



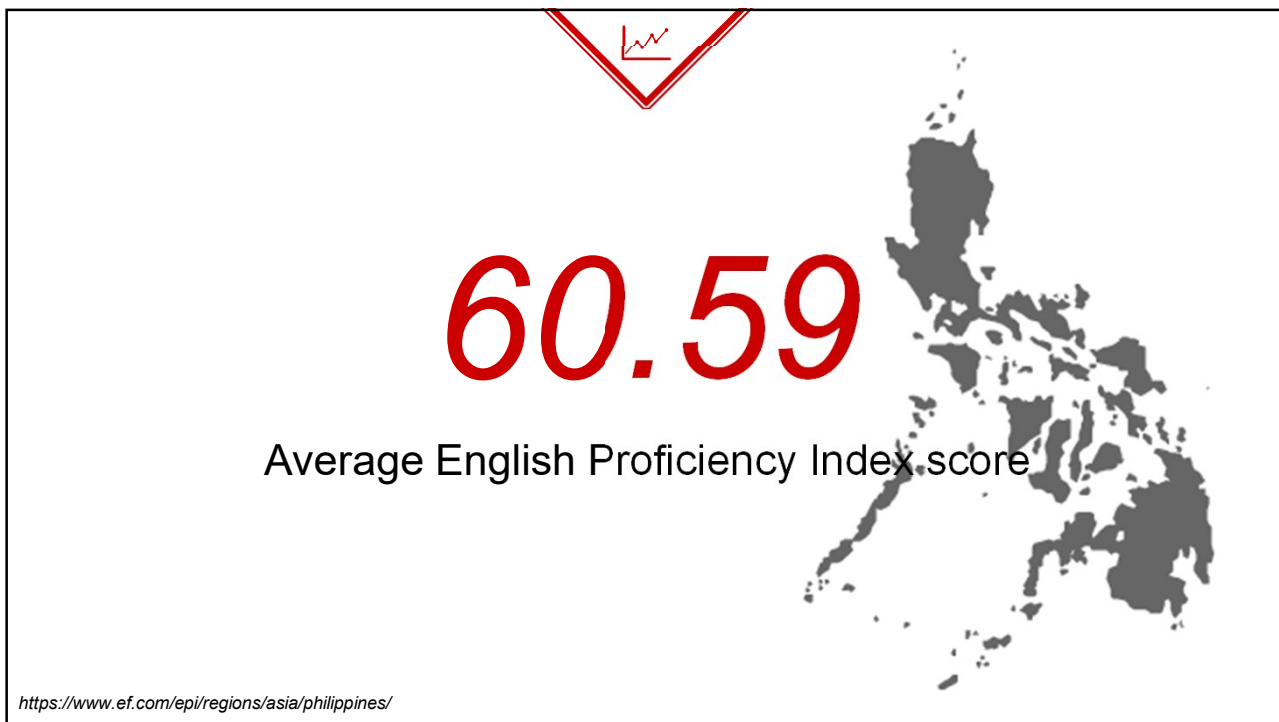
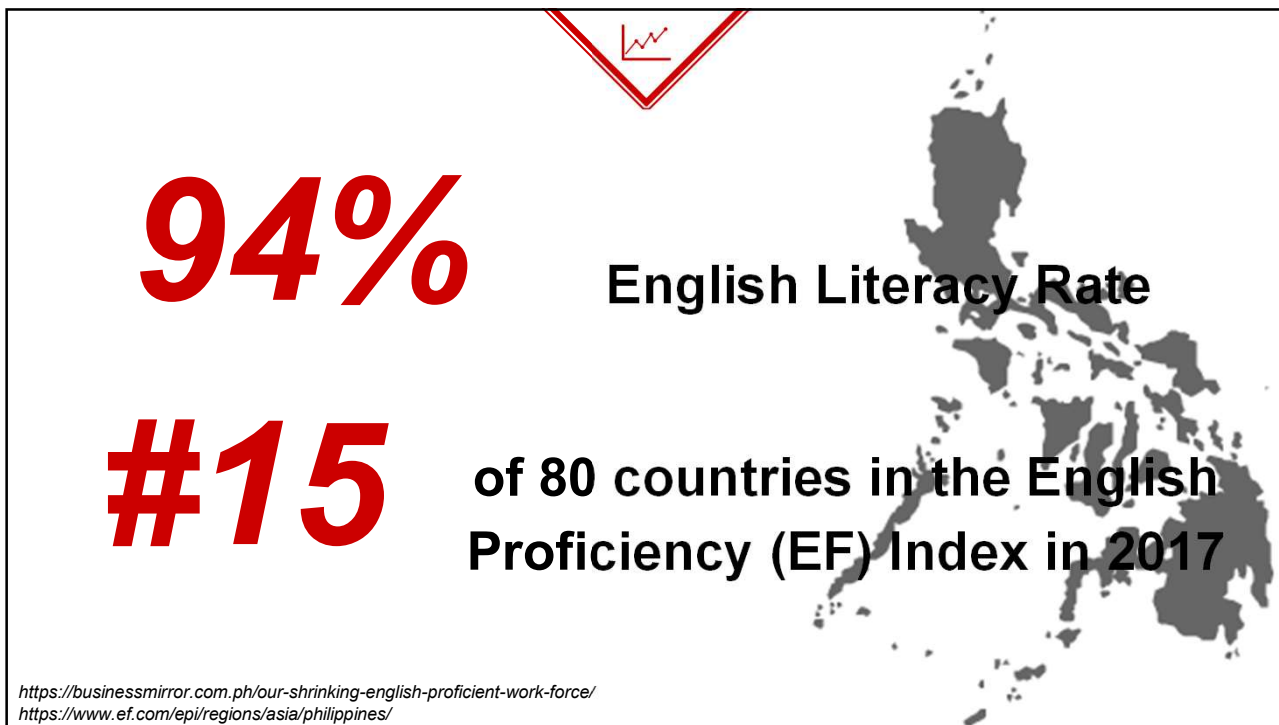
Global Workforce Competitiveness through English Proficiency

