

05 ESTRIE

LENNOXVILLE VOCATIONAL TRAINING CENTER				
Project Title				
Estrie Pilot Project: Head Start to the Profession				
Objectives				
<p>1 – Overall: train competent employees; adapt our training to the reality of the job market; attract more candidates; give our candidates the opportunity for more revenue (sooner); facilitate employment if the skills and attitudes (soft skills) are present and well developed; develop more soft skills awareness with our candidates; allow our learners to integrate the workplace faster and more prepared. 2 – To have all the students (Institutional and Home Care Assistance) integrate stage from the beginning and throughout the entire program to increase employability at the end of their training. 3 – To provide more hands-on from the beginning of the training so students get a better sense of what that job really is.</p>				
Description				
<p>In the new program called <i>Institutional Home Care and Assistance</i>, Lennoxville Vocational Training Center (LVTC) has modified the traditional course offered to allow learners to integrate the workplace faster and more prepared with the reality of the workplace. Integrating stage is now done after the second week of training in the program. With this rapid integration in the stage, it also motivates the students to persevere in their training and make better links with the theory taught in the classroom and its importance in the workplace. LVTC has also integrated a competency that addresses the soft skills: a 30h course called “Winning Attitudes: the key to success in the workplace”.</p> <p>This pilot project needs great collaboration between the health institutions (future employer) and the training center. Several departments from the hospital were involved in the process. After a few competencies taught (approximately 2 months), the employer will meet the students for an interview and propose a part-time job until the end of the training. This job is conditional to the students pursuing and completing their program in vocational studies. With the part-time job opportunity during the students’ training, we have hopes that we will recruit more students in this health program.</p> <p>Because the groups will be more on stage and less in classroom settings, we will be needing more stage supervision. Extra qualified staff will be needed at targeted periods during the training.</p> <p>Classes are done in English and most of the stages are done in French. LVTC also collaborates with a French School Board to translate material, and has developed a partnership with the Townshippers’ Association.</p>				
Budget allocation	2018-2019	2019-2020	2020-2021	2018-2021
	\$20,000	\$20,000	\$20,000	\$60,000