



TRACER STUDY REPORT 2011 - 2012 Beneficiaries

**LABOUR MARKET RESEARCH AND INTELLIGENCE
DEPARTMENT**

**INFORMATION SYSTEMS AND TECHNICAL SERVICES
DIVISION**

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EXECUTIVE SUMMARY

The HEART Trust/NTA conducts Tracer Studies as a monitoring and evaluating tool to assess the impact of its training on beneficiaries. In this effort, the following were examined:

1. To what extent did HEART Trust/NTA beneficiaries gained employment?
2. Were beneficiaries employed in occupational areas related to the skill areas in which they were trained?
3. Did beneficiaries encounter challenges in obtaining jobs in the skill areas and levels trained?
4. On average, how much did beneficiaries earn per week before taxes were deducted?
5. To what extent beneficiaries had participated in further training and/or academic studies since completing their programme during the 2011/2012 financial year?
6. What were the main benefits received from completing a training programme at HEART Trust/NTA?

Methodology and Data Source

Given an expected response rate of 60% and with the aim of achieving a 99% confidence level, with a margin of error of 2%, a sample size of 4,066 beneficiaries or approximately 30% of the sampling frame was selected.

Experienced and trained Interviewers were assigned by parish to locate beneficiaries and conduct interviews through use of a questionnaire. One thousand three hundred and sixty eight (2,830) valid instruments were collected, representing a response rate of approximately 70%.

Limitations

1. Bio and training data received from the Training Management System (TMS) from which the sampling frame was created contained a significant amount of omitted bio data; hence a sizeable amount of beneficiaries were unavoidably not represented in the sampling frame from which the sample is drawn.
2. The inability of Interviewers to locate some potential respondents, which impacted on the representation of beneficiaries for some skill areas.
3. Some skill areas attracted very small number of respondents and as such did not allow for any meaningful analysis.

Main Findings

To What Extent did Beneficiaries gained employment?

Of the 2,830 respondents, 2,620 or 92.6% were within the labour force, while 210 or 7.4% were outside. Majority of the respondents were outside the labour force as they expressed no interest in working as they were in school/training, pregnant/domestic responsibility (taking care of children/housewife) and illness.

Of the 2,630 respondents who were in the labour force, 1,723 or 65.8% were employed, while 897 or 34.2% were unemployed. This represents an employment rate of 65.8%. The employment rate recorded for the previous year was 56.9%.

Notably, of the 1,723 respondents who were employed, 1,041 were employed subsequent to completing their training programme. If we were to exclude the 682 respondents who were employed, while doing their training programme, the employment rate would be 53.7%. The corresponding rate for the previous year was 47.4% or a difference of 6.3 percentage points.

The employment rate was highest for respondents who benefited from training at the higher levels, with Level 5 and Level 4 having employment rates of 94% and 93.2%, respectively. On the other hand, Levels 1, 2 and 3 programmes recorded rates of 57.9%, 63.3% and 76.2%, respectively. This indicates that respondents who were trained at the highest levels had a significantly higher chance of employment, when compared to respondents who were trained in lower level programmes.

Were beneficiaries employed in occupational areas related to the skill areas in which they were trained?

Majority (72%), of the respondents who had worked at some point in time since completing their training programme were employed in an occupational areas related to the skill area in which they were trained.

Did beneficiaries encounter challenges in obtaining jobs in the skill areas and levels trained?

The major reasons given for being unemployed were, could not find a suitable job (376 or 42.1%), 125 Trainees or 14% due to limited work opportunities in the skill area studied, 70 or 7.8% were awaiting a promised job and 55 or 6.2% due to too many job applicant trained in the same skill.

The respondents who indicated an excess of trained applicants in their skill area for their unemployed status were trained in the skill areas of Commercial Food Preparation (Cookery), Commercial Food Preparation (Commis Chef, Hospitality Services (Villa and Other Properties), General Cosmetology and Early Childhood Development. Respondents who indicated limited work opportunities were trained in General Construction, Plumbing, Housekeeping (Room Attendant), Housekeeping (Linen Room Attendant), Food and Beverage Restaurant Service Bar Service (Captain) and Commercial Food Preparation (Cookery). Similarly, respondents who indicated that they could not find a suitable job were beneficiaries of Electrical Installation, Commercial Food Preparation (Commis Chef), Housekeeping (Linen Room Attendant), Housekeeping (Room and Attendant), Commercial Food Preparation (Cookery), General Cosmetology, Business Administration (Secretarial Skills), Food and Beverage Service (Server),

Food and Beverage Service (Captain), General Construction, General Agriculture and Hospitality Services (Villa and Other Properties).

On average, how much did beneficiaries earn per week before taxes were deducted?

The average gross weekly salary recorded was \$11,837.25. The maximum weekly income recorded was \$150,000 and was earned by a respondent trained in Electrical Engineering. On the other hand, the lowest weekly income earned was \$1,000. The mode or most frequent gross weekly income recorded was \$5,000. The median salary recorded was \$8,500, which implies that 50% or a half of the respondents earned below \$8,500, while 50% earned above this amount.

To what extent beneficiaries had participated in further training and/or academic studies since completing their programme during the 2011/2012 financial year?

Only 8% of the beneficiaries had participated in further training since completing their programme with HEART Trust.

What were the main benefits received from completing a training programme at HEART Trust/NTA?

The majority of respondents (92.8%) were satisfied with the training received at HEART Trust/NTA. When asked if 'Training received was adequate to prepare them for a job in your skill area' the majority of respondents (90.0%) answered in the affirmative.

The following highlights the benefits respondents informed that they derived from participating in a training programme at HEART Trust:

- To get extra skills for my job – 1,371 or 31.9% of respondents
- To get a job (or own business) – 800 or 18.6% of the respondents
- To try a different career – 389 or 9.1% of the respondents
- Receive and increase in earnings – 302 or 7.0% of the respondents
- Increase knowledge – 194 or 4.5% of the respondents
- Get a promotion – 138 or 3.2% of the respondents
- Acquire a skill – 122 or 2.8% of the respondents
- Become Certified/qualified – 59 or 1.4% of the respondents
- Self-development/Self growth – 41 or 1.0% of the respondents
- Change job – 34 or 0.8% of the respondents
- Gain experience – 26 or 0.6% of the respondents
- Personal use – 19 or 0.4% of respondents

1. INTRODUCTION

Tracer Studies are conducted annually by HEART Trust/NTA to collect relevant information for the purpose of evaluating the impact of the programmes and services provided by the Agency. This Tracer Study covered all eight sectoral areas targeted for training. These are Agriculture, Services, Tourism, Construction, Creative Industry, Manufacturing, Information Communication Technology, and Other (Allied Health and Early Childhood Education).

1.1 Purpose of the Study

The main objective of the Survey was to garner information that would adequately respond to the following questions:

1. To what extent did HEART Trust/NTA beneficiaries gained employment?
2. Were beneficiaries employed in occupational areas related to the skill areas in which they were trained?
3. Did beneficiaries encounter challenges in obtaining jobs in the skill areas and levels trained?
4. On average, how much did beneficiaries earn per week before taxes were deducted?
5. To what extent beneficiaries had participated in further training and/or academic studies since completing their programme during the 2011/2012 financial year?
6. What were the main benefits received from completing a training programme at HEART Trust/NTA?

The findings from this Survey is expected to guide the Agency in charting the way forward to further improve the impact of its training programmes on its beneficiaries and the labour force.

1.2 Definition of Key Terms

Beneficiaries refer to persons who benefited from training during the fiscal year April 2011 to March 2012.

Respondents refer to beneficiaries who participated in the survey.

Completers refer to beneficiaries who completed training during the 2011 – 2012 financial year.

Certified Completers refer to completers who were certified by the National Council on Technical and Vocational Education and Training (NCTVET).

Uncertified Completers refer to completers who did not attain all levels of competencies to be certified by NCTVET.

1.3 Report Format

This document is further outlined based on the sections highlighted below:

Section 2: Methodology and Data Source

Section 3: Demographic Profile of Respondents

Section 4: Programme Accepted and Training Received

Section 5: Employment Outcomes

Section 6: Salaries and Wages Earned

- Section 7: Educational/Training Attainment Post Programme Completion
- Section 8: Evaluation of HEART Trust/NTA Training Experiences and Services
- Section 9: Conclusion
- Section 10: Recommendation

2. Methodology and Data Source

2.1 Sampling Frame

The sampling frame contained 13,407 beneficiaries; 8,578 or 64.0% were at a HEART institution (including VTDI) and 4,829 or 36.0% were trained through community interventions. All Trainees captured within the sampling frame had completed their training programme, either successfully or unsuccessfully, i.e. they were either certified or not certified by NCTVET.

2.2 Method of Sample Selection

The methodology used for selecting the sample was Stratified Random Sampling. Stratification was done on the bases of:

- Gender;
- Skill area and level trained;
- Broad location type i.e. TVET Institute, HEART College, Learning Resource Training Centre and Community Training Intervention; and
- Location of prospective Respondents i.e. the parish in which beneficiaries reside.

Given an expected response rate of 60%, and with the aim of achieving a 99% confidence level, with a margin of error of 3%, a sample size of 4,066 beneficiaries or approximately 30% of the sampling frame was selected.

2.3 Method of Data Collection

The questionnaire utilized in the data collection exercise was adapted from the instrument used in the prior year's survey, with minimal changes made. Importantly, the Field Interviewers who had responsibility to carry out the data collection exercise were seasoned Interviewers, who have extensive experience in field work interview. The Interviewers conducted face to face interviews with the Respondents, as this approach was deemed to produce fewer non-random errors. Attached in the Appendix is a copy of the questionnaire used.

2.4 Training

The Labour Market Research Unit of the Labour Market Research and Intelligence Department conducted data collection workshops to inform/refresh the Interviewers about the questionnaire administration. Four such workshops were held; one each in the parishes of Clarendon, St. Andrew, St. Catherine and Westmoreland.

2.5 Field Work

The data collection process lasted for approximately 4 weeks, between August 24 and September 30, 2013. Seventy seven (77) Interviewers were employed to locate and interview the beneficiaries selected.

2.6 Sample Achieved

Overall, 2,830 valid instruments were collected. This represents a response rate of approximately 70%; a margin of error of 2% and a confidence level of 99%. Importantly, the sample achieved distributed by stratum may not reflect the same response rate, margin of error and confidence level, as the overall sample achieved.

2.7 Limitations

1. Bio and training data received from the Training Management System (TMS) from which the sampling frame was created contained a significant amount of omitted bio data; hence a sizeable amount of beneficiaries were unavoidably not represented in the sampling frame from which the sample is drawn.
2. The inability of Interviewers to locate some potential Respondents, which impacted on the representation of beneficiaries for some skill areas.
3. Some skill areas attracted very small number of respondents and as such did not allow for any meaningful analysis.

2.8 Analysis

The information received from conducting the survey was coded and entered in Microsoft Excel. The dataset was then exported to Predictive Analytical SoftWare (PASW), formerly SPSS for cleaning and analysis. Analysis was done through a series of frequencies and cross tabulations.

3. DEMOGRAPHIC PROFILE OF RESPONDENTS

Of the beneficiaries surveyed, it was found that the majority resided in the parishes of St. Catherine (21.0%), Kingston and St. Andrew (16.5%), Clarendon (11.1%), St. Ann (7.9%) and St. James (7.3%), (Table 1).

Table 1: Respondents' Parish of Residence

Parish of Residence	Respondents	Valid Percent
St. Catherine	595	21.0%
Kingston/St. Andrew	468	16.5%
Clarendon	313	11.1%
St. Ann	223	7.9%
St. James	207	7.3%
St. Mary	179	6.3%
Manchester	177	6.3%
Westmoreland	172	6.1%
St. Elizabeth	132	4.7%
Trelawny	126	4.4%
St. Thomas	98	3.5%
Hanover	92	3.2%
Portland	47	1.7%
<i>Sub-Total</i>	2,829	100.0%
<i>Not Stated</i>	1	
Total	2,830	

Youth¹ accounted for the larger share (52.4%) of the respondents; adults² accounted for 47.1%, while 0.5% of the respondents did not report their age (Table 2). Half (50.0%) of the respondents were male, 49.5% were female and for 0.5%, gender was not reported.

¹ 'Youth' in this report refers to persons aged 17 to 24 years

² 'Adult' in this report refers to a persons aged 25 or older

Table 2: Respondents by Age Group and Gender

Age Group	Gender			Total
	Male	Female	Missing (Gender)	
17 – 19	68	47	1	116
20 – 24	807	556	4	1,367
25 – 29	240	263	1	504
30 – 34	123	161	0	284
35 – 39	61	135	0	196
40 – 44	53	105	0	158
45 & Over	61	130	0	191
Missing (Age Cohort)	3	3	8	14
Total	1,416	1,400	14	2,830

Respondents were mostly single (75.6%), while 22.1% were married or living with a partner, 1.6% was divorced or separated and 0.5% had not indicated their marital status.

Approximately one-third (33.63%) of the respondents reported being the head of their household, while nearly two-thirds (65.0%) reported that they were not the head of their household; 1.4% did not report their head of household status.

Approximately two in every five beneficiaries surveyed (41.0%) indicated that they had children; 58.4% indicated that they did not have children, while 0.6% did not indicate their parental status.

3.1 Academic Qualification Received Prior to Enrolling at HEART Trust/NTA

Approximately 24.7% or 693 respondents had no academic qualification prior to enrolling at HEART Trust/NTA (Table 3). However, about 75.3% or 2,112 respondents reported that they passed at least one CXC general, CXC basic or GCE ‘O’ Level subject. There were only marginal changes from the year before when 26% had no academic qualifications prior to enrolment and 76% had passed at least one CXC general, CXC basic or GCE ‘O’ Level subject.

Table 3: Highest Academic Qualification Received Prior to Enrolling at HEART Trust/NTA

Highest Academic Examination Passed	Frequency	Valid Percent
None (Did not pass any exams)	693	24.7%
CXC Basic, JSC 5 SSC, 3rd JL	254	9.1%
CXC Gen, GCE 'O' 1 – 2	522	18.6%
CXC Gen, GCE 'O' 3 – 4	521	18.6%
CXC Gen, GCE 'O' 5+	420	15.0%
GCE 'A' 1 - 2/, CAPE 1 – 2	21	0.7%
CAPE/GCE 'A' 3+	28	1.0%
Degree and/or diploma	297	10.6%
Associate Degree	2	0.1%
CCNA Certificate/CCNP Routing Certificate	2	0.1%
CIDA	1	0.0%
CCLLS/CCSLC/CCLLA	17	0.6%
Masters	4	0.1%
City Guild	2	0.1%
Certificate	19	0.7%
Medical Certification	1	0.0%
PhD	1	0.0%
Sub-Total	2,805	100.0%
Missing	25	
Total	2,830	

4. PROGRAMME ACCEPTED AND TRAINING RECEIVED

This section of the report focuses on the training programme respondents participated in and the training received. Importantly, this section will also look at the certification status of Respondents i.e. whether they were certified by NCTVET.

4.1 Programme Type Trained and Completion Status

Of the 2,830 respondents, approximately 72.7% benefited from training at a HEART Institution including Vocational Technical Development Institute (VTDI) and 27.3% from Community Training Intervention (Table 4). Importantly, 89.5% of the respondents were certified and the remaining 10.5% were uncertified. Notably, approximately 90.7% of the respondents who attended a HEART Institution were certified, while Community Training Intervention recorded a corresponding share of 86.4%.

Overall, respondents reported that the two major reasons for being uncertified were having assessments to re-do (54.6%) and having outstanding units to be assessed (29.4%).

Table 4: Beneficiaries' Certification Status by Institution Type Attended

Institution Type	Certification Status				Total
	Certified	%	Uncertified	%	
Heart Institution	1,842	90.7	188	9.3	2,030
Community Training Intervention	660	86.4	104	13.6	764
Sub-Total	2,502	-	292	-	2,794
<i>Missing</i>	32	-	4	-	36
Total	2,534	89.5	296	10.5	2,830

4.1 Skill Level Trained by Certification Status

Over one-half (56.8%) of the respondents revealed that they completed a Level 2 training programme with HEART Trust/NTA, while 22.3% had completed a Level 1, 15.8% completed Level 3, 3.3% completed Level 4, and 1.8% completed a Level 5. Respondents who had completed Level 4 were most likely to be certified (93.5%), followed by respondents who had completed Level 3. On the other hand, respondents who had completed Level 1 were least likely to be certified, with as much as 16.2% indicating that they did not attain certification (Table 5).

Table 5: Certification Status by Programme Type

Programme Level	Certification Status				Total
	Certified	%	Uncertified	%	
1	528	83.8	102	16.2	630
2	1,455	90.5	152	9.5	1,607
3	416	92.9	32	7.1	448
4	87	93.5	6	6.5	93
5	48	92.3	4	7.7	52
Total	2,534	89.5	296	10.5	2,830

4.2 Sectoral/Skill Area and Level Trained

From the survey, it was disclosed that the skills within the Tourism Sector were the most popular among respondents, with a representation of approximately 27.0%. This was followed by the Services Sector (24.8%), Construction (20.1%), Education and Health (12.3%), Information Communication Technology (10.0%), Agriculture (3.4%), Manufacturing (2.1%) and the Creative Industry (0.2%).

5. EMPLOYMENT OUTCOMES

5.1 Labour Force Status

The majority (2,620 or 92.6 %) of the respondents were a part of the labour force, that is, they were either employed or unemployed (Table 6). It was found that 210 or 7.4% of the respondents were outside the labour force. Of the respondents who were a part of the labour force, 89.9% were certified, and 10.1% were uncertified; while, of those outside the labour force, 84.8% were certified and 15.2% were uncertified. It was also seen that 93.0% of the certified respondents were a part of the labour force; while the corresponding figure for uncertified respondents was 89.2%. There was difference of about three percentage points. Since the previous year, the labour force participation rate decreased marginally, moving from 94% to 92.6%. The share of certified labour force participants decreased from 89.9% to 84.8%, while the share of certified beneficiaries who were outside the labour force increased from 83% to 89.8%.

Table 6: Respondents Distributed by Labour Force Status

Labour Force Status	Certification Status		Total	Valid Percent
	Certified	Uncertified		
Employed	1,569	154	1,723	60.9%
Unemployed	787	110	897	31.7%
Total Labour Force	2,356	264	2,620	92.6%
Outside the Labour Force	178	32	210	7.4%
Potential Labour Force (Total)	2,534	296	2,830	100.0%

5.2 Employed Labour Force

In calculating the employment rate for beneficiaries, only respondents who were either employed or unemployed at the time of the survey were included as cases in the study. Therefore, respondents who were classified as outside the labour force were excluded.

5.2.1 Rates of Employment

At time of the survey, the employment rate for respondents stood at approximately 65.8%, a significant increase from 56.9% the previous year or a difference of 8.9 percentage points. Notably, if VTDI³ (the tertiary arm of the Agency) was to be excluded from the study, the employment rate would stand at 64.4%, showing that this institution did not significantly impact the overall employment rate of beneficiaries. In addition, 682 or 39.6% of the employed respondents were employed while in training and remained in the same job subsequent to completing their training programme. If these respondents were to be excluded from the study, the employment rate would be approximately 53.7%, which would highlight the actual rate beneficiaries were employed subsequent to completing training at HEART Trust/NTA. This

³ Previous Tracer Study Surveys did not include the tertiary arm of the Agency (VTDI), as bio data for beneficiaries were not captured on the Learning Management System (LMS).

represents an increase from the previous year, when the survey found the corresponding rate to be 47.4%.

At the time of the survey, 81.3% of the employed respondents were wage and salaried workers, a very marginal decrease from the previous year, when 81.4% of respondents were wage and salaried workers (Table 7). On the other hand, 18.7% were self-employed (17.4% were own account workers and 1.3% were employers). There was a slight increase in the share of employers, as the share was 0.4% the previous year, a difference of 0.9 percentage point.

Table 7: Status in Employment of Employed Residents

Status in Employment	Number	Valid Percent
Wage and Salaried Workers	1,399	81.3%
Own Account Worker	299	17.4%
Employers	23	1.3%
Sub-Total	1,721	100.0%
Missing	2	
TOTAL	1,723	

The sectors where the incidence of self-employment was highest were Creative Industries (50.0%), Manufacturing (47.4%), Services (22.6%), Construction (21.6%) and Agriculture (21.1%), (Table 8).

