



Building Evidence Based Quality Apprenticeship

Presented by

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National Context

- Small Island Developing State (SIDS)
- Population ~400,000
- Youth unemployment concerns
- Skills gaps in priority sectors:
 - Construction
 - HVAC
 - Hospitality
 - Maritime
 - Technical trades

Legislative Framework

APPRENTICESHIP ACT, 2024

- Apprenticeship Act of The Bahamas
- Establishment of:
 - National Apprenticeship Unit (NAU)
 - Sector Skills Councils (SSCs)
- Quality assurance mechanisms
- Formal employer-apprentice agreements



A Critical Decision:

Acting Before Structures Were Formalized

- NAU not yet established
- Sector Skills Councils not yet operational
- Risk of legislative stagnation
- Decision: Launch pilot proactively



Design of the Pilot Programme

“IF YOU BUILD IT, THEY WILL COME.”

Cohort 1

- Data driven model
 - Statistics based recruitment
 - Structured off-the-job training
 - Monitoring & Evaluation
 - Apprenticeship/Employer Contracts

Cohort 2

- Employer led model
 - Cohort based recruitment
 - Structured off-the-job training
 - Establishment of Inspectorate Unit
 - Apprenticeship Agreements
 - Apprenticeship/Employer Contracts

Key Challenges

NO REFORM EFFORT IS WITHOUT OBSTACLES.

1. Employer skepticism
2. Cultural bias against TVET
3. Administrative growing pains
4. Funding and sustainability
5. Lack of established SSCs during rollout
6. Gender bias



Strategies that worked

- Employer engagement at design stage
- Small pilot cohorts
- Data-driven monitoring
- Visible government backing
- Clear communication



Early Evidence of Success

- Strong employer uptake
- Apprentice retention rates
- Transition to employment
- Increased interest from additional sectors



The Shift to Institutionalization

- NAU now being formed
- Sector Skills Councils in establishment phase
- Pilot informing policy refinement
- Evidence shaping standards

7 Practical lessons

- Do not wait for perfect conditions
- Align with legislation, even if institutions lag
- Employers must co-own the system
- Start small and measure everything
- Build social legitimacy for TVET
- Protect quality from the start
- Evidence is your strongest currency



What Makes an Apprenticeship “Quality”?

- Clear occupational standards
- Structured learning plan
- Supervised workplace training
- Formal certification
- Monitoring and evaluation
- Defined pathway to employment

Conclusion

“Implementation builds credibility. Evidence builds permanence.”

- Apprenticeships connect law, labor market, and learners
- Action builds momentum
- Evidence sustains reform





Thank You.



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