



The Government of the Republic of Trinidad and Tobago

**MINISTRY OF EDUCATION**

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# JOINT SELECT COMMITTEE ON SOCIAL SERVICES AND PUBLIC ADMINISTRATION

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An examination of the state of technical or vocational programmes and their contribution to achieving the developmental goals of  
Trinidad and Tobago.

NOVEMBER 23, 2023  
MINISTRY OF EDUCATION

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## Ministry of Education’s Response to the Request for Written Submission by the Joint Select Committee on Social Services and Public Administration

RECOMMENDATION	RESPONSE
<p><b>OBJECTIVE 1: To examine the scope and quality of TVET programmes available in Trinidad and Tobago</b></p> <p>A. Consideration should be given to expanding course offerings to include more part time classes or hybrid classes especially for working students. The Ministry of Education can consider funding the expansion of these part-time and hybrid classes especially at the major public TVET institutions such as YTEPPP and MIC-IT.</p>	<p>The Ministry of Education notes this recommendation.</p> <p>The Education Policy 2023-2027 states the following Strategic Objective under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>• Increase the enrolment of TVET learners at all levels of the education system. Policy Direction: <ul style="list-style-type: none"> <li>○ Rationalise TVET offerings with a view to increasing options at the tertiary level.</li> </ul> </li> </ul>
<p>B. Consideration should be given to expanding course offerings for interested students who are close to retirement age or who have retired. The Ministry of Education in partnership with organisations such as Trinidad and Tobago Association of Retired Persons can develop and market specific programmes targeted to older persons which can be hosted at various community centres around Trinidad and Tobago. In light of increased life expectancy and older persons remaining in the labour force past the current retirement age, skills development for this age cohort may become increasingly important in the near future.<sup>1</sup></p>	<p>The Ministry of Education supports this recommendation. The Education Policy 2023-2027 notes the following Strategic Objective under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>• Increase the enrolment of TVET learners at all levels of the education system. Policy Direction: <ul style="list-style-type: none"> <li>○ Advocate for TVET as life-long education through collaboration with relevant Government Ministries and TVET providers.</li> </ul> </li> </ul>
<p>C. As part of its Ministerial Response, the Ministry of Education should indicate how it plans to assist with the upgrade of infrastructure and labs at government-assisted TVET institutions.</p>	<p>The Education Policy 2023-2027 states the following Strategic Objective under the goal of TVET Revitalisation, which outlines the Ministry’s general plans regarding the upgrade of infrastructure and labs at government-assisted TVET institutions:</p> <ul style="list-style-type: none"> <li>• Improve and strengthen the management of TVET laboratories and equipment at schools. Policy Direction: <ul style="list-style-type: none"> <li>○ Develop and implement a preventative maintenance programme at each school: <ul style="list-style-type: none"> <li>▪ develop and implement an Asset Management Policy for the education sector for adaptation at the individual school level;</li> <li>▪ assess and upgrade, as necessary, equipment and resources to ensure alignment with industry standards and occupational areas;</li> <li>▪ explore avenues for international grant funding to maintain and upgrade TVET labs and equipment;</li> <li>▪ partner with post-secondary and tertiary institutions regarding lab maintenance;</li> </ul> </li> </ul> </li> </ul>



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D. The Ministry of Education should strengthen collaboration with other key industry partners (such as the Ministry of Trade and Industry and the Ministry of Planning and Development to assist with data on labour gaps and development goals. This will impact course development and curriculum modification to meet the specific needs of Trinidad and Tobago and ultimately contribute to the broadening of TVET programme scope locally. This can be considered an ongoing/long-term activity for all agencies involved.	<ul style="list-style-type: none"> <li>▪ fill vacant positions including that of Workshop Attendant</li> <li>○ Develop and implement plans to optimise the use of campuses and eliminate under-utilisation of campuses.</li> </ul> <p>The Ministry of Education notes the recommendation.</p> <p>The Education Policy 2023-2027 states the following Strategic Objective under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>• Promote TVET as a premier career choice for all learners. Policy Direction: <ul style="list-style-type: none"> <li>○ Conduct a manpower audit of the country with a view to streamlining training to meet TVET needs: <ul style="list-style-type: none"> <li>▪ utilise forecasting techniques to predict future needs.</li> </ul> </li> </ul> </li> </ul>
E. The Ministry of Education should foster stronger public-private partnerships to assist with the identification and anticipation of skills needed through prospective studies or sector skills councils <sup>2</sup> . Consistent data collection and analyses are especially important for the creation of relevant programmes based on the labour needs of Trinidad and Tobago.	<p>The Ministry of Education notes the recommendation.</p> <p>The Education Policy 2023-2027 states the following Strategic Objective under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>• Improve the National Apprenticeship System. Policy Direction: <ul style="list-style-type: none"> <li>○ Develop and implement systems to enhance communication and collaboration between the post-secondary TVET institutions and the private sector.</li> </ul> </li> </ul>
F. The MOE should examine the evolving areas for potential TVET programs. Evolving arenas such as A.I. and Coding should be introduced to meet the evolving job markets and opportunities.	<p>The Ministry of Education notes the recommendation.</p> <p>The Education Policy 2023-2027 states the following Strategic Objective under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>• Promote TVET as a premier career choice for all learners. Policy Direction: <ul style="list-style-type: none"> <li>○ Revise TVET curricula at the secondary school level to reflect modern trends in technology.</li> </ul> </li> </ul>
<b>OBJECTIVE 2: To assess whether TVET programmes are aligned to meeting the country’s developmental goals</b>	
A. Market research and labour gap assessment data is needed. If institutions are unable to conduct this research independently, the Ministry of Education should assist with harnessing and coordinating the necessary resources and supporting	<p>The Ministry of Education supports the recommendation.</p> <p>The Education Policy 2023-2027 states the following Strategic Objective under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>• Promote TVET as a premier career choice for all learners. Policy Direction:</li> </ul>

