



Bahamas

Technical & Vocational Institute

2020 - 2021

Annual Report

The background of the page features a photograph of a single-story building with a white facade and a corrugated metal roof. Two tall palm trees stand in front of the building, and a paved walkway leads to the entrance. The sky is clear and blue.

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Message from **Dr. Robert W. Robertson** *President*



The 2020-2021 academic year has been an exceptional year on so many levels. Foremost, we witnessed a collective commitment to excellence by our students, faculty, staff and stakeholders. Meanwhile, we continue to adhere to efforts to mitigate the COVID-19 pandemic by wearing masks, social distancing, handwashing and taking online classes. We have certainly adjusted to the times in which we live.

Despite being in the middle of a global pandemic, BTVI embarked on projects that sought to offer solutions for a post-pandemic economy. We developed short courses for those who lost their jobs, were furloughed or just needed an extra skill to earn extra income. Such projects include the **Revive Academy** which was an initiative by the **Citizens Security and Justice Program** for at-risk youth, the **Teaching Essentials Nano Degree Program**, the **National Center for Construction Education and Research (NCCER)** training for industry and future craftsmen and more. Furthermore, our **Dean of Construction and Workforce Development, Alexander Darville** and I completed a research paper highlighting BTVI's efforts and strategies to help rebuild the economy. These initiatives contributed to an increase of BTVI's brand throughout the country, while our reputation of being the premier technical and vocational institute in The Bahamas has been sustained.

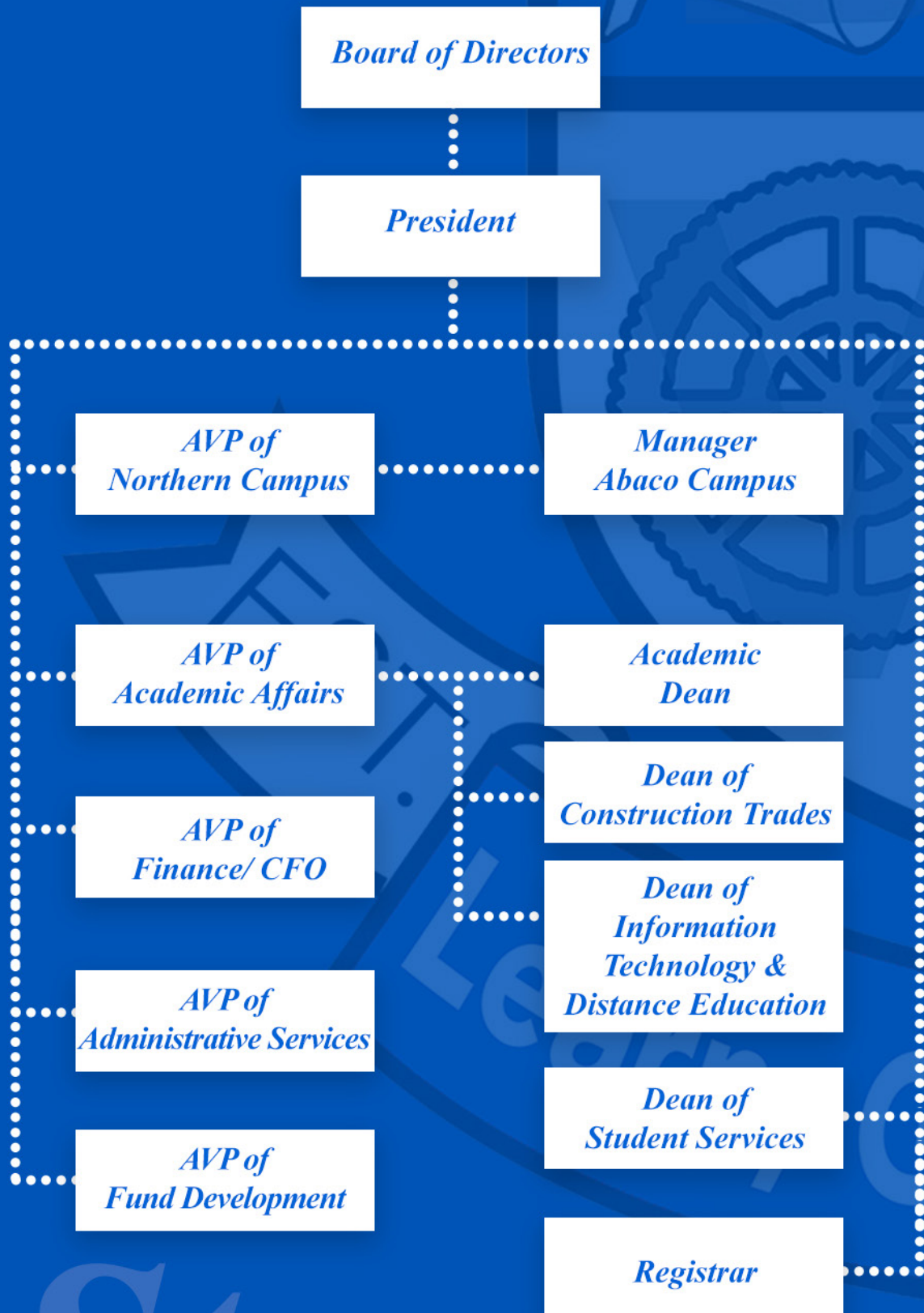
Additionally, we have again been recognized for 2020 as the **Computing Technology Industry Association's (CompTIA)** leading learning partner in the Caribbean and Latin America. Receiving this international recognition at a time when the world is operating technologically, shows that BTVI is moving in the right direction.

While we appreciate the recognition we receive globally, it is our students' testimonies we value most. We launched our third **BTVI Proud campaign** which highlighted seven alumni from our seven trade areas of which we offer multiple disciplines. **2017 Information Technology (IT) graduate, Jonathan Harris-Smith** said, "BTVI taught me nearly everything I know about Information Technology and thanks to the program's global certifications, I freelanced and was then hired before getting my degree." He is now an IT Assistant at Lightbourn Trading and has definitely made us proud!

While this academic year has been unlike any we have ever seen before, the team of staff and faculty we have at BTVI made the adjustment possible and efficient. We were forced to expand beyond our comfort zone, inclusive of hosting virtual student orientations for new students and virtual open houses to recruit students, in addition to drive-in certificate ceremonies and a weekend application drive.

I continue to be inspired by the aforementioned efforts and the team around me...a team committed to ensuring our students continue to thrive in a learning environment conducive to enabling individuals to become globally competitive and economically independent.

Organizational Structure



Board of Directors

Mr. Kevin Basden

Chairman

Mr. Peter Whitehead

Deputy Chairman

Dr. Cypriann Strachan

Director

Ms. Myra Mitchell

Director

Mr. Don Forbes

Director

Mr. Caldwell Pratt

Director

Mr. Errol Davis

Director

Mr. Osano Neely

Director

Mr. Michael Pratt

Director

Ms. Kathy Ingraham

Director

Dr. Robert W. Robertson

Ex-Officio

Senior Executive Team

Dr. Robert W. Robertson

President

Ms. Zakia Winder

Associate Vice President, Administrative Services Associate

Ms. Veronica Collie

Vice President, Northern Campus

Ms. Alicia Thompson

Associate Vice President, Fund Development

Mr. Andrew Gape

Associate Vice President/CFO, Finance

Dr. Pleshette McPhee

Academic Dean

Mr. Alexander Darville

Dean of Construction Trades & Workforce Development

Mr. Anthony Ramtulla

Dean of Information Technology & Distance Education

Ms. Racquel Bethel

Dean of Student Services



MISSION

To provide learning opportunities that enable individuals to be globally competitive and economically independent.

VISION

The Bahamas Technical and Vocational Institute (BTVI) will be known for its innovativeness, quality customer care and achieving business and industry trends in preparing individuals for the world of work.

Strategic Plan (2016-2021)

Goals to assist in guiding the organization include:

A. STUDENTS FIRST

Review, develop and implement an innovative process to maximize student success.

Utilize best practices to improve student success and the college experience.

Provide a supportive, nurturing learning community for all students.

Establish learning and learning support systems and techniques designed to reduce achievement gaps among groups of learners from diverse backgrounds.

Build processes to engage students in organizational decision making.

Enhanced use of technology to improve student skills.

B. ACADEMIC EXCELLENCE

Quality programs; quality instruction.

Identify key accreditations: both existing and of value to the organization.

Leverage best practices to promote exemplary teaching, learning and professional development.

Promote excellence in teaching and

scholarship.

Provide a supportive, nurturing learning community for all students.

C. COMMUNITY ENGAGEMENT

Structured, proactive approach to engage stakeholders including the development of a marketing plan that includes better use of technology options including the web page.

Develop and implement service projects to assist our communities.

Develop a marketing program and build the BTVI brand.

Engage graduates as “ambassadors” of the institute.

D. HIGH PERFORMANCE ORGANIZATION

Support employee professional development, career growth and healthy living.

Develop training and professional development opportunities.

Continued improvement to develop and enhance processes that optimize efficiencies.

Ensure that operational alignment of efforts is attained for efficiencies.

Develop and report Key Performance Indicators (KPIs).

Report on operational results, publicly and transparently.

Recognize and support a multi-campus concept approach.

E. SUSTAINABILITY

Use a model like the Balanced Scorecard (BSC) to develop and use measures to reflect the mission and vision of BTVI.

Manage campus operations to promote a secure, safe and clean campus.

Enhance the “curb appeal” of the facilities.

Monitor and improve energy use to promote environmental and financial stewardship.

Ensure fiscal responsibility, including budgeting for replacement and a contingency reserve.

Use process improvements (technology) to gain efficiencies and drive better customer service.

Key Statistics

Graduates by Program 2021

Program	Graduates	%	Male	Female
Office Administration A.A.S.	27	9%	3	24
Auto Mechanics	1	0%	1	0
Barbering	0	0%		
Barbering 2	0	0%		
Business Office Technology	4	1%	0	4
Carpentry	0	0%		
Cosmetology	22	7%	1	21
Construction Technology A.A.S.	4	1%	2	2
Electronics & Cable Installation	4	1%	4	0
Electronics Engineering Installers A.A.S.	1	0%	0	1
Electrical Installation	8	3%	7	1
Esthetics	8	3%	0	8
Fashion Design Production I	0	0%		
Fashion Design Production II	1	0%	0	1
Human Resource Certificate	11	4%	0	11
Human Resource A.A.S.	14	5%	3	11
Heating Ventilation & AC	2	1%	1	1
IT Management	4	1%	3	1
IT Entry Level	2	1%	0	2
IT Server Plus	0	0%		
IT Software Engineering	0	0%		
IT Network Engineering	3	1%	3	0
IT Support Specialist	1	0%	1	0
Media Technology Certificate	1	0%	1	0
Natural Hair	6	2%	0	6
Nail Technology	0	0%		
Office Assistant	35	12%	2	33
Plumbing	2	1%	2	0
Massage Therapy	25	8%	5	20
Welding	1	0%	1	0
Totals	187	63%	40	147

Enrollment by *Degree ID*

Degree ID	FALL 2020	SPRING 2021	SUMMER 2021	SUMMER 2 2021
Associate of Applied Science Degree	457	493	258	8
Diploma	158	171	66	3
Certificate	575	589	270	28
Tech Prep	225	243	84	1
Special Interest	38	80	44	7
Professional Development	34	109	71	
ICT		92		
NCCER	62	109	3	
MOE NANO	178			
REVIVE		200	50	
Virtual Lab Programme	40			
Citizens Security & Justice			27	
Center for Online & Distance Learning	11			
Totals	1778	2086	873	47

Enrollment by *Campus*

	Nassau	Freeport	Andros	Virtual	Total
Fall 2020	397	53	6	1322	1778
Spring 2021	248	26	2	1810	2086
Summer 2021	178	25	2	674	879
Summer 2 2021	5	0	0	50	55
Total	828	104	10	3856	

Total Enrollment Data Including Special Programs



BTVI PROUD



“The training I received at BTVI prepared me for the electronics industry. Also, the entrepreneurial class was definitely a plus. It taught me how to effectively set up and run my business, and how to make it more efficient. Today, I am a hands on, certified Electronic Systems Contractor.”

