SKILLS

TRAINING FOR SUCCESS

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SPECIAL POINTS OF INTEREST:

- **World Bank assesses GSIGP**
- **Teachers and industry experts receive Assessor training**
- **Potential trainees interviewed and counselled**

INSIDE THIS ISSUE:

Assessors Training	2
What is a CVQ?	2
Counselling for Trainees	3
Benefits to Employers	
The GCTVET	4
The NTA Website	4

World Bank Mission visits

The OECS (Grenada) Skills for Inclusive Growth Project is making steady progress towards achieving its objectives of training 1200 unemployed youths over the next three years. A three-member World Bank Mission recently visited Grenada to examine the status of the Project. Funding for the Project is being provided by the World Bank and the Government of Grenada. The team comprising of Task Team Leader, Angela Demas, Nazumi Takeda, and Tom Mc Ardle held several meetings with key personnel involved in the project during their one-week stay on the island from June 8th to 11th.

Meetings were held with Ministry of Education officials, staff of the National Training Agency (NTA) which is overseeing the Project, the Project Coordinating Unit

(PCU), the Grenada Council for Technical and Vocational Education and Training (GCTVET), Community Development Officers of the Ministry of Youth Empowerment, and training providers and employers.

The Mission took special interest in the first call for proposals, quality assurance, training of assessors, the registration and matching of trainees, the management information systems (MIS) process, monitoring and evaluation, mentorship training, standards development framework, communication strategy and procurement issues.

A visit to a potential facility which can be used for training under the Project - the Happy Hill Secondary School, was also a part of the itinerary. The team, along with NTA staff got a firsthand look at the technical and vocational training facilities at the school including rooms for electrical installation, sewing, woodwork, home economics, and drafting.

The World Bank Mission concluded the visit by presenting its findings to the Minister of Education, Senator Frank Bernadine and Permanent Secretary in the Ministry of Education, Mrs. Elizabeth Henry-Greenidge in a wrap-up session which included other Project and education officials.

Seven more Occupational Standards Approved

The Grenada Council for Technical and Vocational Education (GCTVET) has approved another seven occupational standards to be used in competency-based education and training and for the award of the National Vocational Qualification (NVQ) and the Caribbean Vocational Qualification (CVQ). This brings the total to seventeen standards which can now be used by training providers to deliver training. The newly approved standards include:

- ◊ Data Operations - Level I
- ◊ Data Operations - Level II
- ◊ General Cosmetology - Level I
- ◊ Community Tourism - Level I
- ◊ Motor Vehicle Engine Systems - Level I
- ◊ General Office Administration - Level I

At least seven other standards have been vetted by a Industry Lead Groups and are now awaiting approval by the GCTVET.

TRAINING FOR SUCCESS

Listening avidly in Assessor Training Workshop

Most People know more than they realize …

Most people can do more than they thought possible …

Most people can achieve goals they thought were out of reach.

NTATT Facilitator

Assessors Training Workshop

Approximately 24 technical and vocational educators and industry experts representing various economic sectors have received training as assessors in competency based assessment for technical and vocational training.

Persons were trained as assessors, in the areas of Commercial Food Preparation, General Cosmetology, Motor Vehicle Engine Systems, General Office Administration, Information Technology, Agriculture, and Marine Services over a ten-day period in June.

The Workshop was undertaken as part of the mandate of the National Training Agency to train a cadre of assessors who will be able to assess the competencies of learners and members of the workforce based on occupational standards which is the foundation of competency based education and assessment.

A training session was also held for internal verifiers, external verifiers, and facilities auditors. Thirty-two technical and vocational education and training (TVET) instructors also got their chance to be exposed to competency based education and training methodology during a one–week workshop in early July.

The Workshops were all facilitated by training specialists from the National Training Agency of Trinidad and Tobago (NTATT).

What is a Caribbean Vocational Qualification –Part I

The Caribbean Vocational Qualification (CVQ) is an award that represents achievement of a set of competencies which define core work practices of an occupational area, consistent with the levels articulated within the regional qualification framework.

To earn an award, candidates must demonstrate competence in reaching CARICOM-approved occupational standards developed by practitioners and employers (i.e the industry experts). These standards are organized in units. Candidates may earn unit awards towards achieving a complete CVQ. The CVQ is available in several occupational areas including: Agriculture, construction, tourism and hospitality, information technology and business among others.

HOW IS THE CVQ OBTAINED?

Trainees/candidates are entered for assessments in specific skill areas. Their instructors and assessors are trained to instruct and perform continuous assessment. When an individual is ready, the assessor assesses his/her competence. Successful completion of a unit will be recorded and recognized on the official transcript.

The candidate will gain a full CVQ Award when all the mandatory units specified in the qualification structure have been accumulated. Based on evidence provided by the school or institution and the external verifier, the candidate will be awarded a CVQ certificate by CXC in schools and by the NTA in industry, institutions and community based programmes.

