



TVET – Key To A WorldClass Workforce

INSIDE TVET

THE Technical and Vocational Education and Training (TVET) Council last Tuesday hosted an Awards Ceremony for participants of its Instructor Training and Train-the-Trainer workshops 2009 and 2010, at the Barbados Community College's Liberal Arts Auditorium. The event also incorporated the signing of a Memorandum of Understanding (MOU) between the TVET Council and the Barbados Community College (BCC).

The Instructor Training and Train-the-Trainer Workshops are intended to equip educators and trainers in both the public and private sectors with the knowledge and skills to facilitate **Competence-based Education Training and Assessment (CBETA)**.

CBETA is an approach in which training, assessment and certification are based on occupational standards in order to narrow the gaps that often exist between education/training and job performance. Forty-four persons were awarded certificates.

The purpose of the MOU was to establish and expand cooperation and collaboration between the TVET Council and the BCC as part of efforts to strengthen Barbados' Technical and Vocational Education and Training (TVET) system, through the promotion of the competence-based approach to education and training, assessment and certification.

The TVET Council also signed MOUs with the Barbados Vocational Training Board (BVTB) and the Samuel Jackman Prescod Polytechnic in June of this year.

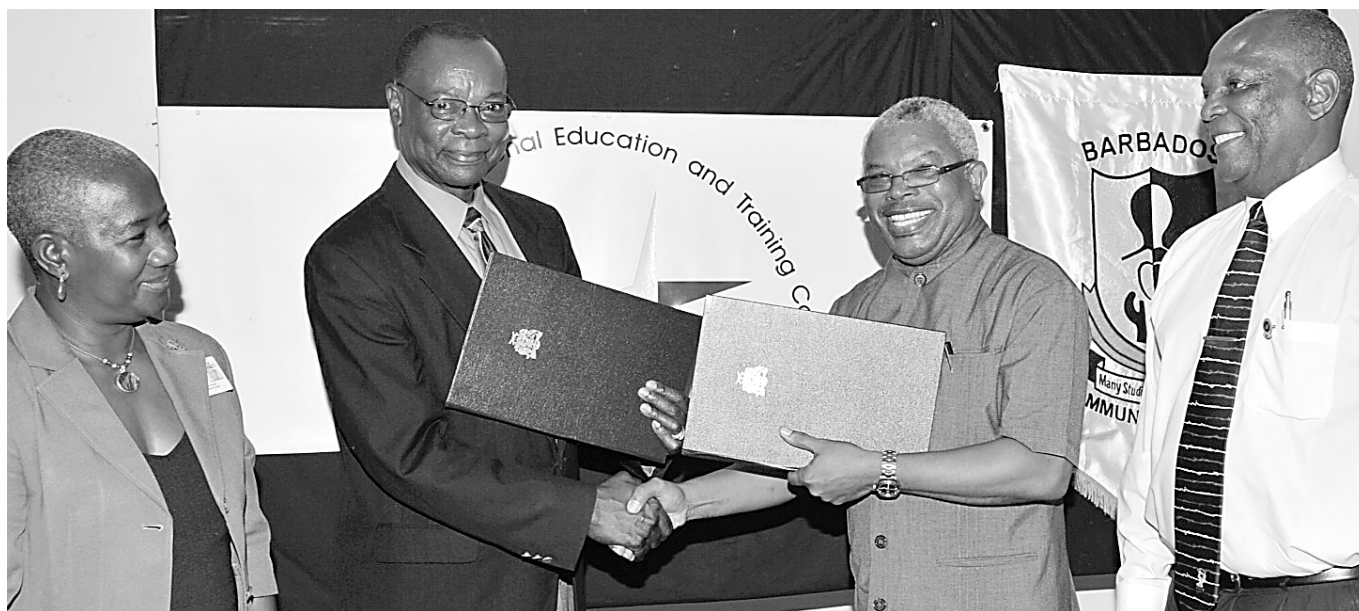
During the feature address delivered by Stephen Worme, chief marketing officer, Barbados Light and Power Co. Ltd, he stressed the need for greater collaboration between employers and education and training providers.

