

Career Lattice for Adult ESOL in Montgomery County, MD

MCAEL's Career Lattice is a summary of what exists in Montgomery County for volunteers and professionals interested in working in the field of TESOL/ESL/ESOL. The summary is based on information gathered throughout 2012-2013. The lattice is a guide for individuals who may be considering investing in education to further their opportunities for employment in the field locally. While many people in the field move along this spectrum from left to right, some may come in directly from a Bachelor's or Master's Program (i.e. one does not have to start at the left side and move to the right.) Many individuals find they want to teach for the flexibility in their schedules while others prefer a more 9am-5pm type position. If you have any questions about the lattice, contact MCAEL's Director of Programs and Services at program@mcael.org or 301-881-3177.

Job Title:	Volunteer Adult ESOL Instructor (Unpaid)	Part-Time Teaching Assistant (Unpaid/Paid)	Part-Time Adult ESOL Instructor (Paid) - CBOs	Part-Time Adult ESOL Instructor (Paid) - Community College	"Full-Time" Adult ESOL Instructor (Paid)	"Full-Time" Adult ESOL Instructor (Paid) - Community-Based	"Full-Time" Adult ESOL Instructor (Paid) - University-level	Program administrator - CBOs	PT/FT Instructional Specialist/Intake and Assessment Specialist/ Management Info Systems Specialist (Paid with & w/out Benefits)	Full-Time Administrator/Program Coordinator/(Paid with & w/out Benefits)
What will you teach?	Basic vocabulary, basic life skills English				Basic skills; integrated training/vocational; collegiate level English		Collegiate level English, English for special purposes	Oversee programs; work to align programs with TESOL standards; MD Standards	Adult learning methods, best practices for ESOL instruction; Serve as Mentor; Conduct Observations and Provide Feedback	Oversee programs/staff of programs; follow policy at local, state and Federal level
Who will you teach?	Immigrants ages 16-65+, diverse in literacy levels and country of origin. Population guided by focus and goals of CBO program (citizenship, parents, etc.)				International Students, some immigrants, Embassy personnel	Individuals wanting to take degree courses at community college or university or who are in US to study at university for short period of time.	Individuals who have come to the US for a short period of time in order to attend a university.	Adult ESOL instructors and staff	Adult ESOL instructors	Adult ESOL Staff
Workforce Preparation & Experience	Varies by organization, some familiarity with Adult ESOL general practices and needs.			Instructional experience in adult ESOL; knowledge of system/standards						
Education Requirements	No training required but training strongly encouraged. A Bachelor's Degree (not specific to field) is usually required.	No training required but training strongly encouraged. A Bachelor's Degree (not specific to field) is usually required.	No training required but training strongly encouraged. A Bachelor's Degree (not specific to field) is usually required.	Bachelor's Degree with significant training and experience. Master's Degree preferred	Requirements vary - can include BA, substantial experience, participation in organization's training program	Bachelor's Degree Required in TESOL or related field; MA preferred	Bachelor's Degree Required in TESOL or related field; MA preferred	Bachelor's Degree in any field; TESOL preferred	Master's Degree Required in TESOL or related field	Master's Degree Required in TESOL or related field
Location:	Community Organizations, Libraries, Faith-Based Organizations, Workplace ESOL	Community Organizations, Workplace ESOL	Community Organizations, Workplace ESOL	Community Colleges – Non Credit Courses	Private Schools (Berlitz, Lado, ILI, InLingua)	Community Colleges & Universities – Academic Credit	Universities – Academic Credit	CBOs	Community colleges, some CBOs and universities	Community colleges, some CBOs and universities
Number of Hours Per week:	1 – 4 hours per week	5 – 25 hours per week	5 – 25 hours per week	25-30 hours per week	25-30 hours per week	25-30 hours per week	25-30 hours per week	5-40 hours per week	20-40 hours per week	40 hours
Hours worked	Usually Weekends; some weeknight and weekday options exist	Usually Weeknights	Usually Weeknights	Classes occur 8/9am to 9/10 pm; 6 days a week; schedules vary by session; usually not 9am-5pm job nor continuous across sessions; need to work at multiple orgs to achieve 40 hrs.	Classes occur 8/9am to 9/10 pm; 6 days a week; schedules vary by session; usually not 9am-5pm job nor continuous across sessions; need to work at multiple orgs to achieve 40 hrs.	Classes occur 8/9am to 9/10 pm; 6 days a week; schedules vary by session; usually not 9am-5pm job nor continuous across sessions; need to work at multiple orgs to achieve 40 hrs.	Classes occur 8/9am to 9/10 pm; 6 days a week; schedules vary by session; usually not 9am-5pm job nor continuous across sessions; need to work at multiple orgs to achieve 40 hrs.	Usually during the day plus evening and/or weekend time	9am-5pm with classroom observations in evening/weekends, if applicable to position	9am-5pm generally
Employment Outlook	Consistent turnover / positions available	Consistent turnover / positions available	Consistent turnover / positions available	Consistent turnover / positions available	Consistent turnover / positions available	Consistent turnover / positions available	Consistent turnover / positions available	Average turnover 2 to 4 years; some stay for 10+ years	Few opportunities/ positions available on an annual basis	Few opportunities/ positions available on an annual basis
Salary and Benefits	Unpaid	Unpaid - \$10-25/hour (includes prep time, if any); no benefits	\$10-25/hour (includes prep time, if any); no benefits	\$25-35/hour (includes prep time)	\$25-35/hour (includes prep time)	\$25-35/hour (includes prep time)	\$25-35/hour (includes prep time)	\$5000 - \$45,000/year (usually no benefits except FICA & Payroll taxes)	Coalition for Adult English Literacy (MCAEL) \$25,000- \$75,000/year	English Literacy (MCAEL) \$60,000-\$100,000/year

Reference: <http://www.esiemployment.com/>