

# 21<sup>ST</sup> CENTURY WORKER:

*Our Goals, Our Careers, Our Future*

**TVET**  
COUNCIL  
BARBADOS

Magazine of the Technical and Vocational Education and Training (TVET) Council

Special Edition:  
WorldSkills Barbados  
2016 in Review

THE GOLDEN GIRLS  
OF WORLDSKILLS ~ P6

SPIRITED EFFORT BY  
TRIO REWARDED ~ P11

WSB: RAISING THE GAME  
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HARD WORK  
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**AKEIL** ~ P9



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# CONTENTS

**6** THE GOLDEN GIRLS OF WORLDSKILLS

**9** HARD WORK PAYS OFF FOR AKEIL

**11** SPIRITED EFFORT BY TRIO REWARDED

**13** TVET: STRIDES MADE, PLANS FOR THE FUTURE

**17** FROM HEAD TO TUMMY FOR CLESITA

**18** FROM BRONZE TO "GOAL": GAYNELDER SEWING HER WAY TO SUCCESS

**20** BRAZIL A HEADS UP FOR HAIRDRESSER AKEILA CHAPMAN

**21** HAIRSTYLING 101 FOR WINNERS

**23** WORLDSKILLS BARBADOS: RAISING THE GAME FOR TVET INSTITUTIONS

**25** BVTB: MAINTAINING WORLDSKILLS STANDARDS

**27** Q&A WITH WORLDSKILLS BARBADOS COMPETITION 2016 FINALISTS

**32** ACADEMIC AND TECHNICAL SKILLS: KNOW-HOW VITAL FOR JOBS

**33** BARBADOS GOING FOR GOLD AT WORLDSKILLS INTERNATIONAL

**34** WORLDSKILLS BARBADOS 2016 IN PICTURES



## 21st Century Worker: Our Goals, Our Careers, Our Future Special Edition: WorldSkills Barbados Competition 2016 in Review

This is the fourth edition of the 21st Century Worker, the online magazine of the TVET Council (TVETC) Barbados, a statutory corporation established in 1993 under the Ministry of Labour. TVETC's mission is to develop a competent, certified and competitive workforce in Barbados and the region through the promotion and coordination of demand driven technical and vocational education and training. The 21st Century Worker promotes the vision for the national TVET system as well as the TVET Council's achievements. It serves as a forum for sharing best practice information, discussion and analysis of issues and events pertaining to the workforce education and training sector, but, with a human interest focus.

The TVET Council is a tripartite organisation made up of training institutions, employer associations, trade unions and government representatives.

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# EDITOR'S NOTE

Welcome to the fourth edition of our online magazine the **21st Century Worker: Our Goals, Our Careers, Our Future.**

This fourth issue is a special edition looking back at the activities of the third **WorldSkills Barbados (WSB) Competition** which took place last year. Preparation for the biennial event started with the preliminaries in January 2016 and continued with the commencement of the training and developmental programme for competitors' in February, the official launch of the WSB Competition in March, the conclusion of the training and development programme followed by the WSB Competition finals and the Closing/Awards ceremony all in May, the review of the planning and execution of the WSB 2016 in June and the commencement of plans in December to send a team for the first time to **WorldSkills Abu Dhabi in October 2017**. This special edition also takes a look at the technical and vocational education and training (TVET) system over the past 50 years and plans for the future.

On another matter, I would like to issue a correction to the story headlined **TVET Council Evolves: Bringing Passion to the Council** which appeared on page 16 of the third edition 2015/Vol 2 No.2 of the magazine. Paragraph seven should read: "Eventually when the centres to which I am assigned are given the approval to offer the particular NVQ/ CVQ, an important function which I will have will be to ensure that all candidates have reached the necessary standard for the award of the NVQ/ CVQ. This will include ensuring that the Assessors and the Internal Verifiers are competently discharging their duties. I can therefore on a random basis witness the assessment process paying particular attention to the competency of the Assessor."

The **21st Century Worker** magazine is a forum for the sharing of best practice information, discussion and analysis of issues and events pertaining to the workforce education and training sector but with a human interest focus. It also serves as a marketing tool which brands the TVET Council (TVETC) as the government agency responsible for coordinating and managing Barbados' TVET system and promoting a

competitive workforce that is based on competence and productivity.

We hope our readers enjoy this fourth edition and we welcome your comments, ideas and feedback which can be provided at <http://www.tvetcouncil.com.bb/Contact/>.

**Samantha Jones**  
Editor

*Paragraph seven should read:*

“Eventually when the centres to which I am assigned are given the approval to offer the particular NVQ/ CVQ, an important function which I will have will be to ensure that all candidates have reached the necessary standard for the award of the NVQ/ CVQ. This will include ensuring that the Assessors and the Internal Verifiers are competently discharging their duties. I can therefore on a random basis witness the assessment process paying particular attention to the competency of the Assessor.”





Roshida is ready to go the distance to be the master of the sewing machine.

## The Golden Girls of WorldSkills

Three WorldSkills Barbados gold winners shared their experiences in culinary arts, hairdressing and garment making. While their vocations differ, the tie that binds is their passion for their craft.

### ■ TINISHA HALL

If you enjoy your work, you will never work a day in your life. This adage would seem tailor made for Tinisha Hall who, from age five, could often be found in the kitchen – helping cut onions, no less. At the age of 14, she suggested to her mum that they could make rotis for sale, an endeavour which led to the establishment of a variety shop at their home in Black Rock, St. Michael. It is therefore no surprise that, at 21 years, Tinisha was named the winner in culinary arts at WorldSkills Barbados and is ready to represent her country at WorldSkills Abu Dhabi in October 2017.

Despite her age, the budding chef has already taken on a range of culinary challenges, from breadfruit soufflé to baking her mother's wedding cake. Her attraction to cooking is rooted in a skill which was nurtured by her mother and further developed at the Barbados Vocational Training Board (BVTB).

"No days are hard...," she said frankly, "if you enjoy it, it won't burden you...If you're good at what you do and you enjoy doing it, you'll never get up and say 'I don't feel like going to work today.'"

If one had to describe how Tinisha feels about culinary arts, the word 'passionate' could be used, but 'fearless' would also be a good choice. When asked if she was nervous about the upcoming international competition, her resounding response was "No".

"It's cooking!...[Cooking] is not really a job for me, it's fun. It's something I enjoy".

This does not mean that the path which led to this stage has been without its challenges, as Tinisha revealed that time management in the kitchen was just as critical as the cuisine. "If you have a good meal...but your timing isn't there, it won't mean a thing."

This is especially important for the BVTB student, as she must balance her work at Goddard Catering at the Grantley Adams International Airport with assisting in the family business.



An internship with River Bay Trading has helped Roshida (left) further refine her sewing skills.



Flashback: Tinisha (right) is congratulated on her first place finish by Permanent Secretary (Ag), Ministry of Labour, Social Security and Human Resource Development Yolande Howard at the Closing/Awards Ceremony for the WorldSkills Barbados Competition 2016

Tinisha acknowledged that the WorldSkills Barbados training and subsequent competition had prepared her for these and other realities of her profession.

## ■ TAKIYA JORDAN

Fellow competitor and first place winner Takiya Jordan also has a keen interest in cooking, but her desire to hone her hairdressing craft – specifically to be a master colourist and stylist and own salons - leaves little time for other pursuits.

Her interest in hair began from a young age and it was also maternal motivation which contributed to her success.

“My mother, she passed away a couple years back, but she was always the one to push me to do this,” Takiya revealed. “Everyone said ‘hair isn’t going to make money’ [but] no matter what, she encouraged me.”

Sure of her calling from an early age, Takiya opted to study hairdressing after completing secondary school. However, when she began the BVTB programme, she was surprised at the level of “book work” involved. She admitted, however, that it paid off.

“...You put it into the practical part ... we were a whole five months or so in books before we got to practice,” recalled the winner who combined theory and practice to top the hairdressing category of WorldSkills Barbados.