Ryan Bethell

*1995 Electronics graduate
2020 Distinguished Alumni Achievement awardee
Owner, Touch Control Ltd.*

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BTVI242



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*Turn Your
Passion
into Your
Profession*

2020
-2021
*Year
in Review*

BTVI RECEIVES OUTSTANDING IT LEADERSHIP AWARD

A “perennial leader,” exemplifying the “highest commitment” to educating and certifying IT students.

The Bahamas Technical and Vocational Institute (BTVI) was recognized in 2020 as the **Computing Technology Industry Association’s (CompTIA)**, leading learning partner in the Caribbean and Latin America.

According to **CompTIA’s Director of Latin America and the Caribbean, Leonard Wadewitz**, BTVI has won the award for several reasons including teaching a comprehensive program, which includes several certifications, in addition to its commitment to a complete CompTIA program which develops new IT professionals.

CompTIA took special note of BTVI’s **Information and Communication Technology (ICT) program**. Students heading into 10th grade, are given the opportunity to gain hands-on training, college credits and international certifications.

In 2017 and 2018, BTVI received the top award for the highest CompTIA certification scores out of 40 testing centres in the Latin America and Caribbean regions. BTVI has over 300 students taking CompTIA exams annually.



Bahamas
Technical & Vocational Institute

CompTIA

Shown here are BTVI's Dean of Information Technology and Distance Education, Anthony Ramtulla (R) and President, Dr. Robert W. Robertson.



BTVI Secures Additional City & Guilds Qualifications

Approved to level-up your employability skills.

The Bahamas Technical and Vocational Institute (BTVI) was recently approved to offer two additional **City & Guilds** qualifications: **Introductory Award in Employability Skills** and **Certificate in Employability Skills**. The institution also offers the City and Guilds Level 3 Diploma in Engineering Maintenance, Installation and Commissioning.

Considered one of the leading skills development organizations, City and Guilds provides training services to a variety of sectors to meet the needs of today's workforce. Its qualifications are valued by employers across the globe. They offer a wide range of vocational qualifications in several occupational areas, ranging across eight levels, from entry to high-order, which are designed for cross-border employment.

BTVI staff have participated in City & Guilds training workshops since the institution acquired the accreditation from the United Kingdom-based London institute in 2018.

City and Guilds has a presence in more than 80 countries and is considered one of the leading skills development organizations.



Bahamas
Technical & Vocational Institute

City & Guilds





BTVI President Receives University of London Grad Diploma

President of the Bahamas Technical and Vocational Institute (BTVI), Dr. Robert W. Robertson, has been awarded a **Graduate Diploma in International Development by the London School of Economics (LSE) and Political Science at the University of London.**

Developed by academics at LSE, the diploma provides a strong grounding in international development and helps to develop critical skills for a wide range of real world professional situations. It also helps learners understand the fundamentals of economics, sociology, and how urbanization, gender issues, poverty and social exclusion affect the process of development.

Dr. Robertson, who is a **Fulbright Specialist**, is the first president of the institution. Since his appointment in 2016, he continues to use his international, online, adult learning and workforce skills development at BTVI. When COVID-19 hit The Bahamas in early 2020, Dr. Robertson led the charge in ensuring that the institution developed online classes to expand its reach to improve skills development throughout The Bahamas in a more flexible manner, which matches the needs of working professionals and the environment the world now finds itself in.

*First
President
of BTVI*

Certified Technical Training Begins on Moore's Island

Thirty residents of Moore's Island received accelerated training towards **National Centre for Construction Education and Research (NCCER) certification**.

Facilitated by the Bahamas Technical and Vocational Institute (BTVI) and **Valencia College** in Florida, the first phase of the training required 80 contact hours over a 20-day period. NCCER develops standardized construction and maintenance curriculum and assessments with portable industry-recognized credentials. Its core curriculum is a pre-requisite for all NCCER training and consists of nine modules. Thirty laptops, a projector,

speakers and NCCER program booklets were bought with a portion of the proceeds from the **RBC Race for the Kids** held in January 2020.

BTVI's Dean of Construction and Workforce Development, Alexander Darville, noted that with Moore's Island being a fishing village off Abaco, many of the all age school students go fishing after graduating. He believes it is because of the lack of exposure to other skills.

Upon completion of the NCCER's core curriculum, students receive an NCCER wallet card and a certificate; they are entered into the NCCER's Automated National Registry

(ANR) from which future employers can verify student credentials.

Representing **Valencia College** during the training was **Master Trainer and Construction Programs Manager, Mark Hughes**.

Additionally, **Ministry of Education, Abaco District Superintendent, Dominique Russell**, expressed thanks to BTVI for connecting in such a major way with the people of Moore's Island.

Moore's Island, **Chief Councillor, Dalson Stuart**, recognized that BTVI is playing a role in empowering the young people.

In front row from left to right are: Deputy Chief Councillor, Ganvia Stuart; student, Monolisa Munroe-Davis; Moore's Island All Age School Principal, Ruthmae Rolle-Davis and NCCER craft instructor and Moore's Island All Age School teacher, Carlotta Simms. To the rear are students, Phillip Sweeting, Randy Hield and Trenton Gray.





Christabelle Izevbizua has built a coffee table, television stand, cabinet, dinner table, work bench and planter boxes. Her current and biggest project thus far, is working on an automatic driveway gate.

This 2019 carpentry graduate of the Bahamas Technical and Vocational Institute (BTVI) is putting all she has learned to use. Christabelle has been an apprentice at **Caso Kitchen & Design** since September, 2020 and is excited about gaining more knowledge and experience.

Having recently worked inside a kitchen cabinet, Christabelle, whose brand for her work is Bellewood By Design,

said she is passionate about what she does.

Questioned as to whether there is anyone locally she looks up to in the field of carpentry, Christabelle who recycles pallet wood for her personal projects, admitted that she has not been exposed to enough people to emulate anyone. However, two construction trades' instructors at BTVI, who impacted her were **Graham Thornley**, who taught Carpentry and **Sheldon Maycock**, who taught Blue Print Reading.

BTVI's Dean of Construction Trades and Workforce Development, Alexander Darville,

noted that there is a need for skilled labourers, including carpenters. He welcomed the new addition to the field.

Additionally, Christabelle, who is the mother of one, said it is her 11-year-old son, her significant other and a few close friends, who motivate her to keep doing what she loves. She pointed out that her mother is her greatest supporter.

She added that females in trades seem to be a foreign concept to too many people.

Rising Female Carpenter Calls For Respect



A beaming Kareem Johnson of the Ministry of Education's Jump Start program, hugged his mother after completing the first cohort of the National Center for Construction Education and Research (NCCER) core program, facilitated by the Bahamas Technical and Vocational Institute.





Ministry of Education, Deputy Director of Curriculum, Sharon Poitier and program participant, Simone Seymour.



Graduate response being presented by, Cohort 1 participant, Donnie Deligence.



Program participant, Julius Rahming and his excited mother.

Youth Complete Vocational Program

It was considered an “historic day,” as the Bahamas Technical and Vocational Institute (BTVI) celebrated the first cohort of the **National Center for Construction Education and Research (NCCER)** core program.

After 80 contact hours, the participants – some of whom were high schoolers – were trained in general maintenance.

They learned the fundamentals of construction site safety, construction math, construction power tools, construction hand tools, communication skills, employability skills, construction drawing and material handling, with some of them choosing rigging as an option.

All modules had to be completed with a score of 70% or above in

order for students to pass the NCCER core credential.

Among the 30 participants at the drive-in completion ceremony on the grounds of Chapel on the Hill, Tonique Williams-Darling Highway, were some students of **Teleos Christian Academy** and the **Ministry of Education’s Jump Start program**.



Adrian Neely of Telios Christian Academy (l) and President of the Bahamas Technical and Vocational Institute (BTVI), Dr. Robert Robertson, do an elbow bump during the completion ceremony.

*Cisco Partners with BTVI to Build **Technology Hub***

A government arrangement with United States-based networking solutions giant **CISCO**, will result in training for 100 local programmers.

Under the Memorandum of Understanding (MoU) between the government and CISCO, the company will assist in:

- Providing knowledge and opportunities;
- Aid in strategy development for an Innovation Center in partnership with the University of The Bahamas Northern Campus;
- Offer technical guidance to the government on building a tech hub;
- Partner with the Bahamas Technical and Vocational Institute (BTVI) to train some 100 individuals in software development to build in-country talent based on CISCO standards.

Individuals will gain access to CISCO's talent bridge with a view to identifying possible job opportunities within CISCO and its partners.

