



**Bahamas**  
Technical & Vocational Institute

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**ANNUAL  
REPORT  
2024-2025**

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# CHAIRMAN'S MESSAGE



The 2024–2025 academic year has been a momentous one for The Bahamas Technical and Vocational Institute (BTVI). As Chairman of the Board, I am proud to report that the Institute continues to press forward with purpose, building on the foundation of past achievements and charting a bold course for the future.

A major milestone this year has been our official accreditation visit by the Council on Occupational Education (COE) to all 7 BTVI sites. This pivotal step reflects our ongoing commitment to ensuring that the quality of our programmes and operations meets international standards. Accreditation not only validates the strength of our academic offerings but also enhances the value of our students' certifications both locally and internationally. We are confident that the outcome of this process will further affirm BTVI's reputation as the nation's premier institution for technical and vocational training.

In addition to academic advancements, we have made significant strides in strengthening our presence across the Family Islands. This year saw infrastructural enhancements at our sites in Eleuthera, Abaco, Exuma, North Andros, and Moore's Island. These improvements demonstrate our resolve to bring equitable access to quality technical education for all Bahamians, regardless of geography. We have placed particular focus on ensuring that each site is equipped to deliver relevant, hands-on training aligned with the evolving needs of local industries.

While we continue to face the challenges inherent in operating a national institution, our vision remains clear. We are optimistic about the future, especially as we anticipate increased enrolment across the Family Islands. It is our hope that through strategic outreach, local partnerships, and a sustained commitment to excellence, BTVI will become even more accessible and appealing to students throughout The Bahamas.

To this end, I call on all Bahamians—whether here at home or part of our global diaspora—to support BTVI in this important national endeavour. Let us continue to invest in the skills of our people, empower our communities, and build a stronger Bahamas, together.

## **Elvin Taylor**

Chairman of the Board

The Bahamas Technical and Vocational Institute (BTVI)

# PRESIDENT'S MESSAGE



The Bahamas Technical and Vocational Institute (BTVI) is dedicated to delivering high-quality, accessible applied education that aligns with the country's workforce development needs. In line with our commitment to excellence and growth, this year we embarked on the significant step of pursuing dual accreditation from both the National Accreditation and Equivalency Council of The Bahamas (NAECOB) and the Council on Occupational Education (COE), Atlanta, Georgia, USA.

A critical step in this journey was the completion of a Self-Study which provided the institution with the chance to thoroughly evaluate our programmes, services and overall operations. This in-depth assessment has allowed us to put ourselves under the microscope, pinpointing our strengths and areas that need improvement.

Our faculty, staff and administration have collaborated to gather data that reflect the comprehensive nature of our multi-campus institution. By examining our mission, organisational structure, academic offerings and community impact, we are confident that the insights gained from this Self-Study process will propel BTVI towards improved institutional effectiveness and educational excellence.

As we progress on our path towards accreditation, we will continue to focus on our mission: "To provide applied education that transforms lives and communities and enables individuals to be globally competitive and economically independent." We are enthusiastic about the future and the benefits that accreditation will bring to both our institution and The Bahamas at large.

**Dr. Linda A. Davis**

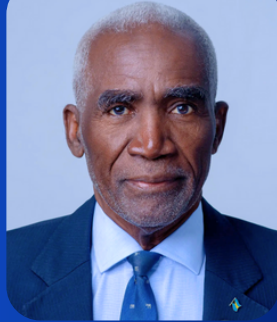
President

The Bahamas Technical and Vocational Institute (BTVI)

# BTVI BOARD OF DIRECTORS



**Elvin Taylor**  
Chairman



**Cecil Thompson**  
Deputy Chairman



**Warren Damien Berry**  
Director



**Jerad Darville**  
Director



**Christopher Farrington**  
Director



**Don Forbes**  
Director



**Darnell Osborne**  
Director



**Warren Andrew Pinder**  
Director



**Mark Roberts**  
Director



**Lionel Sands**  
Director



**Linda A. Davis**  
President, Ex-Officio



**Kay Francis-Kerr**  
Board Secretary

# EXECUTIVE TEAM



**Linda  
A. Davis**

President



**Kevin  
Basden**

Vice President (Acting)



**Sharlene  
Hilton**

Chief Financial Officer



**Veronica Collie**

Associate Vice President,  
Grand Bahama and the  
Family Islands



**Pleshette  
McPhee**

Associate Vice President,  
Academic Affairs (Acting)



