, and knowledge

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https://www.canada.ca/en/services/jobs/training/initiatives/skills-success.html
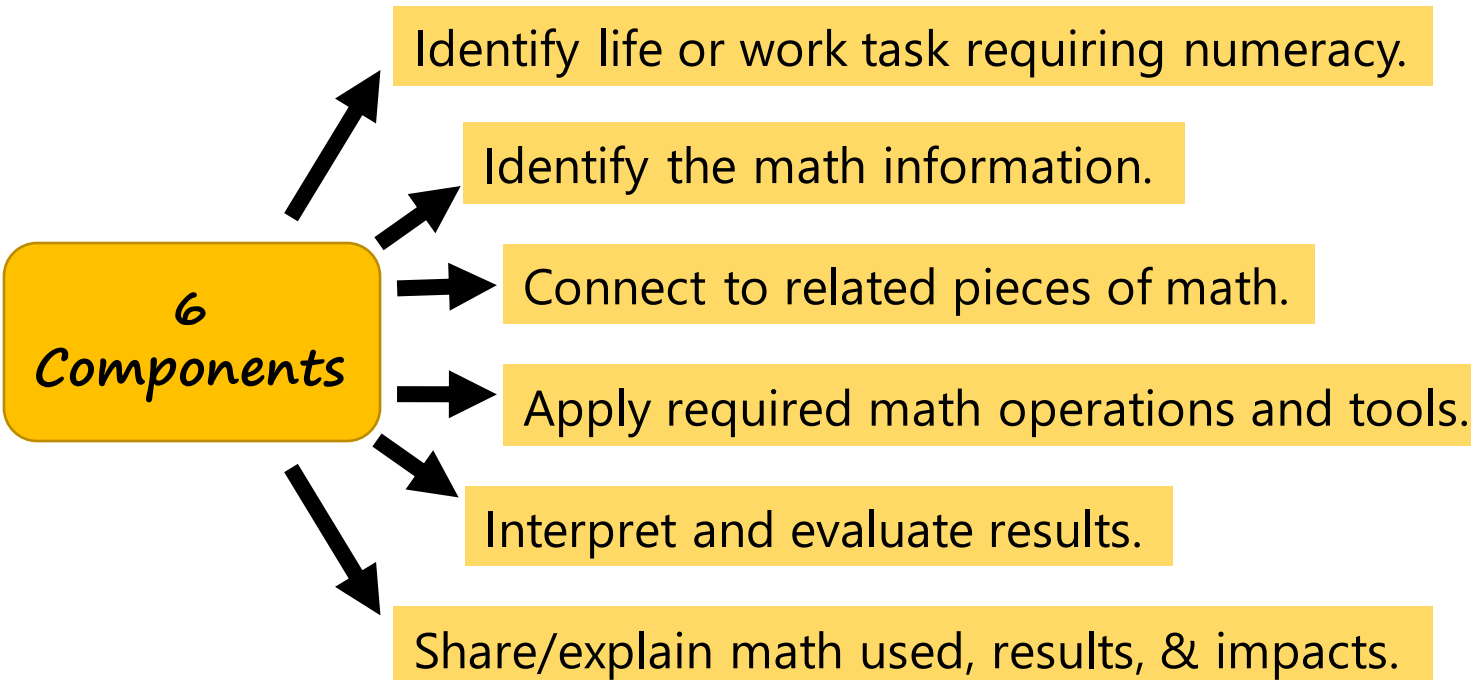
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- Apply required math operations and tools.
- Interpret and evaluate results.
- Share/explain math used, results, & impacts.

Level 3 math operations:

