



INSIDE TVET



NVQs and CVQs: TVET Council's Technical Officer Paul Puckerin (right) speaking to the students of the Parkinson Memorial School about the need to undergo training and certification for their future occupations.



SUPERVISORY STAFF from CGM Gallagher Insurance Brokers (Barbados) Limited (above) at the conclusion of the Enhancing Management Potential training programme facilitated by Catalyst Consultants' Norma Shorey-Bryan (standing right). Also pictured is the Unit Head HR and General Services Karissa Beharry-Shepherd (seated left).

TVETC in action: Ensuring competent workers

THE TVET Council (TVETC) continues to be steadily engaged in promoting the mandate of competence-based training, assessment and certification both at the level of corporate or industry-based training and the vocational education and training system.

ETF Sponsored Training: Enhancing Management Potential
Supervisory staff of CGM Gallagher Insurance Brokers (Barbados) Limited recently completed the Employment and Training Fund (ETF) sponsored Enhancing Management Potential training programme which was conducted by Catalyst Consultants, specialists in human resource management.

The 24 hours of training were divided into six half-day sessions spread over a five-month period during which participants were exposed to the Saville Wave profiles. These developmental profiles completed by participants provided them with insights on their attitudes and competencies in their leadership and supervisory roles.

"The developmental profile was used as a training tool throughout the programme and provided objective feedback on participants' individual strengths and pitfalls. It was used as a springboard to help participants consider what they can do differently to be more effective in their leadership and supervisory roles," Managing Director of Catalyst and trainer Norma Shorey-Bryan noted.

Shorey-Bryan stated that the six modules in the training programme were linked to the competences outlined in the National Vocational Qualification (NVQ) in Management Level 2. Participants were able to

demonstrate the knowledge gained and skills learned through the development of work-based projects which were used to implement change programmes at work.

During the final training session in which participants were able to reflect on and share their learning experiences with each other, they listed benefits such as "learning about the importance of open communication and the need to be sensitive to the other person's feelings" and "becoming more proactive and interactive with team members".

Introduction to Dynamic Supervisory Management

Supervisory staff from a cross section of companies in Barbados' tourism and hospitality industry also recently completed training as part of the Introduction to Dynamic Supervisory Management programme, facilitated by the Barbados Hotel and Tourism Association (BHTA) in collaboration with the Caribbean Tourism Organisation (CTO).

The programme, which was also sponsored by the ETF, was aimed at improving the skills of frontline supervisors and middle managers in the tourism and hospitality industry. Participants came from organisations which included Accra Beach Hotel, Amayllis Beach Resort, Apes Hill Club, Brown Sugar Restaurant, Butterfly Beach Hotel, Colony Club Hotel, Coral Sands Hotel, Drive-a-Matic Car Rentals, Italia Coffee House, Mount Gay Distilleries, Rostrevor Hotel, South Beach Hotel and Port St. Charles.

The programme was based on material developed by the CTO and customised to suit the needs of the



AT Left, NVQs and CVQs: TVETC's Technical Officer Arleen Murrell-Crichlow explains to students of the Samuel Jackman Prescod Polytechnic (SJPP) the role that NVQs and CVQs will play by certifying occupational competence through on-the-job assessment. The students were representing the SJPP at the MEHRD's Student Summit for 5th Form Boys. (GP)



GRADUATES of the Introduction to Dynamic Supervisory Management training programme pictured with the BHTA's Executive Director Sue Springer (second from left), CTO's Director of Human Resources Bonita Morgan (sixth from left), BHTA President Colin Jordan (fourth from right), TVETC's Business Development Officer Carol Ann Burke (third from right) and trainers Norma Shorey-Bryan (second right) of Catalyst Consultants and Toney Olton (right) of the Potter Centre. (GP)

participants, with emphasis being placed on areas such as competitiveness and managing service quality.

In keeping with the drive towards standards supported by the BHTA and the Productivity Council, the programme was also linked to the NVQ in Management Level 2 and NVQ in Customer Service Level 2 developed by the TVET Council in collaboration with industry experts (that is, practitioners and employers).

Altogether, over 100 people are expected to complete the training programme. During the graduation ceremony held on February 28, 2011, at the Potter Centre and Hastings Room, Coconut Court Beach Hotel, Hastings, Christ Church, 32 people who represent the first two cohorts, were presented with certificates of completion and completion with merit by President of the BHTA Colin Jordan.

Competence-based Training, Assessment and Certification

During February and March 2011,

TVET Council's officers also had the opportunity to speak to students about the importance of being trained, assessed and certified to standards. This was a result of the Council's participation in the Parkinson Memorial School's Career Showcase, the National Employment Bureau's (NEB) Job Expo 2011 and the Ministry of Education and Human Resource Development's (MEHRD) Student Summit for 5th Form Boys from all secondary schools.

The Council delivered presentations to students on the National Vocational Qualification (NVQ) and the Caribbean Vocational Qualification (CVQ) programmes and their role in ensuring that workers possess the knowledge, understanding and skills to perform a job role to the standards in a real, or realistic, work environment.

The TVET Council is a statutory organisation dedicated to improving the competitive position of Barbados through workforce development. The

Council has also adopted the Competence-based Education and Training (CBET) model for vocational training that has been endorsed by the Council for Human and Social Development (COHSOD) for use in all CARICOM member states since 2002.

TVETC is mandated to plan, coordinate and establish occupational standards and qualifications for the discipline of technical and vocational education and training (TVET). The TVET Council also manages an Employment and Training Fund (ETF) which promotes workforce training by providing grants to applicants who comprise employers, registered training institutions and employer/employee associations that have met specified criteria.

Key criteria include up-to-date National Insurance (NIS) contributions and training that is conducted according to a competence-based format utilising occupational standards.