Table 8: Self-Employment Rate by Skill Area

Skill Areas	Self-Employed	Wage & Salaried Workers	Total	Self-Employment Rate
Creative Industry	2	2	4	50.0%
Art and Craft Production (Textile/Fabric)	1	0	1	100.0%
Leather Craft	1	2	3	33.3%
Manufacturing	18	20	38	47.4%
Drapery Making	4	2	6	66.7%
Fashion Designing	6	4	10	60.0%
Cabinet Making	1	1	2	50.0%
Furniture Making	5	7	12	41.7%
Garment Production	2	6	8	25.0%
Services	95	325	420	22.6%
Electrical/Electronic Maintenance	7	23	30	23.3%
Business Administration (Secretarial Skills)	9	41	50	18.0%
Motor Vehicle Engine System	4	20	24	16.7%
Motor Vehicle Repairs (Cars and Light Trucks)	9	46	55	16.4%
Business Administration (Management)	1	7	8	12.5%
General Office Administration (Office Clerk)	2	14	16	12.5%
Industrial Electronics	1	8	9	11.1%
Mechanical Maintenance/Engineering	2	17	19	10.5%

Skill Areas	Self-Employed	Wage & Salaried Workers	Total	Self-Employment Rate
Accounting Clerk	1	10	11	9.1%
Customer Service	1	10	11	9.1%
Air Conditioning and Refrigeration	1	21	22	4.5%
Administrative Assistant	0	3	3	0.0%
Auto Mechanics	0	1	1	0.0%
Business Management - (Supervision)	0	9	9	0.0%
Customer Service for Financial Services	0	1	1	0.0%
Industrial Electrical Maintenance	0	7	7	0.0%
Marketing and promotions (Promotions Coordination)	0	1	1	0.0%
Marketing and Promotions - Sales (Representative)	0	1	1	0.0%
Motor Vehicle Body Repairs (Cars and Light Trucks)	0	13	13	0.0%
Motor Vehicle Care and Conditioning/Maintenance	0	2	2	0.0%
Tractor Operation and Maintenance	0	1	1	0.0%
Preventative Maintenance Management	0	6	6	0.0%
Office Clerk/Attendant	0	1	1	0.0%
TVET Management	0	1	1	0.0%
Barbering	6	3	9	66.7%
Interior Decorating	2	1	3	66.7%
Motor Vehicles Air Conditioning Systems	2	1	3	66.7%
Industrial Hydraulics	6	8	14	42.9%
Massage Therapy	3	5	8	37.5%
Motor Vehicle Electrical/Electronic Systems	1	2	3	33.3%
Domestic/Consumer Electronics	6	4	10	60.0%
General Beauty Therapy	1	3	4	25.0%
General Cosmetology	25	25	50	50.0%
Hair Styling	3	3	6	50.0%
Metal Work Engineering	1	3	4	25.0%
Nail Technology	1	3	4	25.0%
Construction	82	297	379	21.6%
Carpentry	5	11	16	31.3%
Building & Construction - Construction Site Management	3	8	11	27.3%
Electrical Installation/Engineering	26	97	123	21.1%
Building & Draughting	3	14	17	17.6%
General Construction	11	54	65	16.9%
Plumbing	7	35	42	16.7%
Building & Construction - Construction Site Supervision	0	5	5	0.0%
Building Construction Drafting	0	3	3	0.0%
Masonry	0	2	2	0.0%
Property and Facilities Maintenance (Building Maintenance)	0	8	8	0.0%

Skill Areas	Self-Employed	Wage & Salaried Workers	Total	Self-Employment Rate
Wall and Floor Tiling	0	1	1	0.0%
Electrical Technology	0	3	3	0.0%
Welding & Fabrication	0	8	8	0.0%
Plumbing & Pipefitting	0	1	1	0.0%
Welding	18	31	49	36.7%
Concreting	1	2	3	33.3%
Wall and Ceiling Lining - Drywall Construction	4	8	12	33.3%
Concreting/Steel-Fixing	4	6	10	40.0%
Agriculture	8	30	38	21.1%
Greenhouse Technology	3	3	6	50.0%
Livestock Rearing	3	6	9	33.3%
General Agriculture	2	6	8	25.0%
Agro-Food Processing	0	3	3	0.0%
Horticulture - Turf Management	0	6	6	0.0%
Ornamental Horticulture	0	6	6	0.0%
Tourism	66	325	391	16.9%
F & B Bar Service (Cocktail Service) Food and Beverage Service	1	0	1	100.0%
Hotel Accounting	1	0	1	100.0%
Events Planning & Management (Events Management)	2	3	5	40.0%
Housekeeping - (Room Attendant)	14	28	42	33.3%
F & B Restaurant Service (Server) Food and Beverage	8	20	28	28.6%
CFP (Cookery) Commercial Food Preparation	6	26	32	18.8%
CFP (Commis Chef) Commercial Food Preparation	18	89	107	16.8%
Housekeeping (Housekeeping Supervision)	1	5	6	16.7%
Housekeeping (Linen Room Attendant)	6	30	36	16.7%
F & B Bar Service (Portering) Food and Beverage	1	6	7	14.3%
F & B Bar Service (Bartending) Food and Beverage	3	20	23	13.0%
F & B Restaurant Service (Captain) Food and Beverage	2	17	19	10.5%
Hospitality Services - (Villa and Other Properties)	2	24	26	7.7%
Front Office - Front Office Agent	1	13	14	7.1%
CFP (Chef de Partie) Commercial Food Preparation	0	20	20	0.0%
CFP ((Pastry Chef/Patisserie) Commercial Food Preparation	0	1	1	0.0%
Commercial Food Preparation (Chef De Cuisine)	0	2	2	0.0%
CFP (Sous Chef) Commercial Food Preparation	0	1	1	0.0%
Events Planning & Management (Events Supervision)	0	1	1	0.0%
F & B (Maitre'D) Food and Beverage Supervision	0	1	1	0.0%
F & B Restaurant Service (Hosting) Food and Beverage Service	0	3	3	0.0%

Skill Areas	Self-Employed	Wage & Salaried Workers	Total	Self-Employment Rate
Food and Nutrition	0	1	1	0.0%
Food and Beverage Services	0	1	1	0.0%
Front Office (Font Office Supervision)	0	4	4	0.0%
Front Office - (Concierge Agent)	0	2	2	0.0%
Housekeeping (Housekeeping Management)	0	1	1	0.0%
Housekeeping - (Houseman)	0	1	1	0.0%
Hotel Accounts and Front Office/Manag.	0	1	1	0.0%
Culinary Art/Certified Culinarian	0	3	3	0.0%
Executive Chef	0	1	1	0.0%
ICT	32	157	189	16.9%
Computer Software Application	1	0	1	100.0%
Network Administration	1	1	2	50.0%
Computer Servicing and Support (Computer Repairs Technician)	10	20	30	33.3%
Data Operations	11	33	44	25.0%
IT Essentials (PC and Hardware)	3	14	17	17.6%
Information Technology	3	21	24	12.5%
Web Page Designing	1	9	10	10.0%
Cisco Certified Network Associate (CCNA)	2	37	39	5.1%
Network Support - (Network Technician)	0	3	3	0.0%
System Administration	0	9	9	0.0%
CCNP Networking	0	3	3	0.0%
ICT Technologist	0	1	1	0.0%
Computer Networking/Science	0	2	2	0.0%
Geographical Information	0	1	1	0.0%
Network Fundamentals	0	2	2	0.0%
LAN Switching & Wireless	0	1	1	0.0%
Education and Health	17	239	256	6.6%
Allied Health - Health Care Assistance (Patient Care)	1	10	11	9.1%
Early Childhood Development	14	140	154	9.1%
Community Health Aide	1	12	13	7.7%
Practical Nursing	1	18	19	5.3%
Allied Health - Geriatric Care	0	1	1	0.0%
Nursery Care Services	0	5	5	0.0%
NCTVET Instructor	0	3	3	0.0%
Education and Training	0	36	36	0.0%
Career Development Programme	0	4	4	0.0%
Training Cert. Specialist	0	1	1	0.0%
Training and Development	0	8	8	0.0%
Management Development	0	1	1	0.0%
TOTAL	320	1,395	1,715	18.7%

With a self-employment rate of approximately 24.0%, beneficiaries trained at Level 1 were most likely to be self-employed (Table 9). This was followed by Level 2 and Level 3 beneficiaries with self-employment rates of 20.0% and 12.1%, respectively. It was found that the higher the level trained, the less frequent the occurrence of being self-employed.

Table 9: Self-Employment Rate by Programme Level

Programme Level	Rate
1	24.0%
2	20.0%
3	12.1%
4	11.6%
5	6.7%

Of the 1,717 employed respondents who had indicated the number of hours they worked, 84.8% were involved in full-time employment, while 15.2% were involved in part-time employment; 6 employed respondents had not indicated the number of hours per week they usually worked (Table 10).

Table 10: Type of Employment

Type of Employment	Number	Valid Percent
Part-Time Employment	261	15.2%
Full-Time Employment	1,456	84.8%
Sub-Total	1,717	100.0%
Missing	6	
TOTAL	1,723	

Of the employed respondents who indicated the sector in which they were employed or operated their business, the majority worked in Services (46.3%), Education and Health (16.6%), Tourism (13.5%), Construction (6.9%) and Agriculture (6.6%), (Table 11).

Table 11: Sectors of Employment

Sector	Number	Valid Percent
Services	790	46.3
Education and Health	283	16.6
Tourism	231	13.5
Construction	117	6.9
Agriculture	112	6.6
Manufacturing	93	5.5
ICT	36	2.1
Electricity, Gas and Water	29	1.7
Creative	8	0.5
Mining	5	0.3
Sports	2	0.1
Sub-Total	1,706	100
Missing	17	
Total	1,723	

5.2.2 Employment Rate by Gender

With an employment rate of approximately 71.6%, males stood a greater chance of gaining employment when compared to females, who stood a 59.7% chance of employment, representing a significant difference of 11.9 percentage points (Table 12). The disparity between male and female employment rates increased, as the study of the previous year found the male employment rate to be 62.2% and the female employment rate to be 52.9%, a difference of 9.3 percentage points.

Table 12: Employment Rate by Gender

Gender	Labour Force Status		Total	Employment Rate
	Employed	Unemployed		
Male	961	382	1,343	71.6%
Female	754	510	1,264	59.7%
Sub-Total	1,715	892	2,607	
<i>Missing</i>	8	5	13	
Total	1,723	897	2,620	65.8%

5.2.3 Employment by Age Cohort

With an employment rate of approximately 81.7%, respondents aged 45 years or older were most likely to gain employment (Table 13). Respondents aged 17 to 19 years were the least likely to gain employment as they had the lowest employment rate of 48.9%. In fact, it was observed that the older the age group, the higher the chance of employment.

Overall, respondents classified as youths (17 to 24 years) had an employment rate of 57.2%; while adults carried an employment rate of 74.7%. Notably, the youths' likelihood of employment increased when compared to last year's findings, when the associated rate of employment stood at approximately 45%.

Table 13: Employment Rate by Age Cohort

Age Cohort	Labour Force Status		Total	Employment Rate
	Employed	Unemployed		
17 – 19	46	48	94	48.9%
20 – 24	723	527	1,250	57.8%
25 – 29	330	144	474	69.6%
30 – 34	199	73	272	73.2%
35 – 39	146	40	186	78.5%
40 – 44	126	31	157	80.3%
45 and over	143	32	175	81.7%
Sub-Total	1,713	895	2,608	
Missing	10	2	12	
Total	1,723	897	2,620	65.8%

5.2.4 Employment Rate by Certification Status

Notably, respondents who were certified by NCTVET carried an employment rate of approximately 66.6%; while uncertified respondents reported an employment rate of approximately 58.3%, a difference of 8.3 percentage points (Table 14). Notably, the likelihood of being employed increased significantly for respondents who had been certified by NCTVET, moving up from 56.6%. On the other hand, the likelihood of employment for respondents who had not been certified by NCTVET did not record significant difference from last year, when employment stood at 59.4%.

Table 14: Employment Rate by Certification status

Certification Status	Labour Force Status		Total	Employment Rate
	Employed	Unemployed		
Certified by NCTVET	1,569	851	2,420	66.6%
Not Certified by NCTVET	154	110	283	58.3%
Total	1,723	897	2,620	65.8%

5.2.5 Employment Rate by Certification Status and Programme Levels

Employment rate was highest among Trainees who did Level 5 (94.0%), while those who did Level 1 had the lowest rate of employment (57.5%), as shown in Table 15. When factoring the overall employment rate (approximately 64%), completers of Levels 3 to 5, had higher employment rates in comparison to completers of Levels 1 and 2. This was also the case for the

previous year (2010/11 cohort); whereby, completers of higher level training stood the best chance of gaining employment.

Table 15: Employment Rate by Certification Status and Programme Levels

Programme Levels	Certification Status		Total
	Certified	Uncertified	
Level 1	59.3% (n=482)	50.0% (n=88)	57.9% (n=570)
Level 2	63.8% (n=1,353)	58.3% (n=139)	63.3% (n=1,492)
Level 3	76.5% (n=392)	71.4% (n=28)	76.2% (n=420)
Level 4	92.8% (n=83)	100.0% (n=5)	93.2% (n=88)
Level 5	93.5% (n=46)	100.0% (n=4)	94.0% (n=50)
Total	66.6% (n=2,356)	58.3% (n=264)	65.8% (n=2,620)

5.2.6 Employment Rate by Certification Status and Sectoral Area Trained

With the overall average employment rate of approximately 66%, the following sectoral/broad skill areas recorded above average employment rates. For the previous year, these same sectors had similar or above average employment rate. Consequently, respondents trained in these areas were most likely to be employed:

- Creative Industry - 80.0%⁴
- Other (Health & Education) – 76.6%
- ICT – 72.7%
- Construction – 70.3%
- Manufacturing – 69.1%
- Services – 66.3%

However, respondents who completed training in the following sectoral/broad skill areas were least likely to be employed as the employment rates were below average:

- Agriculture – 45.2%
- Tourism – 56.1%

Due to the small representation of certified and uncertified Respondents across most skill areas, a comparative analysis was not done to see whether or not certified Respondents were more likely to be employed across skill areas.

⁴ This Sector recorded low representation (5 Respondents)

However, when examined by sector it was found that beneficiaries in Construction, Manufacturing, Services and Agriculture were more likely to be employed when certified. For the other sectors there were no major differences in employment rate across certification status (Table 16).⁵

Table 16: Employment Rate by Sector Trained and Certification Status

SECTOR TRAINED	CERTIFICATION STATUS		Total
	Certified	Uncertified	
Creative Industry	66.7% (n=3)	100.0% (n=2)	80.0% (n=5)
Other (Health & Education)	76.6% (n=312)	76.0% (n=25)	76.6% (n=337)
ICT	72.8% (n=235)	72.4% (n=29)	72.7% (n=264)
Construction	71.1% (n=495)	61.7% (n=47)	70.3% (n=542)
Manufacturing	71.2% (n=52)	33.3% (n=3)	69.1% (n=55)
Services	68.4% (n=566)	49.3% (n=69)	66.3% (n=635)
Tourism	55.9% (n=622)	57.3% (n=75)	56.1% (n=697)
Agriculture	47.1% (n=70)	35.7% (n=14)	45.2% (n=84)
Total	66.6% (n=2,355)	58.3% (n=264)	65.8% (n=2,619)

5.2.7 Employment Rate by Skill Area and Level Trained

By disaggregating the data by skill areas and levels, it is seen where the following training programmes⁶ and corresponding levels, recorded rates above the average (65.8%) (Table 17):

- Building & Construction (Construction Site Management) Level 4
- Building & Construction (Construction Site Supervision) Level 3
- Domestic/Consumer Electronics Level 2
- Preventative Maintenance Management Level 2
- Industrial Hydraulics Level 2
- System Administration Level 3
- Community Health Aide Level 2
- Training and Development Level 5

⁵ Creative Industry was not factored into this analysis given its low representation.

⁶ Excluded are skill areas and level with less than 5 Respondents represented.

- Information Technology Level 5
- Industrial Electronics Level 3
- Air Conditioning and Refrigeration Level 2
- Education and Training Level 5
- Motor Vehicle Loss Adjustments Level 3
- Business Management (Supervision) Level 3
- Air Conditioning and Refrigeration Level 3
- Early Childhood Development Level 3
- Carpentry Level 3
- Information Technology –(Levels 1, 3, 4 and 5)
- Wall and Ceiling Lining (Drywall Construction) Level 2
- Housekeeping Supervision Level 3
- Horticulture (Turf Management) Level 3
- Motor Vehicle Body Repairs (Cars and Light Trucks) Level 2
- Building & Draughting Level 4
- Cisco Certified Network Associate (CCNA) (All levels)
- Air Conditioning and Refrigeration (All levels)
- Events Planning and Management (Events Management) Level 5
- Motor Vehicle Body Repairs (All levels)
- F&B Porting Level 1
- Practical Nursing Level 3
- Information Technology Level 3
- Drapery Making Level 2
- Fashion Designing Level 2
- Early Childhood Development Level 2
- Plumbing Level 2
- Computer Servicing and Support (Computer Repairs) – Level 1
- Ornamental Horticulture Level 2
- Furniture Making Level 2
- Motor Vehicle Engine System Level 2
- Welding Level 1
- Welding Level 2
- Carpentry Level 2
- Chef De Partie Level 3

On the other hand, the following training programmes recorded rates below the overall employment rate (65.8%):

- F&B Maitre D Level 3
- Motor Vehicle Electrical/Electronic System Level 2

- Metal Work Engineer (Levels 1 and 2)
- F&B Hosting Level 2
- Greenhouse Technology Level 2
- Accounting (All Levels)
- CFP – Cookery Level 1
- F&B Captain Level 2
- Bartending Level 2
- General Beauty Therapy Level 3
- Interior Decorating Level 1
- Nail Technology Level 2
- Concreting Level 2
- Agro- Food Processing Level 3
- Allied Health – Health Care Assistance (Patient Care) (All levels)
- Housekeeping Room Attendant Level 1
- Properties and Facilities Maintenance Level 2
- Housekeeping Linen Room Attendant Level 2
- General Office Administration (Office Clerk) Level 1
- Hairstyling Level 2
- Customer Service Level 2
- Business Administration (Secretarial Skills) Level 2
- Front Office Supervision Level 3
- Data Operations (Levels 1 and 2)
- General Cosmetology Level 2
- Garment Production Level 1
- General Construction Level 2

Additionally, the following training programmes recorded rates just about equal to that of the average employment rate of approximately 66%:

- Computer Servicing and Support (Computer Repairs) Level 2
- IT Essential (PC and Hardware) Level 2

Table 17: Employment Rate by Skill Area and Level Trained

SKILL AREAS TRAINED	LEVELS					TOTAL
	1	2	3	4	5 & over	
CREATIVE INDUSTRY	100.0% (n=2)	66.7% (n=3)	100.0% (n=1)	-	-	80.0% (n=5)
Leather Craft	100.0% (n=3)	-	-	-	-	100.0% (n=3)
Art & Craft Production (Textile/Fabric)	100.0% (n=1)	-	-	-	-	100.0% (n=1)
Art & Craft Production (Glass Bead Making)	-	0.0% (n=1)	-	-	-	0.0% (n=1)
OTHER (HEALTH & EDUCATION)	60.4% (n=53)	71.8% (n=175)	89.7% (n=58)	100.0% (n=19)	90.6% (n=32)	74.8% (n=337)
Allied Health (Geriatric Care)	100.0% (n=1)	-	-	-	-	100.0% (n=1)
Community Health Aide	100.0% (n=1)	100.0% (n=12)	-	-	-	100.0% (n=13)
TVET Instructor	-	-	-	100.0% (n=2)	100.0% (n=2)	100.0% (n=4)
Training & Development	100.0% (n=2)	-	-	100.0% (n=6)	-	100.0% (n=8)
Management Development	-	-	-	-	100.0% (n=1)	100.0% (n=1)
Education & Training	-	-	100.0% (n=5)	100.0% (n=9)	91.7% (n=24)	94.7% (n=38)
Early Childhood Development	52.4% (n=39)	74.4% (n=129)	89.7% (n=39)	-	-	73.3% (n=206)
Nursery Care Services	100.0% (n=2)	60.0% (n=5)	-	-	-	71.4% (n=7)
Career Development Programme	-	-	-	100.0% (n=1)	60.0% (n=5)	66.7% (n=6)
Practical Nursing	50.0% (n=2)	38.9% (n=18)	81.8% (n=11)	-	100.0% (n=1)	56.3% (n=32)
Allied Health - Health Care Assistance (Patient Care)	50.0% (n=8)	54.6% (n=11)	50.0% (n=2)	-	-	52.4% (n=21)
ICT	68.1% (n=69)	68.0% (n=122)	75.7% (n=37)	92.0% (n=25)	100.0% (n=11)	72.7% (n=264)
Network Administration	-	100.0% (n=1)	-	-	100.0% (n=1)	100.0% (n=2)
Geographical Information System	-	-	-	100.0% (n=1)	-	100.0% (n=1)
System Administration	-	-	100.0% (n=7)	100.0% (n=1)	-	100.0% (n=8)
CCNP Networking	-	-	-	-	100.0% (n=2)	100.0% (n=2)
ICT Technologist	-	-	-	100.0% (n=1)	-	100.0% (n=1)
Computer Software Application	100.0% (n=6)	100.0% (n=1)	-	-	-	100.0% (n=7)

