FIRST SESSION OF THE 12TH PARLIAMENT

FINANCIAL SCRUTINY UNIT

OFFICE OF THE PARLIAMENT
OF TRINIDAD & TOBAGO

HEAD 26: MINISTRY OF EDUCATION

Total Allocation - $ 5,253,783,830.00, 9.3% of the National Budget

A Summary of the Ministry’s Expenditure, Divisions, Programmes and Projects
Publication
An electronic copy of this Guide can be found on the Parliament website: www.ttparliament.org

All correspondence should be addressed to:
The Secretary
Standing Finance Committee
Office of the Parliament
Parliamentary Complex
Cabildo Building
St. Vincent Street Port of Spain Republic of Trinidad and Tobago
Tel: (868) 624-7275; Fax: (868) 625-4672
Email: standingfinance@ttparliament.org
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About this Guide

This guide provides a summary of expenditure for the Ministry of Education for the period 2014 - 2021. It provides Members of Parliament and stakeholders with an overview of the Ministry’s responsibilities. The primary purpose of this guide is to consolidate the information contained within the various Budget Documents pertaining to the Ministry of Education and provide readers with an analysis of same. This guide is based primarily on:

- the Draft Estimates of Recurrent Expenditure 2021;
- the Draft Estimates of Development Programme 2021;
- the Public Sector Investment Programme 2021; and
- the Auditor General’s Report on the Public Accounts of the Republic of Trinidad and Tobago for the fiscal year 2019.
Overview

Background
The Ministry of Education (MOE) is the Government entity responsible for the management and administration of public education in Trinidad. The Ministry of Education, conveniently located in downtown Port of Spain, is a one-stop hub for all education-related matters. With most of its customer-accessed services located in one building on lower St. Vincent Street, and a dedicated customer service area, stakeholders have ready access to all their information needs.

Minister of Education – Dr the Honourable Nyan Gadsby-Dolly, MP
Minister in the Ministry of Education - The Honourable Lisa Morris-Julian, MP
Permanent Secretary, Mrs. Lenore Baptiste-Simmons
Permanent Secretary, Mr. Kurt Meyer
Chief Education Officer, Mrs. Lisa Henry-David
Deputy Permanent Secretary, Mrs. Michelle-Anne Thomas
Deputy Permanent Secretary, Mrs. Sharon Ashman-John
Deputy Permanent Secretary, Ms. Shoba Jaisir

The following divisions and units can be found offsite, at the following locations:

1. Funding and Grants Administration Division, Warner Street, St. Augustine
2. Rudranath Capildeo Learning Resources Centre (RCLRC), Southern Main Road, McBean Village, Couva
3. Education District Offices:
   • Caroni Education District – Old Couva West Secondary School, Balisier Street, Couva

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1 Ministry of Education website accessed on September 15, 2020: https://www.moe.gov.tt/about-us/
- North Eastern Education District – Savi Street, Boodooville, Sangre Grande
- Port of Spain and Environs Education District – Jerningham Avenue, Port of Spain
- South Eastern Education District – No. 87 High Street, Rio Claro
- St. George East Education District – El Dorado Road, Tunapuna
- St. Patrick Education District – No. 101 Farah Street, San Fernando
- Victoria Education District – Nos. 16 -22 Sutton Street, San Fernando
- Division of Education, Innovation and Energy – Dutch Fort Plaza, Dutch Fort, Tobago

**Agencies**

Some of the agencies under the remit of the Ministry of Education include:

- The Accreditation Council of Trinidad and Tobago (ACTT);
- The College of Science, Technology and Applied Arts of Trinidad and Tobago (COSTAATT);
- Metal Industries Company Institute of Technology (MIC);
- The National Energy Skills Center (NESC);
- The National Institute of Higher Education, Research, Science and Technology (NIHERST);
- The National Training Agency (NTA);
- Trinidad and Tobago Hospitality and Tourism Institute (TTHTI);
- The University of Trinidad and Tobago (UTT)
- The University of the West Indies St. Augustine (UWI, St. Augustine Campus); and
- The Youth Training and Employment Partnership Programme (YTEPP).

