

The Role of Language & Culture in Supporting Immigrant Job Seekers

Relevant Issues and Bright Ideas
ELL Navigator Convening
Heide Spruck Wrigley, PhD

Two Americans sit on a bench in Davos



Defining Issues

Language, culture, respect

Special Considerations

Loss of status

“Turbulence” factors

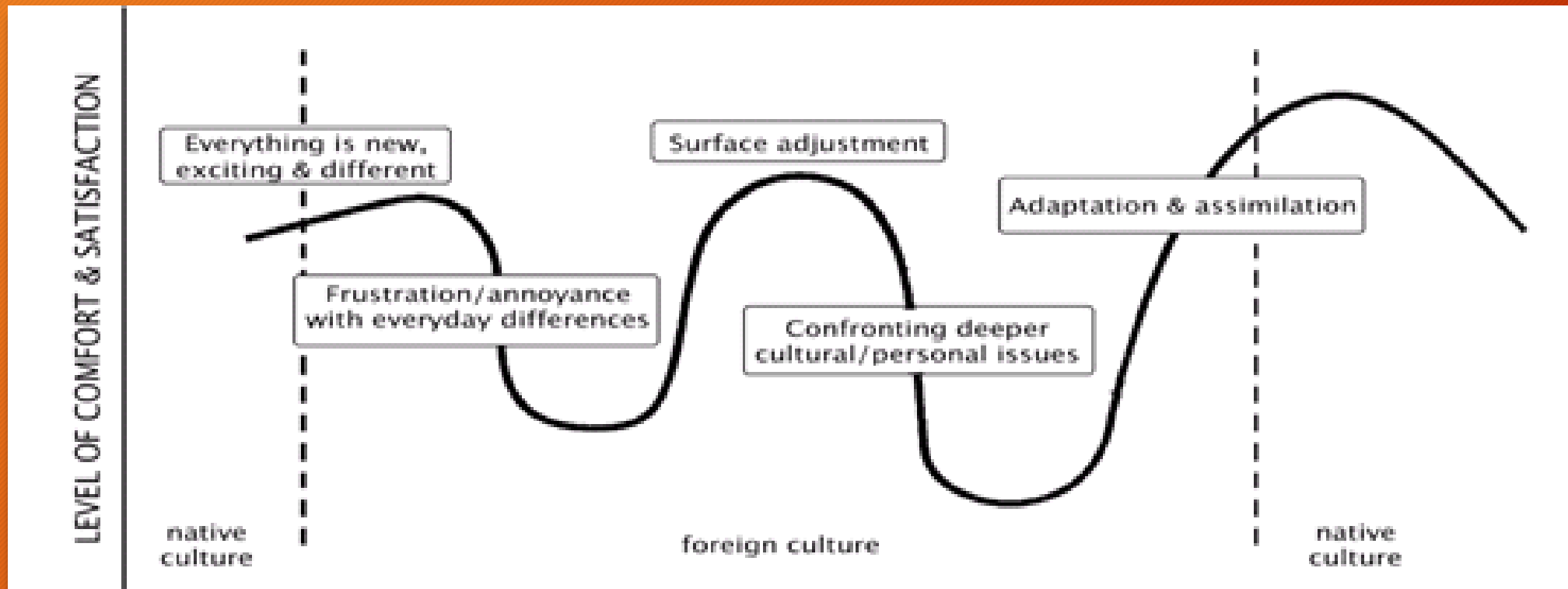
Informal work experience

Motivation and commitment

Living in “socially isolated” neighborhoods

Recency and degrees of acculturation

Supporting Cultural Adaptation



Cultural Adjustment Curve

5 Stages of Acculturation

Strategies that Work

