

Workplace Skills and Rights



Unit
Making It Real



Length
75 Minutes

About This Lesson

To assess their own employability skills and identify those that they may need to develop further students will identify important soft skills that apply to more than one career they're interested in, explain how these skills manifest on the job, and research how they'll be protected by workers' rights and responsibilities in a career of interest.

Learning Objectives

By the end of this lesson, students will:

- explore skills and behaviours that employers look for, such as time management, dependability, good attitude, communication skills, problem solving, etc.
- explain why these skills and behaviours are important to various careers and how they manifest on the job
- assess their own employability skills
- research workers' rights and responsibilities to learn how an industry or job is protected by employment standards

Driving Question

What skills and attitudes do employers value?

Future-Ready Skills

Evaluating

Self-awareness

Research

Lesson Breakdown

25
minutes

Activity 1 - Transferable Soft Skills

In this activity, students will compare 3 career profiles for 3 overlapping soft skills and add and rate these skills on their Xello About Me profile.

25
minutes

Activity 2 - Xello Lesson: Workplace Skills and Attitudes

Direct students to complete the Xello lesson titled **Workplace Skills and Attitudes** to explore the skills and attitudes employers value.

25
minutes

Activity 3 - My Workplace Rights

In this activity, students will research their workplace rights and responsibilities to learn how they are protected by employment standards.



Xello Entry Point

As part of the first activity students will update 3 saved careers, which is a prerequisite for the Xello lesson: **Workplace Skills and Attitudes**. It is also recommended students complete **Matchmaker** and the **Explore Career Matches** lesson.

Vocabulary

- Transferable skills
- Soft skills
- Reliability
- Positive attitude
- Enthusiasm for learning
- Ethical behaviour
- Good workplace etiquette
- Workplace rights

Ontario Career Studies

B1.1 identify some recent and evolving technological, economic, and social trends that have influenced the world of work, both locally and globally, noting their impact on the kind of work we do and how we do it as well as on workers' rights and responsibilities, and analyse the possible impact of those trends on their own choices now and in the future

B1.3 reflect on how the transferable skills they have developed so far have aided them in their learning and in life, and identify the skills that they may need to develop further

Activity 1 - Transferable Skills



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Inquiry Prompts

- What are soft skills?
- How are workplace skills like transferable skills?
- What skills will benefit my job performance?

Teaching Strategies

In this activity, students will compare 3 career profiles for 3 overlapping soft skills and add and rate these skills on their Xello About Me profile.

- 1 Define the term soft skills with your class.
- 2 Provide the [instructions](#) on the next page to your students.

Materials Required

- [Student Instructions](#)
- Computer or tablet with internet access

Artifacts

Students will explore 3 saved careers for common workplace skills and then record and rate 3 transferable soft skills in the **Skills** section on your **About Me** profile.



Culminating Project Tip

Add your students' questions about workplace skills and rights to the discussion guide. For example: What is one skill you learned early in your career, or while still in school, that you still use today?

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Transferable Skills

Student Instructions

Workplace skills are not specific to one career, and are often called soft skills or transferable skills. These are the skills you'd need to navigate most workplaces. In contrast, hard skills are the knowledge and abilities specific to the job. They are usually easy to define and evaluate. In this activity you'll identify important soft skills that would benefit your performance in each.

- 1 In Xello, select 3 career profiles that you're interested in to compare soft skills. If you haven't already, save each career.
- 2 As you review each career profile consult this list of soft skills to help you identify 3 skills that apply to all 3 careers. Keep in mind, how does this skill help you do the tasks required for the career?

Communicating	Setting Goals	Leadership	Self-Management
Adaptable	Creativity	Willing to Learn	Dealing with Pressure
Teamwork	Innovating	Positive Attitude	Resolving Conflicts
Decision Making	Public Speaking	Time Management	Critical Thinking
Problem Solving	Organized	Initiative	Reliable

- 3 Record and rate these 3 transferable soft skills in the **Skills** section on your **About Me** profile. Think about experiences where you already perform these skills, how would you rate your performance?

Activity 3 - My Workplace Rights



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Inquiry Prompts

- Who determines my workplace rights?
- What are my rights as an employee?
- How am I protected by employment standards as a young worker?

Teaching Strategies

In this activity, students will research their workplace rights and responsibilities to learn how they are protected by employment standards. It is important they know their workplace rights before starting their first part-time or summer job.

- 1 Ask your students: Who determines your workplace rights? The provincial government sets out minimum rights for most employees in public and private workplaces. It includes standards on payment of wages, public holidays, hours of work, overtime pay, vacation time and pay, statutory leaves, and termination and severance entitlements.
- 2 Direct students to create a **KWL** chart:
 - What do you already **know** about your workplace rights?
 - What do you **want** to know about your workplace rights?
 - What is one surprising thing **learned** about your workplace rights?
- 3 **Know:** Ask your students to share and record some ideas about what they already know about their workplace right, such as minimum wage and hours of work.
- 4 **Want:** Have students identify what they want to know about their workplace rights.
- 5 **Learn:** Provide students with the Ministry of Labour, Training and Skills Development [young workers factsheet](#) website so they can verify what they already know and record what they learned.
- 6 Have students add the government website as a link on their Xello **Storyboard** and include what they learned as the reflection.
- 7 **OPTION:** Get students to share their surprising workplace right.

Materials Required

- Computer or tablet with internet access

Artifacts

Students will add the employment and labour government website to their Xello **Storyboard** and include a short reflection about what they learned.



Culminating Project Tip

Add your students' questions about workplace skills and rights to the discussion guide. For example: What is one skill you learned early in your career, or while still in school, that you still use today?