SKILL AREAS TRAINED	LEVELS					TOTAL
	1	2	3	4	5 & over	
LAN Switching & Wireless	-	-	66.7% (n=3)	100.0% (n=1)	-	75.0% (n=4)
Cisco Certified Network Associate (CCNA)	-	81.3% (n=16)	72.7% (n=11)	92.3% (n=13)	-	84.8% (n=46)
Information Technology	71.4% (n=7)	33.3% (n=3)	80.0% (n=5)	87.5% (n=8)	100.0% (n=8)	75.8% (n=33)
Computer Servicing & Support (Computer Repairs Technician)	73.3% (n=15)	66.7% (n=28)	100.0% (n=1)	-	-	69.8% (n=43)
IT Essentials (PC and Hardware)	66.7% (n=7)	66.6% (n=12)	80.0% (n=5)	-	-	70.8% (n=24)
Web Page Designing	-	69.2% (n=13)	50.0% (n=2)	-	-	66.7% (n=15)
Computer Networking/Science	-	100.0% (n=2)	0.0% (n=1)	-	-	66.7% (n=3)
Network Support (Network Technician)	-	60.0% (n=5)	-	-	-	60.0% (n=5)
Data Operations	52.9% (n=34)	64.1% (n=39)	-	-	-	60.3% (n=73)
Network Fundamentals	50.0% (n=2)	-	50.0% (n=2)	-	-	50.0% (n=4)
CONSTRUCTION	65.4% (n=78)	67.5% (n=311)	75.2% (n=121)	89.3% (n=28)	100.0% (n=4)	70.3% (n=541)
Building & Construction (Construction Site Management)	-	-	-	100.0% (n=7)	-	100.0% (n=7)
Building & Construction (Construction Site Supervision)	-	-	100.0% (n=7)	-	-	100.0% (n=7)
Building Construction Drafting	100.0% (n=1)	100.0% (n=2)	-	100.0% (n=1)	100.0% (n=1)	100.0% (n=5)
Electrical Technology	-	-	-	100.0% (n=1)	100.0% (n=2)	100.0% (n=3)
Wall & Floor Tiling	-	-	100.0% (n=1)	-	-	100.0% (n=1)
Plumbing & Pipefitting	-	100.0% (n=1)	-	-	-	100.0% (n=1)
Wall & Ceiling Lining (Drywall Construction)	100.0% (n=4)	85.7% (n=7)	100.0% (n=2)	-	-	92.3% (n=13)
Building & Draughting	-	-	100.0% (n=2)	83.3% (n=18)	-	85.0% (n=20)
Carpentry	100.0% (n=1)	70.0% (n=10)	88.9% (n=9)	-	-	80.0% (n=20)
Plumbing	45.5% (n=11)	73.7% (n=38)	100.0% (n=9)	-	-	70.0% (n=60)
Electrical Installation/Engineering	57.1% (n=28)	75.7% (n=103)	67.4% (n=43)	-	100.0% (n=1)	71.3% (n=174)
Concreting/Steel-Fixing	100.0% (n=1)	58.3% (n=12)	100.0% (n=2)	-	-	66.7% (n=15)
Welding	70.6% (n=17)	70.4% (n=27)	62.1% (n=29)	-	-	67.1% (n=73)

SKILL AREAS TRAINED	LEVELS					TOTAL
	1	2	3	4	5 & over	
General Construction	76.9% (n=13)	58.9% (n=82)	69.2% (n=13)	100.0% (n=1)	-	62.4% (n=109)
Property & Facilities Maintenance (Building Maintenance)	-	53.3% (n=15)	-	-	-	53.3% (n=15)
Welding & Fabrication	33.3% (n=3)	37.5% (n=8)	100.0% (n=4)	-	-	53.3% (n=15)
Concreting	-	50.0% (n=6)	-	-	-	50.0% (n=6)
MANUFACTURING	62.5% (n=16)	73.7% (n=38)	0.0% (n=1)	-	-	69.1% (n=55)
Fashion Designing	50.0% (n=2)	75.0% (n=12)	-	-	-	76.9% (n=14)
Drapery Making	100.0% (n=2)	80.0% (n=5)	0.0% (n=1)	-	-	75.0% (n=8)
Furniture Making	100.0% (n=2)	71.4% (n=14)	-	-	-	75.0% (n=16)
Garment Production	50.0% (n=10)	100.0% (n=3)	-	-	-	61.5% (n=13)
Cabinet Making	-	50.0% (n=4)	-	-	-	50.0% (n=4)
SERVICES	58.5% (n=118)	65.2% (n=374)	74.6% (n=137)	100.0% (n=3)	100.0% (n=2)	66.3% (n=635)
Customer Service for Financial Services	-	100.0% (n=1)	-	-	-	100.0% (n=1)
Business Administration (Executive Secretary)	-	-	-	100.0% (n=1)	-	100.0% (n=1)
Domestic/Consumer Electronics	-	100.0% (n=10)	-	-	-	100.0% (n=10)
Motor Vehicle Care & Conditioning/Maintenance	-	100.0% (n=2)	-	-	-	100.0% (n=2)
Motor Vehicles Air Conditioning Systems	100.0% (n=1)	100.0% (n=2)	-	-	-	100.0% (n=3)
Preventative Maintenance Management	-	100.0% (n=6)	-	-	-	100.0% (n=6)
TVET Management	-	-	100.0% (n=1)	-	-	100.0% (n=1)
Industrial Hydraulics	100.0% (n=4)	100.0% (n=9)	100.0% (n=1)	-	-	100.0% (n=14)
Business Management (Supervision)	-	-	90.0% (n=10)	-	-	90.0% (n=10)
Air Conditioning & Refrigeration	71.4% (n=7)	100.0% (n=8)	90.0% (n=10)	-	-	88.5% (n=26)
Industrial Electronics	-	66.7% (n=6)	100.0% (n=5)	-	-	81.8% (n=11)
Motor Vehicle Body Repairs (Cars & Light Trucks)	66.7% (n=3)	85.7% (n=14)	-	-	-	82.5% (n=17)
Motor Vehicle Loss Adjustment			90.5% (n=21)			90.5% (n=21)

SKILL AREAS TRAINED	LEVELS					TOTAL
	1	2	3	4	5 & over	
Electrical/Electronic Maintenance	100.0% (n=1)	80.0% (n=10)	80.8% (n=25)	-	-	83.3% (n=36)
Business Administration (Management Skills)	-	-	72.7% (n=11)	-	-	72.7% (n=11)
Mechanical Maintenance/Engineering	-	85.7% (n=7)	62.5% (n=16)	100.0% (n=1)	-	70.4% (n=27)
Barbering	-	88.9% (n=9)	33.3% (n=3)	-	-	75.0% (n=12)
Motor Vehicle Repairs (Cars & Light Trucks)	46.2% (n=13)	75.0% (n=40)	-	-	-	67.9% (n=53)
Massage Therapy	-	-	66.7% (n=12)	-	-	66.7% (n=12)
Motor Vehicle Engine System	62.5% (n=8)	70.4% (n=27)	-	-	-	68.6% (n=35)
Industrial Electrical Maintenance	-	-	63.6% (n=11)	-	-	63.6% (n=11)
General Cosmetology	76.5% (n=17)	61.0% (n=59)	100% (n=1)	-	-	64.1% (n=78)
Business Administration (Secretarial Skills)	-	56.0% (n=75)	-	-	-	56.0% (n=75)
Hair Styling	-	55.6% (n=9)	-	-	-	55.6% (n=9)
General Beauty Therapy	-	50.0% (n=6)	0.0% (n=1)	-	-	50.0% (n=8)
Interior Decorating	50.0% (n=6)	-	-	-	-	50.0% (n=6)
Marketing & promotions (Promotions Coordination)	-	50.0% (n=2)	-	-	-	50.0% (n=2)
Customer Service	20.0% (n=4)	55.6% (n=18)	-	-	-	50.0% (n=23)
General Office Administration (Office Clerk)	53.8% (n=39)	-	-	-	-	53.8% (n=39)
Nail Technology	-	42.9% (n=7)	100.0% (n=1)	-	-	50.0% (n=8)
Administrative Assistant	-	-	66.7% (n=9)	-	-	66.7% (n=9)
Accounting	-	41.7% (n=24)	16.7% (n=6)	-	-	36.7% (n=30)
Marketing & Promotions (Sales Representative)	-	33.3% (n=3)	-	-	-	33.3% (n=3)
Metal Work Engineering	25.0% (n=8)	20.0% (n=5)	-	-	-	28.6% (n=14)
Motor Vehicle Electrical/Electronic Systems	-	27.3% (n=11)	-	-	-	27.3% (n=11)
Marketing & Promotions (Merchandising)	-	0.0% (n=3)	-	-	-	0.0% (n=3)
TOURISM	52.8% (n=216)	55.7% (n=421)	67.4% (n=46)	92.3% (n=13)	100.0% (n=1)	56.1% (n=697)

SKILL AREAS TRAINED	LEVELS					TOTAL
	1	2	3	4	5 & over	
CFP (Chef De Cuisine)	-	-	-	100.0% (n=1)	-	100.0% (n=1)
CFP (Sous Chef)	-	-	-	100.0% (n=1)	-	100.0% (n=1)
F & B Bar Service (Cocktail Service)	-	100.0% (n=1)	-	-	-	100.0% (n=1)
Housekeeping (Housekeeping Management)	-	-	-	100.0% (n=1)	-	100.0% (n=1)
Housekeeping (Houseman)	100.0% (n=1)	-	-	-	-	100.0% (n=1)
Hotel Accounts & Front Office/Manag.	-	100.0% (n=1)	-	-	-	100.0% (n=1)
Certified Culinarian	-	-	100.0% (n=3)	-	-	100.0% (n=3)
Certified Executive Chef	-	-	-	-	100.0% (n=1)	100.0% (n=1)
F & B Bar Service (Portering)	81.8% (n=11)	-	-	-	-	81.8% (n=11)
Housekeeping (Housekeeping Supervision)	-	-	85.7% (n=7)	-	-	87.5% (n=7)
Events Planning & Management (Events Management)	-	-	-	83.3% (n=6)	-	83.3% (n=7)
CFP (Chef de Partie)	-	-	69.2% (n=26)	-	-	66.7% (n=27)
CFP (Commis Chef)	-	67.9% (n=162)	-	-	-	67.9% (n=162)
Front Office (Font Office Supervision)	-	-	60.0% (n=5)	-	-	60.0% (n=5)
Hospitality Services (Villa & Other Properties)	-	57.8% (n=45)	-	-	-	57.8% (n=45)
F & B Restaurant Service (Server)	57.1% (n=49)	-	-	-	-	57.1% (n=49)
Front Office (Concierge Agent)	-	66.7% (n=3)	-	-	-	66.7% (n=3)
Housekeeping (Linen Room Attendant)	-	53.5% (n=71)	-	-	-	53.5% (n=71)
Hotel Accounting	-	50.0% (n=2)	-	-	-	50.0% (n=2)
Housekeeping (Room Attendant)	53.3% (n=75)	-	-	-	-	53.3% (n=75)
F & B Bar Service (Bartending)	-	43.8% (n=48)	-	-	-	43.8% (n=48)
F & B Restaurant Service (Captain)	-	43.2% (n=44)	-	-	-	43.2% (n=44)
F & B Restaurant Service (Hosting)	-	33.3% (n=6)	-	-	-	33.3% (n=6)
Front Office (Uniform Services)	80.0% (n=5)	-	-	-	-	80.0% (n=5)

SKILL AREAS TRAINED	LEVELS					TOTAL
	1	2	3	4	5 & over	
CFP (Cookery)	42.7% (n=75)	-	-	-	-	41.6% (n=77)
Front Office Agent	-	34.5% (n=29)	-	-	-	34.5% (n=29)
CFP ((Pastry Chef/Patisserie)	-	33.3% (n=3)	-	-	-	33.3% (n=3)
F & B (Maitre'D)	-	-	20.0% (n=5)	-	-	20.0% (n=5)
CFP (Butchering)	-	0.0% (n=1)	-	-	-	0.0% (n=1)
AGRICULTURE	20.0% (n=15)	41.2% (n=51)	77.8% (n=18)	-	-	45.2% (n=84)
Horticulture (Turf Management)	-	-	85.7% (n=7)	-	-	85.7% (n=7)
Ornamental Horticulture	0.0% (n=1)	71.4% (n=7)	100.0% (n=1)	-	-	60.0% (n=9)
Livestock Rearing	50.0% (n=2)	53.8% (n=13)	100.0% (n=1)	-	-	56.3% (n=16)
General Agriculture	50.0% (n=4)	25.0% (n=12)	100.0% (n=3)	-	-	42.1% (n=19)
Greenhouse Technology	0.0% (n=1)	42.9% (n=14)	-	-	-	37.5% (n=15)
Agro-Food Processing	0.0% (n=2)	0.0% (n=1)	50.0% (n=6)	-	-	33.3% (n=9)
Crop Production	0.0% (n=5)	0.0% (n=1)	-	-	-	0.0% (n=6)
Goat Rearing	-	0.0% (n=1)	-	-	-	0.0% (n=1)
Pig Rearing	-	0.0% (n=1)	-	-	-	0.0% (n=1)
Poultry Rearing (Broiler)	-	0.0% (n=1)	-	-	-	0.0% (n=1)
Total	57.9% (n=568)	63.2% (n=1,486)	76.1% (n=410)	93.3% (n=90)	93.9% (n=49)	65.7% (n=2,612)

5.2.8 Employment Rate by Parish and Region of Residence

Beneficiaries from the South East and North West regions were most likely to gain employment, recording an employment rate of approximately 70% and 68%, respectively, which was above the average employment rate (65.8%), (Table 18). On the other hand, beneficiaries from the North East (60.4%) and South West regions (60.2%) were less likely to be employed, as they recorded employment rates below the average. In the previous year only one region, South East, recorded employment rate above the average. Also, the following 8 parishes recorded employment rates similar to or above the average rate of approximately 66%:

- St. James- 74.5%
- Kingston/St. Andrew- 73.2%
- St. Catherine- 67.7%
- Trelawny- 67.6%
- Manchester- 66.7%
- St. Thomas- 66.3%
- St. Ann- 66.0%
- St. Elizabeth- 65.9%

On the other hand, the following parishes recorded employment rates below average:

- St. Mary- 52.4%
- Clarendon- 54.1%
- Hanover- 60.0%
- Portland- 63.6%
- Westmoreland- 64.2%

Table 18: Employment Rate by Region, Parish and Certification Status

Region	Parish of Residence	Certification Status		Total
		Certified	Uncertified	
North West	St. James	74.6% (n=185)	71.4% (n=7)	74.5% (n=192)
	Westmoreland	63.8% (n=149)	69.2% (n=13)	64.2% (n=162)
	Hanover	62.1% (n=87)	0.0% (n=3)	60.0% (n=90)
	Trelawny	66.7% (n=93)	73.3% (n=15)	67.6% (n=108)
	<i>Sub-Total</i>	67.9% (n=514)	65.8% (n=38)	67.8% (n=552)
South East	Kingston/St. Andrew	75.1% (n=385)	58.3% (n=48)	73.2% (n=433)
	St. Catherine	68.7% (n=498)	60.0% (n=60)	67.7% (n=558)
	St. Thomas	66.7% (n=78)	63.6% (n=11)	66.3% (n=89)
	<i>Sub-Total</i>	71.1% (n=961)	59.7% (n=119)	69.8% (n=1,080)
North East	St. Ann	64.0% (n=175)	78.6% (n=28)	66.0% (n=203)
	Portland	67.6% (n=34)	50.0% (n=10)	63.6% (n=44)
	St. Mary	53.6% (n=151)	40.0% (n=15)	52.4% (n=166)
	<i>Sub-Total</i>	60.0% (n=360)	62.3% (n=53)	60.3% (n=413)

Region	Parish of Residence	Certification Status		Total
		Certified	Uncertified	
South West	St. Elizabeth	66.7% (n=117)	50.0% (n=6)	65.9% (n=123)
	Manchester	68.0% (n=147)	53.3% (n=15)	66.7% (n=162)
	Clarendon	55.6% (n=257)	42.4% (n=33)	54.1% (n=290)
	<i>Sub-Total</i>	61.6% (n=521)	46.3% (n=54)	60.2% (n=575)
Total		66.6% (n=2,356)	58.3% (n=264)	65.8% (n=2,620)

5.2.9 Movement of Labour

It is also the interest of the Agency to ascertain the locations where respondents were gaining employment. As such, the Survey sought to garner the share of respondents who were employed external to the parish in which they reside. Therefore, all respondents who gained access to employment since leaving HEART Trust/NTA were asked to indicate the main parish in which they worked. This should provide an indication about the level of employment opportunities that exist in the parishes in which they live.

Overall, 28.4% or 484 respondents were employed outside the parish in which they reside (Table 19). Respondents were most likely to have gained employment within their parish of residence if they lived in Kingston and St. Andrew, St. James and St. Elizabeth; where only 4.1%, 4.3% and 15.2% gained employment external to their parish of residence, respectively. However, for the parishes of St. Thomas, Hanover, St. Catherine, Trelawny and Clarendon, at least one in every three respondents was employed outside their parish of residence; and as such were the least likely to gain employment in the parish in which they reside

Table 19: Respondents Distributed by Parish of Residence and Main Parish Employed

Parish of Residence	Respondents	Parish Employed		% of Respondents Employed Outside Parish of Residence
		Internal to Parish of Residence	External to Parish of Residence	
St. Thomas	59	27	32	54.2%
Hanover	54	25	29	53.7%
St. Catherine	374	190	184	49.2%
Trelawny	72	41	31	43.1%
Clarendon	156	93	63	40.4%
Manchester	108	73	35	32.4%
St. Mary	87	60	27	31.0%
Portland	28	21	7	25.0%
St. Ann	134	107	27	20.1%
Westmoreland	99	81	18	18.2%
St. Elizabeth	79	67	12	15.2%
St. James	140	134	6	4.3%
Kingston/St. Andrew	314	301	13	4.1%
Sub-Total	1,704	1,220	484	28.4%
Missing	19			
Total	1,723			

5.3 The Skill - Occupational Match

HEART Trust/NTA's overarching mission is to improve the skills of the Jamaican labour force, as well as to train individuals to meet the needs of the labour market. With this in mind, it is the hope that the majority of its beneficiaries would have sought and received employment in an aligned occupational area to that of the training received. Given this, all respondents who had worked at some point in time since completing training were asked to indicate whether they used any of the skills learnt from their respective training programmes in their area of employment.

5.3.1 Skill - Occupational Match by Certification Status

Overall, approximately 72% of the respondents were using or had used skills learnt from their respective training programmes in their current or past job.⁷

With equal to or more than the average of 72%, respondents trained in the following sectoral areas stood a greater chance of gaining employment in a related occupational area:

- Other (Education and Health) - 83.1%
- Services- 74.7%

⁷ The sum of persons employed who used any of the skills learnt for their main job or in any other job and those who used the skills in their last job and were unemployed at the time of the survey.

On the other hand, with less than average, respondents trained in the following sectoral areas were least likely to have used the skills learnt in their area of employment:

- Creative Industry- 20.0%
- Agriculture- 62.3%
- ICT- 65.9%
- Tourism- 66.9%
- Manufacturing- 68.2%
- Construction- 71.4%

Further, respondents trained in the following skill areas stood a greater chance of gaining employment in an occupational area related to the training received, as these areas averaged more than or equal to the overall average (72.1%).

- Horticulture - Turf Management- 100.0%
- Building & Construction (Construction Site Supervision)- 100.0%
- Building Construction Drafting-100.0%
- Concreting- 100.0%
- Motor Vehicle Body Repairs (Cars and Light Trucks)- 100.0%
- Community Health Aide- 100.0%
- CFP (Chef de Partie)- 95.5%
- Motor Vehicle Loss Adjusting- 95.0%
- Carpentry- 94.7%
- Customer Service- 93.3%
- Welding & Fabrication- 90.9%
- Barbering- 90.9%
- Administrative Assistant- 87.5%
- Education and Training- 86.8%
- Training and Development- 85.7%
- Practical Nursing- 84.6%
- Hospitality Services (Villa and Other Properties)- 84.4%
- Events Planning & Management (Events Management)- 83.3%
- Preventative Maintenance Management- 83.3%
- Motor Vehicle Engine System- 82.8%
- Information Technology- 82.8%
- Motor Vehicle Repairs (Cars and Light Trucks)- 82.2%
- Fashion Designing- 81.8%
- Early Childhood Development- 81.1%
- Front Office (Font Office Supervision)- 80.0%
- Interior Decorating- 80.0%
- Nursery Care Services- 80.0%

- TVET Instructor- 80.0%
- F & B Restaurant Service (Captain)- 79.3%
- Mechanical Maintenance/Engineering- 79.2%
- Allied Health - Health Care Assistance (Patient Care)- 78.6%
- Business Administration (Secretarial Skills)- 78.3%
- Business Management - (Supervision)- 77.8%
- System Administration- 77.8%
- Plumbing- 77.1%
- Wall and Ceiling Lining (Drywall Construction)- 76.9%
- Web Page Designing- 76.9%
- General Construction- 76.8%
- F & B Bar Service (Bartending)- 76.5%
- Air Conditioning and Refrigeration- 75.0%
- Business Administration (Management)- 75.0%
- General Cosmetology- 75.0%
- Accounting Clerk- 72.7%

With less than average (71.7%), respondents trained in the following skill areas were least likely to have gotten a job in the skill area trained:

- Metal Work Engineering- 12.5%
- Domestic/Consumer Electronics- 30.0%
- F & B Bar Service (Portering)- 40.0%
- Drapery Making- 42.9%
- Greenhouse Technology- 50.0%
- Livestock Rearing- 50.0%
- F & B Restaurant Service (Server)- 50.0%
- Hair Styling- 50.0%
- Massage Therapy- 50.0%
- Building & Draughting- 52.6%
- Housekeeping (Linen Room Attendant)- 54.2%
- Housekeeping - (Room Attendant)- 54.2%
- General Agriculture- 54.5%
- Industrial Electrical Maintenance- 55.6%
- Data Operations- 55.9%
- Property & Facilities Maintenance (Building Maintenance)- 57.1%
- Computer Servicing and Support (Computer Repairs Technician)- 57.1%
- Front Office (Front Office Agent)- 60.0%
- Front Office (Uniform Services)- 60.0%

- Motor Vehicle Electrical/Electronic Systems- 60.0%
- Nail Technology- 60.0%
- CFP (Cookery)- 61.4%
- Concreting/Steel-Fixing- 61.5%
- General Office Administration (Office Clerk)- 61.5%
- Welding- 62.3%
- Cisco Certified Network Associate (CCNA)- 63.2%
- IT Essentials (PC and Hardware)- 63.6%
- Furniture Making- 64.3%
- Electrical Installation/Engineering- 65.8%
- Agro-Food Processing- 66.7%
- Housekeeping (Housekeeping Supervision)- 66.7%
- Electrical/Electronic Maintenance- 66.7%
- CFP (Commis Chef)- 66.9%
- Garment Production- 70.0%
- Industrial Electronics- 70.0%
- Ornamental Horticulture- 71.4%
- Building & Construction (Construction Site Management)- 71.4%
- F & B Restaurant Service (Hosting)- 71.4%
- Industrial Hydraulics- 71.4%
- Computer Software Application- 71.4%

In addition, approximately 73% of certified respondents used the skills learnt in their employment, when compared to 58% of uncertified respondents; representing a 15 percentage points difference. As such, certified respondents stood a significantly greater chance of gaining employment in an area related to the training received.