*“ I never thought I would make it this far, because I’m in a small business...so the people who know about me are in the neighbourhood. Going out there [to WorldSkills] was a whole different level. ”*

“The [competition] days seemed so long at first, but as soon as I finished, it felt short. I really enjoyed the experience because it taught me a lot. It taught me to manage my time... I enjoyed the whole competition and I’m really glad for the experience... it’s not every day you get to use orange and chocolate together,” she jokingly said as she recalled a moment from the competition.

While she noted it was her instructor, Steve Philips, who was the driving force behind her participation in the contest she also credited her mother as an inspiration.

“I never thought I would make it this far, because I’m in a small business...so the people who know about me are in the neighbourhood. Going out there [to WorldSkills] was a whole different level.”

While being on stage over the course of the competition was somewhat unnerving Takiya admitted that she learnt a lot.

"It was good - most of it. I was nervous, I'm not accustomed to doing hair and so many people watching [but] after the second day, it was good. After we did our hairstyles and the judges gave feedback...I learned stuff I didn't know before...like how to hold the scissors when I want to get a particular look."

Following her WorldSkills triumph, Takiya has continued to work towards the completion of her three-year programme with the BVTB, a component of which is an internship.

"... It's long hours [and] ...right now I'm not so good at cutting and that's frustrating me," Takiya admitted. "The salon I'm at now, [the owner] is starting a training programme, so I'll train with her," she stated, adding that the experience was fundamental to her plans to specialise in the field.

"I want to be a colourist so I have to do a lot of studying," she said, reiterating her preference for practical over theory, "but that's the part of book work I did enjoy". Takiya said she was excited to learn more about the science of hair colour and applying that knowledge to her craft.



## ROSHIDA GRIFFITH

The desire to make a unique offering also forms part of Roshida Griffith's approach to garment making. This WorldSkills Barbados winner's love for sewing was preceded by a love for drawing – more specifically cartoons and comics. That talent has flowed into her current focus, allowing her to translate her designs from thought to theory to an article of clothing.

"If I see something on the market, in a store, I will change it up a little bit and do my own version...I'm good at both drawing and designing," she explained.

Like the other women in winner's row, Roshida, while confident of her skills, was always conscious of the clock during WorldSkills.

Of the competition she said it was challenging, "[especially] making sure that I got everything done on time... the training was good...they taught me to make some of the garments faster". The time constraints added to the pressure when the complicated pieces had to be produced. Roshida revealed that "the most challenging piece to make was the waistcoat...the top stitching was a little hard...but I was able to finish on time".

With two years at the Samuel Jackman Prescod Polytechnic (SJPP) under her belt and about to embark on her final year, the young seamstress said she would continue to seek out opportunities to improve her craft.

"I'm doing a six-week internship with River Bay Trading. I've learned how to put in plackets, zips and new ways of not wasting fabric, changing the way I cut," Roshida said, adding that she looked forward to finishing her programme and, in the long term, building her clientele into a business.

While crediting WorldSkills Barbados and her internship with helping her progress, she also attributed her development thus far to her mother.

"She pushed me, she knows I'm good at this...she said 'you have a good opportunity, continue!' My mum taught me to sew and when I made her a skirt, she said I stitch better than her!" said Roshida of the greatest compliment that a protégé could receive.

When asked what words of wisdom she would offer next year's competitors, her advice was simple: "Strive to be excellent and never give up!" |

### ● Nekaelia Hutchinson-Holder



Flashback: Akeil was a study of concentration during the Automotive Technology category of the WorldSkills Barbados Competition preliminaries in January last year. He went on to win the top spot in the May 2016 finals.



## Hard work pays off for Akeil

**P**reparation, passion and hard work are the perfect tools for success and no one knows this better than Akeil Craig-Browne. Not only did he win the Automotive Technology category of the WorldSkills Barbados Competition, he also gained the highest overall score in the skills contest. This made him the first male to ever win the Best of WorldSkills Barbados Competition award.

"I feel overwhelmed, I did a lot of reading and practising and I am very proud of myself," the 20-year old Samuel Jackman Prescod Polytechnic (SJPP) student stated.

Describing the competition as challenging, he admitted, "The other finalists were pretty good. I actually think that they gave me a good run for my money".

Akeil, who attended the Alleyne School and later Combermere, always wanted to get into auto-mechanics.



The overall Best of WorldSkills Barbados Competition 2016 winner Akeil Craig-Browne.

"I was inspired by my grandfathers who both had workshops. I watched them work from a young age until they let me try things."

He aspires to be an excellent automotive technician and a competent electrician in addition to operating a workshop one day. "It's a technical field, you learn new things each day and the challenges that you meet help to widen your knowledge," he said, adding that he intends to pursue a degree in the field.

Even prouder than Akeil was his mother, Alison Craig. She was ecstatic when she heard he had won and believes that his hard work paid off.

"Motor vehicles and engineering were his passions since he was a baby. He worked hard, honestly he did go all out.

Sometimes at night he would study for his exams at SJPP and after that he would be up researching until two or three in the morning. He watched a lot videos on technical training online and on TV. Many times he fell asleep and I was the one who was watching them but he did work hard," she recalled.

*"I was inspired by my grandfathers who both had workshops. I watched them work from a young age until they let me try things."*

Alison is confident Akeil will continue to excel. "He's been accepted to do Heavy Duty Motor Engineering at Centennial College in Toronto, Canada. I will back him and his father and family are backing him all the way."

Also pleased with Akeil's performance was Cyril Beckles, tutor and coach at the SJPP. According to him, "Akeil Craig-Browne is very electronically minded. He possesses very strong diagnostic skills and he is a very good thinker. He is also very cool and doesn't allow anything to fluster him. Since he started the competition, Akeil's mechanical skills have improved."

As Akeil continues on the road to success, he is grateful he participated in WorldSkills Barbados.

"It was actually very good, I got lots of exposure. Hopefully TVET Council will offer more areas. I would encourage younger people to get into it because it was actually a great experience." |

● Shamkoe Pilé

Akeil being assessed by a judge during the preliminaries of the WorldSkills Barbados Competition 2016.





The WorldSkills Barbados Competition 2016 Social Media Ambassador Shawntel Smith (right) being presented with her complimentary BIMAP prize from representative Kim Bascombe.

## Spirited Effort by Trio Rewarded WorldSkills Individual Awards - Team spirit in competition

**B**ronze, silver and gold were not the only prizes on offer during the WorldSkills Barbados Competition 2016, as competitors were also given the opportunity to vie for three individual awards. As a result, Akeil Craig-Browne added to his first place title in Automotive Technology with the Best of WorldSkills Barbados Award and Shawntel Smith earned the title of Social Media Ambassador while Crystal-Ann Miller received the Spirit of WorldSkills Barbados Award.

The use of social media was essential in meeting the criteria for two of the awards, as participants were required to share the WorldSkills Barbados experience with an online audience. Using Instagram as her platform, Crystal-Ann said she undertook the challenge as a way to motivate fellow participants.

"I took pictures of the garments I constructed... [I] took pictures with other competitors... kept the spirits [up] and made sure

everyone was good," she said.

She was pleased having earned silver in the Garment Making category, but winning the individual title also gave Crystal-Ann a sense of pride and it became a testament to her uniqueness.

"The award means a lot to me because...it means I stood out," she said, something that is reflected in her personal style of eyewear and hairstyle.

"You have to act the part and look the part [of a designer]!...I like to embrace 'me' as a natural, black, young lady," Crystal-Ann said.

Crystal-Ann noted that the pre-competition training helped her achieve a standard of work which she would maintain.

"WorldSkills was all about ...start a garment, make sure the size is accurate and [the garment is] presented well," she said, adding that the competition also gave her new respect for meeting deadlines.

With the challenge of the competition ended, Crystal-Ann said she was now focused on completing her second year of studies at the Samuel Jackman Prescod Polytechnic. She revealed that she intends to pursue further studies in fashion design at the Barbados Community College, followed by certification through the Erdiston Teachers' Training College in order to achieve her ultimate goal of becoming a teacher in her field.

