



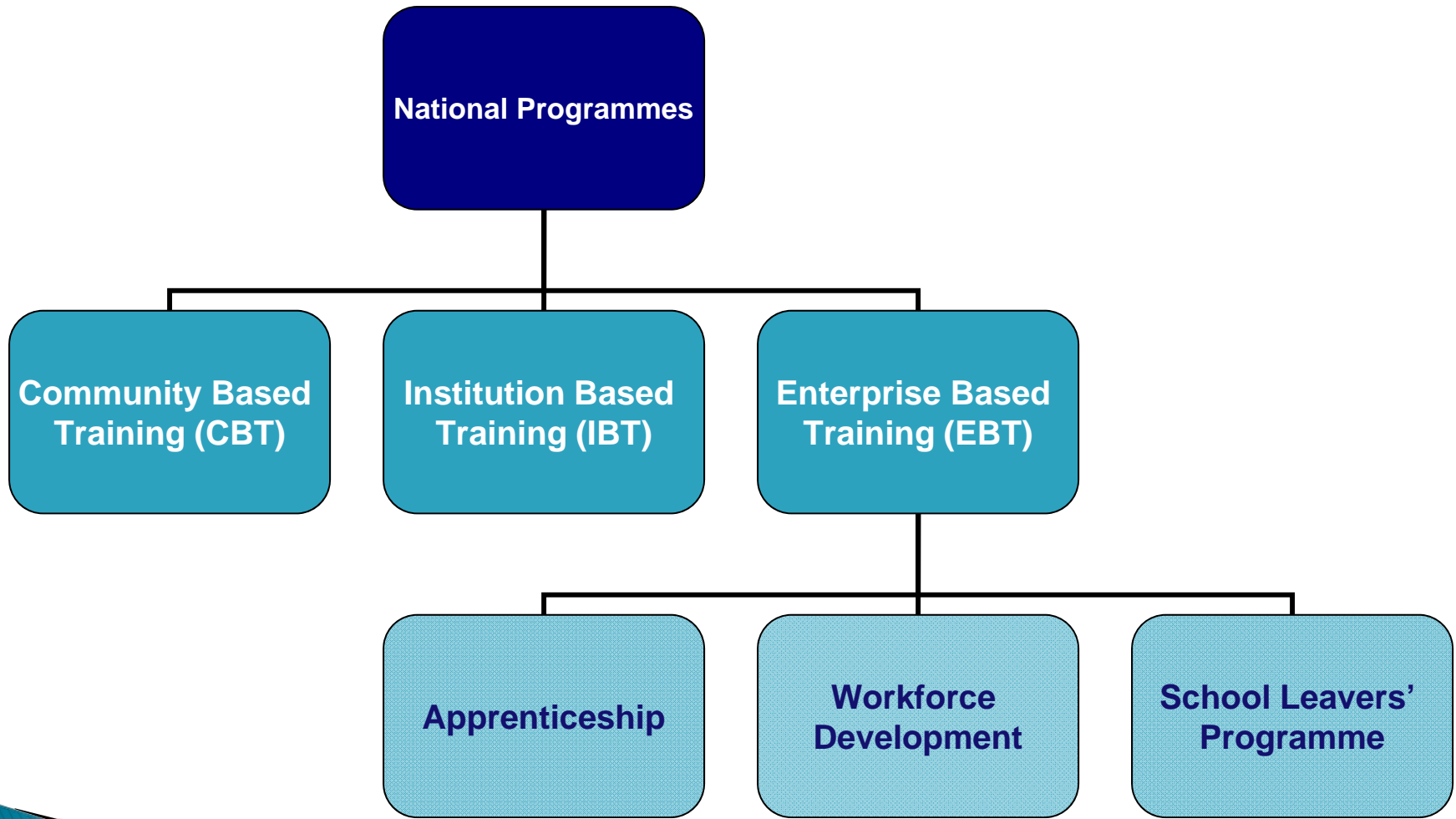
# **Proven Practices in Effective Youth Programming**

