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NATIONAL TRAINING AND PRODUCTIVITY CENTRE

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Build the Future

Twenty-eight apprentices recruited at VGML

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Apprentices secure jobs at Vatukoula Gold Mines

Twenty-eight apprentices from the National Training and Productivity Centre were recruited for employment by Vatukoula Gold Mines (PTE) Limited (VGML) last month.



NTPC's National Apprenticeship and Trade Test Manager, Alvin Lal, said it was a proud moment to facilitate the recruitment as organisations were gradually getting back to post-pandemic status.

Lal said they will continue to monitor the performance of the apprentices and the recruitment is also a boost for others currently pursuing studies at FNU's NTPC.

"It is a big achievement for NTPC after 28 apprentices were recruited by Vatukoula Gold Mines (PTE) Limited. There were also five female apprentices recruited, which shows that there is a keen interest from females in joining the trade job," he said.

"Our discussions with VGML have been going on for some time now. We see this as a very long-term relationship, knowing the rich history of the organisation going back to when they were known as the Emperor Gold Mine."

"This year we have had positive feedback from the industry on the recruitment of the apprentices. We are optimistic about recruiting more than 100 apprentices this year."



VGML's Senior Human Resources Officer, Shivika Sharma, said the agreement with FNU's NTPC will assist in increasing productivity while ensuring it has quality tradespeople to support its core business.

"It is a milestone to resume our apprenticeship programme again after almost a decade. We are honoured to be part of the partnership with NTPC and we

are looking forward to the success of the National Apprenticeship Scheme at VGML," she said.

"We will look after the Apprentices and ensure that they learn and graduate at the end of their contract. We will also continue to motivate and encourage them to become better tradespeople and contribute towards the success of the company while also helping them grow in their respective fields. The scheme will also help them with their professional and personal development."



The National Training and Productivity Centre (NTPC) Director, Dr Isimeli Tagicakiverata says his team will continue to work hard to increase the productivity of the organisations in Fiji.

He applauded Vatukoula Gold Mines Limited on the recruitment of a large number of apprentices to kick off the year 2022.

Dr Tagicakiverata said 2022 would turn out to be interesting for many organisations in Fiji.

"We are starting the year on a positive note as we get back to normalcy after the COVID-19 pandemic. The recruitment of 28 apprentices speaks volumes for itself, indicating the demand for tradespeople is increasing in

the country," said Dr Tagicakiverata.

"As Fiji's National Productivity Organisation, we are committed to providing quality service to our workers in terms of increasing productivity and advancing apprentices' professional careers."

The National Apprenticeship Scheme is a three-way agreement between the apprentice, the employer, and FNU's NTPC. For three to four years, the apprentices are supervised and instructed by competent industry specialists. It allows the apprentice to be paid as an employee while learning and studying for academic certificates and diplomas part-time at university.

Since the scheme's inception in 1963, the Centre has graduated 8834 apprentices, with 70 expected to graduate at the end of 2022.



TAFE Diploma in Human Resources Management

The constant metamorphosis and evolution of organisations over the years into successful ventures can be attributed to the strategic human resource practises of institutions. A major conundrum facing organisations in the daily facets of their business operations is achieving a harmonious balance between people and organisational goals. Strategic human resource practises have enabled many organisations to enhance productivity, engender high performance cultures, inculcate and promote innovation and continuous improvement practices, high quality recruitment, institute effective employee reward systems, achieve competitive advantage over rivals, and position an organisation's practises and service culture firmly in a competitive market. The National Training and Productivity Centre has been offering the TAFE Diploma in Human Resources Management for some time now. This has ensured that there will always be high-quality graduates in the workforce.

Australia-accredited TAFE

The TAFE Diploma in Human Resource Management course is an Australian-accredited course that is highly demanded and sought after by employers in the Fijian market. The relevance, currency, and practicality of the course have provided impetus for the evolution of many trend-setting human resource practises in organisations, such as the development and implementation of human resource information systems, streamlining effective performance management systems, succession planning, development of effective corporate strategic plans, and enhanced productivity and performance of organizations. The quality of teaching, affordability, resource provisions, diversified methods of course delivery, and continuous interactions between students and trainers has ensured

graduates find meaningful employment and transition to higher managerial positions with high employability skills and astute business acumen.

