

The following lessons are available through CORE's Online Cultural Orientation (CO) Certification Course, an interactive professional development opportunity for resettlement staff, volunteers, and interns involved in the implementation and delivery of CO.

Lessons are designed to establish foundational knowledge of the United States Refugee Admissions Program (USRAP) and further the professionalization of CO instruction by supplementing and enhancing training resources available at Resettlement Support Centers and Resettlement Agencies.

For more information, visit the CO Resource Exchange website [here](#), where you can access the registration page and [Frequently Asked Questions](#).

CO PROVIDER ONBOARDING LEVEL



INTRODUCTION TO CORE

Learn about CORE resources and professional development opportunities.

- Explain the purpose and relevancy of CORE.
- Navigate and access resources on both CORE websites and bookmark them for future use.
- Locate and identify at least three types of resources that would be useful for CO delivery.



KNOW YOUR CO OBJECTIVES AND INDICATORS

Explore the CO Objectives and Indicators that are applied in CO delivery.

- Locate and identify the content objectives and learning indicators required in CO delivery.
- Explain the value of content objectives and learning indicators in terms of the refugee resettlement journey.
- Recognize the importance of content objectives and learning indicators in compliant CO.



BUILD A LESSON PLAN FOR ANY CONTEXT

Learn how to build lesson plans for the delivery of CO in various contexts.

- Recognize the importance of adaptability and flexibility in CO delivery.
- Identify and define the parts of a lesson plan.
- Adapt available resources and materials to create lesson plans for a variety of CO contexts.





INTRODUCTORY LEVEL

LESSON 1 - THE REFUGEE RESETTLEMENT JOURNEY

Learn fundamental information about the United States Refugee Admissions Program (USRAP).

- Define key USRAP terms.
- Identify key stakeholders involved in the USRAP.
- Explain the process refugees undergo in the USRAP.



LESSON 2 - CULTURAL ORIENTATION DEFINED

Understand the purpose of Cultural Orientation.

- Explain the purpose of CO and the differences between overseas and domestic CO.
- Locate resources that can be used to deliver CO.



LESSON 3 - WORKING EFFECTIVELY WITH INTERPRETERS

Develop a deeper understanding of how to effectively work with interpreters.

- Explain the difference between types of interpretation and translation.
- Define roles and responsibilities of the CO provider and the interpreter.
- Identify steps to ensure interpreters are utilized appropriately and effectively.



INTERMEDIATE LEVEL

LESSON 4 - KNOWLES' SIX PRINCIPLES

Explore Knowles' Six Principles of Adult Learning and how they can be applied to CO delivery.

- Identify and describe Knowles' Six Principles of Adult Learning.
- Explain the differences between external and internal motivation.
- Identify techniques to apply Knowles' Six Principles of Adult Learning in CO delivery.



LESSON 5 - STUDENT-CENTERED VERSUS TEACHER-CENTERED LEARNING

Understand the difference between student-centered and teacher-centered learning techniques.

- Explain the characteristics of student-centered and teacher-centered learning, and their advantages and disadvantages.
- Identify techniques to apply student-centered learning during CO delivery.



LESSON 6 - COGNITIVE LOAD AND HOW TO MANAGE IT

Learn about cognitive load and memory and how these concepts influence CO delivery.

- Define and explain key terms associated with cognitive load and memory.
- Identify techniques to minimize cognitive overload and improve learner retention.





ADVANCED LEVEL

LESSON 7 - TAKING A STRENGTHS-BASED APPROACH

Learn principles associated with taking a strengths-based approach and how to apply them in CO delivery.

- Define and explain the differences between deficit thinking and a strengths-based approach.
- Identify the principles associated with a strengths-based approach and explain how they can be applied during CO delivery.



20
minutes

LESSON 8 - CREATING A POSITIVE LEARNING ENVIRONMENT

Understand how to create a positive learning environment during CO.

- Identify and explain four key principles that can be used to create a positive learning environment.
- Explain at least three techniques to create a positive learning environment.



20
minutes

LESSON 9 - MANAGING COMMON CHALLENGES OF CO DELIVERY

Examine common challenges faced during the delivery of CO and learn techniques to overcome them.

- Identify commonly faced challenges of delivering CO.
- Explain at least three techniques that can be applied to address maintaining learner engagement, time management, and teaching different types of learners.



30
minutes

MAKE IT STICK, ENHANCE YOUR CO



DELIVERING INTERACTIVE ONE-ON-ONE CO

Learn tips and strategies to structure and deliver interactive one-on-one CO sessions.

- Identify and use strategies to delivery interactive one-on-one CO that reduces cognitive overload.
- Explain and apply techniques to properly integrate multimedia as a part of one-on-one CO delivery.
- Reflect and work toward developing an action plan for implementing interactive one-on-one CO.



30
minutes

Cultural Orientation Resource Exchange

8719 Colesville Road, 3rd Floor • Silver Spring, MD 20910

www.coresourceexchange.org



The contents of this document were developed under an agreement financed by the Bureau of Population, Refugees, and Migration, United States Department of State but do not necessarily represent the policy of that agency and should not assume endorsement by the Federal Government. This material is in the public domain and may be reproduced.