



# Bahamas

Technical & Vocational Institute

2021 - 2022  
**Annual Report**



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*Chairman's  
Message*





**Elvin Taylor**  
Chairman

**G**reetings on behalf of the Board of Directors of the Bahamas Technical and Vocational Institute (BTVI). As Chairman of the Board, it is my pleasure to lead this august body of visionary and successful leaders.

Our 11-member board has been mandated by the government of The Bahamas to work with BTVI's management to map out an innovative and progressive future in a technologically

advanced world. We take this responsibility seriously, as we recognize BTVI as the bastion of technical vocational education and training (TVET) in the country. BTVI plays a pivotal role in the expansion of a skilled labour force; therefore, we play a significant role in nation building.

At BTVI, we have a clearly defined mission, which is to "Provide

learning opportunities that enable individuals to be globally competitive and economically independent." Furthermore, our very vision speaks to the "high standards in preparing adults throughout the archipelago for the world of work." The board is determined to ensure that this institution continues to be a hub for diverse TVET offerings, taught at high standards in preparation for a multifaceted workforce that demands the best. A workforce that demands quality.

Indeed, quality is fundamental for the board as we work towards a broader national vision. We have a massive obligation to ensure that the training systems at BTVI remain relevant and on the cutting edge, churning out skilled labour to match the market demand.

Finally, as you read the 2021-2022 annual report, it is my hope that its contents solidify in your psyche the fact that what happens at BTVI impacts all Bahamians as we are an important gateway to skilled labour and undoubtedly the bedrock of the labour force. On behalf of the Board of Directors, I thank you for your support of this significant, viable institution.

## ABOUT BTVI

Established by an Act of Parliament in April 2010 to come into operation on 1 July 2011, the Bahamas Technical and Vocational Institute (BTVI) is the primary educational organization which provides technical, vocational education and training (TVET) in the country. This training is for employment and entrepreneurship purposes in partnership with public and private sector stakeholders.

Through the Act, BTVI is a statutory entity with a governance structure which includes a Board of which the Chairman and Deputy Chairman are appointed by the Governor General. The President, who is also appointed by the Governor General, manages administrative operations and instructional programmes.

As a result of the 2010 Act, BTVI has been afforded greater autonomy over its financial and administrative affairs and has the authority to grant awards.

The semi-autonomous organization continues to provide first-rate technical education programs, brightening career prospects and adding value to the labour force. The institution exposes students to the innovative, rapidly evolving field of technical education. From Certificate to Diplomas, in addition to Associate of Applied Science degrees in New Providence and Grand Bahama, with a centre in Andros, BTVI has a myriad of offerings. Programs range from Media Technology, Electrical Installation, Information Technology and Electronics Engineering to Fashion Design, Cosmetology, Human Resources and Auto Mechanics, among many others. Furthermore, the institution offers world-wide recognized certifications, professional development courses (PDCs) and specialized training for organizations, which are a part of its continuing education training.

Overall, BTVI continues to churn out some of the best and brightest to enter the labour force, trained by experienced instructors, who teach relevant material, while giving way to students' critical thinking, creativity and problem-solving skills in an environment where they are encouraged to discover their passion and pursue their dreams.



## Board of Directors



**Elvin Taylor**  
Chairman



**Don Forbes**  
Director



**Ann M. Rolle**  
Director



**Warren Damien Berry**  
Director



**Warren Andrew Pinder**  
Director



**Christopher Farrington**  
Director



**Mark Roberts**  
Director



**Cecil Thompson**  
Director



**Jerad Darville**  
Director



**Lionel Sands**  
Director

## Executives & Senior Management Team



**Dr. Linda Davis**  
Interim President



**Veronica Collie**  
AVP Northern Campus



**Sharlene Hilton**  
Interim Chief Financial  
Officer



**Zakia Winder**  
AVP Administrative  
Services



**Alicia Thompson**  
AVP Fund  
Development



**Dr. Pleshette McPhee**  
Academic Dean



**Alexander Darville**  
Dean, Construction &  
Workforce Development



**Anthony Ramtulla**  
Dean, IT & Distance  
Education



**Racquel Bethel**  
Dean, Student Services



**Samara Sands-Rolle**  
Registrar



**Gayla Wallace**  
Assistant Manager,  
Northern Campus



**Hadassah Deleveaux**  
Public Relations Officer



**Dion Gibson**  
Director, Technical  
Services



**Jetson Harvey**  
Manager,  
Physical Plant



# B T V

## Mission

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

## Vision

BTVI will be known for its innovativeness, quality customer care and high standards in preparing adults throughout the archipelago for the world of work.

