



HOW TO CREATE AN INNOVATIVE EDUCATION AND TRAINING ENVIRONMENT

*And prepare Caribbean students for 21st century
society and economy*

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Education in the 21st century

- Education and training at the top of the agenda of developed and developing countries.
- Many education systems were built in C19th or C20th.
 - They are not meeting today's economic and social needs.
- Modernizing education is critical to economic development, productivity, innovation, and competitiveness as well as social cohesion and well-being.
- Single most important policy instrument available to governments to foster human development.

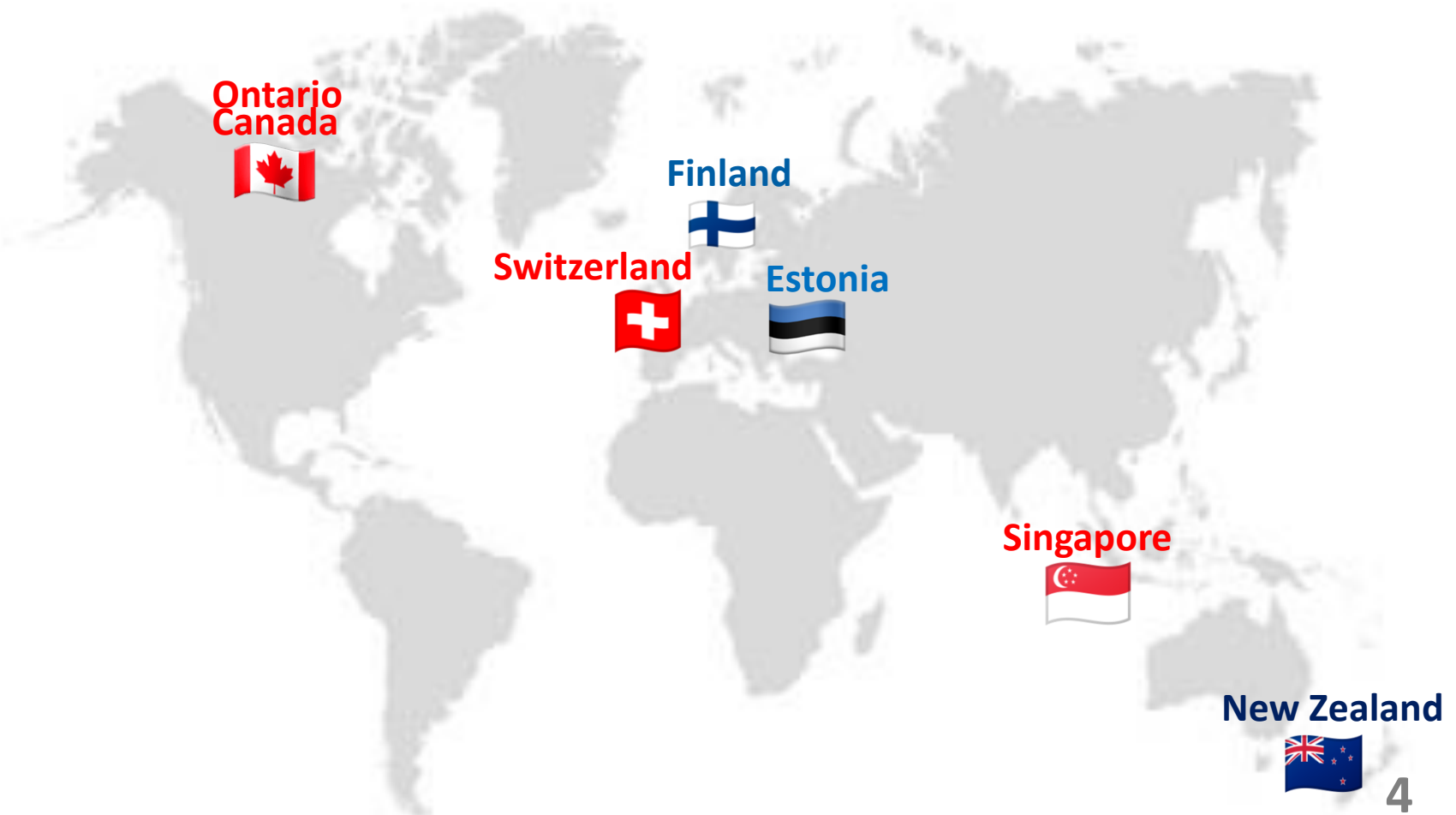
A complex public policy issue



Education, not a stand-alone issue - interacts with other sectors.

How to reform an education system?

Some countries have made good progress in reforming their education and training systems.



