

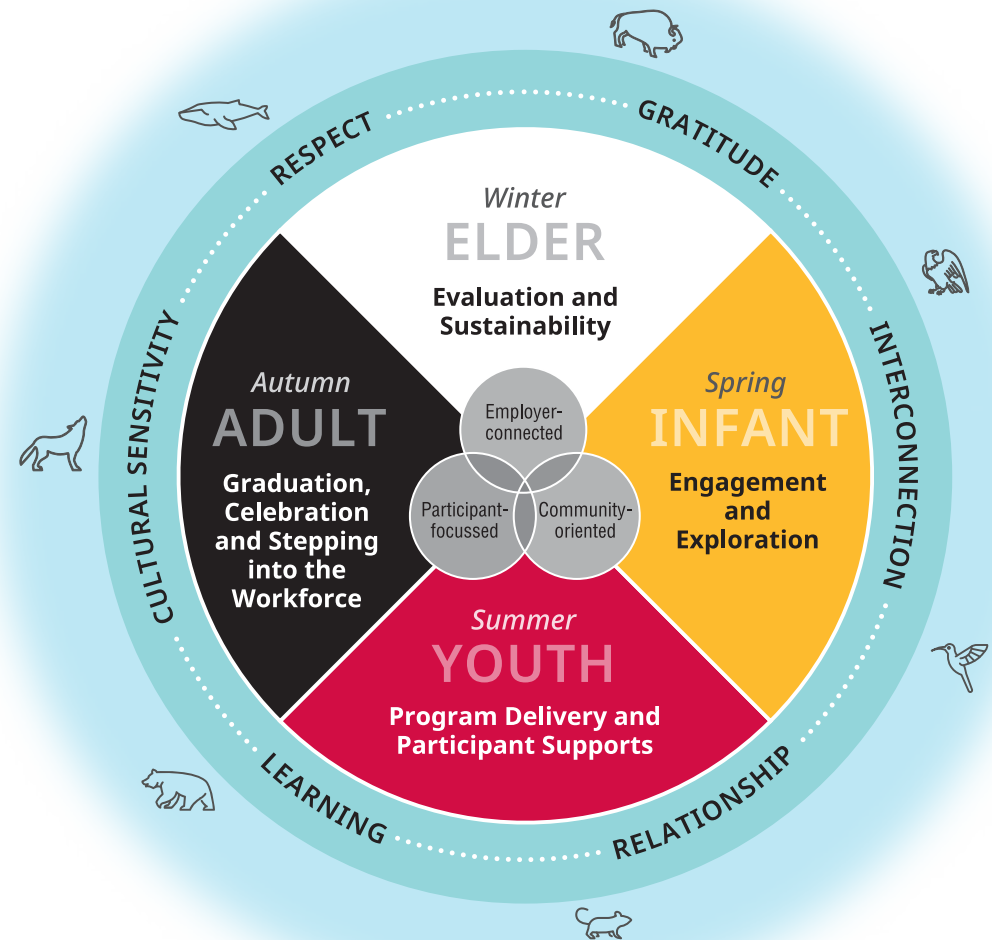
P2W Framework

The P2W Framework reflects the P2W vision of designing and delivering training that is centred in partnership and mutual learning. It is a supportive conceptual structure with enough openness to foster training that is responsive to participant, community and employer needs.

Taking its organization from the medicine wheel, the framework aligns its four phases with the four seasons, and life stages.

At the centre of the framework are the three pillars that underpin Work Readiness training. The medicine wheel is bordered by the principles that guide this work and the animals that characterize the different qualities and strengths necessary to create a healthy ecosystem.

The practices on the following page exemplify the P2W approach to working alongside Indigenous communities to offer Work Readiness training.



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Practices

Engagement and Exploration

Take the time to establish relationships and to build a vision together of what is possible.

Work together to explore roles of community and team members, and to identify potential partners and employers.

Define clear principles and create processes for working together.

Listen carefully to understand community needs and contexts.

Make clear offers that align with community needs.

Make time for collaboration.

Honour the knowledge, capacity, agency and autonomy of the community.

Offer support to fill any gaps.

Graduation, Celebration and Stepping into the Workforce

Pause to honour the learning journey.

Include community members and leaders in the graduation.

Recognize participants' growth.

Rejoice in what is to come.

Promote the benefits of a local, Indigenous workforce.

Partner with supportive employers.

Support collaboration between Indigenous communities and employers.

Appreciate the unique ways in which we work.

Program Delivery and Participant Supports

Formalize roles and supports needed to deliver training.

Empower participants and Indigenous community facilitators.

Create a positive learning environment.

Adapt curriculum to meet participants' needs.

Use storytelling to bring learning to life.

Make sure training addresses adaptability, collaboration, communication and problem-solving skills. Incorporate reading, writing, numeracy and digital skills development.

Relate learning to participants' lives, community and culture to make concepts real.

Focus on growth to help participants move towards their goals.

Evaluation and Sustainability

Show gratitude by thanking all those involved.

Stay connected with participants.

Focus on sustainability. Continue to nurture partnerships with community and employers.

Reflect on what goes well to build on strengths.

Include stories of challenge and failure; we learn as much from what didn't work as from what did.

Let go of what is not working to allow new ideas to emerge.

Pass down knowledge and wisdom to others.