



# The National Union

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## T3 SKILLS TRAINEES SOUGHT

KOLONIA, Ponape - The Trade, Training and Testing (T3) program is being set up in the FSM and applications by persons in Ponape, initially, desiring to take advantage of it are requested by July 15 to the Labor Division, according to Henry Hickey, program coordinator.

A standard application form is included on Page 4A of this supplement.

Objectives of the program are:

1) To upgrade the general standard of tradesmanship in the FSM in order to increase and improve productivity.

2) To establish levels of skills for each skill-tested trade, or occupation in accordance with prescribed trade standards.

3) To motivate and encourage tradesmen to develop their skills and take trade tests to upgrade themselves and therefore become involved in the continuous learning process so essential to modern industry.

4) To grade every tradesman according to the degree of proficiency achieved in a trade test.

5) To provide successful tradesmen with nationally recognized trade test certificates leading to better employment prospects.

6) To create more opportunities for persons to learn a trade, or occupation and upgrade themselves through the various stages of testing and certification.

The T3 Program is mainly intended for persons who



**T3 PROGRAM OFFICIALS** - From left are T3 Program Coordinator Henry Hickey, Ponape Electrical Counterpart Welly Welles, Ponape Construction Counterpart Amon Dannis and ILO Chief Technical Advisor Frank Lunn.

have had little, or no formal training, and for those who have learned some level of skills on the job, according to International Labor Organization (ILO) Chief Technical Advisor Frank Lunn.

There are no technical education barriers to anyone participating in the program, Lunn said. Anyone can demonstrate their skills leading to a test certificate.

Trade training and testing is being offered in three basic areas:

CONSTRUCTION AND WOOD-

WORKING--carpenter, joiner, bricklayer, plasterer, painter and plumber.

AUTOMOTIVE AND ALLIED ENGINEERING TRADES--motor vehicle mechanic, heavy plant mechanic, diesel engine fitter, heavy plant operator, welder (gas, or electric), fitter and turner.

ELECTRIC TRADES--electrician, linesman, power house operator, refrigeration and air conditioning.

Trainees will be administered three levels of tests:

BASIC for new persons to determine their skill levels.

INTERMEDIATE, equivalent in standard to a person employed in a trade, or occupation under normal working conditions for a three-year period.

FINAL, equivalent in standard to a person employed in a trade, or occupation under normal working conditions for five years.

In all three levels the test is based on practical work, such as on a job, or set of jobs.

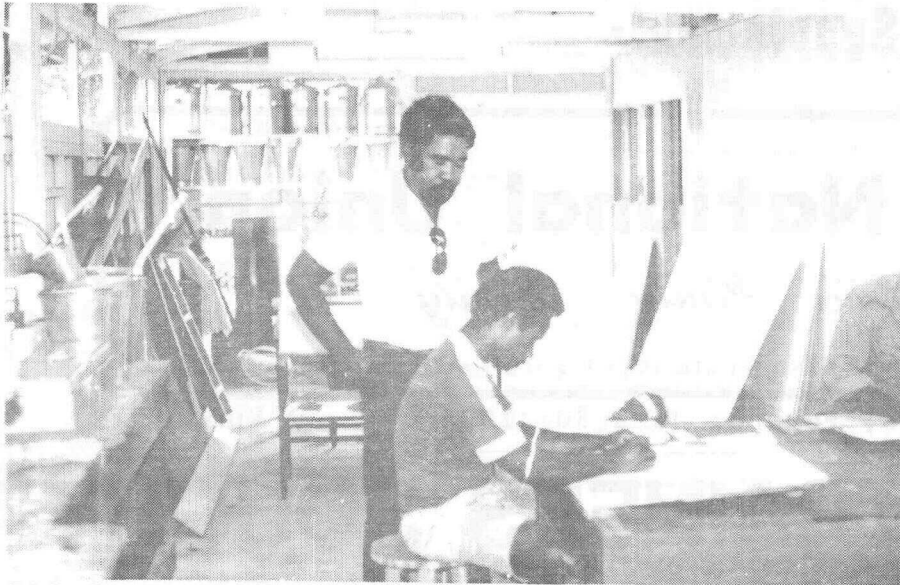
The trainee will be tested under normal working conditions in the employers' facilities, or in the T3 workshop and will cover the following:

1) The observance of safety precautions and the method of work followed.

2) The regard for economy in the use of materials and the proper use and care of tools and equipment.

3) The quality of the

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ILO Construction Instructor Rusi Raiwalui, standing, with Solomon Islands plumbing trainee.



Trainees performing gas welding in Vanuatu.



Solomon Islands trainees installing switchboard during Trade Testing instruction.

## T3 TRAINEES SOUGHT

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product, or job produced.

4) The time taken to perform the test in relation to the quality of the product, or job produced.

ILO instructors are currently setting up workshops to commence training in the three major areas at the former Maeda Construction Co. site in Ponape.

Trainees will be expected to participate in whatever functions, such as painting, carpentry, plumbing and electrical wiring, which are necessary to establish the three workshops as part of their on-the-job training.

There will be no extra pay for the trainees, and transportation to and from the workshops will be their responsibility.

Employers, both in government and private industry, are encouraged to allow their employees to participate in this program, according to Hickey.

An ideal arrangement would be for trainees to spend mornings in formal training at one of the

## T3 skills training program

**KOLONIA, Ponape** - The T3 skills training and certification program has been implemented by the International Labor Organization in the following countries:

**FIJI** - In 1974, and since then, hundreds of skilled workers have been successfully trade tested. The annual private industry budget to support the program is now more than \$2 million.

