



JFLL News

VOLUME 1, ISSUE 1

APRIL 2011

SPECIAL POINTS OF INTEREST:

- Police and Corrections Officers worldwide report lower crime with increased literacy
- A 1% increase in literacy scores increase productivity by 2.5% and per capita GDP by 1.5%

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Lifelong Learning for Sustainable Development

"...So those who can't read and write properly, those who are not numerate or can't compute that's where they would get their support and that is where I see the Jamaican Foundation for Lifelong Learning, that is where I see you would be supporting that thrust. It is a mammoth task but I think the nation has no other choice but to meet it, we have to cut off that flow of unattached, unskilled, unemployable young people. It is that pool out of which we get the persons who become criminals and deviant and blame the rest of the society.

So that is my direct charge..."

Excerpt from the charge by Minister of Education The Hon. Andrew Holness at the first meeting of the new JFLL Board.

In reflecting on the JFLL's history and the society it serves, the Minister's charge grows in importance as one compares the opportunities for persons possessing the literacies required to thrive in modern Jamaica with the realities of a global recession and its cascade effects on society. Indeed, since the JFLL received

this charge it has met with success in aligning its mission and resources with the need for all Jamaicans to be literate in more than the classical sense of reading, writing and numeracy skills.



Minister of Education—The Hon. Andrew Holness

Now under the Acting Chairmanship of Dr. Webster Edwards with Executive Director Dr. Alison Cross the JFLL is looking well beyond traditional literacy and now offers courses in computer literacy, where resources allow, and Life Skills courses to equip learners with better tools to improve their daily interactions

Responding to Minister Holness charge to heed its role in youth development JFLL has become an active partner with initiatives such as the Youth Upliftment Through Employment (YUTE)

programme, the Career Advancement Programme and the Steps To Work and Possibility Programme among many other projects and organisational partnerships.

Building on every success and opportunity JFLL has sought to expand with new programmes such as JFLL Secondary to give learners with at least Grade 6 skills the opportunity to advance themselves to a state of readiness to sit CSEC Mathematics and English exams.

The JFLL continues to examine its offerings and more importantly what it does not offer in the context of the marketplace's needs. To that end JFLL is currently developing solutions for testing and eventual deployment that will allow it to either extend existing services to un served markets or to deploy new products to existing markets.

JFLL has also sought international collaboration and leadership for Jamaica in adult and lifelong learning with its participation in the UNESCO sponsored CONFINTEA series of summits and meetings.

Growth...



Dr. Alison Cross opens the Greenfields AEC. Looking on l-r Mrs. Yvonne Clarke Actg. Principal Bethlehem Moravian College; Sandra Prince—Director Tech Services, JFLL & Jean Bennett, Parish Manager, JFLL

In a move to increase its capacity in St. Elizabeth, the JFLL opened its newest adult education Centre at the former Lacovia Vocational Training Centre in Greenfields Lacovia on April 14, 2011.

Officially opened by Dr. Alison Cross, Executive Director of the JFLL the centre has the capacity for 75 students per shift and a playing field.

The center will initially offer the JFLL's Foundation LENS programme. Over time courses will expand to include the JFLL Secondary programme, and in time, the JFLL would examine the feasibility of offering the JFLL Computer Studies Course in keeping with the mission to promote and

facilitate lifelong learning.

Dr. Alison Cross, Executive Director JFLL stated "The community is enthusiastic to learn and we will be happy to help them in this regard. This is a great location and the sports facilities allow a holistic approach"

The centre is the second in Lacovia and was established to satisfy the demand for courses from surrounding areas including Santa Cruz, Lacovia, Rice Piece, Dry Harbour, Tigue and other areas.

"The expansion is part of a drive to expand the Foundation's activities"

... and Expansion

Students and staff of the JFLL East Street Adult Education Center are looking forward to a whole new look. As they look beyond the aging but still graceful Victorian mansion that presently houses them they see a new spacious new building to the rear of the property at 124 East Street, Kingston.

The new building is slated to be opened in May after construction and fittings are complete. With 6 classrooms with seating for at least 25 students each, the new building will offer more space to allow the expansion of the student cadre as the total site capacity will move from 175 to 280 seats per shift. The building will also offer more comfort for learn-



New classrooms in final preparation at East Street

ers with larger, brighter classrooms in a layout that will create less distractions.

While the mansion that has served students and staff well over the years it had become overly expensive to maintain due to its wood and brick construction. As its layout had originally been for a residence, its 3 classrooms were placed in a manner that occasionally led to distractions for the students

and did not offer optimal lighting. One student remarked of the two buildings "The old building did serve a purpose, but the new one look like it will better still." Commenting on the new construction, Sandra Prince – Director of Technical Services – JFLL said "We get three for one really. We get, one, better teaching environ-

ments, two, more space to accommodate students and three, space for future expansion as the need arises."