"In Barbados we pride ourselves as having a very good educational system. And I have to agree there are many things in it that we have to be proud of. However, if we are going to meet the challenges of the future, we are going to have to change the way we approach the development of young people."

He stressed: "It is no longer going to be good enough for us to focus heavily on the academics and leave relatively large volumes of our young people behind because they have other interests and aspirations. It is no longer going to be good enough to have persons graduating from school and coming into the workplace without the right skill sets and attitudes which then requires companies to spend large sums of money to train or retrain them so that they are adequately geared to meet their objectives."

Worme added: "Imagine what we would be able to achieve if we were to purposefully align our school curriculum to meet the needs of the businesses and organisations we are preparing students for."

During the welcome remarks, TVET Council's Executive Director



THE BCC'S CHAIRMAN Bertram Carter (second left) exchanging signed copies of the MOU with the TVET Council's Chairman Dr Hensley Sobers (second right). Looking on are the BCC's Acting Principal Dr Sylvia Hackett (left) and TVET Council's Executive Director Trevor King. (GP)

Competence-based TVET system MOU signing will bring goal to fruition

Trevor King said: "As part of our mission – to develop a competent and competitive workforce in Barbados and the wider Caribbean – the TVET Council along with the help of social partners and other stakeholders seeks to provide an integrated Competence Based Education and Training (CBET) skills development programme that contributes to the overall productivity, employment growth and development in Barbados."

He noted that the TVET Council was the local Awarding Body for the National Vocational Qualification (NVQ), and its regional equivalent the Caribbean Vocational Qualification (CVQ), which were both forms of competence-based certification. "The BVTB and the SJPP have both been granted centre approval to deliver NVQs and CVQs. The SJPP is still going through qualifications approval while the BVTB has been approved to offer NVQs in Bar Service Levels 1 and 2."

King added that BCC had been collaborating with the TVET Council to deliver Train-the-Trainer workshops in CBETA since 2006. "The workshops are geared towards equipping corporate trainers in the private sector, human resource management personnel and those responsible for companies' training and development programmes with the knowledge and skills to use occupational standards to identify training needs, design, deliver and assess training. In 2009 the Council introduced the Instructor Training workshops aimed at educators and trainers in the public TVET system."



TVET Council's Executive Director Trevor King presenting graduate of the Train-the-Trainer workshop Ondene Kirton with her Certificate of Competence. (GP)

During his remarks, TVET Council's Chairman Dr Hensley Sobers noted that the Employment and Training Fund (ETF), which is used to subsidise the cost of employers' training, retraining and upgrading the skills of their workers, had placed renewed emphasis on awarding training grants where it was clearly evident that training, assessment and certification were based on occupational standards.

BCC's Chairman Bertram Carter said: "Improving the skills of the workplace trainers is an important aspect of developing the human resource in Barbados. If the trainers are better equipped to conduct the training in their environment, then the quality of training and consequently the quality of workers would improve."



THE BCC'S ACTING PRINCIPAL Dr Sylvia Hackett (left) presenting graduate of the Instructor Training workshop Nigel Griffith with his certificate. (GP)

Addressing his remarks to the graduates of the workshops, facilitator Dr Hamilton Jemmott, BCC Tutor, urged them to continue to "learn about CBET and the use of occupational standards". He added: "I urge you to keep abreast of and involve yourself in the work of the TVET Council and the movement towards making CVQs and NVQs qualifications of choice in Barbados."

The restructuring of the national TVET system along competence-based lines is in keeping with Barbados' adoption of both the **Regional Strategy for Technical and Vocational Education and Training** and the **CARICOM Process for Workforce Training, Assessment and Certification** which mandate that all workforce training and certification be competence-

based (that is, standards-based).

National Training Agencies such as the TVET Council have therefore developed competence-based TVET systems that rest on occupational standards which now exist for many occupations and professions and are widely used throughout the world. Occupational standards are statements of competence that describe precisely what people are expected to do in employment and how well they should perform - that is, to what standard.

The standards, which are presented as qualifications – NVQs/CVQs – that represent job roles, fit into a five-level framework ranging from Level 1, that is entry level occupations, through to Level 5, which are professional and senior management occupations.