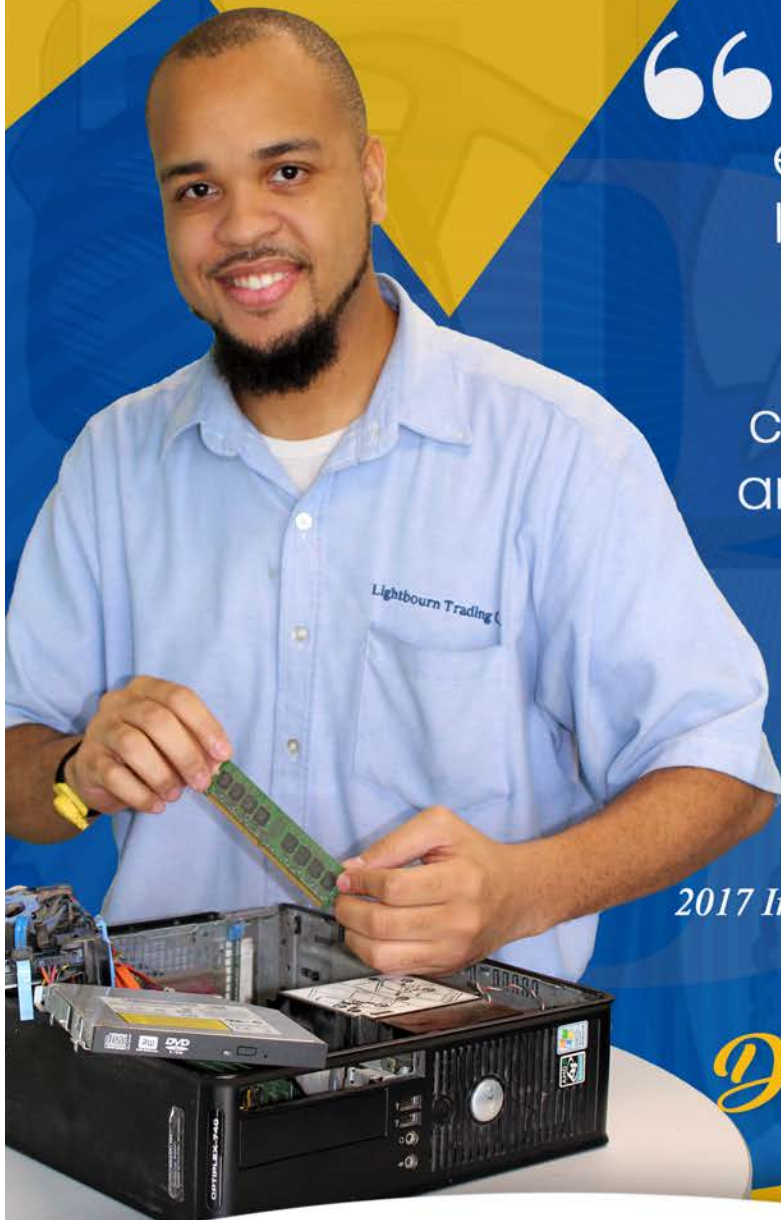
CISCO's president for Latin America, Jordi Botifoll, noted that CISCO has already trained more than 2.5 million people in Latin America and added that developing local talent in the tech space will attract developers.

Source: Eyewitness News

*The
Bahamas
is making
a huge step
forward
in its tech
industry
ambitions!*



BTVI PROUD



“BTVI taught me nearly everything I know about Information Technology and thanks to the program's global certifications, I freelanced and was then hired before getting my degree.”

***Jonathan
Harris-Smith***

*2017 Information Technology Management graduate
Information Technology Assistant,
Lightbourn Trading*

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BTVI Holds First Virtual Graduation



Former Grand Bahama Student Government Association President and 2020 Auto Mechanics graduate, Del-LaMarr Davis.



Standing are then Chief Aliv Officer, Damian Blackburn (l) and BTVI's President, Dr. Robert W. Robertson. Seated are BTVI's Registrar, Samara Rolle (l) and BTVI's Associate Vice President of Fund Development, Alicia Thompson.

The Bahamas Technical and Vocational Institute (BTVI) held its first virtual graduation in December 2020, following three semesters of online learning. A total of 197 students graduated from the institution's New Providence, Grand Bahama – and for the first time – Andros campus.

The three Andros graduates were a part of the Office Assistant program.

BTVI's **President, Dr. Robert W. Robertson**, encouraged the students to continue wearing masks for safety purposes, but to pull off the masks of complacency, insecurity and inconsistency.

Dr. Robertson thanked the Class of 2020 for adjusting with the institution as it pivoted the classroom landscape to online platforms as a result of the COVID-19 pandemic.

Also, **Auto Mechanics graduate Del-LaMarr Davis**, shared encouraging words with his fellow graduates. He was one of 35 students who transferred from BTVI's Grand Bahama campus and Abaco center after both were

damaged by hurricane Dorian.

As in the previous years, Aliv awarded two students with the **Aliv Award of Excellence**. Then **Chief Aliv Officer, Damian Blackburn**, presented the awards to **New Providence Electrical Installation graduate, Caroll LaFleur** and **Grand Bahama Office Assistant graduate, Angia Russell**.

2020 was the fourth year Aliv partnered with BTVI to sponsor its commencement ceremony.



197
GRADUATES



BTVI Donates to Cancer Society

The Bahamas Technical and Vocational Institute (BTVI) made a donation to the **Cancer Society of The Bahamas** to aid in the organization's efforts to help those fighting the disease. For the past 10 years, BTVI has held its **Pink Awareness Bake Sale** with all proceeds being donated to cancer awareness support groups in the nation.

The Cancer Society of The Bahamas' **Administrator, Errin Storr**, thanked BTVI for its donation, especially during a time when they are limited due to the pandemic. Ms. Storr said all of the organization's fundraisers were cancelled this year so no donation is too small.



Pictured left to right is BTVI's Dean of Student Services, Racquel Bethel; the Cancer Society of The Bahamas' Administrator, Errin Storr and BTVI's President, Dr. Robert W. Robertson.

BTVI Alum Credits Study Abroad As ‘Game Changer’

Gerrard Russell, a **2016 Information Technology Management graduate** of the Bahamas Technical and Vocational Institute (BTVI) now works with a Managed Service Provider (MSP) company which oversees the IT infrastructure of several hundred companies in **Ontario, Canada**.

Reminiscing on his journey, Gerrard who completed an **Advanced Diploma** in

It was that study abroad experience in 2014 that motivated Gerrard to go abroad for further study and training after he graduated from BTVI, although he admitted he did not know how he would afford it. However, it was a deeply embedded dream.

Thanks to the **Lyford Cay Foundations**, Gerrard - who fixed computers on the side to fund his way through BTVI - received a technical and vocational scholarship to Fanshawe College and was able to begin further studies in fall 2016.

Questioned as to whether he felt disadvantaged receiving an advanced diploma compared to a Bachelor's degree, Gerrard said not at all. The diploma focused on **Cisco Networking, Windows and Linux Based Systems, Firewalls, Data Centre and Cloud Based Technologies**, as well as several **Security** courses.

As the IT professional reflected on his journey from fixing computers on the side to help pay his BTVI school fees to gaining a scholarship to Fanshawe College and now working in Canada, he acknowledged that it was possible but for the grace of God, his determination and focus, and that study abroad experience which became a **game changer**.

Computer Systems and Technology course at **Fanshawe College** in December 2019, acknowledged that BTVI was a stepping stone to where he is today. In 2014, he was one of five BTVI students afforded the opportunity to participate in the **Emerging Leaders in the Americas Program (ELAP)**, receiving the opportunity to study in Canada.

For 11 consecutive years, BTVI has partnered with the Canadian government to award its students with study abroad exchanges. The most recent experience was in spring of this year, with colleges in Canada accommodating BTVI students for an extended stay when borders were closed because of the COVID-19 global pandemic.





BTVI Students Soaring in Web-based Math Classes

In the fall 2020 term, 87% of Math students at the Bahamas Technical and Vocational Institute (BTVI) passed their courses. According to **Chair of the Math department, Ron Clarke**, this represented the highest pass rate in Math that BTVI has seen.

Mr. Clarke also indicated that the results were attributable to the use of **Assessment and Learning in Knowledge Spaces (ALEKS)** and the hard work of the institution's faculty.

ALEKS is a web-based, artificially intelligent assessment and learning system. It uses adaptive questioning to quickly and accurately determine what a student knows and does not know in a Math course. In spring 2017, BTVI introduced ALEKS in its Math classes to help students learn and practice at their own pace. Since then, students' confidence and performance in the subject have significantly improved.

The system allows instructors to create lessons based on their course outlines. On the students' initial log in, they are given a knowledge test to assess what topics they have mastered and what topics they need to work on. Based on those results, ALEKS creates a personal learning plan that teaches and assesses students' mastery of content and skills. The system also regularly tests and retests the same skills to make sure that students retain knowledge.

BTVI President, Dr. Robert W. Robertson, expressed satisfaction with the effects ALEKS has had on BTVI's Math courses and plans to implement other resources to help students develop other necessary skills.

ALEKS is used to assist students in BTVI's Prep Math, MAT 0100, MAT 1100, College Algebra, Statistics, and Business Math courses, and is available 24/7 for students to learn at their own pace and in their own environments.



ALEKS[®]

Advancing Workforce Skills

A key policy response advanced by The Bahamas government, has focused on the need to develop more capacity within the labour force; hence, the Bahamas Technical and Vocational Institute (BTVI) is pushing to achieve several outcomes, inclusive of accelerated trade courses and certifications.

A research paper jointly written by BTVI President, **Dr. Robert W. Robertson** and Dean of Construction and Workforce Development, **Alexander Darville**, for a publication of the **Florida Political Chronicle**, outlined efforts of the institution in advancing workforce skills, following the hurricane Dorian-ravaged northern islands, while simultaneously competing in a COVID-19 environment.

The accelerated trade courses model of shorter courses and programs is expected to enhance retention, graduation and output, while maintaining quality, according to the paper.

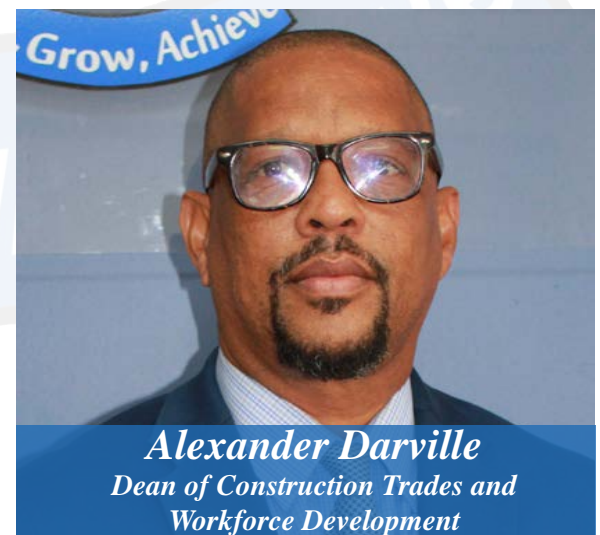
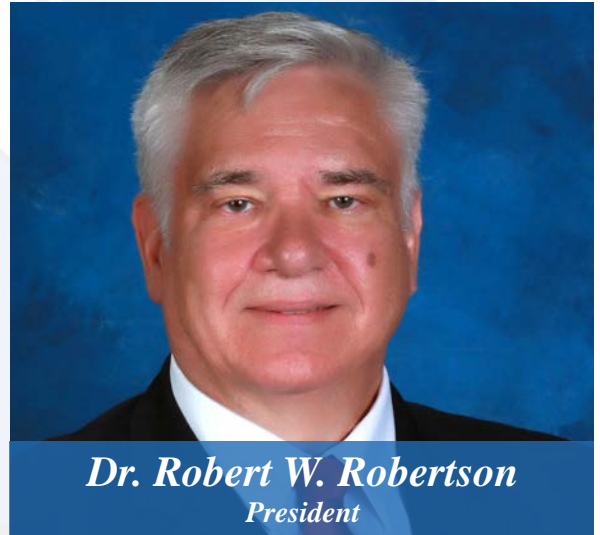
It was added that with the workforce also having shifted towards online platforms, there is now a reliance on short, specific, job-ready, professionally-certified courses and training.

BTVI quickly made the pivot to online education, once the pandemic hit The Bahamas in March 2020. The institution moved 450 courses to the **Moodle** learning management system within a three-day period. The online courses included case-studies, simulations, videos and Zoom classes.