**Denise  
Wilson**

Associate Vice President,  
Administrative Services

# SENIOR MANAGEMENT TEAM



**Wellington  
Bain**

Manager, Health and  
Safety



**Racquel  
Bethel**

Dean, Student Affairs



**Dorcas  
Cox**

Quality Assurance  
Officer



**Alexander  
Darville**

Dean, Construction and  
Mechanical Trades



**Hadassah  
Deleveaux**

Public Relations  
Officer



**Patrice  
Gardiner**

Director of People



**Dion  
Gibson**

Director, Information  
Technology (Operations)



**Tammy  
Morley**

Dean, Business, Information  
Technology, Electronics and  
Media Technology



**Angelique  
Moxey**

Senior Accountant



**Samara  
Rolle**

Registrar



**Barry  
Smith**

Manager, Internal Security  
and Transportation



**Gayla  
Wallace**

Assistant Manager, Grand  
Bahama Campus

# ABOUT BAHAMAS TECHNICAL AND VOCATIONAL INSTITUTE

The Bahamas Technical and Vocational Institute (BTVI) was established by an Act of Parliament in April 2010 to come into operation on 1st July 2011. Prior to this enactment, The Bahamas has always had a long-standing history of technical and vocational education and training. The National Technical School, the nation's first technical institution, opened on 4th October 1949 in Oakes Field. Over the years, the name of the institution changed several times: National Technical Institute (1961-1965), National Technical College (1966-1968), National Technical College and Centre (1968-1971), C. R. Walker Technical College (1974-1980) and Industrial Training Centre (1980-1995).

Notwithstanding the name changes, programmes in technical and vocational education and training have always been the foundation for technical careers in The Bahamas. Today, BTVI is the nation's primary educational institution for technical and vocational education and training. In partnership with public and private sector stakeholders, BTVI provides training opportunities which enable individuals to become financially independent skilled professionals.

The 2010 Act provided for the incorporation of BTVI and confirmed its status as a statutory body. Its governance structure includes a Board of Directors headed by a Chairman and Deputy Chairman appointed by the Governor General. The President, who is also appointed by the Governor General, is an ex-officio member of the Board and manages administrative operations and instructional programmes. In the 2010 Act, BTVI was afforded greater autonomy over its financial and administrative affairs and was given the authority to grant awards.

BTVI continues to provide first-rate technical and vocational programmes, brightening career prospects and adding value to the labour force. The Institute exposes students to the innovative, rapidly evolving field of technical education. From certificates to diplomas to associate of applied science degrees in New Providence, Grand Bahama, Abaco, Eleuthera and Exuma and with instructional service centres on Moore's Island and North Andros, BTVI provides a variety of offerings. These range from Media Technology, Electrical Installation, Information Technology and Electronics Engineering to Fashion Design, Cosmetology, Human Resources, Construction and Auto Mechanics, among many others. The Institute also offers worldwide recognised certifications, professional development programmes and opportunities and specialised training for organisations, all a part of its continuing education and life-long learning initiative.

Supported by a team of dedicated administrators and staff, trained by experienced instructors who help to develop critical thinking, creativity and problem-solving skills in an environment where students are encouraged to discover their passion and pursue their dreams while learning a trade, BTVI continues to graduate some of the best and brightest for the labour force.



## **BTVI'S STRATEGIC PLAN (2024 – 2029)**

Bahamas Technical and Vocational Institute's (BTVI) drive to rebrand and set the institution's strategic direction began with a revision of its Strategic Plan in 2020, the process of which was completed in 2023. In November 2024, the Government of The Bahamas reviewed and approved the plan.

This drive, in keeping with the Government's Blueprint for Change, forecasts a revolution in education: TRADES TRAINING with a focus on BTVI 'repositioned and re-energized as a regional leader in training.' The rebranding exercise requires that consideration be given to the name of the institution, positioning it as 'a regional center of excellence of applied science, technology and innovation in the context of small island nation states.'

In addition to the new Strategic Plan, a Marketing and Communications Strategy will allow the Institute to focus on telling its unique story to build brand awareness and strengthen its reputation as a key partner in technical and vocational training in The Bahamas. A Marketing Plan will need to take into consideration BTVI's current financial and human resources and offer strategies to deliver key messages with the current team and funding as well as anticipate growth and funding requirements needed to sustain the trajectory toward a first-world technical institution.

