Empowering people for 20 years at CDI

20th ANNIVERSARY
CELEBRATING 20 YEARS OF SERVICE TO PERSONAL AND NATIONAL DEVELOPMENT 1998-2018.

FOR the past two decades, the Career Development Institute (CDI) has been a force for positive change and professional and personal development in Barbados. In 1998, the Career Development Institute was established, and a year later was registered as a training facility by the Ministry of Education of Barbados.

Since its inception, CDI has maintained their goal of empowering people and changing lives. Located in the Cole's Building on Bay Street, Bridgetown, CDI has been a pinnacle institute offering high quality educational and professional courses and programmes to Barbadians and the wider Caribbean region.

In 2006, CDI became one of the first four registered institutions approved by the Barbados Accreditation Council and is currently well on its way to BAC accreditation. CDI has been accredited by the General Nursing Council of Barbados as well as The Technical and Vocational Education and Training (TVET) Council.

Boasting more than 5000 alumni over the past 20 years and having an enrolment of around 400 students, CDI has displayed a true tour de force of personal and professional progression.

The prospects available at CDI are both varied and perfectly tailored to improving the lives of those who attend this institute. CDI offers certificates, diplomas, and associates degrees in disciplines ranging from personal care, social care, and public safety to business leadership and continuing education.

CDI goes even further by offering their graduates the opportunity for assessment from TVET to attain a Caribbean Vocational Qualification (CVQ). According to chairman Oral Reid, if CDI students with CVQs make their way to anywhere else in the Caribbean, Canada, or the UK, their qualifications will carry very helpful connotations.

"Overall, when you look at the various divisions and see the multiplicity of courses we offer, you would see from that how we compare to other training institutions in Barbados. Our programmes have a wider range and allow individuals to ladder up from one level to the most professional level in the associate degree," said Reid.

CDI staff at BMEX. (GP)

THE CAREER DEVELOPMENT (GP)

For Reid, one of the factors that has contributed to the success of CDI is their willingness to work with those who achieve their certifications through the institute and continue on with them to complete other diplomas or achieve their associates degree.

"We credit some of that success to the excellent tutors – all persons who have not only academic qualifications, but practical experience," said Reid.

In commemoration of their 20th anniversary, CDI will be offering 20 scholarships across their four main divisions - personal care, public safety, business and leadership and social care, five in each division. Always with eyes on the future, Oral Reid has said that CDI is looking towards online learning.

"As we project to the future, online training is where we are going. We are hoping that later this year we can say that we have a solid cohort of programmes that are being offered online. The goal is to be able to reach or to engage with persons who are employed or in the wider Caribbean and are not able to come to the facility."

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TOYS made from recycled materials in the Child Care and Development Class. *(GP)*

INSIDE the Dr Ena Walters Laboratory. *(GP)*

Brighter futures

IN 1998, there were fewer than six billion people on planet Earth and Google.com first registered as a domain. Today, there are 7.6 billion humans all looking to carve out their niche in the world and make their lives better.

For 20 years, CDI has invested in affording Barbadians the opportunities needed to succeed professionally and personally on an international stage. From First Aid training and CXC General Proficiency courses to certificates in forensics and crime scene investigation and much more, CDI has shown itself as a premier tertiary institute dedicated to affording brighter futures for their students.

One of CDI's top notch divisions committed to technical and practical experience is their nursing auxiliary elder care, which falls within the Division of Social Care. Their curriculum, which is designed and approved by the General Nursing Council of Barbados, boasts a more than 90 percent pass rate.

In 2010, CDI's Care of the Older Adult programme made the grand leap from a 60-hour certificate course to an intense 460-hour certification process. Bolstering the success of this programme is the Dr Ena Walters Demonstration Room equipped with beds and medical equipment. From technical experience to practical application of knowledge, it is no wonder that CDI has developed such a good relationship with nursing homes across the island.

According to Reid, "You do your theory and practice in here under the guidance of qualified tutors, but you also have to be assigned for 180 hours of practical job attachment at a nursing facility and be assessed by the registered nurse."