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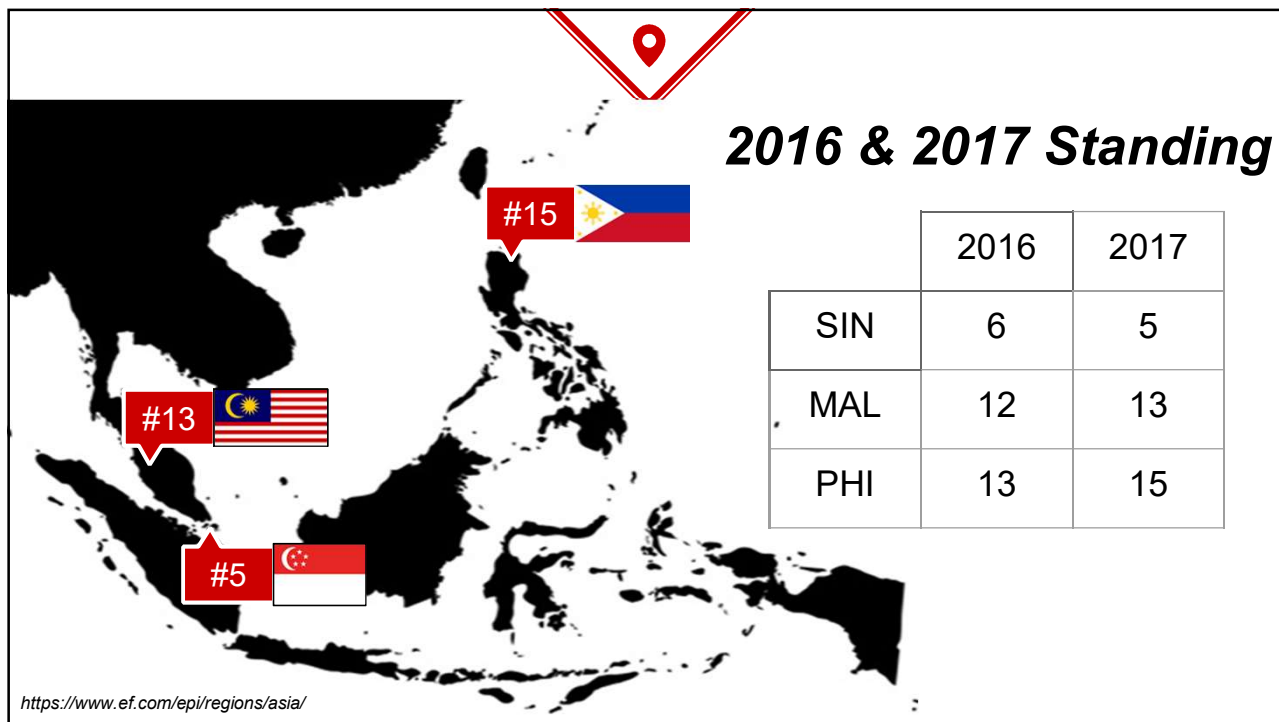
1