Be

curious but sensitive

Be aware
of

your own filters

Encourage

story telling

Adjust

to the bilingual brain

Consider

social-emotional issues

Story Telling: Bio Poems

Fernando Valenzuela

loving

patient

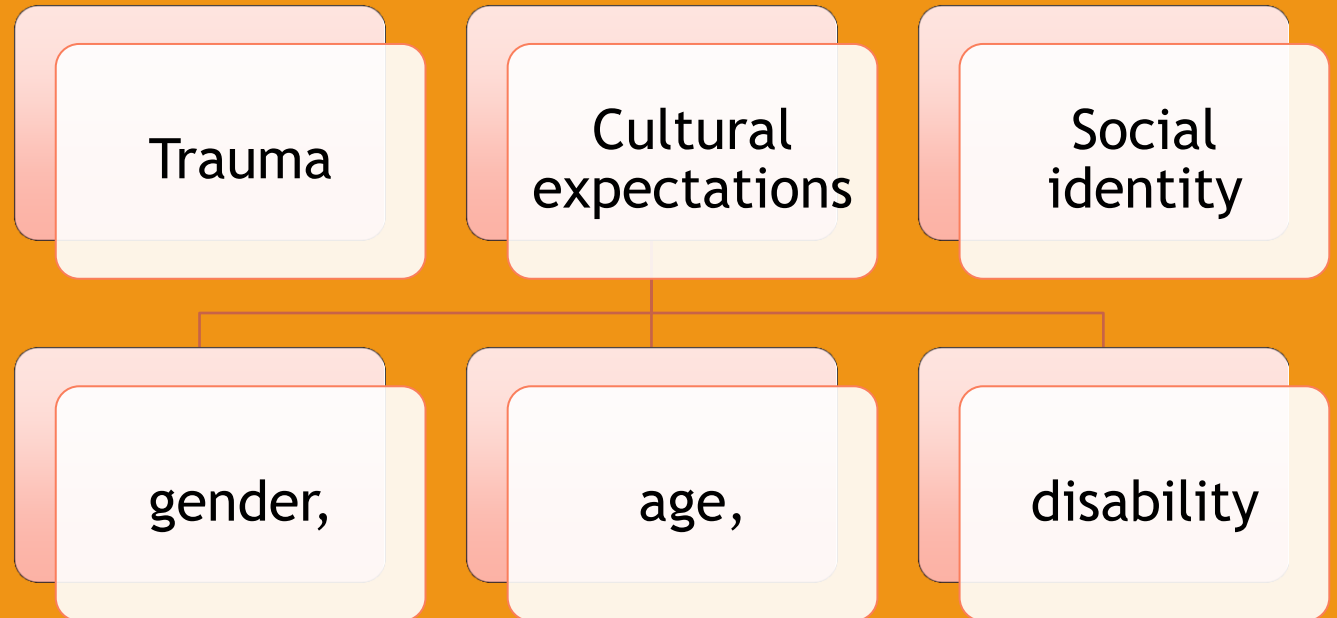
Hard Worker

- Brother of 2 brothers, an 3 Sisters
who loves ... My family, My work, fathers
who needs ... sleep, eat, watch TV
who gives ... donations, love, care my sons
who fears ... Rats, separation, death
who would like ... Hawaii, learn English, Go to Mexico
who dreams of ... Travel, Peace, Time with my wife

