



Juniors



**FUTURE SKILLS
CAMP**



WorldSkills Barbados Juniors Future Skills Camp 2027 Proposal

Hands On, Minds On, Future On.



Contents

Executive Summary	4
About Us	5
Background	6
WorldSkills Barbados Juniors Future Skills Camp	7
The Future Skills Camp Model	9
Our Impact	13
Future Skills Camp 2027 and Beyond	16
Join Us	17



Executive Summary

The global labour market is changing rapidly. Advances in artificial intelligence (AI), automation, robotics and other emerging technologies, alongside the transition towards more digital and sustainable economies, are reshaping industries, jobs and the skills people need to participate effectively in the world of work. LinkedIn's *Work Change Report* estimates that by 2030, around 70 per cent of the skills used in most jobs will have changed.

For Barbados, preparing for this changing environment requires continued investment in its people as the country's long-term competitiveness and economic resilience are closely connected to its ability to develop a skilled, adaptable and technologically capable population. Research shows that education, workforce upskilling, digitalisation are important foundations for economic resilience and competitiveness. It also shows that greater emphasis must be placed on skills development from the earliest grades, to allow students to apply their knowledge through real-world activities rather than only in theory.

The WorldSkills Barbados Juniors Future Skills Camp (WSBJ FSC) contributes to this effort by giving young people hands-on training in emerging technologies and helping them to develop future-ready skills. Delivered annually by the Technical and Vocational Education and Training Council (TVETC) through WorldSkills Barbados, the programme brings participants together with local and international experts for training in areas such as robotics, digital technologies, mobile application development and cybersecurity.

Since its inception six years ago, the Future Skills Camp has evolved from a one-week programme, into a multi-week summer programme offering participants opportunities to learn by doing. Through practical exercises, simulations, challenges and projects, participants develop both the technical and soft skills needed for the world of work.

To date, the programme has trained over 400 participants across eleven skill areas, including Aerial Robotics, Mobile App Development and Cybersecurity. Building on this foundation, WorldSkills Barbados is seeking to expand the programme's reach, strengthen its delivery model and create opportunities for the concept to extend beyond Barbados.

About Us

TVET Council Barbados

The Technical and Vocational Education and Training Council (TVETC) is the statutory organisation responsible for the planning, coordination and development of Technical and Vocational Education and Training (TVET) in Barbados. The Council works with education and training providers, employers, industry partners and other stakeholders to support the development of a competent, certified and competitive workforce capable of responding to the changing needs of Barbados and the wider region.

Its work includes the development of occupational standards and qualifications, quality assurance, workforce development, skills promotion and initiatives that strengthen the relationship between education, training and the labour market. Through these activities, the TVET Council supports the development of skills at different stages of the education and employment pathway and contributes to Barbados' broader human-capital development.

WorldSkills Barbados

WorldSkills Barbados is Barbados' national WorldSkills organisation and forms part of the global WorldSkills movement, which promotes skills excellence and the importance of technical and vocational skills to young people, employers and economies.

Barbados became an Associate Member of WorldSkills International in 2011 and achieved Full Membership in 2017. WorldSkills Barbados' activities extend beyond participation in international skills competitions. Through national competitions, youth engagement, partnerships, training and skills-development initiatives, the programme creates opportunities for young Barbadians to develop and demonstrate technical competencies while increasing awareness of the education and career pathways available through TVET.

The WorldSkills Barbados Juniors Future Skills Camp forms part of this wider effort, as provides an earlier introduction to technical and emerging skills and creates a pathway through which participants can begin exploring their interests, capabilities and potential future opportunities.