## Values

### *Pride & Commitment.*

We take great pride in all we do and are committed to excellence in the workplace. We are innovative in our approach, welcome change, and constantly strive to improve ourselves.

### *Authenticity & Kindness.*

We promise to be honest, positive, and caring in our interactions with our students and with each other. Every day, we remind ourselves to be kind, so that everyone may treasure BTVI as a friendly and safe place to work and study.

### *Respect and Diversity.*

We acknowledge that everyone is an individual and a unique human being with diverse backgrounds, lives, and thoughts. Other beliefs are not failed attempts at being us, they are unique manifestations of the human spirit.

# BTVI Strategic Plan (2021 – 2026)

In fulfilment of each Commitment, BTVI is launching a set of distinct strategic initiatives with associated goals.

## 1. STRENGTHENING OUR INSTITUTE.

1.1. Forge an advancement strategy for fundraising and alumni engagement

1.2. Modernize our physical infrastructure to support modern learning environments, service delivery and social interaction

1.3. Entrench our position in the Bahamian post-secondary landscape

1.4. Work with our external stakeholders to advance economic and social prosperity

1.5. Lead organizational effectiveness and develop the human resource capabilities of the institution

## 2. MAKING SUCCESSFUL CAREERS POSSIBLE.

2.1 Be recognized as the institute for applied and life-long learning

2.2. Provide a variety of learning options, delivery methods and experiences for learners that lead to successful career opportunities

2.3. Build on our strengths and successes to develop innovative and relevant programmes for future-proof applied education

2.4. Pursue excellence in programme quality and delivery

2.5. Offer exemplary service to our students to achieve their educational goals

## 3. CONNECTING WITH OUR COMMUNITY AND THE WORLD.

3.1 Be a people-focussed organization and the employer of choice for our region

3.2. Build a sustainable institution

3.3. Forge strong connections with industry and the communities in which we live

3.4. Expand our role and impact on community and workforce development

3.5. Forge globally relevant connections

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*Interim President's  
Message*





**Dr. Linda Davis**  
Interim President

**A**s the Bahamas Technical and Vocational Institute (BTVI) continues to evolve and redefine its role as one of the nation's leading tertiary institutions, we must pause to reflect on and celebrate our 2021-2022 milestones. This annual report exemplifies resolute commitment from BTVI executives, faculty, staff, students, alumni, donors and other supporters. It also gives a glimpse of where the Institution is

headed in light of continued and newly founded plans, partnerships and perspectives.

We are in a labour shortage and skills gaps era, and you will see that BTVI is not only capitalizing on its existing resources but also introducing new, much-needed programmes. Our approach to technical vocational education and training (TVET) gives students the global competitiveness and

economic independence our mission statement references. From a memorandum of understanding (MOU) with Doctors Hospital to the introduction of international certifications available through our rebranded business trades department, BTVI is undoubtedly a valuable component to The Bahamas and world at large. Many other highlights including student, faculty, staff and alumni accomplishments appear throughout this report.

Through grit and ingenuity, I have no doubt that our entire BTVI community will continue to do incredible things. We remain dedicated to focusing on how the Institute can build upon its reputation of quality education. The imagery and text in the pages ahead give a full account on how BTVI showed strength in academic excellence and efficiency during the 2021-2022 period.

For all that we plan to achieve, I look ahead with confidence. I encourage you to share what you learn with others and to motivate those you tell to continue spreading the word about our milestones as BTVI carries this positive momentum on into a new period.

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*Delivering  
Technical & Vocational  
Education & Training  
2021–2022*

# Teaching & Learning

The 2021-2022 academic year was once again defined by COVID-19 spikes and protocols. As a result of the coronavirus disease and the resulting pandemic, health and safety protocols continued to be implemented at BTVI to facilitate social distancing and restrict the gathering of people. As far as possible, employees continued to work remotely from home to provide the services needed for the efficient and effective operation of the Institute.

Using the remote teaching and learning platform to which BTVI had transitioned in early 2020, faculty and staff continued to ensure that students had access to the courses, facilities and support systems needed to complete their various programme requirements and achieve their academic goals. Zoom classrooms, Boot Camp sessions and the use of innovative solutions and strategies continued to ensure that all students were able to access the educational experience for which BTVI is well known.

During the 2021-2022 academic year Microsoft 360 was installed to equip all faculty with the Microsoft 365 Office software, complete with video conferencing software (Teams©). This has enhanced instruction and expanded the reach of BTVI into Family Island learning environments. Faculty have embraced this tool which has become widely used to facilitate on and off campus communication.

Additionally, the Smore© subscription was added to the list of teaching and learning resources. Smore Teams licences were acquired to give departments the option of distributing information via newsletters, infographics, banners and flyers. This additional enhancement enables instructors to animate the learning environment and ultimately improve learning outcomes.