<sup>2</sup> <https://unesdoc.unesco.org/ark:/48223/pf0000245178.locale=en>



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<p>arrangements to facilitate such research. These studies should be published to assist persons with making in-formed decisions regarding the potential costs and benefits of participating in TVET. The Committee agrees with the NTA’s recommendation of the need for increased efforts for continual research, monitoring and evaluation of the curriculum and industry needs.</p>	<ul style="list-style-type: none"> <li>○ Conduct a manpower audit of the country with a view to streamlining training to meet TVET needs: <ul style="list-style-type: none"> <li>▪ utilise forecasting techniques to predict future needs.</li> </ul> </li> </ul>
<p>B. Career maps pathways based on TVET qualifications should be published and marketed. This executed through collaboration with the Ministry of Education, the Ministry of Youth Development and National Service, the Ministry of Trade and Industry as well as key educational institutions.</p>	<p>The MOE acknowledges the role of the Ministries of Youth Development and National Service and Trade and Industry.</p>
<p>C. Entrepreneurial training should be mandatory and be a part of all programmes (as a module). As part of this module, students should be exposed to the steps for starting and maintaining their business. This should also include identification and support with sourcing start-up capital.</p>	<p>The Ministry of Education supports this recommendation.</p> <p>The Education Policy 2023-2027 states the following Strategic Objective under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>● Encourage entrepreneurship studies. Policy Direction: <ul style="list-style-type: none"> <li>○ Encourage entrepreneurship as a subject choice at the upper secondary level at all schools.</li> <li>○ Integrate entrepreneurship into the TVET curriculum at all levels.</li> <li>○ Reward entrepreneurship opportunities through competitions.</li> </ul> </li> </ul>
<p><b>OBJECTIVE 3: To evaluate the strategies and measures that are being adopted by the State to sustain and promote the enrolment of young persons in TVET programmes</b></p>	
<p>E. The Ministry of Education in collaboration with its key training institutions should embark on a more strategic marketing and communication campaign of TVET. This should give specific consideration to each target demographic starting at primary school. Specifically, for the youth, special emphasis should be placed on publishing content regarding possible pathways and opportunities to employment by choosing TVET certification.</p>	<p>The Education Policy 2023-2027 states the following Strategic Objectives under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>● Promote TVET as a premier career choice for all learners: <ul style="list-style-type: none"> <li>○ Rebrand TVET as a premier choice and an entrepreneurial pathway for students; and</li> </ul> </li> <li>● Increase the enrolment of TVET learners at all levels of the education system: <ul style="list-style-type: none"> <li>○ Expose ECCE and primary students to vocational skills through co/extra-curricular vocational activities.</li> </ul> </li> </ul> <p>In this regard, the Ministry of Education wishes to affirm the recommendation that a strategic marketing and communication campaign should be conducted with regard to TVET as one of the key programmes under the abovementioned strategic objective is: Development and Implementation of a Marketing and Communication Plan to Inform, Educate and Inspire TVET Stakeholders.</p>



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<p>F. The Ministry of Education should consider having specific scholarships or bursaries for TVET, especially TVET programmes that are aligned to the country's developmental goals and labour market demands.</p>	<p>The MOE notes this recommendation.</p>
<p>G. TVET programmes that have been identified as relevant to the developmental goals of Trinidad and Tobago should be aligned with mandatory internships, practicums or OJT placement with a track path to contract employment upon graduation. Students can opt out of the contract employment option if they so choose.</p>	<p>The MOE notes this recommendation.</p> <p>The Education Policy 2023-2027 states the following Strategic Objective under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>• Improve the National Apprenticeship System. Policy Direction: <ul style="list-style-type: none"> <li>○ Restructure apprenticeship programmes to motivate learners and graduates: <ul style="list-style-type: none"> <li>▪ allocate funding to incentivise TVET apprenticeship programmes, which in turn will increase enrolment rates.</li> <li>▪ improve the coordination of the National Apprenticeship System.</li> </ul> </li> </ul> </li> </ul>
<p>H. As part of its Ministerial response, the Ministry of Labour should provide an update on its plans to promote faster assimilation of TVET graduates into the job market through collaboration with key training institutions in Trinidad and Tobago and the On the Job Training Programme.</p>	<p>The MOE acknowledges the role of the Ministry of Labour in the assimilation of TVET graduates into the job market.</p>
<p>I. There should be greater consultation and collaboration with the Private sector, in the types of TVET training programs available, to ensure better alignment with the requirements and needs of the Private and Manufacturing sectors.</p>	<p>The MOE affirms the need for greater consultation and collaboration with the Private sector.</p> <p>The Education Policy 2023-2027 states the following Strategic Objective under the goal of TVET Revitalisation:</p> <ul style="list-style-type: none"> <li>• Improve the National Apprenticeship System: <ul style="list-style-type: none"> <li>○ Develop and implement systems to enhance communication and collaboration between the post-secondary TVET institutions and the private sector.</li> </ul> </li> </ul>