



TVET - Key To A WorldClass Workforce

INSIDE TVET

CBET: Increasing the ROI for training

A KEY PURPOSE of occupational standards is their use in the training and development of workers. The process of training, assessing and certifying workers to occupational standards is known as competence-based education and training (CBET).

Occupational standards can be used to support employees in identifying training and development needs, both to improve their performance in their current role, and to support progression in their careers. The use of standards to identify training needs and to design, deliver and assess training is intended to help close the gap that often exists between education and training and workplace requirements.

Proponents of CBET, the practice of which gained international support and momentum in the 1970s and '80s, consider it to be an individualised, outcomes-based (what individuals know and can do) teaching-learning process that allows flexible pathways for achieving the outcomes.

CBET makes as clear as possible what is to be achieved and the standards for measuring achievement. It is meant to overcome the divide between hands and mind, theory and practice, general and vocational education and training.

CARICOM has adopted, in principle, the CBET approach to workforce training that takes place both within institutions and on-the-job. For the members of CARICOM, CBET means a training system that can better accommodate the continued development of workers; provide greater access for the youth into the training system and access to the certification framework; provide a broad-based preparation of students for employment;



OCCUPATIONAL STANDARDS AND TRAINING: A May 2008 seminar introducing human resource personnel to occupational standards and their benefits to training. (GP)

provide systems that can bridge secondary, post-secondary and tertiary education, and provide systems that can produce alternatives to further/higher level education.

As part of its mandate to promote the growth of competence-based technical and vocational education and training (TVET), the TVET Council has embarked on a programme of providing educators, corporate trainers, human resource personnel and other managers with responsibility for human resource development, with the knowledge and skills to use the standards as the foundation of training.

During November and December 2008, the Council will conduct two workshops aimed at enabling these facilitators of human resource development to use occupational standards to enhance the training process. The workshops on offer are:

- **Train-the-Trainer Workshop on Competence-based Training and Assessment.**
- **Using Occupational Standards to Develop Competence-based Training Programmes**

The first workshop is aimed primarily at corporate trainers, educators and other facilitators of training. It will look at the full training cycle which comprises identifying training needs, designing, delivering and assessing training using the occupational standards.

This 33-hour course is being run in collaboration with the Barbados Community College (BCC), twice a week, from November 4 to December 16, 2008. The hours are 1 p.m. to 4 p.m. on Tuesdays and Thursdays.

This workshop will assist trainers in the design of standards-based training in keeping with the requirements of the relevant occupational standards. It will enable participants to review strategies for preparing training proposals that have an outcomes-based focus.

In addition, the workshop will provide participants with practice in outlining specific performance expectations, linking the performance expectations to the relevant standards, developing assessment linked to training outcomes, and identifying training strategies that align standards, assessment and instruction/facilitation.

The second workshop, which runs over two days, is aimed primarily at human resource personnel and other managers. It will look at identifying training needs and designing training using the occupational standards. This workshop takes place on November 12 to 13, 2008 and runs from 9 a.m. to 4 p.m. each day.

This second workshop will assist participants in



A 2007 TVET Council training workshop on using occupational standards to develop learning modules. (GP)

acquiring an in-depth view of the standards, their construction and how such standards can be effectively used in the development of training programmes. Additionally, participants will have opportunities for hands-on experience in using standards to develop training programmes of choice, and to orally present them to their peers and the workshop's facilitators.

Registration for the TVETC-BCC workshop is being conducted at the BCC and interested persons can call **426-2858, ext 5240** for further information. Registration for the TVET Council two-day workshop is being conducted at the TVET Council and persons interested in that workshop can call **228-3383/84**, for further information.

THE TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) COUNCIL

Presents

Using Occupational Standards To Develop Competence-Based Training Programmes

The Goal:
To provide insight into the application of occupational standards within the organisation to promote attainment of internationally benchmarked standards

Target Audience:
• Human Resource Personnel

Duration:
November 12 - 13, 2008
14 Hours (9 a.m. - 4 p.m.)

Cost:
\$ 100.00 per person

Registration Information:
Deliver completed registration form with payment by Wednesday, October 29, 2008 to:

The Technical and Vocational Education and Training (TVET) Council
#7, "Chelwood", 8th Avenue
Belleville, St Michael

Cheques should be made payable to: The Technical and Vocational Education and Training (TVET) Council.

For further information please call 228-3383/84

THE TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) COUNCIL IN COLLABORATION WITH THE BARBADOS COMMUNITY COLLEGE (BCC)

Train-the-Trainer Workshop on Competence-based Training and Assessment

The Goal:
To optimise the quality of training through equipping trainers with the knowledge, understanding and skills to deliver competence-based education and training using occupational standards

Target Audience:

- Corporate training practitioners/consultants
- Employers/line managers/HR persons - those responsible for, or interested in, the design, delivery and administration of training
- Institution-based trainers

Duration:
November 4 - December 9, 2008.
& Tuesday, December 16, 2008.
33 Hours (1- 4 p.m. Tuesdays and Thursdays)

Cost:
\$ 125.00 per person

Registration Information:
There are 20 spaces available, so you are encouraged to register early. Registrations will be processed on a 'first come first serve' basis.

For further information, interested persons should call BCC at 426-2858, ext 5240, or email shackett@bcc.edu.bb between 9 a.m. and 3 p.m. by Friday, October 31, 2008.