**NIUE** - In 1978, and since implementation the process of replacing expatriates is nearly completed with the country realizing near self-sufficiency in the number of skilled tradesmen.

**SOLOMON ISLANDS** - In 1979-80, with more than 500 people receiving training and being awarded national certificates in all provinces of country.

## FOR PONAPE SITE

workshops and afternoons on the job under supervision of an ILO instructor, he said.

The increased productivity should compensate for the time off the job to receive formal training, Hickey said.

Both employers and potential trainees are advised to contact Hickey by telephoning 605, or visiting him in the Labor Division office on the second floor of Pretrick's Store in Kolonia.

The ILO Chief Technical Advisor may be contacted by telephoning 928, or visiting the former Maeda Construction site near the Ponape State Hospital.

While the number of trainees in each major skill area initially must be limited to six, or eight, all applications will be kept on file in the Labor Division and other applicants will be called when training vacancies exist, Hickey said.

Applications from the other states will be requested at a later date, when the program is implemented there, he said.



ILO Mechanical Instructor Bill Brown, far right, supervising Solomon Islands automotive training.



Vanuatu construction trainees upgrading workshop building.

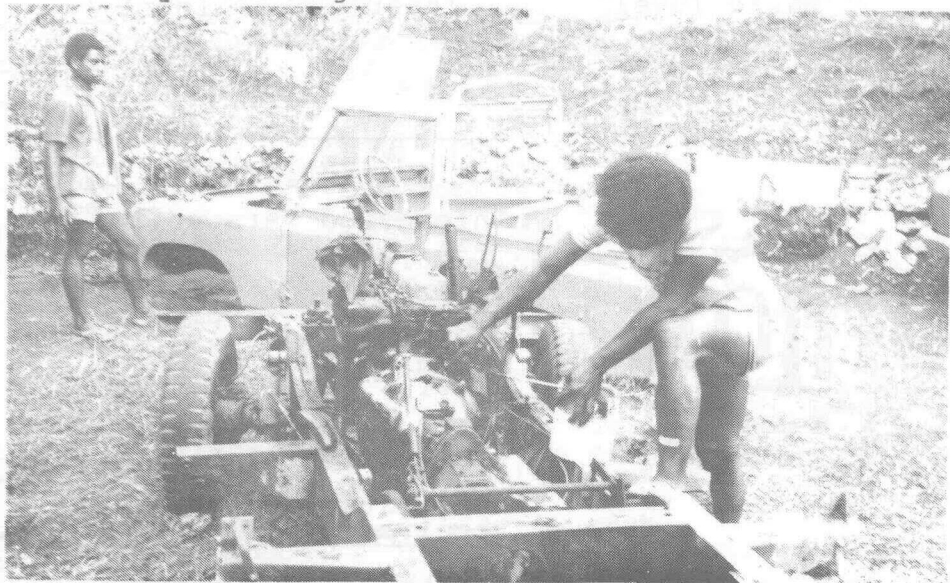
## held in five countries

**VANUATU** - In early 1984 with more than 70 people being trained and tested and 80 per cent receiving national certificates. The current waiting list from all Vanuatu provinces totals more than 800 applicants.

**MARSHALL ISLANDS** - In April, 1984, the center was established, the workshop has been set up and counterparts were selected and are undergoing training along with local trainees.

The program is scheduled to be implemented in the FSM in mid-1984.

Other countries to be involved in this regional program are Tonga, Cook Islands, Western Samoa, Kiribati, Tuvalu, Tokelau's and Palau. Additional skills will be introduced in Niue and the Solomon Islands.



Vanuatu trainees undergoing automotive training.

REGIONAL TRADE UPGRADING TRAINING AND TESTING SCHEME

Application for Trade Test

1. Full Name of Applicant: \_\_\_\_\_
2. Postal Address: \_\_\_\_\_
3. Date/Year of Birth \_\_\_\_\_
4. Name of Company: \_\_\_\_\_ No. \_\_\_\_\_
5. Trade for which application is made: \_\_\_\_\_
6. Level of Test \_\_\_\_\_
7. Total No. of Years of Experience in the Trade \_\_\_\_\_
8. Previous Trade Tests Taken, if any: (Date, level & results)  
\_\_\_\_\_

EVIDENCE OF EMPLOYMENT:

Name of Employer Organization	Employed From / To	Signature Of
1. _____	/_____/_____/_____	_____
2. _____	/_____/_____/_____	_____
3. _____	/_____/_____/_____	_____
4. _____	/_____/_____/_____	_____
6. _____	/_____/_____/_____	_____

Qualifying experience required for a trade test:

- Basic : New employee or a person with some experience
- Intermediate : 3 years experience
- Final : 5 years experience

The appropriate fee is shown below to be paid at the time of the Trade Test:

Basic level \_\_\_\_\_ Intermediate level \_\_\_\_\_ Final level \_\_\_\_\_

Date: \_\_\_\_\_

Signature, \_\_\_\_\_  
Or Thumb Mark: \_\_\_\_\_

REMINDER

Interested personnel  
mail applications to:

T3 Program Coordinator  
Division of Labor  
P.O. Box 490  
Kolonias, Ponape FSM  
96941

Or deliver in person  
to Division of Labor

Applications must be  
received by July 12.