Click

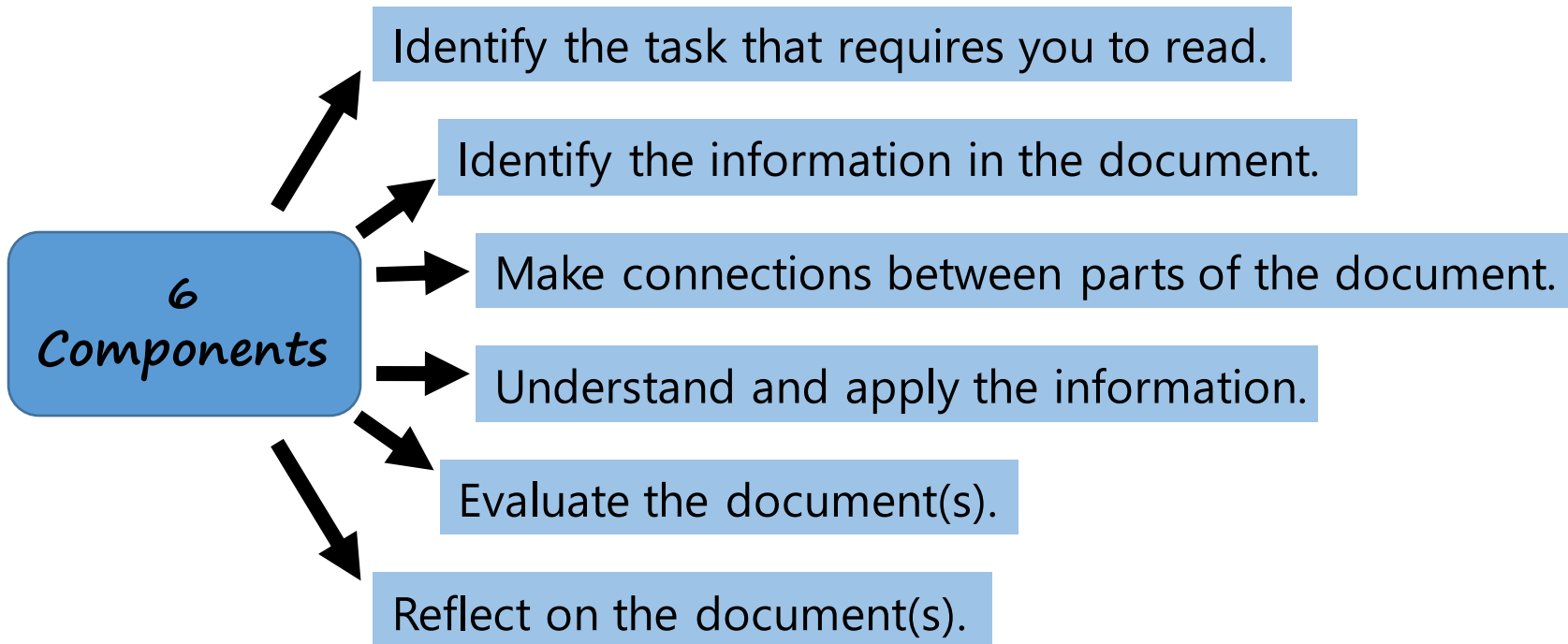### Level 3 applications:

Click

5 proficiency levels

Level 3 is the functional minimum.

Return

READING

Your ability to find, understand, and use information presented through words, symbols, and images.

6 Components

- Identify the task that requires you to read.
- Identify the information in the document.
- Make connections between parts of the document.
- Understand and apply the information.
- Evaluate the document(s).
- Reflect on the document(s).

Level 3:

Click

5 proficiency levels

Level 3 is the functional minimum.

Return

WRITING

Your ability to share information using written words, symbols, and images.

