



TECHNICAL AND VOCATIONAL  
EDUCATION AND TRAINING  
(TVET) COUNCIL

# National/Caribbean Vocational Qualifications (N/CVQs)

**CERTIFICATION FOR A WORLD CLASS WORKFORCE**



## What are N/CVQs?

National/Caribbean Vocational Qualifications (N/CVQs) are work-related, competence-based certification awarded by the Technical and Vocational Education and Training (TVET) Council. CVQs are the regional equivalent of NVQs.

## Who are they for?

N/CVQs are for any person who wants certification to prove his/her occupational competence.

## Where are N/CVQs available?

Individuals will soon be able to enroll for an N/CVQ through local public training providers such as the Samuel Jackman Prescod Polytechnic (SJPP), the Barbados Vocational Training Board (BVTB) or the National Initiative for Service Excellence (NISE). Enrollment will also be available through approved private training providers.

## How are N/CVQs earned?

N/CVQs are awarded to individuals who can demonstrate to trained and certified assessors, the required level of knowledge and skills to do a job to the *standards* prescribed by the industry experts (*i.e. practitioners and employers*).

Assessment is conducted in either a real job setting or a simulated workplace. Assessment measures job competence through the performance of the related tasks and job roles. Successful assessment results in the

award of an N/CVQ in the specified work role.

N/CVQs tell you exactly what someone who is competent in an occupation can do. This means that anyone who has an N/CVQ for his/her occupation is competent, and has a way to prove it.

### N/CVQs:

- Are based on occupational standards developed by industry experts
- Respond to changing needs in business and industry
- Are accessible to anyone at any stage of his/her career
- Are used to make education and training programmes more relevant and flexible.

### BENEFITS OF N/CVQs TO EMPLOYERS

- Improved employee performance/skills
- Increased productivity
- Improved quality of products and services
- Improved employee motivation
- More cost effective training
- Better guarantee of job candidate's capability.

### BENEFITS OF N/CVQs TO INDIVIDUALS

- Recognition of knowledge and skills
- Increased job satisfaction
- Improved career progression

- Flexible route to becoming qualified
- Improved employability/transferability.

## **BENEFITS OF N/CVQs TO BARBADOS:**

- Facilitate labour mobility and transferability of skills within CARICOM
- Enhance workforce competitiveness
- Facilitate the drive for common standards similar to the International Organisation for Standardisation (ISO)
- Make competence explicit and provide a clear basis for international comparison
- Meet information needs of employers about workforce competence.

## **What are the different levels of the qualifications?**

*N/CVQs cover five levels of competence, with Level 5 being the highest.*

Level 5	Chartered, professional and senior management occupations
Level 4	Technical specialist and middle management occupations
Level 3	Technical, skilled and supervisory occupations
Level 2	Skilled occupations
Level 1	Entry level occupations

# Who is who in the N/CVQ 'chain'

## **Candidates**

People who want certification for their occupational competence.

## **Assessors**

People in direct contact with candidates who are appointed by an approved centre to assess candidates' competence.

## **Internal verifiers**

People appointed by an approved centre who check the quality of assessment within that centre.

## **Approved centres**

Organizations that TVET Council has approved for delivering N/CVQs. They can be educational institutions, training providers, or employers.

## **External verifiers**

People appointed by TVET Council to check the internal quality assurance of approved centres. They are a key link between TVET Council and the centres.

## **Awarding body**

As the awarding body, the TVET Council will award certificates for units and full N/CVQs. It will monitor the assessment, and provide external verification to make sure candidates are assessed fairly and consistently.

## **Industry lead bodies**

Groups (each representing an occupational area) comprising employers and practitioners, which develop the standards on which N/CVQs are based.

**For further information please contact:**

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