Coming to America: Students Create Videos



Diversity Concerns

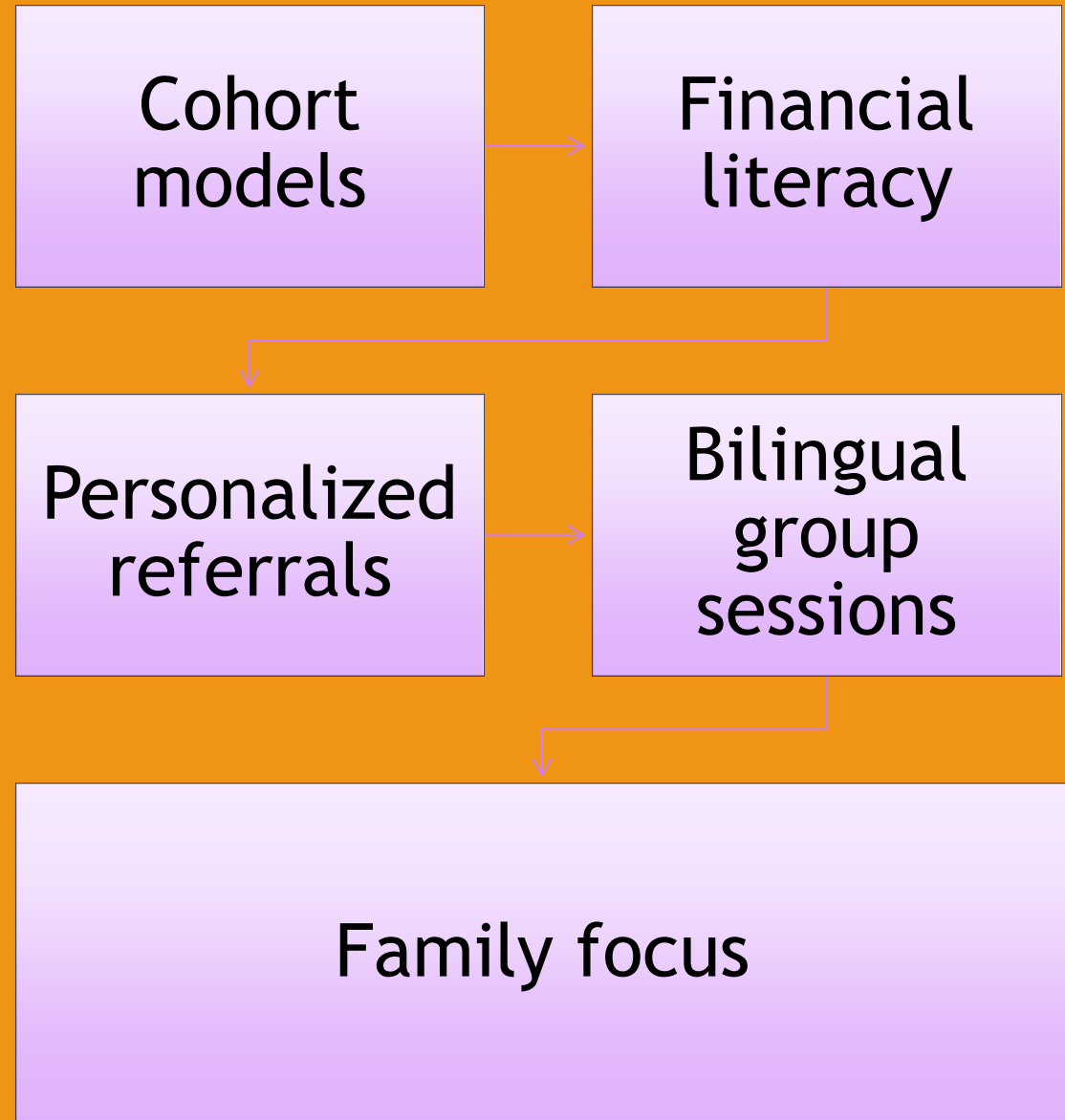


It's a new world (Hello Kitty)



Supporting Persistence and Completion

Successful Designs



**THIS SIGN IS IN
SPANISH
WHEN YOU'RE
NOT LOOKING**

Promoting Self-Efficacy

Learning How to Learn

Building social networks

Dual language resources

Extensive vocab development

Multimedia input

Life management

Access to Self-Study Materials

Highschool texts
and everyday
journals

Visual
dictionaries and
How to manuals

Free online
learning
opportunities

Distance
Coaching:
Mobile Up



We Are New York - Videos and Fotonovelas

THE WEDDING

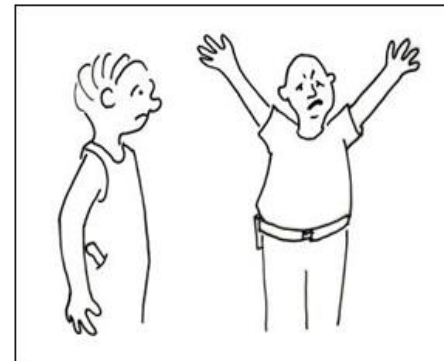
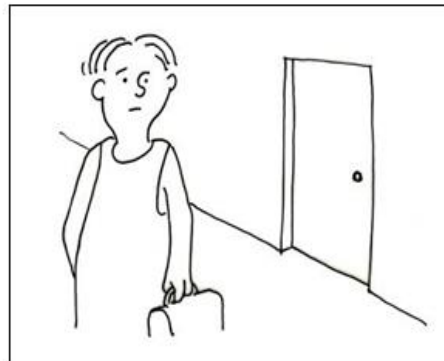
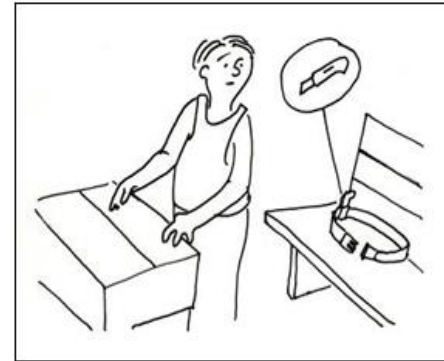
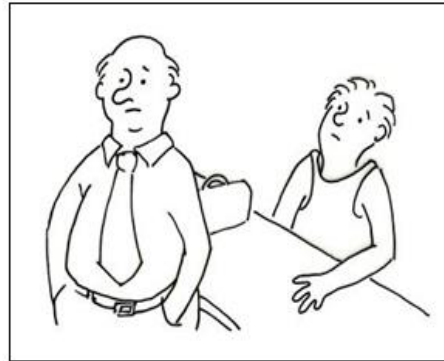


