

ABSTRACT

A Case Study of the Factors Influencing the On-the-Job Training of Craft Trainees at Company T

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This study sought to identify the perceptions of craft trainees, trainers, and field supervisors that influenced on-the-job-training at a company in Trinidad and Tobago. Data were collected through interviews with three craft trainees, two trainers, and two field supervisors, as well as through observations and document analysis. It was found that the factors that impacted training were: 1) problems in sourcing suitable types of jobs, 2) deficient performance standards, 3) the evaluation systems, 4) the Achievement Booklet and the Train the Trainer programme, 5) motivation of the craft trainee, and 6) the relationship of craft trainees with their trainers and field supervisors.

Keywords: Technical and vocational education and training; Craft; Case studies; Trainees; On the job training; Trinidad and Tobago