Setting the ground

Where are we in the world standing
for English proficiency?



Good news?





The *CEFR*

Common European Framework of Reference for Languages

- ◆ a guideline used to describe achievements of learners of foreign languages

Council of Europe (2011). *Common European Framework of Reference for Languages: Learning, Teaching, Assessment*. Council of Europe.



CEFR Matrix

	Beginner	Elementary	Intermediate		Upper Intermediate	Advanced		Proficient
CEFR	A1	A2	B1	B1+	B2	C1	C1+	C2
TOEIC	120	225	550		785	945		990
IELTS	<4.0		4.0-5.0		5.0-6.5	7.0-8.0		>8.0
Estimated hours of instruction	0-100	100-200	200-400	400-600	600-800	800-1100		1100-1200

Council of Europe (2011). *Common European Framework of Reference for Languages: Learning, Teaching, Assessment*. Council of Europe.

Our ASEAN Neighbors

- ◆ Government purchased reading/language meeting the CEFR standards books



<https://www.ef.com/epi/regions/asia/>

Our ASEAN Neighbors

- ◆ Targets a C2 Proficiency Level for all English teachers



<http://www.thesundaily.my/news/2017/08/16/education-ministry-wants-quality-world-class-english-teachers>



Our ASEAN Neighbors

- ◆ 20,000 or 52% of English teachers are at C1 & C2 as of October 2017



<http://www.thesundaily.my/news/2017/08/16/education-ministry-wants-quality-world-class-english-teachers>



Our ASEAN Neighbors

Requires B2 Level for public university graduates



<http://www.thesundaily.my/news/2017/08/16/education-ministry-wants-quality-world-class-english-teachers>



Our ASEAN Neighbors

Government initiated
*'National Foreign Language
2020'*



<https://www.britishcouncil.vn/en/teach/work/english-teaching>



Our ASEAN Neighbors

Delves into brand-new advances to improve
effectively the quality of English language
learning and teaching across all school
levels in Vietnam



<https://www.britishcouncil.vn/en/teach/work/english-teaching>



Our ASEAN Neighbors

Requires all English language teachers **B2** proficiency level for primary and lower secondary school teachers



<https://www.britishcouncil.vn/en/teach/work/english-teaching>



Our ASEAN Neighbors

CEFR **C1** for upper secondary, high school teachers

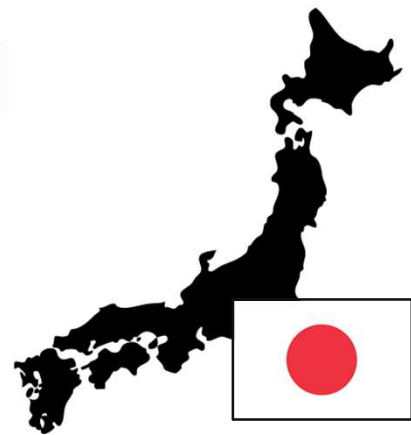


<https://www.britishcouncil.vn/en/teach/work/english-teaching>



Our Other Neighbors

Beginning **2020**, all high school graduates must achieve an English proficiency level of B1