BTVI strives to deliver technical and vocational education in an environment that is encouraging and supportive. To help achieve this goal in a COVID-19 environment, this year BTVI integrated the Kommunicate Chatbot© software into the Virtual Learning Environment (VLE), the website and the Empower© web portal. This allows students to communicate virtually with support teams and allows administrators to field student queries to the relevant department support agents. The chatbot dashboard currently has 12 team members providing immediate support for students, faculty and staff and an automated chatbot which responds to users when an agent is not available. In this way, BTVI seeks to ensure that student concerns are addressed in a timely manner.

Another advantage of this software is that analytics are provided on the dashboard for a 30-day specified time frame for incoming queries, resolved queries and pending responses from users. This has allowed us to improve tremendously our customer service for both internal and external customers.



- **Professional Development**

During the year, the Office of Academic Affairs remained committed to faculty training and development. This helps our instructors to keep abreast of cutting-edge information and techniques. The 2021–2022 academic year began with a Head of Department Leadership Symposium and Faculty Orientation. Other professional development sessions included topics such as The Role of Faculty in the Accreditation Process; Emotional Intelligence for Faculty; Working in Collaboration: Union and Administration; Pivoting Your Instructional Methods in This Era; and The Use of NearPod© as a Teaching Tool.

Additionally, funding was provided for several faculty to attend virtual and face-to-face international conferences such as:

- American Association of Collegiate Registrars and Admissions Officers (AACRAO)
- Future of Education Technology Conference (FETC)
- Florida Literacy Conference
- 3rd Pan-Commonwealth Training Programme on Women and Leadership in Open Distance Learning (ODL)

- **Academic Policies and Procedures Review**

In response to the development of a strategic plan and the demands to ramp up our quality assurance algorithms, Academic Affairs has begun a policy audit. This process continues.

- **Academic Programme Planning and Review**

Academic Affairs recognises the importance of offering relevant, industry approved programmes. Toward this end, we have commenced reviews of our various programmes of study. The programme review focuses on data analysis; course review and revision; and programme enhancements. Additionally, Academic Affairs is reviewing the need to develop new programmes in the Fashion, Beauty, Construction, Mechanical and Business Trade areas, as well as the Allied Health sector.

# Student Support Services

During 2021-2022, the Office of Student Affairs continued to support the academic, professional and personal goals of students and help them achieve success at BTVI. Notwithstanding the challenges of operating during a pandemic, the Student Services Division continued to provide quality customer care. From September 2021 to May 2022, the Office recorded some 1,183 virtual and face to face participants and 25 seminars and workshops. Additionally, the unit hosted an HIV Testing Day which saw some 45 participants; Cancer Awareness Fundraisers which raised \$1,000.00; a Virtual Involvement Fair with 109 BTVI student participants; and a Virtual Job Fair with 100 BTVI student participants.

- **Counselling Services**

This department contributed to the establishment of the Education Advisory Board (EAB) Navigate Care Network to support Early Alert Case Management; held a series of Virtual Appointments/Success Advisement Sessions with some 673 appointments; VARK Learning Styles Assessments with 673 participants; and Total Unique Clients (Customised Training) with 680 participants.

- **Clinic/Health Services**

Clinic Services remained open throughout the year for students, staff and faculty. This resulted in a number of appointments and some 35-40 walk-in clients every month.

- **Career and Placement Services**

In addition to the regular activities such as the fall and spring Internship Orientation sessions with some 148 participants, this unit continued to ensure that industry partners connected with BTVI students. During the year, the department facilitated 58 placement requests from industry partners; 25 New Providence and 2 Grand Bahama work-study placements; participated in 4 Department of Labour Job Fairs; and participated in a Unique Clients (Customised Training) DOL presentation to some 680 participants.

- **Childcare Services**

Childcare services, an important component for BTVI student success, resumed during the 2021-2022 academic year. Though approved to operate at half capacity only, that is with 25 participants, BTVI students and Government grant recipients returned to face to face (f2f) instruction under strict COVID-19 regulations administered through the National Preschool Council and the Ministry of Education. Childcare faculty participated in professional development activities, including: Preschool Teacher Certifications, Managerial Certification, First Aid Training, Food Handler's Certification and Virtual Learning Platform Training.

# Student Enrolment Fall 2021

## Beauty & Fashion Trades

Currently, students can complete a diploma programme in Fashion Design Production II and a certificate programme in Fashion Design Production I. During academic year 2021-2022, 27 female students were enrolled in Fashion Design Production I.