Shawntel Smith, who used both Instagram and Facebook to share WorldSkills Barbados with her social media followers, garnered thousands of likes during the competition.

"They told us the promotion isn't all about you, you have to support your fellow competitors," she said, adding that she was happy to boost morale within her culinary arts division and throughout the competition.

"I went to school with everyone who competed with me. . . . They are very talented individuals ...Sabrina Chapman, she works wonders [with baking]...she's very good at what she does.

"Terrell is good as well. He trained with me at Turtle Beach. Tinisha trained with me at Sandals...and Desttyny [too]," Shawntel, who placed second in her category, explained.

"I had different people from different categories [posting too]. I posted every day of WorldSkills, from the meetings we went to, to the opening conference that we had when they were

introducing us, when we started the competition...I kept them updated with the status of who won," she added.

Both women agreed that WorldSkills Barbados was a significant milestone in their professional and academic development.

Shawntel, too, is looking forward to gaining more practical experience in her field and pursuing further studies, thanks to a scholarship from Massy Distribution which was part of her winnings. She acknowledged that "WorldSkills helped me to progress...because of the extra training we got... I think it has had a very positive impact on my profession and my studies".

Her ultimate goal is to start a family business but Shawntel is open to whatever the future holds. She believes that "it will come to pass if it's supposed to...but those who want something really bad always find a way. I'm just going to go for it with all my might". |

#### ● Nekaelia Hutchinson-Holder

*"I went to school with everyone who competed with me. . . . They are very talented individuals ...Sabrina Chapman, she works wonders [with baking]... she's very good at what she does."*



Crystal-Ann Miller (right) receiving the Spirit of the WorldSkills Barbados Competition 2016 Award, from Shamkoe Pilé, compliments of FLOW.



Akeil Craig-Browne, winner of the Automotive Technology category of the WorldSkills Barbados Competition 2016 and the overall Best in Competition winner

# TVET: Strides Made, Plans for the Future



Flashback: Hector Belle celebrates Samanthe Yearwood's (right) Best in Competition win at the WorldSkills Barbados Competition 2014 with Tutor Joy Prime.

The Government of Barbados has recognised that in keeping with global trends and demands, Technical and Vocational Education and Training (TVET) must be standardised and competency-based.

Barbados' work force must be competent and competitive to ensure continued development of our nation.

To assist with this mission, in 1993 the Government established the TVET Council (TVETC) Barbados to coordinate and manage the national TVET system and develop qualifications.

Some of the leaders in this island's TVET system gave their perspective on how it has developed over the years and what needs to be done to ensure it remains relevant in the coming years.

Chairman of the Barbados Vocational Training Board (BVTB) and former principal of the Samuel Jackman Prescod Polytechnic (SJPP) Dr George Callender recalled that during the 1970s and '80s there were strong arguments about education and training; and authors R.S. Peters and P.H. Hirst wrote extensively on the separation of education and training.

TVET was developed at London University in 1988 following a conference held there in 1986 on the vocationalism of the curriculum. TVET was introduced to cover all the areas used in education and training therefore covering the full curriculum.

When the term TVET was introduced those accessing it interpreted it as the term for technical education. Barbados over the years used the term Tec/Voc not TVET. Today, TVET is the common term used for the technical studies.

Barbados has to some extent introduced technical education from the secondary school to tertiary level. It is offered by the BVTB where the National Vocational Qualification (NVQ) is offered along with the Caribbean Vocational Qualification (CVQ), the Samuel Jackman Prescod Polytechnic where N/CVQs are also offered, the Barbados Community College (BCC) and University of the West Indies (UWI) Cave Hill Campus.

At the secondary level, students are exposed to craft/technical subjects leading to certification such as the Caribbean Secondary Education Certificate (CSEC) and the Caribbean Vocational Qualification (CVQ) offered through the regional Caribbean Examinations Council (CXC).

Dr Callender noted that the aforementioned qualifications across the board are delivered through the secondary schools, the BVTB, SJPP, BCC and UWI, Cave Hill. A close examination would reveal some levels of overlapping and in some cases there could be wastage in both the human and physical resources.

With careful planning and proper rationalisation of our TVET system, greater benefits could be realised, he stressed.



*“Barbados needs to accept that technology is changing or in fact taking over the entire system. We must therefore be proactive in training and retraining the teaching staff. They must always be up to date.”*

**Dr George Callender**  
Chairman , BVTB and former principal of SJPP

He added that due to the cost of and the rapidly changing technology there should be a very strong effort to rationalise both the human and physical resources.

“There should be a strong thrust in the area of technical forecasting. Design and Technology (a course of study offered in many countries so that students learn to design in a practical context) should be strong components. Career guidance in vocational education should be a strong element. Olympics of the mind or odyssey training should be a must among the youth.

“Problem solving activities should be created and involve the primary to college levels. There should be open and frank talks on TVET. Too many non-technical persons should not be making decisions for the technical,” Dr Callender noted.

## Going forward

Dr Callender said: “Barbados needs to accept that technology is changing or in fact taking over the entire system. We must therefore be proactive in training and retraining the teaching staff. They must always be up to date.

“In a very practical way innovation should be a compulsory component of training. Students at the Bachelor’s level should function at the level of design and construct. For instance, students should be encouraged to visit the Accident and Emergency Department and observe patients. They should analyse and develop suggestive approaches and produce solutions to aid the situation.”

The current principal of the SJPP, Hector Belle, noted that the purpose of the TVET Council in Barbados was the promotion and coordination of demand driven TVET, which included planning, coordinating and establishing standards and qualifications for the discipline of TVET. in order to develop a competent, certified and competitive workforce in Barbados. However, the setting in which TVET was required to perform had been characterised by low status and negative community perception.

*“Some progress in the support of training and certification was achieved among employers who benefited from grants provided by the Employment Training Fund (ETF).”*

**Hector Belle**  
SJPP, Principal



“For example, in the case of agriculture, gender biases. Also there are a variety of certification for which equivalencies need to be determined and programmes which need to be validated. All this in an environment which is inadequately funded and lacks the quality and quantity of human resources to deliver the type of performance desired,” he stated.

Belle said significant progress had been made to-date towards the development of the national TVET system and building of awareness of the work of TVET Council through the forging of partnerships with employers; the development of World Skills Barbados competition and the promotion of National and Caribbean Vocational Qualifications (NVQs and CVQs).

This was supported by the establishment of N/CVQ Assessment Centres in both public and private institutions.

He added: “Some progress in the support of training and certification was achieved among employers who benefitted from grants provided by the Employment Training Fund (ETF). This was given a big boost with the establishment of the Competency Based Training Fund (CBTF) which supported the development of new standards, curricula, training of assessors, upgrade of workshops and training and certification of trainees.

## The Next 50 Years

Belle said the TVET Council must establish a coherent and flexible framework of competency-based qualifications in order to promote the high standards of achievement throughout the TVET system. Emphasis must be placed on improving Barbados’ technical human resource capacity by providing relevant training in areas which can contribute to national development.

“Training must now be diversified to accommodate the creative sector, technology and the manufacturing sector. There must be training leading to high skilled jobs in areas such as manufacturing systems, medical tourism and the new energy industry,” he noted.

He said: “Developing a population which is well educated, trained in science and technology and capable of being easily mobilised to meet the challenges of technology, must be the strategy for



*“Strengthening the TVET system has led to better trained hospitality staff and management and strengthening of the Barbados tourism product by improving its price/quality ratio.”*

**Bernice Critchlow-Earle**  
Retired Director of BCC, PomMarine Hotel

the TVET system for the next 50 years. However, this is highly dependent on adequate funding and a proactive approach to the TVET system.”