<https://www.japantimes.co.jp/opinion/2017/10/29/commentary/japan-commentary/japanese-trouble-learning-english/#.WnQvka6Wa1s>



The issue at hand

- ◆ Despite our high literacy rate, English proficiency in the Philippines remained the same for quite some time.
- ◆ Neighbor countries are catching up with the Philippine ranking in global competitiveness.

2

The Rise of A.I. and Automation

What does this have to do with English?



Automation

- ◆ Technology by which a process or procedure is performed **without** human assistance

Groover (2014). *Fundamentals of Modern Manufacturing: Materials, Processes, and Systems*.



Automation

- ◆ Examples include
 - Machinery;
 - Processes in factories;
 - Steering & stabilization of ships; and
 - Aircraft and other vehicles

Rickin (1995). *The End of Work: The Decline of the Global Labor Force and the Dawn of the Post-Market Era*. Putnam Publishing Group. pp. 66, 75



Implications

- ◆ ‘Low skilled’ jobs will be automated
- ◆ Workers of the future will focus less on things that robots can do, such as data collection and processing

<https://www.mckinsey.com/global-themes/future-of-organizations-and-work/what-the-future-of-work-will-mean-for-jobs-skills-and-wages>



Implications

- ◆ A report by the World Economic Forum and Boston Consulting concluded that 1 million US jobs will be lost to automation by 2026.



<https://www.cnn.com/2018/02/02/automation-will-kill-1-million-jobs-by-2026-what-we-need-to-do-commentary.html>





Impact

- ◆ BPOs and other back support jobs are at risk of being replaced by AI/automation.




Source

Future Impact

- ◆ Automation may result to some BPOs to downsize, cutting as much as 3000 jobs.

Source



A Changing Industry

- ◆ Future jobs are more on tasks robots can't do
 - captaining teams
 - making strategic decisions
 - communicating within and outside their organizations

<https://www.mckinsey.com/global-themes/future-of-organizations-and-work/what-the-future-of-work-will-mean-for-jobs-skills-and-wages>



A Changing Industry

- ◆ This requires workers who are CREATIVE and CRITICAL thinkers and EFFECTIVE communicators.

Source



The Rapid Rise

- ◆ Sophia, developed by Hanson Laboratories, is the first humanoid AI to be granted citizenship (KSA).



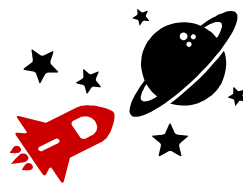
<https://www.irishtimes.com/business/technology/saudi-arabia-becomes-first-country-to-grant-a-robot-citizenship-1.3271620>



Jobs of the Future



- ◆ Would require:
 - Higher order thinking skills
 - Higher communication skills in English



How do we ensure English proficiency of students amidst technological advances?

3

Institutional Strategies

What schools can do now

3

TOEIC-CEFR Matrix

Target minimum
score for College
Students

CEFR	A1	A2	B1	B1+	B2	C1	C1+	C2
TOEIC	120	225	550		785	945		990
Estimated hours of instruction	0-100	100-200	200-400	400-600	600-800	800-1100		1100-1200



STRATEGIES

- ◆ Weekly target of 48 hours*
 - Excluding 2 hours contact time
 - Monitored through Weekly Action Plans

ACTION PLANS	TIME FRAME	STATUS
LISTENING		
READING		

**Minimum target hours could be increased according to the needs of the student.*



STRATEGIES

- ◆ Use of supplementary materials
 - Stanford LEXILE Book Tests
 - Vocabulary (10)*
 - Word Development Drill (2 or 3)*
 - Comprehension (10); and*
 - Grammar (2 or 3).*