5.3.2 Skill – Occupational Match by Level Trained

Overall, respondents trained at the higher levels stood a better chance of gaining employment in an occupational area related to the training they received at HEART Trust/NTA (Table 20). This is evident, where approximately 88% of the respondents who were trained at Levels 5 used the skills learnt from training, when compared to the corresponding rates for Level 1 (60.6%) and Level 2 (71.2%) respondents.

Table 20: Percentage Distribution of Respondents Employed in a Related Occupational Area by Level Trained and Certification Status

PROGRAMME LEVELS	CERTIFICATION STATUS		TOTAL
	CERTIFIED	UNCERTIFIED	
Level 1	62.0% (n=342)	53.2% (n=62)	60.6% (n=404)
Level 2	72.9% (n=1,085)	54.8% (n=115)	71.2% (n=1,200)
Level 3	82.8% (n=349)	72.0% (n=25)	82.1% (n=374)
Level 4	76.3% (n=80)	80.0% (n=5)	76.5% (n=85)
Level 5	86.7% (n=45)	100.0% (n=4)	87.8% (n=49)
TOTAL	73.2% (n=1,901)	57.8% (n=211)	71.7% (n=2,112)

5.4 Unemployed Labour Force

At the time of the survey, approximately 44.4% of the unemployed respondents informed that they had been employed at some point subsequent to completing their training at HEART Trust/NTA (Table 21).

Table 21: Number of Persons Unemployed that were Previously Unemployed

Work Experience	Number	Valid Percent
Worked since completing training	395	44.4%
Not employed subsequent to completing training	495	55.6%
Total	890	100.0%

Importantly, majority (88.5%) of the respondents informed that they have been in a position to either accept a job or start a business *immediately* after completing their training at HEART Trust/NTA; while 9.8% indicated that they have been available one to six months after completing their training programme. The remaining 1.7% became available six months after completing their training programme (Table 22).

Table 22: Availability for Work Subsequent to Training Completion

Time	Number	Valid Percent
Immediately	790	88.5%
1 to 6 months	87	9.8%
7 to 12 months	13	1.4%
13 to 18 months	3	0.3%
<i>Sub-Total</i>	893	100.0%
<i>Missing</i>	4	
Total	897	

As shown in Table 23, the main reasons stated for unemployment were:

- Cannot find a suitable job (42.1%)
- Limited work opportunities in my skill (14.0%)
- Awaiting promised job (7.8%)
- Too many persons in my skill area (6.2%)
- Job completed (5.3%)
- No jobs available/no vacancy (5.3%)

Notably, only 8 persons or 0.9% of the unemployed respondents had been dismissed from their last job. Cannot find a suitable job continued to be the main reason for employment from the previous year, when 47.0% of unemployed respondents had given this response.

Table 23: Main Reason Given for Unemployment

Main Reason Given	Frequency	Valid Percent
Can't find a suitable job	376	42.1
Limited work opportunities in my skill	125	14
Awaiting promised job	70	7.8
Too many persons in my skill area	55	6.2
Job Completed	47	5.3
No jobs available/no vacancy	47	5.3
Lack of work experience	43	4.8
Resigned - personal reasons	35	3.9
Laid off/Made redundant	32	3.6
Not qualified enough	12	1.3
Employers not interested in my Level	11	1.2
Dismissed	8	0.9
Want to start own business	5	0.6
Financial Problems	5	0.6
Contract ended	4	0.5
Insufficient income/problem getting paid	3	0.3
Employers not interested in the skill	2	0.2
Religious Reasons	2	0.2
Other	11	1.2
Sub-Total	893	100
Missing	4	
Total	897	

Of note, respondents from the following skills were most likely to indicate an excess of trained applicants in their skill area trained, as the major reason for unemployment:

- CFP (Cookery)
- CFP (Commis Chef)
- Hospitality Services - (Villa and Other Properties)
- General Cosmetology
- Early Childhood Development

Respondents who indicated 'limited work opportunities in my skill' were mainly trained in the sectors of Tourism (40 or 32.0%), Construction (33 or 26.4%) and Services (19 or 15.2%). Respondents from the following skills were most likely to indicate limited work opportunities in their skill area trained as the major reason for unemployment:

- General Construction
- Plumbing
- Housekeeping - (Room Attendant)

- Housekeeping (Linen Room Attendant)
- F & B Restaurant Service (Captain) Food and Beverage
- F & B Bar Service (Bartending) Food and Beverage
- CFP (Cookery) Commercial Food Preparation
- Electrical Installation
- Welding
- Business Administration (Secretarial Skills)

Respondents who indicated ‘Cannot find a suitable job’ were mainly in the sectors of Tourism (131) and Services (86). Of these, the skill areas with the most respondents were:

- Electrical Installation/Engineering
- CFP (Commis Chef) Commercial Food Preparation
- Housekeeping (Linen Room Attendant)
- Housekeeping - (Room Attendant)
- CFP (Cookery) Commercial Food Preparation
- General Cosmetology
- Business Administration (Secretarial Skills)
- F & B Restaurant Service (Server) Food and Beverage
- F & B Restaurant Service (Captain) Food and Beverage
- General Construction
- General Agriculture
- Hospitality Services - (Villa and Other Properties)
- General Office Administration (Office Clerk)
- F & B Bar Service (Bartending) Food and Beverage
- Customer Service
- F & B Restaurant Service (Hosting) Food and Beverage Service
- Front Office - Front Office Agent
- Data Operations

Notably, labour market recommendations coming from the Labour Market Research and Intelligence Department consistently identify these areas as having an excess of available pool of individuals.

5.5 Outside the Labour Force

At the time of the survey, 210 or approximately 7.4% of the respondents were outside the labour force (Table 24). The two main reasons given for being outside the labour force were:

- Studying or plan to pursue further studying – 44.7%
- Pregnancy or family obligations (such as child care) – 23.1%

Table 24: Main Reason for being Outside the Labour Force

Main Reason	Frequency	Valid Percent
Currently studying/in training	93	44.7%
Pregnancy/Children to take care of/Housewife	48	23.1%
Illness/Sickness	13	6.3%
Planning to start studying	9	4.3%
Awaiting certification	8	3.8%
Awaiting call from school/job	8	3.8%
Migrating (Internal/External)	7	3.4%
Cannot find a suitable job/Tired of looking	6	2.9%
Retired/Too Old	4	1.9%
Personal reasons	3	1.4%
Seeking to work overseas	3	1.4%
I have other means of support	2	1.0%
Retiring or too old	2	1.0%
Disabled	1	0.5%
Planning to travel	1	0.5%
Sub-Total	208	100.0%
Missing	2	
Total	210	

Only 60 or 49.2% of the respondents who were outside the labour force indicated that they were interested in joining the labour force in the next twelve months, 62 or 50.8% had indicated they had no intention to participate in the labour force in the next 12 months and 88 had not indicated their stance. Of those interested in joining the labour force in the next 12 months, 51 or 85.0% indicated that they intended to get a job in which they would be using the skills they learnt at HEART; 16 had completed training in skill areas in the Services sector, 15 in Tourism, 5 in ICT, 4 in Agriculture, 4 in Education and Health and 1 in Manufacturing.

For the 62 respondents who had indicated they had no interest in entering the labour force in the next 12 months, 57 had given reasons; the majority (68.4%) of which were currently studying or had plans to study (Table 25).

Table 25: Main Reason given for intending to remain Outside the Labour Force

Main Reason	Frequency	Valid Percent
Currently studying/in training/Plan to study	39	68.4%
Migrating (External)	4	7.0%
Needed at home	4	7.0%
Other means of support	2	3.5%
Retiring or too old	2	3.5%
Seeking to work overseas	2	3.5%
Awaiting recall to job	1	1.8%
Disabled	1	1.8%
Other	2	3.5%
<i>Sub-Total</i>	57	100.0%
<i>Missing</i>	5	
Total	62	

6. SALARIES AND WAGES EARNED

The purpose of this section of the report is to determine the average gross weekly income earned by Respondents who were employed at the time of the survey; as well as to ascertain the last average gross weekly income earned by Respondents who were unemployed and outside of the labour force, but were previously employed at some point in time since completing training.

6.1 Earnings by Labour Force Status and Level Trained⁸

Overall, Table 26 illustrates that, on average, respondents who were waged and salaried workers earned a gross weekly salary \$12,167.41. Importantly, for self-employed respondents, there was a major difference in earnings between those who were categorized as employers and own-account workers. This was evident as employers' gross weekly income, on average, was \$19,442.86 and own-account workers was \$9,223.64; a difference of about \$10,219.22.

For the respondents who were unemployed and outside the labour force the average gross weekly earnings for their last job held were \$8,946.23 and \$8,760.53, respectively.

Notably, the most frequent (mode) gross weekly income earned by respondents employed at the time of the survey was \$5,000; while the minimum and maximum gross weekly income earned was \$1,000 and \$150,000.00, respectively.

In relation to the levels trained, the data revealed that on average, for all classification of workers, the higher the level trained, the greater the earning potentials of Trainees.

⁸ Two respondents indicated gross weekly earnings of \$600,000 and \$650,000 (for wage and salary worker Level 4 and unemployed Level 2) which were significantly higher than that of the remaining employed and unemployed persons. As such, these figures were treated as outliers and therefore omitted from the analysis.

Table 26: Gross Average Weekly Earnings by Labour Force Status and Level Trained

LEVELS	MEASUREMENTS	LABOUR FORCE STATUS						
		Waged and Salaried Workers	Self-employed (Own-account Worker)	Self-employed (Employer)	Total Self-employed	Total Employed	Unemployed ⁹	Outside the Labour Force ¹⁰
1		(n=209)	(n=56)	(n=4)	(n=60)	(n=269)	(n=68)	(n=13)
	Mean	\$10,153.67	\$9,028.57	\$22,500.00	\$9,926.67	\$10,103.04	\$7,870.59	\$7,238.46
	Median	\$7,500.00	\$6,000.00	\$22,500.00	\$6,000.00	\$7,500.00	\$7,000.00	\$5,000.00
	Mode	\$5,000.00	\$5,000.00	\$15,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$4,500.00
	Standard Deviation	\$7,549.94	\$7,827.64	\$6,454.97	\$8,409.52	\$7,734.21	\$4,553.83	\$5,520.20
	Minimum	\$1,500.00	\$1,200.00	\$15,000.00	\$1,200.00	\$1,200.00	\$2,000.00	\$3,000.00
	Maximum	\$50,000.00	\$40,000.00	\$30,000.00	\$40,000.00	\$50,000.00	\$28,000.00	\$24,100.00
2		(n=633)	(n=113)	(n=9)	(n=122)	(n=755)	(n=247)	(n=31)
	Mean	\$10,706.64	\$8,766.15	\$16,911.11	\$9,367.01	\$10,490.17	\$8,942.37	\$8,096.77
	Median	\$8,000.00	\$7,000.00	\$15,000.00	\$7,000.00	\$8,000.00	\$6,500.00	\$7,000.00
	Mode	\$5,000.00	\$5,000.00	\$15,000.00	\$5,000.00	\$5,000.00	\$6,000.00	\$5,000.00
	Standard Deviation	\$9,605.35	\$6,551.15	\$10,713.13	\$7,203.05	\$9,268.44	\$10,154.18	\$4,836.42
	Minimum	\$2,000.00	\$1,000.00	\$5,200.00	\$1,000.00	\$1,000.00	\$1,500.00	\$1,500.00
	Maximum	\$150,000.00	\$30,000.00	\$42,000.00	\$42,000.00	\$150,000.00	\$120,000.00	\$30,000.00
3		(n=233)	(n=29)	(n=1)	(n=30)	(n=263)	(n=47)	(n=11)
	Mean	\$13,835.17	\$9,689.66	\$30,000.00	\$10,366.67	\$13,439.52	\$10,229.79	\$9,931.82
	Median	\$10,000.00	\$10,000.00	\$30,000.00	\$10,000.00	\$10,000.00	\$8,000.00	\$8,500.00
	Mode	\$10,000.00	\$15,000.00	\$30,000.00	\$15,000.00	\$10,000.00	\$5,000.00	\$5,000.00
	Standard Deviation	\$9,264.11	\$5,492.55	-	\$6,548.14	\$9,053.34	\$5,841.68	\$4,524.84
	Minimum	\$3,000.00	\$2,000.00	\$30,000.00	\$2,000.00	\$2,000.00	\$4,000.00	\$5,000.00
	Maximum	\$70,000.00	\$18,500.00	\$30,000.00	\$30,000.00	\$70,000.00	\$28,000.00	\$17,500.00

⁹ Gross weekly earnings for job last held.

¹⁰ Gross weekly earnings for job last held.

LEVELS	MEASUREMENTS	LABOUR FORCE STATUS						
		Waged and Salaried Workers	Self-employed (Own-account Worker)	Self-employed (Employer)	Total Self-employed	Total Employed	Unemployed ⁹	Outside the Labour Force ¹⁰
4		(n=56)	(n=3)	-	(n=3)	(n=59)	(n=3)	(n=1)
	Mean	\$22,174.32	\$8,666.67	-	\$8,666.67	\$21,487.49	\$9,833.33	\$25,000.00
	Median	\$17,500.00	\$8,000.00	-	\$8,000.00	\$17,000.00	\$10,000.00	\$25,000.00
	Mode	\$25,000.00	\$3,000.00	-	\$3,000.00	\$15,000.00	\$3,000.00	\$25,000.00
	Standard Deviation	\$13,892.25	\$6,027.71	-	\$6,027.71	\$13,900.46	\$6,751.54	-
	Minimum	\$6,000.00	\$3,000.00	-	\$3,000.00	\$3,000.00	\$3,000.00	\$25,000.00
	Maximum	\$67,500.00	\$15,000.00	-	\$15,000.00	\$67,500.00	\$16,500.00	\$25,000.00
5 & Over		(n=30)	(n=1)	-	(n=1)	(n=32)	(n=2)	(n=1)
	Mean	\$25,386.03	\$60,000.00	-	\$60,000.00	\$27,236.91	\$14,500.00	\$20,000.00
	Median	\$24,500.00	\$60,000.00	-	\$60,000.00	\$25,000.00	\$14,500.00	\$20,000.00
	Mode	\$16,000.00	\$60,000.00	-	\$60,000.00	\$16,000.00	\$5,000.00	\$20,000.00
	Standard Deviation	\$11,695.66	-	-	-	\$13,513.69	\$13,435.03	-
	Minimum	\$5,500.00	\$60,000.00	-	\$60,000.00	\$5,500.00	\$5,000.00	\$20,000.00
	Maximum	\$50,000.00	\$60,000.00	-	\$60,000.00	\$60,000.00	\$24,000.00	\$20,000.00
TOTAL		(n=1,161)	(n=202)	(n=14)	(n=216)	(n=1,378)	(n=367)	(n=157)
	Mean	\$12,167.41	\$9,223.64	\$19,442.86	\$9,886.00	\$11,837.25	\$8,946.23	\$8,760.53
	Median	\$9,000.00	\$7,000.00	\$17,500.00	\$7,000.00	\$8,500.00	\$6,800.00	\$7,000.00
	Mode	\$5,000.00	\$5,000.00	\$15,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00
	Standard Deviation	\$10,101.00	\$7,631.22	\$9,804.61	\$8,161.83	\$9,904.51	\$8,873.03	\$5,543.74
	Minimum	\$1,500.00	\$1,000.00	\$5,200.00	\$1,000.00	\$1,000.00	\$1,500.00	\$1,500.00
	Maximum	\$150,000.00	\$60,000.00	\$42,000.00	\$60,000.00	\$150,000.00	\$120,000.00	\$30,000.00

6.2 Earnings by Certification Status and Level Trained – Employed Respondents

Overall, beneficiaries who were certified earned a higher income per week than uncertified respondents across all programme levels, except for Level 5. This is shown where certified respondents earned an average gross weekly income of \$12,028.31 and uncertified respondents earned \$9,738.91; a difference of approximately \$2,289.40 (Table 27). The mode or the most frequent gross weekly income earned by both certified and uncertified respondents was \$5,000.00; showing that whether a respondent was certified or uncertified they were both most likely to earn a gross weekly income of \$5,000.00.

Table 27: Average Gross Weekly Earnings by Certification Status and Level Trained

CERTIFICATION STATUS	MEASURE-MENTS	LEVELS					TOTAL
		1	2	3	4	5 & Over	
CERTIFIED		(n=237)	(n=695)	(n=247)	(n=55)	(n=29)	(n=1,263)
	Mean	\$10,487.84	\$10,667.74	\$13,497.34	\$21,847.95	\$26,089.00	\$12,028.31
	Median	\$7,500.00	\$8,000.00	\$10,000.00	\$17,000.00	\$24,000.00	\$9,000.00
	Mode	\$5,000.00	\$5,000.00	\$10,000.00	\$15,000.00	\$16,000.00	\$5,000.00
	Standard Deviation	\$8,029.08	\$9,512.15	\$9,128.76	\$14,243.42	\$13,581.69	\$10,072.91
	Minimum	\$1,200.00	\$1,000.00	\$2,000.00	\$3,000.00	\$5,500.00	\$1,000.00
	Maximum	\$50,000.00	\$150,000.00	\$70,000.00	\$67,500.00	\$60,000.00	\$150,000.00
UNCERTIFIED		(n=32)	(n=60)	(n=16)	(n=4)	(n=3)	(n=115)
	Mean	\$7,253.13	\$8,433.33	\$12,546.88	\$16,531.25	\$38,333.33	\$9,738.91
	Median	\$6,250.00	\$6,750.00	\$9,000.00	\$16,562.50	\$35,000.00	\$7,000.00
	Mode	\$5,000.00	\$5,000.00	5000a	\$8,000.00	\$34,000.00	\$5,000.00
	Standard Deviation	\$4,104.28	\$5,371.00	\$8,002.20	\$6,982.40	\$6,658.33	\$7,541.29
	Minimum	\$3,000.00	\$1,500.00	\$4,000.00	\$8,000.00	\$34,000.00	\$1,500.00
	Maximum	\$25,000.00	\$30,000.00	\$26,250.00	\$25,000.00	\$46,000.00	\$46,000.00
TOTAL		(n=269)	(n=755)	(n=263)	(n=59)	(n=32)	(n=1,378)
	Mean	\$10,103.04	\$10,490.17	\$13,439.52	\$21,487.49	\$27,236.91	\$11,837.25
	Median	\$7,500.00	\$8,000.00	\$10,000.00	\$17,000.00	\$25,000.00	\$8,500.00
	Mode	\$5,000.00	\$5,000.00	\$10,000.00	\$15,000.00	\$16,000.00	\$5,000.00
	Standard Deviation	\$7,734.21	\$9,268.44	\$9,053.34	\$13,900.46	\$13,513.69	\$9,904.51
	Minimum	\$1,200.00	\$1,000.00	\$2,000.00	\$3,000.00	\$5,500.00	\$1,000.00
	Maximum	\$50,000.00	\$150,000.00	\$70,000.00	\$67,500.00	\$60,000.00	\$150,000.00

6.3 Earnings by Type of Employment and Level Trained – Employed Respondents

As expected, respondents who informed that they were employed full-time¹¹ earned more per week than respondents who were employed part-time¹²; who reportedly grossed \$12,512.12 and \$7,815.28 weekly, respectively. In other words, respondents who were employed full-time earned on average \$4,697 more than respondents who were employed part-time (Table 28).

