



TRAINING FOR SUCCESS

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SPECIAL POINTS OF INTEREST:

- The NTA gets ready for its first 250 trainees
- Employers oriented about OECS (Grenada) Skills for Inclusive Growth Project
- Ten occupational standards approved by the GCTVET

The NTA set to begin training in July

The National Training Agency (NTA) has begun accepting applications from unemployed youths throughout Grenada and including Carriacou to start technical and vocational training under the OECS (Grenada) Skills for Inclusive Growth Project.

The NTA has completed most of the preparatory facilitation activities for undertaking training based on a competency education model.

Over the past months the Agency has met with various stakeholders including potential trainees, training providers, employers, youth officers and Ministry of Education officials to orient them on the components of the OECS (Grenada) Skills for Inclusive Growth Project. This Project aims to train 1200 unemployed

youths between the ages of 18 and 30 for employment in areas of demand such as construction, tourism and hospitality, agriculture, and marine services. In the first cycle of training which



begins in July 2010, trainees will be matched to training providers in various areas of tourism and hospitality and construction.

The NTA is collaborating with the Ministry of Youth Empowerment to undertake a nation-wide Reg-

istration Drive to ensure that at least 250 eligible young people are signed onto the Project at the start of training in July.

Training Support Coordinator, John Telesford explains that over the next month, youth officers will be out in the field assisting NTA officers in getting persons registered. In this regard, a training session was held with the officers to familiarize them with the application form and the Project in general.

To be eligible, applicants must be between 18 and 30 years old, not have any previous formal training in the area in which they wish to be trained, no more than three C.X.C passes or less and a maximum of six months work experience in the sector of training.

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Ten Occupational Standards Approved

Ten occupational or competency standards have been vetted and approved so far, by the Grenada Council for Technical and Vocational Education (GCTVET) for use in competency-based education and training now being piloted in Grenada under the OECS (Grenada) Skills for Inclusive Growth Project. These stan-

dards which will be used in the first cycle of training include:

- ◇ Food and Beverage - Bar Service
- ◇ Food and Beverage - Restaurant Service
- ◇ Housekeeping - Room Attendant
- ◇ Food Preparation - Cookery

- ◇ Industrial security
- ◇ Plumbing
- ◇ Masonry
- ◇ General Construction
- ◇ Carpentry
- ◇ Electrical Installation

All the standards are **Level I** competency standards.



Employers' representatives listening keenly to presentation

Almost all learners can learn equally well if they receive the kind of instruction they need"



Training Support Coordinator, John Telesford, making a presentation

Employers Orientation Workshop

Youth Empowerment and Sports Minister, Patrick Simmons is encouraging employers to support the training projects of the National Training Agency (NTA) since they will be the ones to benefit the most from a well-trained and competent workforce. The Youth Empowerment Minister has also called on employers to play their part in taking young people to a higher level of training that will attain regional standards.

The Minister was addressing employers at the start of an Employers Orientation Workshop held on Thursday March 25, 2010 at the National Stadium at Queen's Park.

Presenting an overview of the role of the Grenada Council for Vocational and Technical Edu-

cation and the National Training Agency, Chief Executive Officer of the NTA, Mr. Lincoln Morgan explained why competency based education is needed.

He informed participants that as the restrictions on the free movement of labour are lifted there is the concern that there will be increased competition for jobs as qualified, certified individuals are able to move freely and work throughout the region. In such an environment, uncertified individuals will be severely disadvantaged.

It is in this competitive context that CARICOM has mandated the development of the Regional Qualifications Framework and the establishment of National Training Agencies that will be responsible for the

development and certification of the Caribbean workforce.

The stakeholders were also given an orientation of the OECS (Grenada) Skills for Inclusive Growth Project which is a major project of the NTA, the Competency Based Education and Training Model and other information pertinent to their involvement with the project.

A key focus was the establishment of partnerships with employers and training providers for the delivery of training.

Call for Training Proposals

Qualified training providers are being invited to submit training course proposals to the National Training Agency to provide technical and vocational training relevant to skills development in the Hospitality and Tourism or Construction sector.

Training providers may be individuals or firms. The number of trainees for each training course proposal should be between 16 and 20.

The call for proposals is a key step towards commencement of training under the OECS (Grenada) Skills for Inclusive

Growth Project which is intended to impart life skills, technical skills in a specific sector and traineeship for at least 1200 unemployed youths.

Completed proposals must be submitted no later than May 7, 2010 at 2:00 P.M. Any proposal received after the closing time for submission of proposals shall be returned unopened.

All training proposals will be evaluated by a technical committee of experts from each

sector who will ensure that they meet the eligibility criteria. Those meeting the requirements of the Project will be awarded contracts to provide training.

Proposals are expected to meet the minimum requirements of the Standards for Level 1 Caribbean Vocational Qualifications (CVQ) or National Vocational Qualifications (NVQ).

Proposal Writing Workshop



Participants at Training Workshop

The Project is intended to provide demand-driven skills training to unemployed youth in two sectors in its first year of implementation; Hospitality and Tourism and construction. It will also seek to establish an occupational standards framework to improve the quality and value of training and to build institutional capacity and project management skills.

seemed more geared towards institutionalised training providers rather than individual providers. Another participant, Genel Forteau, said the training was very informative and sees the merit in training at progressive competency levels as against traditional time-based learning.

