

ANNUAL REPORT 09/10



Connecting the Workforce to Learning
THE CENTRE FOR EDUCATION AND WORK

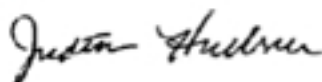
PRESIDENT'S MESSAGE

On behalf of the Board of Directors of the Centre for Education and Work, I am pleased to present the Annual Report for the fiscal year 2009-2010.

I would particularly like to thank the Board and staff for being supportive of the work of the CEW over the past year. It has not been an easy time, but we have persevered and prospered.

The CEW is re-committed to growth and development in spite of some potential retirement plans of Board members and staff members in the next couple of years.

Sincerely,



EXECUTIVE DIRECTOR'S MESSAGE

GROWING PAINS

This year has been a difficult, but ultimately successful venture for the CEW. As we completed our ninth year of operations, we are moving onto new and exiting work. But, it was not an easy process. At the end of 2008/09, we had ended several projects and were waiting for approval for others. So, we had to use some of our reserve resources to maintain staff wages. However, this was still not enough so in the late spring we went on Work Share which is sponsored by Human Resources Development Canada. For about six months, we went to a four day week. We only had to reduce staff by one person. The rest of us tightened our belts and made it through.

At the same time, we were required to vacate our premises on Roblin Boulevard. We found a new home at 3050 Portage Avenue which had to go through some renovations to make it habitable. We have more to manage on our new site, but we have been happy with the chance to really be in our own space.

By early fall, things began to look up. In partnership with the Alliance of Sector Councils, we were given two grants by the Province through Workforce Development. One project is our GENEST: Essential Skills and Intergenerational Learning; the other project is to develop on-line resources for industry in

Coaching and Mentoring. Both projects will enable us to make grow our multi-media capacities and to provide truly interactive learning for our industry partners.

We also received approval for our Learn the Workplace project which is to develop on line resources to help immigrants learn about Canadian workplace culture. This is a three year project which will develop resources for blended learning opportunities, as well as stand alone learning tools. As a result of this and other projects, we were able to hire a motion graphics designer and early in 2010 a software programmer. These new additions to our staff are enabling us to offer in house e-learning designs to our potential clients and projects.

We also were given a contract with Corrections Canada to do some portfolio work with inmates in Stony Mountain and Rockwood. We did two portfolio courses from November to March 2010. These were highly successful from the standpoint of the participants. The project also allowed us to re-write our portfolio materials for this particular audience.

We were sad to say goodbye to the WESLAT project which has been highly successful in providing

resources and case studies of learning organizations across Canada. This three years project linked industry partners across Canada to using Essential Skills as the basis for assessing their status as learning organizations. We also provided a range of on line resources which will continue to be available through the CEW website.

MISSION AND VISION DEVELOPMENT

Both the Board and the staff participated in revamping our Mission Statement and our goals for the next five years. In February we spent a day with staff to evaluate where we are and where we are going. This was an exciting opportunity to explore with all of us our goals, values, hopes and dreams. We created a wonderful visual of the CEW path which continues to hang on the wall in our Annex office. We are all involved in helping the CEW grow as a leader in e-learning and adult education. We believe our expertise in combining these two domains is making us unique in Winnipeg and in competition with others across Canada.

We began a "dine and share" initiative with Board members. We scheduled four different Board members to meet with CEW staff over a period of as many months. These lunch meetings have been highly successful and immensely appreciated and enjoyed by CEW staff. They have provided staff with a deeper understanding of the valuable expertise that our Board brings to the CEW. In addition, these meetings have provided some new avenues to explore in project and partnership development. We plan to continue these events in the fall, with other Board members.

NEW PARTNERSHIPS

We have been very fortunate to create new partnerships with the Alliance of Sector Councils and the Province. These new partnerships will enable us to expand our funding base, but also to create new clients for the CEW.

Our partnership with CME (Canadian Manufacturers & Exporters) Manitoba has been critical for the success and uptake from industry in our CertWork project. We are also partnering with the CME in our Essential Skills Safety and Health project.

We have begun a new and exciting partnership with the Council on Adult and Experiential Learning (CAEL) which is an organization in the United States dedicated to prior learning and adult education. This new alliance will offer us opportunities to work with CAEL on new projects that make use of our mutual strengths.

We are continuing our partnership with Manitoba Aboriginal Human Resource Specialists to continue the development of their work-based certificate program.

