

Build the Future



Seven Outstanding Apprentices Awarded

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Naivaluvou scoops top award

have been my role model for me, and I always look up to them.

"I had to balance my personal and professional life. I was doing mechanical engineering, and I did not do well, and then I got myself into the Apprenticeship Program. It gave me a clear idea of what was in the textbook putting them into the practical life."

He said he did not lose hope after not doing well at the secondary school level as he had other options, which he planned, explored, and excelled in life.

"The scheme helps you to be disciplined in your professional and personal side. I was not doing well in the Diploma program with FNU, and I realized that my strength was on the practical side. I did not do well in my Year 13 exam, but I managed to get my career on track through apprenticeship."

"Once I thought that I was not good enough to do well and joining the scheme it gave me hope as different people have different learning ways."

Natural Waters of Viti Limited currently employs him.

NTPC committed to producing quality apprentices

National Training and Productivity Centre (NTPC) is committed to training individuals to become highly skilled and qualified tradesmen who positively impact the country's economy. NTPC recognised the hard work and commitment of the seven students awarding them with trophies and certificates in the ten different categories last month at the Narere Campus.

The National Apprenticeship and Trade Test Manager Alvin Lal said NTPC has successfully trained 8796 under the scheme, which started in 1963.

"We have 275 apprentices currently in training, and three have just completed their training this year. There are 22 trade levels and seven technician levels. We have more than 35 employers who have been continuously recruiting and training apprentices," Lal said.

"This year, we have seen an increase in the number of employers interested in joining the scheme and also an increasing interest from Year 12 and 13 students."

Director NTPC Dr Isimeli Tagicakiverata said the Apprenticeship Scheme had its share of challenges over the last 12 months, the main one being the impact of COVID-19 on the industry in Fiji.

"Despite the challenges, many employers have continued with the scheme because they can see the great value in terms of skills, competence, adaptability, and job-readiness of apprentices, as compared to non-apprentices," said Dr Tagicakiverata.

Chief Guest and Chief Executive Officer of Fiji Commerce & Employers Federation, Kameli Batiweti congratulated the apprentices who completed the programme. He encouraged everyone to continue to pursue excellence in their career.

"It is a proud day for you and your families as today, we celebrate your achievements and congratulate you on your dedication and hard work. We also acknowledge the joint efforts made by the Fiji National University's various Colleges, the National Training and Productivity Centre, Government, and your employers. Through this partnership, the apprenticeship scheme has successfully produced quality tradespeople for Fiji's workforce," he said.

"Despite the COVID Pandemic outbreak last year, NTPC still managed to register 49 new apprentices. I want to thank the various industries that continue to invest in the National Apprenticeship Scheme as they make valuable contributions to the skills development of Fiji's workforce."

NTPC is hoping to recruit at least 150 new apprentices this year.



2020 Outstanding Performing Apprentices

Recipient of the Merit Award:



Trade Of Automotive Mechanic
Parnit Sarmendra Singh from Shreedhar Motors Limited – Labasa



Trade of Electrical Fitter Mechanic
Waisale Mateo Dausoko from Natural Waters of Viti Limited



Trade of Plumbing
Tatusi Qorowale from Natural Waters of Viti Limited

Recipient of the Merit Award:



Electrical Fitter Mechanic
Sanaila Nasegesege of Natural Waters of Viti Limited



Electronics
Ashneel Prasad from CAS Scales (Fiji) Limited



Heavy Commercial Vehicle Mechanic
Adrian Aditya Raju from Niranjans Autoport Limited - SuvaLimited



Plant Maintenance Engineering
Paul Elisha Lagilagi Naivaluvou from Natural Waters of Viti Limited

Overall Best Apprentice of the Year 2020



Second Runner-up
Adrian Aditya Raju from Niranjans Autoport Limited - Suva



First Runner-up
Ashneel Prasad from CAS Scales (Fiji) Limited



Winner
Paul Elisha Lagilagi Naivaluvou from Natural Waters of Viti Limited



Ashneel Prasad, first runner-up of the Overall Best Apprentice, dedicated his award to his late father, Dharmendra Prasad. Prasad, who looked up to his father for guidance and support, had an emotional setback when his father passed away while Prasad was completing his apprenticeship program.

"I feel proud that I managed to complete my program on a high note. National Apprenticeship Scheme has helped me to shape up my future, and it will help me further grow professionally," he said, "I have faced difficulties after joining the program in 2016, and then in the following year, my father passed away.

"It has been an incredible journey which has come to an end, and it has been a good experience for me."

Prasad dedicates success to his late father

The 23-year-old is originally from Mulomulo, Nadi, who completed his program while employed at CAS Scales (Fiji) Limited.

"I dedicate this award to my father, who was also an electrician, and it had always been his dream for me to join the trade job. I have been accompanying him to the job sites, and from there, my interest developed, so I decided to do electronic studies."

"I used to stay at my close relative's place, and he has supported me a lot after papa passed away. He had been supporting me in my studies and while I worked in Lautoka. All my relatives had been there for me during my hard days."

His mother, Pushp Anjani Lata, was a proud mother witnessing his son getting awarded at the ceremony.

"I feel proud to see my son getting awarded, and his hard work is being recognized, and the children have gone through their studies, and we are hoping that our future will be brighter," Lata said. "We were supported a lot by our relatives."

Prasad currently works at Lautoka Hospital as a Bio-medical Technician.

Importance of 5S

National Training and Productivity Centre (NTPC) is initiating a National 5S Certification Scheme to develop and sustain a productive culture across the country, which encompasses high-quality housekeeping and a workplace's physical environment. "This scheme is meant to be the vehicle to foster, motivate, recognize and certify excellence in '5S' implementation for visibly demonstrating both progress and compliance. Achieving the certification is a public declaration of commitment to higher quality culture to meet changing customer needs," Quality Service Officer of Department of Quality Rajneel Prasad said.