It is important to note that BTVI is the only post-secondary institute of its kind in The Bahamas. It offers unique credentials, an applied approach to hands-on learning, committed faculty with real-world experience and strong industry ties and it is accessible to all Bahamians through government financial support.

The Strategic Pillars - three in total - detail strategies that focus on:

- **STRENGTHENING OUR INSTITUTE** - Investing for the long term and valuing the impact of these investments on delivering an excellent student experience.
- **MAKING SUCCESSFUL CAREERS POSSIBLE** – Emphasising student needs.
- **CONNECTING WITH OUR COMMUNITY AND THE WORLD** - Working together to consistently deliver an excellent student experience.

With the support of the public and private sector, BTVI has made remarkable progress in addressing the TVET needs in the country over the past two years. Of note is the establishment of Family Island sites in Eleuthera, Exuma and Abaco and a renovated Branch Campus in Grand Bahama, having recovered from the devastation of Hurricane Dorrian in 2019 followed shortly thereafter by the COVID 19 pandemic in 2020.

BTVI is ideally positioned to facilitate sustained trades pathways for traditional as well as mid-career and late-career students. The strategies highlighted in Strategic Plan 2024-2029 will provide the impetus needed to address the lagging skills gaps in the country. Additionally, the strategic partnership forged between BTVI and the Department of Education to ensure the alignment from high school to the Institute in terms of competencies and benchmarks will enhance the life chances of youth leaving our high schools annually, some 70% of whom are inclined to enter the workforce directly or pursue a trade.

In summary, BTVI's priorities are driven by the institutional national and international accreditation being sought, the launch of a marketing and re-branding campaign as well as Capital Campaign; the Master Plan for the New Providence Main Campus; completion of the campus upgrades in Grand Bahama; development of existing human resources; an increased complement of master technicians across the trades; and the digitisation and migration of student records and credentials.



# DELIVERING TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING 2024 – 2025

## Introduction

The 2024-2025 year was marked by significant progress in terms of programme revisions, professional development, improvements to our examination processes and the strengthening of industry partnerships via Occupational Advisory Committees. To expand face-to-face programming at each of our Family Island locations, recruitment of qualified instructors took priority. Successful recruitment efforts would minimise the current use of proctoring and boot camp arrangements.

## Programme Revisions

Programmes are reviewed to ensure they remain relevant to evolving industry standards and workforce needs. Regular reviews support continuous improvement; they also maintain academic quality and compliance with institutional policies and regulatory agencies. Deans, Heads of Departments and Instructors were actively involved in extensive programmes of study revisions, major area and General Education course revisions, the development of Internship Competency Profile Forms and Work-Based Agreements.

## Occupational Advisory Committee Partnerships

The concept of an advisory committee for each programme is not new to BTVI. The Bahamas Technical and Vocational Institute Act, 2010, Section 5, states that the Institute is to “enter into public and private sector partnership with employers, trade or commercial confederations and other societal stakeholders to develop courses of instruction and instructional methodologies necessary to attain synergy and cohesion between instruction and training at the Institute and the needs of the economy.”

As a result, BTVI has always had Programme Advisory Committees whose members represent a cross-section of the community, business and industry served by the trade or programme and who are experienced and knowledgeable in their field. Historically, however, documentation and record keeping regarding the work of the Committees have been inconsistent. These deficiencies have now been addressed in the newly established Occupational Advisory Committees across all trade departments.

The Occupational Advisory Committees (OACs) with representation from leading stakeholders including such entities as Bahamas Power and Light, BTC Bahamas, Central Bank Bahamas, Commonwealth Bank and Sterling Global, to name a few:

- provide critical industry insights that help align academic programmes with workforce demands.
- ensure curricula remain relevant and reflect current technological and professional standards.
- strengthen partnerships between BTVI and industry stakeholders.
- support graduate readiness and employability.

To ensure that organisational practices support recordkeeping and documentation, folders and sub-folders in the BTVI share drive facilitate electronic recordkeeping and reporting. Additionally, administrative support staff now have responsibility for ensuring compliance with the requirements for fully functional OACs.



## **Faculty Development**

Faculty training sessions are critical for enhancing teaching effectiveness and keeping instructors updated on industry developments. They promote the adoption of innovative instructional strategies and modern technologies. Continuous professional development also ensures programme quality and improves student learning outcomes. During 2024-25, sessions included seminars on leadership, the preparation of examinations, invigilation and the use of technologies in the teaching and learning process.