The expansion is part of a drive to expand the Foundation's activities with new courses such as the JFLL Secondary programmes. The new courses will see an expansion in the student count and further development of the facilities.

Cooperation Against Poverty

The Jamaican Foundation for Life-long Learning and the Ministry of Labour and Social Security (MLSS) recently signed an MOU formalizing an agreement to make positive strides in the national fight to eradicate poverty. The arrangement will see JFLL providing literacy services to participants in the Steps to Work and Special Youth Employment and Training (SYEAT) projects.

JFLL will provide training through its Foundation LENS (Lessons in English, Numeracy and Survival) programmes that assist persons with literacy challenges to acquire and hone skills up to the Grade six competency level, giving them the basic skills for further study and employment.

On completion, learners will be guided into the JFLL's Secondary programme for tuition from Grade 7 to Grade 11 in Mathematics and English preparing them to be able to register for and pass the CSEC examinations in these subjects.

On joining the programme, participants will be given an assessment test, and based on their score,

placed in the most appropriate stage of the 4 level Foundation Lens programme or the Secondary programme.

In executing the Steps to Work and SYEAT programmes the MLSS de-

between poverty reduction and higher levels of education is the subject of many successful interventions "To truly tackle poverty you must equip every person with the basic literacy and secondary skills

to allow them to function and earn in a world designed for strong literacy skills."

To maximize participants potential for success the Steps to Work programme takes a holistic approach targeting PATH beneficiary households and involving multi-sectoral partners including the JFLL and HEART NTA coordinated by the MLSS.

The SYEAT programme takes a more focused approach, targeting youth aged 18- 25 where among unemployed first

time job seekers the 2006 Labour Force Survey discovered 52% had no formal educational qualifications and 63% had no skills training. SYEAT involves the JFLL, HEART NTA, NYS, the Jamaica Employers Federation (JEF), the Jamaica Confederation of Trade Unions (JCTU) and the Incorporated Master Builders Association to tackle youth illiteracy and unemployment.



Dr. Alison Cross – JFLL Executive Director (2nd R) signs MOU with Marcia Bolt - Manager, Social Intervention Programme, MLSS (2nd L). Looking on are Sandra Prince and Barrington Perry

termined that a critical factor in the success of the programmes was the literacy level of the participants as it was a key determinant of their ability to succeed in skills training programmes, job seeking and retention.

In signing the MOU JFLL Executive Director Dr. Alison Cross remarked that while the connection

To truly tackle poverty you must equip every person with the basic literacy and secondary skills to allow them to function and earn in a world designed for strong literacy skills"

Connecting Leadership to Action

The Acting Chairman Dr. Webster Edwards and the Executive Director, Dr. Alison Cross continue a programme of visiting Adult Education Centres (AECs) in select parishes. Their purpose is to engage in on-the-ground observation and discussion regarding challenges,

opportunities and the "way forward" for JFLL with Parish Managers, Field Officers and Teachers. These visits have been positive and permitted a free flow of information on topics such as the new JFLL Secondary programme; opportunities for student and volunteer re-

cruitment; and opportunities to create added value at the centres.

The visits have been valuable in augmenting the leadership capacity of the JFLL Executive management by facilitating direct contact with staff and other stakeholders including learners.

JFLL Secondary



In a large step forward to advance its learners needs, the JFLL is rolling out an innovative secondary level product to its foundation Level 4 students.

Dubbed JFLL Secondary the programme

offers Grade 7 – 11 Mathemat-

ics and English using a broad curriculum to foster proficiency to sit national or regional certification examinations of their choice including the Jamaica Schools Certificate (JSC), the Secondary Schools Certificate (SSC), the Caribbean Certificate of Secondary Level Competence (CCSLC) or the Caribbean Secondary Education Certificate (CSEC).

While in its infancy, the new offering has been enthusiastically welcomed by JFLL stu-

dents and educators alike as it provides not only a platform for skills training with HEART NTA and the basic formal requirement for many jobs. Additionally students welcome the opportunity it presents as a platform to permit further education even to the tertiary level where CSEC Maths and English are core requirements for admission.

More immediately, they welcome the programme as a path to improve their job readiness

“More persons with literacy challenges are choosing to tackle them head on to become more marketable to employers rather than leaving themselves at a disadvantage”

A Good Month

March 2011 was a good month for the JFLL with total student registration totaling 7,856 students in all its programmes. Although it is a good outturn with increases in core programmes the period was dampened by attrition in the Career Advancement Programme. A happier reason for the decline from the 8,367 of March '11 was the start of graduations that saw students leaving the system with new found skills and opportunities.

The Workplace Education in Literacies and Life Skills (WELLS) programme also posted a significant increases

recently, admitting new stu-



Venice Nelson acing her test at the Calvin New Testament Church of God

dents from the JCF Transport Department.