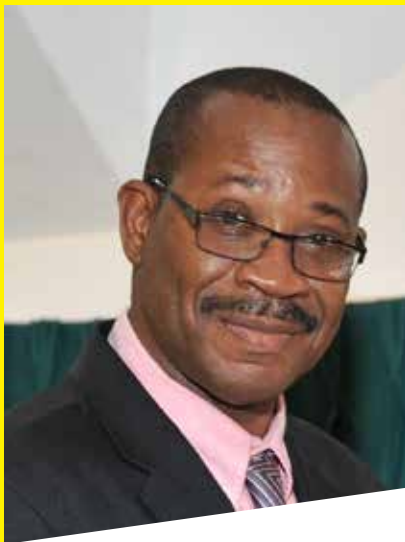
Retired Director of Barbados Community College’s PomMarine Hotel, Bernice Critchlow-Earle, said strengthening the TVET system has led to better trained hospitality staff and management and strengthening of the Barbados tourism product by improving its price/quality ratio.

However, she added that “Some strengthening is more urgently required to safeguard the sector’s profitability to realise the potential for further growth.”

Critchlow-Earle is satisfied that “significant programme development has occurred within the sector, from the launching of new programmes and courses, major updating of teaching and learning strategies and the establishment of course development teams focusing on a client-centred curriculum framework which was advised by the TVET Council”.

In addition, “the main feature being developed through a modular framework allowed for attainment of national, regional and international academic and vocational standards; competence-based assessment in a realistic work environment; a variety of exit points therefore enabling individuals to reach their full potential and career aspirations”.

Critchlow-Earle observed that progress has been made in the NVQ system in Barbados’ hospitality sector, but it has been slow. Based on recent reviews, she said attention should be placed on several areas.



**Mr. Henderson Eastmond**  
Executive Director of TVET Council

*“We offer several products and services. Among them standards development; reviewing of regional occupational standards; validation of CVQs; curriculum development; training services such as the Competence-Based Education and Training the Trainer Programme, the Assessor Training Programme and Master Assessor Training. There is also N/CVQ Coordinator Training; Internal Verifier Training and External Verifier Training.”*

“The language of documentation which needs to be in layman’s terms; functional gaps such as the need to develop wine service units; language – piloting of units dealing with foreign language development including English is necessary, particularly for use in Front of the House areas; there is an urgent need for “open learning” materials to be produced to help reinforce the underpinning knowledge in some occupational areas; the NVQs system needs to be more affordable to employers; more focus should be placed on the marketing of NVQs.”

Executive Director of TVET Council, Mr. Henderson Eastmond, outlined several initiatives of the Council.

“We offer several products and services. Among them standards development; reviewing of regional occupational standards; validation of CVQs; curriculum development; training services such as the Competence-Based Education and Training the Trainer Programme, the Assessor Training Programme and Master Assessor Training. There is also N/CVQ Coordinator Training; Internal Verifier Training and External Verifier Training.”

Additionally, the Employment and Training Fund is made available. Then there is the World Skills Barbados competition, a developmental programme and the 21st Century Worker online magazine, a source of information on Barbados’ TVET system.

To continually move the TVET system forward, Eastmond sees it as the TVET Council’s responsibility to do the following:

“The Council is moving to implement a monitoring and evaluation system in order to put itself in position to carry out its functions. (TVET Council’s functions are to advise the Minister; prepare plans for training in keeping with national and economic needs; and to coordinate education and training at the tertiary level)

“We will also be working with the training institutions and the private and public sectors to improve the training levels in all sectors to move to degree level. This will prepare the workforce for the diversification of the economy which is much needed; and to help with this, we will upgrade the facilities to world class levels and upgrade the content level of the trainers at the institutions.”

Eastmond added that the Council would also work with the training institutions “to rationalise the TVET offerings to ensure efficiency and to create clear career pathways for students. Then when career pathways have been created, there will be better utilisation of career guidance in the TVET system which will help contribute towards a 21st century Barbados workforce that is educated, trained, certified as competent and hence competitive.” |

● **Fay Cooke-Nurse**



# From Head to Tummy for Clesita



Clesita Moore, first place Hairdressing winner in the World Skills Barbados (WSB) Competition 2012



Thanks to her training, Clesita Moore is a pastry cook at the Sea Breeze Hotel.

**F**irst place hairdressing winner in the World Skills Barbados (WSB) Competition 2012, Clesita Moore, changed course and is now a pastry cook at the Sea Breeze Hotel.

As it happened Clesita's studies were in both hairdressing and the culinary arts but after the World Skills Barbados competition, Clesita had options. She worked as a hairdresser for two years before switching careers.

Clesita did not represent Barbados at the World Skills International competition in Brazil in 2012 simply because she was older than the 21 years age limit as stipulated in the international competition rules.

However she did manage to take full advantage of the local leg of the competition. One of the benefits of that experience was the publicity which made Clesita recognisable wherever she went. The competition also provided opportunities: Clesita worked with hairdresser Arlette Knight-Olton of IO1 Style Salon and was given opportunities not always afforded to young hairdressers in salons.

"People would stop me on the road to ask me to do their cuts because they saw me in the World Skills Barbados publicity. Clients trusted me to do cuts, highlights and lowlights after I won the competition," she said. More opportunities were in store for her as she took part

in the hair show segment of the 2012 Premiere Orlando International Beauty Event held in Orlando, Florida.

"The hair show was great!" Clesita recalled. "I did colouring and cutting at the shows." Her career change came in 2014 after Clesita became a mother to her two-year-old son.

Since becoming a pastry cook two years ago, Clesita has not only worked in the kitchen but showed her initiative, working in other areas of the hotel.

Today, this 28-year-old has advice for all who are keen on furthering their education and developing their skills. "Where the World Skills Barbados competition is concerned, I would encourage anyone who is interested to go forward and do it! You have nothing to lose, develop your skill, do your research – look at what others are doing.

"If you want a business of your own, WorldSkills Barbados will help. People want professionals who are good at what they do," she said. |

● **Fay Cooke-Nurse**

# From Bronze to "Goal": Gaynelder Sewing her way to Success

When Gaynelder Grazette entered the inaugural WorldSkills Barbados Competition in 2012, she had expected to win the gold. In her opinion, going into the contest she was the most advanced finalist in the Fashion Technology segment but after three intense days of battle, she gained a bronze medal.

The then fashion design student of the Barbados Community College (BCC) was a bit disappointed but today readily admits that she underestimated her competitors and the intensity of the WorldSkills Barbados Competition.

"Looking back at my preparation, there were things I could have done better. I thought I had a lot of time but truthfully when I got into it, the nerves came and I realised it was not as easy as it would have seemed. I am still happy that I placed in the top three and I was able to make it to the end," the 27-year-old recalled.

Five years prior, Gaynelder had graduated from the Garment Technology programme of the Samuel Jackman Prescod Polytechnic (SJPP).

"As soon I left SJPP, people started asking me to make clothes. Things that I wasn't sure about, I used the people as guinea pigs. Then I wanted to go back to school because I decided to expand my skills and my business," she said.

By 2011, Gaynelder had raised enough money to pursue her Associate Degree in Fashion Design. While at BCC, her tutors recognised her ability and recommended she entered the competition.

"I did it for the exposure and the challenge. I think it is good to put yourself out there and see how your work compares to other people's work. When you work by yourself, you sometimes get stifled so you have to put yourself under pressure to push your creativity and meet deadlines," she reasoned.

Growing up, Gaynelder always wanted to design and make clothes. She stamped her first major mark on the Barbadian fashion industry when she released a plus size line at the BCC's Portfolio show. That sector was a relatively untapped market at the time.



Demand is growing each week for Gaynelder's trendy and daring designs.

"It was a big hit! I did it as a tribute to a plus size friend of mine who died. She was always fashionable and it felt really good to make plus size ladies look even more fashionable and sexy," the designer proudly stated.

After graduating, she launched her fashion label, Kudos Designs and Gaynelder's entrepreneurial journey took off. She carved another niche in the female fashion market - the cruise party-goers.

Each week Gaynelder sews daring outfits one after the next for a growing list of satisfied customers who take to social media to show off the trendy gear. "Instagram is a really good way to showcase my work as an entrepreneur. I find that most of my business comes from social media," she revealed.

But Gaynelder's talents aren't limited to producing casual clothes alone. "I'm quick at what I do and I prove that every weekend. I also do weddings, pageants, swimwear...anything for ladies except uniforms and work wear. I really like to be creative so those things stifle me," she noted.

