

AmCham Guyana Health, Safety, Security, And Environment (HSSE) Conference

Presented by:

Mr Richard L. Maughn Jr

Chief Executive Officer / Secretary Board of Industrial Training

Chairman Guyana Fire Service Recruitment and Training Board






Engendering a Culture of Safety Via Capability Development

Outline

- ❑ About Board of Industrial Training (BIT)
- ❑ Mission and Vision of BIT
- ❑ Duties of BIT as Mandated in the Act and the Implications to Companies' Implementing Vocational Training
- ❑ Defining a Culture of Safety
- ❑ Elements of a safety culture
- ❑ Developing a Safety Culture
- ❑ Conclusion





About BIT

-  Established in 1910 under the Industrial Training Act, Chapter 39:04 to promote industrial training.
-  BIT focus on the implementation of formal Technical and TVET as it relates to the national apprenticeship.
-  Apprenticeship scheme has a four-year duration, and shortened two-year programmes in special cases where the applicant would have had previous technical training.



About BIT

 Additionally, continued governmental agenda to facilitate the achievement of the SDG Goal - Quality Education, resulted in the implementation National Training Project for Youth Empowerment (NTPYE) for NEET.

 BIT has over the years focused heavily on OSH. This focus on OSH is paramount to the training of artisan who can function safely within the workplace.



Mission and Vision of BIT

Mission

- To coordinate, regulate and certify training at the artisan and /or craft level that responds to the technical and manpower needs of society by ensuring that occupational competencies are attained.

Vision

- Competency-Based Vocational Training for Employment



Four of BIT's Duties as Mandated in the Act and the Implications to Companies Implementing Vocational Training

To license and keep a register of Masters whom it considers suitable to receive apprentices

To issue certificates of competency to those artisans who are in its opinion qualified to be engaged in any trade or craft to which this Act applies.

To cause to be examined, and if satisfied with their skill, issue or endorse certificates of competency for apprentices on completion of their term of service.

To cancel licenses and certificates issued under the Act, when in its opinion it is necessary so to do.



Defining a Culture of Safety

Safety culture is viewed as “the product of individual and group values, attitudes, perceptions, competencies and patterns of behaviour that can determine the commitment to, ... an organization’s health and safety management system”

(Advisory Committee for Safety in Nuclear Installations (ACSNI),

1993, p, 90).



Elements of A safety culture

Psychological

Behavioural

Situational



Ministry of Labour Via BIT seeks to improve the Employability and Quality of life of workers by

Implementing training programmes that supports the various dimension of competency that constitutes vocational skills development. i.e., the Knowledge (Cognitive), the Skills (Psychomotor) and the Attitude (Affective).

Including Well-being as one of its Core Values. In this regards the BIT posited “We strive to maintain a safe working environment for all stakeholders” (Harris, Maughn & Turner. 2019. p. 1).

Delivering Occupational Health and Safety as a life skill course to engender a Culture of Safety

Including the practise of specific safety procedures relevant to the occupation area of trainees’ choice, as a core competency that must be developed before certification.

BIT provides the relevant Personal Protective Equipment (PPE) to each trainee it engages





Conclusion

BIT intends to stimulate individuals who benefit from its programming in a manner to help them influence the culture of their place of engagement thereby facilitating a change from a pathological safety culture to a generative safety culture; thus:

- ❑ BIT will continue to implement training in conjunction with legislation that supports the safety of current and future workforce participants .
- ❑ BIT is seeking the collaboration of stakeholders to become license and register as Masters suitable to receive and train apprentices .
- ❑ BIT will engender a Culture of Safety Via Capability Development under its life skill training.



References