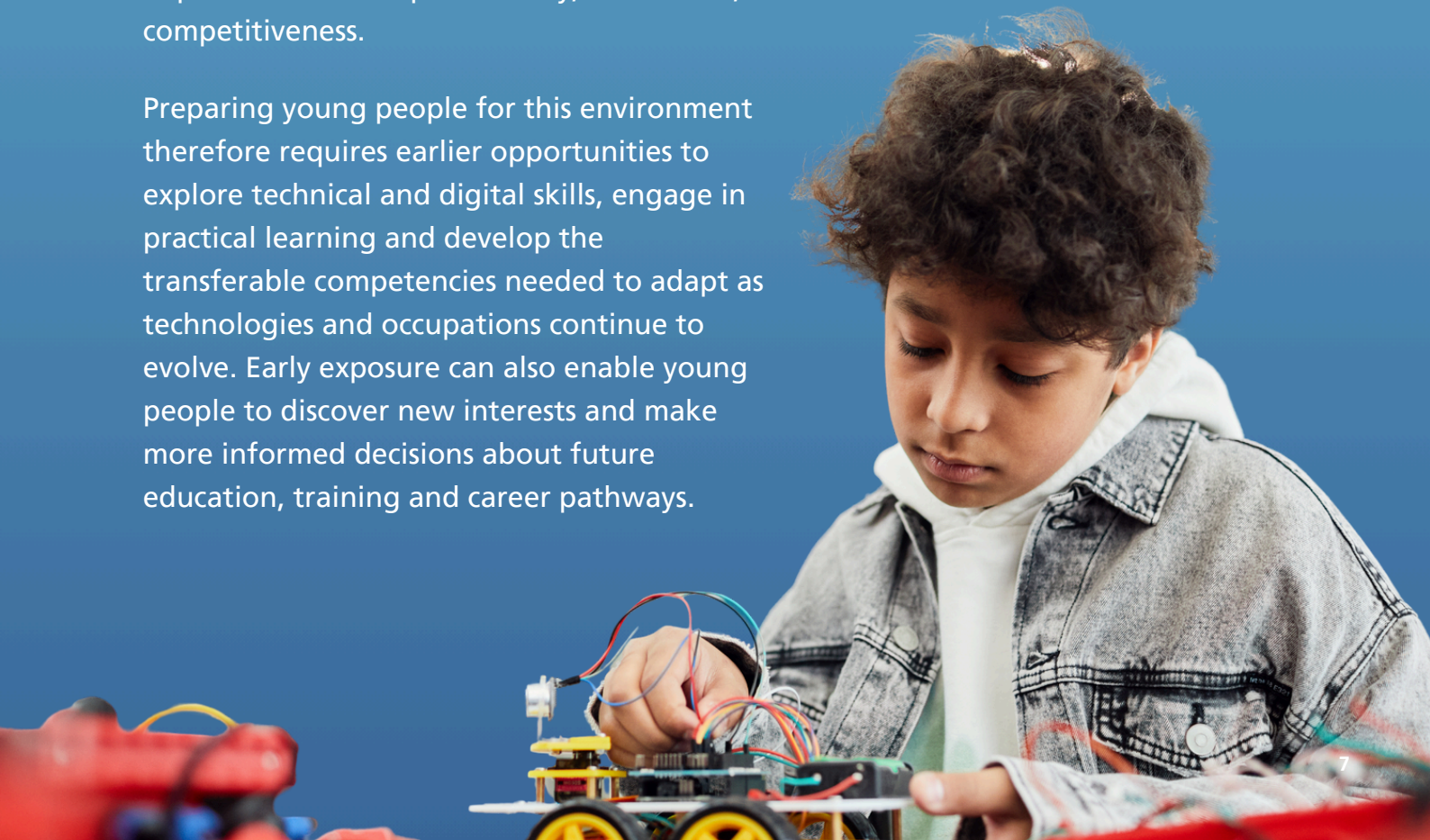
Background

The world of work is undergoing significant change as artificial intelligence, automation, robotics and other digital technologies reshape industries, occupations and the skills required to participate effectively in the labour market. The World Economic Forum (2025) estimates that 39% of workers' existing skills will be transformed or become outdated by 2030, while 63% of employers identify skills gaps as a major barrier to business transformation. Alongside growing demand for technological skills, competencies such as creative thinking, adaptability, collaboration and lifelong learning are becoming increasingly important.

For Barbados, responding to these changes is particularly important to maintaining productivity and competitiveness. Although the country has a strong foundation in education, a 2026 National Digital Assessment found that approximately 41% of employees lack essential workplace digital skills, while 39% of managers recognise a need for digital upskilling but lack the structured pathways and resources to address it (Graham, 2026).

National policy is increasingly recognising that addressing these gaps cannot begin only when individuals enter the workforce. Minister of Technological and Vocational Training, the Hon. Cheryl S. V. Husbands, M.P. has emphasised the importance of developing skills from an early age, while identifying skills development as an important driver of productivity, innovation, resilience and economic competitiveness.

Preparing young people for this environment therefore requires earlier opportunities to explore technical and digital skills, engage in practical learning and develop the transferable competencies needed to adapt as technologies and occupations continue to evolve. Early exposure can also enable young people to discover new interests and make more informed decisions about future education, training and career pathways.



WorldSkills Barbados Juniors Future Skills Camp

The WorldSkills Barbados Juniors Future Skills Camp (WSBJ FSC) is an early-intervention skills-development initiative of WorldSkills Barbados, implemented by the Technical and Vocational Education and Training (TVET) Council. The programme provides young people with practical exposure to emerging technical and digital skills, while introducing them to skills-based education and career pathways at an earlier stage of their development. Its broader purpose is to help bridge the gap between the skills traditionally available to young people and those increasingly required within a technology-driven economy.

The Camp originated in 2021, when the second biennial WorldSkills Barbados Juniors Competition was postponed as a result of the COVID-19 pandemic. Rather than discontinue youth skills engagement, a five-day online camp was introduced as an alternative to the competition. The inaugural Camp exposed participants to areas including 3D Digital Game Art, Aerial Robotics, Building Information Modelling, Mobile Application Development and the Internet of Things, with international experts supporting delivery.

