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# Technical-professional education and social inclusion in Caribbean Countries

Wayne Wesley, Ph.D., CMgr.

Director of Operations- Caribbean Examinations Council

ECLAC Seminar – TVET as a Partway to Inclusion, Santiago Chile, March 13, 2019

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# CARICOM Human Resource Development (HRD) 2030 Strategy



- Addresses general deficiencies and shortfalls in the education system by reforming/redesigning the three inter-connected sectors within a single unified seamless HRD system in the areas of:

**ACCESS, RELEVANCE, EQUITY  
AND QUALITY**

The three Sectors are:

- ✓ basic education – Early Childhood Development (ECD), primary and secondary
- ✓ lifelong skills learning
- ✓ tertiary education

# Purpose of the Strategy



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- ✓ To provide a methodology for the development and implementation of a globally competitive seamless HRD system aimed at:
  - eliminating wastage in the planning, management and delivery of education and training; and
  - producing citizens at all levels, who are equipped to function effectively in 21<sup>st</sup> Century Economy and Society
- ✓ To serve as the primary framework for regional cooperation in Human Resource Development
- ✓ To offer an outline for the development of sector plans at the national level

# TVET Integral to 2030 HRD Strategy



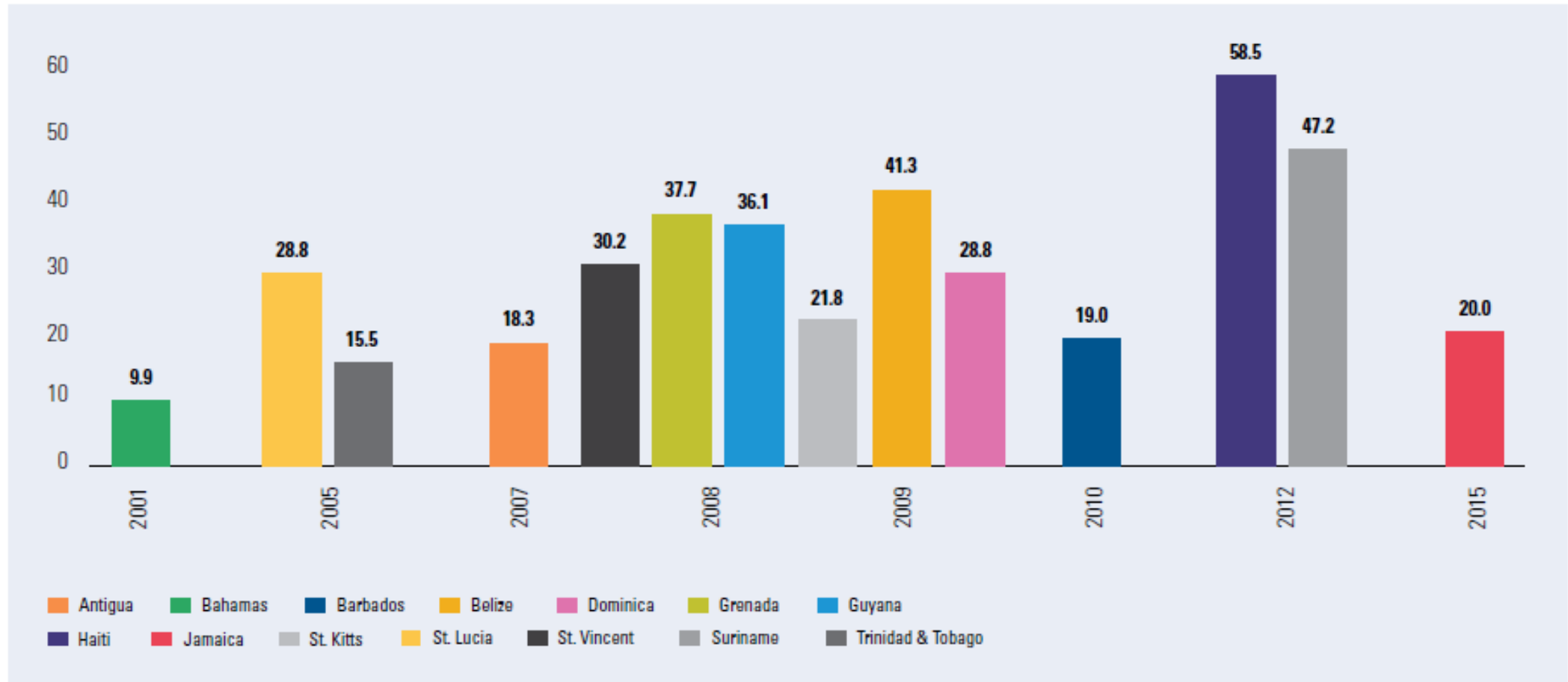
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## THE TWELVE 21ST C COMPETENCIES AND SKILLS FOR THE CARIBBEAN CITIZEN