The paper noted that although some classes in the trades are particularly difficult to accommodate, more than 95% of classes across the system continued online. To ensure student success, "boot camps" of small, face-to-face, hands-on, practical sessions, were held.

The authors concluded that a focus on short, industry-certified courses in the trades - using the NCCER model - is imperative in addressing the skilled worker shortage in The Bahamas,, underscoring though that it will take a united effort over time to close the skills gap and rebuild the country.

"It will take a united effort over time to close the skills gap and rebuild the country."



Construction Certification Training for West End and Bimini Residents

Fifty two residents of **West End and Bimini** have been trained in the fundamentals of construction by the Bahamas Technical and Vocational Institute (BTVI).

The **National Center for Construction Education and Research (NCCER)** training is in conjunction with **Valencia College**. The virtual training was in modules; therefore participants were able to build on their knowledge and skills at each level.

Upon successful completion of the core program, students received an NCCER wallet card and a certificate. The NCCER's core curriculum is a pre-requisite for all NCCER training.

BTVI's Dean of Construction Trades and Workforce Development, Alexander Darville, noted that the skills gap in the country is wide; hence, the importance of the NCCER program's accelerated training.

Credentials are tracked in the NCCER's national registry. The globally recognized and portable credentialing system allows organizations and companies to track qualifications of their craft professionals, which are stored in a secure database;

qualifications of possible new hires can also be verified.

President of BTVI, Dr. Robert W Robertson noted that the intention is to focus on short industry certified courses in construction and technology.

BTVI will roll out NCCER training to other areas of the country this year. In late 2020, 30 students of **Moore's Island** became recipients of accelerated training towards NCCER certification.



Rotary Club Invests in BTVI

Virtual Reading Program

The Rotary Club of East Nassau (RCEN) made a donation to the Bahamas Technical and Vocational Institute (BTVI) to aid in its continued use of the **MindPlay Virtual Reading Coach** software program.

MindPlay Virtual Reading Coach is a technology-based reading solution that analyzes each student's strengths and weaknesses. It then builds a unique prescription plan for everyone. The interactive mastery-based activities help students stay focused and accelerate their progress. Each student works toward 100% mastery at his or her own pace, receiving unlimited support along the way.

RCEN's Chair of the Literacy Committee, Valentino Bethell, stated how impressed the club was after learning about the impact MindPlay has had on BTVI's students.

Meanwhile, **BTVI's President, Dr. Robert W. Robertson**, was grateful to his fellow Rotarians for their support of BTVI and the work the institution does to ultimately bridge the skills gap in the country.

Since the introduction of MindPlay at BTVI in 2019, there have been significant improvements. Results from the spring 2020 semester revealed that 69% of students advanced one or more reading levels.



Left to right: The Rotary Club of East Nassau (RCEN)'s Treasurer, Carla Jackson; RCEN's President, Adrian White; BTVI's President, Dr. Robert W. Robertson; RCEN's Secretary, Dianna Miller and RCEN's Chair of the Literacy Committee, Valentino Bethell.

BTVI Recruits Students Virtually

In a move to recruit students for the fall semester, the Bahamas Technical and Vocational Institute (BTVI) held a virtual open house, welcoming prospective students to experience the institution from the comfort of their own homes.

Specific program areas such as Construction and Information Technology have also held several virtual open houses, which have been successful. In addition, BTVI has partnered with several international schools to host virtual open houses, inclusive of **Valencia College, Holland College** and **Georgia State University**. As BTVI has Memoranda of Understanding with these institutions, the open houses provided students with information on credit transfer options.

With the institution limiting in-person classes and restricting access to campus activities because of COVID-19, the **Recruitment department** had to adapt and find a new way of reaching and recruiting potential students without meeting them on campus or in-person. Virtual sessions and social media have continued to be used extensively.

Recruitment Officer, Irina Key, said the institution's recruitment exercises have dramatically changed due to the global pandemic. Nevertheless, they are important to be held, as they help build affinity with prospective students, giving direct information to their questions.

While the virtual open houses have been well-attended, Ms. Key prefers to have face-to-face

interactions with prospective students and is anxious to return to her normal routine. This included hosting recruitment exercises in Abaco, Andros, Freeport, Exuma, Bimini, Cat Island and Eleuthera.

Meanwhile, **BTVI's President, Dr. Robert W. Robertson**, was one of the key personnel making presentations during the live engagements. Dr. Robertson is an advocate for online and distance learning, and is impressed by the amount of prospective students the institution has reached during the virtual open houses.



Pictured: The Bahamas Technical and Vocational Institute's Recruitment Officer (Nassau), Irina Key.

BTVI to Offer Hospitality Program

The Bahamas Technical and Vocational Institute (BTVI) will soon begin offering a **Hospitality Certificate, approved by City and Guilds.**

The pilot program will offer introductory courses in **Hospitality, Hospitality Management, Tourism Marketing, and Strategic Tourism Marketing.** Each course will be delivered through the virtual learning platform for up to 48-guided learning hours for four weeks. Digital badges are attached to the certificates.

The programs' development took place over six months, with **BTVI's Dean of Student Affairs, Racquel Bethel**, serving as the **Instructional Design Lead.** She and her team worked along with the City and Guilds Assured Consultant, stationed at the Trinidad office.

The courses met the **City and Guilds' Assured Benchmark Standards**, which included, but were not limited to health and safety, academic resources, teaching/learning assessments, management systems, recruitment, and support services.

According to the Assured Benchmark report, BTVI has a "...well-established quality management system which has allowed for the incorporation of the Assured program to model best practice." It confirmed that this is evidenced by the institution's,

"continuous improvement in strategies, policies, procedures, and practices within the organization."

Dean Bethel pointed to the significance of the Tourism Marketing certificate, which provides an overview of the role marketing and promotion play in the hospitality industry's strategic plan. It outlines the marketing fundamentals required in the planning and promotion of an event or a destination.

BTVI's President, Dr. Robert W. Robertson, lauded Dean Bethel for what he considered "stellar representation" of the institution in bringing the City and Guilds' offerings to BTVI.



Pictured: The Bahamas Technical and Vocational Institute's Dean of Student Affairs, Racquel Bethel.

BTVI Academic Dean Receives International Award

Academic Dean at the Bahamas Technical and Vocational Institute (BTVI), **Dr. Pleshette McPhee**, received the **Excellence in Education Award** conferred by the **Global Forum for Education and Learning (GFEL)** this summer.

The award was presented to Dr. McPhee at the second edition of the GFEL conference held in **Las Vegas** in June.

According to Dr. McPhee's scorecard, she averaged 84.2% in five categories. This was based on her answers and the awards committee's research. The areas included, but were not limited to overall impact on the industry, spirit of innovation and future readiness.

The **veteran educator, who has 31 years' experience**, said to be receiving the award was humbling. She added that the team behind her is worthy of accolades as well, as the international recognition is beyond her.

Dr. McPhee considers herself to have an authentic, collaborative and transformational leadership style, with a track record of introducing best practices while driving change.

Noteworthy is the successful leadership she provided the Academic Affairs team in the registration of 11 new BTVI programs with the **National Accreditation and Equivalency Council (NAECOB)**. She continues to lead collaborative efforts as BTVI seeks programmatic accreditation. In addition, Dr. McPhee brought structure to the unit by implementing standards, policies and compliance after conducting a policy audit. She was

also pivotal in the institutionalization of a course approval, monitoring and evaluation process and the designing of a performance evaluation and appraisal system for instructors.

As a part of the conference, an elite group of 100 high-performing leaders in education and 50 educational organizations, were awarded for their contributions to the education sector. All awardees were required to be physically present at the event to collect their awards. In the event an awardee was unable to attend, a nominee was allowed to collect on his or her behalf.

GFEL is organized by Prism Events, Inc. Over 500 delegates attended the education conference, where the latest in the field of education was on display in the exhibitor's arena.



Pictured: The Bahamas Technical and Vocational Institute's Academic Dean, Dr. Pleshette McPhee.

BTVI Rebrands Business Studies

The Bahamas Technical and Vocational Institute (BTVI) recently rebranded its business trades department with a new name, additional programs and certification opportunities.

Under its new name - **Business Studies and Entrepreneurship** - the department offers degree programs in **Office Administration, Human Resources Management** and **Business Office Technology**. Certificate programs include **Office Assistant, Human Resources Management** and **Entrepreneurship**.

The rebranding also includes the offering of international certifications. Certifications include **Microsoft Office Suites Word, Excel, PowerPoint** and **Access**, along with **Internet Core Competency Certification (IC3)**, **Certiport Entrepreneurship** and the **Associate Professional in Human Resources (APHR) certification** which is soon to be added.

Further, one of the new programs is the institution's **Entrepreneurship program**, which is 34 weeks long for full-time students with 15 transferrable credits.

Meanwhile, **Chair of Business Studies and Entrepreneurship, Kerima Smith**, is responsible for the department's shift of including Entrepreneurship as one of its disciplines. Ms. Smith has long been an advocate for business ownership and often encourages her students to explore it. She said at the

end of the program, graduates will be more equipped to successfully start a new business or build upon their current business ventures.

The Business Studies and Entrepreneurship department's mission is to create value for its students and for businesses locally and globally, through educational activities that will lead to career success and the advancement of their professional growth. Its vision is to be seen as a leader in education through knowledge creation, contemporary programs and extraordinary experiences.



BTVI Chair of Business Studies and Entrepreneurship, Kerima Smith and Entrepreneurship student, Erin Whyley, who is scheduled to complete her studies in spring 2022.

CE BTVI
tion Badges Are
For Admittance
AMPUS

BTVI Thanks Valencia College Master Trainer

At the end of spring 2021, then Minister of Education, Jeffrey Lloyd, presented a plaque to **Valencia College's Construction Program Manager, Mark Hughes**, in appreciation of his work with the Bahamas Technical and Vocational Institute (BTVI).

Mr. Hughes is a Master Trainer of the **National Center for Construction Education and Research (NCCER)** certification. He has played a crucial role in helping BTVI to achieve its goal of training 1,000 persons in the NCCER Core program by the end of the year. Participants who successfully pass training are now certified to teach the NCCER Core program at BTVI.

Participants included, but were not limited to Ministry of Education teachers, industry professionals and BTVI staff and faculty. Also, training was virtually accessed by participants from **Grand Bahama, Abaco, Mangrove Cay, Exuma and Sweetings Cay**. **To date, over 134 persons have completed the NCCER Craft Instructor Certification workshop in The Bahamas, while more**

than 573 students have completed the core program, which has nine modules taught during 80 contact hours.

The NCCER is an internationally recognized accrediting body that has designed standardized training and credentialing programs for more than 70 craft areas. It is an initiative by the Bahamas government to build the Bahamian skills gap and ensure employability.

NCCER is considered the training, assessment, certification and career development standard for construction and maintenance craft professionals. **It is recognized in 20 countries and 50 of the United States.**





Pictured from left to right are BTVI's then Chairman, Kevin Basden; Valencia College's Construction Program Manager, Mark Hughes; then Minister of Education, the Honourable Jeffrey Lloyd and BTVI's President, Dr. Robert W. Robertson.