"The Audit/Certification team is highly trained and qualified with industry experience and has sound knowledge in implementing 5S concept," he said.

NTPC's Department of Quality held an awareness program with the Fiji Spinal Injury Association based on the major tools industries in Fiji use to improve productivity.

"The 5S is a quality and productivity improvement tool that many multi-national companies have implemented and benefited. It is an integrated approach towards continuous improvement and improving workplace culture.. To become a World Class organization one has to go through a continuous and systematic process to identify, reduce and eliminate waste, improve teamwork, enhance operational effectiveness in a better working environment. The other processes involved are to form the basic advanced model for productivity and quality, and improvement."

"5s is a method of creating a clean and orderly workplace that exposes waste and makes abnormalities immediately visible. 5s is more than a housekeeping initiative. If the place we work in is a mess, the chances are we will rarely be able to spot abnormalities if something is not right, but if we have a clean and tidy workplace we will be able to identify if something is not right."

Prasad said the benefit of 5s implementation is that workplace becomes cleaner and better organized, shop-floor and office operation become safer, visible results enhance the generation of more and better ideas, lead-time reduced. "For the 5S system to be successful, the most important factor is the commitment, participation, and involvement of everyone and strong visible support from top management.

The 5S creates a comfortable, productive, active, happy, and safe workplace that motivates employees. It is also the first impression of the businesses for the visitors. It also gives good housekeeping projects order, care, and pride.

The Fiji Spinal Association participants after the awareness said that this is very beneficial to their workplace and they will be working towards implementing this. Not only it will help them in their workplace but also in their personal lives as well as this has a Universal Application.





NTPC aims to strengthen the Fiji Business Excellence Awards program

continued to use the framework of the award as an Organisational Self-Assessment tool for recognition, and the FBEA has continued to grow.

"The Panel of the Review unanimously agreed that new criteria included are to reflect on the need to align to the Government's effort in Championing Climate Change. We are indeed honoured to have our Prime Minister recognised globally as the Champion on Climate Change," Kolitagane said.

"Research was conducted to update the other leading countries' Business Excellence Framework and the changes that have evolved on their criteria in the last five years.

"NTPC was supported by three leading consultants who are International Experts on Business Excellence. These leading consultants are; one of the longest-serving United States Malcolm Baldrige Examiner, Mr Paul Steel. The other experts are Mr Michael Voss from New Zealand and Mr George Wong of Singapore. NTPC is indeed honoured as Mr Steel went out of his way to assist NTPC by liaising with the Dubai Chamber of Commerce in getting their approval to share their Framework."

The Fiji Quality Awards (FQA) was launched by the late President of the Republic of Fiji Islands, Ratu Sir Kamisese Mara in the late 1990s, and then in 2004, the Fiji Quality Awards was rebranded as the Fiji Business Excellence Awards (FBEA).

National Training and Productivity Centre (NTPC) is continuously working to improve the Fiji Business Excellence Awards (FBEA) with support from the Fijian Government.

NTPC Manager Quality Awards Bob Kolitagane recently met with the Permanent Secretary of the Office of the Prime Minister, Mr Yogesh Karan to brief him on the work carried out by NTPC.

In the past 20 years, 131 organisations have been given awards at different levels since the Fiji Business Excellence Awards, formerly known as the Fiji Quality Awards (FQA), was launched in 1998. In the following year, the organisers recorded the first two applications lodged by the businesses.

Kolitagane said the business organisations have benefitted immensely from their participation in the awards and have

NTPC gives training through non-formal education department

National Training and Productivity Centre remains committed to empowering sustainable livelihood development in rural and maritime communities through its non-formal education department.

The courses offered under the SLP include Wooden House Construction, Household, and Sanitary Plumbing, Domestic Electrical, Solar Installation, Small Engines Repair, Cabinet Making and Joinery, Garment Construction, Screen Printing, Floriculture, Business Etiquette, and Fiberglass Boat Repair.

The primary objective of the project is to train and empower rural communities and villages with basic practical skills and knowledge, relevant and to immediate and future sustainable needs.

Recently, under the Government-funded Sustainable Livelihood Project (SLP), 213 students from the Dawasamu district in Tailevu completed the 2-week technical and vocational training programme. The graduates from 10 villages undertook courses from 11 different programmes offered NTPC.

The SLP Coordinator Setareki Valenitabua said they were pleased to see the great enthusiasm from participants who were all eager to broaden their knowledge and skills in the courses they undertook. "It is an initiative for people to learn the skills and get trained, which would help them earn a living," said Valenitabua.

"The graduates who were part of the programme included unemployed youth and school dropouts, but now they get the opportunity to use their new skills in their daily lives."

"This project has been successful over the last 8 years because of the Fijian Government's continuing support for rural training. The feedback and success stories we have received from participants have been very encouraging and given our training teams a lot of motivation. The course cost in each training venue is around



\$60,000, which includes the materials, trainers, mobilisation and everything captured in the budget,"

Chief Guest at the ceremony, former Fiji's First Secretary to the Korea Joreti Vuaka Dakuwaqa, urged the graduates to use the skills learned to earn a living for themselves and their families.

"They need to implement what they have learned and for the young ones, they should continue their training through FNU. The certificates they have achieved should not be hanging on the wall, but they should create something and earn a living," he said.

"This is a good programme for those in the villages, especially those who have dropped out of school. They can make the most of the training provided and even go overseas."

NTPC will continue to offer the Sustainable Livelihood Project in other parts of the country.