**TVET BENEFITS**

Introduction

The purpose of this document is to highlight the benefits of Technical and Vocational Education and Training (TVET) to industry. It is designed to help TVET practitioners share the benefits with stakeholders – industry, communities, families, learners. Information can be used to create marketing material to promote your TVET programmes.

TVET is training that is focused on practical or hands-on skills. Because TVET focuses on the skills and knowledge that are needed in a specific trade or industry, the courses prepare learners to be ready for work and be successful in their chosen career.

TVET training can help you develop new skills, improve your current skills or learn new skills and retrain for a different role. Not all vocational courses are trade-based. There are also courses to learn about business skills, project management, and childcare.

TVET programmes also benefit people who are already in employment and want to attain higher skills and competencies.

Benefits to potential learners

**Hands-on training**

* TVET prepares learners the practical skills required for a specific trade, making them better prepared for the workforce. It facilitates skills development for employability.
* Classes are often smaller and focussed on practical skills with individual attention from the trainer. You also get to know your classmates well.

**Relevant to industry**

* Training is based on practical work skills relevant to the industry. It includes learning how to do the job safely, and how to do the job right, by using the right tools, and learning techniques so the job is done correctly, and to high standards expected in the industry.

**Employability**

* Job placement for graduates is high.
* TVET programmes that include externships allow learners to work in the industry for work experience. This practical experience often leads to an apprenticeship or even a job offer.

**Shorter courses**

* TVET programme durations vary, but generally, learners can complete their training in a short period of time, so they can get in the workforce faster.

**Leads to a qualification**

* TVET programmes may also lead to a formal or recognised national qualification for knowledge and skills already learned in the workplace.

**Cost effective**

* TVET programmes that lead to an apprenticeship means learners can earn while they learn.
* TVET programmes are usually less expensive than a university programme.
* Some TVET courses may qualify for government funding or subsidy.

**Not just for young people**

* TVET prepares both young and old people to enter the workforce with the right skills and knowledge. Learners can also use it to improve their skills for professional development, especially in areas where new technology is changing the way people work.
* Flexible schedules – TVET programmes are typically designed to help non-traditional students who wish to go to school while juggling other responsibilities. Options such as evening, weekend and online learning make this perk beneficial for those who are trying to develop new career expertise while working full-time.

**Self-reliance to self-employment**

* TVET promotes skills for life, and learners gain confidence to find employment to improve their way of life.
* TVET opens potential doors to employment, sustainable livelihoods, and self-reliance.
* Skilled workers are also empowered that could lead to them becoming self-employed business owners.

Benefits to industry and the economy

Industries require the graduates of TVET programmes as their workforce. This is why industry participation is important for TVET learners to gain valuable work experience in their chosen vocation.

Likewise, industry and the local economy also benefit from TVET because programmes are usually designed to be relevant to the employment needs of the local community and the nation. TVET programmes are built on local knowledge, skills, wisdom, and may also incorporate the best industry practice that meet international standards.

Here are other benefits to industry and the economy:

**Skilled workers**

* TVET benefits the industry by having more skilled people joining the workforce, and employers need less time to train TVET employees.
* Having skilled workers maintain high quality of products and services, increases value for the industry.

**Industry best practice**

* A trained and skilled workforce maintains and raises the standards of best work practices in the industry.
* TVET training combines school-based (classroom) training to learn the theory and practical hands-on training. This ensures the learners know how to do the job safely, how to do the job right using the right tools and techniques, and the reasons why.

**Trained by industry experts**

* Some TVET programmes that include on-the-job work-experience ensure graduates have been trained by industry practitioners.
* Work-experience enables learners to understand the value of work, work ethics, the importance of teamwork and harmony in the workplace, and the reasons for punctuality.

**Relevant to the community**

* TVET programmes are relevant to the employment needs of the local community. This ensures the community will have skilled people to work in priority industries and address any skills shortages.

**Addresses unemployment issues and economic growth**

* TVET training addresses the impact of unemployment or school drop-out rates.
* TVET graduates have a higher chance of finding employment, which contributes to the community and the local economy.
* TVET training increases the competency and productivity of workers, and this leads to employment and economic growth.