In the Beauty Trades students can complete diploma programmes in Cosmetology and Massage Therapy and certificate programmes in Barbering, Esthetics, Nail Technology and Natural Hair Styling. During 2021-2022 academic year, programmes in the Beauty Trades continued to be in high demand with student enrolment as indicated below:

Beauty Trades	Male	Female	Total
Barbering	17	16	33
Cosmetology	2	98	100
Esthetics	1	47	48
Massage Therapy	4	38	42
Nail Technology	0	60	60
Natural Hair Styling	0	17	17
<b>TOTAL</b>	<b>24</b>	<b>276</b>	<b>300</b>





## Business Trades

Programmes in Business Trades continue to be the most sought-after programmes of study at BTVI. Students can complete an Associate of Applied Science degree programme in Business Office Technology, Human Resources Management, and Office Administration; they can complete certificate programmes in Entrepreneurship, Human Resources Management and Office Assistant. Student enrolment as of fall 2021 was as follows:

<b>Business Trades</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Business Office Technology	1	21	22
Entrepreneurship	1	17	18
HR Management Certificate	5	47	52
HR Management Degree	10	76	86
Office Administration	12	129	141
Office Assistant	26	310	336
PDC Accounting I	1	5	6
PDC QuickBooks	3	2	5
<b>TOTAL</b>	<b>59</b>	<b>607</b>	<b>666</b>

## Information Technology

In an effort to take advantage of the many job opportunities available in IT, many students pursue BTVI programmes of study in Information Technology. Students can pursue an Associate of Applied Science degree programme in Information Technology Management, Information Technology Network Engineering, and Information Technology Software Engineering. They can also pursue a diploma programme in Information Technology Support Specialist and a certificate programme in Information Technology Entry Level. Student enrolment fall 2021 is indicated as follows:

<b>Information Technology</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Information Tech Entry Level	78	46	124
IT Management Degree	67	51	118
IT Network Engineering	14	6	20
IT Software Engineering	16	12	28
IT Support Specialist	3	4	7
Media Technology Degree	6	8	14
Media Technology Certificate	8	6	14
Support Specialist Tech Prep	1	0	1
<b>TOTAL</b>	<b>193</b>	<b>133</b>	<b>326</b>

## Construction & Mechanical Trades

Programme offerings in BTVI's Construction & Mechanical Trades continue to be very popular, especially among males many of whom see these programmes as providing a fast-track into the workforce.

Students can pursue an Associate of Applied Science in Construction Technology; a diploma programme in Auto Mechanics or a certificate in the following programmes: Auto Collision Repair, Carpentry, Electrical Installation, Heating Ventilation & Air-Conditioning (HVAC), Maintenance Technician, Plumbing, Welding. Fall 2021 student enrolment was as follows:

<b>Construction &amp; Mechanical Trades</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Auto Mechanics	40	2	42
Carpentry	27	4	31
Carpentry Tech Prep	2	0	2
Construction Technology Tech Prep	20	6	26
Construction Technology	52	11	63
Electrical Installation	100	6	106
HVAC	34	1	35
PDC 3-Phase	15	1	16
PDC Electrical Installation	22	2	24
PDC Journeyman Plumbing	8	0	8
Plumbing	33	1	34
Welding	24	2	26
<b>TOTAL</b>	<b>387</b>	<b>36</b>	<b>423</b>

## Electronics & Media Technology Trades

Programme offerings in this area include an Associate of Applied Science in Electronics Engineering Installers & Repairers and in Media Technology as well as certificate programmes in Electronics & Cable Installation and Media Technology. Student enrolment as of fall 2021 was as indicated below:

<b>Electronics &amp; Media Technology Trades</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Electronics Engineering	38	5	43
Electronics Engineering Installation	7	3	10
Electronics & Cable Installation	51	8	59
<b>TOTAL</b>	<b>87</b>	<b>16</b>	<b>103</b>

<b>Enrolment by Campus &amp; Gender -- Fall 2021</b>			
	<b>Male</b>	<b>Female</b>	<b>Total</b>
Abaco	0	10	10
Andros	5	19	24
Grand Bahama	130	208	338
New Providence	739	966	1,705
Virtual	0	15	15
<b>Total</b>	<b>874</b>	<b>1,218</b>	<b>2,092</b>

