

Network News

A newsletter for the Tri-County Literacy Network serving Chatham-Kent, Sarnia-Lambton and Windsor-Essex

How to Find Us

Address:
555 Richmond Street
Chatham, ON N7M 1R2

Phone: 519-355-1771
Toll Free: 1-877-333-4833
Fax: 519-355-1998
Email: tcln@cogeco.net
Website: www.tcln.on.ca

Office Hours:
Monday – Friday
9:00 a.m. to 4:30 p.m.

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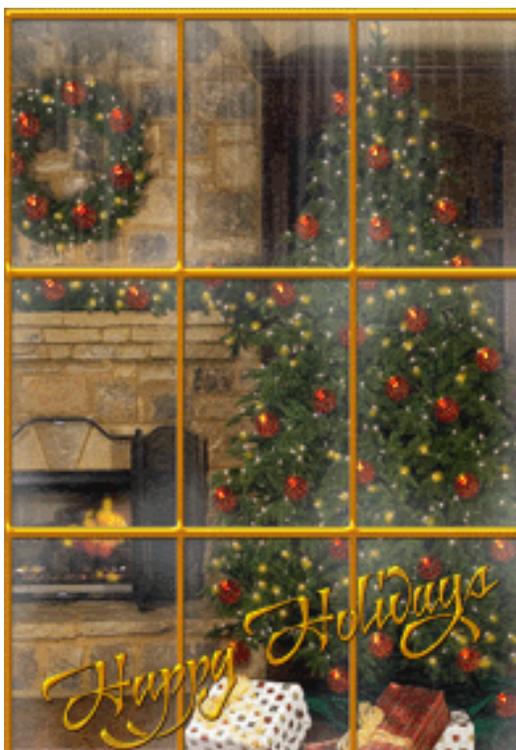
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Joyeuses fêtes

“A book burrows into your life in a very profound way because the experience of reading is not passive”
~ Erica Jong (2003) ~

We would like to take this opportunity to wish the very best to you and yours over the holiday season.

Please note that our office will be closed Friday, December 19, 2014 and will reopen Monday January 5, 2015.

We hope you have a happy, healthy and safe holiday season and we’ll see you in the New Year!

*We want to hear your comments and suggestions!
Click on the email address below and give us your feedback.*

tcln@cogeco.net

Message from the Executive Director

Season's Greetings!

In 2014 we continued with being very busy supporting the Literacy and Basic Skills (LBS) programs in the tri-county region with the Ontario Adult Literacy Curriculum Framework (OALCF), the Performance Management Framework (PMF), service coordination within the Employment Ontario network as well as with Ontario Works/Employment and Social Services and improved organizational capacity

Based on input from the programs, we organized Winter, Spring and Fall webinars and workshops this year to assist with this.

We offered **webinars** on “Cyber Risks”, “Safety and Security”, “Risk to Reputation” in partnership with Community Literacy of Ontario to the LBS and ES (Employment Services) programs (25 registered computer logins with potential of multiple attendees at each site) in our region on February 7, 2014, February 28, 2014 and March 28, 2014 respectively with great feedback on the content and mode of delivery.

With in-year funding from QUILL, Sarah Delicate provided a **full day Performance Management System (PMF) training** on Friday February 21, 2014 in Chatham at the John D. Bradley Convention Centre for the tri-county region LBS programs. There were 40 LBS program managers and practitioners in attendance. Evaluations were excellent with 76% indicating they “strongly agreed” and 24% “agreed” that “I was able to deepen my understanding and knowledge of PMF”. MTCU provided a full day in-depth training on this topic for Networks and LBS programs this Fall (October 2014).

The **Spring Professional Development workshop 2014** was held on May 30, 2014 in Chatham at the John D. Bradley Convention Centre for LBS programs in the tri-county region. Magdiel Hoste and Connie Piggott of Adult Language and Learning presented on “Cultural Diversity” and Karen Gignac of Canadian Mental Health Association presented on “Managing Change: Surviving and Thriving”. There was also an opportunity for networking in the afternoon for sharing information, resources and best practices, especially on PMF and EOIS-CaMS. There were 43 in attendance with over 84% reporting increased knowledge in all aspects of the day and over 88% reporting that they plan to use the information in the next 6 months.