FUNDING PARTNERSHIPS

We would like to thank our funding partners, which include the Government of Canada (Human Resources Social Development), the Province of Manitoba (Employment and Workforce Development), and private industry. The University of Winnipeg continues to provide the CEW with infrastructure support including space and access to all university systems.

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Prepare New Hires

The CEW helps new employees develop essential workplace skills



CEW ACHIEVEMENTS: 2009-2010

PAN-CANADIAN DEVELOPMENTS

The CEW has continued to develop national projects as well as to develop national partnerships. These projects enable the CEW to explore more wide-ranging opportunities in addition to developing partnerships across Canada. These partnerships with educational organizations, governmental agencies, and industry across the nation enable us to pilot and review new research and development beyond the borders of Manitoba. We have a strong network of expert researchers who have worked with us on a number of projects in Halifax, Toronto, Kingston, Saskatoon, Calgary and Vancouver.

We are expanding the pilot phase of the research in Quebec with Competences Montreal. We are excited about the opportunity to link our work in more consistent ways with the Francophone community.

We have a number of excellent relationships with industry across Canada. New relationships

include Duha Colour Group, Carte International, Westland Plastics, Precision Metalworks, All Weather Windows, Vecima, Pete's Frootique, and Olivier Soaps. Our new project on research in occupational health and safety will also offer us opportunities to partner across Canada.

TECHNOLOGY

We have expanded our New Media Department to include a motion graphics designer and a software programmer. This capacity is enabling us to develop new options for materials and course development including games, simulations, info maps, animation, and other visual supports to learning. This in house capacity has raised our ability to respond to industry and educational needs.

Multimedia and Guided Learning (MAGLE)

We have continued to use our MAGLE course builder platform to develop on-line courses. However, we are also researching alternative platforms that different partners may find useful.

Our GENEST and Coaching and Mentoring projects both are using different multi-media tools to provide on line learning resources for industry.

CEW WEBSITE(S)

Most of our projects have interactive websites including WESLAT and CERTWORK. We continue to maintain the WILM website.

PROMOTION AND PUBLICITY

As part of the Workplace Essential Skills Learning Assessment Tool (WESLAT) project, we researched, designed and developed a new magazine which we call CEW TODAY. This first issue focused on case studies of companies across Canada that are learning organizations. We included articles from companies in manufacturing and the food industries. We are planning to release CEW Today issue #2 during the fall 2010.

We continue developing a range of new publicity post cards which provide information about projects and links to the CEW website. We are expanding our database to inform interested educators, workplace personnel, and industry partners about the work of the CEW.

The CEW is supported entirely through project funding. All operating and staffing costs are paid through individual project grants, fee for service, and contribution agreements. More detailed reports on each project may be found on the CEW website: www.cewca.org

CEW Today

Catch up on what's new with
the CEW Today



2009-2010 PROJECTS

INTEGRATING ESSENTIAL SKILLS INTO A KNOWLEDGE-BASED WORKPLACE (WESLAT)

This project is developing a number of resources for workplaces to identify themselves as learning organizations. In the first year we worked with regional researchers across Canada to develop case studies of small and medium sized companies that illustrate how companies have developed in their journeys to become learning organizations. In the second year of the project we developed the Workplace Essential Skills Learning Assessment Tool- WESLAT- The WESLAT allows companies to identify their strengths and weaknesses as organizations and provide them with routes to organizational development.

Project Partners

Office of Literacy and Essential Skills, HRSD; Canadian Manufacturers and Exporters; industry partners

WORK-BASED CERTIFICATION FOR IMMIGRANTS

The CEW continues a three year project to develop a work-based certification system for manufacturing managers. In the first year of the project we developed standards for the assessment system. We have also developed MAGLE courses for assessors, and mentors. A separate MAGLE was developed to prepare candidates for the assessment process. All materials and pilots are in English and French.

Project Partners

Foreign Credentials Recognition (HRSDC); Canadian Manufacturers and Exporters, industry partners.

EVALUATION PROJECT: LITERACY ASSESSMENT TESTS

We have entered an agreement with Bow Valley College to conduct an on-going evaluation of their project to develop a series of assessment tests for low levels of literacy.

Project Partner

Bow Valley College

ORIENTATION FOR NEW HIRES

This project developed a short course for industry to use when orienting new hires to the workplace.

Project Partners

Province of Manitoba and industry partners.

GENEST

This project is developing an assessment tool to link generational learning styles to Essential Skills. CEW is also developing an on-line multimedia course to help learners understand intergenerational work and learning differences with colleagues, supervisors and employees.