¹¹ Employed more than 32 hours

¹² Employed less than 33 hours

Table 28: Average Gross Weekly Earnings by Types of Employment and Level Trained

CERTIFICATION STATUS	MEASURE-MENTS	LEVELS					TOTAL
		1	2	3	4	5 & Over	
FULL-TIME		(n=217)	(n=642)	(n=234)	(n=54)	(n=29)	(n=1,180)
	Mean	\$10,716.44	\$11,033.47	\$14,131.38	\$22,461.55	\$27,688.97	\$12,512.12
	Median	\$8,000.00	\$8,000.00	\$11,250.00	\$17,500.00	\$25,000.00	\$9,000.00
	Mode	\$5,000.00	\$7,000.00	\$10,000.00	\$25,000.00	\$16,000.00	\$7,000.00
	Standard Deviation	\$7,579.26	\$9,670.58	\$9,165.99	\$14,230.54	\$13,857.59	\$10,212.30
	Minimum	\$2,000.00	\$1,000.00	\$2,000.00	\$6,000.00	\$ 5,500.00	\$1,000.00
	Maximum	\$50,000.00	\$150,000.00	\$70,000.00	\$67,500	\$60,000.00	\$150,000.00
PART-TIME		(n=52)	(n=108)	(n=29)	(n=6)	(n=3)	(n=198)
	Mean	\$7,543.27	\$7,235.42	\$7,856.90	\$12,883.33	\$22,867.00	\$7,815.28
	Median	\$5,000.00	\$6,000.00	\$6,250.00	\$15,400.00	\$23,613.00	\$6,000.00
	Mode	\$5,000.00	\$5,000.00	\$5,000.00	\$3,000.00	\$12,000.00	\$5,000.00
	Standard Deviation	\$7,922.02	\$5,314.82	\$5,615.44	\$6,033.38	\$10,513.87	\$6,523.34
	Minimum	\$1,200.00	\$1,000.00	\$2,000.00	\$3,000.00	\$12,000.00	\$1,000.00
	Maximum	\$45,000.00	\$30,000.00	\$25,000.00	\$18,000.00	\$32,988.00	\$45,000.00
TOTAL		(n=269)	(n=755)	(n=263)	(n=59)	(n=32)	(n=1,378)
	Mean	\$10,103.04	\$10,490.17	\$13,439.52	\$21,487.49	\$27,236.91	\$11,837.25
	Median	\$7,500.00	\$8,000.00	\$10,000.00	\$17,000.00	\$25,000.00	\$8,500.00
	Mode	\$5,000.00	\$5,000.00	\$10,000.00	\$15,000.00	\$16,000.00	\$5,000.00
	Standard Deviation	\$7,734.21	\$9,268.44	\$9,053.34	\$13,900.00	\$13,513.69	\$9,904.51
	Minimum	\$1,200.00	\$1,000.00	\$2,000.00	\$3,000.00	\$5,500.00	\$1,000.00
	Maximum	\$50,000.00	\$150,000.00	\$70,000.00	\$67,500.00	\$60,000.00	\$150,000.00

6.4 Earnings by Relatedness of Training to Occupational Area Employed and Level Trained

The Survey also sought to determine the salaries earned by respondents who were employed in a related occupational area or have utilized the skills learnt in their job, as well as in an unrelated occupational area (have never utilized the skills learnt in their job). Of the employed respondents, 1,077 (62.8%) were employed in an occupation related to the skill area trained. It was discovered that, overall, respondents who were employed in an occupational area related to the training they received earned on average more weekly (\$13,056.43), when compared to respondents who gained employment in an unrelated skill area (\$9,639.10), a difference of \$3,417.33.

Importantly, the highest gross weekly pay received by respondents employed in an occupational area related to the training¹³ was (\$41,987.33 – Building & Construction – Construction Site Management). Persons trained in the following skill areas, who utilized the skills learnt on the job, received the highest average weekly income (Table 29);

- Career Development Programme - \$30,333.33
- Education and Training - \$25,441.95
- Preventative Maintenance Management - \$24,500.00
- Information Technology - \$23,173.21
- TVET Instructor - \$22,513.50

On the other hand, the least average gross weekly paid Respondents employed in a related area trained, were trained in:

- Greenhouse Technology - \$4,500
- Domestic/Consumer Electronics - \$5,000
- Hair Styling - \$5,000

¹³ Excluding skill areas with less than 5 Respondents

Table 29: Average Gross Weekly Earnings by Relatedness of Training to Occupational Area Employed and Skill Level Trained

RELATED SKILL AREA	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	N	\$	n	\$	n	\$	n	\$	n	\$	n
AGRICULTURE	-	-	8,590.91	11	13,400.00	7	-	-	-	-	10,461.11	18
Agro-Food Processing	-	-	-	-	18,500.00	1	-	-	-	-	18,500.00	1
General Agriculture	-	-	10,000.00	2	15,000.00	1	-	-	-	-	11,666.67	3
Greenhouse Technology	-	-	4,500.00	4	-	-	-	-	-	-	4,500.00	4
Horticulture - Turf Management	-	-	-	-	10,700.00	4	-	-	-	-	10,700.00	4
Livestock Rearing	-	-	14,000.00	2	-	-	-	-	-	-	14,000.00	2
Ornamental Horticulture	-	-	9,500.00	3	17,500.00	1	-	-	-	-	11,500.00	4
CONSTRUCTION	17,132.35	17	13,273.27	85	17,169.65	48	23,951.09	11	18,500.00	2	15,607.87	163
Building & Construction - Construction Site Management	-	-	-	-	-	-	41,987.33	3	-	-	41,987.33	3
Building & Construction - Construction Site Supervision	-	-	-	-	18,683.75	4	-	-	-	-	18,683.75	4
Building & Draughting	-	-	-	-	-	-	18,750.00	6	-	-	18,750.00	6
Building Construction Drafting	50,000.00	1	14,000.00	1	-	-	7,500.00	1	12,000.00	1	20,875.00	4
Carpentry	-	-	16,625.00	4	20,750.00	6	-	-	-	-	19,100.00	10
Concreting	-	-	15,000.00	2	-	-	-	-	-	-	15,000.00	2
Concreting/Steel-Fixing	15,000.00	1	-	-	8,000.00	1	-	-	-	-	11,500.00	2
Electrical Installation/Engineering	16,500.00	4	11,055.00	30	16,130.67	12	-	-	-	-	12,852.57	46
Electrical Technology	-	-	-	-	-	-	17,500.00	1	25,000.00	1	21,250.00	2
General Construction	10,200.00	5	15,305.56	18	20,187.50	4	-	-	-	-	15,083.33	27
Masonry	-	-	-	-	-	-	-	-	-	-	6,500.00	1
Plumbing	20,333.33	3	12,732.00	14	21,012.85	7	-	-	-	-	16,097.42	24
Property and Facilities Maintenance (Building Maintenance)	-	-	11,062.50	4	-	-	-	-	-	-	11,062.50	4
Wall and Ceiling Lining - Drywall Construction	-	-	21,666.67	3	9,000.00	1	-	-	-	-	18,500.00	4
Wall and Floor Tiling	-	-	-	-	20,000.00	1	-	-	-	-	20,000.00	1
Welding	13,500.00	2	10,930.00	6	13,350.00	10	-	-	-	-	12,560.00	18
Welding & Fabrication	21,250.00	1	19,166.67	3	16,500.00	2	-	-	-	-	18,625.00	6

RELATED SKILL AREA	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	N	\$	n	\$	n	\$	n	\$	n	\$	n
TOURISM	9,946.87	48	8,546.93	114	13,077.27	22	24,770.83	6	-	-	9,937.50	190
CFP (Chef de Partie) Commercial Food Preparation	-	-	-	-	13,733.33	15	-	-	-	-	13,733.33	15
CFP (Commis Chef) Commercial Food Preparation	-	-	8,664.04	57	-	-	-	-	-	-	8,664.04	57
CFP (Cookery) Commercial Food Preparation	8,896.67	15	-	-	-	-	-	-	-	-	8,896.67	15
CFP (Sous Chef) Commercial Food Preparation	-	-	-	-	-	-	6,500.00	1	-	-	6,500.00	1
Commercial Food Preparation (Chef De Cuisine)	-	-	-	-	-	-	56,250.00	2	-	-	56,250.00	2
Certified Culinarian	-	-	-	-	12,500.00	2	-	-	-	-	12,500.00	2
Events Planning & Management (Events Management)	-	-	-	-	-	-	15,625.00	1	-	-	15,625.00	1
Events Planning & Management (Events Supervision)	-	-	-	-	-	-	8,000.00	1	-	-	8,000.00	1
F & B (Maitre'D) Food and Beverage Supervision	-	-	-	-	16,000.00	1	-	-	-	-	16,000.00	1
F & B Bar Service (Bartending) Food and Beverage	-	-	7,500.00	9	-	-	-	-	-	-	7,500.00	9
F & B Bar Service (Portering) Food and Beverage	13,375.00	4	-	-	-	-	-	-	-	-	13,375.00	4
F & B Restaurant Service (Captain) Food and Beverage	-	-	9,361.54	13	-	-	-	-	-	-	9,361.54	13
F & B Restaurant Service (Hosting) Food and Beverage Service	-	-	8,075.00	4	-	-	-	-	-	-	8,075.00	4
F & B Restaurant Service (Server) Food and Beverage	10,808.33	12	-	-	-	-	-	-	-	-	10,808.33	12
Front Office - (Concierge Agent)	-	-	6,000.00	1	-	-	-	-	-	-	6,000.00	1
Front Office - Front Office Agent	-	-	9,450.00	4	-	-	-	-	-	-	9,450.00	4
Front Office (Front Office Supervision)	-	-	-	-	20,000.00	1	6,000.00	1	-	-	13,000.00	2

RELATED SKILL AREA	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	N	\$	n	\$	n	\$	n	\$	n	\$	n
Front Office – Uniform Services	11,750.00	2	-	-	-	-	-	-	-	-	11,750.00	2
Hospitality Services - (Villa and Other Properties)	-	-	9,061.54	13	-	-	-	-	-	-	9,061.54	13
Hotel Accounts and Front Office/Manag.	-	-	22,500.00	1	-	-	-	-	-	-	22,500.00	1
Housekeeping - (Houseman)	6,000.00	1	-	-	-	-	-	-	-	-	6,000.00	1
Housekeeping - (Room Attendant)	9,378.57	14	-	-	-	-	-	-	-	-	9,378.57	14
Housekeeping (Housekeeping Supervision)	-	-	-	-	6,900.00	3	-	-	-	-	6,900.00	3
Housekeeping (Linen Room Attendant)	-	-	6,241.67	12	-	-	-	-	-	-	6,241.67	12
MANUFACTURING	7,600.00	4	6,545.45	11	-	-	-	-	-	-	6,826.67	15
Cabinet Making	-	-	6,000.00	1	-	-	-	-	-	-	6,000.00	1
Drapery Making	7,200.00	2	-	-	-	-	-	-	-	-	7,200.00	2
Fashion Designing	-	-	5,700.00	5	-	-	-	-	-	-	5,700.00	5
Furniture Making	-	-	7,500.00	4	-	-	-	-	-	-	7,500.00	4
Garment Production	8,000.00	2	7,500.00	1	-	-	-	-	-	-	7,833.33	3
SERVICES	12,647.33	36	12,114.75	138	13,389.48	67	29,500.00	2	27,119.00	2	12,806.01	245
Accounting Clerk	-	-	11,657.14	7	6,000.00	1	-	-	-	-	10,950.00	8
Administrative Assistant	-	-	-	-	9,000.00	5	-	-	-	-	9,000.00	5
Air Conditioning and Refrigeration	24,750.00	4	29,500.00	4	12,913.57	7	50,000.00	1	-	-	22,337.19	16
Auto Mechanics	-	-	-	-	-	-	-	-	-	-	22,500.00	1
Barbering	-	-	7,000.00	7	3,000.00	1	-	-	-	-	6,500.00	8
Business Administration (Management)	-	-	-	-	11,340.00	5	-	-	-	-	11,340.00	5
Business Administration (Secretarial Skills)	-	-	10,016.40	25	-	-	-	-	-	-	10,500.31	32
Business Administration (Executive Secretary)	-	-	-	-	-	-	9,000.00	1	-	-	9,000.00	1
Business Management - (Supervision)	-	-	-	-	17,083.33	6	-	-	-	-	17,083.33	6
Customer Service	12,000.00	1	10,204.17	6	-	-	-	-	-	-	10,460.71	7
Customer Service for Financial	-	-	6,000.00	1	-	-	-	-	-	-	6,000.00	1

RELATED SKILL AREA	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	N	\$	n	\$	n	\$	n	\$	n	\$	n
Services												
Domestic/Consumer Electronics	-	-	5,000.00	3	-	-	-	-	-	-	5,000.00	3
Electrical/Electronic Maintenance	-	-	13,750.00	2	11,909.09	11	-	-	-	-	12,192.31	13
General Cosmetology	5,071.43	7	9,138.89	18	-	-	-	-	21,250.00	1	8,509.62	26
General Office Administration (Office Clerk)	10,391.27	11	-	-	-	-	-	-	-	-	10,391.27	11
Hair Styling	-	-	5,000.00	3	-	-	-	-	-	-	5,000.00	3
Industrial Electrical Maintenance	-	-	-	-	21,166.67	3	-	-	-	-	21,166.67	3
Industrial Electronics	-	-	17,000.00	2	17,250.00	4	-	-	-	-	17,166.67	6
Industrial Hydraulics	24,833.33	3	19,666.67	6	9,000.00	1	-	-	-	-	20,150.00	10
Interior Decorating	15,000.00	1	-	-	-	-	-	-	-	-	15,000.00	1
Marketing and Promotions (Promotions Coordination)	-	-	6,000.00	1	-	-	-	-	-	-	6,000.00	1
Marketing and Promotions – Merchandising	-	-	9,000.00	1	-	-	-	-	-	-	9,000.00	1
Massage Therapy	17,000.00	1	-	-	20,000.00	1	-	-	-	-	18,500.00	2
Mechanical Maintenance/Engineering	-	-	12,375.00	4	16,200.00	5	-	-	-	-	14,500.00	9
Metal Work Engineering	-	-	-	-	-	-	-	-	32,988.00	1	32,988.00	1
Motor Vehicle Body Repairs (Cars and Light Trucks)	7,500.00	1	16,888.89	9	-	-	-	-	-	-	15,950.00	10
Motor Vehicle Care and Conditioning/Maintenance	-	-	11,000.00	2	-	-	-	-	-	-	11,000.00	2
Motor Vehicle Electrical/Electronic Systems	-	-	18,375.00	2	-	-	-	-	-	-	18,375.00	2
Motor Vehicle Engine System	-	-	9,009.09	11	-	-	-	-	-	-	9,009.09	11
Motor Vehicle Loss Adjusting	-	-	-	-	12,000.00	15	-	-	-	-	12,000.00	15
Motor Vehicle Repairs (Cars and Light Trucks)	10,666.67	6	12,962.50	20	-	-	-	-	-	-	12,432.69	26
Motor Vehicles Air Conditioning Systems	16,500.00	1	-	-	-	-	-	-	-	-	16,500.00	1
Nail Technology	-	-	-	-	5,000.00	1	-	-	-	-	5,000.00	1

RELATED SKILL AREA	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	N	\$	n	\$	n	\$	n	\$	n	\$	n
Preventative Maintenance Management	-	-	24,500.00	4	-	-	-	-	-	-	24,500.00	4
TVET Management	-	-	-	-	35,000.00	1	-	-	-	-	35,000.00	1
ICT	11,786.47	17	12,518.57	35	18,475.00	16	24,026.79	14	32,000.00	8	16,961.06	90
CCNP Networking	-	-	-	-	-	-	-	-	16,000.00	2	16,000.00	2
Cisco Certified Network Associate (CCNA)	-	-	11,100.00	5	9,920.00	5	23,928.57	7	-	-	16,035.29	17
Computer Networking/Science	-	-	37,000.00	1	-	-	-	-	-	-	37,000.00	1
Computer Servicing and Support (Computer Repairs Technician)	17,000.00	1	9,922.22	9	-	-	-	-	-	-	10,630.00	10
Computer Software Application	12,106.67	3	-	-	-	-	-	-	-	-	12,106.67	3
Data Operations	11,916.67	6	12,335.00	10	-	-	-	-	-	-	12,178.13	16
ICT Technologist	-	-	-	-	-	-	25,000.00	1	-	-	25,000.00	1
Information Technology	7,775.00	2	-	-	12,333.33	3	26,968.75	4	32,800.00	5	23,173.21	14
IT Essentials (PC and Hardware)	7,500.00	4	17,000.00	3	40,000.00	1	-	-	-	-	15,125.00	8
LAN Switching & Wireless	-	-	-	-	23,000.00	1	17,000.00	1	-	-	20,000.00	2
Network Administration	-	-	12,000.00	1	-	-	-	-	60,000.00	1	36,000.00	2
Network Fundamentals	30,000.00	1	-	-	70,000.00	1	-	-	-	-	50,000.00	2
Network Support - (Network Technician)	-	-	17,500.00	1	-	-	-	-	-	-	17,500.00	1
System Administration	-	-	-	-	15,200.00	5	19,000.00	1	-	-	15,833.33	6
Web Page Designing	-	-	10,500.00	5	-	-	-	-	-	-	10,500.00	5
EDUCATION AND HEALTH	7,903.69	13	9,973.71	77	12,535.21	43	21,320.00	10	29,990.19	16	13,225.04	159
Allied Health - Geriatric Care	10,000.00	1	-	-	-	-	-	-	-	-	10,000.00	1
Allied Health - Health Care Assistance (Patient Care)	7,249.00	2	7,510.00	5	7,000.00	1	-	-	-	-	7,381.00	8
Career Development Programme	-	-	-	-	-	-	25,000.00	1	33,000.00	2	30,333.33	3
Community Health Aide	8,250.00	1	17,887.63	8	-	-	-	-	-	-	16,816.78	9
Early Childhood Development	8,312.50	8	9,251.29	58	10,321.45	29	-	-	-	-	9,498.92	95
Education and Training	-	-	-	-	23,887.60	5	16,500.00	6	31,584.30	10	25,441.95	21
Management Development	-	-	-	-	-	-	-	-	37,500.00	1	37,500.00	1

RELATED SKILL AREA	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	N	\$	n	\$	n	\$	n	\$	n	\$	n
TVET Instructor	-	-	-	-	17,054.00	1	25,000.00	1	24,000.00	2	22,513.50	4
Nursery Care Services	-	-	10,625.00	2	-	-	-	-	-	-	10,625.00	2
Practical Nursing	3,500.00	1	7,375.00	4	13,742.86	7	-	-	12,500.00	1	10,900.00	13
Training and Development	-	-	-	-	-	-	32,100.00	2	-	-	32,100.00	2
TOTAL	11,537.20	135	10,927.90	471	14,469.71	203	23,736.33	43	29,538.61	28	13,056.43	880

With reference to Table 30, the highest average gross weekly paid respondents employed in an occupational area unrelated to the skill area in which they were trained, were trained in:

- Plumbing - \$22,277.78
- F & B Bar Service (Portering) Food and Beverage - \$18,000.00
- Air Conditioning and Refrigeration - \$17,875.00

On the other hand, the least average gross weekly paid respondents employed in an unrelated occupational area were those trained in:

- Leather Craft - \$3,333.33
- Nail Technology - \$4,166.67
- Drapery Making - \$4,333.33

Table 30: Average Gross Weekly Earnings by Un-Relatedness of Training to Occupational Area Employed and Skill Level Trained

SKILL AREA (EMPLOYED IN UNRELATED SKILL AREA)	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
AGRICULTURE	3,000.00	1	13,316.67	6	6,500.00	3	-	-	-	-	10,240.00	10
Greenhouse Technology	-	-	16,250.00	2	-	-	-	-	-	-	16,250.00	2
Livestock Rearing	-	-	11,850.00	4	-	-	-	-	-	-	11,850.00	4
General Agriculture	3,000.00	1	-	-	8,500.00	1	-	-	-	-	5,750.00	2
Agro-Food Processing	-	-	-	-	5,500.00	2	-	-	-	-	5,500.00	2
CREATIVE INDUSTRIES	5,000.00	1	2,500.00	2	-	-	5,000.00	1	-	-	3,750.00	4
Art and Craft Production (Textile/Fabric)	5,000.00	1	-	-	-	-	-	-	-	-	5,000.00	1
Leather Craft	3,333.33	3	-	-	-	-	-	-	-	-	3,333.33	3
CONSTRUCTION	9,398.18	22	13,322.46	69	9,678.26	23	12,760.00	5	-	-	11,868.99	119
Building & Draughting	-	-	-	-	5,250.00	2	12,760.00	5	-	-	10,614.29	7
Carpentry	-	-	5,750.00	2	-	-	-	-	-	-	5,750.00	2
Concreting	-	-	7,500.00	1	-	-	-	-	-	-	7,500.00	1
Concreting/Steel-Fixing	-	-	6,500.00	4	4,100.00	1	-	-	-	-	6,020.00	5
Electrical Installation/Engineering	8,306.67	9	16,116.07	28	7,200.00	10	-	-	-	-	12,723.62	47
General Construction	10,875.00	4	10,500.00	17	22,750.00	2	-	-	-	-	11,630.43	23
Plumbing	15,000.00	1	22,928.57	7	25,000.00	1	-	-	-	-	22,277.78	9
Property and Facilities Maintenance (Building Maintenance)	-	-	6,833.33	3	-	-	-	-	-	-	6,833.33	3
Wall and Ceiling Lining - Drywall Construction	15,000.00	2	9,000.00	1	-	-	-	-	-	-	13,000.00	3
Welding	7,250.00	6	9,083.33	6	10,700.00	5	-	-	-	-	8,911.76	17
Welding & Fabrication	-	-	-	-	6,000.00	2	-	-	-	-	6,000.00	2
TOURISM	9,031.38	47	8,133.04	79	5,600.00	5	12,500.00	2	-	-	8,420.94	133
CFP (Chef de Partie) Commercial Food Preparation	-	-	-	-	8,000.00	1	-	-	-	-	8,000.00	1
CFP (Commis Chef) Commercial Food Preparation	-	-	9,450.00	34	-	-	-	-	-	-	9,450.00	34
CFP (Cookery) Commercial Food Preparation	8,932.92	12	-	-	-	-	-	-	-	-	8,932.92	12

