



Below are a few tips that may help you, as a supervisor, onboard a new CO provider. Be sure to keep these in mind as you review the Onboarding Plans.

ASSESS NEED

Consider the new CO providers' existing knowledge and prior experience, and adapt their onboarding plan to meet those needs. For example, you may have new CO providers that have worked in refugee resettlement for years but do not have teaching backgrounds. Their needs will be different than a new CO provider that has never worked in refugee resettlement and has some experience in teaching.

CHECK-IN

Engage with new CO providers through check-ins and discover what they are learning from both in-person and online activities. These check-ins will help to monitor progress of the onboarding plan and are an opportunity to address and/or assess additional needs.

COLLABORATE

Go beyond check-ins and identify opportunities to collaborate with the new CO providers. For example, co-facilitate a CO session with them, applying concepts from the online lessons. It is recommended to identify these activities in the onboarding plan to ensure accountability. Note that collaboration can also extend beyond CO delivery. For example, encourage CO providers to share relevant resources with colleagues through presentations or staff meetings.

FACILITATE LEARNING

The completion of the onboarding plan is just the beginning. You should identify ways to facilitate continuous learning and development for new CO providers as time permits. This can be done through your organization and/or by staying aware of new resources and learning opportunities available through CORE.

Cultural Orientation Resource Exchange

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