



TVET - Key To A WorldClass Workforce

# INSIDE TVET

THE PROCESS OF training, assessing and certifying workers to occupational standards is known as competence-based education and training (CBET). A key purpose of occupational standards is their use in the training and development of workers.

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.

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,
- 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 basis of training.

On March 24, the sixth Train-the-Trainer Workshop on Competence-based Training and Assessment will commence under the auspices of the TVET Council, in collaboration with the Barbados Community College (BCC). This workshop will take participants through the full cycle of identifying training needs, designing, delivering and assessing training using occupational standards. The 33-hour course will be run twice a week, from March 24 to April 23, 2009, with the closing session on May 12, 2009. The hours are 1 - 4 p.m. on Tuesdays and Thursdays.

This Train-the-Trainer 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.

Graduate of the fifth workshop which was held during November and December last year, Joy Gittens, a Senior Education Officer in the Ministry of Education, found her introduction to competence-based training and assessment enlightening. The teacher of some 18 years experience noted: "It reinforced my knowledge on how adults learn; it also showed me how to use standards and develop a training programme. It was a real practical experience."

Ms Gittens, who also possesses a Bachelor of Science degree, a Diploma in Education, a Certificate in Education, a Masters of Business Administration and a Master Trainer certificate from the Cave Hill School of Business, University of the West Indies (UWI), noted it was the first time that she had been exposed to competence-based training and assessment.

"Having to develop my own portfolio and make reflections allowed me to concretise the learning that took place. There is a need to share this information with all facilitators at tertiary institutions and places of adult learning. It will be a revolution because facilitators and teachers at these institutions teach/lecture/train the way they were taught in school. They expect deadlines to be met and do not expect persons to work at their



**GRADUATES** of the fifth Train-the-Trainer Workshop on Competence-based Training and Assessment. Also pictured are Dr Sylvia Hackett, deputy principal of BCC, (seated second from left) and workshop trainers Dr Antonia Coward (seated fourth from left) and Dr. Hamilton Jemmott. (GP)



**JOY GITTENS** (seated second from right) shown with other educators who participated in the fifth Train-the-Trainer Workshop on Competence-based Training and Assessment. (GP)

## Training the trainer

own pace. It will be a paradigm shift for sure," Ms Gittens acknowledged.

In describing how she had benefitted from the workshop, she further noted: "My methodology has not changed, what has is the method I use to prepare for the training. Starting with needs and clearly designing activities to match objectives. All teachers do

this in their lesson plans, but I find now I am matching the objectives more specifically with an activity."

Registration for the Train-the-Trainer workshop is being conducted at the BCC and interested persons can call 426-2858 ext 5240 by March 18, 2009, for further information.



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

Present

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

**The Goal:**

To optimise the quality of training (i.e. identifying training needs, designing, delivering and assessing training) provided by trainers - both corporate and institution-based - through equipping them with the knowledge, understanding and skills to deliver competence-based education and training utilising occupational standards.

**Target Audience:**

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

**Topics to be covered**

- Concepts underpinning competence-based training and assessment;
- National occupational standards of competence;
- Using occupational standards to design, deliver and assess training outcomes;
- Adult Learning Principles: Implications for the Training Setting.

**Duration:**

March 24 to April 23, 2009.

Tuesday, May 12, 2009.

30 Hours (1 - 4 p.m. Tuesdays and Thursdays) Presentations

**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 telephone number 426-2858, ext 5240, or email [hackett@bcc.edu.bb](mailto:hackett@bcc.edu.bb) between 9 a.m. and 3 p.m. before Friday, March 20, 2009.

THE COST OF THIS WORKSHOP IS BEING SUBSIDISED BY THE TVET COUNCIL.