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2 Ministry of Education website accessed on September 15, 2020: [https://www.moe.gov.tt/agencies/](https://www.moe.gov.tt/agencies/)
Services Offered to the Public:

Distance Learning Secretariat (DLS)

The Distance Learning Secretariat is involved in re-engineering and connecting Learning Access and Human Development to support the development of a Lifelong Learning System in Trinidad and Tobago. The Secretariat is responsible for ensuring the development and implementation of strategies related to distance learning.

Educational Facilities Planning and Procurement Division (EFPPD)

The Educational Facilities Planning and Procurement Division was established in accordance with Cabinet Minute Number 603 of 2010. The Ministry established central control of all its asset management activities and functions under one (1) Division, thus allowing for greater overall efficiency in the delivery of these services at the Districts and the School level. The large volume and high value of assets demanded that the Strategic Apex of the Ministry retain responsibility for policy formulation and strategic planning for the maintenance, safety and security of these assets.

Educational Planning Division

Established in 1964, the Educational Planning Division is responsible for the formulation and implementation of Government’s policy with respect to on-going reform of the education system in the context of national development.

Examinations Unit

The Examinations Unit has the responsibility for:

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3 Ministry of Education website accessed on September 15, 2020: https://www.moe.gov.tt/services/
6 Ministry of Education website accessed on September 15, 2020: https://www.moe.gov.tt/educational-planning-division/
7 Ministry of Education website accessed on September 15, 2020: https://www.moe.gov.tt/examinations-unit/
The administration of the National, Regional and International examinations;

The Registration and Examination Dates;

The Release of Results;

The Processing of Applications for Certified Statements and Transcripts; and

The Verification of Results for Educational and Professional Institutions.

**Financial Assistance Studies Programme (FASP)**

The Financial Assistance (Studies) Programme is a government initiative designed to assist students in the pursuit of a post-secondary qualification or first undergraduate qualification. The assistance is given in the form of a grant and acts as a supplementary fund to which applying does not guarantee funding. The grant can be accessed only once as it works in tandem with the student’s existing financial plans. Successful awardees would be required to enter into an agreement with the government to work within the territory of Trinidad and Tobago for a period specified. Any breach in the agreement on the part of the student would result in the grant being converted to a loan.

**The Government Assistance for Tuition Expenses Programme (GATE)**

The Government Assistance for Tuition Expenses Programme (GATE) is administered by the Funding and Grants Administration Division of the Ministry of Education – Tertiary Education Division. Further to Government’s philosophy for developing human capital and entrepreneurship and for permitting access to education for ALL, the Government intends to ensure that:

- There are no limitations to accessing quality education.
- All recognized programmes offered by tertiary education will be considered, providing they fulfil the Government’s quality assurance requirements.

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8 Ministry of Education website accessed on September 15, 2020: [https://www.moe.gov.tt/financial-assistance-for-studying-program/](https://www.moe.gov.tt/financial-assistance-for-studying-program/)

• All students, including post-graduate students, will be bound by a period of service. The period of service will be linked to the value of the grant (Part-time students accessing GATE funding may apply their current employment experience incrementally as part of their period of national service.

The Higher Education Loan Programme (HELP)\textsuperscript{10}

The Higher Education Loan Programme (HELP) is available to citizens of Trinidad and Tobago under 50 years of age who have been accepted and are enrolled in a tertiary level programme within CARICOM. The applicant must complete a HELP Application Form. The loan is available to part-time or full-time, employed or unemployed students. Applicants who do not meet the age criterion may on review be given special consideration. The loan is available to part-time or full-time, employed or unemployed students.

Human Resource Management Division\textsuperscript{11}

The Human Resource Management Division’s (HRMD) major role is to contribute to individual and organisational success by creating and sustaining a working environment based on performance and leadership; attracting and retaining committed employees who share the Ministry’s values; and ensuring consistency with business objectives.