<b>Enrolment by Programme &amp; Gender – Fall 2021</b>				
	<b>Male</b>	<b>Female</b>	<b>Total</b>	
<b>Auto Mechanics</b>	40	2	42	
<b>Barbering</b>	17	16	33	
<b>Business Office Technology</b>	1	21	22	
<b>Carpentry</b>	27	4	31	
<b>Carpentry Tech Prep</b>	2	0	2	
<b>Construction Tech. Tech Prep</b>	20	6	26	
<b>Construction Technology</b>	52	11	63	
<b>Cosmetology</b>	2	97	99	
<b>Cosmetology Tech Prep</b>	0	1	1	
<b>Elec &amp; Cable Install Tech Prep</b>	9	0	9	
<b>Electrical Installation</b>	100	6	106	
<b>Electronics &amp; Cable Inst.</b>	42	8	50	
<b>Electronics Engineering</b>	38	5	43	
<b>Electronics Engineering Instal</b>	7	3	10	
<b>Employability/Entrepreneurship</b>	1	12	13	
<b>Entrepreneurship</b>	0	5	5	
<b>Esthetics</b>	1	47	48	
<b>Fashion Design Production I</b>	0	27	27	
<b>HR Management Certificate</b>	5	47	52	
<b>HR Management Degree</b>	10	76	86	

	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>HVAC</b>	34	1	35
<b>Info Techn Entry Level</b>	78	46	124
<b>IT Management AAS</b>	67	51	118
<b>IT Network Engineering</b>	14	6	20
<b>IT Software Engineering</b>	16	12	28
<b>IT Support Specialist</b>	3	4	7
<b>Massage Therapy</b>	4	38	42
<b>Media Technology AAS</b>	6	8	14
<b>Media Technology Cert</b>	8	6	14
<b>Nail Technology</b>	0	60	60
<b>Natural Hair Styling</b>	0	17	17
<b>NCCER</b>	86	33	119
<b>Office Administration</b>	12	129	141
<b>Office Assistant</b>	26	310	336
<b>PDC 3-Phase</b>	15	1	16
<b>PDC Accounting I</b>	1	5	6
<b>PDC Electrical Installation</b>	22	2	24
<b>PDC Journeyman Plumbing</b>	8	0	8
<b>PDC Quickbooks</b>	3	2	5
<b>Plumbing</b>	33	1	34
<b>Plumbing Tech Prep</b>	1	0	1
<b>Revive Academy</b>	38	90	128
<b>Support Specialist Tech Prep</b>	1	0	1
<b>Welding</b>	24	2	26
<b>Total</b>	874	1,218	<b>2,092</b>



# Northern Bahamas Campus

During academic year 2021-2022, BTVI's Northern Bahamas Campus remained a strong, formidable arm of the Institute. Still recovering from the ravages of category 5 Hurricane Dorian and ever mindful of the health and safety protocols implemented to curb the spread of the COVID-19 virus, administrators, faculty and staff continued to ensure that students in the Northern Bahamas were able to take advantage of the opportunities available at BTVI.

- **Programme Highlights**

The National Center for Construction Education and Research continued with the second cohort of the train the trainers' programme, which included BTVI administrative staff and instructors as well as members from the high school system, judicial system, government departments and other agencies.

Another group of NCCER Core Certification classes commenced on September 27th through the Grand Bahama Campus. Enrolees – General public (10) and Bishop Michael Eldon School (29) participants.

In the Dual Enrolment Cosmetology programme, Bishop Michael Eldon School enrolled 22 students in BTVI's Technical Prep Cosmetology and Student Success courses.

In March 2022, a cohort of 48 students enrolled in the Ministry of Youth Fresh Start Programme offered through BTVI using the face-to-face model. Students pursued General Maintenance, Fundamentals of Retail Services, Frontline Restaurant Services, Introduction to Computer and Cybersecurity, General Maintenance and Welding courses. In keeping with health and safety protocols, the courses were offered on alternate days to avoid having more than 25 students on campus at a time. Certifications were in the form of the Occupational Safety and Health Administration (OSHA) Certification, an UDEMY Inc. module on the 'Creation of the City' (a Grand Bahama Port Authority course) and National Center for Construction Education & Research (NCCER).

- **Student Enrolment**

Academic Year 2021/2022				
	Grand Bahama	Abaco	Bimini	Andros
Fall 2021	312	24	5	21
Spring 2022	461	20	-	13
Summer 2022	147	13	-	9
<b>TOTAL</b>	<b>920</b>	<b>57</b>	<b>5</b>	<b>43</b>

*Note: These are actual enrolment (headcount) by semester, so students may be counted twice.*

- **Scanning of Salvaged Files from Hurricane Dorian**

The Northern Bahamas Campus continued to scan the many files which were salvaged after Hurricane Dorian. The Campus also worked to ensure the electronic organisation of student files and the IT Department worked on developing an ACCESS system to assist with this goal.



# Highlights & Accomplishments

## BTVI Student Success in Mathematics

During academic year 2021-2022, the mathematics instructional team continued to use the Assessment and Learning in Knowledge Spaces (ALEKS)©, a proven learning solution, to complement their teaching. This programme allows instructors to identify learning gaps and design learning paths for each student. Additionally, students are able to track their own progress. The tables below indicate the mathematics results for Fall 2021 and Spring 2022.

