

# Mutual Trust Forges Sustainable Partnership

The Reorganizing, Restructuring and Repositioning of  
Bahamas Technical  
and Vocational Institute (BTVI)



# Bridging Two Cultures

- The acculturation process
- The perception of foreign consultancies
- Sharing vulnerabilities and susceptibilities
- Trust
- Accepting change – new mission
- Appreciative inquiry (4 D's)
  - Discovery
  - Dream
  - Design
  - Destiny



# Transforming Organizational Culture

- Hierarchical structure
  - (MOE > PS > BTVI)
- Applying the 4 D's
  - Organizational structure
  - Discovery: Existing strengths
  - Dream: New mission statement
  - Design: Strategic plan, institutional effectiveness process and business and industry involvement
  - Destiny: A new BTVI—Building Technical Value for Industry



# Commitment and Sustainability

## BTVI

- Facilitated staff development
- Student Success Learning Center
- Programmatic Plans
- Ongoing faculty professional development

## DSC

- Committed to full-time workforce development specialist
- Freely sharing all resources
- Exchange of administration and faculty
- Technological support and enhancements



# Impact

- New and revised curricula
- Improved industry coop
- Enhanced image
- Articulation agreement
- Upgraded facilities
- Assessment tools
- Institutional effectiveness and preparation for accreditation
- Faculty and Professional Development



# VIDEO



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# Business & Industry

Approximately 10 years ago:

- Job opportunities were limited
- Job remuneration diminished
- Stagnant local economy
- Lack of highly educated and trained work force
- Loss of production
- Demoralized work forced



# Business & Industry cont'd

## Adverse Effects on the Regional Economy

- Limited diversification of industry
- Economic regression
- A broken economic engine
- Social regression



# Business & Industry cont'd

## Paradigm Shift

- Limited diversification of industry
- International spotlight on developing countries
  - FTA and other special interests
- Heightened awareness of economic opportunities
- Created competition
- Recognized the lack of skilled labor
- Educational and governmental organizations respond
- New and improved curricula meeting industry standards
- Symbiotic relationship

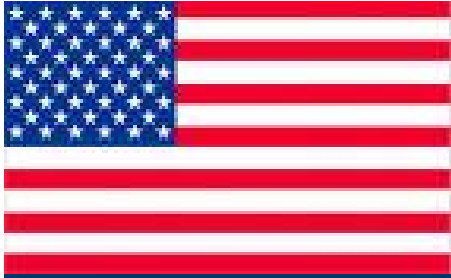


# Business & Industry cont'd

## The Impact of BTVI:

- Sub-standard educational programs upgrade equates to skills sets upgrade
  - Positive direct and indirect implications for B & I
- PACs providing guidance and opportunities
- Business and Industry able to use educative pathways as a means for sustainability
- Legislation in process for the licensure and certification of formerly unregulated trades/industries





# Questions and Answers



Public  
Private  
Partnership



## Bahamas

Technical & Vocational Institute



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### The Bahamas Chamber of Commerce

PROMOTING TRADE EXPANDING COMMERCE BUILDING A BETTER COMMUNITY



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