- 1 Knowing how to learn
- 2 Knowing oneself
- 3 Technical vocational skills
- 4 Scientific literacies
- 5 Civic literacies
- 6 Problem-solving

- 7 Design thinking
- 8 Communication skills
- 9 Multilingualism
- 10 Ability to manage change and transformation of self and society
- 11 Mathematical literacy
- 12 Information and Communication Technology (ICT) literacy

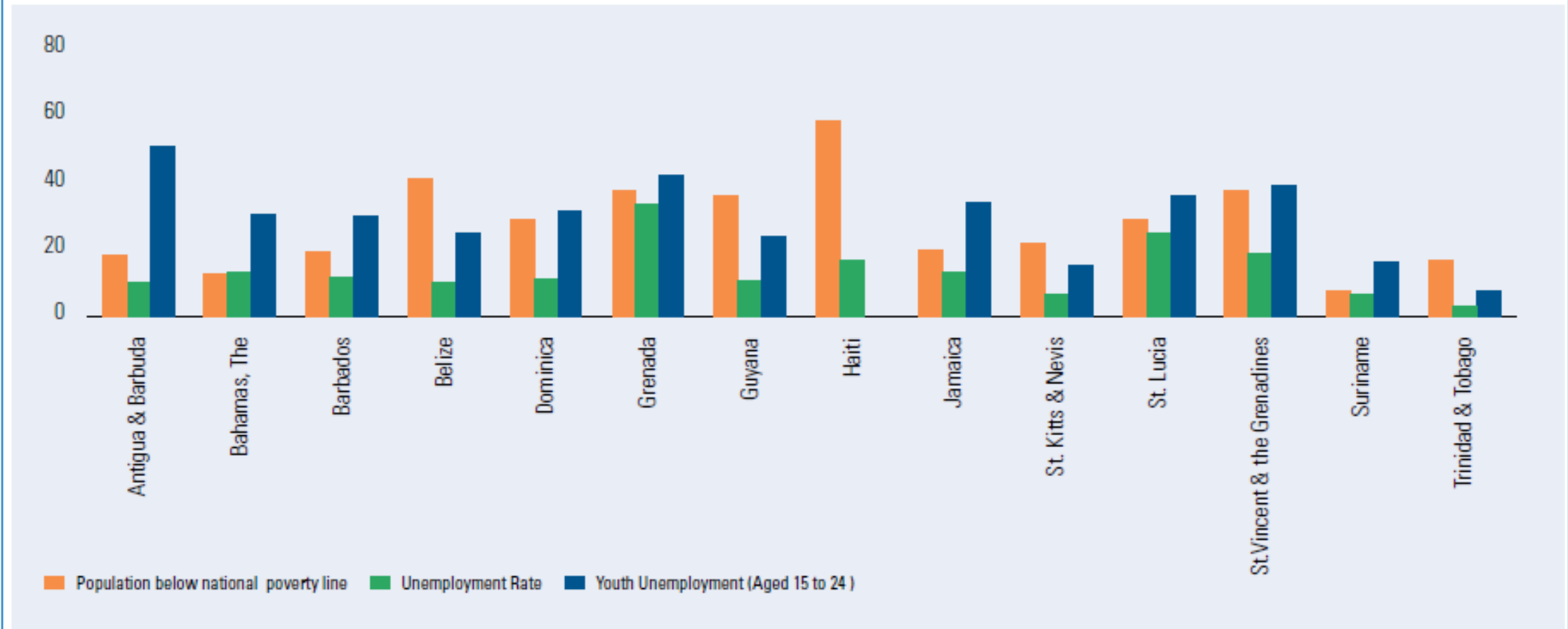
### Percentage of population poor



Source: Caribbean Development Bank (2016)

