

Vocational Training and Changes in Occupations - Anticipating Training Needs in Barbados

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Conditions in Barbados

- Since independence, Barbados has been transformed.
- From a low-income economy dependent on sugar production into an upper-middle income economy
- Relying heavily on tourism and financial services and has been resilient in the face of external shocks

Impact of Globalisation

- Highly susceptible to the effects of globalisation
 - increased access to investment resources
 - trade liberalisation
 - the enhancement of information technology
 - reductions in transaction costs and prices

Impact of Globalisation

- Decline in manufacturing and agriculture resulting from greater exposure to strong foreign competition, loss of preferential market access for sugar, and increased pressure on Barbados' fixed currency exchange rate regime.

Current Labour Force

The majority of the employed labour force works in the service industries. Indeed, five service sectors account for two thirds of the total workforce:

tourism (13%), financial services (19%), Government services (17%), wholesale and retail (17%), and general services (23%)

Sector Changes

- Witnessed a steady shift from the primary industries (agriculture) to the tertiary sector, with the emergence of service-based industries as important sources of foreign exchange and income

Sector Changes

- Tourism is a key sector that has good growth prospects
- A crucial component of the Tourism sector is the Health and Wellness Industry. This subsector is one of the fastest growing industries and Barbados well placed to become a 'health' destination,

Sector Changes

- offshore financial sector is an important source of foreign exchange. Comprises two sub-sectors:
 - Information services (call centres, data entry, claims processing, transcription services);
 - Financial services (international business companies, international insurance and reinsurance companies, off-shore banking

Impact of Economic Crisis 2008

- High energy prices resulted in a new renewable energy sector
- Attempts to boost productivity and diversify the economy
- Attempts at creating a new off-shore oil producing sector

Government's Response

- **Human resource Development Strategy(2011-2016) (EU50 M ER). For both private and public sectors. Stands on five pillars:**
 - *Effective enabling environment for human resource development*
 - *Improved internationally-recognised national qualifications framework*
 - *Demand-driven education and training programme*
 - *Rationalised knowledge management system*

Government's Response

- *Enhanced research to improve innovation, and entrepreneurship capacity*
- ***Supported by Skills for the Future Programme (IDB)***
 - **Component I. Support for an employer-driven training system (US\$8.2 million).** Competency-Based Training Fund (CBTF) under the oversight of the TVET Council.

Government's Response

- Competency based training, partnerships(Up to US\$ 400, 000.00) formed between employers, secondary schools and training institutions, training leading to certification, and presentation of a clear strategy of sustainability.

Government's Response

- **Component II. Improving the quality and relevance of secondary and post-secondary education (US\$3.0 million).**

Support for the teaching of core skills and life skills through a sports- for- development program—the pilot *A Ganar* program –target students at risk

Government's Response

➤ **Component III. Institutional Strengthening**
(US\$6.4 million).

Support the ME, the MLSHRD, ETTC, and publicly funded TVET institutions in the following areas:

- (i) business plan development and implementation
- (ii) leadership and capacity development to respond to the challenges of revamping the TVET system
- (iii) improved data and information systems in the Ministries and related agencies

Government's Response

- Modifications to the existing Continuous Labor Force Sample Survey (CLFSS).
- key educational performance indicators
- conduct of tracer studies for graduates of secondary schools and post-secondary TVET institutions

Government's Response

- **Component IV. Communication Campaign**
(US\$360,000).

A communications strategy to

- disseminate information on the objectives of the loan, promote the development and implementation of NVQ and CVQ, and to raise the overall profile of TVET in Barbados.
- promote gender equality in TVET

TVET Council at the Centre

- Responding to the new and emerging sectors
Health & wellness, renewable energy(Photovoltaic & wind), pending offshore drilling and ICT industry(Digital Animation & Mobile apps etc
- Responding to the calls for improved productivity in the existing sectors-Expansion of CBET qual
- Responding to the needs of the partnerships emerging from the Competency -Based Training Fund(CBTF)

TVET Council at the Centre

- TVET Council depends on The manpower Research Unit of the Ministry of Labour to anticipate training needs.
- The Council has the technical capacity to build occupational standards and relevant curricula
- The internal human resources of the Council has been stretched responding to the request from the stakeholders above

TVET Council' Strategy

- Train resource persons who are then contracted to work on behalf of the Council in the following areas;
 - Standard development
 - Curriculum development
 - Centre management