STRATEGIES

◆ Use of supplementary materials

□ Online Drills

SAMPLE SITES:

<https://www.etsglobal.org/Tests-Preparation/The-TOEIC-Tests/TOEIC-Sample-Tests/TOEIC-Listening-and-Reading-Sample-test>

https://www.ets.org/toEIC/listening_reading/test_preparation/sample_questions

<https://englishpost.org/toEIC-listening-and-reading-test/>

<http://englishtestprepreview.com/toEIC-modules/toEIC-listening-reading>



STRATEGIES



- ◆ 2 hour face-to-face session per week
 - about 12-15 weeks per semester



English Proficiency Intervention Semestral Schedule

TOEIC
pretest

TOEIC
post test

Week 1

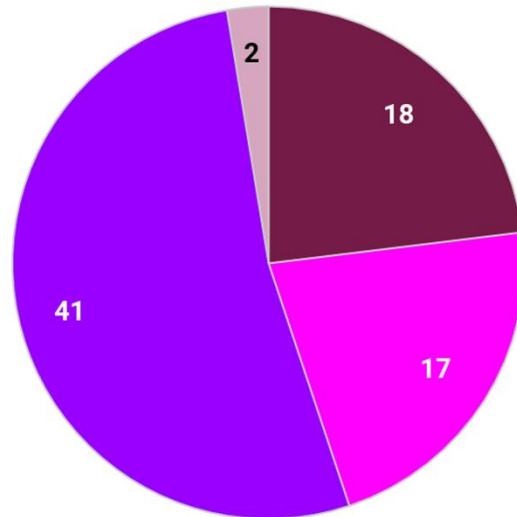
15 weeks of independent learning

Week 16

3.1

Demographics


Year Levels



● Freshmen ● Sophomores ● Juniors ● Seniors

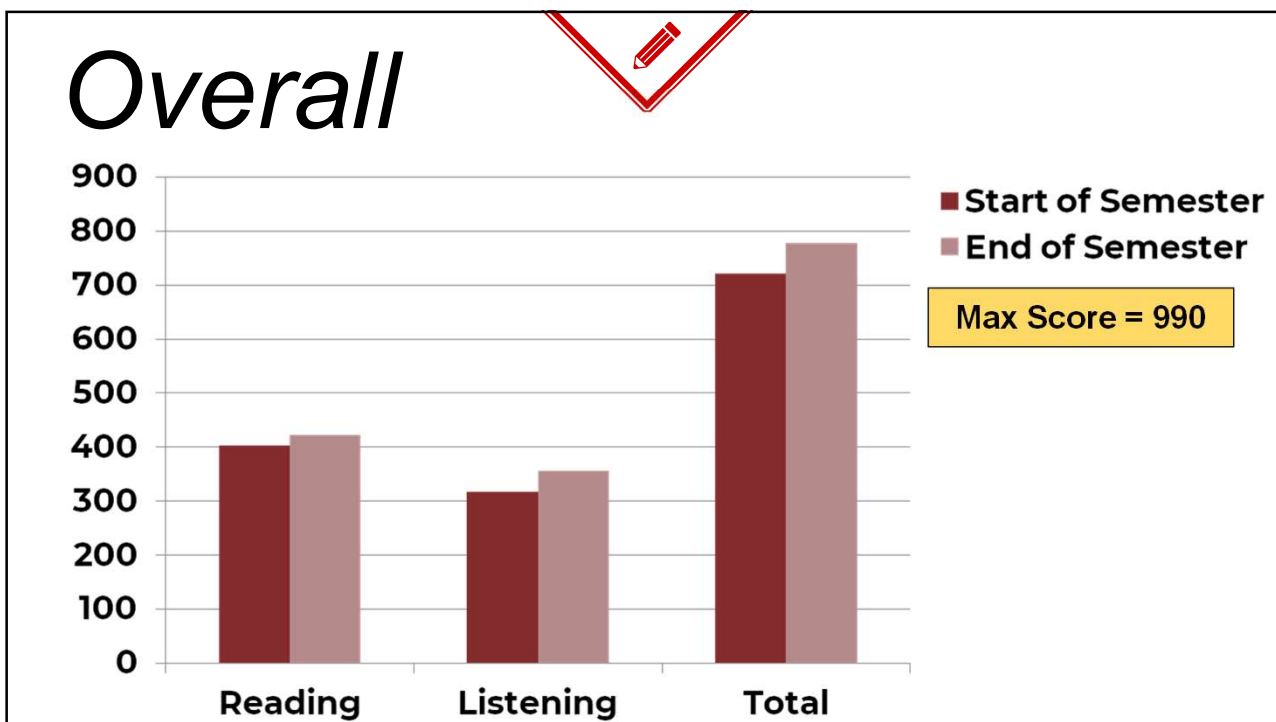
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Results



