

## **Bahamas Electrical Training Gap Analysis**

### **Executive Summary** Feb/2013

On behalf of Vancouver Island University, Deanna Littlejohn (Chair of the Electrical Program) conducted an Electrical Training Gap Analysis at the Bahamas Vocational Technical Institute (BTVI). The purpose was to determine and compare the differences in Electrical Training between the Bahamas and Canada. The Gap Analysis consisted of three parts: a 100 question Written Assessment, an 8 Lab Practical Assessment and a Field Interview of each participant. Seventy electrical workers participated in the Analysis and information was also gathered from a number of instructors and the Dean of Construction at BTVI.

Licensing of Bahamian Electrical workers is presently divided into two categories. They are represented as Single Phase or Three Phase Licenses. Licensing of Canadian Electrical workers is a 4 level (6000 hour) system resulting in Red Seal Certification. A pre-apprenticeship Electrician Foundation Certificate is also recognized upon completion of the 24 week Entry Level Program. The analysis revealed that the number of training hours required to secure licenses in the Bahamas is substantially less than that of the Canadian Red Seal Program. Electrical theory makes up only a small portion of their overall training, Electronics and Motor Control are not part of their curriculum and Electrical Code is only covered superficially. The results of the Written Assessment confirmed a need for additional theory, electronics, motor control and Code training.

A 5 stage plan was drafted by Deanna. Stage 1 would see implementation of the 24 week Pre-apprenticeship Program at BTVI and preparation of Bahamian workers with the Single Phase certification to challenge Level 1 of the Canadian Red Seal through the Industry Training Authority in British Columbia. Stage 2 would see the implementation of Level 2 training at BTVI and preparation of Bahamian 3 phase certified participants to challenge Level 2 of the Canadian Red Seal. Stage 3 would be implementing Level 3, Stage 4 would be implementing Level 4. Stage 5 would be implementing a Degree Program at Vancouver Island University that would accept the Red Seal certification as credits towards the first and second year of that degree. To achieve this sharing of curriculum a number of exchanges would occur with staff and students from both VIU and BTVI.

Meetings were held with the Bahamas Minister of Education, Science and Technologies, the Ministry of Work and Utilities, the Bahamas Electrical Commission, the President, Vice President and Dean of Construction at the Bahamas Technical Vocational Institution. Strong support for implementation of both the 24 week Electricians Certificate Program and the Red Seal Program was indicated.