Commenting on the growth in core programmes Director of Technical Services Sandra Prince commented “the increase signifies that more persons with literacy challenges are choosing to tackle them head on to become more mar-

ketable to employers rather

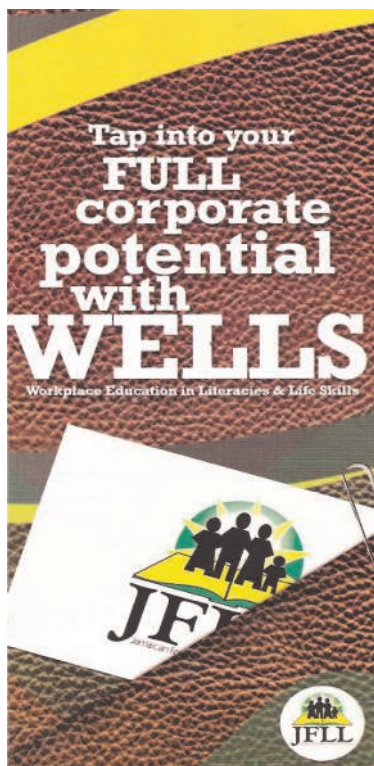
than leaving themselves at a disadvantage”

She asserted that the increases are well timed as the Division is currently working to improve educational quality through training interventions and increased staffing

in key areas of educational delivery and management.

The training comes an opportune time as the Foundation grows its offerings to include JFLL Secondary that will create a pathway for JFLL learners move towards sitting their CSEC Maths and English or other secondary qualifications.

A WELLSpring of Literacy



Recognising the existence of literacy challenges in the workplace and their stifling effect on productivity, the JFLL developed its Workplace Education in Literacies and Life Skills programmes. The programme repackages the JFLL’s core products, Foundation LENS and secondary products, into appropriately targeted interventions to en-

hance literacy challenged employees in the workplace.

These interventions are guided by the Foundation’s proven assessment methods and immediately provide customers with employees who can be more productive, efficient and safe. As a bonus, the included training in life skills equip them to better manage their personal affairs.

Since inception the programme has provided services to several major employers. They have reported significant gains in productivity and worker attitude and morale since the interventions

This success has triggered an expansion of the manpower resources for the programme in order to satisfy demand

In reflecting on the programme, Workplace Coordinator Miranda Sutherland noted that many companies that use skills and trade based workers face unseen literacy challenges to productivity as the nature of the work done made it possible for workers to get by with weak literacy skills, but hindered their true productivity. She pointed out “Many employers don’t recognize a

literacy problem until they try to promote a strong worker or introduce new equipment and they discover the persons can’t read or write reports or instruction manuals. This seriously affects overall productivity and specifically demotivates the employee”

This phenomenon actually poses a significant safety risk as literacy challenged workers must often work with or in proximity to potentially dangerous machinery. In such situations they may not be able to read safety precautions or warning signs and inadvertently put themselves and others at great risk. This risk can be compounded when the final consumer product may require assembly or service which if not done according to the instructions and warnings can endanger the customer.

Fortunately, the most frequent result of workplace literacy challenges is low productivity arising from the inability to read instructions or operate equipment.

The WELLS programme provides a strong counter to that as it enables staff to better utilize the increasingly complex and literacy dependent tools of the workplace.

“Many employers don’t recognize a literacy problem until they try to promote a strong worker or introduce new equipment and they discover the persons can’t read or write reports or instruction manuals”

JFLL Attends UNESCO Statistics Confab

Representatives of the JFLL attended UNESCO’s Institute for Statistics (UIS) Education Statistics Workshop for the Caribbean at the Knutsford Court Hotel from March 29-31, 2011.

The meeting proved very useful in the Jamaican context and already follow up meetings have been planned with UIS, JFLL and STATIN

personnel to implement stronger data tracking systems

With attendees from Latin America and the Caribbean the event proved to be a melting pot of experiences in education and spotlighted some of the challenges facing education data collection.

A high point of the event was a review of statistics needed to im-

plement and monitor the Belem Framework for Action,, a set of recommended policies, actions and standards arising from the UNESCO CONFITEA VI multinational summit of 2009 to further the goal of Education For All by 2012.



Dr. Alison Cross—JFLL and Amelie Gagnon—UIS (r)

Productivity, Literacy, Development - Best Friends?



Jamaica Productivity Centre's National Productivity Summary report indicates an average 1.3% reduction in productivity per year from 1972 – 2007

In 2007 Statistics Canada published findings that cemented a clear link between national investments in human capital and a country's fortunes in growth and labour productivity. They stated that a 1% increase in literacy scores is associated with a 2.5% increase in labour productivity and a 1.5% rise in GDP per capita.