Nonetheless, the boss of Kudos Designs doesn't intend to stop there as she is always looking for ways to expand. "Recently, men have been bombarding me for designer wear so I decided to do male fashion. I am really liking it because men are more open with fashion now. Before it was restrictive and if you did something out of the box, people thought that the man was a particular type of person, but now a lot of men are wearing leather and damaged and it's piquing my interest," she shared. The more outfits the young designer produces, the more she continues to build her name and the Kudos Designs brand. Her work hasn't gone unnoticed as Gaynelder was re-invited to participate in the WorldSkills Barbados Competition again, but this time as a judge.

"It was very different because now I got to see all the mistakes and the little things that you don't see as a competitor. As a judge, you really analyse everything down to the 'nitty gritty' to compare the finalists. It was good to see it from that point of view. So I am happy and satisfied because I saw that I did deserve the bronze," she admitted. She is thankful that she was a part of WorldSkills Barbados. "It helped me to hone my skills and improve my quality. It is great for exposure because many people I didn't know came to me after and said, 'I saw you were in WorldSkills' or 'congratulations'."

Today, Gaynelder is focused, more than ever, on her business. She is building a studio, complete with a waiting area, work space and changing rooms, as she doesn't want to be a "needle worker who works from the corner of a room" for the rest of her life. Eventually, she hopes to own a haberdashery and to export her work. But until then, Gaynelder will continue sewing in hopes of achieving her goal!

#### ● Shamkoe Pilé



Fashion is all the rage for men and they have been bombarding Gaynelder for custom made designs.



After gaining bronze at WorldSkills Barbados, Gaynelder when on to achieve her goal in life! Kudos to her designs.

## Brazil a heads up for hairdresser Akeila Chapman

**B**ack in 2012, Akeila Chapman stepped off an airplane in Sao Paulo, Brazil to represent Barbados at World Skills International (WSI). The second place hairdressing winner in the very first World Skills Barbados competition had entered on to a whole other level.

World Skills Barbados (WSB) had prepared Akeila and the other participants to meet the international requirements and making them ready to compete globally at the WSI contest. The competition had started in Spain in 1947 after it was recognised there was a great need for skilled workers.

Akeila recalled of her experience among the 2000 competitors: "As young as everyone was, they were professional. The level and standard was high! I looked around, saw expertise and I got creative."

She not only honed her skills and developed her technique as a hairdresser but thanks to WSB she was also gained confidence, improved her time management and media interviewing response and developed the courage to converse with people from various cultures.



Akeila Chapman, silver medallist in the Hairdressing category of the WorldSkills Americas 2012 competition.

*"As young as everyone was, they were professional. The level and standard was high! I looked around, saw expertise and I got creative."*

On returning to Barbados, Akeila – who had worked at other salons before the competition – landed a new job in the salon of the Southern Palms Beach Club, where she continues to work. She was pleasantly surprised by the number of people who recognised her from the WSB competition thanks to the extensive publicity of the event.

"My career started to kick off after the competition. So what I would say to others is follow your dreams – go after what you think is best. You have to love what you do to bring out your creativity," she advised.

Southern Palms Beach Club is a full service salon which offers services such as texturisers, colouring and cuts as well as manicures, pedicures and facials to persons of various ethnicities. |

● **Fay Cooke-Nurse**



# | Hairstyling 101 for Winners

There are certain hallmarks of a winner and they include passion, dedication, courage, imagination and resilience. And while all these qualities come from within the individual, oftentimes the winner has a “cheerleader” who trains, motivates and dispenses tough love on the way to the ultimate prize.

For young hairdressers taking part in WorldSkills Barbados, one such cheerleader is Arlette Knight-Olton, owner of 101 Style Salon. A hairdresser for more than 30 years, this dynamic and professional hairstylist works along with her protégés to ensure that they have what it takes to wow the judges at WorldSkills Barbados and later on in WorldSkills Americas.

21st Century Worker Magazine visited Knight-Olton at her Hastings, Christ Church salon where we discussed what it takes to train a World Skills Barbados finalist in the science of hairdressing.

“It’s about really honing your skills, it’s about knowing what you are doing, why you are doing it and you have to be creative. When I train students and they are entered for WorldSkills, the focus is on what the requirements and standards are for WorldSkills and we work towards that,” she explained.



Arlette uses a mannequin to demonstrate the art of cutting hair to Takiya.



Arlette showing Takiya how to achieve the perfect cut.

Hours are spent perfecting the look for the competition – hair on mannequins is bleached, coloured and cut using a number of processes and tools. Arlette explained that several mannequins were used in the creation of perfection.

“We use the mannequins because you can abuse a mannequin; you can’t really abuse a client’s hair. ...The application of the colour has to be smack on so they don’t blend into each other - so that if you want yellow, yellow stays yellow, if you want blue blue stays blue and doesn’t roll into the yellow and turn to green. You have to be confident that the day you go into that competition that you can work under pressure and in a specific time frame,” she pointed out.

Male mannequins are also used for training sessions and the trainees use these to practice cuts and create perms. The aim is to see how fast you can complete the process of cutting and setting in rollers to create a perfect perm.

Arlette is so committed to the process that she often used her own products to make sure that the competitors receive the necessary training. In the four years that the biennial competition has been ongoing, she was rewarded with one trainee winning a silver medal at WorldSkills Americas and her apprentice, Takiya Jordan, winning the WorldSkills Barbados Competition 2016’s Hairdressing category. Arlette’s commitment to creating winners does not end with the WorldSkills competition; she also welcomes students from the

Samuel Jackman Prescod Polytechnic and the Barbados Vocational Training Board into her salon for training outside of the competition. She sees this as critical for the development of competent hairdressers, some of whom go on to participate in the WorldSkills competition.

*“Arlette explained that this included setting rollers correctly, using the right temperature on a flat iron and determining the best method to get the desired effect.”*

“The first thing I have to teach them is the 101 Style shampoo. It builds confidence and allows the trainee to communicate with the client...I also teach them about the textures of hair and which product should be used to treat various conditions as well as cutting and styling. Styling is actually the hardest because this involves prepping for the particular style the client wants,” she pointed out.

Arlette explained that this included setting rollers correctly, using the right temperature on a flat iron and determining the best method to get the desired effect.

Passionate about making sure that younger hairstylists understand the importance and significance of their craft, this holder of a diploma in psychology believes that in order to fully understand hairdressing and to be able to fulfill the needs of the client, students need to know fundamentals like how the body is made up, science and math.

“No fool can be a hairdresser because unless you know angles and degrees you can’t cut; if you mix one thing with something else you can create a chemical bomb and if you don’t know math you can rob somebody or they can rob you,” she reasoned. The hairstylist, who over the years has trained with a number of professionals including Dudleys International and Pivot Point International, is also adamant that persons in her profession should be licensed. She suggested that one way it could be done was to have everyone sit an exam based on national or regional standards. Arlette is also of the opinion that local beauty technicians should attend overseas trade shows in order to broaden their knowledge and enhance their skills.

Even with several achievements under her belt, this self-motivated hairstylist is still looking for ways to improve herself. She is currently studying to become a member of The American Board of Certified Haircolorists (ABCA). |

● Kim Ramsay-Moore

# WorldSkills Barbados: Raising the Game for TVET Institutions

If you are enrolling at the Samuel Jackman Prescod Polytechnic (SJPP) to pursue the Garment Technology certificate course, then you will meet Tutor Joy Prime.

Joy reported to 21st Century Worker magazine that last year's competitors for the Garment Making section of WorldSkills Barbados (WSB) Competition were first year students! So it is quite impressive that the students' work was of such a high standard that they met the competition criteria.

The students excelled in the topics Pattern Construction and Garment Construction.

Joy explained how students prepared for the competition. "In preparation for the WorldSkills Barbados Competition, we incorporated the WorldSkills Test Projects into our syllabus. The syllabus for pattern included making basic blocks for skirts, pants, bodices and dresses; then adapting the blocks to create various styles.