Overview of Local School Boards\textsuperscript{12}

Local School Boards have been established in government schools at both the Primary and Secondary level by the Ministry of Education. This initiative taken by the Ministry of Education was seen as an instrumental move towards school-based management and decentralization. School Based management has been identified as an important factor that results in improved levels of student achievement and school enrichment.

\textsuperscript{10} Ministry of Education website accessed on September 15, 2020: \url{https://www.moe.gov.tt/higher-education-loan-program/}

\textsuperscript{11} Ministry of Education website accessed on September 15, 2020: \url{https://www.moe.gov.tt/human-resource-management-division/}

\textsuperscript{12} Ministry of Education website accessed on September 15, 2020: \url{https://www.moe.gov.tt/local-school-boards/}
Monitoring and Evaluation Unit\textsuperscript{13}

The Unit was established in 2013 and its main purpose is to assist in developing a sustainable monitoring and evaluation system that can provide a consistent flow of information on the progress and performance of the Ministry’s initiatives to inform policy development, review, budgeting and decision making. The Unit plays an important role in facilitating and supporting continuous improvement in the Ministry of Education through Monitoring and Evaluation (M&E). The M&E Unit utilises the Results-Based Management (RBM) approach to M&E.

National Examinations Council (NEC)\textsuperscript{14}

The National Examinations Council (NEC) was established in 1965 to oversee examinations, certification and related activities in respect to technical and vocational education and training at the sub-professional level. NEC certifies 37 courses at Level I; 30 courses at Level II; 6 courses at Level III, and 2 courses at Pre-technician Level at secondary schools.

Nursing Education\textsuperscript{15}

The Schools of Nursing and Midwifery are institutions of higher learning, operated by the Ministry of Education, to provide Basic General Nursing Education, Basic Psychiatric Nursing Education, Nursing Assistant Training, Direct Entry Midwifery Education, Post Basic Midwifery Education and other Post Basic Nursing Specialties. The Schools are affiliated to the major teaching hospitals in North and South Trinidad, where learners are assigned to develop their clinical competencies. The courses of study are offered on a full-time basis. It is an equal opportunity learning institution where persons of any race, colour, creed, political affiliation or religion are afforded all the rights enshrined in law. Students are selected on the basis of their academic qualifications and performance at the selection interview.

\textsuperscript{13} Ministry of Education website accessed on September 15, 2020: https://www.moe.gov.tt/monitoring-and-evaluation-unit/

\textsuperscript{14} Ministry of Education website accessed on September 15, 2020: https://www.moe.gov.tt/national-examinations-council/

\textsuperscript{15} Ministry of Education website accessed on September 15, 2020: https://www.moe.gov.tt/nursing/
Spanish Implementation Secretariat (SIS)\textsuperscript{16}
The Secretariat for the Implementation of Spanish or SIS was formed under Cabinet Directive on September 9th 2004 and formally launched on March 22nd 2005. The objectives of the Secretariat for the Implementation of Spanish (SIS) are:

- To facilitate a new learning environment through which the citizens of Trinidad and Tobago will learn and effectively utilise Spanish as the First Foreign Language (SAFFL) by the year 2020.
- To promote fruitful and effective intercultural dialogue.
- To promote public awareness and support for the Spanish as the First Foreign Language (SAFFL) initiative.

The Scholarships and Advanced Training Division\textsuperscript{17}
The Scholarships and Advanced Training Division has responsibility for the administration of scholarships and long-term technical assistance awards offered by/ through the Government of the Republic of Trinidad and Tobago.

The Teaching and Teacher Development Division\textsuperscript{18}
The Teaching and Teacher Development Division (TTDD) is the arm of the Ministry of Education which is responsible for the professional development of all teachers in our education system: E.C.C.E., Primary and Secondary Levels.