EXCERPTED FROM UNDP CARIBBEAN HUMAN DEVELOPMENT REPORT

## Unemployment is more severe among youth, with the exception of Belize, Guyana and St. Kitts & Nevis



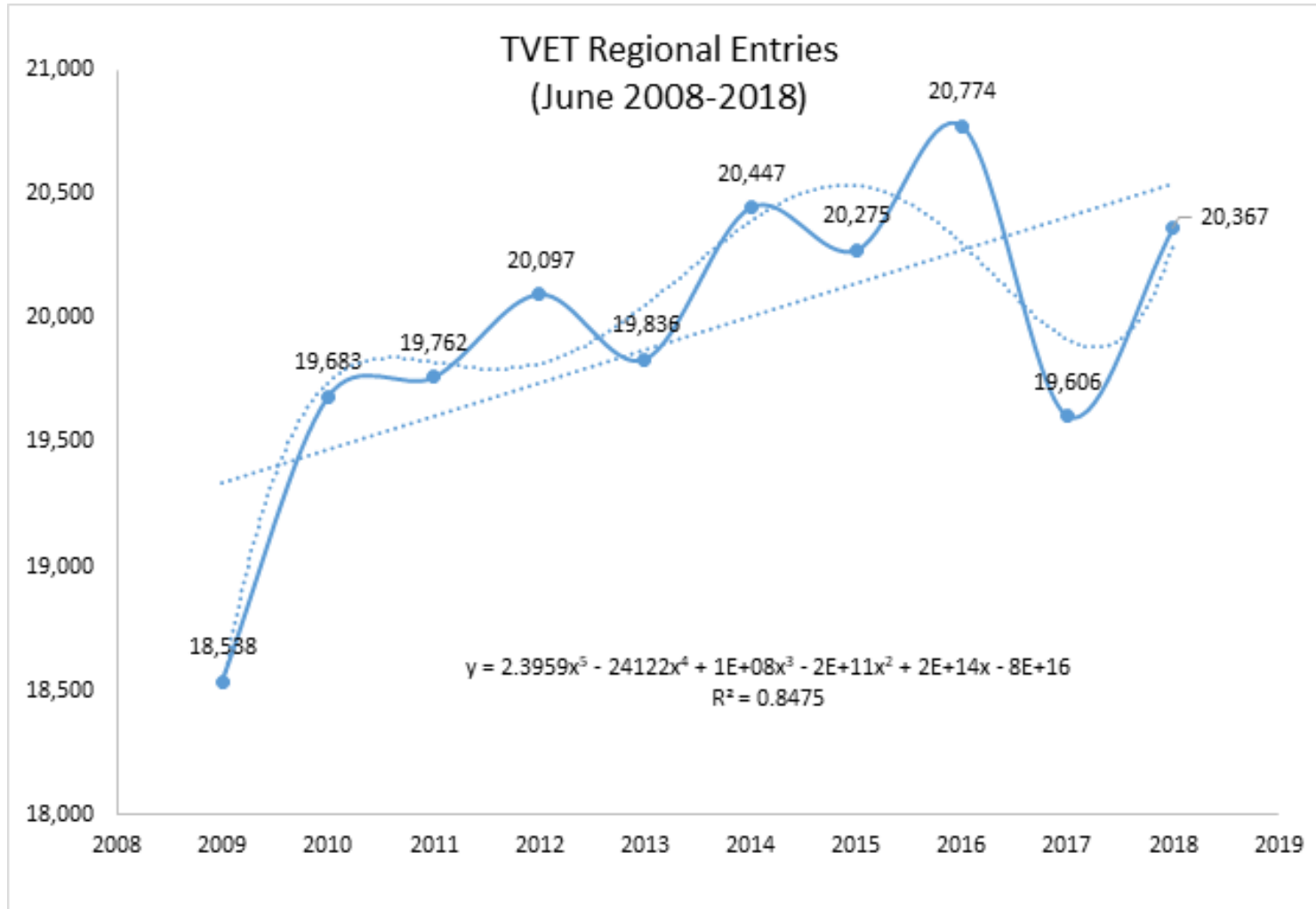
Source: CARICOM Regional Statistical Database; 2015 Economic Review and 2016 Forecast, Caribbean Development Bank; and World Databank <http://data.worldbank.org><sup>1</sup>