"This year the students learned to make patterns for various skirts, including a yoke blouse, a polo shirt and a lines waistcoat. On the construction course, the competitors learned various construction techniques for stitch and seam finishes, edge finishes, sleeves, collars darts, buttons and button holes.

"By the end of the course the students would have made all the garments in the WorldSkills Test Projects and they would also have learned how to read and respond to basic specification sheets; how to quality check the garments they made; and to perform a final press in preparation for presentation."

So after that in-depth preparation, the students certainly were not the same inexperienced youth who entered the gates of SJPP.

"They showed a marked improvement in the quality of their work, the speed at which they worked and their confidence in their ability to perform new tasks," Joy noted. "Although they were part of a competition, there was a noticeable mutual respect among some of the candidates."

*"The students excelled in the topics Pattern Construction and Garment Construction."*



Tutor Joy Prime uses her skill and creativity to tutor students enrolled in the Garment Technology certificate course offered by the Samuel Jackman Prescod Polytechnic (SJPP) and prepare them for the WorldSkills Barbados (WSB) Competition.



Wendy Bishop: The WorldSkills Barbados Competition incorporates the principles which are taught in hairdressing courses.



Hairdressing tutor Wendy Bishop demonstrating the proper technique to students.

Joy credited the competition with allowing Barbadian technical education institutions to gauge the level of skills being developed within the respective areas.

Additionally, she said it aligned students with skilled craft people regionally and ultimately internationally, engendering healthy competition between students which allowed them to strive for excellence.

Hairdressing tutor Wendy Bishop teaches at the Barbados Vocational Training Board (BVTB) Training Centre known as the C. Lomer Alleyne Skills Training Centre in Sayes Court, Christ Church.

Wendy embraced the WorldSkills Barbados Competition since it incorporates the principles which are taught in hairdressing courses.

The WSB, she said, harnessed the creativity which students might not be aware they possessed.

“Once students have a good foundation and ability, they can apply this to any situation,” she said. “This makes it easy for them to catch on quickly, which is good because students who have participated in the competition work hard.”

When teaching the class, Wendy remarked that it is easy to see those who have natural ability and encourage them to take part in the competition for their development.

The BVTB hairdressing programme covers such topics as hair cutting, colouring, styling, permanent waving (perm), weaving,

natural hair, wig making and roller setting. Wendy explained that although roller setting is not commonly used in local salons, at the competition level it is a requirement.

Wendy has served as a coach and a judge at the WorldSkills Barbados and WorldSkills Americas competitions. She said of the inaugural WSB Competition in 2012: “When we went to Brazil, we didn’t know what to expect; we were amazed!”

The team learned quite a lot when they viewed other competitors and their techniques, Wendy recalled, adding this type of exposure is ideal for any aspiring hairdresser set on providing various services to a wide range of customers.

To prepare students for competition, Wendy encourages the students in class to compete against each other and then a student is selected to enter the competition.

When students complete the hairdressing course, they are required to take part in an apprenticeship programme which has seen dozens of former students being placed in permanent jobs, such as Arlette Odle’s salon at Savannah Hotel.

Wendy encouraged any person with an interest and natural ability for hairdressing to pursue training and adopt the right attitude.

“One must have the right attitude when dealing with clients, practice being punctual and be mindful of body language. Clients must be made to feel relaxed and pampered.” |

● **Fay Cooke-Nurse**



# BVTB: Maintaining WorldSkills Standards



Flashback: Timothy Howell speaking at the WorldSkills Barbados Competition 2016.

**M**aintaining a high standard of teaching has always been the benchmark for tutors with the Barbados Vocational Training Board (BVTB).

So, when Timothy Howell, Coordinator of the BVTB's National Vocational Qualifications (NVQ) and Caribbean Vocational Qualifications (CVQ) programmes was introduced to the global skills Olympics, that is the WorldSkills Barbados Competition, deciding to participate was automatic.

According to him, his office had always maintained high teaching levels and those standards, which had been developed over time through a number of highly trained consultants, were on par with requirements for participation in WorldSkills

Barbados, the banner contest of the Technical and Vocational Training Council.

"When we got the WorldSkills Test Project and we looked at it we said that basically what they were offering in these projects we already teach, all we needed to do was sharpen up a little more.

"The very first year all we did was sharpen the skills of students. We worked on the time because the preparation time in the competition is less than in the classroom. We also taught students to work under supervision - not supervision in terms of an instructor, but supervision in terms of judges with a critical eye – and in front of an audience," he explained.

Equally important Mr. Howell believes, is that the WorldSkills Barbados competition afforded BVTB students the opportunity to gain exposure and widen their horizons.

“But not only that, for them to see that skills are much more than people saying you aren’t learning anything, you can’t be an academic, so go and learn a skill,” he stressed, while pointing out that skills were often looked down upon in Barbadian society.

With students being entered over the past few years in the categories of Automotive Technology, Garment Making, Culinary Arts and Hairdressing, the coordinator pointed out that his organisation had often triumphed in the face of adversity. He recalled that the first year in the WorldSkills Barbados Competition as one where some of the other competitors felt that it was not appropriate for BVTB students to compete in Culinary Arts, as they had only trained for a nine-month period, when compared to others who trained for much longer.

However, BVTB not only participated in that segment of the WorldSkills Barbados contest, but they beat out the other competitors to win the gold medal.

“It was like we were putting chalk against cheese, but the chalk lick up the cheese,” the coordinator joked.

That same year, the institution won gold and silver in cosmetology. Two years later in 2014, they received a gold medal in beauty therapy and gold in culinary arts.

In 2016 they amassed gold, silver and bronze medals in Culinary Arts, silver in Automotive Technology and gold in Hairdressing. BVTB has also had the distinction of having one of its students win silver in the WorldSkills Americas competition which was held in Brazil in 2012. That cosmetology student won in the hairdressing category.

Commenting on the fact that the WorldSkills Competition had significantly raised the profile of the BVTB, Mr. Howell spoke



Timothy Howell, N/CVQ Coordinator  
at the Barbados Vocational Training Board (BVTB).

*“Maintaining a high standard of teaching has always been the benchmark for tutors with the Barbados Vocational Training Board (BVTB).”*

with pride of the achievements of the students specifically and the growth of the department in general. He explained that he took the competition very seriously and at the beginning of each competition year urged tutors and students to do their best to

maintain the high standards for which BVTB is known.

The coordinator however is not only focusing on WorldSkills Barbados and WorldSkills Americas. He has his eye on a bigger prize and disclosed that BVTB was preparing two students to participate in WorldSkills International, which will be held in Abu Dhabi in October 2017.

Explaining that one student was participating in Culinary Arts and another in Hairdressing, Mr. Howell stated that both were going through intense training with experts in each of those areas.

● **Kim Ramsay-Moore**



# WorldSkills Barbados Competition 2016 finalists

*It was 'sweet 16' for this year's WorldSkills Barbados participants.*

*We talked to them about the experience, their inspiration and their ideal super power.*