SKILL AREA (EMPLOYED IN UNRELATED SKILL AREA)	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
Events Planning & Management (Events Management)	-	-	-	-	-	-	10,000.00	1	-	-	10,000.00	1
F & B Bar Service (Bartending) Food and Beverage	-	-	9,437.50	8	-	-	-	-	-	-	9,437.50	8
F & B Bar Service (Cocktail Service) Food and Beverage Service	-	-	2,000.00	1	-	-	-	-	-	-	2,000.00	1
F & B Bar Service (Portering) Food and Beverage	18,000.00	4	-	-	-	-	-	-	-	-	18,000.00	4
F & B Restaurant Service (Captain) Food and Beverage	-	-	5,500.00	3	-	-	-	-	-	-	5,500.00	3
F & B Restaurant Service (Server) Food and Beverage	11,000.00	10	-	-	-	-	-	-	-	-	11,000.00	10
Front Office - Front Office Agent	-	-	4,950.00	5	-	-	-	-	-	-	4,950.00	5
Front Office (Front Office Supervision)	-	-	-	-	6,000.00	2	-	-	-	-	6,000.00	2
Front Office – Uniform Services	5,000.00	2	-	-	-	-	-	-	-	-	5,000.00	2
Hospitality Services - (Villa and Other Properties)	-	-	6,470.00	8	-	-	-	-	-	-	6,470.00	8
Housekeeping - (Room Attendant)	6,593.68	19	-	-	-	-	-	-	-	-	6,593.68	19
Housekeeping (Housekeeping Management)	-	-	-	-	-	-	15,000.00	1	-	-	15,000.00	1
Housekeeping (Housekeeping Supervision)	-	-	-	-	4,000.00	2	-	-	-	-	4,000.00	2
Housekeeping (Linen Room Attendant)	-	-	7,535.00	20	-	-	-	-	-	-	7,535.00	20
MANUFACTURING	6,900.00	5	4,625.00	10	-	-	-	-	-	-	5,383.33	15
Drapery Making	-	-	4,333.33	3	-	-	-	-	-	-	4,333.33	3
Fashion Designing	7,500.00	1	-	-	-	-	-	-	-	-	7,500.00	1
Furniture Making	15,000.00	1	4,500.00	5	-	-	-	-	-	-	6,250.00	6
Garment Production	4,000.00	3	5,375.00	2	-	-	-	-	-	-	4,550.00	5
SERVICES	7,212.40	25	9,342.92	65	11,494.60	20	14,000.00	1	-	-	9,292.72	111
Accounting Clerk	-	-	6,366.67	3	-	-	-	-	-	-	6,366.67	3

SKILL AREA (EMPLOYED IN UNRELATED SKILL AREA)	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
Air Conditioning and Refrigeration	12,500.00	1	19,666.67	3	-	-	-	-	-	-	17,875.00	4
Business Administration (Management)	-	-	-	-	12,000.00	2	-	-	-	-	12,000.00	2
Business Administration (Secretarial Skills)	7,700.00	2	5,750.00	6	8,500.00	1	-	-	-	-	6,488.89	9
Business Management - (Supervision)	-	-	-	-	9,000.00	1	-	-	-	-	9,000.00	1
Customer Service	-	-	4,250.00	2	-	-	-	-	-	-	4,250.00	2
Domestic/Consumer Electronics	-	-	8,160.71	7	-	-	-	-	-	-	8,160.71	7
Electrical/Electronic Maintenance	-	-	4,250.00	4	15,041.67	6	-	-	-	-	10,725.00	10
General Cosmetology	5,750.00	4	9,343.75	8	-	-	-	-	-	-	8,145.83	12
General Office Administration (Office Clerk)	8,175.00	4	8,500.00	2	-	-	-	-	-	-	8,283.33	6
Hair Styling	6,300.00	1	5,900.00	1	-	-	-	-	-	-	6,100.00	2
Industrial Electrical Maintenance	-	-	-	-	9,992.67	3	-	-	-	-	9,992.67	3
Industrial Electronics	-	-	3,750.00	1	-	-	-	-	-	-	3,750.00	1
Industrial Hydraulics	8,000.00	1	13,000.00	3	-	-	-	-	-	-	11,750.00	4
Interior Decorating	6,500.00	2	-	-	-	-	-	-	-	-	6,500.00	2
Marketing and Promotions - Sales (Representative)	-	-	8,600.00	1	-	-	-	-	-	-	8,600.00	1
Massage Therapy	15,000.00	1	11,000.00	2	7,000.00	1	-	-	-	-	11,000.00	4
Mechanical Maintenance/Engineering	4,880.00	2	13,000.00	1	11,166.00	4	14,000.00	1	-	-	10,178.00	8
Metal Work Engineering	3,500.00	2	13,000.00	1	-	-	-	-	-	-	6,666.67	3
Motor Vehicle Body Repairs (Cars and Light Trucks)	-	-	7,250.00	2	-	-	-	-	-	-	7,250.00	2
Motor Vehicle Electrical/Electronic Systems	-	-	6,000.00	1	-	-	-	-	-	-	6,000.00	1
Motor Vehicle Engine System	7,530.00	5	12,740.00	5	-	-	-	-	-	-	10,135.00	10
Motor Vehicle Repairs (Cars and Light Trucks)	-	-	11,250.00	7	8,250.00	2	-	-	-	-	10,583.33	9
Motor Vehicles Air Conditioning Systems	-	-	5,000.00	1	-	-	-	-	-	-	5,000.00	1
Nail Technology	-	-	4,166.67	3	-	-	-	-	-	-	4,166.67	3

SKILL AREA (EMPLOYED IN UNRELATED SKILL AREA)	Level 1		Level 2		Level 3		Level 4		Levels 5 & 6		TOTAL	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
Preventative Maintenance Management	-	-	34,615.00	1	-	-	-	-	-	-	34,615.00	1
ICT	8,402.94	17	9,464.06	32	11,333.33	6	13,260.00	5	8,000.00	1	9,639.34	61
CCNP Networking	-	-	20,000.00	1	-	-	-	-	-	-	20,000.00	1
Cisco Certified Network Associate (CCNA)	-	-	8,700.00	6	5,000.00	1	14,575.00	4	-	-	10,500.00	11
Computer Networking/Science	-	-	25,000.00	1	-	-	-	-	-	-	25,000.00	1
Computer Servicing and Support (Computer Repairs Technician)	5,500.00	4	6,928.57	7	-	-	-	-	-	-	6,409.09	11
Computer Software Application	5,625.00	2	3,750.00	1	-	-	-	-	-	-	5,000.00	3
Data Operations	8,825.00	8	8,490.91	11	-	-	-	-	-	-	8,631.58	19
Information Technology	12,000.00	2	-	-	21,500.00	1	8,000.00	1	8,000.00	1	12,300.00	5
IT Essentials (PC and Hardware)	-	-	9,500.00	1	11,000.00	2	-	-	-	-	10,500.00	3
Network Support - (Network Technician)	-	-	11,500	2	-	-	-	-	-	-	11,500.00	2
System Administration	15,000.00	1	-	-	12,500.00	1	-	-	-	-	13,750.00	2
Web Page Designing	-	-	13,750	2	7,000.00	1	-	-	-	-	11,500.00	3
EDUCATION AND HEALTH	9,554.55	11	7,720.53	19	10,625.00	2	26,000.00	3	12,166.67	3	10,198.42	38
Allied Health - Health Care Assistance (Patient Care)	5,000.00	1	6,000.00	1	-	-	-	-	-	-	5,500.00	2
Early Childhood Development	10,233.33	9	8,495.71	14	-	-	-	-	-	-	9,175.65	23
Nursery Care Services	8,000.00	1	6,000.00	1	-	-	-	-	-	-	7,000.00	2
Practical Nursing	-	-	5,250.00	3	10,625.00	2	-	-	-	-	7,400.00	5
TVET Instructor	-	-	-	-	-	-	20,000.00	1	-	-	20,000.00	1
Education and Training	-	-	-	-	-	-	18,000.00	1	12,166.67	3	13,625.00	4
Training and Development	-	-	-	-	-	-	40,000.00	1	-	-	40,000.00	1
TOTAL	8,422.52	133	9,790.18	281	9,987.15	59	15,443.75	16	11,125.00	4	9,631.10	493

6.5 Expected Weekly Earnings by Skill Area and Level Trained – Unemployed and Outside the Labour Force

At the time of the survey, unemployed respondents and those who were outside the labour force who indicated that they would re-enter or enter the labour force in the next 12 months were asked to indicate their average gross weekly salary they expected if they were to get a job. As observed, the higher the Level completed by the respondents, the higher the income they expected. This is evident where Level 5 respondents¹⁴ expected an average gross weekly earnings of \$19,375.00 per week, while, Levels 1, 2, 3 and 4 respondents expected¹⁵ \$9,654.02, \$10,193.80, \$11,958.33 and \$12,833.33 per week, respectively.

On average, with reference to skill areas trained, respondents trained in Mechanical Maintenance/Engineering, CFP (Chef de Partie) Commercial Food Preparation and Plumbing expected the highest gross weekly income of \$16,200, \$15,250.00 and \$15,178.57, respectively; while Respondents trained in Livestock Rearing expected the least gross income of \$7,125.00 per week (Table 31).

¹⁴ A low number of Level 5 respondents as there were only 4 for this section

¹⁵ Skill Areas with less than 5 respondents were not included as areas with highest or least expected salary

Table 31: Average Expected Earnings by Skill Areas and Level Trained

Skill Area	Level 1		Level 2		Level 3		Level 4		Level 5 & 6		Total	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
AGRICULTURE	7,555.56	9	8,155.17	29	13,166.67	6	-	-	-	-	8,715.91	44
Agro-Food Processing	9,000.00	2	6,000.00	1	13,600.00	5	-	-	-	-	11,500.00	8
Crop Production	8,333.33	3	6,000.00	1	-	-	-	-	-	-	7,750.00	4
General Agriculture	7,000.00	2	8,062.50	8	-	-	-	-	-	-	7,850.00	10
Livestock Rearing	5,000.00	1	7,428.57	7	-	-	-	-	-	-	7,125.00	8
Ornamental Horticulture	6,000.00	1	9,000.00	1	-	-	-	-	-	-	7,500.00	2
Goat Rearing	-	-	8,000.00	1	-	-	-	-	-	-	8,000.00	1
Greenhouse Technology	-	-	9,750.00	8	-	-	-	-	-	-	9,750.00	8
Pig Rearing	-	-	7,000.00	1	-	-	-	-	-	-	7,000.00	1
Poultry Rearing - Broiler	-	-	6,000.00	1	-	-	-	-	-	-	6,000.00	1
Horticulture - Turf Management	-	-	-	-	11,000.00	1	-	-	-	-	11,000.00	1
CREATIVE INDUSTRIES	-	-	5,000.00	1	-	-	-	-	-	-	5,000.00	1
Art and Craft Production - Glass Bead Making	-	-	5,000.00	1	-	-	-	-	-	-	5,000.00	1
CONSTRUCTION	11,961.54	26	13,485.00	100	12,053.57	28	15,000.00	3	-	-	13,006.37	157
General Construction	30,000.00	3	12,628.57	35	11,750.00	4	-	-	-	-	13,785.71	42
Plumbing	10,900.00	5	17,555.56	9	-	-	-	-	-	-	15,178.57	14
Welding	10,400.00	5	14,555.56	9	12,000.00	9	-	-	-	-	12,652.18	23
Electrical Installation/Engineering	8,954.55	11	13,300.00	25	12,653.85	13	-	-	-	-	12,153.06	49
Welding & Fabrication	8,000.00	2	10,500.00	4	10,000.00	1	-	-	-	-	9,714.29	7
Concreting	-	-	16,500.00	2	-	-	-	-	-	-	16,500.00	2
Concreting/Steel-Fixing	-	-	13,200.00	5	-	-	-	-	-	-	13,200.00	5
Property and Facilities Maintenance (Building Maintenance)	-	-	12,000.00	7	-	-	-	-	-	-	12,000.00	7
Wall and Ceiling Lining - Drywall Construction	-	-	20,000.00	1	-	-	-	-	-	-	20,000.00	1
Carpentry	-	-	13,333.33	3	8,000.00	1	-	-	-	-	12,000.00	4
Building & Draughting	-	-	-	-	-	-	15,000.00	3	-	-	15,000.00	3
TOURISM	8,558.51	94	9,045.20	177	11,666.67	15	16,000.00	1	-	-	9,047.04	287
CFP (Cookery) Commercial Food Preparation	8,310.81	37	-	-	-	-	-	-	-	-	8,310.81	37

Skill Area	Level 1		Level 2		Level 3		Level 4		Level 5 & 6		Total	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
F & B Bar Service (Portering) Food and Beverage	9,000.00	2	-	-	-	-	-	-	-	-	9,000.00	2
F & B Restaurant Service (Server) Food and Beverage	8,200.00	20	-	-	-	-	-	-	-	-	8,200.00	20
Housekeeping - (Room Attendant)	9,000.00	35	-	-	-	-	-	-	-	-	9,000.00	35
CFP (Commis Chef) Commercial Food Preparation	-	-	8,803.92	51	-	-	-	-	-	-	8,803.92	51
CFP (Pastry Chef/Patisserie) Commercial Food Preparation	-	-	16,000.00	1	-	-	-	-	-	-	16,000.00	1
F & B Bar Service (Bartending) Food and Beverage	-	-	8,195.65	23	-	-	-	-	-	-	8,195.65	23
F & B Restaurant Service (Captain) Food and Beverage	-	-	8,166.67	24	-	-	-	-	-	-	8,166.67	24
F & B Restaurant Service (Hosting) Food and Beverage Service	-	-	8,071.43	7	-	-	-	-	-	-	8,071.43	7
Front Office - (Concierge Agent)	-	-	6,000.00	1	-	-	-	-	-	-	6,000.00	1
Front Office - Front Office Agent	-	-	9,552.63	19	-	-	-	-	-	-	9,552.63	19
Hospitality Services - (Villa and Other Properties)	-	-	12,805.56	18	-	-	-	-	-	-	12,805.56	18
Housekeeping (Linen Room Attendant)	-	-	8,390.62	32	-	-	-	-	-	-	8,390.62	32
Hotel Accounting	-	-	8,500.00	1	-	-	-	-	-	-	8,500.00	1
CFP (Chef de Partie) Commercial Food Preparation	-	-	-	-	15,250.00	8	-	-	-	-	15,250.00	8
F & B (Maitre'D) Food and Beverage Supervision	-	-	-	-	7,750.00	4	-	-	-	-	7,750.00	4
Front Office (Front Office Supervision)	-	-	-	-	7,333.33	3	-	-	-	-	7,333.33	3
Events Planning & Management (Events Management)	-	-	-	-	-	-	16,000.00	1	-	-	16,000.00	1
MANUFACTURING	10,625.00	4	9,000.00	8	7,000.00	1	-	-	-	-	9,346.15	13
Fashion Designing	20,000.00	1	8,333.33	3	-	-	-	-	-	-	11,250.00	4
Garment Production	7,500.00	3	-	-	-	-	-	-	-	-	7,500.00	3
Drapery Making	-	-	-	-	7,000.00	1	-	-	-	-	7,000.00	1

Skill Area	Level 1		Level 2		Level 3		Level 4		Level 5 & 6		Total	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
Furniture Making	-	-	9,750.00	4	-	-	-	-	-	-	9,750.00	4
Cabinet Making	-	-	8,000.00	1	-	-	-	-	-	-	8,000.00	1
SERVICES	10,822.92	48	9,795.65	115	11,969.70	33	-	-	-	-	10,413.27	196
Customer Service	9,333.33	3	8,375.00	8	-	-	-	-	-	-	8,636.36	11
General Cosmetology	7,800.00	5	8,833.33	18	7,000.00	1	-	-	-	-	8,541.66	24
General Office Administration (Office Clerk)	8,785.71	14	-	-	-	-	-	-	-	-	8,785.71	14
Interior Decorating	10,333.33	3	-	-	-	-	-	-	-	-	10,333.33	3
Massage Therapy	18,000.00	1	-	-	13,750.00	4	-	-	-	-	14,600.00	5
Mechanical Maintenance/Engineering	25,000.00	1	12,000.00	1	14,666.67	3	-	-	-	-	16,200.00	5
Metal Work Engineering	7,000.00	6	8,333.33	3	-	-	-	-	-	-	7,444.44	9
Motor Vehicle Body Repairs (Cars and Light Trucks)	5,500.00	1	11,000.00	2	-	-	-	-	-	-	9,166.67	3
Motor Vehicle Engine System	11,666.67	3	10,916.67	6	-	-	-	-	-	-	11,166.67	9
Motor Vehicle Repairs (Cars and Light Trucks)	16,000.00	8	10,150.00	10	-	-	-	-	-	-	12,750.00	18
Accounting	-	-	15,000.00	2	9,000.00	1	-	-	-	-	13,000.00	3
Accounting Clerk	-	-	11,115.38	13	12,833.33	3	-	-	-	-	11,437.50	16
Business Administration (Secretarial Skills)	-	-	8,862.07	29	-	-	-	-	-	-	8,862.07	29
Electrical/Electronic Maintenance	-	-	10,000.00	1	11,800.00	5	-	-	-	-	11,500.00	6
Motor Vehicle Loss Adjusting	-	-	-	-	15,000.00	2	-	-	-	-	15,000.00	2
General Beauty Therapy	-	-	11,000.00	2	9,500.00	1	-	-	-	-	10,500.00	3
Hair Styling	-	-	7,666.67	3	-	-	-	-	-	-	7,666.67	3
Industrial Electronics	-	-	5,000.00	1	-	-	-	-	-	-	5,000.00	1
Marketing and promotions (Promotions Coordination)	-	-	7,000.00	1	-	-	-	-	-	-	7,000.00	1
Marketing and Promotions – Merchandising	-	-	9,500.00	2	-	-	-	-	-	-	9,500.00	2
Marketing and Promotions - Sales (Representative)	-	-	15,000.00	1	-	-	-	-	-	-	15,000.00	1
Motor Vehicle Electrical/Electronic	-	-	15,142.86	7	-	-	-	-	-	-	15,142.86	7

Skill Area	Level 1		Level 2		Level 3		Level 4		Level 5 & 6		Total	
	\$	n	\$	n	\$	n	\$	n	\$	n	\$	n
Systems												
Nail Technology	-	-	6,500.00	4	-	-	-	-	-	-	6,500.00	4
Administrative Assistant	-	-	-	-	8,666.67	3	-	-	-	-	8,666.67	3
Barbering	-	-	-	-	7,500.00	2	-	-	-	-	7,500.00	2
Business Administration (Management)	-	-	-	-	10,000.00	2	-	-	-	-	10,000.00	2
Industrial Electrical Maintenance	-	-	-	-	14,750.00	4	-	-	-	-	14,750.00	4
ICT	8,586.96	23	11,051.28	39	12,875.00	8	8,000.00	2	-	-	10,381.94	72
Computer Servicing and Support (Computer Repairs Technician)	7,166.67	3	10,277.78	9	-	-	-	-	-	-	9,500.00	12
Data Operations	8,687.50	16	9,218.75	16	-	-	-	-	-	-	8,953.13	32
Information Technology	11,500.00	2	15,000.00	2	5,000.00	1	6,000.00	1	-	-	10,666.67	6
IT Essentials (PC and Hardware)	7,000.00	2	13,400.00	5	9,000.00	1	-	-	-	-	11,250.00	8
Web Page Designing	-	-	16,666.67	3	-	-	-	-	-	-	16,666.67	3
Network Support - (Network Technician)	-	-	8,500.00	2	-	-	-	-	-	-	8,500.00	2
Cisco Certified Network Associate (CCNA)	-	-	13,500.00	2	17,000.00	3	10,000.00	1	-	-	14,666.67	6
Computer Networking/Science	-	-	-		8,000.00	1	-	-	-	-	8,000.00	1
Network Fundamentals	-	-	-		15,000.00	1	-	-	-	-	15,000.00	1
LAN Switching & Wireless	-	-	-		15,000.00	1	-	-	-	-	15,000.00	1
EDUCATION AND HEALTH	10,975.00	20	9,351.06	47	10,300.00	5	-	-	19,375.00	4	10,368.42	76
Allied Health - Health Care Assistance (Patient Care)	9,000.00	2	10,125.00	4	7,000.00	1	-	-	-	-	9,357.14	7
Early Childhood Development	11,323.53	17	8,933.33	30	11,500.00	3	-	-	-	-	9,900.00	50
Nursery Care Services			11,000.00	3			-	-	-	-	11,000.00	3
Practical Nursing	9,000.00	1	9,800.00	10	10,000.00	1	-	-	-	-	9,750.00	12
Education and Training	-	-	-	-	-	-	-	-	20,000.00	2	20,000.00	2
Career Development Programme	-	-	-	-	-	-	-	-	18,750.00	2	18,750.00	2
TOTAL	9,654.02	224	10,193.80	516	11,958.33	96	12,833.33	6	19,375.00	4	10,313.24	846

7.0 TRAINING ATTAINMENT POST PROGRAMME COMPLETION

This section of the study aims to quantify the number of Respondents who engaged in further training after completing training at HEART Trust/NTA. The data shows that 7.5% of the Respondents had undergone and completed vocational or skills training since leaving the HEART Trust/NTA training programme. Approximately 7.7% of the Respondents informed that at the time of the survey they were participating in vocational or skills training.