EXCERPTED FROM UNDP CARIBBEAN HUMAN DEVELOPMENT REPORT

# Regional TVET Entries



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# Barbados Labour Force by Occupation Group '000 - (2010-2017)



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YEAR (Ending December)	LEGISLATORS OFFICIALS MANAGERS	PROFESSIONALS	TECHNICIANS ASSOCIATE PROFESSION	CLERK	SERVICE WORKERS SHOPS AND MARKETS	SKILLED AGRICULTURAL AND FISHERIES WORKERS	CRAFT AND RELATED WORKERS	PLANT AND MACHINE OPERATORS AND ASSEMBLERS	ELEMENTARY OCCUPATIONS	NOT STATED	TOTALS
2010	11.2	15.8	13.8	17	22.3	3.2	15.6	6.1	21.8	0.2	127
2011	10.1	14.3	13.9	15.2	23.5	4.4	15.8	8.1	22.6	0.5	128.4
2012	9.7	15.5	13.8	14.2	23.4	3.3	15.2	7.3	22.5	0.4	125.3
2013	11.4	14.4	13.2	15	23.5	3.5	14.6	7.5	23	0.2	126.2
2014	10.5	14.5	13.2	14.4	24.8	4.4	14.4	7.3	20.7	0.4	124.8
2015	10.3	15.6	14.2	14.5	26.2	4.1	14.9	7.5	20.7	0.3	128.2
2016	10.7	14.7	14.4	14.2	28	4.1	17.1	7.4	22	0.3	132.9
2017	10.6	16.1	14.6	14.2	26.4	4.2	16.6	7.7	18.5	0.9	129.9