Getting Connected VII, with speaker Suzanne Gibson on “Dreaming Big: Making Magic Happen in Your Community” and “Partnership and the Power of Synergy” including local success stories on both topics, was held at the John D. Bradley Convention Centre in Chatham on September 26, 2014. It was sponsored by the Chatham-Kent Workforce Planning Board, the Sarnia-Lambton Workforce Development Board, Workforce WindsorEssex and Employment Ontario. There were 99 in attendance from tri-county Employment Ontario (EO) programs, Ontario Works/Employment and Social Services and Local Boards. Evaluations were very positive, with over 96% reporting an increase in knowledge on all topics and over 84% reporting that they plan to use the information in the next 6 months.

Beyond Getting Connected VII, there were a number of activities that we were involved in as part of improving **service coordination** in the tri-county region this year:

- As prepared and coordinated by the Network, LBS program presentations to Windsor-Essex Employment and Social Services staff teams (May to August 2014) with excellent feedback and plans for future sessions in 2015
- First time Network-Local Board meetings hosted by the Network to discuss LLMPs, LSPs and Business Planning (June and November 2014)
- Network and LBS program participation in Local Labour Market Plan (LLMP) meetings hosted by the Local Boards (June and July 2014)
- Network presentation on a panel and LBS program presentations at booths at the Chatham-Kent Employment and Social Services Trade Fair (November 2014)
- Plans to meet with Ontario Works, County of Lambton in January 2015

In Windsor-Essex we implemented a piece of the Western Region **Labour Market Partnership project**, led by Literacy Link South Central. This was a follow-up to the Linking Adult Literacy to Poverty Reduction project and included two workshops in Windsor- “Bridges Out of Poverty: Strategies for Professionals and Communities” with 52 participants on October 32, 2014 and “Understanding Poverty” with 46 participants on October 24, 2014. Evaluations for the “Bridges Out of Poverty: Strategies for Professionals and Communities” indicated that 72.9% of participants rated it as “excellent” and 27.1% as “good” for its contribution to their professional capacity to effectively assist people who live in poverty. Evaluations for the “Understanding Poverty” workshop indicated that 45.2% of participants rated it as “excellent” and 51.6% as “good” for its contribution to their professional capacity to effectively assist people who live in poverty. Interest was expressed in more training for others as well as more in-depth and ongoing training for those in attendance.

We are very excited about the Service Delivery Network Development Fund 2014-2015 project we have been working on this year called “**Learning To Earning: Enhancing Connections and Referral Pathways**”. We are developing videos to help promote the LBS programs with LBS referral partners and their clients for use across Ontario. To date we have hired project consultants, completed the Literature Review and Evaluation Plan, held focus groups, developed and implemented the client involvement plan as well as the video production. Next is video editing, launching and feedback on the videos then the final report and evaluation report. **We hope you will have a look at the photo collage of “Behind the Scenes” video production!**

After discussions with the LBS programs and Local Boards, we prepared, completed and submitted the 2015-2016 **Literacy Service Plans (LSPs)** for Chatham-Kent, Sarnia-Lambton and Windsor-Essex, representing 14 sites.

At our **Literacy and Basic Skills Local Planning and Coordination (LPC) meetings** we discussed our Work Plan, professional development, program updates, MTCU updates, service coordination, best practices and Literacy Service Planning. We also invited Employment and Social Services, Chatham-Kent Workforce Planning Board, Sarnia Lambton Workforce Development Board, Workforce WindsorEssex and Pathway To Potential to meet with our LPC groups.

The Network continued to meet with the **Learning Networks of Ontario** provincially and the **Learning Networks of Ontario – Western Region** for the purpose of information sharing and professional development. We also continued to work with Essential Skills Ontario.

The newsletter provides an update of some of our professional development activities and projects in the region plus an update on new resources available for borrowing from our library. A special congratulations to Laura Williams and Linda Youdelis, recipients of the Tri-County Literacy Network's Literacy and Learning Promotion Awards.

We hope you will celebrate **Family Literacy Day** on January 27, 2015. Please see details inside for more information.

