

Key Stakeholders

- Internationally educated professionals (IEPs)
- Curriculum designer(s)
- Workshop / program facilitators
- Program manager and support staff
- Immigrant Settlement Services Centre (ISS)
- Teacher / Staff trainer
- Funders (government)



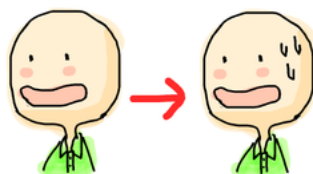
Role of Asynchronous Technology in Enhancing Bridging Programs

Problem?

ESL Learners
experience extra barriers



Psychological Barriers:
Anxiety
Self Consciousness
Inhibition



**Result = lowered
motivation + self-efficacy**

Case Study

IEPs enrol in Bridging Programs to increase human & social capital

Primary learning outcome is to increase work-related communication skills

Psychological + cultural factors impede IEPs willingness or ability to participate in communication tasks in traditional classroom.

Intervention

Asynchronous ICT for communication tasks



Increased motivation, confidence, and self-efficacy.



Achieving learning outcomes more frequently than without ICT intervention

Terms to Know!

Bridging programs

A program created or funded by Immigration, Refugees and Citizenship Canada (IRCC) to help IEPs develop their human, social and experiential capital to find jobs in their related fields in Canada.

IEPs

Internationally educated professionals born outside Canada and received certification abroad.

1

Andragogy (Knowles, 1984)
6 assumptions + 4 principles applied to asynch ICT choice and application

Problem?
Does not consider learners' socio-cultural contexts

Theory of SLA Affective Filter Hypothesis (Ni, 2012)
Motivation, self-confidence & anxiety = huge impact on input / output for ESL learners

Problem?
Does not address socio-cultural variance

2

Learning Theories

3

Cultural Dimensions (Hofstede & Milosevic, 2011)

Identified 6 factors that affect how students learn but that technology can mitigate factors

Combination of 3 learning theories ...

Social Cognitive Theory (Ayllon, Alsina, & Colomer, 2019).

Triadic reciprocal determinism
Optimum environment (E) + personal (P) + behavioural (B) = Increased self-efficacy + better learning outcomes



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Desperate for more?



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