# Barbados Correlation Matrix



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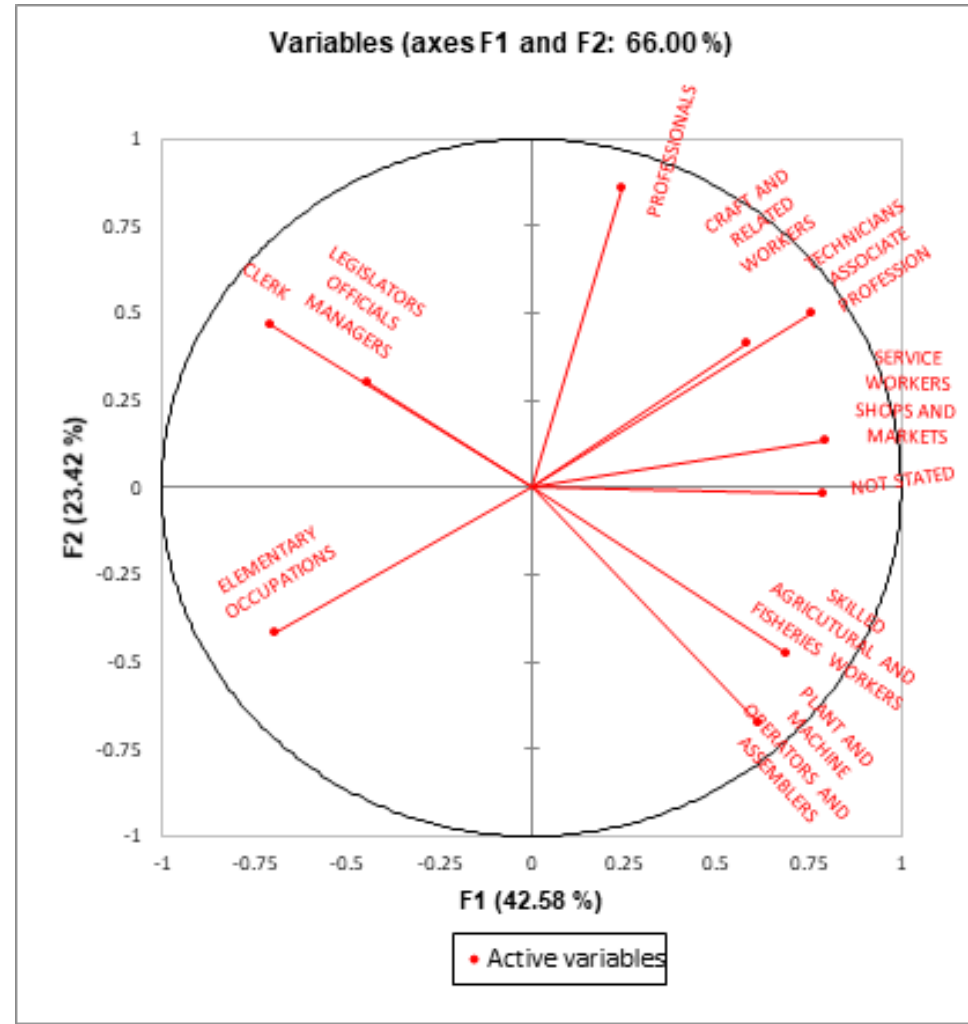
Variables	LEGISLATORS OFFICIALS MANAGERS	PROFESSIONALS	TECHNICIANS ASSOCIATE PROFESSION	CLERK	SERVICE WORKERS SHOPS AND MARKETS	SKILLED AGRICULTURAL AND FISHERIES WORKERS	CRAFT AND RELATED WORKERS	PLANT AND MACHINE OPERATORS AND ASSEMBLERS	ELEMENTARY OCCUPATIONS	NOT STATED
LEGISLATORS OFFICIALS MANAGERS	1	-0.082	-0.254	0.513	-0.098	-0.284	-0.022	-0.445	0.051	-0.352
PROFESSIONALS	-0.082	1	0.570	0.119	0.069	-0.340	0.244	-0.408	-0.607	0.363
TECHNICIANS ASSOCIATE PROFESSION	-0.254	0.570	1	-0.242	0.639	0.245	0.826	0.184	-0.517	0.530
CLERK	0.513	0.119	-0.242	1	-0.674	-0.496	-0.105	-0.695	0.293	-0.430
SERVICE WORKERS SHOPS AND MARKETS	-0.098	0.069	0.639	-0.674	1	0.580	0.542	0.380	-0.495	0.315
SKILLED AGRICULTURAL AND FISHERIES WORKERS	-0.284	-0.340	0.245	-0.496	0.580	1	0.184	0.682	-0.441	0.489
CRAFT AND RELATED WORKERS	-0.022	0.244	0.826	-0.105	0.542	0.184	1	0.107	-0.248	0.424
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	-0.445	-0.408	0.184	-0.695	0.380	0.682	0.107	1	-0.081	0.495
ELEMENTARY OCCUPATIONS	0.051	-0.607	-0.517	0.293	-0.495	-0.441	-0.248	-0.081	1	-0.738
NOT STATED	-0.352	0.363	0.530	-0.430	0.315	0.489	0.424	0.495	-0.738	1

# Barbados (Occupation Group)

## Symmetric Biplot



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# Jamaica Labour Force by Occupation Group – (2012-2018)



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Year (Starting January)	Professionals Senior Officials and Technicians	Clerks	Service Workers and Shop and Market Sales Workers	Skilled Agricultural and Fishery Workers	Craft and Related Trades Workers	Plant and Machine Operators and Assemblers	Elementary Occupations	Occupation not specified	NO PREVIOUS OCCUPATION	LABOUR FORCE	CLASSIFIABLE LABOUR FORCE
2012	238,800	110,100	278,200	200,100	167,500	70,900	173,400	3,500	39,100	1,281,600	1,242,500
2013	260,900	113,700	276,600	199,300	156,400	70,900	172,700	7,100	40,000	1,297,600	1,257,600
2014	262,200	118,700	270,200	206,000	155,200	71,400	175,100	4,800	41,500	1,305,100	1,263,600
2015	278,300	104,700	292,800	201,600	154,000	75,800	160,700	8,000	44,300	1,320,200	1,275,900
2016	281,100	86,500	296,500	192,700	157,700	74,600	199,700	6,300	46,900	1,342,000	1,295,100
2017	268,900	90,700	302,500	200,600	175,700	68,000	204,400	7,300	37,300	1,355,400	1,318,100
2018	267,400	91,300	308,800	202,800	165,500	68,200	196,200	7,000	26,000	1,333,200	1,307,200