More than fourteen local Training Providers participated in a one-day Workshop on "Proposal Writing held at the Ministry of Education's Conference Room on Tuesday March 09, 2010.

Participants were presented with an overview of the Project by Training Coordinator, John Telesford, while they were highlighted on "Writing a Winning Proposal" and taken through the proposal process by Project Manager, Peron Johnson and Chief Executive officer of the Project, Lincoln Morgan. The Training Providers were also given the opportunity for hands-on-practice in putting a proposal together.

The Workshop was organised by the National Training Agency (NTA) which has the responsibility for implementing the Project with financing from the World Bank and the Government of Grenada.

The Workshop was aimed at familiarizing Training Providers such as the T.A Marryshow Community College and New Life Organisation (NEWLO) with the proper procedures and processes for making a request to provide technical and vocational training under the OECS Growth Project.

One of the participants, Claude Williams, observed that the training

"It was good and very informative. I like the idea of progressive levels of learning"

Application Process for Training

Upon announcement of the opening of the application process, interested youth will be invited to apply for the OECS (Grenada) Skills for Inclusive Growth programme at venues to be decided in each parish. During that period too, an outreach campaign at the community level will be undertaken to further explain the Project, the expectations from participants and the qualifications that will be available.

Each potential applicant (trainee0 must fill out a Trainee Application Form. The information provided on the form will be used to determine eligibility.

Potentially eligible applicants will have to see a career counsellor provided by the NTA as part of the eligibility screening process.

The counselling session is intended to identify strengths and weaknesses in trainee aptitude, capabilities, attitudes and identify trainee interests. It will also recommend possible training areas and occupations best suited to the trainee. The counseling will also identify whether the trainee has sufficient literacy in order to complete a Level 1 training and suggest the course best suited to the trainee's aptitudes and interests.

Once trainee's have been assigned to a course by the counsellor, the trainee will complete a Registration Form.

Trainees are then assigned to a Training Provider to commence training in both Life Skills and Technical Education.

Technical and Vocational training to be conducted will be at level one standard guided by standards developed regionally and endorsed by local industry led groups.

Training may be conducted either in a classroom or on job sites specific to the requirements of the training.

Regional Meetings Attended

Two members of the NTA Grenada are now on the Executive Body of the Caribbean Association of National Training Agencies (CANTA). Chief Executive Officer of the NTA, Lincoln Morgan and Training Support Coordinator, John Telesford were elected to the positions of Deputy Chairperson and Secretary respectively during a meeting of CANTA held in Georgetown Guyana on April 11, 2010.

The Agenda included status reports from member countries, reports from CANTA sub-committees (Quality Assurance, Standards, Editorial and Promotions committees), elections of officers, updates on the implementation of the CVQ in the region (including CVQ in schools), the establishment of the CANTA Secretariat and the CIDA/ACCC Education for Employment Project.

The meeting was attended by participants from twelve countries. Most OECS countries have already begun

to implement of some of the mechanisms required for the granting of the regional certification and it was pointed out by Grenada that there might be some benefits to looking for areas of possible collaboration.

RCM/TVET is a committee of COHSOD which deals with regional issues pertaining to TVET development.

This committee met in Georgetown Guyana on April 12 and 13, 2010 with participation from Guyana in the south to the Bahamas in the North. Among Grenada's representatives was the CEO of the NTA Grenada, Lincoln Morgan.

One of the main outcomes of the meeting was the recommendation for the establishment of a COHSOD sub-committee to 1) approve new CVQ standards and 2) process applications for new NTAs to grant CVQs. The meeting also focused on the development of standards for the CVQ and the estab-

lishment of clear procedures for new NTAs or TVET Apex Bodies to be granted CVQ-granting status.

Dr. Lucy Steward, CARICOM Consultation on Component 200 of the Caribbean Trade and Competitiveness presented her report on a study conducted in the region which looked at

- A comparative analysis of legal, institutional and administrative arrangements in Trinidad and Tobago, Jamaica, and Barbados for the development and delivery of TVET.
- An assessment of existing regional capacity for certification/licensing of artisans in nine CARICOM member states.
- Consultation on Work Plans for CVQ for a number of countries including Grenada, Guyana, St. Kitts and Nevis, St. Vincent and the Grenadines, Antigua and Barbuda and Suriname.



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The National Training Agency (NTA) was enacted in April 2009. It's the body responsible for overseeing, designing, monitoring, promoting and establishing technical and vocational education and training (TVET) to meet Grenada's skills development needs.

The NTA reports to the Grenada Council for Technical and Vocational Education and Training (GCTVET). The Council provides oversight and guidance.

Among the key roles of the NTA are the introduction of CARICOM approved occupational standards and the establishment of Accreditation and Quality Assurance procedures to facilitate training and certification

The NTA is currently staffed by a Chief Executive Officer, three Coordinators, a Communications Officer, a Monitoring and Evaluation Officer, an Executive Assistant, and a clerk/typist.