HEART Trust/NTA, Jamaica Model

# Competency-Based Skills

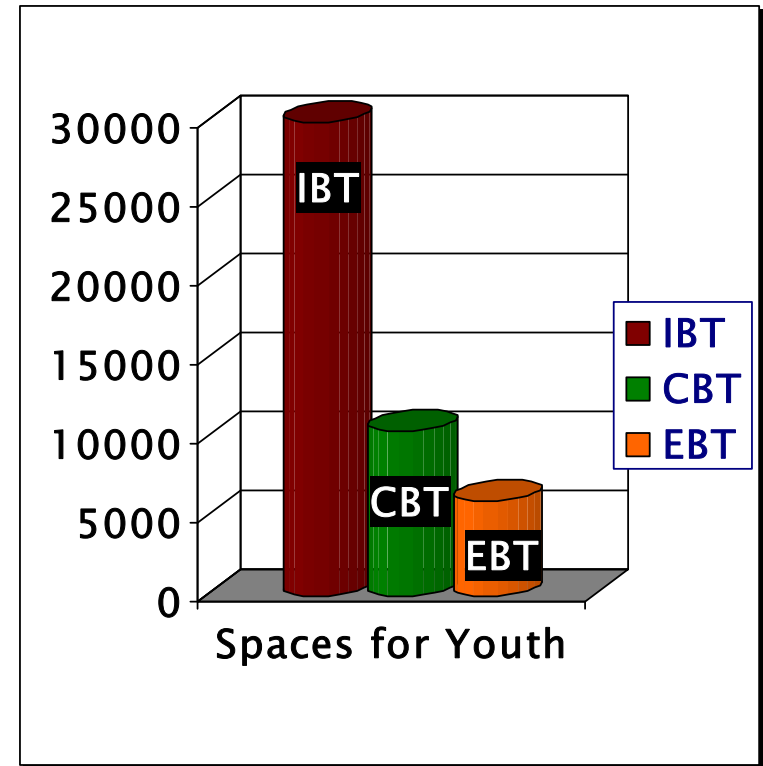
- ▶ A new National Qualification Framework (NQF) based on a standards-driven, competency-based (or outcomes-based) approach to education and training with five levels corresponding to levels of employment from semi-skilled to professional
  - Level 1: Directly Supervised Worker
  - Level 2: Supervised Skilled Worker
  - Level 3: Independent or Autonomous Skilled Worker
  - Level 4: Specialised or Supervisory Worker
  - Level 5: Professional or Managerial Worker

# TRAINING OPTIONS



# HEART Trust/NTA & Youth

- ▶ Approximately 70% of IBT and CBT capacity is devoted to youth with the remainder being unemployed adults 25 and over.
- ▶ 51,500 appx. training opportunities provided yearly



**NB.** *The total capacity of Institutions is about 50,000 and CBT about 15,000 annually as at 12/2009*

# PROGRAMME STRUCTURE



**Diagnostic Testing**  
(Career Counseling, Interest Inventory)

## SAMPLE CURRICULUM

- ❖ Skills Training
- ❖ Employability Skills
- ❖ Entrepreneurship
- ❖ Related Math, Language and IT
- ❖ Work Experience

## SAMPLE CURRICULUM

- ❖ Remedial Training ~ Math & Language
- ❖ Skill Training
- ❖ Employability Skills
- ❖ Entrepreneurship & IT
- ❖ Work Experience

## SAMPLE CURRICULUM

- ❖ On-the-Job Skill Training
- ❖ Employability Skills
- ❖ Career Development
- ❖ Entrepreneurship
- ❖ Information Technology

**IBT~**

**Academies/VTC**

**CBT ~**

**e.g. LEAP Ctr.**

**EBT ~**

**WFD, Apprenticeship**

**Internal Assessments and NVQ-J Certification**



# The Learning for Earning Activity Programme (LEAP) Centre

- ▶ 25 years in existence (started in 1985)
- ▶ Specially designed for “Street Children” and has expanded into a preventative centre as well~ now in-take includes children supervised by the courts, high school drop-outs, children of deportees etc.
- ▶ Main aim is to provide immediate income to the youth while empowering healthy life choices.