6 Components

- Identify the task that requires you to write.
- Plan the writing task.
- Use written words and phrases to achieve a purpose.
- Choose appropriate language and style.
- Choose appropriate format for the writing task.
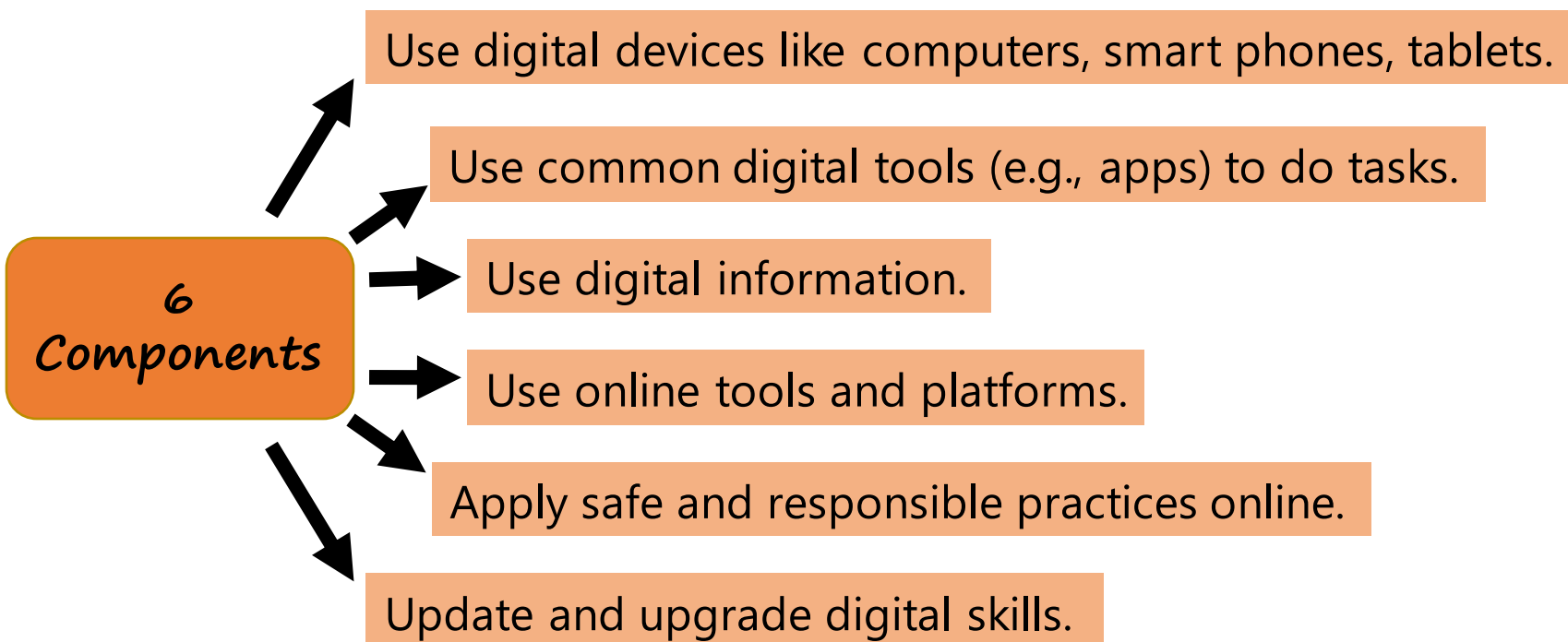- Review and revise your writing.

Level 3:

Click

5 proficiency levels

Level 3 is the functional minimum.

Return

DIGITAL

Your ability to use digital technology and tools to find manage, apply, create, and share information and content.

6 Components

- Use digital devices like computers, smart phones, tablets.
- Use common digital tools (e.g., apps) to do tasks.
- Use digital information.
- Use online tools and platforms.
- Apply safe and responsible practices online.
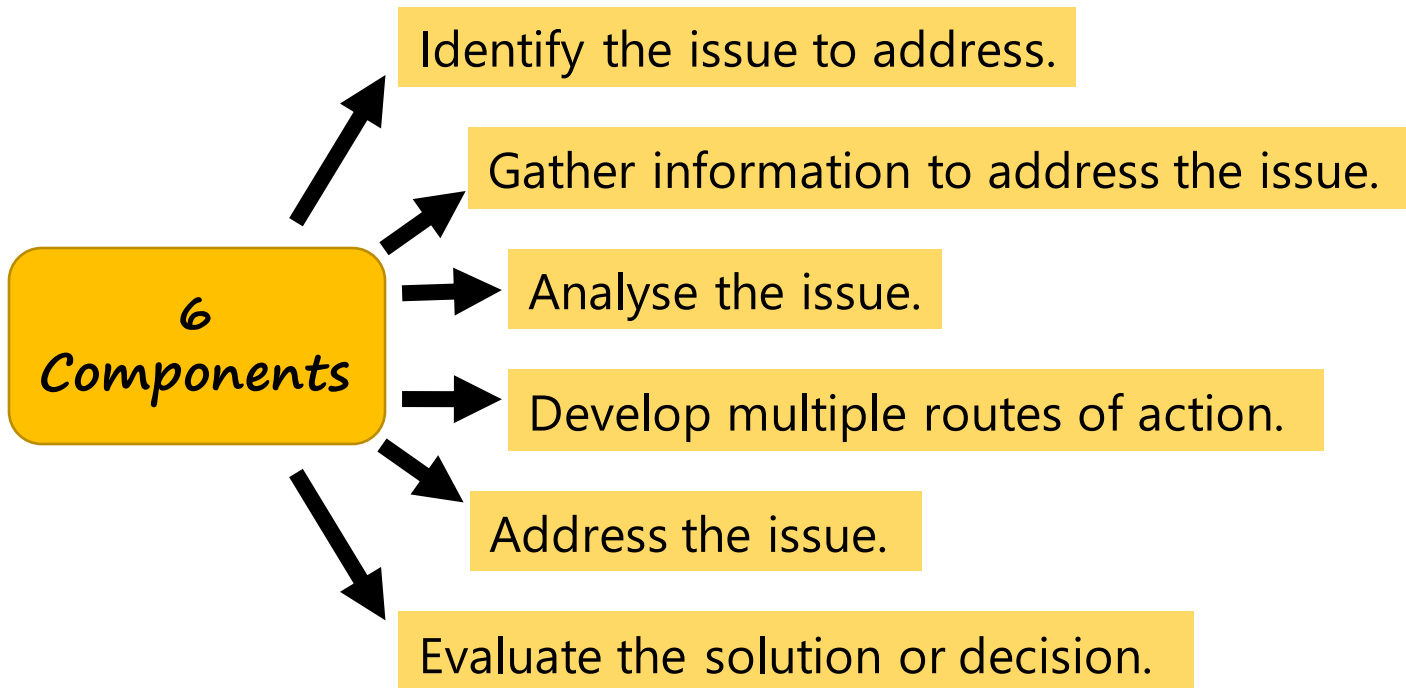- Update and upgrade digital skills.