YrLvl	1		2		3		4	
	Pre	Post	Pre	Post	Pre	Post	Pre	Post
Reading	422	431	381	406	405	425	403	422
Listening	323	369	298	328	325	365	318	356
Total	745	800	679	735	730	790	721	778


- There is a TOEIC score improvement in all year levels after the intervention.
- Average improvement of 57 points for the Total Score






Nationality	Filipino		Foreign	
	Pre	Post	Pre	Post
Reading	407	419	380	438
Listening	317	351	321	390
Total	725	770	701	829
Improvement	45		128	

Filipino learners need more support in learning the English language.



STRATEGIES: The APC Story





The APC Story

- ◆ All English Term Program
 - 1 term composed of 18 units of English subjects offered to freshmen
- ◆ Oral Communication Competency Program
 - intensive English speech mentoring clinic



STRATEGIES

- ◆ With early identification, educational institutions can provide intervention programs to ensure that students will be highly proficient by the time they graduate.



INITIATIVES

- ◆ School administrators and heads are ***encouraged*** to teach and to ***motivate*** students to navigate their learning.



4

Implications on Hiring

Recruiting and Selecting the 'right' teachers




Case Study

- ◆ **A sample of Filipino BSE English students from different schools were asked to take an English Proficiency Assessment (TOEIC)**




Case Study


- ◆ **Results show that 10 BSE English majors scored between 225 - 550 in the TOEIC (CEFR A2 – B1 levels)**



Results of some
Filipino English
majors



Target score of
ASEAN neighbors



CEFR	A1	A2	B1	B1+	B2	C1	C1+	C2
TOEIC	120	225	550		785	945		990
Estimated hours of instruction	0-100	100-200	200-400	400-600	600-800	800-1100		1100-1200



*It's better not to
learn at all than to
learn from a 'bad'
teacher*

Phung Xuan Nha (2016)



*Malaysian Minister
of Education and Technology*



IMPLICATIONS

- ◆ **The quality of English teachers in the country is a factor seen as critical in the success or failure of any English program or enhancement project.**



A Call for Action *(For the School's HR)*



- ◆ **Provide / Create an assessment tool to evaluate English proficiency among teacher applicants**



A Call for Action *(For School's HR)*

- ◆ **Some online recruitment services provide English Assessment for applicants**
 - **example: Jobstreet ELA**



A Call for Action *(For the Government)*

- ◆ **Adopt a National Standard for English Language Competency**



A Call for Action (For the Academe)

- ◆ **Aim for at least a CEFR B1 for High School Graduates.**



A Call for Action (For the Academe)

- ◆ **Aim for at least a CEFR B2 for Educators and Higher Education Graduates**



A Call for Action (for the Academe)

- ◆ **Aim for at least a CEFR C1 for English teachers by 2020**



*Education's purpose
is to replace an empty mind
with an open one.*

Malcolm Forbes

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