Here in Jamaica the Jamaica Productivity Centre's National Productivity Summary report indicates an average 1.3% reduction in productivity per year from 1972 – 2007. Across the eight major industrial sectors of Jamaica the same reports highlighted that the sectors that typically hire less educated workers, Construction & Installation, Wholesale and Retail, Hot6els and Restaurant services and Agriculture, Forestry and Fishing recorded the lowest productivity levels. Of especial concern is that these sectors employed 72% of the labour force.

At first glance, these statistics may paint a gloomy picture for national development but that would be to doubt the potential of the Jamaican people. Education has become one of the largest growth industries at

many levels in Jamaica. All manner of educational institutions from basic literacy for adults and children to universities and technical schools have sprung up alongside traditional offerings of the Ministry of Education and older private institutions. Indeed Jamaica is buying into lifelong learning and going to school. Already we see the outturn of qualified and eager job seekers and late learners overcoming literacy challenges to become qualified workers.

In some industries however, literacy remains an issue. It lies dormant in some where workers have found ways to perform and some even excel as their jobs require limited literacy or formal education.

Literacy issues are often unmasked by advances in technology where for instance workers accustomed to using manual processes must suddenly learn to operate computerized equipment. These manifold situations can have dire effects on productivity for otherwise skilled workers and may even be affecting companies now if their managers are unaware of low literacy skills among workers.

Reduced output, wasteful errors and even accidents and job losses often follow such literacy challenges. In a modern Jamaica there is limited scope for literacy challenges in the workplace, especially as Jamaica seeks to become a more service oriented economy where it has the advantage of creative, energetic persons to offset the lack of competitive advantages of scale

in some industries.

While literacy has proven itself both friend and foe of economic development, its role in social development is equally critical. Countless surveys among law enforcement, correctional services and social services have revealed that the majority of offenders and persons in need of state assistance are those with the lowest rates of literacy and that they are most prone to repeat their offences or become dependent on state support.

Indeed literacy has become one of the most sought after services in many penal systems and has played a significant role not only in rehabilitation but in helping persons to avoid crime or to secure employment and not require state assistance.

Beyond crime and social services, literacy has also become a key component in fostering harmony among disparate groups by equipping them with the tools to seek and understand the rules of justice and to be able to reason and appreciate other points of view, often simply by reading about them or in the modern media fed context, to decode and comprehend the material.

Productivity, Literacy and Development are indeed best friends with literacy and lifelong learning being the lynchpin that cements their friendship. With a strong bond forged by vigorously supported national policy, Jamaica can move confidently towards its national goals and its ambitions on the world stage through economic and social growth.

The Sights of JFLL



L—Students from St. Ann enjoy their Graduation Day



Above —The written word holds so much power. Certificates about to be handed out at St. Ann Graduation



Left —YUTE Volunteers in training at Head Office

Below —Winners of the JFLL St. Elizabeth Football Competition



Above —Students of every St. Elizabeth AEC put their parish on show at the Greenfields opening

SPORTS



Clockwise from top; Lerah Gabbidon, Field Officer, St. Ann celebrates at St. Ann Sports Day at Addison Park; Lime and spoon continues to be more challenging than it appears at the KSA Sports Day at Elletson Road; A group of athletes take a break at Elletson Road; The men's 400M gets off to a flying start at Addison Park

Sports and Education are an unbeatable combination for personal and community development and the JFLL embraces this approach to addressing its learners needs.

Despite a rain enforced late start, the St. Ann parish Office hosted a successful sports day at the Addison Park sports complex in Browns Town On march 16, 2011

The days events started under cloudy skies with a cheerleading competition that brightened spirits and energized the athletes for the remainder of the events.

Events included the men's and women's 100, 200 and 400 metre races and while some races ended slower than they started, the competitors all saw their events to the end.

Teams were drawn from across the

parish with a House representing each of the St. Ann Adult Education Centres (AECs)

Victory was claimed by Harding House from Brown's Town, who enjoyed a home town and home field advantage as the Addison Park complex is also their AEC location.

They were stiffly challenged by Energy House of Golden Grove and Redpath House of St. Ann's Bay.

KSA Sports day, by contrast, began under clear skies and saw competition in many events. The event took place at the Jamaica Constabulary Force's Elletson Road sports facility on march 30, 2011.

The athletes challenged each other stoutly throughout the day with competition and good spirits shining through in all events both athletic and social.

The days events included a wide spectrum of track events and some good fun with events such as Lime and Spoon, Sack race, Needle and Thread and the Maths Race.

When the dust settled, victory was claimed by Taylor House of Operation Friendship, Darling St. over Riley House—East Street, Hinds—Bethel Baptist and Johnson House of Operation Friendship, Bell Road.

The events are part of a JFLL wide effort to enrich its programmes and also the lives of its learners.

Look out for more on the exploits of JFLL learner athletes from other parishes in future editions.

Sports and Education are an unbeatable combination for personal and community development

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