3 proficiency levels

Intermediate Level is the functional minimum.

Return

PROBLEM SOLVING

Your ability to identify, analyse, propose solutions, and make decisions to address issues, monitor success, and learn from experience.

6 Components

- Identify the issue to address.
- Gather information to address the issue.
- Analyse the issue.
- Develop multiple routes of action.
- Address the issue.
- Evaluate the solution or decision.
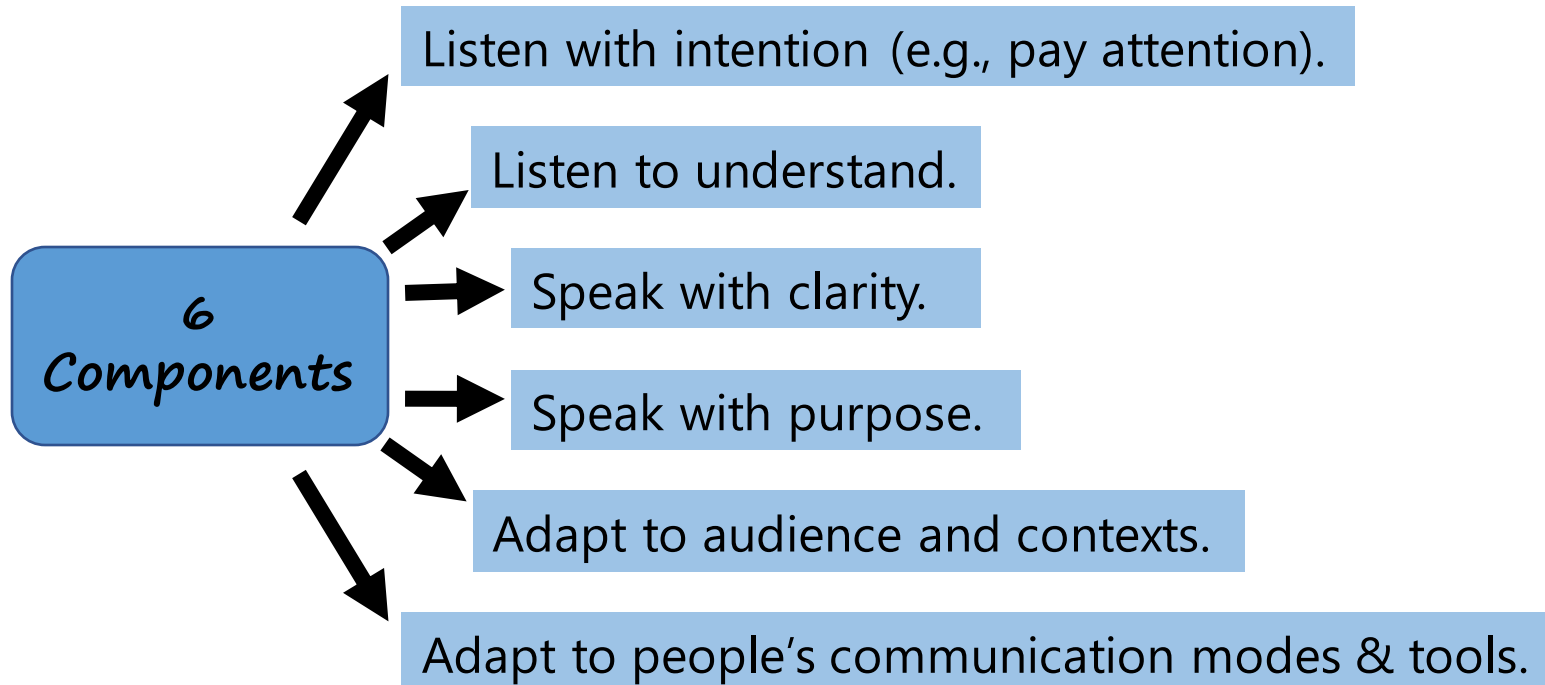
Intermediate Level:

