

ELSA VALUE-ADD



What ELSA can do...



01. Place efficiently in development programmes for a better ROI

ELSA's most important feature is its accuracy in predicting trainability outcomes in a formal learning situation where English is the language of learning. A learner at a level too far removed from that of the learning offer, will not be able to reap the full benefit of learning and will have difficulty to critically interact with the information. With the warning signals clear, you can bridge skills levels and/or make instructional materials user-friendly.



04. Assist Talent Management decisions

ELSA will pick out your potential achievers and identify the ones who don't have the language skills to develop their potential. ELSA will also pick out those with poorly developed language skills. Once they've been identified, their skills can be upgraded for entry into work-specific learning programmes.



02. Determine the ability to communicate and its effect on productivity

ELSA will help you determine the English comfort zone of your workforce which, in turn, will enable you to make your in-house publications, standing orders, IR procedures, etc., user-friendly. An analysis of standard workplace documentation will match the readability to workforce ability. The Language Audit provides the foundation for planning suitable solutions to improve the quality of communication in an English work environment.



03. Guide well-informed recruitment

ELSA will ascertain and verify the competency-input levels of newcomers, in particular those for whom English is a second or third language. The recruitment policy should provide for suitable placement of first- and additional language users guided by the performance indicators of the position. ELSA diagnostic indicators are especially valuable to match a candidate's competence to the specific communicative requirements of the particular position.



05. Inform education and career decisions

ELSA is an excellent contributor to a battery of instruments to inform career decisions. It provides the opportunity for aspiring students to bridge language gaps in preparation for specific careers or tertiary studies.