New Providence Cohort



Grand Bahama Cohort

BTVI Team Presents at International Conference

For the first time in the history of the Bahamas Technical and Vocational Institute (BTVI), five of its employees had the opportunity to present papers at the same international conference.

The **5th International Conference on technical vocational education and training (TVET) in the Caribbean** was held May 12th – 14th, 2021 under the theme, TVET: Creating Opportunities in a Global Pandemic.

The BTVI team included **President, Dr. Robert W. Robertson**, along with **Dean of Academic Affairs, Dr. Pleshette McPhee**; **Dean of Student Services, Racquel Bethel** and **Dean of Information Technology and Distance Education, Anthony Ramtulla**. **Dean of Construction and Workforce Development, Alexander Darville**, co-presented with **Valencia College's Construction Program Manager, Mark Hughes**, who is also Master Trainer for the National Center for Construction Education and Research (NCCER). BTVI has partnered with Valencia College to offer the NCCER curriculum in The Bahamas, which culminates in certification.

Presentations

- **Racquel Bethel** - Soft Skills in TVET Education
- **Dr. Pleshette McPhee** - Improving our Digital Skills as TVET Teachers: Adapting to the New Virtual Reality. Dr. McPhee was aided by **Chair of Office Systems and Administration, Kerima Smith** and **Academic Support Officer, Remiska Wildgoose**.
- **Alexander Darville** and **Mark Hughes** - Certified Technical Training to Rebuild The Bahamas
- **Anthony Ramtulla** - Developing Skills in The Bahamas.
- **Dr. Robert W. Robertson** - The Future of Work Perspectives from The Bahamas.

There were over 500 participants from around the world, including from most of the 17 states within CARICOM.



Dr. Robert W. Robertson
President



Alexander Darville
*Dean of Construction Trades and
Workforce Development*



Dr. Pleshette McPhee
Academic Dean



Anthony Ramtulla
*Information Technology and
Distance Education*



Racquel Bethel
Dean of Student Services



Mark Hughes
*Valencia College's Construction Program Manager
and NCCER Master Trainer*

Center for Online & Distance Education *(CODE)*

Target Audience

*High School
Students*

I.C.I

Summer FIIT

Associate Degree Programs

*Bahamian Citizens
16 & Older*

I.T Entry level Certificate

I.T Support Specialist Diploma

Associate Degree Programs

*Industry
Professionals*

DEVNET & CCNA

Educators

NANO Degree

Administrative Staff

Specialized NANO Degree



Information & Communication Technology (ICT) Program

- Joint effort between The Bahamas government and BTVI to educate youth in the ever-evolving technology field, increasing their employability opportunities and tightening the skills gap in the country.
- The program **recruits 10th graders**, who participate over a three-year period (three summer semesters with the anticipation of completing in summer of 12th grade).
- The **first cohort graduated from the program in summer 2021**.
- **Students earn 30 college credits, several international certifications and increased college acceptance.**



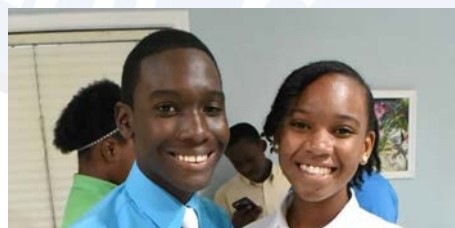
350 students



14 Schools



3 Islands



CISCO

DevNet Program

- The **CISCO DevNet Associate Program** is a joint venture with BTVI, The Bahamas government and **CISCO Networking Academy**.
- Provides 100 Bahamians with an interest in IT and Software Development the opportunity to become certified CISCO software developers in an accelerated time.

Upon completion, successful participants will be added to:

**CISCO's International Talent Bridge
BTVI's Talent Pool
Bahamas Department of Labour's Talent Pool**

Nano Degrees

Nano courses are short courses designed to refresh technical skills or provide an introduction to technical courses.

- Short, stackable courses
- 30 hours
- 1 credit course
- Developing digital skills including Internet Fundamentals, Software, Business and IT skills
- Digital Literacy Certificate after completing 5 courses
- Specialized Digital Literacy Certificate after completing a complete stack

The online programs are designed to be completed in fewer than 12 months (usually about 30 weeks)

Achievements:

- 1st cohort comprised 162 Ministry of Education teachers, staff and administrators
- 54 participants from nine family islands
- They collectively earned over 560 digital badges
- BTVI's digital badges are managed by **City and Guilds of London via DigitalMe**. The badges are stored on **Credly** – considered as the world's most trusted credential network in the blockchain.



“BTVI is intentional in its efforts to provide holistic training that bridges the skills gap and addresses the demands for integration of soft skills into program curricula.”

Racquel Bethel

BTVI Dean of Students



BTVI Launches Soft Skills Program

- BTVI has been contracted by The Bahamas government, with the support of the **Inter-American Development Bank (IDB)**, to design, develop and deliver a competency-based soft skills curriculum.
- Conducted in conjunction with **Revive Academy** and the **Citizens Security and Justice Program (CSJP)**
- National training initiative
- Addresses youth unemployment and employability
- Target: 700 at-risk youth
- Ages 15-29
- Four-week blended learning
- Soft skills including, but not limited to:
 - **Critical Thinking**
 - **Communication**
 - **Teamwork**
 - **Conflict Resolution**
 - **Resume Writing**
 - **Job Search Skills**
 - **Social Netiquette**
 - **Understanding Workplace Ethics**
 - **Personal Branding**
- Of the 170 participants in the first cohort, 140 completed the course at an 80% completion rate.
- Upon completing the program, student resumes are uploaded to the Department of Labour's job placement portal.

327 students completed to date.



REVIVE
ACADEMY



Bahamas
Technical & Vocational Institute



FOR INFORMATION, CONTACT
STUDENT AFFAIRS
softskills@btvi.edu.bs
502-6374

WWW.BTVI.EDU.BS

Ministry of Education Endorses Youth Workers Training

The Ministry of Education's commitment to empowering youth is a top priority. In fact, with a surge of increased social ills among youth - which have been accelerated by the COVID-19 pandemic - it is believed that qualified youth leaders are needed now more than ever.

Hence, **Commonwealth of Learning (COL)** representatives have consulted with the Bahamas Technical and Vocational Institute (BTVI) officials to tailor an online program to suit the needs of youth workers in The Bahamas.

BTVI will deliver the COL Professionalizing Youth Workers Programme. **Lakehead University** is also playing an integral role in its the launch.

A suite of micro courses to build the capacity of youth

workers to better understand youth will be offered. The program, expected to launch in fall 2021, will also develop and utilize strategies to support them in their development to becoming fully engaged and contributing members of society. The micro courses will roll out every six weeks.

Topics include but are not limited to:

- Good governance in youth organizations
- Health and well-being
- Youth entrepreneurship
- Youth civic and political participation

Meanwhile, **COL's Education Advisor and one of the leads on the project, Dr Kirk Perris**, expressed his confidence in the projected outcomes.





Aliv Continues Partnership with BTVI

In 2021, the Bahamas Technical and Vocational Institute (BTVI) entered a two-year partnership with **Aliv** to assist with BTVI's commencement ceremonies. The partnership between BTVI and Aliv began in 2017.

In addition, one student from the Nassau and Freeport campuses respectively, were the recipients of the **Aliv Award of Excellence which includes \$500 cash each.**

Aliv made the first check presentation of \$7,500 during a courtesy call BTVI's President paid on newly appointed **Chief Executive Officer of Cable Bahamas, REV and Aliv, John Gomez.** During the visit, Mr. Gomez underscored the significance of the partnership and its alignment with Aliv's goals.

Meanwhile, **Aliv's Communications Manager, Gravette Brown,** highlighted the company's mandate in investing in education and their hope to extend their partnership with BTVI to go beyond donations, ensuring BTVI's graduates have real opportunities in employment or entrepreneurship.

BTVI President, Dr. Robert W. Robertson, thanked Mr. Gomez for the company's continued support of the institution; he took the opportunity to formerly congratulate Mr. Gomez on his new role and stated that he looks forward to expanding the partnership.



aliv

Left to right: Aliv Marketing Operations Manager, Kendika Campbell-Moss; Aliv Communications Manager, Gravette Brown; Chief Executive Officer of Cable Bahamas, REV and Aliv, John Gomez; President of the Bahamas Technical and Vocational Institute (BTVI), Dr. Robert W. Robertson and BTVI Associate Vice President of Fund Development, Alicia Thompson.

Passion for Fashion



Participant Praises 'Impactful' Training

Roselyn Taylor believes in seizing great opportunities. Hence, when the possibility for further training to sharpen her soft skills presented itself, her interest was immediately piqued.

"While scrolling on Facebook, I saw an ad for **Revive Academy** and decided to look them up. Upon further investigation, I saw that a free soft skills training course was being offered. I immediately signed up and awaited the start date of the program," said Roselyn.

The comprehensive four-week program - developed and delivered by the Bahamas Technical and Vocational Institution (BTVI) - is being conducted in conjunction with Revive Academy and the **Citizen Security and Justice Program (CSJP)**. It includes, but is not limited to topics such as communication skills, resume writing, social netiquette, problem solving, time management, critical thinking, personal branding and job search skills.

Roselyn was a part of the first cohort of the program, which had 135 participants who successfully completed. To date, 249

participants have completed the program.

Students participated in blended learning modalities, accessing BTVI's virtual learning platforms along with in-person classes stationed at the Ministry of National Security's community centers, namely the Edmund Moxey, Quakoo Street and Fox Hill centers.

The goal is for there to be 1,000 beneficiaries of the free program managed by the **Ministry of National Security and funded by the Inter-American Development Bank (IDB)**. Heading the soft skills program at BTVI is **Dean of Student Services, Racquel Bethel**.



Roselyn Taylor, BTVI and REVIVE Academy's soft skills training participant.



Bahamas
Technical & Vocational Institute



REVIVE
ACADEMY

Rotary Launches Major BTVI Scholarship

The Bahamas Technical and Vocational Institute (BTVI) has received \$25,000 in scholarship funds from the **Rotary Club of Nassau Sunrise**. It is the largest amount given to BTVI by any service organization.

The club's president, **Frances Dean**, stated during a press briefing that the cheque presentation was a show of the club's commitment to vocational studies. Supporting education is one the six causes of Rotary.

The Rotary Club of Nassau Sunrise, which recently celebrated its 20th anniversary, has had a five-year relationship with BTVI. BTVI's President, Dr. Robert W. Robertson, noted that the relationship has grown.

Ms. Dean underscored that the scholarship fund would afford deserving recipients the opportunity to develop leadership skills and increase their employment opportunities.



Shown from left to right are Rotarian, Gwendolyn Ritchie; Club President-Elect, Terez Simmons; Rotarian, Patrick Newman; Sergeant-at-Arms, Father James Palacios; BTVI's Associate Vice President of Fund Development, Alicia Thompson; Club President, Frances Dean; BTVI's President, Dr. Robert W. Robertson; Club Past Presidents Leroy Archer and Tanya Woodside; Club Administrator, Leon Williams; Rotarian Creswell Gardiner and Club Co-chair, Community Service, Kemie Jones.