Click

3 *proficiency levels*

Intermediate Level is the functional minimum.

Return

COMMUNICATION

Your ability to receive, understand, consider, and share information and ideas through speaking, listening, and interacting with others.

6 Components

- Listen with intention (e.g., pay attention).
- Listen to understand.
- Speak with clarity.
- Speak with purpose.
- Adapt to audience and contexts.
- Adapt to people's communication modes & tools.
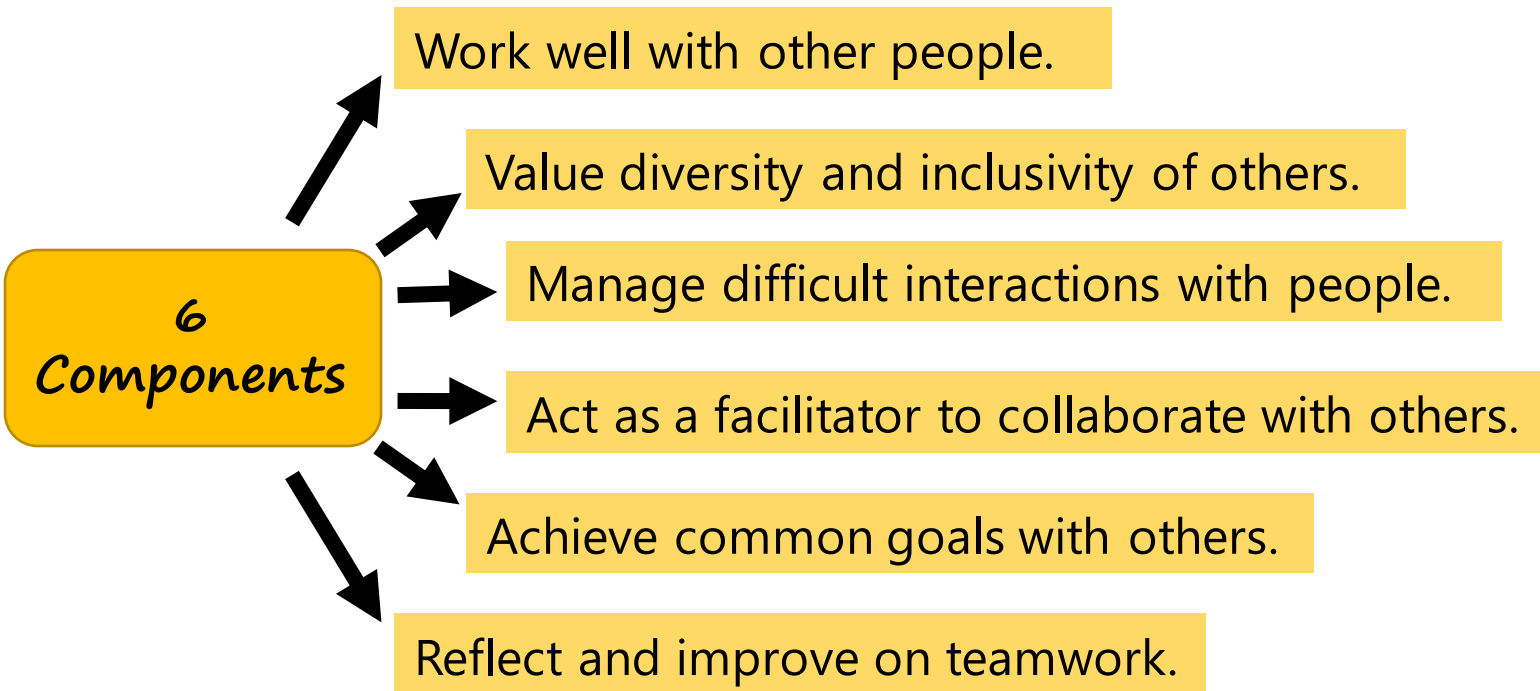
Intermediate Level:

