

ESAT EMPLOYABILITY SKILLS ASSESSMENT TOOL

Assessing Employability Skills to Maximize Potential

Applications of ESAT

ESAT was designed to complement training programs for people facing obstacles to employment by maximizing their potential in the workforce. The tool is adaptable and can be easily adjusted to consider different attributes and target different outcomes.

To inquire about customized applications of ESAT please contact Futureworx at ESAT@futureworx.ca.

WWW.FUTUREWORX.CA

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For more information please contact Futureworx at:

ESAT@FUTUREWORX.CA

or go to our website:

WWW.FUTUREWORX.CA

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What is ESAT?

ESAT is a tool for assessing, tracking and supporting the development of employability skills. Whether looking for work, upgrading or currently employed, ESAT helps people optimize the following employability skills:

- ✓ **MOTIVATION**
- ✓ **ATTITUDE**
- ✓ **ACCOUNTABILITY**
- ✓ **TIME MANAGEMENT**
- ✓ **STRESS MANAGEMENT**
- ✓ **PRESENTATION**
- ✓ **TEAMWORK**
- ✓ **ADAPTABILITY**
- ✓ **CONFIDENCE**

Why are employability skills important?

Getting and keeping a good job requires multiple skill sets. Employability skills are the foundation upon which essential and job skills rest. If a client's employability skills require development they can impact negatively on employment, no matter how good their other skill sets are.

Under-developed employability skills can lead to a cycle of ineffective training in which clients repeat training that doesn't directly address their employability needs. The result can be decreased labour market participation and mobility.

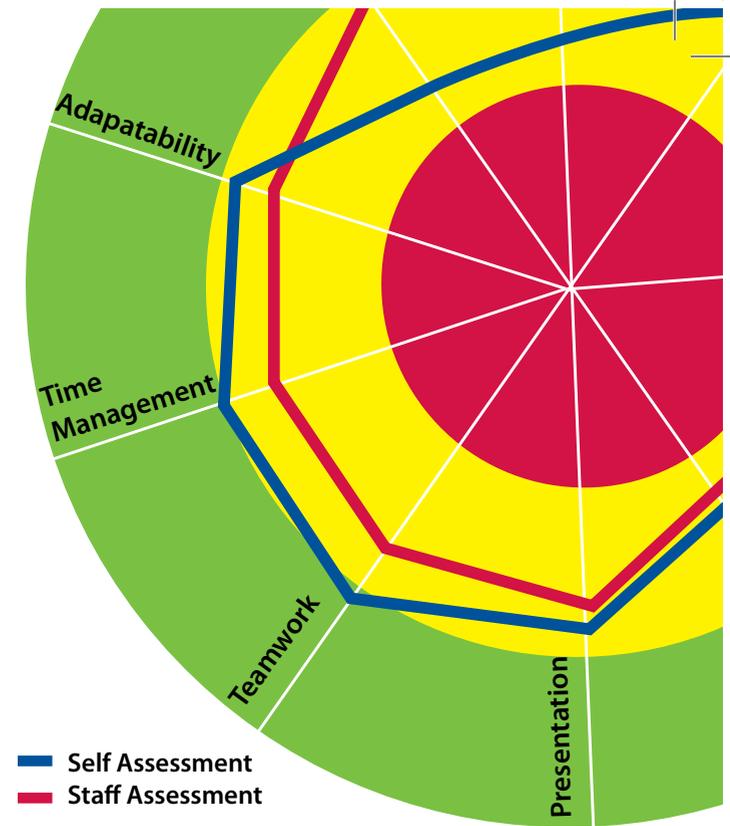
How does ESAT work?

ESAT takes an appreciative approach to employability skill development by:

- Establishing a clear assessment framework of definitions and exemplars
- Fostering client self awareness of strengths and skill gaps
- Contrasting how clients see themselves versus how they are seen by others
- Providing clear and motivating progress reports
- Facilitating the celebration of success

ESAT also allows managers to:

- Monitor client management
- Quantitatively assess program effectiveness
- Demonstrate the value of training delivery or intervention to funders



— Self Assessment
— Staff Assessment

"I really like this employability skills assessment tool. The visual of the radar plot for the student, coupled with the simple language used, was really effective. . . the students get it!"

PERSONAL DEVELOPMENT COUNSELLOR

WWW.FUTUREWORX.CA



"There's no doubt in my mind that the return on investment will be well in excess of the cost of integrating ESAT."

ESAT USER