\textsuperscript{16} Ministry of Education website accessed on September 15, 2020: \url{https://www.moe.gov.tt/spanish-implementation-secretariat-sis/}
\textsuperscript{17} Ministry of Education website accessed on September 15, 2020: \url{https://www.scholarships.moe.gov.tt/about-us/}
\textsuperscript{18} Ministry of Education website accessed on September 15, 2020: \url{https://www.moe.gov.tt/the-teaching-and-teacher-development-division/}
Responsibilities of the Ministry of Education

The Ministry of Education (MOE) has a wide range of responsibilities as published in the Gazette on September 9th, 2020 as follows:\(^{19}\):

- Curriculum Development and Management
- Educational Counselling and Guidance
- Examinations
- Government Assistance for Tuition Expenses
- Moral, Ethical and Spiritual Values in Schools
- National Apprenticeship System
- National Innovation System
- Pre-School Education
- Registration of Private Education Institutions
- Secondary School Education
- School Laboratory Equipment Maintenance
- Science Policy Formulation
- Health Care Training and Education
- National Skills Development Training and Education
- Technical/Vocational Training and Education
- Special Education
- Teritary Education
- Educational Broadcasting
- Educational Facilities Management (Pre-School, Primary, Secondary)
- Financial Assistance Studies
- ICT in Schools
- National Accreditation System
- National Human Development
- Physical Education in Schools
- Primary School Education
- Research and Development
- Scholarships and Advanced Training
- School Library Services
- Aviation Sector Training and Education
- Nursing Training and Education
- Teacher Training and Education (including Pre-School and Pre-Service Teacher Training)
- Spanish Language Implementation
- Student Revolving Loan Fund

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\(^{19}\) Trinidad and Tobago \ Gazette No. 158, Vol. 59 website accessed on September 15, 2030: [http://news.gov.tt/sites/default/files/E-Gazette/Gazette%202020/Gazettes/Gazette%20No.%20158%20of%202020.pdf](http://news.gov.tt/sites/default/files/E-Gazette/Gazette%202020/Gazettes/Gazette%20No.%20158%20of%202020.pdf)
Programmes under the remit of the Ministry of Education are as follows:

- GATE
- HELP
- School Nutrition Programme
- Youth Academic Training Programme

**Statutory Board and Other Bodies**

- ACTT
- Local School Boards
- NIHERST
- United Nations Educational, Scientific and Cultural Organisation (UNESCO)
- COSTAATT
- UWI St. Augustine
- Board of Industrial Training
- NESC
- TTHTI
- Eastern Caribbean Institute of Agriculture and Forestry (ECIAF)
- UTT
- UWI Open Campus

**Wholly Owned Enterprises**

- National School Dietary Services Limited
- YTEPP
- National Training Agency
- Education Facilities Company Limited

**Majority Owned Enterprises**

- MIC
ACCOUNTS OF ACCOUNTING OFFICERS

COMMITMENTS pg.47

- Ministry of Education

Commitments totalling $1,142,213.50 were noted, some dating as far back as 2002. Prior year commitments represented 51% of the total outstanding commitments under General Administration as at 30th September, 2019.

RECONCILIATION OF ACCOUNTING RECORDS pg.48

- Ministry of Education

In two instances, the Abstract of Payments did not agree with other accounting records namely the Vote Book and the Schedules of Accounts by a difference of $372,390.10.

CONTRACTS pg. 48

- Ministry of Education

Neither a formal agreement nor a Memorandum of Understanding between the Ministry of Education and the Public Transport Service Corporation was provided for the School Transport System.

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20 Report of the Auditor General on the Public Accounts of the Republic of Trinidad and Tobago for the Financial Year 2019
**APPROPRIATION ACCOUNTS pg.52**

- **Ministry of Education**
  
  The figure for Goods and Services of $2,706,356.75 in the Notes to the Accounts and the figure of $6,181,430.03 in the accounting records (Vote Books and Schedule of Commitments) maintained by the Ministry were both understated by $41,905.00.

**ACCOUNTS OF RECEIVERS OF REVENUE**

**ED1 - PERMANENT SECRETARY, MINISTRY OF EDUCATION pg.58**

An amount of $250,219.70 was erroneously included as a revenue item in the Statement of Receipts and Disbursements. However, this was identified as an item of revenue assigned to the Ministry of Finance – Comptroller of Accounts.