Best wishes for the holiday season and 2015!

Andrea Dickinson



Tri-County Literacy Network Literacy and Learning Promotion Award Recipient for Chatham-Kent for 2013/2014



This year, in Chatham-Kent, we would like to recognize the contributions of **Laura Williams**.

Laura Williams, Job Developer at the Goodwill Career Centre, is a long-time identifier and determined supporter of job seekers who lack essential skills or secondary credits. Committed to informing clients about free adult learning screenings and services. Laura and her colleagues continuously coach and encourage Chatham-Kent's at-risk residents with endurance. Who doesn't need an edge in this job market? Successful job searches become reality when clients brush up on math and writing, complete their diplomas or acquire basic computer skills. This is largely a result of Laura's belief in and promotion of literacy and lifelong learning

Open to collaboration, she offers information to practitioners and LBS participants alike. Laura truly understands how solid partnership improves service! In her role with the Targeted Initiative for Older Workers program with a teacher-led lab component, she was key to bringing critical help all under one roof. She facilitated an invaluable opportunity for catching up in the age of digital media.



Andrea Dickinson, Executive Director, Tri-County Literacy Network presents the Literacy and Learning Promotion Award 2013/2014 for Chatham-Kent to Laura Williams (right), Job Developer, Goodwill Career Centre.

Tri-County Literacy Network Literacy and Learning Promotion Award Recipient for Windsor-Essex for 2013/2014

This year, in Windsor-Essex, we would like to recognize the contributions of **Linda Youdelis**.

Linda Youdelis has been a volunteer tutor with the Windsor Public Library Adult Literacy Program since 2003. Through the years, she has met with several adult learners to help them achieve their personal goals through literacy. Since 2011, Linda has volunteered with the library's Book Buddy Program, meeting one-on-one with a child to help her improve her reading skills. Linda is also a board member of the Windsor Volunteers for Literacy Foundation, a charitable organization which aims to promote, advance and support organizations to improve literacy in the Windsor community.

In her role as a tutor, Linda provides encouragement and support by helping her learners develop self-esteem and problem-solving strategies. She has been instrumental in motivating her learners, and providing a positive learning environment. As a Book Buddy, Linda exhibits patience and creativity in devising activities that will benefit the child she meets with, and help develop a life-long love of reading. Linda has a keen sense of humour and a positive energy, which combined with her patience and integrity, makes her an invaluable volunteer. She truly is a champion of literacy.

Performance Management – from Theory to Practice

February 21, 2014 - Chatham-Kent John D. Bradley Convention Centre



Presenter: Sarah Delicate, BBMD Consulting

Workshop Description:

LBS is in transition, under the “outcome-based” philosophy of Employment Ontario. Core measures, standards, CaMS... it can all feel rather overwhelming. This full day workshop simplified the model in a manner that allows you to move from Theory to Practice, with practical tips and tools that you can apply immediately:

- Understand your requirements
- Build your internal performance measurement framework to ensure you are on the right track
- Explore your reports
- Plan for Improvement

Spring Professional Development 2014

May 30, 2014 - Chatham-Kent John D. Bradley Convention Centre

Cultural Diversity Presentation



Co-Presenter - Magdiel Hoste (left), Settlement Service Coordinator- Adult Language and Learning
Co-Presenter - Connie Piggott, Employment Counselor – Adult Language and Learning,
and Tracy Callaghan (right), E.D. - Adult Language and Learning

Presentation Description:

As people continue to immigrate to Canada, it is imperative for us to increase our understanding of cultural diversity in order to be aware of the contributions immigrants can make to our society. Understanding the impact of individuals' cultural background on their behavior is essential for effective business, and for measuring an individual's ability to engage successfully in any environment or social setting. Their cultural diversity workshop gave insights needed to honor immigrants' uniqueness and differences to interact in ways that will facilitate understanding and cooperation with people in today's diverse world.

In 2010 Adult Language and Learning was funded by CIC through the Welcoming Communities initiative to provide Cultural Diversity Training to service providers, organizations, employers and employees in Chatham-Kent. Throughout the past four years Connie and Magdiel have researched and developed presentations, workshops, and advocacy to promote awareness and understanding of the unique and complex needs of each and every individual. Through education and communal awareness, ALL believes that every person can become compassionate, and proactive in regards to diversity and equality.