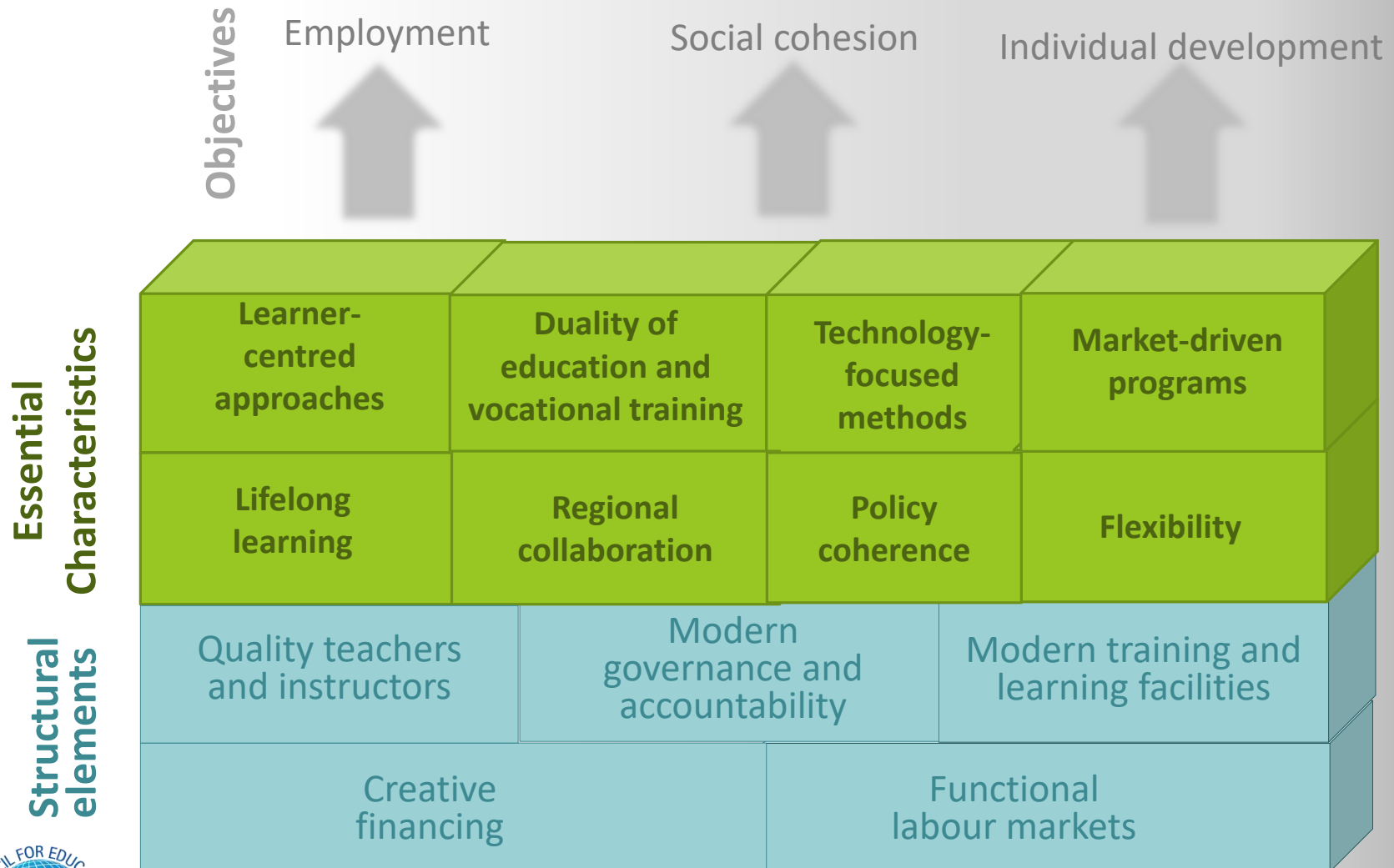
Learning from other system reforms

- What are the characteristics of high-performing systems.
- Are there unique characteristics relevant to small island nations, like those in the Caribbean.
- Need to focus on three areas of importance:
 - The structure
 - The content
 - The relationship between education and employment

Context matters

- Social, economic, geo-political, and technological factors can have an impact.
- They tend to be outside the control of the education system, but can both advance or hinder reforms.
- Some external factors:
 - Technological revolution
 - Internationalization of education
- Some internal factors:
 - Young population peaking in 2020
 - Poverty
 - Urbanisation
 - Undiversified economies
 - Strong democratic tradition and political stability

Characteristics of modern systems



Content of modern education systems

Modern education systems use effective policies, strategies and interventions to guide the system.