Photo: epthoughtleaders

Mercedes-Benz Executive Addresses 2021 Graduates

The Bahamas Technical and Vocational Institute (BTVI) was honoured to have **Chief HR Officer for Mercedes-Benz, North America with responsibility for the United States and Canada, Lars N. Minns** address the **graduating Class of 2021**.

Mr. Minns, a native of Nassau, Bahamas, is a sought-after presenter and facilitator, and spends considerable time communicating the importance of cultivating the right talent for business success.

He joined Mercedes-Benz USA in March 2015 and currently leads the organization in designing, implementing and executing

human resources (HR) strategies that directly align with the company's strategic objectives for the Sales, Marketing and Distribution of passenger cars in the United States and Canada.

He is the current **Chair for the Society HR Management-Atlanta, a member of Leadership Atlanta's Class of 2021 and Board of Trustee for Mount Vernon Presbyterian School**.

Mr. Minns earned a Bachelor's degree in Business Management from **Hampton University** in Hampton, Virginia.



Over the Hill Residents Receive NCCER Certifications

- **45 Over-the-Hill residents** - CISCO certification for Information Technology
Exposed to carpentry, masonry, drywall, electrical, heating Ventilation and air conditioning (HVAC), tiling and plumbing.

- **Certifications:**

- National Center for Construction and Education Research (NCCER) Core
- Occupational Safety and Health Administration

- **Partners:**

- BTVI
- Valencia College
- Mt. Pleasant Green Baptist Church International



BTVI Signs Agreement with University of North Alabama

The Bahamas Technical and Vocational Institute (BTVI) has signed a Memorandum of Understanding with the **University of North Alabama (UNA)**.

The agreement will give BTVI graduates conditional guaranteed admission to UNA to earn a bachelor's or master's degree. Students will also be able to attend UNA classes online while still enrolled at BTVI. This will allow them to easily and quickly transfer to UNA to complete the remaining degree courses after they complete an associate's degree program at BTVI. The agreement was effective immediately and **25 BTVI students have applied for Fall 2021 admission to UNA.**

The agreement **further provides scholarships to BTVI graduates, including housing.**

UNA offers bachelor's and master's degrees in Computer Information Systems, Human Resources Management, Computer Science, Culinary Arts Management, Fashion Merchandising and Design, Hospitality and Events Management, Information Technology and Mass Communication in Journalism and Digital Media.

BTVI has memoranda of understanding and articulation agreements with colleges in the United States, Canada and the United Kingdom.





BTVI and Police Team Up on Customer Service

With the **Commissioner of Police, Paul Rolle**, identifying in his 2020 policing plan, the need for the police force to focus on internal service delivery and building of public confidence, the organization recently partnered with the Bahamas Technical and Vocational Institute (BTVI) to facilitate a customer service workshop for its band.

BTVI's **Associate Vice President of Fund Development, Alicia Thompson**, who previously held the position of RBC Royal Bank's Personnel and Training Officer for The Bahamas and Cayman, applauded the **Royal Bahamas Police Force** for keeping the customer service conversation alive in furtherance of the commissioner's policing plan.

There were 28 officers who participated in the training, ranging from police constables to assistant superintendents.

BTVI has been an external customer of the RBPF

for many years as its pop band provided music for the institution's annual commencement exercises both on New Providence and Grand Bahama.

Ms. Thompson, who has had 23 years in customer service experience in the financial services industry, spoke to six things all customers want including personal recognition, common courtesy, timely service, professionalism, enthusiastic service and empathy.

Considering the band members as among "some of the greatest ambassadors of our country," Ms. Thompson reminded the officers that they are service providers and have both internal and external customers who are partners in the fight against crime.

Articulation Agreements & Memoranda of Understanding



Bahamas
Technical & Vocational Institute

BTVI has a number of articulation agreements and memoranda of understanding with universities and colleges in the United States, Canada and the United Kingdom. These agreements provide students with opportunities to pursue additional studies.

Articulation Agreements



MT. CARMEL
PREPARATORY ACADEMY



NEW ENGLAND
INSTITUTE OF TECHNOLOGY



MARCONI
International University



FANSHAWE

Memoranda of Understanding



THE UNIVERSITY OF THE WEST INDIES



University of Technology, Jamaica
Excellence Through Knowledge





Bahamas
Technical & Vocational Institute



20-21

Northern Campus
Update

Enrollment

NB: *Includes Information & Communication Technology (ICT) & National Center for Construction Education & Research (NCCER) programs

- +Includes NCCER Moore's Island enrollees

Year 2018/2019	Campuses	
	Grand Bahama	Abaco
Fall 2020	222	45+
Spring 2021	427*	14
Summer 2021	82	5

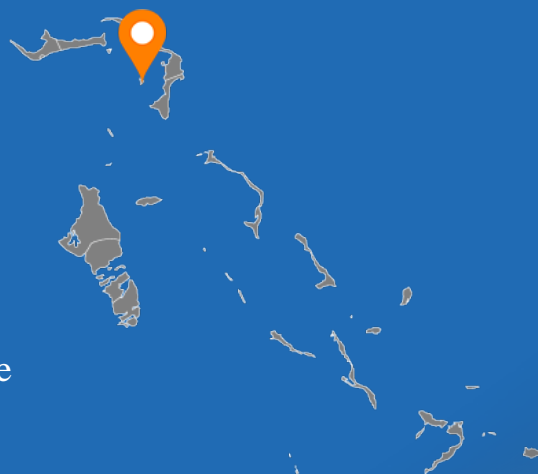


Welcome Back!



Higher number than normal enrollees from Moore's Island, Abaco!

Thirty students enrolled in the NCCER Core program. Additionally, for the first time, Moore's Island had 10 students enrolled in BTVI's regular programs during the Spring 2021 semester.



Expanding our Reach!

Staff and Instructors

- Full-time instructors - 6

- Full-time administrative staff - 13

- Temporary administrative staff - 3

Adjuncts – approximately 25+ (They cover the Freeport Container Port, Special Interest and Professional Development courses, Ministry of Youth and BTVI general programs)



In photo from left to right: Math instructor, John Ingrahm; instructor, Margret Tatem-Gilbert; math Instructor and Northern Campus' Recruitment Officer, Sherlock Prince; Business Instructor, Doranell King.

Ministry of Youth Fresh Start Program

Fifty-nine (59) students enrolled and 73% completed.



Bahamas
Technical & Vocational Institute

Fresh Start Program Courses		Number of Students
Office Procedures	19	
Small Business Ownership	10	
General Maintenance	8	
Computer Technology	12	
Frontline Restaurant Services	10	



Container Port Students Earn City & Guilds Certification through BTVI

*The customized
Freeport Container
Port program
in Mechanical
Technology ended in
December 2020 with
seven of the remaining
eight apprentices
successfully
completing the
Level 3 Diploma
in Maintenance,
Installation, and
Commissioning
through City and
Guilds.*

Seven Hutchison Ports FCP apprentices passed the **City and Guilds** Level 3 Principles of Engineering Maintenance, Installation and Commissioning diploma offered through the Bahamas Technical and Vocational Institute (BTVI).

Students studied subjects such as **Physics, Advanced Math, Advanced Science, Fabrication and Hydraulics, and Welding**. The diploma is the equivalent of an associate's degree.

President of BTVI, Dr. Robert W. Robertson and **Chief Executive Officer (CEO) of Hutchison Ports FCP, Godfrey Smith**, were elated to learn of the outstanding results, as this partnership is strongly supported by both organizations.

City and Guilds has a presence

in more than 80 countries and is considered one of the leading skills development organizations. It provides training services to a variety of sectors to meet the needs of today's workforce. The organization offers a wide range of vocational qualifications in several occupational areas, ranging across eight levels, from entry to high-order, which are designed for cross-border employment.

BTVI's Associate Vice President of the Grand Bahama Campus, Veronica Collie, expressed pride in this recent achievement for BTVI and particularly the Grand Bahama students.

City & Guilds

Virtual Graduation

Approximately 60 students (with the first graduate coming out of Abaco, since it started its programs in 2016) completed their certificates, diplomas or degrees in the one-campus virtual graduation ceremony. Twenty of them were completing requirements at the end of Summer Session I.



Standing are then Chief Aliv Officer, Damian Blackburn (l) and BTVI's President, Dr. Robert W. Robertson. Seated are BTVI's Registrar, Samara Rolle (l), and BTVI's Associate Vice President of Fund Development, Alicia Thompson.



Aliv Award of Excellence Grand Bahama Awardee, Angia Russell.



60 Graduates
1st Abaco Graduate



As in the previous years, Aliv awarded two students with the Aliv Award of Excellence. Then Chief Aliv Officer, Damian Blackburn presented the awards to New Providence Electrical Installation graduate, Caroll LaFleur and Grand Bahama Office Assistant graduate, Angia Russell.

Proctor Examination Success!

Two instructional staff (**John Ingraham** and **Yolande Samuels-Cole**) and one administrative staff (**Kayla Hall-Johnson**) completed the **Pearson Vue** requirements to assist with BTVI Freeport setting up a certification center. This gave more flexibility for certification testing at the campus.



John Ingraham



Yolande Samuels-Cole



Kayla Hall-Johnson

WEST GRAND BAHAMA AND BIMINI INITIATIVES



Fifty-six students enrolled in the **National Center for Construction Education and Research (NCCER) Core I** program. The successful students then enrolled in a Construction Workforce Readiness program. Some joined NCCER's Level 2 certification program shortly thereafter.