Always an institute to go the distance, Reid afforded that students in the realm of nursing auxiliary, massage therapy as well as cosmetology and security related programmes are also trained in First Aid to an intermediate level.

"Our goal is to be able to reach members of the wider community who are interested in personal and professional development. Many of our students are individuals who want to achieve an understanding of specific subject areas, but many are persons who want to go on to college and university and so they see us as the facility which would allow them to acquire those CXCs to gain entry," said Reid.

Training, consultation, and placement are three pillars that place CDI and their students ahead of the game. Their workshops can be utilised to improve marketability for upward mobility. The CDI consultants enable them to help businesses improve processes, performance, and profit. And the CDI Placement Programme brings employers and potential employees together.

CDI is also unique in that it offers a 3-in-1 Cluster Programme, whereby students have the opportunity to complete one CDI certificate course from one of five professional development programmes and two CSEC subjects.

CDI offers certificate courses in business administration, front office management, hairstyling, legal office assistant, make-up artistry, medical office assistant, and nail technician. You can then bundle that course with two of the following CXC certificate courses: English language, human and social biology, mathematics, office administration, principles of accounts, and principles of business.

At CDI, their consummate professionals offer the best opportunity to bring students together with the tools they need to move forward and succeed.

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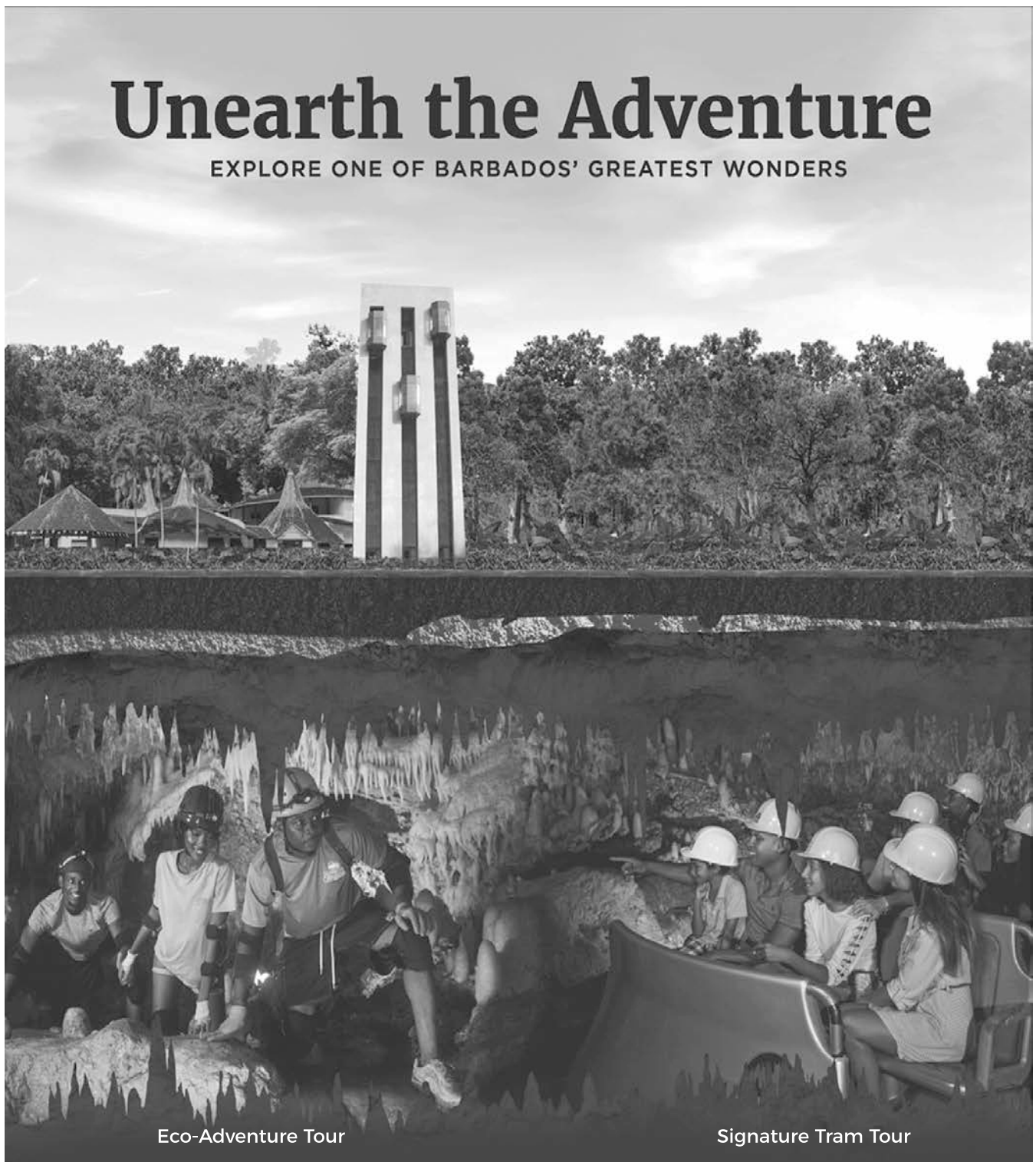