**TABLE I: FALL 2021 RESULTS**

COURSE	GRADES			PASS RATE
	A	B	C	
TMAT 0004 Technical Prep Math	30%	38%	13%	81%
MAT 0111 Math (23 students moved from TMAT 0004 to MAT 0111)	26%	48%	26%	100%
MAT 0111 Math	20%	48%	22%	90%
MAT 1100 Math I	42%	40%	5%	87%
MAT 1105 Algebra	59%	26%	12%	97%
MAT 2100 Business Math	75%	20%	5%	100%
STA 2200 Statistics	32%	50%	8%	90%

**TABLE II: SPRING 2022 RESULTS**

COURSE	GRADES			PASS RATE
	A	B	C	
TMAT 0004 Technical Prep Math	45%	27%	6%	78%
MAT 0111 Math (19 students moved from TMAT 0004)	58%	32%	5%	95%
MAT 0111 Math	31%	40%	10%	87%
MAT 1100 Math 1	31%	44%	13%	88%
MAT 1105 College Algebra	81%	12%	3%	86%
MAT 2100 Business Math	62%	20%	11%	93%
MAT 2298 Introduction to Calculus	37%	37%	19%	93%
MAT 2200 Statistics	52%	26%	13%	91%



## Outreach

During the year BTVI, through the Office of Academic Affairs, donated food and clothing items to The Bishop Lawrence Rolle Ministries. This allowed BTVI to demonstrate, in a very tangible way, our commitment to the principles of community service and good citizenship. Additionally, the unit partnered with the Fund Development Department to help a student who had lost everything in a house fire via an initiative called “Beyond the Blaze”. Also, under the supervision of Head of the Fashion Department, BTVI students made uniforms for the children of the fire victim.



## BTVI Student Internships & MOUs

BTVI seeks to provide technical and vocational education and training with a focus on practical skills. These skills help to ensure that students are workforce ready upon successful completion of their programmes of study.

To achieve this mission and help students acquire the requisite practical skills, BTVI partners with industry stakeholders to provide internship opportunities for students. By engaging in these opportunities students are provided with on-the-job training and are exposed to the skills, attitudes and mindsets of a specific trade or industry. To ensure that students receive the full benefits of these experiences, BTVI instructors develop skills and competencies checklists that indicate clearly what students should be able to do as a result of the experience.

During the academic year, Arawak Homes provided BTVI students with an on-the-job experience through short term placements at the Pinecrest Subdivision, Ministry of Housing, Mortgage Corporation development project. Students acquired real life experience in all facets of the construction process, from masonry to plumbing to carpentry, electrical, roofing, etc.

Also, in December 2021 BTVI and Doctors Hospital signed an historic MOU to focus on exploring TVET programmes in the Allied Health Sector. A blue-ribbon Programme Development Advisory Committee has been established to identify allied health programmes and vocational and technical-related trades that are aligned with BTVI's vision, mission, core values and its strategic priorities. The recommended priority areas based on national needs -- immediate, interim and long range -- are expected to be reported by early fall 2022. Membership on the Advisory Committee includes individuals from the Medical Profession, Nursing Education, The Public Hospitals Authority (PHA), Doctors Hospital and Health System, and Special Services (Ministry of Education and Technical and Vocational Training).

Additionally, during the year BTVI signed MOUs with the following:

<b>Institution</b>	<b>Period of Agreement</b>
Atlantis Paradise Island	2021 – 2026
Caribbean Landscaping	2021 – 2024
Centre for Training and Innovation (CTI)	2022 – 2025
New England Institute of Technology	2021 – 2022
One Eleuthera	2022 – 2025
Turks and Caicos Islands Community College	2022 – 2024
The Greenhouse Gas Management Institute	2022 – 2025
University of North Alabama	2021 – 2026
Valencia College	2021 – 2024

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*Commencement  
2022*



Graduates by Semester/Term and Gender	
	Number of Students
<b>Female</b>	<b>268</b>
FALL 2021	99
SPRING 2022	85
SUMMER 2022	84
<b>Male</b>	<b>66</b>
FALL 2021	23
SPRING 2022	32
SUMMER 2022	11
<b>Grand Total</b>	<b>334</b>