Managing Change: Surviving and Thriving Workshop



Presenter: Karen Gignac, M.S.W., R.S.W.
Manager, Mental Health Services
Coordinator, Mental Health Works and Community Training
Workplace Health Services, a program of CMHA-WECEB

Presentation Description:

This 'lighter' presentation provided an overview on perspectives of the stages of change and its effect on employees. Also discussed were organizational and personal factors that hinder as well as assist people to cope. Finally, self-care practices were discussed.

This presentation used humour to keep things on the lighter side. The workshop included a power point with video and a couple of exercises and discussion. The subject of compassion fatigue was also incorporated into this workshop.



Getting Connected Phase VII

September 26, 2014 - Chatham-Kent John D. Bradley Convention Centre

Sponsors/Partners:

Chatham-Kent Workforce Planning Board, Sarnia-Lambton Workforce Development Board and Workforce WindsorEssex

Suzanne Gibson

Suzanne Gibson & Associates



Workshop Descriptions:

Dreaming Big: Making Magic Happen In Your Community (A.M.):

Anyone who has created a new and inspiring program, service or initiative that enhances the quality of life for others, will almost always say, "It started with a dream." Being able to dream big is an important part of manifesting community solutions and it is also great fun.

At this session, we explored the power of dreaming big and how a powerful vision feeds into the creative process. Through storytelling and examples of success, we accessed ideas to help us achieve our dreams for our society and community. We left this session inspired and ready to embark on our next great dream with our supporters and community members. And we are armed with lots of practical tips, approaches and solutions to help the magic unfold.

Workshop Description (P.M.):

Partnerships and the Power of Synergy

Studies show that non-profit organizations that develop strategic partnerships and alliances in the community are more sustainable than groups that work in isolation. We also know that successful collaborations create services with a greater reach and impact than any group could provide on its own.

This session showed us how to secure and maintain high quality partnerships that will extend our organization's reach. We learned:

- the types of possible partnerships, from community-based alliances to private sector collaborations
- how to decide when a partnership is right for you
- how to research, plan, develop and maintain a partnership
- creative networking strategies

There was plenty of time to share stories, best practices, and anecdotes. Participants also received a resource kit with practical tools, sample proposals and resources to guide your work.



Labour Market Partnership Project – Phase II



Adam Vasey (left), Linda Coltman, Gayle Montgomery and Martine Creasor

Workshop Description:

Bridges Out of Poverty: Strategies for Professionals & Communities workshop

October 23, 2014 - WFCU Centre, Windsor

Presenters: Gayle Montgomery – Certified Bridges Trainer & Circles Coordinator and Martine Creasor – Circles Coach

As a result of this workshop, we gained a deeper understanding of the challenges and strengths of people living in poverty. This one day workshop, based on the work of Dr. Ruby Payne, PhD. will help us partner with individuals to create opportunities for success. During this workshop participants:

- examined the impact of poverty on families;
- explored the hidden rules of economic class;
- identified ways to improve relationships;
- developed new tools to better address individuals' needs.

Workshop Description:

Understanding Poverty Workshop

October 24, 2014 – Windsor Public Library

Presenters: Adam Vasey, Director of Pathway to Potential (P2P) & Linda Coltman, Co-Chair of Pathway to Potential's Collaborative Leadership Team

This workshop was designed to increase service providers' knowledge and understanding of the measures and types of poverty, key poverty frameworks, factors and barriers that contribute to poverty, and practical applications & tools that help build empathy & awareness.

SDNDF "Learning To Earning" Video Project

"Behind The Scenes" Video Production - Photos by Andrea Dickinson and collage by Tammy McGivern!

Stay tuned - videos coming soon - January 2015!



Looking Forward to 2015

Celebrate Family Literacy Day

Family Literacy Day is recognized nationally on January 27, 2015.