## **Technical Infrastructure**

While BTVI did not, prior to 2024-25, have a written, fully articulated Technical Infrastructure Plan, a component of which crosses into the educational resources realm, it had implemented several innovative ways of addressing the peculiarities of its context and the realities of an island nation. COVID 19 also required that we re-envision how best to deliver trades training. As a result, BTVI began a journey that encouraged innovation, evident in our modalities for delivery as well as the education resources employed as we built out our processes and systems. Further, ensuring consistency in technical infrastructure across the BTVI network requires alignment with the Strategic Pillars and Strategic Plan (2024-2029). In this context, particular emphasis has been placed on Pillar 1 - Strengthening our Institute to build capacity to serve and excel.

In articulating the Plan for this Pillar, network optimisation - attaining and maintaining the best possible functionality across all BTVI locations - was essential. Central to this is the implementation of "network closets" - the hub for equipment that runs the network where computer infrastructure connects. Such closets, which organise and protect equipment:

- facilitate ease and accuracy when trouble shooting.
- provide network and wi-fi connectivity to Computer Labs, Instructional Labs and Administrative offices across all BTVI locations.

This work has been completed in Grand Bahama, Exuma and Eleuthera and is nearing completion in Abaco and New Providence. The Instructional Service Centres on Moore's Island and North Andros in partnership with the Department of Education will receive focused attention in the coming months.

However, this journey has not been without challenges. The Self-Study undertaken this year has forced an examination of what we have done well and where we can improve. Specifically, attention has been drawn to the development of key Plans, Protocols and Procedures; additionally, Policies have been strengthened to better guide the institution.

# PROTOCOLS AND PROCEDURES

## **Acceptable Usage Protocols and Procedures**

These guidelines provide guidance for utilising BTVI's information systems and highlight the importance of individual responsibility in maintaining a secure computing environment.

## **Student Complaints and Grievances**

These protocols and procedures outline the process for handling student complaints at BTVI. They guarantee that all students have access to a fair, transparent and prompt process for voicing concerns or grievances related to their academic or non-academic experiences. The objective is to address issues constructively while fostering a respectful and supportive learning environment.

## **Standard Operating Procedures Accessing Student Records**

This outlines the protocols for accessing, handling and safeguarding student records at BTVI. It is designed to ensure the confidentiality, security and integrity of student information across all campuses and instructional sites.

# POLICIES

BTVI policies are reviewed and revised to ensure they remain effective and relevant and align with regulatory and institutional requirements. Regular policy reviews also promote fairness, accountability and operational efficiency. Along with the programme reviews, several academic policies were reviewed and revised and new policies developed and approved. These included:

- Admissions and Entry Requirements Policy – Revised March 2025
- Financial Aid Policy – Approved 2025
- Grading Policy – Revised March 2025
- Graduation Policy – Revised March 2025
- Transfer of Credit Policy – Revised March 2025
- Tuition, Fees and Payment Policy – Approved 2025



## ROAD TO ACCREDITATION: FOCUS ON PR AND MARKETING INITIATIVES

### Accreditation Circle of Excellence

As part of BTVI's continued commitment to institutional excellence and accreditation, the Accreditation Circle of Excellence (ACE) Awards initiative was launched to recognise staff members who go above and beyond in supporting BTVI's accreditation goals. Spearheaded by the Public Relations and Marketing Department, the ACE Awards programme included monthly recognitions in the following categories:

- Occupational Advisory Committee (OAC) Award
- Star Administrative Professional Award
- Innovation Award
- Spirit of Excellence Award
- ACE Champion Award



With nominations submitted by colleagues and vetted by an internal panel, honourees were celebrated during a monthly ceremony and featured in internal communications. This initiative significantly boosted morale and increased awareness of the need for institutionalised standards across all campuses and instructional service centres. Nearly 50 staff members were recognised, making the ACE Awards an impactful part of BTVI's accreditation journey and culture of recognition.

Additionally, institution-wide engagement and the commitment to achieving excellence along our accreditation journey included the Council for Occupational Education (COE) student speech contest, the COE Buzz (a one-pager COE and BTVI Facts) and Trivia Tuesdays which quizzed staff, faculty and students on COE and BTVI Facts and which resulted in prizes.