Project Partners

Province of Manitoba and industry partners.

COACHING AND MENTORING

This project is developing and pilot two multimedia courses. These courses include elements for training supervisors and managers to gain knowledge to be both coaches and/or mentors depending on companies' needs.

Project Partners

Province of Manitoba and industry partners.

LEVERAGING AND EMBEDDING LITERACY AND ESSENTIAL SKILLS IN HEALTH AND SAFETY OPPORTUNITIES

CEW is taking a contract as a National Research and Development Director for the Essential Skills through Safety and Health Program. This project is undertaking extensive research to examine the link between health and safety and LES. The research will identify best practices in health and safety across Canada including areas where an embedding approach has been used.

Project Partners

Canadian Manufacturers & Exporters Ontario

THE USE OF ESSENTIAL SKILLS BASED PRIOR LEARNING ASSESSMENT AND RECOGNITION STRATEGIES FOR PERSONS PREPARING FOR RELEASE

The CEW conducted a qualitative research study. The research sought to understand the ways in which the PLAR process can assist individuals transitioning from prison to the outside to redefine their workplace strengths in order to attain new and satisfying employment. The study focused on the portfolio process as a vehicle for the development of new and transferable skills identification.

Study participants participated in a 60 hours portfolio course. CEW conducted the portfolio workshops with two cohorts, one in Stony Mountain and the second one in Rockwood Institution.

Project Partners
Correctional Service Canada

ENHANCING TRANSITIONS FOR ADULTS TO FURTHER EDUCATION, EMPLOYMENT AND TRAINING

The first phase of the project conducted research on transitions for Manitoba adults moving from literacy programming high school credits/ completion at Adult Learning Centres to participating successfully in post secondary education in order to better prepare for jobs. In the second phase, the project is developing curriculum and program structures that ladder adult students from literacy programming to high school credits to successful participation in post-secondary institutions.

Project Partners
Adult learning and Literacy, Workplace Education
Manitoba.



E-Learning

The CEW has increased its capacity to develop new types of multimedia and interactive learning activities

VOLUNTEERS

Although the CEW is not an organization with a large membership, we have developed a significant number of partners who contribute their time, energy, expertise and operating systems to many of our projects.

BOARD OF DIRECTORS

Our Board of Directors has provided invaluable support and guidance for the CEW in its initial years of growth. Our Board consists of individuals with expertise in post-secondary education, government, and regulatory bodies. Board members contribute time and energy to the governance of the CEW.

COMMUNITY MEMBERS

For many of our projects, we recruit input from community members such as literacy practitioners, teachers in Adult Learning Centres, faculty and staff of colleges and universities, members of regulatory bodies, and, most significantly, adult learners. We have enlisted individuals from private industry, community-based organizations, and many other organizations who provide support, feedback and guidance on projects. These voluntary activities enrich all of our projects and enable us to validate our materials and products.

STAFFING 2009-2010

The staff of the CEW for 2009-10 included Robin Millar, Executive Director; Alex de Girolamo, Chief Financial Officer; Maria Gill, Associate Director; Carol Hawkins, Creative Director; Joanne Summers, Bilingual Projects Manager; Les Klassen, New Media Producer, Viviana Firkbank, Senior Project Manager; Mirja Cole, Office Manager/HR Coordinator; Rachael Hosen, Motion Graphics Designer; and John Luxford, Software Programmer. Additional contract employees were also hired to work on specific projects or short-term tasks.

BOARD OF DIRECTORS 2009-2010

JUDITH HUEBNER

CEW Board President

Professor of Biology
University of Winnipeg

ELLEN BROWNSTONE

CEW Vice-President

Vice-President, Academic
Winnipeg Technical College

JUDITH KEARNS

CEW Secretary

Chair, Department of
Rhetoric, Writing, and
Communications
University of Winnipeg

SANDRA DeLARONDE

Acting Executive Director
Aboriginal and Community
Justice, – Aboriginal
Courtwork Program
Manitoba Justice

MEDRIC COMBERBACK

Training Department
Boeing Canada

ATHINA PAPANOPOLOUS

Account Executive
Canada Post

JOE THOMPSON

Aboriginal Human
Resources
Manitoba Hydro

DALE WATTS

Dean, School of
Construction and
Engineering Technologies
Red River College

SANDI HOWELL

Province of Manitoba
Workplace Education
Manitoba