Since then the programme has grown into an annual, summer-long camp. As the programme has evolved, participants have also been exposed to fields not typically available at the secondary-school level and to pathways that can inform future education, training and career choices.

In addition, the programme serves as an early entry point into Barbados' wider skills-development pipeline, by building awareness of TVET and creating a foundation for continued skills development and participation in the wider WorldSkills ecosystem.

Today, the TVET Council Barbados is seeking to create a greater impact by expanding its programme and its offerings to wider range of young learners. This expansion will include:

- Introducing new and advanced skill areas;
- Increasing access to the programme for participants from Barbados, the Caribbean and potentially other international markets;
- Expanding the network of local and international trainers, technical experts and strategic partners; and
- Exploring opportunities to adapt and deliver Future Skills Camp in other markets.



The Future Skills Camp Model

A New Skill Every Week

The Camp is delivered across the summer, with each skill area typically offered as an intensive five-day programme. Participants select the skill areas they wish to explore, allowing them to focus on developing practical competencies in a specific area before progressing to another.



Expert-Led Learning

Training is delivered through a network of over a dozen local and international trainers and partners, including members of the wider WorldSkills network. This connects participants with technical expertise and knowledge from people working within specialised fields.

Our Partners Past And Present



The Future Skills Camp Model

Hands-On, Minds On

While foundational theory is introduced, this camp emphasises application that allows young learners to build, code, design, fly, test, troubleshoot and create using specialised equipment and technologies. By working together, they are able to develop the technical and soft skills needed for the world of work.



Small Class Sizes

Most skill areas accommodate approximately 30 participants (in-person), creating an environment where young people can interact closely with trainers, ask questions and receive support as they develop new skills.

Skills Recognition

Participants that complete the programme and required practical work are awarded with a digital badge, which is a microcredential recognising the competencies they have demonstrated. More than 340 digital badges have been awarded since their introduction in 2023, replacing the digital passport.



The Future Skills Camp Model

Future-Focused Skills

Since its introduction, the Camp has expanded to include 11 skill areas allowing campers to explore technologies and technical fields that may not otherwise be readily accessible to them.



**Building Information
Modelling (BIM)**



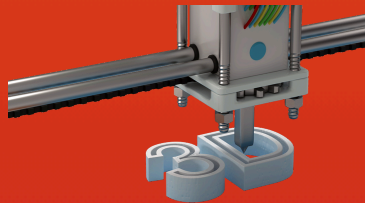
Aerial Robotics



Mobile Robotics



Underwater Robotics



3D Digital Printing



**Optoelectronic
Technology**



Game Development



Game Art



**Mobile App
Development**



Cyber Security



The Internet of Things



Our Impact

Since its introduction in 2021, the WorldSkills Barbados Juniors Future Skills Camp has grown from a five-day online programme into a summer-long skills-development initiative. Its impact can be seen not only in the number of young people reached, but in the skills they have developed, the interests they have discovered and the opportunities they have gone on to pursue.

6

Camps
Held

11

Skill Areas
Offered

420+

Students
Trained

340+

Digital
Badges
Awarded

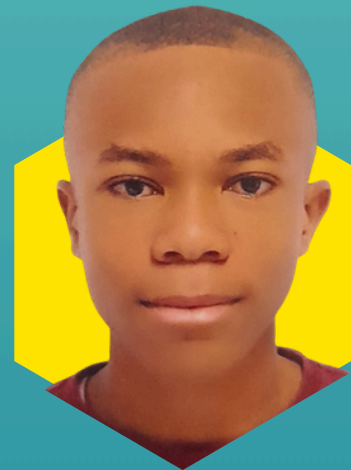
10+

Expert
Trainers and
Partners

Here's What Our People Say

Ashton Edghill-Watson | Camper

"The Camp gave me opportunities to explore different interests, meet new people and learn about things I could potentially pursue in the future. During Mobile App Development, I even started developing my own app, 'Work Entertainment', which combines entertainment with educational questions. "



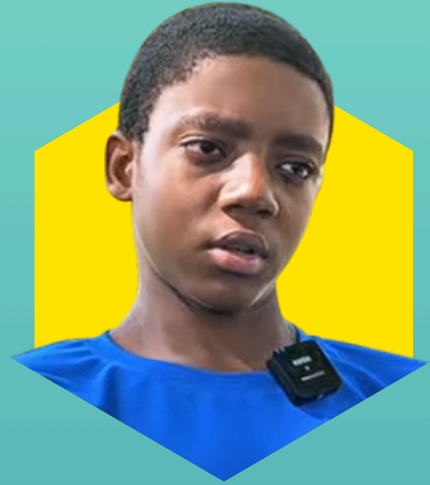
Krea Edwards | Camper

"Future Skills Camp helped me apply what I was learning in physics and gave me a better idea of what I could pursue in the future. I later returned as an instructor, which allowed me to help other students while continuing to learn myself."