### Speech Competition



### Trivia Tuesdays



## Brand Photoshoot

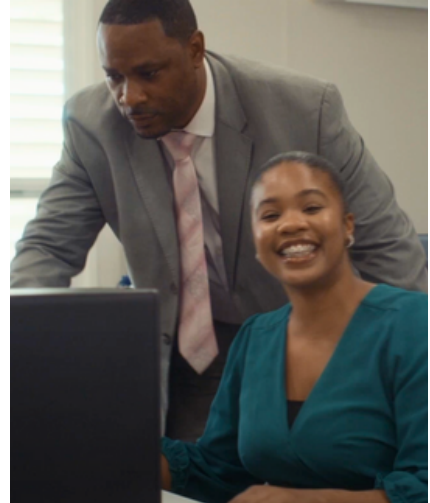
As an institution of higher education, it is essential that the visual representation of our programmes is both authentic and engaging. Following the awarding of Candidacy status by the Council on Occupational Education (COE), BTVI was required to use marketing images that accurately reflect our instructional spaces, students and faculty as well as original institutional images as opposed to stock photography.

In response, BTVI's PR and Marketing Department launched a campaign to recruit students, faculty and alumni to participate in the first major branding photoshoot. With the support of a professional photographer, a team of five assistants and 30 student, alumni and faculty models, the shoot spanned six full days and produced over 6,000 images. The photos generated from this initiative form a legacy archive representing all trade areas and fulfil a strategic goal for BTVI to use original images in its promotional materials.



## BTVI Commercial

In August 2024, BTVI launched its first video commercial in seven years, marking a strategic return to a modern reach of its audiences. This move signals BTVI's commitment to staying relevant and competitive in an increasingly digital world.



## Student Engagement

One ongoing challenge faced by our PR and Marketing Department is fostering meaningful student engagement in institution-wide initiatives. Although email remains the primary method of communication, many students do not check or open BTVI-related emails regularly. As a result, attendance at campus events targeting students is often low and many are unaware of broader opportunities and activities beyond their classes. This limited engagement makes it difficult to build a strong sense of community and school spirit. In response, the department is actively exploring alternative communication methods such as WhatsApp channels and SMS alerts, alongside incentive-driven strategies like branded merchandise and reward programmes to better reach and motivate the student body.





## FOCUS ON STAFF

### Training and Learning

One of BTVI's priorities is the development of existing human resources. As a result, during 2024-2025 BTVI focused on developing and implementing a sustainable Human Resource Management (HRM) Training programme to enhance organisational performance and individual development. The primary goals of the programme were:

- The development and implementation of institutionalised development strategies and supportive structures which allow employees to achieve expected performance standards.
- The engagement of Senior Management, Heads of Departments and Supervisors in the improvement and enhancement of performance standards through training programmes which link performance to the key strategic objectives and Pillars.
- The improvement of customer service.
- The review of BTVI's Human Resource Solutions Platform using the Triblock HR System.

## **New Employee Orientation**

To achieve optimal performance and support and ensure the growth and development of new hires, BTVI conducted an intensive training session for new employees. The objective of this orientation training session was to reduce employee anxiety, help employees understand the organisation's expectations and what they can expect from the job and BTVI. Sessions included BTVI's history, Pillars, mission, vision and core values; BTVI's network and programmes; HR Employee Handbook, Business Ethics; and Performance Appraisals.

## **Customer Service Excellence**

In alignment with our second Pillar – Making Successful Careers Possible - which focuses on emphasising student needs, staff in the Office of the Registrar participated in a seminar on Customer Service Excellence. The objective of this training was to provide a customised learning experience which would give staff the tools needed to address ongoing customer service concerns and behaviours.

## **Performance Appraisal Process**

To ensure that performance appraisals continue to provide an accurate assessment of performance and promote fairness, accountability and operational efficiency, a training session on performance appraisals was conducted for staff in the Academic Affairs Department. The session's objective was to help participants acquire the knowledge, skills and confidence to undertake effective performance appraisal discussions with their direct reports and to improve the performance of their direct reports through the effective use of job coaching and proper performance reviews.

## **Triblock HR Solution Systems Training**

In alignment with our first Pillar – Strengthening Our Institute - training on Triblock HR Solution Systems was conducted for Executives, Senior Management and Supervisors. TriblockHR is an all-in-one platform that automates payroll and improves payroll execution efficiency, simplifies HR tasks and empowers teams to work smarter. The objective of this training was to provide a walkthrough of the platform and its capabilities.