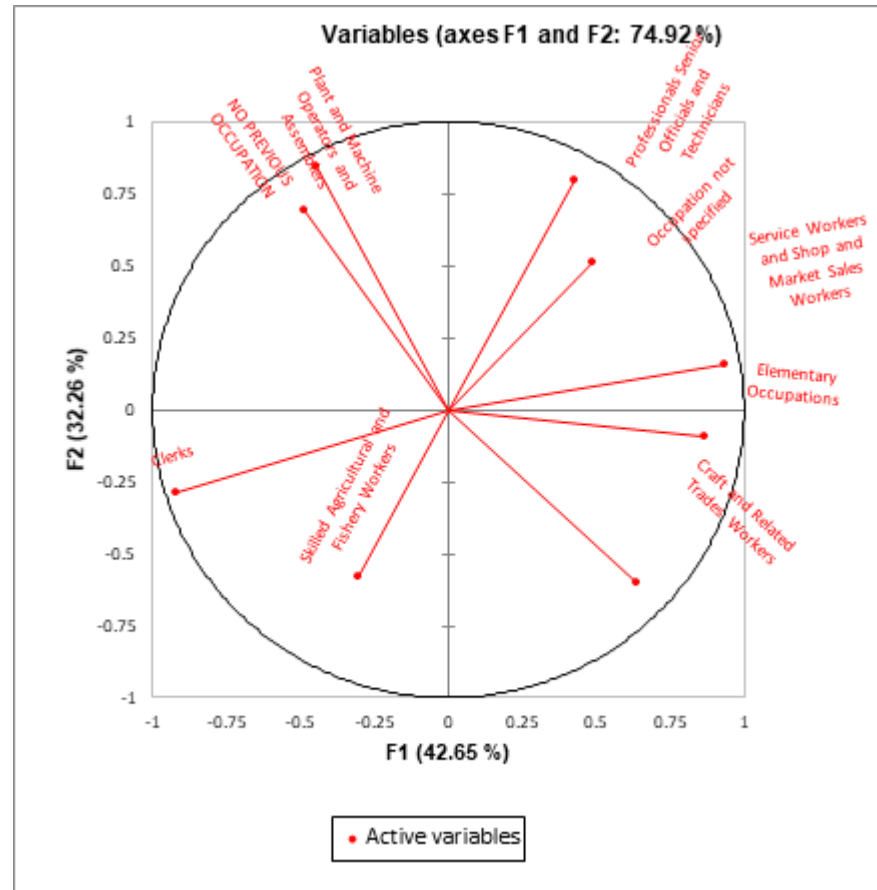
# Jamaica Correlation matrix



Variables	Professionals Senior Officials and Technicians	Clerks	Service Workers and Shop and Market Sales Workers	Skilled Agricultural and Fishery Workers	Craft and Related Trades Workers	Plant and Machine Operators and Assemblers	Elementary Occupations	Occupation not specified	NO PREVIOUS OCCUPATION
Professionals Senior Officials and Technicians	<b>1</b>	-0.555	0.540	-0.308	-0.319	0.424	0.289	0.772	0.259
Clerks	-0.555	<b>1</b>	-0.917	0.557	-0.457	0.112	-0.811	-0.434	0.203
Service Workers and Shop and Market Sales Workers	0.540	-0.917	<b>1</b>	-0.258	0.470	-0.222	0.667	0.595	-0.449
Skilled Agricultural and Fishery Workers	-0.308	0.557	-0.258	<b>1</b>	0.006	-0.377	-0.367	-0.117	-0.448
Craft and Related Trades Workers	-0.319	-0.457	0.470	0.006	<b>1</b>	-0.750	0.626	-0.093	-0.515
Plant and Machine Operators and Assemblers	0.424	0.112	-0.222	-0.377	-0.750	<b>1</b>	-0.509	0.101	0.808
Elementary Occupations	0.289	-0.811	0.667	-0.367	0.626	-0.509	<b>1</b>	0.146	-0.337
Occupation not specified	0.772	-0.434	0.595	-0.117	-0.093	0.101	0.146	<b>1</b>	-0.078
NO PREVIOUS OCCUPATION	0.259	0.203	-0.449	-0.448	-0.515	0.808	-0.337	-0.078	<b>1</b>

# Jamaica (Occupation Group)

## Symmetric Biplot



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# End of Presentation