Click

3 proficiency levels

Intermediate Level is the functional minimum.

Return

COLLABORATION

Your ability to contribute and support others to achieve a common goal.

6 Components

- Work well with other people.
- Value diversity and inclusivity of others.
- Manage difficult interactions with people.
- Act as a facilitator to collaborate with others.
- Achieve common goals with others.
- Reflect and improve on teamwork.
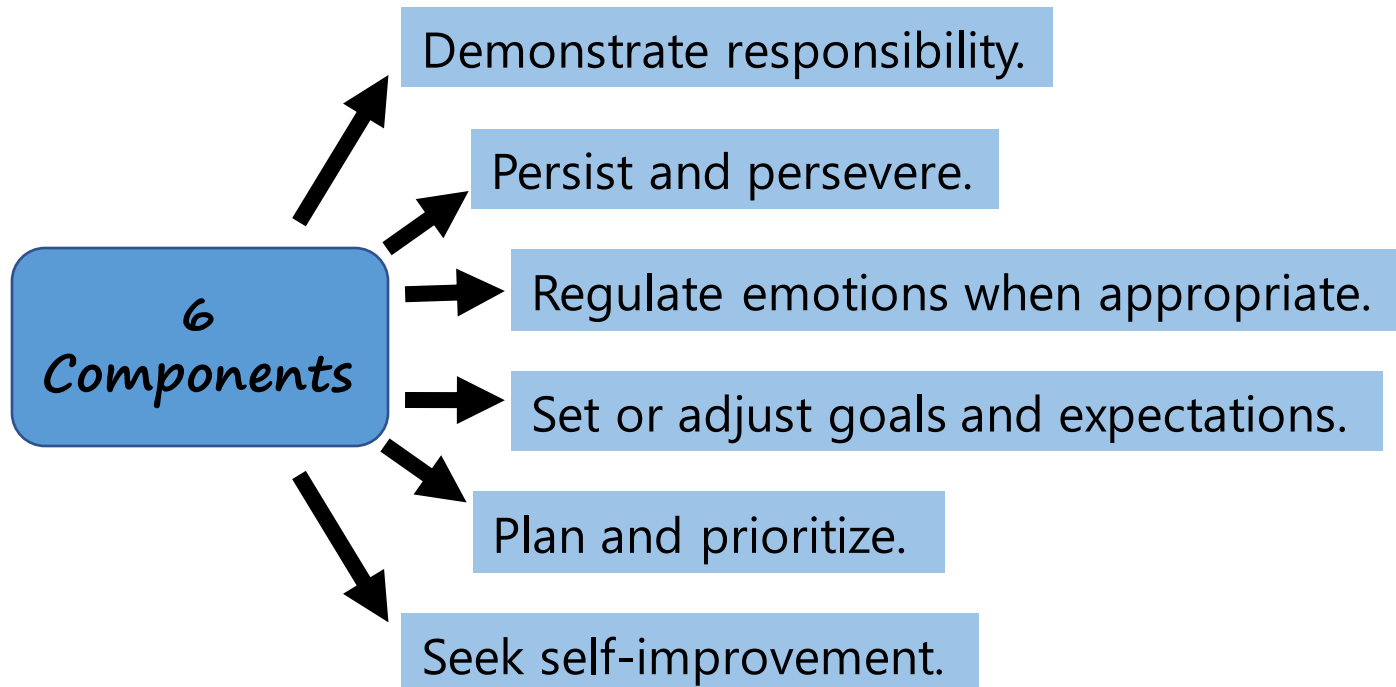
Intermediate Level:

Click

3 proficiency levels

Intermediate Level is the functional minimum.