TVET
policies

*No shortage of
education policies at the
national, regional, and
sub-regional level.*



Human
resource
development
strategies



Education
sector
development
plans



Education
strategic
plans



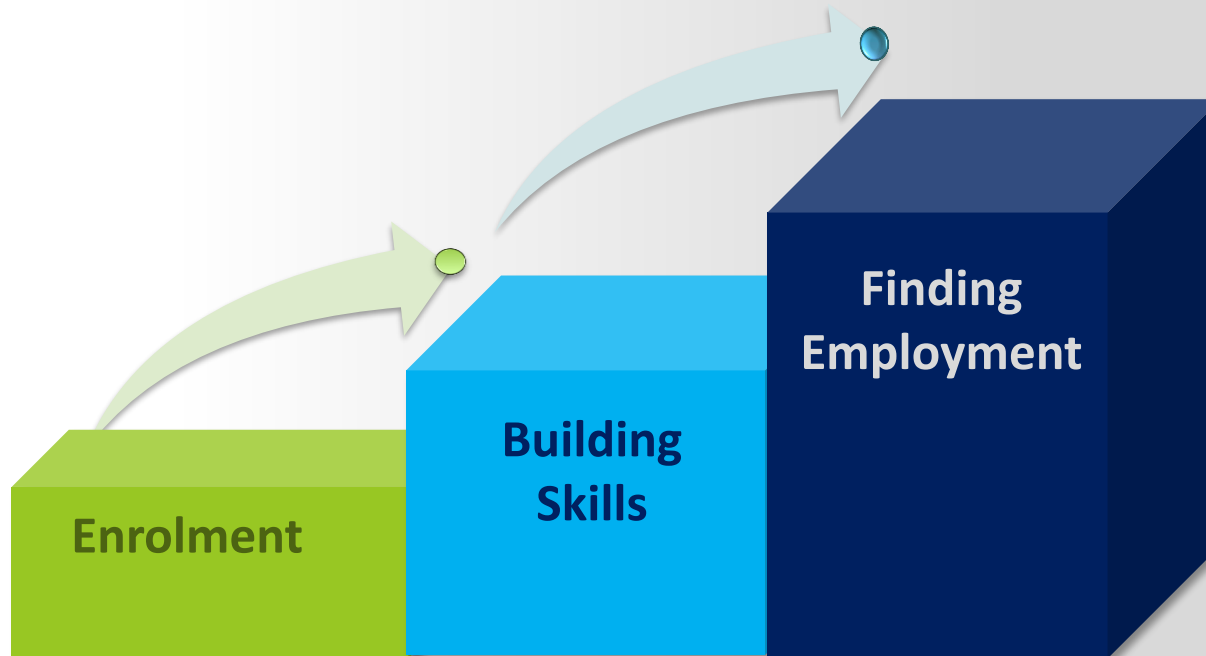
National
youth
policies

But....

Implementation is critical to success!

From education to employment

Three critical stages in the transition from education and training to employment.



Building skills for C21st employment

Cognitive skills	Social and behavioural skills	Technical skills
Literacy	Work ethics	Job or occupational
Numeracy	Emotional intelligence	
Digital and ICT literacy	Teamwork	
Critical thinking	Pro-activeness	
Problem solving	Cross-cultural awareness	

Almost 40 percent of employers say a lack of skills is the main reason for entry-level vacancies.

McKinsey, Education to Employment, 2010

Finding employment in the C21st

Five mechanisms that connect education to employment



Finding employment – Promising practices

- Education and training institutions and employers must “step into one another’s worlds”.
- Employers and education providers work with students early and often – education-to-employment is treated as a continuum.
- Examples:
 - University co-ops (Canada)
 - Industry involvement in curriculum design (Regional)
 - Junior Achievement (St. Lucia, Jamaica, St. Kitts and Nevis, Trinidad and Tobago)
 - SERVOL model (Dominica, Grenada, St. Lucia, Trinidad and Tobago)

Education reform – what doesn't work

- Don't look for “silver bullets” especially those focusing on just one aspect of the education and training system.
- Need system-wide reforms – cannot focus on just one aspect of the system.
- Money alone does not guarantee improvements in outcomes.
- Don't rely solely on free education and training at the postsecondary level.
- Don't stigmatise technical and vocational education and training – need better integration of training with the formal education system.

Future considerations for the Caribbean

- Improving education and training outcomes is a long term endeavour.
- Need to provide opportunities for as many learners as possible to succeed.
- A well-functioning local labour market is crucial.
- Need an education data management system, nationally and regionally.

Thank you

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