Scenarios and Roleplays

What would you do? What would you say?

Who Took my Knife ?!?

- Scenarios are based on interviews with supervisors and stories in different sectors
- Developed by Jim Powrie and Heide Spruck Wrigley -
 - Literacywork International
- Available free online
 - Literacywork.com/resources



Skill Building Workshops

Effective social
communication

Success in technical classes

Know your rights

Entrepreneurship

Program Design Issues

High expectations, high Support

The Cadillac Model: I-BEST

Team teaching
with at least 50%
overlap

Special support
segments for
ELLs

Requires time for
joint curriculum
development

Benefits from
strong
collaboration

Somewhat
expensive to
implement

Adjunct or Concurrent IET Model

01

Career Infused
ELA

02

Domain specific
onramp

03

**Concurrent
Model**

- ESP
- Technical Training

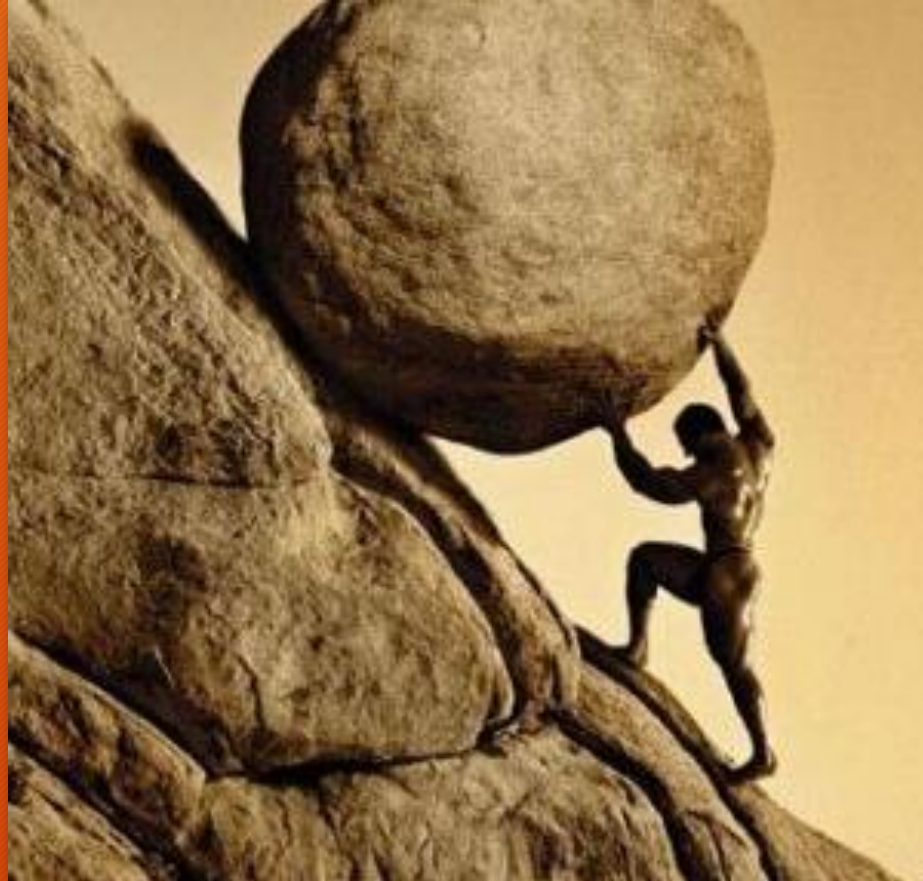
Sustainability

Raise visibility:
Immigrant
Integration

Create
communities

Make RESPECT
your guiding
principle

Set high
expectations
and high support



Sometimes it Feels Like ... But then ...

