

**MEMORANDUM OF AGREEMENT**  
**ESTABLISHING THE CARIBBEAN ASSOCIATION OF**  
**NATIONAL TRAINING AGENCIES (CANTA)**

**INTRODUCTION**

In 1990, the Caribbean Community (CARICOM) articulated a position on the development of Technical and Vocational Education and Training (TVET) in the region.

Caribbean Community member states have long realized the importance of and TVET in relation to workforce development and economic competitiveness and have made individual country-level efforts to establish their training systems.

The need for the coordination and rationalization of TVET and the move to establish a Caribbean Single Market and Economy (CSME) including proposals for the free movement of CERTIFIED skilled labour, have prompted National Training Agencies (NTAs) in the region to exploit the benefits of joint and concerted efforts by establishing among themselves The Caribbean Association of National Training Agencies (CANTA).

**THIS MEMORANDUM OF AGREEMENT** is made between:

- (1) **THE HUMAN EMPLOYMENT AND RESOURCE TRAINING TRUST/NATIONAL TRAINING AGENCY OF JAMAICA** (hereinafter called “HEART/NTA”).
- (2) **THE TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING COUNCIL OF BARBADOS** (hereinafter called “TVETC”), and
- (3) **THE NATIONAL TRAINING AGENCY OF TRINIDAD AND TOBAGO** (hereinafter called “NTA-TT”).

**CANTA** is hereby established by the three above mentioned Caribbean training agencies (HEART/NTA, TVETC and NTA-TT) which shall be its founding members. By agreement between the founding members, a training agency of CARICOM may become a member of **CANTA** by signing this Memorandum of Agreement.

**CANTA** is established for the following objective: -

## **1. THE ESTABLISHMENT AND GOVERNANCE OF A REGIONAL TRAINING AND CERTIFICATION SYSTEM**

**CANTA** shall establish a regional certification system, which will be labelled **THE CARIBBEAN VOCATIONAL QUALIFICATIONS (CVQs)** to accredit a standard and uniform delivery of competency-based technical and vocational education and training and certification within the CSME so as to ensure acceptance and recognition of the qualification/certification throughout the Caribbean and the international community. To achieve this objective **CANTA** shall:-

- (a) Maintain the five-level standard qualification framework of competency-based vocational qualifications based on validated Caribbean and international occupational standards.

|                |   |                                              |
|----------------|---|----------------------------------------------|
| <b>LEVEL 1</b> | - | <b>Directly supervised worker</b>            |
| <b>LEVEL 2</b> | - | <b>Supervised skilled worker</b>             |
| <b>LEVEL 3</b> | - | <b>Independent/Autonomous skilled worker</b> |
| <b>LEVEL 4</b> | - | <b>Supervisory specialist worker</b>         |
| <b>LEVEL 5</b> | - | <b>Managerial, professional worker</b>       |

- (b) Adhere to the process of developing occupational competency standards whereby:-

- (i) For occupations not unique to the Caribbean prevailing international Occupational standards are first compiled.

- (ii) The local Industry Lead Group representing the industry or sector employing the particular occupational category is convened and guided in its review and amendment of the international standards to then validate and authorize the establishment of the local occupational standard.
  - (iii) For occupations unique to the Caribbean the local Industry Lead Group will be guided and facilitated in scoping the occupation, establishing the critical core competencies and learning outcomes required, establishing the level of employment to be designated to then validate and authorize the establishment of the local occupational standard.
- (c) Base the design of curricula and supporting learning materials on established occupational standards.
- (d) Base accreditation, assessment and certification only on established occupational standards.
- (e) Promote career and vocational guidance in educational institutions, communities and workplaces throughout the CSME, providing information on current and emerging career and job opportunities to assist in better focusing education and training initiatives and facilitate informed career choices by citizens of CSME member states.
- (f) Support and contribute to the establishment and maintenance of a relevant local and regional Labour Market Information Systems (LMIS)
- (g) Promote the image and status of Technical and Vocational Education and Training (TVET) in the region in ways that are deemed necessary to create awareness of and foster positive attitudes toward TVET and the building of a competitive CSME workforce.

## 2. **GOVERNANCE**

Working within the framework of the CARICOM, Regional Coordinating Mechanism for Technical and Vocational Education and Training (RCMTVET), CANTA as the implementation arm of RCMTVET, will optimise the utilization of human, physical and financial resources, while at the same time ensuring returns on investments, and the implementation of regional manpower and social sector policies related to human resource, workforce development and training in the CSME.

### **Management Committee**

The Chief Executive Officers of each member agency of CANTA shall form the Management Committee of the Association, which shall elect one member to serve as Chairman for a term of two years. The Chairman assumes responsibility for the roving secretariat of CANTA which moves with each new Chairman. The Association shall convene at least two regular meetings per year hosted by the presiding Chair. However, monthly status reports from each member Agency, consolidated by CANTA, must be submitted to the RCMTVET.

CANTA may host special events and activities as it deems necessary at any time which supports and promotes the aims and objectives of the Association.

## 3. **RESEARCH AND MONITORING**

Participating institutions will commit to maintain active research and monitoring of all aspects that directly affect the operation and success of CANTA.