Photo courtesy of the Office of the Prime Minister

# FOCUS ON CONSTRUCTION AND MECHANICAL TRADES

## National Youth Guard

Consistent with its mission to “provide applied education that transforms lives and communities” and with its third Pillar- Connecting With Our Community and the World, during 2024-25 BTVI continued to provide training for members of the National Youth Guard - a programme focused on equipping young people with the tools needed to assist the nation with the help of private and public agencies during national emergencies, such as hurricanes and other natural disasters.

Having successfully completed the training of students in Cohorts 1, 2 and 3, the Government of The Bahamas, via the Royal Bahamas Defence Force, requested that BTVI provide Basic Trade Skills Training for Cohort 4. This Basic Trade Skills and Safety Training, for some 93 students, started on March 25, 2025, and ended April 16, 2025. Students were organised on the basis of the following Trades: 35 Basic Electrical, 15 Basic Plumbing, 26 Basic Carpentry and 17 Basic Computer Applications. Additionally, students were required to complete the internationally recognised Occupational Safety Health Administration (OSHA) certification. Based on the success of the training, discussions regarding Cohort 5 are underway.



Photos courtesy of the Office of the Prime Minister





## FOCUS ON GRAND BAHAMA BRANCH CAMPUS, FAMILY ISLAND EXTENSION CAMPUSES AND INSTRUCTIONAL CENTRES

### Grand Bahama Branch Campus

The Branch Campus benefitted from major renovations to repair damage sustained due to Hurricane Dorian. Renovations included a revamp of classrooms, administrative offices, shared spaces, kitchen areas and bathrooms. In the upcoming weeks, roof repairs will begin with a short time frame for completion.



### **Abaco Extension Campus**

The former Dundas and Murphy Town Primary School which was granted to BTVI by the Ministry of Education has been renovated and equipped with new furniture, computers and equipment essential to creating a dynamic work environment and enhanced learning experience for students.



### **Eleuthera Extension Campus**

The former Green Castle Primary School, located in Green Castle, Eleuthera, benefited from a complete renovation of the entire building. Infrastructural upgrades included the main building that houses three classrooms, two bathrooms, an administrative office, a conference room, kitchen and storage closet. The two exterior bathrooms were also upgraded. Additionally, a new water tank has been added to facilitate the free flow of water and a new BPL meter to facilitate the electricity needed to run to the campus.

In addition to the infrastructural upgrades, a work shed and storage area for Construction and Mechanical Trades were built. This structure is intended to enhance our Carpentry and Electrical programmes.



## Exuma Extension Campus

BTVI has leased space through the Exuma Foundation site in George Town Exuma which underwent major renovations to facilitate an administrative office and two classrooms. A lab for carpentry, plumbing and masonry in addition to a storage facility were completed and are intended to house construction equipment. Further, the campus recently received additional furniture for the cosmetology lab which will allow for a better hands-on experience for our students.



## Moore's Island Instructional Service Centre

During the period in review, BTVI assisted the Ministry of Education in the complete construction of the bathroom facility for the campus. A construction teacher along with a group of dual enrolment (high school) students refurbished a shed which will be utilised by all trade classes. Also, the Centre has recently benefited from an upgraded computer lab, including ten new computers to facilitate better learning experiences for our students.



## North Andros Instructional Service Centre

Thanks to its partner, the Department of Education, Huntley Christie High School – formerly North Andros High – BTVI has access to seven classrooms, two computer labs and labs for carpentry, auto mechanics, cosmetology, clothing and home economics.





# STUDENT ENROLMENT

## 2024-2025

NUMBER OF STUDENTS ENROLED FULL-TIME											
AGE AS OF SEPTEMBER 30TH	UNDER 17	18	19	20	21	22	23-25	26-30	31-40	OVER 40	TOTAL
MALE	18	4	4	4	4	2	5	9	16	7	73
FEMALE	9	6	5	0	3	1	17	16	28	15	100
TOTAL	27	10	9	4	7	3	22	25	44	22	173
PART-TIME											
AGE AS OF SEPTEMBER 30TH	UNDER 17	18	19	20	21	22	23-25	26-30	31-40	OVER 40	TOTAL
MALE	720	171	155	139	110	113	262	338	362	246	2,616
FEMALE	523	147	125	107	94	89	289	530	806	720	3,430
TOTAL	1,243	318	280	246	204	202	551	868	1,168	966	6,046

