



TVET - Key To A WorldClass Workforce

INSIDE TVET

A KEY ROLE of the **Technical and Vocational Education and Training Council (TVETC)** is the coordination and management of the technical and vocational education and training (TVET) system. This includes facilitating the development of a high quality national training system that utilises competence-based education and training (CBET).

CBET is a method of training that develops the skills, knowledge and attitudes required to achieve standards of competence.

Over the past year the TVET Council has placed renewed emphasis on this practice by encouraging the use of Occupational Standards in the training curriculum of courses funded by its Employment and Training Fund (ETF).

ETF manager Geoffrey Yearwood explained: "These occupational standards define the competencies that are required for effective performance on the job and are developed with substantial industry/employer input."

He noted: "Over the past year employers have requested training using the occupational standards in the areas of management, fluid power equipment maintenance, security services, train-the-trainer, wines and spirits, customer service and cosmetology."

CBET has been described as a way of approaching vocational education and training that places emphasis on what a person can do as a result of the training (i.e. the outcome), which represents a shift away from an emphasis on the process involved in the training (i.e. the inputs). CBET is concerned with training to industry specific standards (e.g. occupational standards) rather than an individual's achievement relative to others in the group.

Trainer Trevor Devonish, Technical Director of Trinidadian company Air-Oil Systems Engineering (AOSE) Ltd, conducted the Fluid Power Equipment Maintenance Level 1 Training Programme that was coordinated by the Barbados Vocational Training Board and funded by the TVET Council for industry technicians.

He noted that AOSE was involved in the development of occupational standards and NVQs in Trinidad and Tobago in the area of fluid power equipment maintenance.

He explained: "AOSE's focus is to support the revolution in the manufacturing and heavy equipment industry by developing the maintenance capability to manage the new hybrid (fluid power equipment) industry."

"We look to the training organisations to package the engineering information in an educational format that would be easily delivered to the maintenance personnel. The occupational standards method is most essential (to the process)."

G4S Security Services (Barbados) Ltd is another local organisation whose staff benefitted from the CBET approach. Last July, 92 security officers completed refresher training in the Security Induction Course (Level 1), while three supervisors and a manager completed refresher training in the Supervisors Course (Level 2).

Robert Boyce, a security officer with prior experience in the area of passenger screening and similar matters, described the training as being very practical, with numerous practice sessions which helped them to learn the necessary skills.

Renewed emphasis on training to standards



AVIATION SECURITY TRAINING: Steve Linton (left) and Robert Boyce practise the techniques used during passenger screening. (GP)

"There is also an emphasis on customer relations; the training is not purely focused on security only, it blends how to interact with the customers," he said.

Sandra Phillips, who has four years' experience working as an airport security officer, also noted that the aviation training using the standards mirrored the practice that was expected on the job.

G4S, which is part of a global company operating in over 110 countries worldwide, conducts aviation training for its officers annually in order to facilitate the mandatory annual renewal of certification. The standards-based training includes 40 hours of classroom training (theory and practical) plus 40 hours of on-the-job training.

The ETF, which is administered by the TVET Council, is intended to promote and support the training and the upgrading of skills for the labour force.

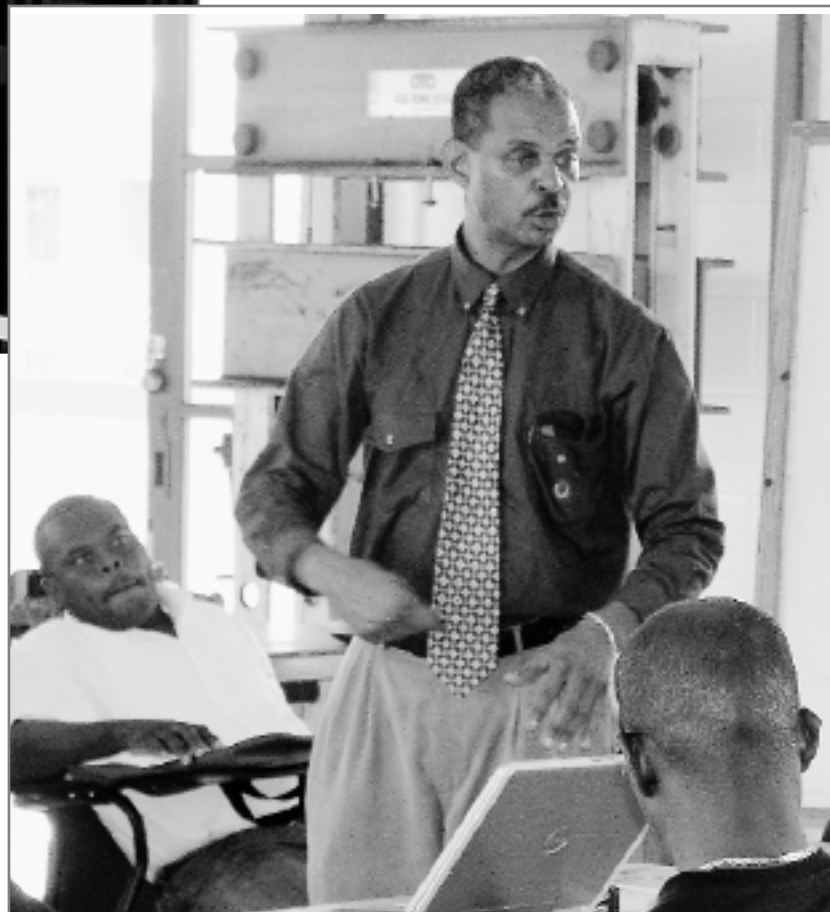
Mr. Yearwood explained: "The ETF therefore supports institution-based job training programmes for individuals who lack the necessary work-related skills."

"It also supports training programmes for employers to upgrade the skills of their employees from entry-level to top management."

He stressed: "Individuals, however, cannot access ETF Funds directly but can do so by participating in programmes that are offered by training institutions through funding by the ETF. Employers, on the other hand, can access the ETF directly to give their workers new skills or upgrade existing ones."

Mr Yearwood said: "The ETF monies come from the Training Levy that is paid by all employers and employees and collected by the National Insurance Department. Employers who want to access the ETF must first provide a Certificate of Clearance from the NIS Department to certify that there are no liabilities to discharge for the payment of NIS contributions."

The other criteria that employers and training providers must meet in order to be eligible to access the ETF include **a)** the training must be done in Barbados, **b)** the training should not extend for more than 12 months, **c)** applicants should contribute at least 25 per cent of the training costs, and, **d)** the training, where appropriate, must be conducted in a competence-based format utilising the national occupational standards (NOS) and lead to certification.



TRAINEES LISTENING INTENTLY to trainer Trevor Devonish during the Fluid Power Equipment Maintenance Level 1 Training Programme organised by the BVTB and funded by the TVET Council. (GP)