| QUESTION  | <b>HAKEEL WATSON</b><br>Silver, Auto Technology  | <b>DESTINY ARMSTRONG</b><br>Reserve, Culinary Arts   | <b>CRYSTAL-ANN MILLER</b><br>Silver, Garment Making; Spirit of WorldSkills Award   |
|---|--|--|--|
| 1. My best friend/relative would describe me as   | <br>Fun, cool, like automotive stuff  | <br>Independent, outgoing  | <br>Genuine, candid   |
| 2. When I was little...   | I wanted to be an automotive technician. I got my first car to work on when I was 10, a Toyota Tercel.   | I wanted to be a chef...My family would always tell me not touch the stove...my brother is a chef, has been for three years.   | I wanted to be so many things – firefighter, mortician ... I thought it would be a good experience!  |
| 3. I decided to study (vocation) because...   | It's a field that I like - my inspiration is my Dad. He's a mechanic and he used to race (a Ford Escort). Plus, I like to keep up to date with new developments in auto mechanics. I'd like to race as well. | It's my passion. I'm looking forward to studying and learning more. I did a six week internship with Sandals, which was great. There are 11 restaurants; the Italian is my favourite | I want to be a professional in my field.   |
| 4. My favourite...  | Car is the Mitsubishi Lancer Evolution. I also like the look of the Mini Cooper. My favourite cars to work on are Toyotas and Suzukis.   | Meal to make is classic lasagna. It takes patience and passion and finesse to get the perfect lasagna  | Garment to make is a dress with darts or princess line with a sweetheart neckline  |
| 5. If I could work for any local, regional or international company/brand, it would be... | Formula 1, to see how the cars are actually designed, how they function; or Mercedes.  | D'Amico, they make sauces. Locally, Luigi's Restaurant   | Michael Kors - his garments are always up to standard...I'd like to make to that standard.   |
| 6. The achievement I'm most proud of is...  | Assembling a Range Rover from scratch, that's one of the major things I've ever done. Me and the mechanic I work with also put together a BMW.   | My WorldSkills participation   | WorldSkills participation  |
| 7. I decided to compete in WorldSkills Barbados because                                   | I knew it would give me more exposure, so I said I would try. I was expecting a challenge and I did get it. It was kind of awesome; I learned certain things I didn't even know.                             | To test my limits and potential and for the exposure, it was great exposure.   | But at first I hesitated a bit, as there were clashes with my Sabbath.   |
| 8. During the competition I felt  | A little jittery... [but] at the end I felt proud of what I had accomplished.  | I felt inspired!   | Scared, but it paid off.   |
| 9. The best part of the competition was   | Dealing with a Ford Eco Sport ... I definitely learned during the competition too.   |    | Being an Ambassador!   |
| 10. The hardest part of the competition was   | Dealing with the engine on a Mazda. ... dismantling was a little challenging.  |    | Since I'm an Adventist, I was absent on the Saturday [of competition]. So on the Monday, the last day, I had to do the item that was done on the Saturday. There was a fashion show going on in the same room. |



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|--|---|--|---|
| <b>11.</b> My next step is   | <br>This is the last year of the 3-year programme. I plan to spend time with a garage and start to expand my garage at home a little and build my clientele. I already work on my friends' cars. | <br>I plan to study at PomMarine for 2 years.  | <br>Next summer I will finish Polytechnic. I would like to do fashion design at BCC. Then after that I'd like to go to Erdiston...I would like to give back to persons... I would also be working in garment making. |
| <b>12.</b> In ten years I want to be   | Studying automotive engineering.  | I would like to be an executive chef, the owner of several fast food restaurants and three hotels with one in Italy...I don't mind [the time it will take], I'm young. | A fashion designer and a clothing and textile teacher.  |
| <b>13.</b> My inspiration is   | My father pushed me alot, and some of his friends too; my mum as well.  | My family  | I have three – God, my family, my teacher Alicia Moore.   |
| <b>14.</b> If I wasn't involved in this industry, I'd be                         | An engineer on a cruise ship.   | Lawyer or fashion designer.  | Makeup artist, which I do on the side.  |
| <b>15.</b> My special skill is   | I play drums with friends.  | Video games – I have five brothers and one sister.   | I can sing! I sing at church with the praise team.  |
| <b>16.</b> If I could have any super power related to my profession, it would be | Get all the knowledge I could in a short space of time.   | Telekinesis (so I could move things faster in the kitchen)   | I would love to have constant speed and accuracy.   |



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| QUESTION  | <b>ARIELLE ROCK</b><br>Finalist, Garment Making  | <b>SHAQUANI HUNTE</b><br>Bronze, Hairdressing  | <b>SHAWNTEL SMITH - Silver,</b><br>Culinary Arts/SOCIAL MEDIA<br>AMBASSADOR AWARD  |
|---|--|--|--|
| <b>1.</b> My best friend/relative would describe me as  | <br>Smart, funny, no-quit personality   | <br>Outgoing, motivated  | <br>Fun-loving, social  |
| <b>2.</b> When I was little, I wanted to be...  | Veterinarian, model  | a doctor, then a nail technician   | A chef, my family is into the culinary arts.   |
| <b>3.</b> I decided to study  | Garment making because I knew how to sew but I wanted to learn to make patterns, construct garments properly and take designs from concept to completion.  | Hairdressing because I always liked styling hair.  | Culinary Arts when I was 18. My cousin told me she was doing a BVTB evening course. She told me it was a good opportunity for us. It got my creative juices going...my mother was always pushing me to do more. It just fell into place.   |
| <b>4.</b> My favourite...   | Garment to make is skirts – they're simple and can change your whole look.   | Style to do is spiral curls – I love curls!  | Meal to make is pizza. The first time I did it, it wasn't perfect... nor the second time, it wasn't even a circle. My dad does pizza so it was a competition to see who could make the best...I even created my own tomato- based sauce but you can use it on anything!  |
| <b>5.</b> If I could work for any local, regional or international company/brand, what would it be and why? |   | I would want to work with Guy Tang, a stylist, he does a lot of colouring.   | I would love to work at Accra Beach Hotel. The first time I dined at Accra was with family members and the service was excellent...I asked to speak with the chef...he was thankful we enjoyed it. He was so humble and I really respect that...a team in the kitchen has to be solid, well coordinated...           |
| <b>6.</b> The achievement I'm most proud of is  | I competed in the JCI Green Roots Nation Regeneration Fashion Show in March 2016. I placed 2nd overall and 1st in the Sargassum seaweed category. I made a wedding dress out of tissue gift paper, broken CDs and Sargassum, which I spray painted gold. | My WorldSkills Participation...I am proud because I came out in one piece – I didn't quit when it got hard I kept my feet firm on the ground, for the most part! | Participating in WorldSkills...I had no idea anything like that took place in Barbados. My instructor Steve Philips said you have the potential to do really well and I believe in you.<br><br>I'm also proud of being recommended to work at the Animal Flower Cave Restaurant... it's a very fast paced operation. |



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|--|---|---|---|
| <b>7.</b> I decided to compete in WorldSkills Barbados because | <br>For the exposure and for a new experience. It's very rare to find competitions in Barbados so when I see one, I jump at the chance.  | <br>I thought it would be a great opportunity for exposure.           | <br>I had a lot of people rooting for me, they told me I had the potential and it would be a great opportunity.  |
| <b>8.</b> During the competition I felt                        |    | Exhausted but impressed   | In control...but then coming up to the last moment you start to [second guess]...[Like] 'I did my best but my best may not be the best'...It makes you doubt  |
| <b>9.</b> The best part of the competition was                 |    | When they said time was up!   | The promotions – before the competition, people didn't know who Shawntel was...then people would see me and say "I saw you on TV, I saw you in the paper!"  |
| <b>10.</b> The hardest part of the competition was             |    | Trying to ignore the crowd  | There weren't any hard parts  |
| <b>11.</b> My next step is                                     | My 2nd year of Garment Technology at the Polytechnic. I'm really looking forward to it because this final year is when we learn to make everything else - men's and children's clothes, swimwear and we'll even have a new subject called Design, where we learn Batik. | I am working for a year but I'm thinking of pursuing my Associate's Degree in rehabilitation therapy.   | The initial idea was to open a pizzeria and a restaurant...that takes years of ...getting the right strategy and finances, you have to know the right people... but I would like to start a small food business... a food truck with my family              |
| <b>12.</b> In ten years I want to be                           | A well established fashion designer who specialises in formal wear, mainly wedding dresses and lingerie. I'll also be a makeup artist and I may do hair colouring on the side.  | Own a business, have a product line, be more involved in culture, speak to students at my old school about pursuing their dreams – and be a role model. | I would like to be head chef at my own restaurant, specializing in Caribbean cuisine. It would be hearty, flavourful & make you think about the warmth of the Caribbean.  |
| <b>13.</b> My inspiration is                                   | Rhaj Paul, Ryri De Jude   | My support team – family, friends and even strangers.   | Steve Philips – he believed in me when I didn't think I could do it. My mother – I appreciate her greatly. She taught me a lot and was always pushing me. My grandmother – she made me think I could walk on water. I always say, this one is for you gran. |