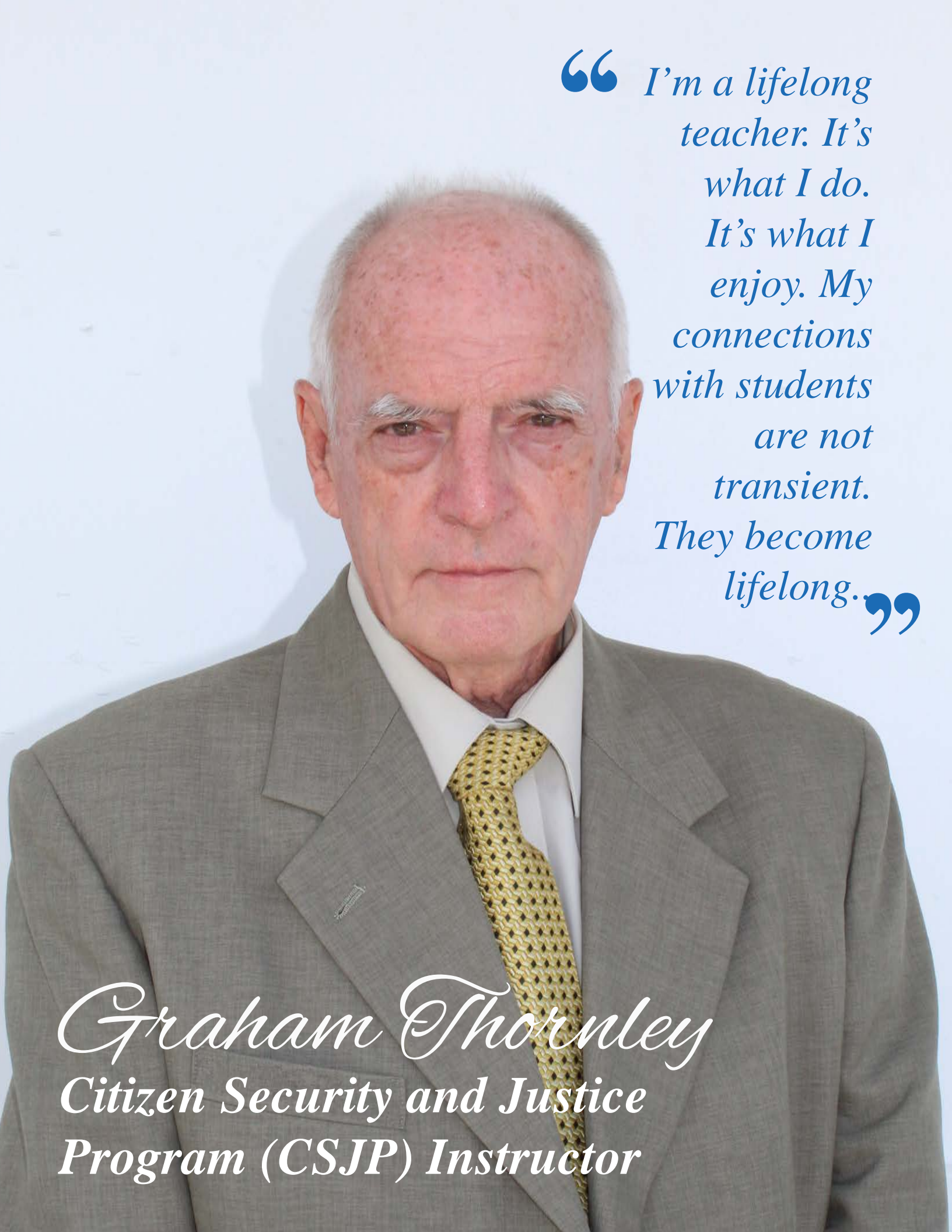
Additionally, West Grand Bahama and Bimini's interested applicants took Special Interest courses inclusive of Barbering and Nail Technology, as well

as professional development courses (PDCs), Introduction to Computers, Office Procedures and Soft Skills.



Grand Bahama Port Authority **CONSTRUCTION INITIATIVES**

BTVI Freeport partnered with **Grand Bahama Port Authority (GBPA)** during one of its virtual construction workshops. BTVI **President, Dr. Robert W. Robertson** was the guest speaker. He gave participants information on BTVI's various initiatives, which coincided with the construction goals of GBPA.

A portrait of an elderly man with white hair, wearing a grey suit, white shirt, and a yellow patterned tie. He is looking directly at the camera with a neutral expression. The background is a plain, light blue-grey color.

“ I’m a lifelong teacher. It’s what I do. It’s what I enjoy. My connections with students are not transient. They become lifelong.”

Graham Thornley
Citizen Security and Justice
Program (CSJP) Instructor

Veteran Educator Lauds BTVI Trajectory

Just outside of **Manchester, England** is **Bolton**. It's an old style northern industrial town. It was where **Graham Thornley** was born and raised, and it was while in high school there that his interest in technical vocational education and training (TVET) was ignited.

Mr. Thornley has now been teaching for 52 years – over half a century. This veteran educator received his three-year teacher training at **Alsager College**, which was a part of **Keele University** back then. He then embarked on his teaching career at **Brownlow High School** and shortly thereafter came to The Bahamas.

1975 was the year Mr. Thornley's journey in The Bahamas began. He was posted at **R. M. Bailey Senior High School** where he taught carpentry. He stayed there until November 1987, ending a 12-year tenure to venture into business and then employment in the private sector. It was during that time, a workshop he opened was responsible for building seven gazebos along the touristic Cable Beach strip. He, along with **Peter Briggs**, played instrumental roles in the project which dotted the popular area.

Mr. Thornley's love for teaching was still churning within, so in 1993, he applied to teach at the **Industrial Training College (ITC)**, which is now the Bahamas Technical and Vocational Institute (BTVI). He has given 28

years of his life to the institution and has never looked back.

"I'm a lifelong teacher. It's what I do. It's what I enjoy. My connections with students are not transient. They become lifelong. Some of my students, I've gotten jobs for; others have come back and taught at BTVI as part-time instructors," said Mr. Thornley.

In fact, one of Mr. Thornley's R. M. Bailey students, Alexander Darville, is now Dean of Construction Trades and Workforce Development at BTVI.

While at the institution, Mr. Thornley has been a part of several community initiatives, including **Cans for Kids**, an aluminum recycling program; he designed and created a podium and stand for nearby school, **Claridge Primary** and he and his students built a money box, which was stationed in the Nassau cruise port's welcome center – a BTVI partnership with the **Rotary Club of Nassau Sunrise** to assist with the club's community efforts.

In recent years, Mr. Thornley has been one of the instructors chosen to participate in the **Citizen Security and Justice Program (CSJP)**, which is a part of a \$3.4 million component of an **Inter-American Development Bank**-financed joint venture with the **Ministry of National Security** and BTVI. The goal is to train 600 inmates in several disciplines,

which is expected to assist with their reintegration into society.

"I never felt in the slightest bit vulnerable. The inmates were always well behaved. Any trepidation was unfounded," said Mr. Thornley, who along with other BTVI instructors went to the prison for two mornings per week over 10 weeks.

"We gave them basic skills that were job-centric. Hopefully when they get on the outside, they employ those skills. It doesn't matter where they start. They can start as labourers on a job site, but they can work their way up through their performance, reliability, turning up every day, their willingness to learn and apply themselves. There is always the possibility of taking on more responsibilities," said Mr. Thornley.

Meanwhile, Mr. Thornley is also one of the instructors for BTVI's accelerated training towards **National Centre for Construction Education and Research (NCCER)** certification.

"The NCCER course is well thought out. Presently, it lends itself to the online method because of the pandemic, but these are short, intense courses and participants are encouraged to follow up with additional courses. It's a throwback to the old apprenticeship system. It's very inviting. I like BTVI's trajectory. I like NCCER. It prepares them for the world of work," said Mr. Thornley.

The Rise of Information Technology

When **Yolande Samuels-Cole** joined Team BTVI in July 2019, she was an adjunct instructor working with the **Information and Communications Technology (ICT)** program in Grand Bahama. Her knowledge, skills and drive have been so impressive, that today, she is the institution's **Online Learning Coordinator**, with additional responsibilities as the solo person in the Grand Bahama IT department.

Her expertise became even more apparent in March 2020 when she played an instrumental role as a part of the core team members of BTVI's new **Centre for Online and Distance Education (CODE)**. They were responsible for moving some 450 classes to an online format at the onset of the national lockdown due to the COVID-19 pandemic. It was a mammoth task achieved over a 72-hour period using the **Moodle** learning management system. She also conducted training of BTVI faculty for Zoom and the **virtual learning environment (VLE)** in preparation for the new normal. She is proud of the team that made it happen.

"The world is changing and I'm happy BTVI has embraced it, particularly as a country with so many family islands. We are now more open to those who have a thirst for vocational training. A lot of people got displaced by Hurricane Dorian; now, they don't have to be on one of our campuses. They can be anywhere and receive the same level of education," said Ms. Samuels-Cole.

"I understand the significance of

students around The Bahamas now being able to access vocational courses from BTVI, the nation's leader in technical vocational education and training (TVET)," she added.

Ms. Cole noted that a virtual education does not put students at a disadvantage, particularly as the institution uses **Microsoft TestOut**, which provides simulations and **NetAcad**, **Cisco's Network Academy**.

"Our students still get hands-on experiences. These are systems used at universities worldwide," she underscored.

Meanwhile, Ms. Samuels-Cole has 19 years of experience in teaching from grade one to adults. She has a teacher's diploma in Secondary Education in Math and Computer Science from the **Joint Board of Education of Jamaica** and a Bachelor's of Education in Secondary Education and Computer Science from the **University of the West Indies (UWI)**. Her teaching practice was at two vocational schools in Jamaica. The IT professional is currently taking a break from studying towards a master's degree in Instructional Design and Technology with **UWI online**; however, she is in full swing studying for a **Cisco DevNet** associate's degree.

A proud member of the team headed by **Dean of Information Technology and Distance Education, Anthony Ramtulla**, Ms. Samuels-Cole is a proponent of certification. Although this push for certification focuses on students, the team leads by example by ensuring they too are certified.

Ms. Samuels-Cole has attained many certifications during her two-year employment at BTVI, including but not limited to **Cisco Certified Network Associate 1 (CCNA1)**, **Pearson VUE Proctor**, **Microsoft Trainer** certificates and a **National Center for Construction Education and Research (NCCER)** instructor. She is currently working towards her CCNA2 of which the concentration is on switching and routing.

Experienced in virtual learning before the pandemic, Ms. Samuels-Cole worked on her bachelor's degree online while working in Bimini. As a student and instructor in the virtual world, she believes every subject area should have a level of IT integration, particularly for the delivery of content in an interactive manner. In fact, she was a member of the **Ministry of Education's Tech Coach team** while working for the **Catholic Board of Education**. She also got the opportunity to attend the **2019 Future of Educational Technology Conference (FETC)** in Orlando, Florida.

In the interim, Ms. Samuels-Cole is adamant about extending a helping hand to her colleagues; she passes on her knowledge and does so passionately.

Questioned as to what is her 'Why' for teaching, Ms. Samuels-Cole responded: "Seeing my students succeed in what they do. I love being a part of the process of leading others to a brighter future."

WE ARE BTVI

*“I love being
a part of
the process
of leading
others to
a brighter
future.”*



*Yolande
Samuels-Cole
Head of Information Technology
Grand Bahama Campus*

Learn, Grow, Achieve

“ I love the opportunity to advise students and eventually see them turn around, then walk across the stage. It’s gratifying.”

Alexander Darville
Dean of Construction Trades and
Workforce Development

‘Briland Boy’ Passionate about Certifications

For **Alexander Darville**, working at the Bahamas Technical and Vocational Institute (BTVI) is not just a job. *It’s a lifestyle.*

One conversation with Mr. Darville, who is **Dean of Construction Trades and Workforce Development**, and his passion for the trades reverberates. His love for technical vocational education and training (TVET), and playing an instrumental role in imparting those skills to others is evident. He goes after each project with precision and sees it to completion.

He credits that drive to having grown up with a hardworking father on **Harbour Island – locally called, ‘Briland’**. He started earning a paycheck at the age of 10.

From BTVI’s **Dual Enrollment to Jump Start** programs and the **Citizen Security and Justice Program (CSJP)** to the **National Center for Construction Education and Research (NCCER)**, Mr. Darville is enthusiastic about workforce development. Mr. Darville, who has worked at BTVI for the past 12 years, has also been key in the institution offering Journeyman Plumbing, Master Plumbing and ensuring all construction and mechanical trade students are **Occupational Safety and Health Administration (OSHA)** certified. This is in addition to being on the team which compiled the necessary documents for BTVI’s **City and Guilds** application review, while managing the process.