The TAFE Diploma in Human Resources Management ensures broadened horizons for graduates where they can find multitudes of professions such as recruitment specialists, compensation analysts, human resource managers, training coordinators, employee relations managers, and human resource information systems analysts.

TAFE Diploma details

The TAFE Diploma in Human Resources Management course is offered in a three-semester mode starting in March of this year. The programme consists of 12 units and has been upgraded by TAFE to ensure it meets industry demands and encompasses quality and practical units for those aspiring to forge a future within the human resource field. The units are evenly distributed throughout the three semesters to ensure flexibility in studies and completion of assessments for working class students. Upon the completion of the program, students can transition to relevant degree programmes offered by the colleges through relevant cross-credit arrangements. This work-life balance approach ensures that the trainers are able to customise the teaching and learning pedagogies and engage optimally with the learners. The TAFE Diploma in Human Resources Management course will be offered in a blended mode (face-to-face and online) at the respective centers across Fiji.

- **Department of Executive Management**

Naivaluvou's journey to excellence



Paul Naivaluvou, a top graduate of National Training and Productivity Centre, believes that if one wants to achieve success in life, they must stay focused and motivated towards their goals.

Naivaluvou graduated from the National Apprenticeship Scheme in Plant Maintenance Engineering in 2020, and he has been putting his skills and expertise to work at Natural Waters of Viti Pte Limited after finishing his apprenticeship programme with the same company.

The 27-year-old, who won the Overall Best Apprentice of the Year 2020 title, said the National Apprenticeship Scheme provided him with the foundation he needed to start a successful career.

"I earned a four-level plant maintenance engineering certificate, and it was a great learning experience for me." I'm ecstatic to have won first place. All those sleepless nights and long hours at the workplace have finally paid off," he explained.

"It was not an easy four-year journey since it necessitated a great deal of hard work, devotion, and commitment. I'm proud that NTPC aided me in achieving my life's objectives.

"It is all thanks to my lecturers and family for assisting me in setting career objectives, and with their encouragement and blessing, I have excelled at every level and am now happily employed."

"When I first came to FNU in 2014, I had enrolled in a Trade Diploma in Mechanical Engineering. I was not very strong

in theory, but I quickly learned that my passion was in the practical part. I was fortunate that one day, as I read the newspaper, I saw an advertisement for an apprenticeship in plant maintenance at Natural Waters of Viti Pte Limited. I didn't look back after applying for this, and so I went on to obtain my Certificate IV in Plant Maintenance Engineering," he stated.

"The scheme was really helpful in determining my career path, and I would strongly advise anybody interested in securing a future in the profession to consider enrolling in the National Apprenticeship Scheme." It will undoubtedly assist you in obtaining a stable job, as well as financial stability."

The National Apprenticeship Scheme was introduced in 1963 under the Ministry of Labour and is known as the Fiji Apprenticeship Council. Its role is regulated and administered by the National Training and Productivity Centre through the industries' support to address the skills required and produce a competent and certified workforce for the organisations.

The NTPC's Department of National Apprenticeship and Trade Test manages the programme which administers 22 trade level and 7 technician level programs.

The programme offers systematic on- practical job learning and off-job study.

For employers, the registered model provides the opportunity to create customised training programs that fit their business and growth needs while lowering recruitment costs and employee turnover.

The Apprenticeship Scheme is a three – four year programme depending on the trade you choose.

As long as you are 18 years and above with a pass in Year 12, have a passion to work and learn, and are willing to be part of a diverse team, you can become an apprentice.

When companies advertise for apprentice intake, you can directly apply to the company or talk to the National Apprenticeship Training Department, and they will assist you through the process.

The Apprenticeship Scheme is one of the most important skills development programmes in Fiji, and its contribution towards national growth has been invaluable. It has developed many men and women into successful leaders in various trades and organisations.

For more information, email us at info.ntpc@fnu.ac.fj or call us on **2417779**.

The National Training and Productivity Centre's Build the Future is a monthly newsletter which aims to promote the Centre's activities to the wider community. This newsletter is produced by the Centres Customer Service, Research and Promotion team. For views or comments please email pravin.narain@fnu.ac.fj.

Build the future welcomes submission by staff and students for publication in the newsletter. Please send your suggestions, comments or articles for consideration to pravin.narain@fnu.ac.fj.