Counselling for Trainees

Applicants taking the numeracy and literacy test

One hundred and twenty-three applicants of the OECS (Grenada) Skills for Inclusive Growth Project have been counseled to determine their eligibility and suitability to undertake training in two of the available areas for training in the Hospitality/Tourism sector.

The two areas of training are Industrial Security Operations and Food and Beverage - Restaurant Service (server).

The objectives of the counseling sessions were to:

- Confirm the eligibility of the applicants for the Project through the verification of the eligibility criteria: date of birth, literacy etc.
- Identify strengths and weaknesses in trainee aptitude, capabilities, interests and attitudes
- Recommend possible training areas and occupations best suited to the trainee's aptitudes and interests
- Identify whether the trainee has sufficient literacy to successfully complete a Level I training. In this regard, each applicant was expected to do a simple literacy and numeracy test.

Counseling sessions were held at various centers around the country with Ministry of Education counselors facilitating the interviews. The Counselors, based on their assessments of the potential trainees will submit a report to the National Training Agency.

Applicants who are recommended for training will be matched to a training provider to begin life skills and technical training in their area of interest. This will be followed by a three-month traineeship with an employer in the sector of training.

Applicants whose level of literacy is found to be insufficient to be accepted for training will be encouraged to enroll in and complete a prescribed literacy development remedial programme -"Yes I Can" , offered by the Ministry of Education, in order to be allowed to enroll in a "Skills for Inclusive Growth" course at a future date.

Benefits to Employers

The OECS (Grenada) Skills for Inclusive Growth Project is designed to increase the employability and mobility of unemployed youths through skills training that is demand-driven.

Employers are a key partner of the project. The roles of the employer are to:

1. Provide spaces for Traineeship or Job Attachment
2. Provide adequate training facilities
3. Ensure that assigned mentors perform their roles effectively.
4. Provide a small stipend/financial contribution towards the cost of training to assist trainees.

The Traineeship is designed to expose trained participants to the world of work. Its objective is to provide clients with the attitudes, skills and knowledge necessary to become competent in their field of interest, by exposure to formal-on-the job performance skills.

BENEFITS TO EMPLOYERS

- **Low cost of training for employers!**

- Less expensive than outsourcing training programmes offering same content or providing in-house training; During Job Attachment or Traineeship firms are expected to contribute **EC$400.00** per month for 4 months per trainee.

- **Low risk!**

- Employers will receive a trainee who has completed four months of competency training and extensive life skills training (good attitude, service oriented).

- Employers receive support for monitoring trainees from the Training Provider and the NTA.

- Training presents a clearer picture of a person's skills, knowledge and attitudes through the use of occupational standards and competency-based training, assessment and certification.

- **It is easier for an employer to decide whether or not to hire these trainees.**

The Grenada Council for Technical Education And Training (GCTVET)

The National Training Agency
The Villa,
St. George's,
GRENADA

Phone: 1-473-435-9092/9093

Fax: 1-473-435-9094

E-mail: ntagrenada@gmail.com
executive@grenadanta.gd

Website:www.grenadanta.gd

The Grenada Council for Technical and Vocational Education and Training (GCTVET) is an advisory body to the Minister of Education on policies, strategies, and programmes for the management of Technical and Vocational Education and Training (TVET).

The GCTVET has executive authority to prepare a national policy for TVET to meet the needs of the society and the economy and to decide and direct with regard to overall TVET strategy and specific programmes and projects.

The GCTVET was established in July 2007. It is a semi-autonomous body which derives its powers and relevant legal provisions from an Act of Parliament. Initial funding from a Japanese grant allowed training to be delivered by Jamaica Heart Trust to the GCTVET, Ministry of Education technical staff, and Industry Lead Groups.

The establishment of the National Training Agency in 2009 now enables training to be implemented , supervised and monitored by an internal body.

Role/Functions of the GCTVET

The GCTVET is an Advisory Body to the Minister of Education as regards policies and strategies required for an efficient and effective system of technical and vocational educational education and training.

The GCTVET is a Policy Making and Strategic Development Body.

The GCTVET is a Monitoring and Evaluation Body for TVET programmes and projects.

The GCTVET has responsibility to establish regulations and guidelines relating to the design and delivery of training courses, certification and accreditation of trainees and training providers, quality assurance methods, qualification criteria for participation in courses, registration, decisions on funding proposals based on evaluations and recommendations from the NTA and the governance of training.

NTA Website

◊ Floral Arrangement - Level I

Disseminating public information on technical and vocational education and training as well as promoting a culture of lifelong learning is one of the communications focus of the National Training Agency (NTA).

Trainees, employers, training providers, other stakeholders and the general public can access a range of information via the NTA's website at www.grenadanta.gd.

The website contains general information about the NTA- its role, functions and services; projects, NTA news; training personnel; occupational standards; information for learners and documents, forms and standards which can be downloaded. Visitors to the website can submit enquiries or feedback to the NTA at ntagrenada@gmail.com.