

ABSTRACT

Deconstructing Factors That Affect and Enable the Transfer of Training for TTTP DVB-T Technicians

Shiva Janak Maharaj

This study investigated the factors that affect and enable the transfer of training conducted by Trinidad and Tobago Telecommunications Provider (TTTP) for contracted Digital Video Broadcasting Terrestrial (DVB-T) technicians. Data were collected through interviews with 10 DVB-T technicians. The findings revealed that the training did not take into consideration many of the factors that would enable the transfer of training, such as: 1) learning goals, 2) self-management strategies, 3) instructional methods and media, 4) strategic links, 5) opportunity to perform, 6) organizational climate, 7) support during the training, 8) trainee selection, 9) monetary compensation, and 10) intervention methods and media.

Keywords: Technical and vocational education and training; Technicians; Telecommunications; Training programmes; Transfer of training; Trinidad and Tobago