

Canadian Language Benchmarks aligned with LMA/EPD Descriptions**

	Canadian Language Benchmarks		
LMA/EPD Profile Descriptions	Reading	Writing	Verbal (Listening, Speaking)
Limited	Worker cannot read in English. PRE-BENCHMARK	Worker cannot write in English. PRE-BENCHMARK	Worker can understand basic English directions i.e. employer provides verbal and/or physical demonstrations. BENCHMARK 2
Basic	Worker can read and understand basic English i.e. road signs, food labels, cash register, etc. BENCHMARK 1 - 3	Worker can transpose written information from one source to another i.e. log book, personal information forms, bills of lading, sign their name, etc. BENCHMARK 1 - 2	Worker can comprehend basic commands and questions and is able to ask basic questions after given basic English directions, etc. BENCHMARK 3 - 4
Intermediate	Worker can read and understand job ads, application forms, newspapers, follow simple written instructions i.e. simple repair manual. BENCHMARK 4 - 6	Worker is able to compose brief notes with basic information, able to write directions for others. BENCHMARK 3 - 5	Worker is able to answer phones and take messages, explain their job duties, work order forms, can comfortably engage in casual conversation. BENCHMARK 5 - 6
Fluent	Worker can read and understand literature, reference materials and/or technical materials. BENCHMARK 7 & ABOVE	Worker is able to clearly provide written directions for a task or activity, and formulate concise reports. BENCHMARK 6 & ABOVE	Worker is able to engage in professional discussion with others. BENCHMARK 7 & ABOVE

Remember a minimum of 2 mos. of instruction is required to see a measurable improvement, then every 2 mos. thereafter. As well, an individual with few barriers can potentially expect to move up a benchmark level within 6 months/500 hours of instruction. For someone with barriers (injury, treatment, attendance, literacy issues in own language), it could take 9 to 12 months/750-1000 hrs. of instruction.

**Located in: Bus. Procedure 30.2A: Canadian Language Benchmarks. Also refer to 30.2A for a detailed description of each benchmark level.

**Benchmark information from: Centre for Canadian Language Benchmarks, October, 2012 Edition. Canadian Language Benchmarks: English as a Second Language for Adults.