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Harrison's Cave BARBADOS

Ready to work

(LEFT to right) Portia Doyle (Massage Therapy), Paulin Harewood-Fields (Cosmetology), Sharon Rawlins (NCVQ Co-coordinator), Sandra Yarde (Tutor for Business Studies), and Maxine Best-Tremell (Tutor of Child Care and Development). (GP)

Portia Doyle- lead tutor of the Massage Therapy course

Portia Doyle has worked in the massage industry for 20 years both in Barbados and internationally. The massage therapy course offered by CDI consists of theory and practice over a nine-month period. In addition to their CDI certification, students in this course also have the opportunity to pursue a Level 3 CVQ in massage therapy.

At CDI, massage therapy students are also exposed to business plan development, creating a floor plan for their work environment, and stocktaking, among other necessary skills.

"Our course is two-fold; you can either be employed by a company or work for yourself and have flexibility. Working for yourself can afford the flexibility of meeting clients at your own leisure," said Doyle.

CDI recognises that employers are looking for multifaceted employees. "The fact is, companies are not just hiring a massage therapist, a nail technician, and an aesthetician, they are looking for someone well rounded. That is where CDI is going in terms of the workforce market," said Doyle.

Pauline Harewood-Fields - Cosmetology

With 30 years of experience in cosmetology, Pauline Harewood-Fields also recognises the benefit of affording students with multidimensional qualifications. According to Harewood-Fields, multiple skills are essential.

Harewood-Fields, a certified trichologist and a trained Assessor with TVET Council, said that at CDI, students are exposed to all aspects of cosmetology in their fully equipped salon.

Students of cosmetology at CDI are also trained in how to run a business. "The course gives them the foundation they need. I advise that they go and work in a salon to get more experience in the field before they actually branch out on their own," said Harewood-Fields.

CDI offers more than technical know-how and practical ability. "Definitely get into the classroom and learn the basics so you feel confident you are doing it right," she said.

Sharon Rawlins- The National and Caribbean Vocational Qualifications Coordinator with CDI

As liaison between CDI and the TVET Council of Barbados, Sharon Rawlins oversees the National Vocational Qualification and Caribbean Vocational Qualification programmes available at CDI.

Rawlins is responsible for ensuring that the Internal Verifier (IV) meets regularly with the Assessors, keeping up to date with candidate records, and liaising with the IV and TVET's external verifiers.

According to Rawlins, "Once you are pursuing courses where we offer dual qualifications and you have completed that training, you can be assessed for the N/CVQ qualification. Once the person is deemed competent in all units, they qualify for the full certificate."

Rawlins also stated that their students recognise the true value of competency-based certification accompanying their CDI certificate. This vital aspect is part of what elevates the courses offered by CDI.

Sandra Yarde- Head Tutor f Business and CDI's Programme Coordinator and Quality Assurance Administrator

Sandra Yarde has a wealth of more than 35 years of experience. According to Yarde, the CXC courses are popular and attractive to many who want to pursue business studies.