Return

ADAPTABILITY

Your ability to achieve or adjust goals and behaviours when expected or unexpected change occurs, by planning, staying focussed, persisting, and overcoming setbacks.
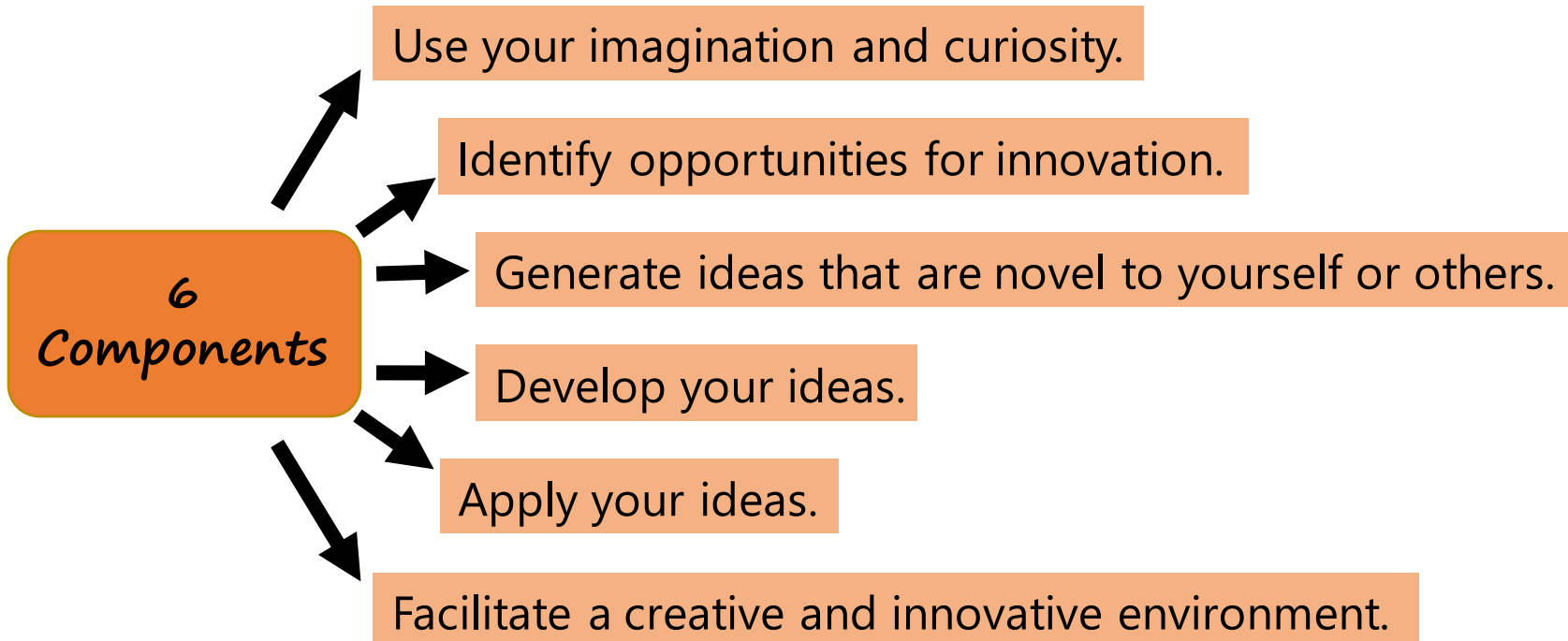
Intermediate Level:

Click

6 Components

Demonstrate responsibility.

Persist and persevere.

Regulate emotions when appropriate.

Set or adjust goals and expectations.

Plan and prioritize.

Seek self-improvement.

3 proficiency levels

Intermediate Level is the functional minimum.

Return

CREATIVITY & INNOVATION

Your ability to imagine, develop, express encourage, and apply ideas in ways that are novel, unexpected, or challenge existing methods and norms.

Intermediate Level:

Click

6 Components

- Use your imagination and curiosity.
- Identify opportunities for innovation.
- Generate ideas that are novel to yourself or others.
- Develop your ideas.
- Apply your ideas.
- Facilitate a creative and innovative environment.

3 proficiency levels

Intermediate Level is the functional minimum.

Return