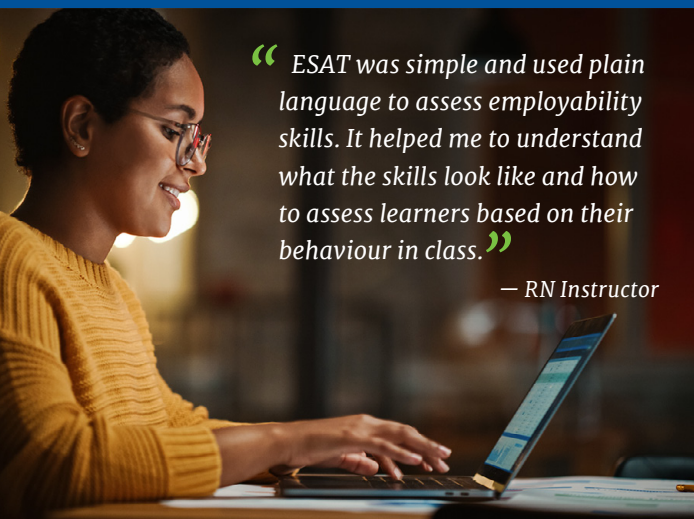


Applications of ESAT

ESAT is designed to complement training and education programs by treating social and emotional skills as assessable outcomes. Skills can be selected from a library of options or developed to meet program needs.

To ask about customized applications of ESAT, please contact us at

info@futureworx.ca



“ ESAT was simple and used plain language to assess employability skills. It helped me to understand what the skills look like and how to assess learners based on their behaviour in class.”

— RN Instructor



For more information, please contact us —

email ESAT@futureworx.ca

web esat.futureworx.ca
[futureworx.ca/
employability-skills-assessment-tool/](http://futureworx.ca/employability-skills-assessment-tool/)

by mail ESAT
Futureworx Society
14 Court St, Suite 305
Truro NS B2N 3H7

Futureworx
ENGAGE. INSPIRE. EDUCATE. INNOVATE.

ESAT

EMPLOYABILITY SKILLS ASSESSMENT TOOL

Assessing and Supporting
the Development of Employability
Skills to Maximize Potential



Why use ESAT ?

Getting and keeping a good job requires multiple skill sets. While technical skills are routinely taught and assessed as part of education and training, gaps in any of the social and emotional skills can hinder a person's workplace and life success.

ESAT addresses this need by assessing and supporting the development of employability skills and the social and emotional skills recently incorporated into the **Skills for Success™** framework.

Employability and social/emotional options:

Creativity & Innovation
Problem Solving
Collaboration
Adaptability
Communication
Motivation

Accountability
Attitude
Time Management
Presentation
Teamwork
Confidence

ESAT is fully customizable, which allows you to select a unique skill set for your organization from our library of over 40 skills. You can also develop your own skills specific to your needs.

Whether looking for work, upgrading or currently employed, ESAT helps people maximize their potential.



Why are employability skills important?

Employability skills are the foundation upon which essential and job skills rest. If a client's employability skills need development, it can impact negatively on employment, no matter how good their other skills sets are.

Not treating employability skills as program outcomes can result in graduates failing to connect with employment, and falling into a pattern of repeated training interventions that do not address their actual problem areas. Such a pattern can lead people to give up on employment altogether. ESAT will ensure your program gives the social and emotional skills the emphasis required so graduates are fully prepared for the evolving workplace.

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 both strengths and skill gaps
- Contrasting how clients see themselves versus how they are seen by others
- Supporting new behaviours through coaching and ongoing practice opportunities
- Providing clear and motivating progress reports

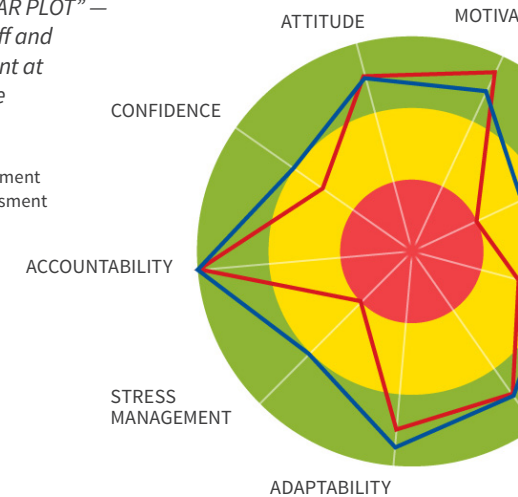
ESAT also allows managers to:

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

ESAT integrates milestone assessments during training

Sample "RADAR PLOT" — compares staff and self assessment at a point in time

— 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