**FUNDS AND ACCOUNTS OF ADMINISTERING OFFICERS**

**GOVERNMENT ASSISTANCE FOR TUITION EXPENSES**

*(GATE) FUND - $76,374,336.61 pg.68*

- The GATE Fund was established under section 43 (2) of the Exchequer and Audit Act, Chapter 69:01. Legal Notice No. 329 dated 9th December, 2004, refers.

- The balance presented on the Cash Basis Consolidated Statement of Assets and Liabilities of $76,374,336.61 as at September 30, 2019 increased by $4,129,137.76 or 5.72% from the prior year balance of $72,245,198.85. Receipts and Payments are presented below:
GOVERNMENT ASSISTANCE FOR TUITION EXPENSES

STATEMENT OF RECEIPTS AND PAYMENTS

<table>
<thead>
<tr>
<th>GATE</th>
<th>2019</th>
<th>2018</th>
<th>Difference</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount transferred from Consolidated Fund</td>
<td>$435,000,000.00</td>
<td>$434,300,000.00</td>
<td>$700,000.00</td>
<td>1.6</td>
</tr>
<tr>
<td>Add Misc. Receipts</td>
<td>$3,652,715.65</td>
<td>$6,007,192.00</td>
<td>$(2,354,476.35)</td>
<td>(39.19)</td>
</tr>
<tr>
<td>Interest received</td>
<td>$443,259.29</td>
<td>$604,711.35</td>
<td>$(161,452.06)</td>
<td>(26.70)</td>
</tr>
<tr>
<td>Payments to Ministry of Education</td>
<td>$(434,966,837.18)</td>
<td>$(434,182,754.85)</td>
<td>$784,082.33</td>
<td>1.77</td>
</tr>
<tr>
<td>Excess of receipts over payments</td>
<td>$4,129,137.76</td>
<td>$6,729,148.50</td>
<td>$(2,600,010.26)</td>
<td>(38.6)</td>
</tr>
<tr>
<td>Balance b/fwd</td>
<td>$72,245,198.85</td>
<td>$65,516,050.35</td>
<td>$6,729,148.50</td>
<td>1.02</td>
</tr>
<tr>
<td>Balance</td>
<td>$76,374,336.61</td>
<td>$72,245,198.85</td>
<td>$4,129,137.76</td>
<td>5.72</td>
</tr>
</tbody>
</table>

- The Financial Statement submitted by the Administering Officer did not include Notes to the Statements which would have provided a brief description of the activities financed by the Fund as required by financial directives.
- Evidence of Internal Audit checks on the Accounting records was not seen.
- Information supplied by the Ministry of Education (Tertiary Education and Skills Training) shows total spending on the GATE Programme to date to be $7,869,970,549.00 as follows:
SPECIAL AUDIT REPORTS

IT ASSESSMENT AT MINISTRIES AND DEPARTMENTS pg.78

Auditor General’s Circular Memorandum No. 12 of 2019 dated 12th November 2019 on ‘Request for Updated Information on ICT and Data Resources’ was issued to all Ministries and Departments together with an ICT questionnaire. Information was requested on additions to IT assets (hardware and software), current status of IT staffing and expenditure on IT for the fiscal years 2017 to 2019. Responses to the Auditor General Circular were received from 22 of the 51 Ministries and Departments circularized which represents 43% of the Public Service.

LIMITATIONS
Audit was unable to verify the responses submitted by some Ministries and Departments due to the measures undertaken by the Government because of the COVID-19 pandemic. This restricted the amount of fieldwork conducted. This included:

- Ministry of Education – Funding and Grants Administration Division – GATE.