## *Graduation Highlights 2022*

<b>Graduates by Major and Gender</b>	
	<b>Number of Students</b>
<b>Female</b>	<b>268</b>
Barbering	15
Business Office Technology AAS	3
Cosmetology	17
Entrepreneurship	1
Esthetics	66
Fashion Design Production I	3
HR Management AAS	1
Human Resources Management	8
Human Resources Management AAS	7
Information Technology Entry Level	4
Information Technology Management AAS	5
Information Technology Management Network Engineering AAS	2
Massage Therapy	5
Media Technology	1
Media Technology AAS	1
Nail Technology	49
Natural Hair Styling	15
Office Administration AAS	31
Office Assistant	34
<b>Male</b>	<b>66</b>
Auto Mechanics	4
Barbering	9
Carpentry	3
Construction Technology AAS	9
Electrical Installation	6
Electronics Engineering Installers & Repairers AAS	4
Esthetics	1
Heating Ventilation & Air-Conditioning	2
Human Resources Management	2
Human Resources Management AAS	1
Information Technology Entry Level	3
Information Technology Management AAS	7
Information Technology Management Network Engineering AAS	1
Information Technology Support Specialist	1

Massage Therapy	1
Office Administration AAS	2
Office Assistant	2
Plumbing	7
Welding	1
<b>Grand Total</b>	<b>334</b>

<b>Graduates by Semester/Term and Major</b>	
	<b>Number of Students</b>
<b>FALL 2021</b>	<b>122</b>
Auto Mechanics	2
Barbering	16
Business Office Technology AAS	2
Construction Technology AAS	2
Cosmetology	1
Electronics Engineering Installers & Repairers AAS	2
Esthetics	2
Fashion Design Production I	3
Heating Ventilation & Air-Conditioning	1
HR Management AAS	1
Human Resources Management	5
Human Resources Management AAS	2
Information Technology Entry Level	2
Information Technology Management AAS	5
Information Technology Management Network Engineering AAS	1
Information Technology Support Specialist	1
Massage Therapy	5
Nail Technology	38
Natural Hair Styling	10
Office Administration AAS	5
Office Assistant	12
Plumbing	3
Welding	1
<b>SPRING 2022</b>	<b>117</b>
Auto Mechanics	1
Barbering	6
Carpentry	3



Construction Technology AAS	3
Electrical Installation	6
Electronics Engineering Installers & Repairers AAS	2
Entrepreneurship	1
Esthetics	28
Heating Ventilation & Air-Conditioning	1
Human Resources Management	5
Human Resources Management AAS	5
Information Technology Entry Level	4
Information Technology Management AAS	5
Information Technology Management Network Engineering AAS	1
Massage Therapy	1
Media Technology	1
Media Technology AAS	1
Nail Technology	11
Natural Hair Styling	5
Office Administration AAS	16
Office Assistant	8
Plumbing	3
<b>SUMMER 2022</b>	<b>95</b>
Auto Mechanics	1
Barbering	2
Business Office Technology AAS	1
Construction Technology AAS	4
Cosmetology	16
Esthetics	37
Human Resources Management AAS	1
Information Technology Entry Level	1
Information Technology Management AAS	2
Information Technology Management Network Engineering AAS	1
Office Administration AAS	12
Office Assistant	16
Plumbing	1
<b>Grand Total</b>	<b>334</b>

THE BAHAMAS TECHNICAL  
AND VOCATIONAL INSTITUTE

# Congratulates

our 2021-2022

STAFF & FACULTY MEMBERS OF THE YEAR

*"Excellence is not a skill. It is an attitude."*

*- Ralph Marston -*



**Babara Cooper**  
**Staff Member**  
New Providence



**Kayla Johnson**  
**Staff Member**  
Grand Bahama



**Stanley Gordan**  
**Faculty Member**  
New Providence



**Doranell King**  
**Faculty Member**  
Grand Bahama



**Bahamas**  
Technical & Vocational Institute







# Saying Goodbye to Dr. Robert W. Robertson

Immediate Past President



The BTVI family bids a heartfelt farewell to Immediate Past President, Dr. Robert W. Robertson, who for six years served our community and by extension, the country.

