

## Human Employment and Resource Training Trust

<b>Title</b>	Human Employment and Resource Training Trust / National Training Agency (HEART Trust/NTA)
<b>Coverage</b>	Jamaica
<b>Organization/enterprise</b>	National Training Agency (national initiative supported by employers)
<b>Topic</b>	Vocational training Career guidance
<b>Target group and outreach</b>	Working-age Jamaicans in need of skills required by the labour market (including unemployed youth and school-leavers)
<b>Purpose</b>	Training is provided in institutions, at work places and in community-based settings. The National Qualifications Framework ensures that participants who demonstrate competency according to the industry standard receive certification that conforms to international standards.
<b>Key features</b>	(1) Delivers training in different settings (2) Offers certification to international standards (3) Facilitates job search through IT uses (4) Offers transition management services for individuals
<b>Strategy and approach</b>	<p>HEART was launched in 1982 and has evolved into the National Training Agency. With the introduction of the New Business Model based on a competency based approach the Agency increased enrolment to just over 100,000 individuals in the 2006/7 financial year.</p> <p>The training delivery system comprises three main modalities:</p> <ul style="list-style-type: none"> <li>• Institutional Based Training (IBT) in 26 academies, institutes and vocational training centres</li> <li>• Community Based Training (CBT) in over 100 projects and partnerships with community groups, churches and NGOs across the island</li> <li>• Enterprise Based Training (EBT) includes industry interventions, workforce improvement through training and certification, and the school leavers and traditional apprenticeship programmes</li> </ul> <p>The Vocational Training Development Institute (VTDI) provides tertiary training and prepares training staff for the entire national system. This institution also has responsibility for the training and certification of assessors who are an integral part of the framework.</p>
<b>Partners</b>	<p>Partnership is one of the core values of the HEART NTA, which is an agency of the Ministry of Education and Youth &amp; Culture. Many collaborative arrangements have been cemented locally and nationally. The Ministry of Labour has partnered with the organization to facilitate employment of graduates in the attempt to meet the increasing global demand for skilled workers. Currently there is an Memorandum of Understanding with the Jamaica Employers' Federation (JEF).</p> <p>HEART is also a founding member of the Caribbean Association of National Training Agencies (CANTA) and has used this vehicle to promote the Qualifications Framework and competency-based education and training in Caricom. Caricom has recently given permission for the issuance of the</p>

	<p>Caribbean Vocational Qualification (CVQ), which will ensure portability and free movement of labour as the region moves towards the Caribbean Single Market and Economy (CSME).</p> <p>HEART, through the formation of WorldSkills Jamaica, is now a member in WorldSkills International, an organization that aims to promote vocational education and training according to world-class competency standards. Jamaica was the first Caribbean nation to become a member and participated in the competition in Finland 2005.</p>
<b>Major achievements</b>	<p>The initial funding by international donors allowed the agency to remain politically independent. Prudent financial management and the establishment of a Compliance and Remittance Department in 1991 has enabled the Trust to broaden access to training and certification and increase enrolment from 30,000 per annum to a projected 107,000 for fiscal year 2007. The organization has remained relevant to the needs of the labour market as given market demand resources are redirected to the hospitality and construction sectors to meet rapid expansion driven by foreign direct investment. These sectoral demand changes have resulted in an emphasis on higher-level training to better complement the complex nature of today's jobs.</p> <p>Career development and facilitation services have been expanded through integration of technology with the establishment of One Stop Career Development Centers across the island. A Career Development and Employment Facilitation website complements these services. The agency, through its Regional Programme Services Department, now provides transition management services for individuals who have changed jobs or whose positions have been made redundant.</p>
<b>Additional information</b>	Film (Source: Employers' Organizations and Enterprise Development in the Informal Economy: Moving from informality to formality (CD-ROM), Bureau for Employers' Activities, ILO)
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<b>Internet link</b>	<p><a href="http://www.heart-nta.org/">http://www.heart-nta.org/</a></p> <p><a href="http://www.ilo.org/public/english/employment/gems/eeo/program/jamaica/heart.htm">http://www.ilo.org/public/english/employment/gems/eeo/program/jamaica/heart.htm</a></p> <p><a href="http://www.ilo.org/public/english/region/ampro/cinterfor/ifp/heart/newweb.htm">http://www.ilo.org/public/english/region/ampro/cinterfor/ifp/heart/newweb.htm</a></p> <p><a href="http://www.worldskillsjamaica.org/">http://www.worldskillsjamaica.org/</a></p>

Source: HEART Trust -NTA