# WorldSkills Barbados Competition 2016 finalists

*It was 'sweet 16' for this year's WorldSkills Barbados participants.*

*We talked to them about the experience, their inspiration and their ideal super power.*

| QUESTION   | <b>ARIELLE ROCK</b><br>Finalist, Garment Making  | <b>SHAQUANI HUNTE</b><br>Bronze, Hairdressing   | <b>SHAWNTEL SMITH</b> - Silver,<br>Culinary Arts/SOCIAL MEDIA<br>AMBASSADOR AWARD  |
|--|--|---|--|
| <b>14.</b> If I wasn't involved in this industry, I'd be                         | <br>I'd either be in the cosmetic industry or I would be a makeup artist. I used to make soap and I've made body scrubs for myself. I would get into making makeup as well, especially lipstick and eye shadow. | <br>Medical field | <br>There's nothing else... I thought about nursing... an office job...and that wouldn't work for me. |
| <b>15.</b> My special skill is   | I love to mix different shades of foundation to create a custom shade to match someone's skin tone.  | I don't really have one, but I love to sew, bake and play volleyball.                               | I make people laugh...I'm a very comical happy individual.   |
| <b>16.</b> If I could have any super power related to my profession, it would be |    | Read minds – so you know what your client really means when she says 'cut' but she means 'trim'!    | To get food done on time – always - and to be really quick at prep...especially when you have to prep for big events.  |

# Academic and Technical Skills: Both vital to job competence

For far too long, the emphasis has been strictly on academics in our educational system. This assessment has come from trainer Dr. Richard Graham who is passionate about the fact that the world is changing rapidly and Barbados therefore needs to stay in touch.

“At one time, a university degree was a guarantee that you could walk into a job,” he recalled. “It is not so now. Employers are complaining that some with degrees do not have the required skills for the job.”

The reality, said Dr. Graham, is that we need to transition from thinking in strictly academic terms to an education system which incorporates both academic and skills training.

“The skills you acquire in the business world,” he said, “are not taught at the university. That’s why the Skills for the Future programme offered by the Government is the way to go.”

The Skills For The Future Programme supports Government’s Human Resource Development Strategy by improving the skills of the workforce in preparation for the nation’s future challenges. The comprehensive programme, which is being funded by the IDB at a value of US \$20 million, focuses on improving the quality and relevance of secondary education, as well as the effectiveness of the national technical and vocational education and training (TVET) system.

In essence, Dr. Graham’s recommendation is to pay greater attention to competence-based standards for the workplace. He surmised that at the school level, competence-based standards were not being used well.

He reasoned that transition must take place and involve the creation of a standard suitable for schools and the re-training of teachers so they can teach the model to their students.

The benefit of such a proposal for schools, both primary and secondary meant that “people learn at different rates, so this would help to address this factor”.

Dr. Graham’s wish is for policy-makers to review the primary school curriculum, since he believed students were being asked to do too much at their level.

Since change is often resisted the trainer acknowledged that teachers may not embrace the proposed approach. Therefore he proposed the solution of “a change in policy”.



Dr. Richard Graham: “...we need to transition from thinking in strictly academic terms to an education system which incorporates both academic and skills training.”

*“The skills you acquire in the business world,” he said, “are not taught at the university. That’s why the Skills for the Future programme offered by the Government is the way to go.”*

By marrying academic and skills training, a dilemma would be solved and Dr. Graham said academic training does not always teach people how to think but tells them what to think. On the other hand with competence-based training, a skill is imparted.

Using an example to explain his point further, Dr. Graham said with competency based training, one developed a curriculum, a lesson plan and students can see that they have achieved each standard taught in the training.

The approach, he stressed, is learner-centred and can be utilised by persons of any age – from the young secondary school graduate, to the person wishing to be retrained.

“Persons can be as young as 16 to as old as 74,” he stated. Under the CARICOM treaty, skilled workers can work in other Caribbean nations. Those with competence-based training can also find opportunities in the developed world.

Dr. Graham said Barbadians must be more accepting of the fact that their search for employment may result in them having to leave the island and work abroad. |

● Fay Cooke-Nurse





## Barbados Going for Gold at WorldSkills International

Automotive Technology  
**Akeil Craig-Browne**

Garment Making  
**Roshida Griffith**

Hairdressing  
**Takiya Jordan**

Culinary Arts  
**Tinisha Hall**

**T**he WorldSkills Barbados Competition 2016 winners will be aiming for gold when they compete on the global stage at WorldSkills International in Abu Dhabi.

Akeil Craig-Browne, Roshida Griffith, Tinisha Hall, and Takiya Jordan will represent the island at the technical-skills Olympics, scheduled for October 2017.

The team will be led by Technical Delegate, Dario Walcott, who is also Chairman of the WorldSkills Barbados Local Organising Committee (LOC).

Mr. Walcott pointed out that after the local skills contest, the winners of the Hairdressing and Culinary Arts categories were to represent Barbados at the regional competition, WorldSkills Americas in Mexico in November last year.

But when that meet was cancelled, a decision was taken to send the four WorldSkills Barbados winners to WorldSkills International instead.

Akeil Craig-Browne will compete in the Automobile Technology category while Roshida Griffith, will represent Barbados in the Fashion Technology category. They are both students of the Samuel Jackman Prescod Polytechnic.

Tinisha Hall will represent Barbados in the Cooking category while Takiya Jordan will compete in the Hairdressing category. Both hail from the Barbados Vocational Training Board.

Accompanying Mr. Walcott and the competitors will be Team Leader, Carol Griffith, and four skills experts. Explaining the competition structure, Mr. Walcott noted there would be no preliminary rounds.

"WorldSkills International doesn't stipulate who should come

or how they should get there. They respect the fact that the member country sends these people to participate in the competition. But if they are going to medal, they need to get over 75%, so it is in the best interest of the country to send persons who are getting over 75% in the skill areas," he said.

Each skill area may have a minimum of 35 competitors from various countries, so intense training has already begun for the Barbadian finalists.

"We put plans in place for them to have training sessions in the industry. I have shared the technical descriptions of each category with finalists and the experts so they have an outline of all the knowledge and skills they need.

"Training is not limited to their skill areas, with WorldSkills International being held in Abu Dhabi in the Middle East, the culture is very different. We will have someone come and speak to them about the culture and how they are expected to behave when they are there," Mr. Walcott said.

In complimenting the WorldSkills Barbados Competition 2016 winners, Dr Hensley Sobers, Chairman of the TVET Council Barbados stressed that competing at WorldSkills International in October 2017 in Abu Dhabi, in the skill areas of Automobile Technology, Cooking, Fashion Technology and Hairdressing, was high on the organisation's agenda.

"Inspired by the success of DJ Puffy in Chile, beating world class DJs in the art-form of mixing music during the seventh Red Bull Thre3style 2016 World Final, we will also do extremely well at WorldSkills International," Dr Sobers said. |

● **Shamkoe Pilé**

# WorldSkills Barbados (WSB) 2016: A Look Back!



Competition scrubs were provided by ProSecure Distributors Limited. ProSecure's Tristan Sandiford (right) is pictured with Dario Walcott, Chairman of the Local organizing Committee (LOC) during the May 2016 finals.



Hairdressing stations compliments of Springer Memorial Secondary School.



The sewing machines used in the Garment Making category were provided by the SJPP.



Sponsors Massy provided cooking supplies as part of their sponsorship.



Caribbean Cuzine provided the cooking stations and utensils used in the Culinary Arts.



WSB Chairman Dario Walcott leads the competition judges in the Judges Oath.



McEanearney Quality Inc. provided the vehicles worked on by the finalists in the Automotive Technology category.



Finalists in attendance at a training and development workshop as part of their preparation for the finals of the WSB Competition 2016.





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**21st CENTURY WORKER:**  
*Our Goals, Our Careers, Our Future*

Magazine of the Technical  
and Vocational Education  
and Training (TVET) Council