

TIPSHEET: Essential Employability Outcomes

As defined by the Association of Canadian Community Colleges and Human Resources Development Canada Committee (2003), Essential Employability Skills (EES) are “skills that, regardless of a student’s program or discipline, are critical for success in the workplace, in day-to-day living, and for lifelong learning.”

[Essential Employability Skills \(EES\)](#) are a set of 11 learning outcomes.

The EES represent a set of skills that must be **reliably demonstrated** by the end of each program.

What is our responsibility?

To ensure that all 11 Essential Employability Skill Outcomes are fully taught and evaluated by the end of each program.*

How do I select the EES in my course outline?

- Determine which EES you teach and/or evaluate in your course(s).
- If you evaluate the EES, select this on your course outline.
- Altering the wording of the EES is not permitted, therefore you may only be partially evaluating the outcome.

What do I do if I see that an EES is listed but I don’t evaluate it?

- Do not remove in isolation.
- Better to create additional evaluations to evaluate the skill listed.
- If impossible, consult with the program team/coordinator/dean prior to changes.

* EES are mandatory program level outcomes for all Ontario College Certificates, Diplomas and Advanced Diplomas and recommended for all Durham College programs.

Reference: [Ministry of Training, Colleges and Universities, “Appendix B: Essential Employability Skills,” Framework for Programs of Instruction. Issued April 1, 2003; revised July 31, 2009.](#)