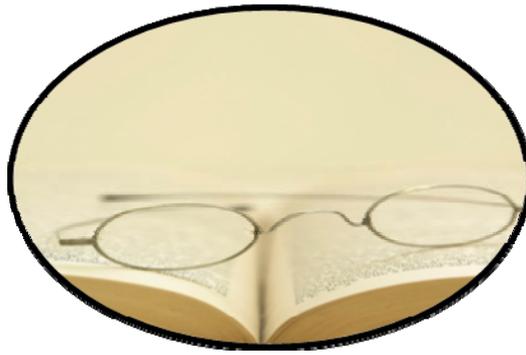
Please visit **ABC Life Literacy Canada's** website at www.familyliteracyday.ca for great family literacy ideas and general information about this day.



Help is a phone call away

- We can help you improve your skills so that you can help your kids with their homework
- Free confidential service
- Adult learning environment
- Learn at your own pace
- Practical skills
- Focused on your goal

For more information about programs that can help call Tri-County Literacy Network at 519-355-1771 or toll free at 1-877-333-4833 or visit www.tcln.on.ca.



Resource Library - New Resources

All resources are available through the Tri-County Literacy Network office.

Please contact us at 519-355-1771 or toll free at 1-877-333-4833.

1. **Exploring Trades: Food, Automotive & Construction - #509**
(Literacy Link South Central – April 2014)
Three modules for literacy practitioners to use with clients who have identified apprenticeship as their goal. The modules will help adult learners interested in trades related to food, automotive or construction.
2. **The Practitioners Guide to Developing Tasks - #510**
(QUILL/Project Read – 2014)
Task-Based activities for LBS
3. **Social Media Marketing Project - #511**
(CLO – 2014)
How to guide: Facebook, Twitter, Instagram, Blogging, Pinterest, LinkedIn, Marketing 101 & Video

Employment Ontario staff will be interested in the Employment Ontario Partners' Gateway website at www.eopg.ca .

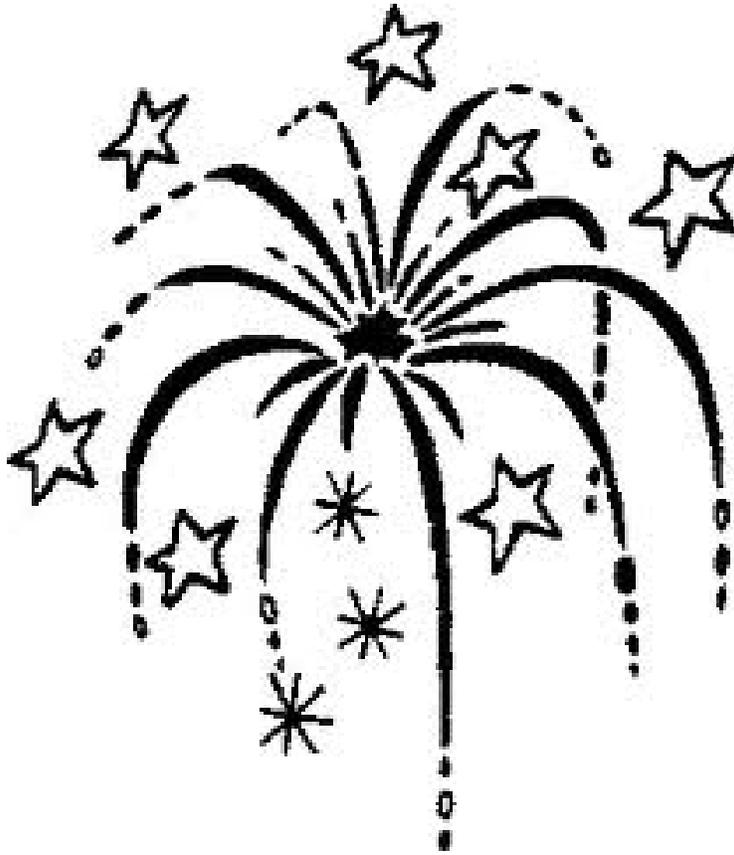


www.ontario.ca/employmentontario
or call toll free at 1-800-387-5656

Special thanks to our funders and partners for the
Spring Professional Development 2014, Getting Connected Phase VII,
Labour Market Partnership Project - Phase 2 and
SDNDF: Learning to Earning Video Project



2015



Happy New Year!
Heureuse Nouvelle Année!