Our Impact

Mali Daniel | Camper

Aerial Robotics was my favourite part of the Camp. I learned how to fly and programme drones, and after returning for another year I could see how much my skills had improved. As a cadet, I can now see myself potentially becoming a drone operator in the future."



Sarah Gilkes-Daniel | Parent

"Future Skills Camp brings a different dimension to the traditional summer camp. It allows children to explore what is possible and potentially discover something they can really relate to and become passionate about."

Trey Inniss | Former Camper

"Before the Camp, I had very little exposure to these areas. Game development helped me with work I later completed at school, while Cyber Security opened my eyes to another side of technology. The Camp helped me explore the different options available to me and made choosing to study Computer Science much easier. Experiences like this give young people an idea of what they could be doing later in life."



Our Impact

Nancy Castillo | Cyber Security Trainer, INFOTEP

"The students are respectful, diligent and eager to learn. They ask questions, engage with the sessions and are genuinely interested in the classes. Through hands-on activities such as phishing simulations and cybersecurity exercises, they were reading about concepts, learning and understanding how to protect themselves and others online."



Kingsley Walker | Game Art Trainer

"One of the things that stood out most to me was the students' genuine appetite to learn. Taking something they interact with almost every day and showing them how it is made, how they could modify it, and giving them the tools to personalise it and express their own creativity was the highlight of my time at the Camp. The whole experience was incredible, and I hope to return and deliver an even bigger and better course."



Jennifer Haung | Optoelectronics Trainer, VCOM

"It was rewarding to watch students go from having little or no experience to independently completing their own projects. One student who was worried that he could not solder on the first day and had completed four projects by the end of the week. What stood out most was their curiosity and willingness to keep trying. They were learning technical skills and discovering what they were capable of."



Future Skills Camp 2027 and Beyond

Building on the growth of the Future Skills Camp, WorldSkills Barbados proposes to further develop the programme from 2027 by expanding the range and level of skills available to participants and increasing access to the programme within Barbados and beyond.

The proposed expansion will be guided by emerging global skills demand and areas of strategic relevance to Barbados and the Caribbean.

Proposed Areas for Expansion

The proposed new skill areas include but are not limited to:

- Artificial Intelligence
- Machine Learning
- Data Science
- Advanced Robotics (mobile, aerial and underwater)
- Automation
- Advanced Cybersecurity
- Renewable Energy and Green Technologies

Additional skill areas for consideration include but are not limited to:

- Digital Manufacturing & Product Design
- Agri-Tech
- Cloud Computing
- AR/VR Technology

These areas can allow new and past participants to explore new fields and build on the existing competencies they would have developed in school or previous camps.

Proposed skill areas would be subject to further consultation, technical expertise, available resources, industry relevance and partnership opportunities.

Join Us

The continued growth of the WSBJ FSC will depend on strong partnerships with organisations that share our commitment to preparing young people for a changing world of work.

Ways To Work With Us

Become a Sponsor

- Sponsor local or international students to participate in an upcoming Future Skills Camp cohort.
- Support the delivery or expansion of a specific skill area.
- Contribute funding towards programme activities, training resources or participant experiences.

Become a Trainer

- Volunteer as a trainer in your area of technical or professional expertise.
- Deliver practical, hands-on training to Future Skills Camp participants.
- Share industry knowledge, emerging practices and real-world experience with young people.
- Collaborate with local and international trainers across the WorldSkills network.

Become a Partner

- Provide trainers, technical experts or specialist support for existing or new skill areas.
- Donate or sponsor technology, equipment, software and learning resources for campers.
- Provide facilities, technical resources or other in-kind support for programme delivery.
- Collaborate with us to introduce new future-focused skills and learning opportunities.
- Work with WorldSkills Barbados to adapt and deliver the Future Skills Camp model in new markets.

Join Us

Benefits

For Partners

- Connect with the next generation of talent.
- Share technical expertise, knowledge and best practices.
- Strengthen collaboration across the WorldSkills network.
- Help shape programmes that respond to emerging skills needs.

For Trainers

- Share your expertise with curious, motivated young people.
- Gain experience delivering youth-focused training.
- Connect and exchange knowledge with local and international experts.
- Expand your professional network through WorldSkills.

For Sponsors

- Build connections with young people and future talent.
- Demonstrate commitment to education, skills and workforce development.
- Gain visibility through programme activities and communications.
- Align your organisation with a growing youth skills-development initiative.

Let's Build The Future Workforce Together

Scan the QR code to sign up today.



Partnership opportunities and programme activities will be developed collaboratively based on programme needs, available resources and the interests and expertise of participating organisations.



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