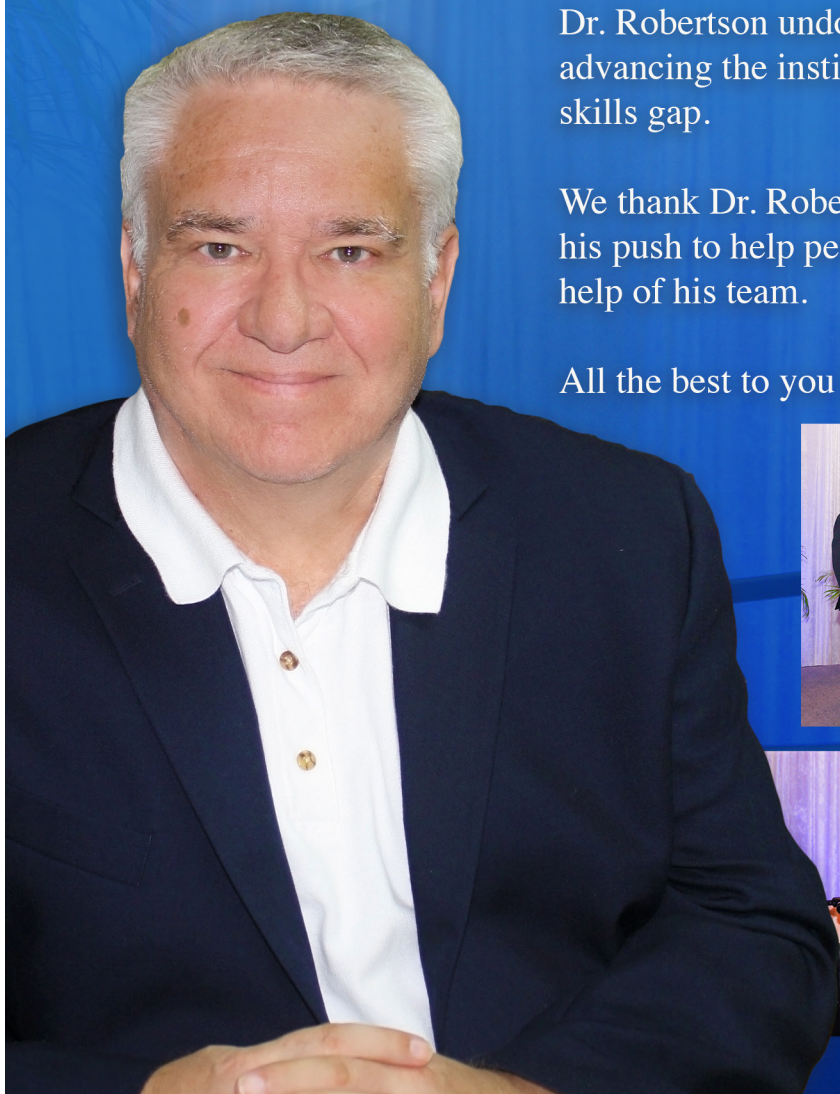


As BTVI's first president, Dr. Robertson was driven to make a difference and to contribute to the transformative power of education to change the lives of students in particular. While at BTVI, he rose the profile of the institution, and technical and vocational education and training nationally, regionally and internationally. He also saw potential in his team, believed in their abilities and elevated them to higher ground through opportunities beyond the borders of The Bahamas.

Dr. Robertson undoubtedly helped to reshape BTVI's image, while advancing the institution's mandate by the government to close the skills gap.

We thank Dr. Robertson for his leadership and calming presence, for his push to help people grow and his advancement of BTVI with the help of his team.

All the best to you Dr. Robertson!









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*Financial  
Statement*

**BAHAMAS TECHNICAL & VOCATIONAL INSTITUTE  
T/A BTVI UNAUDITED PROFIT & LOSS STATEMENT  
FOR THE PERIOD JULY 2021 – MAY 2022**

<b>Income</b>	
Bahamas Government Subvention	5,594,520.25
TUITION INCOME	340,552.50
APPLICATION FEES	26,957.00
REGISTRATION FEES	211,653.87
TECHNOLOGY FEES	85,975.00
MATERIAL FEES	42,900.00
TRANSCRIPT FEES	2,128.00
ID CARD FEES	-2,951.56
GRADUATION FEES	15,030.35
OTHER FEES	57,834.80
IT CERTIFICATION EXAM FEES	-169,214.16
CONTINUING EDUCATION	155,885.70
Nat'l Centre of Const Edu Res	-134,767.18
NANO - Specialized Training	-800.00
Scholarships & Private Donor	-150.00
Sales Income	36,202.99
Other Income	<u>26,400.00</u>
<b>Total Income</b>	<u><b>6,288,157.56</b></u>
<b>Gross Profit</b>	<b>6,288,157.56</b>
<b>Expense</b>	
Salary & Staff Benefits	6,309,991.10
General & Administrative Expense	538,292.71
Utilities Expense	290,590.38
Travel Expense	122,455.83
Advertising Expense	71,094.49
Legal & Professional Expense	331,103.75
Student Entertainment Expense	60,203.06
Repair and Maintenance	671,425.30
DEPRECIATION EXPENSE	384,553.19
CDB - ENHANCEMENT PROJECT	74,417.42
BOARD OF DIRECTORS' EXPENSES	38,450.93
	<u>0.00</u>
<b>Total Expense</b>	<u><b>8,892,578.16</b></u>
<b>Net Income</b>	<u><b>-2,604,420.60</b></u>



# Bahamas

## Technical & Vocational Institute

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## Nassau Campus

Old Trail Road  
P.O. Box N-4934  
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