“I believe in seeing things from a global perspective. I believe the credentials we give out must have that global spin

to it,” stated the 1989 Basic Electrical graduate of BTVI, which was known as the **Industrial Training College (ITC)** back then.

A determined Mr. Darville went on to earn his Single and 3 Phase Electrical licenses; he eventually received the opportunity to teach these two courses while employed at the **College of The Bahamas – now University of The Bahamas**.

“I am passionate about people becoming certified. We need more trained people. On some islands, there is only one electrician, one carpenter. This is why we are excited that we have virtually introduced NCCER certification to several islands. Residents will also eventually be able to assist with their own domestic needs,” said Mr. Darville.

Additionally, Mr. Darville’s portfolio includes a stint with the **Inter-American Development Bank (IDB)**, having served as Skills Development Specialist between the IDB and Bahamas Ministry of Labour – a project in connection with BTVI. The **University of the West Indies (UWI)** graduate holds a Bachelor’s Degree in Construction Management with a minor in Security Management from **Richmond University**, and numerous technical and vocational certifications. He is also a member of the **International Association of Electrical Inspectors (IAEI)**.

“I love when I take a novice, see him go out and then invest back and build someone else. No money can replace that. BTVI saves a lot of people. We

play a crucial role in fixing socio-economic issues in the country. I love the opportunity to advise students and eventually see them turn around, then walk across the stage. It’s gratifying,” he stressed.

Earlier in 2021, Mr. Darville and Dr. Robertson co-authored a research paper for a publication of the **Florida Political Chronicle**; it outlined efforts of the institution in advancing workforce skills, following the hurricane Dorian-ravaged northern islands, while simultaneously competing in a COVID-19 environment.

Further, in summer 2019, for the first time in BTVI’s history, Mr. Darville was among three employees, who had the opportunity to present papers at the **fourth annual international conference on TVET**, held in Jamaica. His presentation was on *Working to Learn a Skill: The Apprenticeship Model for The Bahamas*.

“Technology is changing and there is movement of people. It’s a demographic shift. We have to train and re-train. We have to re-tool people to take on new jobs,” he stated.

The little boy from Briland, who is a fishing enthusiast and enjoys farming to the point he actually has one in the back of his yard, is a firm believer that the future of work is about obtaining certifications in a globally competitive world. He said whether on Harbour Island or New Providence, BTVI is determined to help as many people as possible to become certified in this technologically-advanced age.

Team

Employee Count

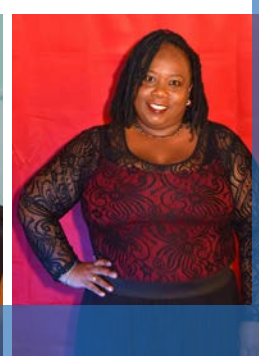
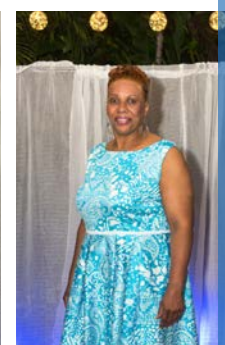
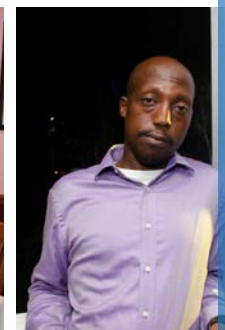
	2019	2020	2021
Full-time Employees (Faculty & Staff)	141	153	149
Adjuncts	111	55	56



Over the Years...



BTM



INVEST IN BTVI

*“An investment in
BTVI is an investment
in me...an investment
in The Bahamas.”*

2019 ALUMNUS

Stephen B. Cox

Fall 2019 Carpentry Graduate

*Current: Construction Technology Student
Grand Bahama Campus*

INVEST IN ME



Bahamas
Technical & Vocational Institute



FOR INFORMATION, CONTACT
FUND DEVELOPMENT
funddevelopment@btvi.edu.bs
502-6300 or 502-6321

WWW.BTVI.EDU.BS

Giving that Makes a Difference

The highlight of the 2019-2020 school year's fundraising initiative was the **RBC RFTK** which was held on Sunday January 19, 2020. Proceeds were used at the institute to assist with student retention.



aliv

Aliv announced its fifth and sixth Aliv Award of Excellence winners, **Jahlil Johnson** (New Providence) and **Katushka McIntosh** (Grand Bahama).

July 2019 - June 2020

Name of Donor	Purpose	Amount Received	Value-In- Kind
Dermalogica	Scholarship	\$ 1,000.00	
Marco Villi	Scholarship	\$ 500.00	
Vincent D'Aguilar Memorial	Scholarships	\$ 50,000.00	
Aliv	Graduation Sponsorship	\$ 10,000.00	
Louise Cooper	Scholarship	\$ 330.00	
Bahamas First Post Dorian Staff Welcome Back Breakfast – Freeport		\$ 500.00	
Bahamas First Scholarship		\$ 450.00	
Marlin Marine			\$ 4,560.00
Kiwanis Club of Cable Beach	Scholarships	\$ 2,000.00	
Rotary Club of New Providence	Scholarship	\$ 995.00	
RBC Race for the Kids Face to Face Race	SSLC Lab Upgrade STAR Retention Program Freeport Rebuild	\$ 88,430.42	
TOTALS		\$ 154,205.42	\$ 4,560.00

Lodge Claudius R. Walker #1808 donates

The year 2020 was a phenomenal year. Despite its grim economic forecast due to the Covid-19 pandemic, the friends and donors of BTVI continued to provide support. **Lodge Claudius R. Walker #1808** started off the year by donating value-in-kind items such as disinfectant wipes, hand sanitizers and cleansers, a first aid kit (emergency trauma kit) and a no-contact temperature gun. Remaining true to their core principles of Brotherly Love, Relief and Truth, they indicated that they were aware that the personal protective equipment (PPEs) and supplies are extremely costly and in demand; therefore, they came to the aid of BTVI with whom they have cultivated a long-term relationship and once shared the name of their patriarch, Dr. Claudius R. Walker.



Rotary Clubs of The Bahamas Donate: 'Service Above Self'

The Rotary Clubs of The Bahamas in furtherance of their motto 'Service Above Self,' have been our major supporters over the years. In July 2020, the **Rotary Bahamas Disaster Relief (RBDR)** on behalf of the **District 7020 Rotary Clubs**, which comprise **Abaco, East Nassau, Eleuthera, Nassau, Nassau Sunrise, New Providence, Old Fort, South East** and **West Nassau**, donated \$20,000.00 for the purchase of tablets to assist students evacuated from Abaco and Grand Bahama in the wake

of hurricane Dorian. In June 2021, the **Rotary Club of Nassau Sunrise** in furtherance of their mission, "Provide Service to Others," signed a Memorandum of Understanding with BTVI and donated an additional **\$25,000.00** to establish a multi-year scholarship fund for disadvantaged students wishing to pursue a trade at the institute. A selection committee comprising Rotarians and BTVI representatives will deliberate each semester to make the selections.

*Kiwanis Club of Cable Beach **donates***



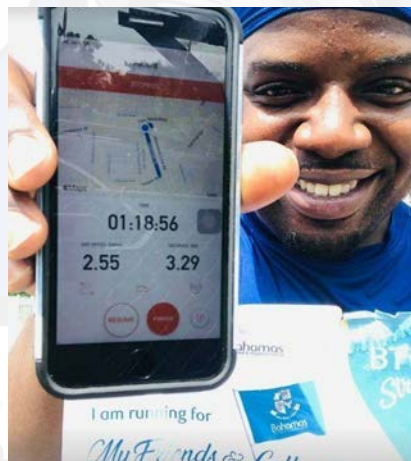
Kiwanis Club of Cable Beach donated **\$2,000.00** in 2020 which represented their 10th annual donation to the **Charles Johnson Memorial Scholarship Fund** which is named after a past President and is earmarked for deserving students in the Auto Mechanics trade area.

*D'Aguilar Family **donates***



During the 2020 school year, the family of the late Vincent D'Aguilar, donated the final of three **\$50,000.00** cheques as per their commitment made in 2018. This brought to an end a three-year partnership totaling \$150,000.00. To date, as a result of this generous donation, fifty-three (53) full scholarships were awarded across six (6) disciplines.

RBC Royal Bank hosts virtual Race for the Kids



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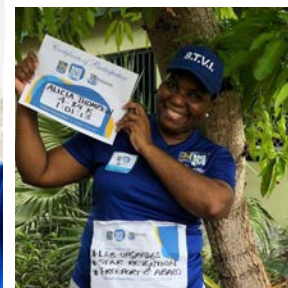
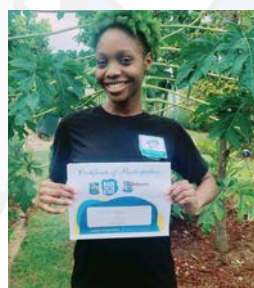
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The year 2020, despite its ups and downs due to Covid-19, turned out to be a very profitable one. Our sponsors **RBC Royal Bank** hosted a **global virtual Race for the Kids** on October 17th and 18th 2020 and despite its novelty in our region, helped us to raise \$13,634.55. There were 431 persons who registered, 32 teams participated and 242 donations were received. A new race has been announced for 2021 during the October 16th and 17th weekend and the goal is to double last year's performance.

Thank you!

Your gift matters!

Aliv Continues Support

Aliv returned as the exclusive sponsor of our annual commencement exercise with their donation of \$10,000.00 and the then Chief Aliv Officer (CAO), Damian Blackburn, made the announcement of the 2020 **Aliv Award of Excellence** winners at our first ever virtual commencement exercise: **Carroll Lafleur** (New Providence) and **Angia Russell** (Grand Bahama). This was the seventh and eighth winners respectively. This would turn out to be his final announcement as CAO.



July 2020 - June 2021

Name of Donor	Purpose	Amount Received	Value-In-Kind
Lodge C R Walker	Cleaning Supplies		\$ 500.00
Kiwanis Club of Over the Hill	Scholarship	\$ 500.00	
Rotary Disaster Relief Fund	Purchase of Tablets	\$ 25,000.00	
Kiwanis Club of Cable Beach	Charles Johnson Memorial Scholarship	\$ 2,000.00	
AKA Sorority Inc	Scholarship	\$ 1,000.00	
Vincent D'Aguilar Memorial	Scholarships	\$ 50,000.00	
Lyford Cay Foundation	Scholarships	\$ 1,000.00	
Antique Auto Club of The Bahamas	Scholarship	\$ 1,000.00	
Rotary Club of East Nassau	Scholarship	\$ 500.00	
Sandy Marshall Memorial Scholarship Fund	Scholarship	\$ 490.28	
Ohmar N. Morris Memorial	Scholarship	\$ 800.00	
RBC Virtual Race for the Kids	SSLC/STAR Retention/Freeport	\$ 13,634.55	
Rotary Club of Nassau Sunrise	Scholarships	\$ 25,000.00	
Aliv	Graduation Sponsorship	\$ 10,000.00	
Totals		\$ 150,924.83	\$ 500.00



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