<b>STUDENT ENROLMENT BY CAMPUS / CENTRE</b>				
	<b>Fall 2024</b>	<b>Spring 2025</b>	<b>Summer 2025</b>	<b>Total</b>
New Providence Main Campus	1,641	1,852	884	<b>4,377</b>
Grand Bahama Branch Campus	564	540	250	<b>1,354</b>
Abaco Extension Campus	68	47	29	<b>144</b>
Eleuthera Extension Campus	20	48	7	<b>75</b>
Exuma Extension Campus	37	47	23	<b>107</b>
Moore's Island Instructional Service Centre	26	34	10	<b>70</b>
North Andros Instructional Service Centre	38	28	26	<b>92</b>
<b>Total</b>	<b>2,394</b>	<b>2,596</b>	<b>1,229</b>	<b>6,219</b>

<b>STUDENT ENROLMENT BY AREA 2024-2025</b>	
Beauty Trades	842
Business Trades	2,070
Construction Trades	1,435
Electronic and Media Trades	249
Fashion Trades	72
Information Technology Trades	653
Mechanical Trades	182
Professional Development	170
Customised Programmes	546
<b>Total</b>	<b>6,219</b>



# NUMBER OF GRADUATES 2024-2025

## FROM SKILL TO IMPACT: SHAPING TOMORROW'S INDUSTRIES

NUMBER OF GRADUATES 2024-2025	Graduates
<b>New Providence Main Campus</b>	<b>413</b>
Auto Mechanics, Diploma	4
Barbering, Special Interest Certificate	25
Business Office Technology, Associate of Applied Science	5
Carpentry, Certificate	5
Construction Technology, Associate of Applied Science	18
Cosmetology, Diploma	16
Electrical Installation, Certificate	14
Electronics and Cable Installation, Certificate	2
Electronics Engineering Installers and Repairers, Associate of Applied Science	4
Entrepreneurship, Certificate	12
Esthetics, Special Interest Certificate	66
Fashion Design and Production I, Certificate	8
Heating Ventilation and Air Conditioning, Certificate	2
Human Resources Management, Associate of Applied Science	21
Human Resources Management Certificate	17

Information Technology Assistant, Certificate	2
Information Technology Entry Level, Certificate	23
Information Technology Management, Associate of Applied Science	6
Information Technology Software Engineering, Associate of Applied Science	1
Massage Therapy, Special Interest Diploma	28
Media Technology, Associate of Applied Science	4
Media Technology, Certificate	4
Nail Technology, Special Interest Certificate	24
Natural Hair Styling, Special Interest Certificate	12
Office Administration, Associate of Applied Science	28
Office Assistant, Certificate	50
Plumbing, Certificate	9
Welding, Certificate	3

<b>Grand Bahama Branch Campus</b>	<b>146</b>
Barbering, Special Interest Certificate	20
Business Office Technology, Associate of Applied Science	2
Carpentry, Certificate	1
Cosmetology, Diploma	2
Electrical Installation, Certificate	4
Entrepreneurship, Certificate	3
Esthetics, Special Interest Certificate	32
Fashion Design and Production I, Certificate	2
Heating Ventilation and Air-Conditioning, Certificate	1
Human Resources Management, Associate of Applied Science	3
Human Resources Management Certificate	3
Information Technology Entry Level, Certificate	4
Information Technology Network Engineering, Associate of Applied Science	1
Massage Therapy, Special Interest Diploma	2
Nail Technology, Special Interest Certificate	43
Office Administration, Associate of Applied Science	7

Office Assistant, Certificate	11
Plumbing, Certificate	1
Welding, Certificate	4

<b>Abaco Extension Campus</b>	<b>4</b>
Nail Technology, Special Interest Certificate	3
Office Administration, Associate of Applied Science	1
<b>Eleuthera Extension Campus</b>	<b>6</b>
Human Resources Management Certificate	1
Nail Technology, Special Interest Certificate	5
<b>Exuma Extension Campus</b>	<b>16</b>
Natural Hair Styling, Special Interest Certificate	15
Office Assistant, Certificate	1
<b>Moore's Island Instructional Service Centre</b>	<b>8</b>
Nail Technology, Special Interest Certificate	7
Office Assistant, Certificate	1
<b>North Andros Instructional Service Centre</b>	<b>7</b>
Human Resources Management, Associate of Applied Science	2
Nail Technology, Special Interest Certificate	2
Office Administration, Associate of Applied Science	2
Office Assistant, Certificate	1
<b>Total</b>	<b>600</b>

# NEW PROVIDENCE COMMENCEMENT EXERCISES

New Providence commencement exercises began on Thursday, 26 June 2025 with the annual baccalaureate service at Christ Church Cathedral followed by the commencement ceremony at Bahamas Faith Ministries Diplomat Centre on Wednesday, 2 July. This year's commencement speaker was Ms. Toni Seymour, Chief Executive Officer (CEO), Bahamas Power and Light Company Limited. A trailblazer in The Bahamas's energy sector and the first Bahamian woman appointed CEO in the company's 68-year history, Ms. Seymour is a champion of innovation, sustainability and operational excellence and is committed to steering the nation towards a more resilient and sustainable energy future.