Also, it was seen where of the Respondents who had completed training since leaving a HEART Trust/NTA training programme, about 75.6% indicated that their training was related to the training received at HEART Trust/NTA. Similarly, approximately 78.8% of those who were currently in a training programme indicated that the training was related.

Importantly, approximately 72.9% of the beneficiaries expressed interest in undertaking further training at HEART Trust/NTA. Of those who expressed interest, 59.7% were interested in pursuing training at Level 3 or above, 23.7% expressed interest in a Level 2 programme, while 16.6% expressed interest in pursuing training at Level 1 (Table 32).

The top six skill areas of interest were – Food Preparation (8.3%), Electrical Installation/Engineering (8.0%), Early Childhood Development (7.7%), Food & Beverage (5.6%), General Construction (5.1%) and Auto Mechanics (3.3%).

Table 32: Skill Areas and Levels of Interest

SKILL AREA OF INTEREST	SKILL LEVELS						TOTAL
	1	2	3	4	5	6	
Food Preparation	20	46	79	9	2	1	8.3%
Electrical Installation/Engineering	22	24	66	34	3	2	8.0%
Early Childhood Development	11	26	87	13	7	1	7.7%
Food & Beverage	21	39	40	5	0	0	5.6%
General Construction	6	12	61	15	2	0	5.1%
Auto Mechanics	9	13	30	9	2	0	3.3%
Welding	6	11	27	13	3	0	3.2%
Plumbing	9	15	22	9	1	1	3.0%
Housekeeping (Linen Room Attendant)	0	53	3	0	0	0	3.0%
General Cosmetology	8	16	27	4	1	0	3.0%
Housekeeping (Housekeeping Supervision)	1	0	41	0	0	0	2.2%
Information Technology	15	10	4	4	6	1	2.1%
F & B Bar Service (Bartending) Food and Beverage	11	9	13	1	1	0	1.9%
Hospitality Services - (Villa and Other Properties)	4	10	16	6	0	0	1.9%
Practical Nursing	11	9	11	4	0	0	1.9%

SKILL AREA OF INTEREST	SKILL LEVELS						TOTAL
	1	2	3	4	5	6	
Business Administration (Management)	1	1	32	0	0	0	1.8%
Computer Servicing and Support (Computer Repairs Technician)	8	7	13	1	1	0	1.6%
Motor Vehicle Repairs (Cars and Light Trucks)	1	3	16	4	1	1	1.4%
Data Operations	5	9	8	0	1	0	1.2%
Business Administration (Secretarial Skills)	8	9	2	0	2	0	1.1%
Electrical/Electronic Maintenance	1	1	7	11	1	0	1.1%
Carpentry	2	2	8	5	0	0	0.9%
CFP (Commis Chef) Commercial Food Preparation	0	2	14	0	1	0	0.9%
Accounting Clerk	1	4	10	1	1	0	0.9%
Front Office - Front Office Agent	6	6	2	1	0	0	0.8%
Housekeeping - (Room Attendant)	14	0	1	0	0	0	0.8%
Customer Service	3	7	5	0	1	0	0.8%
General Office Administration (Office Clerk)	2	10	3	1	0	0	0.8%
Food and Nutrition	6	3	5	0	1	0	0.8%
Air Conditioning and Refrigeration	3	7	3	1	0	0	0.7%
Allied Health - Health Care Assistance (Patient Care)	1	5	6	1	0	0	0.7%
Interior Decorating	6	4	2	0	0	0	0.6%
Mechanical Maintenance/Engineering	1	2	7	2	0	0	0.6%
Motor Vehicle Body Repairs (Cars and Light Trucks)	0	1	8	2	0	0	0.6%
General Agriculture	1	2	5	1	0	0	0.5%
Building Construction Drafting	5	0	3	0	1	0	0.5%
Front Office (Font Office Supervision)	0	0	9	0	0	0	0.5%
Garment Production	3	3	3	0	0	0	0.5%
Motor Vehicle Electrical/Electronic Systems	3	3	4	0	0	0	0.5%
Motor Vehicle Engine System	1	1	7	0	0	0	0.5%
Cisco Certified Network Associate (CCNA)	3	3	2	1	0	0	0.5%
CCNP Networking	2	1	4	0	3	0	0.5%
Ornamental Horticulture	2	1	3	1	1	0	0.4%
Building & Construction - Construction Site Management	2	0	1	1	3	0	0.4%
Welding & Fabrication	0	2	4	1	0	0	0.4%
CFP (Chef de Partie) Commercial Food Preparation	0	0	6	1	0	0	0.4%
Culinary Art/Certified Culinarian	3	2	1	1	0	0	0.4%
Barbering	2	2	3	0	0	0	0.4%
Business Management - (Supervision)	0	0	0	8	0	0	0.4%
General Beauty Therapy	0	3	2	2	0	0	0.4%

SKILL AREA OF INTEREST	SKILL LEVELS						TOTAL
	1	2	3	4	5	6	
Industrial Electronics	0	0	3	1	3	0	0.4%
System Administration	0	0	2	5	0	0	0.4%
Web Page Designing	2	1	3	1	0	0	0.4%
Agro-Food Processing	0	3	2	1	0	0	0.3%
Wall and Floor Tiling	2	3	0	1	0	0	0.3%
CFP (Cake Baking) Commercial Food Preparation	3	1	1	1	0	0	0.3%
CFP ((Pastry Chef/Patisserie) Commercial Food Preparation	1	0	4	1	0	0	0.3%
F & B Restaurant Service (Server) Food and Beverage	1	3	1	0	0	0	0.3%
Drapery Making	5	0	1	0	0	0	0.3%
Fashion Designing	2	1	2	1	0	0	0.3%
Furniture Making	0	0	4	1	0	0	0.3%
Domestic/Consumer Electronics	0	1	5	0	0	0	0.3%
Massage Therapy	3	0	3	0	0	0	0.3%
Metal Work Engineering	0	3	2	0	0	0	0.3%
Industrial Hydraulics	4	2	0	0	0	0	0.3%
Instructor Programme	0	0	1	4	1	0	0.3%
Greenhouse Technology	1	0	1	1	0	0	0.2%
Horticulture - Turf Management	0	0	4	0	0	0	0.2%
Livestock Rearing	0	1	2	0	0	0	0.2%
Building & Construction - Construction Site Supervision	0	0	2	2	0	0	0.2%
Concreting/Steel-Fixing	0	0	3	0	0	0	0.2%
Pipefitting	0	2	2	0	0	0	0.2%
Property and Facilities Maintenance (Building Maintenance)	0	0	3	1	0	0	0.2%
Plumbing & Electrical Installation	1	1	0	1	0	0	0.2%
Plumbing & Pipefitting	2	0	0	1	0	0	0.2%
Events Planning & Management (Events Supervision)	1	1	1	0	0	0	0.2%
F & B Restaurant Service (Captain) Food and Beverage	0	0	3	0	0	0	0.2%
Tourism (Tour Guide)	3	0	0	0	0	0	0.2%
Business Administration (Executive Secretary)	0	0	0	2	1	0	0.2%
Hair Styling	0	0	0	3	0	0	0.2%
Professional Make-up artistry	1	1	1	0	0	0	0.2%
Network Support - (Network Technician)	0	1	2	0	0	0	0.2%
Printing and Graphic Arts - Computer Graphic Arts	2	1	0	0	0	0	0.2%
Computer Networking/Science	1	3	0	0	0	0	0.2%

SKILL AREA OF INTEREST	SKILL LEVELS						TOTAL
	1	2	3	4	5	6	
IT Essentials (PC and Hardware)	1	1	0	1	0	0	0.2%
Allied Health - Geriatric Care	2	1	1	0	0	0	0.2%
Child Care Services	1	1	1	0	0	0	0.2%
Community Health Aide	0	0	3	0	0	0	0.2%
Auto Cad	2	0	0	0	0	1	0.2%
Mixology	2	1	0	0	0	0	0.2%
Crop Production	0	1	0	0	0	0	0.1%
Farm Maintenance	0	0	0	1	0	0	0.1%
Ornamental Aquaculture	1	0	0	0	0	0	0.1%
Pig Rearing	0	0	1	0	0	0	0.1%
Leather Craft	0	0	1	0	0	0	0.1%
Music Business Management Operations	0	0	1	0	0	0	0.1%
Concreting	0	0	2	0	0	0	0.1%
Masonry	0	0	2	0	0	0	0.1%
Pipefitting and Welding	0	0	1	0	0	0	0.1%
Wall and Ceiling Lining - Drywall Construction	0	0	1	0	0	0	0.1%
Electrical Installation Inspection	0	0	0	1	0	0	0.1%
Structural Engineer	0	0	1	0	0	0	0.1%
Electrical Technology	0	0	1	0	0	0	0.1%
Building & Draughting	0	1	1	0	0	0	0.1%
CFP (Cookery) Commercial Food Preparation	2	0	0	0	0	0	0.1%
CFP (Sous Chef) Commercial Food Preparation	0	0	0	1	0	0	0.1%
Community Tour Guiding	0	1	0	0	0	0	0.1%
F & B (Maitre'D) Food and Beverage Supervision	0	0	2	0	0	0	0.1%
F & B Bar Service (Portering) Food and Beverage	0	0	1	0	0	0	0.1%
Front Office - Uniform Services	0	1	0	0	0	0	0.1%
Housekeeping (Housekeeping Management)	0	0	0	2	0	0	0.1%
Hotel Accounting	0	0	1	0	0	0	0.1%
Hotel Accounts and Front Office/Manag.	0	0	2	0	0	0	0.1%
Executive Chef	0	0	1	0	0	0	0.1%
Tailoring	1	0	0	0	0	0	0.1%
Accounting	1	0	0	0	0	0	0.1%
Administrative Assistant	0	0	1	0	0	0	0.1%
Automotive Service Centre Management	0	0	0	1	0	0	0.1%
Call/Contact Centre Operation	1	0	0	0	0	0	0.1%
Chemical Technology	0	1	0	0	0	0	0.1%
Customer Service Supervision	0	0	2	0	0	0	0.1%
Marketing and Promotions - Marketing	0	0	1	0	0	0	0.1%

SKILL AREA OF INTEREST	SKILL LEVELS						TOTAL
	1	2	3	4	5	6	
Coordination							
Marketing and Promotions - Merchandising	0	0	1	0	0	0	0.1%
Marketing and Promotions - Sales (Representative)	0	2	0	0	0	0	0.1%
Motor Vehicle Care and Conditioning/Maintenance	0	0	1	0	0	0	0.1%
Motor Vehicle Loss Adjusting	0	0	1	0	0	0	0.1%
Motor Vehicle Repairs - Heavy Duty Equipment Maintenance	0	0	0	1	0	0	0.1%
Nail Technology	0	0	0	1	0	0	0.1%
Occupational Analysis	0	0	1	0	0	0	0.1%
Plant Maintenance (Instrumentation/Electrical)	0	1	0	0	0	0	0.1%
Spa Therapy	0	0	1	0	0	0	0.1%
Preventative Maintenance Management	0	0	1	0	0	0	0.1%
Make-up Artist	1	0	0	0	0	0	0.1%
Airport Operator Agent	0	0	0	1	0	0	0.1%
Database Operations	1	0	0	0	0	0	0.1%
Network Administration	1	0	1	0	0	0	0.1%
Software Programming	0	0	1	1	0	0	0.1%
Information Technology	0	0	0	0	1	0	0.1%
Video Graphic	0	1	0	0	0	0	0.1%
Computer Software Application	0	1	0	1	0	0	0.1%
CCIE (Certified Cisco Internetwork Export)	0	0	1	0	0	0	0.1%
CCNT (Certified Cisco Network Technician)	0	1	0	0	1	0	0.1%
Early Childhood Services	0	0	1	0	0	0	0.1%
Nursery Care Services	0	1	0	0	0	0	0.1%
Education and Training	0	0	0	0	2	0	0.1%
Maternity Nursing	1	0	0	0	0	0	0.1%
Nursing Aide	0	0	0	0	0	1	0.1%
Career Development Programme	0	0	0	0	1	1	0.1%
Telecommunications	1	0	1	0	0	0	0.1%
Machining	0	0	1	0	0	0	0.1%
Assessor Programme	2	0	0	0	0	0	0.1%
Equipment Operating	0	0	1	0	0	0	0.1%
Phlebotomy	1	0	0	0	0	0	0.1%
Supervisory Management	0	0	1	1	0	0	0.1%
Solar System/Installation	0	0	2	0	0	0	0.1%
Floral Arrangement	2	0	0	0	0	0	0.1%
Auto Engineering	0	1	1	0	0	0	0.1%
Logistics	0	0	1	0	0	0	0.1%
Maintenance Manager	0	0	0	0	1	0	0.1%
Pharmaceutical Technician	0	0	1	0	0	0	0.1%

SKILL AREA OF INTEREST	SKILL LEVELS						TOTAL
	1	2	3	4	5	6	
Education in Applied Technology	0	0	0	0	1	0	0.1%
Catering	1	0	1	0	0	0	0.1%
Automotive Technology	1	0	0	0	1	0	0.1%
Training Specialist	0	1	0	0	0	0	0.1%
Mortuary Science	1	0	0	0	0	0	0.1%
Generator Maintenance	1	0	0	0	0	0	0.1%
Community Development	0	0	1	0	0	0	0.1%
Executive Chef	1	0	0	0	0	1	0.1%
Art Designing	0	0	1	0	0	0	0.1%
Cashiering	0	1	0	0	0	0	0.1%
Motor Vehicle Report	0	0	1	0	0	0	0.1%
TOTAL	314	447	845	214	59	11	100.0%

8.0 EVALUATION OF HEART TRUST/NTA'S TRAINING EXPERIENCES AND SERVICES

Importantly, the Survey sought to ascertain beneficiaries' perception in relation to their training experiences and the services they received at HEART Trust/NTA. Approximately 92.8% of respondents indicated that they were satisfied with the training received at HEART Trust/NTA (Table 33). This is a marginal increase from the previous year, when 92.0% of respondents indicated satisfaction with the training received. Certified respondents (93.9%) were found to be more satisfied with the training receive than uncertified respondents (83.0%). Respondents whose skill training fell under the industries of Creative, Education and Health, ICT, Construction, Tourism and Agriculture had satisfaction rates above the overall average rating, while the industries with the lowest satisfaction were Services (90.4%) and Manufacturing (85.0%).

Table 33: Satisfaction with Training Received

SATISFACTION RATINGS		
CERTIFICATION STATUS		
	Yes	No
Certified	93.9%	6.1%
Uncertified	83.0%	17.0%
TOTAL	92.8%	7.2%
SATISFACTION BY SECTOR OF SKILL AREA TRAINED		
SECTOR	Yes	No
Creative Industry	100.0%	0.0%
Other (Education and Health)	95.9%	4.1%
ICT	94.6%	5.4%
Construction	93.5%	6.5%
Tourism	93.0%	7.0%
Agriculture	92.8%	7.2%
Services	90.4%	9.6%
Manufacturing	85.0%	15.0%
TOTAL	92.8%	7.2%

The Survey also aimed at discovering the extent to which beneficiaries believed the training received at HEART Trust/NTA adequately prepared them for employment in the skill area trained. Approximately 90.0% of respondents were of the opinion that the training received at HEART Trust/NTA adequately prepared them for work in the skill area trained. Certified respondents (91.0%) were more likely to deem the training received as being adequate than uncertified respondents (81.8%). Respondents in the sectors of Education and Health, Agriculture and Construction were more likely to state that the training received at HEART Trust/NTA adequately prepared them for work in the skill area trained; while, ICT and Creative Industries were the least likely (Table 34).

Table 34: Perception of Training Adequacy

PERCEPTION THAT TRAINING WAS ADEQUATE FOR JOB BY CERTIFICATION STATUS		
CERTIFICATION STATUS	Yes	No
Certified	91.0%	6.1%
Uncertified	81.8%	18.2%
Total	90.0%	10.0%
PERCEPTION THAT TRAINING WAS ADEQUATE FOR JOB BY SECTOR OF SKILL AREA TRAINED		
SECTOR/INDUSTRY	Yes	No
Other (Education and Health)	95.1%	4.9%
Construction	91.5%	8.5%
Tourism	90.9%	9.0%
Agriculture	92.8%	9.1%
Services	85.3%	14.7%
Manufacturing	83.3%	16.7%
ICT	91.0%	19.0%
Creative Industries	80.0%	20.0%
Total	90.0%	10.0%

The five main benefits respondents said they received from training at HEART Trust/NTA were – got extra skills for my job (31.9%), got a job or own business (18.6%), started another course of study or training programme (11.6%), tried for a different career (9.1%) and received an increase in earnings (7.0%). Of concern, 6.4% or 273 respondents indicated that they received no benefit from the training programme (Table 35).

Table 35: Main Benefits Received from Training

MAIN BENEFIT OF TRAINING	TOTAL	PERCENT
Got extra skills for my job	1,371	31.9%
Got a job (or own business)	800	18.6%
Started another course of study or training programme	500	11.6%
Tried for a different career	389	9.1%
Received an increase in earnings	302	7.0%
Did not help at all	273	6.4%
Increased knowledge	194	4.5%
Got a promotion	138	3.2%
Acquired a skill	122	2.8%
Became certified/qualified	59	1.4%
Self-Development/Self Growth	41	1.0%
Changed job	34	0.8%
Gained experience	26	0.6%
Used skill at home/Personal use	19	0.4%
Communicated or associated with others	14	0.3%
Helped or impacted others with skill learnt	13	0.3%
No benefits as yet/not much help	2	0.1%
TOTAL	4,297¹⁶	100.0%

Of a total of 273 respondents, spreading over 71 skill/programme areas, who informed that they derived no benefit from pursuing training at HEART, over one half (58%) or 151 respondents were concentrated among the following 17 skill areas (in order of significance):

- Housekeeping (Room Attendant) Level 1
- F&B Restaurant Service (Server) Level 1
- CFP (Commis Chef) Level 2
- Electrical Installation Levels 2 and 3
- Housekeeping (Linen Room Attendant) Level 2
- Early Childhood Development Levels 1 and 2
- Business Administration Level 2
- F & B Restaurant Service (Bartending) Level 2
- Data Operations Levels 1 and 2
- Welding Levels 1, 2 and 3
- CFP (Cookery) Level 1
- F & B Restaurant Service (Captain) Level 2
- General Office Administration (Office Clerk) Level 1
- Greenhouse Technical Levels 1 and 2
- F & B Restaurant Service (Hosting) Level 2

¹⁶ Multiple responses

➤ Electrical/Electronic Maintenance Level 2

In relation to respondents' rating of the services offered by HEART Trust/NTA, they were most satisfied with the Instructors' ability to deliver the programme (87.8%). This was followed by the assessment process (82.3%), the training facilities (79.5%) and the availability of training material (78.9%). On the other hand, respondents expressed the least satisfaction with HEART's Job Placement Services (only 21.7% rated it as good or very good), followed by the Work Experience Programme (61.2%) (Table 36).

Table 36: Satisfaction Ratings With Services offered by HEART

Components	n	Very Poor	Poor	Average	Good	Very Good
Training facilities	2,807	0.7%	2.6%	17.2%	49.3%	30.2%
Instructors' ability to deliver the programme	2,814	0.5%	1.7%	10.0%	36.9%	50.9%
Availability of Training Material	2,811	1.4%	3.9%	15.8%	40.5%	38.4%
Availability of Equipment	2,810	1.4%	5.5%	20.5%	43.0%	29.6%
Quality of Equipment	2,803	1.4%	4.7%	22.4%	45.3%	26.3%
Assessment Process	2,802	1.5%	3.0%	13.2%	44.7%	37.6%
Career Guidance	2,771	2.6%	6.3%	19.6%	43.7%	27.8%
The Work Experience programme	2,242	12.5%	9.7%	16.6%	30.5%	30.7%
HEART's job placement services	1,962	31.8%	23.6%	22.9%	13.4%	8.3%

9. CONCLUSION

It was seen that HEART Trust/NTA's beneficiaries, who completed training during the period of April 2011 to March 2012, in a HEART Trust/NTA financed programme, believed overall that participating in training was beneficial to them. This is evident by the share (92.8%) of respondents who informed that the training programme adequately prepared them for employment. More specifically, training impacted respondents in the following areas:

1. To What Extent did HEART Beneficiaries Gained Employment?

- Approximately 92.6 % or 2,620 respondents were a part of the labour force. Of this number, about 65.8% (1,723) were employed and 34.2% (897) were unemployed. About 7.4% or 210 respondents were outside the labour force.
- Majority (approximately 81.3%) of the employed respondents were waged and salaried workers, while approximately 18.7% were self-employed [own account worker (17.4%) and employer (1.3%)].
- Majority of the employed respondents were employed full-time (84.8%), while 15.2% worked part-time.
- Overall, employment rate stood at approximately 65.8%. Therefore, on average, respondents stood a 66% chance of gaining employment.
- The main sectors of employment were Education and Health (76.6%), ICT (72.7%), Construction (70.3%), Manufacturing (69.1%) and Services (66.3%) as they recorded employment rates above the overall employment rate.
- With an employment rate of approximately 72%, males stood a greater chance of gaining employment when compared to females who carried a corresponding rate of 60%; a difference of 12 percentage points.
- Adults (25 years and over) were more likely to be employed when compared to youths (17 – 24 years); with employment rates of about 75% and 57%, respectively, representing a difference of 18 percentage points.
- Respondents trained in Building and Construction (Construction Site Management) Level 4, Building Construction (Construction Site Supervision) Level 3, Domestic/Consumer Electronics Level 2, Preventative Maintenance Management Level 2, Industrial Hydraulics Level 2, System Administration Level 3, Community Health Aide Level 2, Training and Development Level 5, Information Technology Level 5, Industrial Electronics Level 3, Air Conditioning and Refrigeration Level 2), were most likely to be employed, with employment rates of 100%.

