



The Government of the Republic of Trinidad and Tobago
MINISTRY OF EDUCATION



The Status of Employability Skills In Trinidad and Tobago

Preparing Tomorrow's Workforce Today

Finding 1:

Common views were generally held between
employers and employees



Most Critical Sub - Skills

Skill Cluster	MOST CRITICAL	
	Employer	Employee
Foundation	Behaves with high degrees of integrity and honesty	Behaves with high degrees of integrity and honesty
Learning to Learn	Learns from mistakes and accepts responsibility	Learns from mistakes and accepts responsibility
Communication	Effectively organizes ideas and communicates orally	Effectively organizes ideas and communicates orally
Teamwork	Effectively supports when required	Accepts and provides feedback in a constructive and considerate manner
Problem Solving	Assesses situations and identifies problems	Assesses situations and identifies problems

Most Lacking Sub - Skills

SKILL MOST LACKING		
	Employer	Employee
Foundation	Manages time effectively	Manages time effectively
Learning to Learn	Learns from mistakes and accepts responsibility	Learns from mistakes and accepts responsibility
Communication	Communicates thoughts, ideas, information and messages effectively in writing	Listens, understands and appreciates the points of view of others
Teamwork	Manages and resolves conflict	Accepts and provides feedback in a constructive and considerate manner
Problem Solving	Assesses situations and identifies problems Shows creativity and innovation in exploring and implementing possible solutions	Capacity to generate new ideas

Finding 2:

Learning to Learn and Problem Solving Skills play
a significant role across sectors;



Most Critical and Lacking Employability Skills by Sector

SECTOR	MOST CRITICAL EMPLOYABILITY SKILL	MOST LACKING EMPLOYABILITY SKILL
Construction	Teamwork	Learning to Learn / Problem Solving
Central, and Local Government	Problem Solving	Problem Solving
Distribution	Teamwork	Learning to Learn
Educational, Cultural and Community Services	Communication	Problem Solving
Energy	Learning to Learn	Learning to Learn / Problem Solving
Finance, Insurance , Real Estate and Business Services	Communication	Problem Solving
Personal Services	Learning to Learn	Learning to Learn
Transport, Communication and Storage	Learning to Learn	Learning to Learn
Tourism and Hospitality	Learning to Learn / Problem Solving	Problem Solving
Utilities	Problem Solving	Problem Solving

Finding 3:

Most sub-skills were important to all sectors;
However each sector required its own unique mix
of sub-skills



Most Critical Sub- Skill by Sector

SECTOR	FOUNDATION SKILLS	LEARNING TO LEARN	COMMUNICATION	TEAMWORK	PROBLEM SOLVING
Utilities	Attends work punctually and regularly	Displays a willingness to continuously learn	Reads and understands information presented in a variety of forms (e.g., words, graphs, charts, diagrams)	Accepts and provides feedback in a constructive/ considerate manner	Shows creativity and innovation in exploring and implementing possible solutions
Construction	Attends work punctually and regularly	Learns from mistakes and accepts responsibility	Effectively organizes ideas and communicates orally	Accepts and provides feedback in a constructive and considerate manner	Shows creativity and innovation in exploring and implementing possible solutions
Educational, Cultural and Community Services	Behaves with high degrees of integrity and honesty	Displays a willingness to continuously learn; Learns from mistakes and accepts responsibility	Communicates thoughts, ideas, information and messages effectively in writing	Manages and resolves conflict	Assesses situations and identifies problems

Finding 4:
The mix of critically lacking sub-skills also varied
by sectors.



Most Lacking Sub-Skill by Sector

SECTOR	FOUNDATION SKILLS	LEARNING TO LEARN	COMMUNICATION	TEAMWORK	PROBLEM SOLVING
Tourism and Hospitality	Attends work punctually and regularly	Sets their own learning goals	Effectively organizes ideas and communicates orally	Manages and resolves conflict	Assesses situations and identifies problems
Central and Local Government	Attends work punctually and regularly	Learns from mistakes and accepts responsibility	Listens, understands and appreciates the points of view of others	Effectively leads when required	Shows creativity and innovation in exploring and implementing possible solutions
Transport, Communication and Storage	Manages time effectively	Learns from mistakes and accepts responsibility	Listens, understands and appreciates the points of view of others	Accepts and provides feedback in a constructive and considerate manner	Capacity to generate new ideas

Additional Findings

- There are relatively large gaps between the demanded skills and the extent to which employees possessed these skills;
- Roughly half the sectors indicated that their organizations lacked critical employability skills;
- Some sub-skills were more valuable to some sectors than others;



Thank You