# LEAP Centre ~ Flagship for At-Risk Interventions

Three components to the training model:

1. **Rehabilitation/Re-integration –**
  - a) Clinical Social Work Intervention—crisis intervention
  - b) Career Counselling—individual education plan
  - c) Access to Clinical Psychologist (referrals)
  - d) Life Coping Skills—healthy lifestyle & family life education
  - e) Sports and Culture (Music, Drama and Dance)
  - f) Parenting Workshops
  - g) Volunteerism

# LEAP Centre ~ Flagship for At-Risk

## Interventions cont'd

2. **Academic Unit** – Diagnostic Assessment, Remedial Mathematics, Language & Communication and Information Technology.
3. **Skills Training (Learning & Earning Component):**
  - *NCTVET NVQ level 1* – Food Preparation (cookery), Metal Engineering Maintenance (Electrical Installation)
  - *NCTVET Joint Certification* – Shoemaking and Repairs, Art and Craft, Food Preparation (Cookery), Metal Engineering Maintenance (Electrical Installation)
  - *In Plant Training* – Auto Mechanics/ Auto body Repairs, Cosmetology, Tailoring, Woodwork and Welding.



# PARTNERSHIPS

**Industry**

**Other Training  
Institutions**



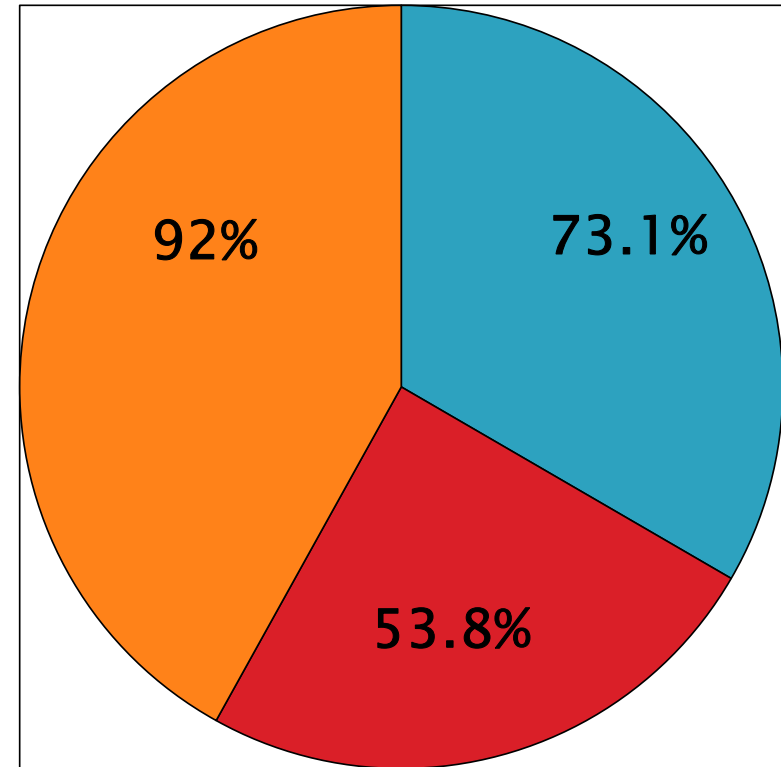
**Donor Agencies**

**NGOs & Civil Society**

2008

# PROGRAMME EVALUATION

- ▶ 92% of learners satisfied with programme length
- ▶ 73.1% of learners training adequately provides them with the right attitude for work
- ▶ 53.8% of learners indicated that the training adequately equip them with enough skills to start their own business;
  - 34.6% also believe the training equip them with the skills needed to start their own business but not adequately



# REPLICATING the MODEL

- ▶ Partnerships with NGOs, businesses etc.
- ▶ Community-Based Training approach ~ lower costs
- ▶ Act as a broker agency between employers and the youth ~ internship/apprenticeship etc
- ▶ Offer a stipend tied to attendance
- ▶ On-the-job training increases likelihood of their participation
- ▶ Discreet Additional Assistance on a needs basis
- ▶ Flexibility
- ▶ Unit Competencies
- ▶ Earning Capabilities
- ▶ Regional Accreditation~ Jamaica authorized to offer CVQ June 2007
- ▶ Limit diagnostic testing
- ▶ Remedial Training
- ▶ Competency based– ‘Practicals’, role play, on-going assessments and projects.

*Administration*

*Learners*

# CONCLUSION

- ▶ These programmes focus on identity, self esteem, respect, values and attitudes, tolerance, and conflict management.
- ▶ Work Experience Placement/On-the Job Training
  - The firm gets more involved in the training process, thus improving the relevance of training to the employers immediate needs.
  - Training programmes are usually shorter, with the time in the firm used to consolidate the skills acquired in the training programme



**THANK YOU**