# GRAND BAHAMA AND THE FAMILY ISLANDS

The commencement season began in Grand Bahama with a Divine Service at The Pro-Cathedral of Christ the King on Sunday, 29 June 2025 followed by the commencement ceremony at the Grand Lucayan Convention Centre on Monday, 7 July. This year's commencement speaker was Ms. Sherrexcia Rolle, President, Chief Executive Officer and General Counsel of Western Air, the largest privately-owned airline in The Bahamas. A proud native of North Mastic Point, Andros, Ms. Rolle has been a driving force behind the airline's success and expansion and exemplifies a deep commitment to her 280-member team and the more than 350,000 passengers Western Air serves annually.



# FINANCIAL REPORT

<b>STATEMENT OF FINANCIAL POSITION</b>		
(Expressed in Bahamian dollars) As of 30 June 2024		
	<b>2024</b>	<b>2023</b>
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	4,566,640	2,263,899
Fixed deposit	20,165	20,132
Accounts receivables, net	4,266,763	4,229,808
Inventories, net	142,199	151,747
Prepaid expenses and other current assets	166,460	145,683
	<u>9,162,227</u>	<u>6,811,269</u>
<b>Non-current assets</b>		
Employee loan receivable - non-current	21,371	21,800
Property and equipment, net	3,370,550	835,934
	<u>3,391,921</u>	<u>857,734</u>
<b>Total assets</b>	<b><u>12,554,148</u></b>	<b><u>7,669,003</u></b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Accounts payable and accrued expenses	3,366,403	2,098,220
Due to related party	20,200	12,000
Total liabilities	<u>3,386,603</u>	<u>2,110,220</u>
<b>NET ASSETS</b>		
Restricted funds	81,770	-
Unrestricted funds	9,085,775	5,558,783
Total net assets	<u>9,167,545</u>	<u>5,558,783</u>
<b>Total liabilities and net assets</b>	<b><u>12,554,148</u></b>	<b><u>7,669,003</u></b>

<b>STATEMENT OF COMPREHENSIVE INCOME</b>		
(Expressed in Bahamian dollars) As of 30 June 2024		
	<b>2024</b>	<b>2023</b>
<b>Income</b>		
Government subvention	12,727,223	8,360,338
Tuition and other fees	4,910,220	7,652,217
Book sales	462,328	608,168
Private donations	97,810	40,413
<b>Total Income</b>	<b>18,197,581</b>	<b>16,661,136</b>
<b>Direct Costs</b>		
Payroll and related expenses	4,603,210	3,804,626
Bookstore Cost	366,624	391,188
Other direct cost	473,129	721,032
<b>Total Direct cost</b>	<b>5,442,963</b>	<b>4,916,846</b>
<b>Operating Income</b>	<b>12,754,618</b>	<b>11,744,290</b>
<b>General and Administrative Costs</b>		
Salaries and staff benefits	4,746,019	5,073,165
Repairs and maintenance costs	953,597	769,491
Provision for bad debts	781,534	876,418
Professional fees	667,496	524,747
Security expense	582,715	348,149
General expenses	352,726	274,396
Utilities expenses	254,251	255,177
Software license and subscriptions	219,638	245,275
Travel and related expenses	207,124	172,030
Depreciation	156,818	48,144
Value added tax expense	141,697	141,774
Office supplies expense	138,041	219,360
Advertising expense	58,807	78,592
Certificates and license fees	58,067	55,095
Bank charges	52,505	57,896
Insurance	3,697	6,879
<b>Total General &amp; Administrative Costs</b>	<b>9,374,732</b>	<b>9,146,588</b>
<b>Net Operating Income</b>	<b>3,379,886</b>	<b>2,597,702</b>
Other income	244,883	9,284
Interest income	33	11
	<b>244,916</b>	<b>9,295</b>
<b>Total Comprehensive Income</b>	<b>3,624,802</b>	<b>2,606,997</b>



# Bahamas

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