CDI's Business and Leadership Division also offers specific professional courses such as business administration, small business management, front office management, and entrepreneurship.

"These programmes also teach conflict resolution. We bring people from the business arena into the classroom for students to hear first-hand conflict situations. They are given the opportunity to put the theory learnt into practice," said Yarde.

Sandra Yarde is also responsible for chairing the Quality Assurance Committee for CDI. Yarde leads the committee in charge of maintaining the institute's high standards and oversees the continuing improvement for which CDI is known.

Maxine Best-Tremell - Tutor in Child Care and Development

The Early Childhood Development Programme offered by CDI is currently awaiting approval for the N/CVQ designation. This six-month programme is strengthened by CDI's commitment to practical knowledge and experience.

The programme focuses on care for the development of children up to the age of eight. According to Tutor Maxine Best-Tremell, "We look at child health so that caregivers know how to recognise childhood communicable diseases as well as advise parents and prevent spreading. We look at the exceptional child and how to incorporate children with disabilities into the mainstream programme."

The comprehensive programme also stresses on nutrition, recognising signs of abuse, appropriate environments, learning through play, and creativity. "A caregiver must have some type of creativity and bring newness every day to the classroom," said Best-Tremell.

At the end of the programme, students have a four-week practicum in the private day care centres. With a 95 percent pass rate, their practical experience is no doubt invaluable.

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Beautiful opportunities

DANIKA ARTHUR (left) and Keisha Allamby, winners of the Caribbean Rising Stars in Beauty 2017 categories Make Up and Nails respectively. (GP)

PAMELIA BRERETON, President of the Alzheimer's Association speaking during the Dementia I am Still Here Lecture. (GP)

ALEIKA WALKER, Business Development Assistant at the Press Launch for Caribbean Rising Stars in Beauty Competition 2018 . (GP)

THE MODERN designation for the 20th anniversary is the platinum anniversary and as such, CDI has been shining bright all year with their celebrations of this wonderful milestone. In January, CDI held their Thanksgiving Church Service at The Bethel Methodist Church on Lower Bay Street, St Michael. In March, they hosted a panel discussion in partnership with the Barbados Alzheimer's Association, and in June, they held an open day to encourage the public to see how CDI can help them improve their lives.

The celebrations don't stop there as CDI is once again hosting their Caribbean Rising Stars in Beauty Competition. The Caribbean Rising Stars in Beauty Competition (CRSIB) is a community-based competition which provides practitioners within the beauty industry (hair, make up, nails and barbering), who are uncertified, an opportunity to compete for a chance to follow their dreams.

The grand prize of this competition is a scholarship to the Career Development Institute to pursue the cosmetology or barbering CVQ which opens the doors of opportunities. From public recognition to academic merit and the confidence to transform their talent into financially viable future, the CRSIB is about empowering entrepreneurs.

This professional workshop and competition professes CDI's belief in education to provide change and also the commitment to the national goal of creating employment for youth. Soaring further than years before, this year's competition is being opened up to applicants from Grenada and St Lucia as well.

According to CDI's business development assistant, Aleika Walker, CDI has given scholarships to the winners in each category valued at well over $5000 each, inclusive of the registration to do the assessment with the TVET Council, and with the assistance of several partners, the winners are supplied with the tools and equipment they require for the programme.

Walker said, "The regulations are that the participants must not be persons who are owners or work within established beauty care facilities. Over the last three years we have invited persons from all 11 parishes who have demonstrated skills in those areas to join the competition and to post their work in the categories on ***Facebook***. We then engage the ***Facebook*** family to determine those who will go forward to the preliminaries, the semi-finals and the finals."

The four categories of the competition are barbering, hair, make-up, and nails. This year's competition began May 1st and will climax on August 25, with the live finals exhibition for the region to be held at ***Lloyd Erskine Sandiford Centre***. Walker is confident that together with the courses offered by CDI, Barbados and the wider region can develop a beauty industry that is second to none.

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