1. Were beneficiaries employed in occupational areas related to the skill areas in which they were trained?

Overall, 72.0% of the respondents who had worked at some point in time since completing their training programme were employed in an occupational area related to the skill area in which they were trained.

2. Did beneficiaries encounter challenges in obtaining jobs in the skill areas and levels trained?

- Respondents trained in the following skill areas were least likely to have gotten a job in the skill area trained:

- Metal Work Engineering- 12.5%
- Domestic/Consumer Electronics- 30.0%
- F & B Bar Service (Portering)- 40.0%
- Drapery Making- 42.9%
- Greenhouse Technology- 50.0%
- Livestock Rearing- 50.0%
- F & B Restaurant Service (Server)- 50.0%
- Hair Styling- 50.0%
- Massage Therapy- 50.0%
- Building & Draughting- 52.6%
- Housekeeping (Linen Room Attendant)- 54.2%
- Housekeeping - (Room Attendant)- 54.2%
- General Agriculture- 54.5%
- Industrial Electrical Maintenance- 55.6%
- Data Operations- 55.9%
- Property & Facilities Maintenance (Building Maintenance)- 57.1%
- Computer Servicing and Support (Computer Repairs Technician)- 57.1%
- Front Office (Front Office Agent)- 60.0%
- Front Office (Uniform Services)- 60.0%

- The following training programmes recorded rates below the overall employment rate (65.8%):

- F&B Maitre D Level 3 – 20.0%
- Motor Vehicle Electrical/Electronic System Level 2 – 27.3%
- Metal Work Engineer (Level 1 and 2) – 28.6%
- F&B Hosting Level 2 – 33.3%
- Greenhouse Technology Level 2 – 42.9%
- Accounting (All Levels) – 37.7%

- CFP – Cookery Level 1- 42.7%
 - F&B Captain – 43.2%
 - Bartending Level 2 – 43.8%
 - General Beauty Therapy Level 3– 50.0%
 - Interior Decorating Level 1 – 50.0%
 - Nail Technology Level 2 – 50.0%
 - Concreting Level 2 – 50.0%
 - Agro- Food Processing Level 3 – 50.0%
 - Allied Health – Health Care Assistance (Patient Care) (All levels) – 52.4%
 - Housekeeping Room Attendant Level 1 – 53.3%
 - Properties and Facilities Maintenance Level 2 – 53.3%
 - Housekeeping Linen Room Attendant Level 2 – 53.5%
 - General Office Administration (Office Clerk) Level 1 -53.8%
 - Hairstyling Level 2 – 55.6%
 - Customer Service Level 2 – 55.6%
 - Business Administration (Secretarial Skills) Level 2 – 56.0%
 - Front Office Supervision Level 3 – 60.0%
 - Data Operations (Levels 1 and 2) -60.3%
 - General Cosmetology Level 2 – 61.0%
- Respondents from the following skills were most likely to indicate limited work opportunities in their skill areas studied as the major reason for unemployment:
- General Construction
 - Plumbing
 - Housekeeping - (Room Attendant)
 - Housekeeping (Linen Room Attendant)
 - F & B Restaurant Service (Captain) Food and Beverage
 - F & B Bar Service (Bartending) Food and Beverage
 - CFP (Cookery) Commercial Food Preparation
 - Electrical Installation
 - Welding
 - Business Administration (Secretarial Skills)
- The respondents who indicated ‘Cannot find a suitable job’ were mainly in the sectors of Tourism and Services. Of these, the skill areas with the most respondents were:
- Electrical Installation
 - CFP (Commis Chef) Commercial Food Preparation
 - Housekeeping (Linen Room Attendant)

- Housekeeping - (Room Attendant)
- CFP (Cookery) Commercial Food Preparation
- General Cosmetology
- Business Administration (Secretarial Skills)
- F & B Restaurant Service (Server) Food and Beverage
- F & B Restaurant Service (Captain) Food and Beverage
- General Construction
- General Agriculture
- Hospitality Services - (Villa and Other Properties)
- General Office Administration (Office Clerk)
- F & B Bar Service (Bartending) Food and Beverage
- Customer Service
- F & B Restaurant Service (Hosting) Food and Beverage Service
- Front Office - Front Office Agent
- Data Operations

3. On average, how much did beneficiaries earn per week before taxes were deducted?

- There was a major difference between the gross weekly income earned by respondents who were wage and salaried workers when compared to respondents who were self-employed. This is evident, where the average gross weekly income earned by waged and salaried workers was \$12,167.41; while respondents categorized as self-employed earned \$9,886.00.
- In addition, irrespective of type of employment (i.e wage and salaried workers or self-employed), the most frequent income earned (mode) by respondents who were employed at the time of the survey was \$5,000.
- Unsurprisingly, irrespective of the type of employment, respondents trained at Level 5 reportedly secured a higher income. On average, these respondents earned \$27,236.91; while the gross weekly income earned by respondents trained at Levels 1 and 2 were \$10,103.04 and \$10,490.17, respectively.
- On average, the salary earned by respondents employed in an occupational area related to the training received (\$13,056.43) was more when compared to the salary earned by respondents who were employed in an unrelated occupational area (\$9,639.10).

4. To what extent beneficiaries had participated in further training since completing their programme during the 2011/2012 financial year?

- About 8% of the respondents completed some form of vocational training. Additionally, another 8% of the respondents were participating in a vocational training programme at the time.

- Approximately 72.9% of the beneficiaries expressed interest in undertaking further training at HEART Trust/NTA. Of those who expressed such an interest, 59.7% were interested in pursuing training at Level 3 or above.

5. What were the main benefits received from completing a training programme at HEART Trust/NTA?

- Overall, 93% of the respondents informed that they were satisfied with the training received.
- Similarly, 90% believed that the training was adequate in preparing them for employment in the skill area trained.
- The three main benefits respondents stated that they received from training were – to get extra skills for their job (31.9%), gained employment i.e got a job or started own business (18.6%) and to start another course of study or training programme (11.6%). Notably, 6% of the respondents indicated that they did not benefit from the training received from HEART Trust/NTA.

10. RECOMMENDATIONS

In an effort to further improve the impact of the training HEART Trust/NTA offers to its beneficiaries, the following recommendations are presented to address the areas of concerns that were derived from this survey:

- 1) Given that beneficiaries from the Tourism Sector stood a lower chance of gaining employment, yet over a quarter of the respondents were trained in the Tourism sector and consistently the labour market information provided shows excess in this area, it is recommended that the share of training space allocated to this sector be reallocated to areas with greater chance of employment, as well as to emerging skill areas.
- 2) Given that higher level trained beneficiaries had a better employment and earning opportunities and were more likely to be employed in an area related to the training received at HEART Trust/NTA, programme participants in lower level courses should be further encouraged to participate in higher level training programmes. Additionally, there should be an increase in higher level offerings made available as 72.9% of the beneficiaries expressed interest in undertaking further training at HEART Trust/NTA and of those who expressed interest, 59.7% were interested in pursuing training at Level 3 or above.
- 3) Given that respondents from the following skill areas named limited work opportunities in the skill area trained as their reason for unemployment, it is recommended that a programme evaluation be done for these areas, given that labour market research finds these areas to be in demand:
 - Air Conditioning and Refrigeration
 - Greenhouse Technology
 - Industrial Electrical Maintenance
- 4) It is recommended that greater emphasis be placed on entrepreneurship especially for the following skill areas, which all reported self-employment rates below the average of 18.6%:
 - Air Conditioning and Refrigeration
 - CFP (Pastry Chef/Patisserie) Commercial Food Preparation
 - CFP (Chef de Partie) Commercial Food Preparation
 - CFP (Commis Chef) Commercial Food Preparation
 - CFP (Sous Chef) Commercial Food Preparation
 - Commercial Food Preparation (Chef De Cuisine)
 - Culinary Art/Certified Culinarian
 - F & B (Maitre' D)
 - F & B Restaurant Service (Captain) Food and Beverage
 - F & B Restaurant Service (Hosting) Food and Beverage Service
 - General Construction
 - Horticulture - Turf Management

- Industrial Electrical Maintenance
- Industrial Electronics
- Masonry
- Mechanical Maintenance/Engineering
- Motor Vehicle Body Repairs (Cars and Light Trucks)
- Motor Vehicle Care and Conditioning/Maintenance
- Motor Vehicle Engine System
- Motor Vehicle Repairs (Cars and Light Trucks)
- Nursery Care Services
- Ornamental Horticulture
- Plumbing & Pipefitting
- System Administration
- Wall and Floor Tiling
- Welding & Fabrication

- 5) Given that respondents who reside in the parishes of St. Mary, Clarendon, Hanover, Portland and Westmoreland were least likely to secure employment in the parish they reside, it is recommended that entrepreneurial training be emphasized within these parishes.
- 6) Given that the following Level 3 or higher programmes (F & B (Maitre'D), General Beauty Therapy, Agro-Food Processing and Front Office (Front Office Supervision) recorded below average employment rates, it is recommended that a programme evaluation be conducted to discover the reasons for the low absorption rates.

APPENDIX



TRACER STUDY

QUESTIONNAIRE

**On The
HEART BENEFICIARIES
(April 2011 – March 2012)**

Prepared By: Information Systems and Technical Services Division

SECTION 1: PROGRAMME ACCEPTED & TRAINING RECEIVED

1. In what HEART Programme were you enrolled in? (Tick appropriate box)

INSTITUTIONS	CODE	INSTITUTIONS	CODE
Above Rocks VTC	1	JAGAS	16
Beechamville VTC	2	Kenilworth HEART Academy	17
Black River VTC	3	Lluidas Vale VTC	18
Boys Town VTC	4	Newport Campus	19
Buff Bay VTC	5	NETI	20
CATI	6	Old Harbour VTC	21
Culloden VTC	7	Petersfield VTC	22
Derrick Rochester Campus/ Junction	8	Port Maria VTC	23
Ebony Park HEART Academy	9	Portmore HEART Academy	24
Falmouth VTC	10	Runaway Bay Hotel Training Institute	25
Garmex Academy	11	Rockfort VTC	26
Granville VTC	12	Seaford Town VTC	27
HEART College of Beauty Services/ School of Cosmetology	13	Stony Hill HEART	28
HEART College of Innovation and Technology/CIT	14	VTDI Mandeville	29
HEART Caribbean Industrial College/Breadnut Valley	15	VTDI Kingston	30
COMMUNITY TRAINING INTERVENTION (COMMUNITY BASED) & OTHER SPECIAL PROGRAMMES Specify:			CODE

2. In which skill area and at what level did you complete your training at HEART during the period **April 2011 to March 2012**?

SKILL AREA	LEVEL						SKILL CODE
	1	2	3	4	5	6	

-3
N/R
-4
D/K

3. In what month and year you ended the HEART training programme?

Completed/Ended: _____ Month _____

-3
N/R
-4
D/K

4. Did you complete the HEART training programme? (Tick appropriate box)

YES, and qualified for the NCTVET certificate.

1 → Go to Q. 6

YES, but did not qualify for the NCTVET certificate.

2

NO, did not complete training (dropped out)

3 → (THANK YOU – END INTERVIEW)

5. Why were you not qualified to receive the NCTVET certificate?

REASONS	CODE
I have exams or assessment(s) of units to re-do	1
Training Programme did not meet my expectations	2
Found job and had to work	3
Couldn't manage the programme	4
Financial difficulties	5
Needed at home	6
Sickness	7
Lost interest/couldn't bother	8
Assessors were not always available	9
I have outstanding units to be assessed	10
Other (specify)	

SECTION 2: LABOUR MARKET STATUS

6. Were you employed during the last full week of June 2013 (23rd – 29th June)?

1 <input type="checkbox"/> Yes	2 <input type="checkbox"/> No
-----------------------------------	----------------------------------

7. Are you currently working?

1 <input type="checkbox"/> Yes	2 <input type="checkbox"/> No
-----------------------------------	----------------------------------

→Go to Q.14

8. Are you doing anything like farming, buying and selling, odd jobs or hustling?

1 <input type="checkbox"/> Yes	2 <input type="checkbox"/> No
-----------------------------------	----------------------------------

→Go to Q.14

9. Do you have a job or business from which you are temporarily absent (e.g. on vacation, sick leave or laid off)?

1 <input type="checkbox"/> Yes	2 <input type="checkbox"/> No
-----------------------------------	----------------------------------

→Go to Q.14

10. Are you interested in getting a job or starting a business now?

1 <input type="checkbox"/> Yes	2 <input type="checkbox"/> No
-----------------------------------	----------------------------------

→Go to Q.30

24. In what month and year you started working at your main job?
(Interviewer must calculate the number of months and must not ask this as a question.)

JOB TITLE	DATE STARTED		# OF MONTHS (Calculate)
	Month	Year	
Main Job:			

-3 -4

25. Are you using any skills learnt from your training programme at HEART Trust/NTA in your main job?

CURRENT JOB	RELATED TO TRAINING	
	Yes	No
Main Job:	1	2

-3 -4

26. Have you ever used the skills learnt from your training programme at HEART Trust/NTA in any other job?

1 2 -2

27. For your main job, please tell me your average weekly salary received before taxes are deducted.
(i.e., your gross weekly earnings)

JOB TITLE	GROSS WEEKLY SALARY
	\$
Main Job:	

-3 -4

28. Whether you remain in this organisation/business or not, do you intend to stay in the skill area trained?

1 2 -4

29. To what industry/sector does the organisation/business to which you are employed or operate belongs?
(Describe the main production or service activity)

INDUSTRY ACTIVITY OF	CODE
Main Job:	

Go to Question 46

SECTION 4: FOR PERSONS CURRENTLY UNEMPLOYED

30. After completing your training at HEART, how soon were you available for work or in a position either to accept a job or start a business?

a) Immediately

b) _____ months after completing training

31. What is the main reason for you not working?

RESPONSE	CODE	RESPONSE	CODE
Employers not interested in the skill area trained at HEART	1	Dismissed/Fired	7
Employers not interested in my Level of qualification gain at HEART	2	Job Completed	8
Limited work opportunities in my skill	3	Can't find a suitable job	9
Too many persons in my skill area	4	Laid off/Made redundant	10
Lack of work experience	5	Resigned – personal reasons	11
Awaiting promised job	6	Other (specify)	12

32. Since leaving HEART, what is the main effort used in trying to get a job?

RESPONSE	CODE	RESPONSE	CODE
Applied in writing	1	Applied for a loan to start a business	6
Applied in person	2	Rely on HEART's Job Placement services	7
Registered at Employment Bureau	3	Tried to start a business	8
Advertised on radio or in newspaper	4	Other (Please Specify):	9
Asked friends or relatives	5	Never tried to get a job	10

33. Since leaving HEART, during your period of unemployment how many job were you interviewed for?

No. of jobs _____

-3

34. During your period of unemployment were you ever offered a job that you did not accept?

1

2

→Go to Q.36

35. Why did you not accept the job offer?

RESPONSE	CODE
Salary was too low	1
Distance from home	2
Job condition	3
Other, please specify	4

36. Do you intend to get a job that you will use the skills you have learnt at HEART?

1	2	-3	-4
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/R	<input type="checkbox"/> D/K

37. What income would you be expecting per week? \$ _____

-3	-4
<input type="checkbox"/> N/R	<input type="checkbox"/> D/K

38. Have you ever worked since ending the HEART Training programme?

1	2
<input type="checkbox"/> Yes	<input type="checkbox"/> No (→ Go to Q. 46)

39. In your last job, in which parish you mainly worked or *spent most of your time working*)?

Parish: _____

40. Since leaving the HEART programme, what was your job title in your **last job held**? (i.e., what were you mainly doing in that job)

For the interviewer:

- Respondents are required to provide information on first job held after leaving HEART irrespective of how unimportant that job may have been to them.
- If, however, the *respondent were employed to more than one job at any one time – list the last main job held after leaving HEART. This represents the job they considered to be most important at the time;*
- *If self-employed (Own Account worker or Employer), please indicate what they mainly did in that job.*

JOB TITLE	CODE
Last Main Job Held:	

-2	-3
<input type="checkbox"/> N/A	<input type="checkbox"/> N/R

41. In your last main job held, were you employed to someone or self-employed?

	Last Main Job
Employed to Someone	1
Self-employed – Own-account Worker	2
Self-employed – Employer	3

42. On average, how many hours do you usually work per week in your last job held: *(Tick the appropriate range of hours worked)*

Average Number of Hours Work Per Week	Last Main Job
Under 9 hours	1
9 to 17 hours	2
18 to 25 hours	3
26 to 34 hours	4
35 to 41 hours	5
42 to 49 hours	6
49 hours and Over	7

43. In the last job held, in what month and year did you stop working?

(Interviewer must calculate the number of months and must not ask respondent to do this.)

JOB TITLE	DATE ENDED		# OF MONTHS (Calculate)
	Month	Year	
Last Main Job Held:			

-3 -4
 N/R D/K

44. Have you ever used the skills learnt from your training programme at HEART Trust/NTA in you last job?

JOB TITLE	RELATED TO TRAINING	
	Yes	No
Last Main Job Held:	1	2

-3 -4
 N/R D/K

45. For your last job held, please tell me your **last weekly salary received before taxes** were deducted. **(i.e., your gross weekly earnings)**

JOB TITLE	LAST GROSS WEEKLY SALARY \$
Last Main Job Held:	

-3 -4
 N/R D/K

SECTION 5: EDUCATION/TRAINING RECEIVED AFTER LEAVING HEART

46. Since leaving the HEART programme, have you completed or are you presently doing further:

	Completed		Currently Participating	
	Yes	No	Yes	No
Vocational/skills training programme?				

If Neither of the above. → Go to Q.49

47. Please tell me the type of training/course of study you are presently undergoing or have completed since leaving the HEART programme?

(Interviewer: Tick as many as appropriate)

TYPE OF STUDIES/TRAINING	Currently Participating	Completed	CODE
CXC/GCE 'O Level Subjects			1
CAPE/'A' Level Subjects			2
Tertiary Studies (Certificate, Diploma, Degree, etc..)			3
Vocational Training at an Institution			4
Vocational Training by Correspondents			5
On-the-Job training/Apprenticeship			6
Other (Specify)			

-2
N/A
-3
N/R
-4
D/K

48. Is your current and/or completed:

	Current			Completed		
	Yes	No	N/A	Yes	No	N/A
Academic Studies related to training received at HEART?	1	2	-2	1	2	-2
Vocational Training related to training received at HEART?	1	2	-2	1	2	-2

49. Are you interested in pursuing further Training at any of the HEART training institutions?

1
Yes
2
No
-2
→Go to Q. 51
-2
N/A

50. In what skill area (s) and at what level are you interested in attending further training at HEART?

SKILL AREA	LEVEL	SKILL CODE

SECTION 6: PARTICIPANTS' PERCEPTION ABOUT THE HEART TRAINING EXPERIENCE AND SERVICES

51. Were you satisfied with the training received at the HEART Training Programme?

1 2 -2
 Yes No N/R

52. Do you think the training received was adequate or enough to prepare you for a job in your skill area?

1 2 -2
 Yes No N/R

53. Do you believe it is easy to get a job in the skill area you were trained?

1 2 -2
 Yes No N/R

54. Please tell me how the training programme has **benefited** you since leaving HEART? (*Multiple response*)

Benefits	Code
Did not help at all	1
To get a job (or own business)	2
To get extra skills for my job	4
To get a promotion	5
Received an increase in earnings	3
To try for a different career	6
Changed job	7
To start another course of study or training programme	8
Other (Specify)	

55. On a scale of 1 to 5 where 1 is “Very Poor” and 5 is “Very good”, please state how you would rate the following items related to the HEART Programme you attended?

ITEMS THAT YOU ARE RATING	Very Poor	Poor	Average	Good	Very Good
Training facilities provided at the HEART Institution	1	2	3	4	5
Instructors ability to deliver the programme	1	2	3	4	5
Availability of training material or handouts for learning	1	2	3	4	5
Availability of equipment necessary for learning	1	2	3	4	5
Quality of training equipment	1	2	3	4	5
Assessment process at each stage for certification	1	2	3	4	5
Guidance on your career or job options in the working world	1	2	3	4	5
The Work Experience Programme	1	2	3	4	5
HEART’s Job Placement Services (from TERC/Regional Offices)	1	2	3	4	5

SECTION 8: FOR INTERVIEWERS ONLY

Please indicate the main reason for beneficiary not completing questionnaire (**Please tick the appropriate box**)

REASON FOR NOT COMPLETING QUESTIONNAIRE	CODE
Cannot be located	1
Change of address	2
Wrong address	3
Employed (local)	4
Unemployed (local)	6
In school (local)	7
Migrated – Employed	9
Migrated – Unemployed	10
Migrated - In School	11
Migrated – Unknown	12
Death	13
Refusal	14
Other (Specify)	

Other comment:

Interviewer’s Signature: _____
 ____/____/____

Date Completed: _____
 (dd/mm/yyyy)