**SUMMARY REPORT ON A SPECIAL AUDIT OF THE CARIBBEAN ADVANCED PROFICIENCY EXAMINATION (CAPE) SCHOLARSHIP PROGRAMME pg. 101**

- The Caribbean Advanced Proficiency Examination (CAPE) Scholarship Programme is an on-going scholarship programme that is at present administered through the Ministry of Education to Advanced Level students who have excelled at CAPE. Prior to 2016, the management of the Scholarships Programme was the responsibility of the Scholarships and Training Division (SATD) Ministry of Public Administration. In 2016, the SATD was realigned to the Ministry of Education (Gazette No. 97 of September 23, 2015) and continues with its responsibility for the administration of scholarships offered through the Government of the Republic of Trinidad and Tobago (GoRTT) under the said Ministry.

- The CAPE Scholarship programme which is funded by GoRTT programme under the Development Programme vote of the Ministry of Education provides financial assistance to scholars.

- The management of the selection and administration of the CAPE Scholarship Programme falls under the remit of the Permanent Secretary, Ministry of Education. Within this ambit of responsibility, a CAPE Scholarship Selection Committee was established. In February 2016, Cabinet approved the reconstitution of this committee to comprise six officers within various designations within the Ministry of Education. Recommendations for members of this Committee are made by the Office of the Chief Education Officer and thereafter approved by the Permanent Secretary.

- Cabinet approves the criteria to be utilized for the selection of eligible candidates for the CAPE awards. The CAPE Scholarship Selection Committee is responsible for submitting recommendations to the Minister of Education for the Cabinet’s consideration after an evaluation of the CAPE results.
Key Statement from 2019 Standing Finance Committee Debate

During the Standing Finance Committee debate for fiscal year 2019/2020, the following statement was made in relation to the emphasis of the Ministry of Education:

“Madam Chairman. The Ministry of Education as at present configured is an amalgam of three Ministries that existed during the last administration, 2010-2015. And these are Science and Technology, Tertiary Education and of course the mainstream, Ministry of Education. Science and Technology is handled mainly by NIHERST; in the area of Tertiary Education and Skills Training, we have the University of the West Indies, the University of Trinidad and Tobago, COSTAATT, MIC IT, NESC and YTEPP. Under the Ministry of Education we have the Early Childhood Education and Care Centres of which there are 139 existing; primary schools, there are 444 government and government assisted primary schools, and there are 139 government and government assisted secondary schools, all coming to a total of 732 schools under the jurisdiction of the Ministry of Education. For the next year, special focus will be centred on children with special needs. We hold fast to the philosophy, that every child has the ability to learn and therefore no child must be left behind. Our overriding and overarching policy, equity, good governance and quality education will govern us throughout this fiscal year. The Ministry of Education will continue to work closely with all Ministries in keeping with our whole Government approach. Thank you very much, Madam Chairman.”

- Hon. Anthony Garcia
  Minister of Education

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Education
The promotion and advancement of education, skills training and human development are main priorities of the Government. As such, a revised total of $211.9 million was expended out of an allocation of $187.7 million for the implementation of various programmes and the construction and maintenance of new and existing infrastructure and facilities for the sector.

Early Childhood Education
The Ministry of Education (MOE) continued with a revised investment of $23 million for the construction and refurbishment of Early Childhood Care and Education (ECCE) centres in fiscal 2020. The funds were utilised for the following activities:

- payment of $0.9 million was made for the acquisition of land for Buen Intento, Princes Town ECCE;
- settlement of High Court Judgements against the Education Facilities Company Limited (EFCL) in the amount of $13 million for works done on behalf of the Ministry of Education; and
- the Improvement/Refurbishment to ECCE Centres project received a revised allocation of $0.7 million for the repairs of seven (7) schools.

Primary School Education
The MOE facilitated school construction, repairs and emergency upgrades throughout fiscal 2020, with the following allocation:

- $9.5 million to partly settle outstanding payments to Digicel for the supply and installation of a technology driven learning environment for 150 Primary Schools;

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• $55.1 million to finance the settlement of High Court Judgements against the Education Facilities Company Limited (EFCL) for works done on behalf of the MOE; and
• $40.2 million was paid on commitments for previous works done for eleven (11) schools.

Under the Emergency Upgrade to Primary Schools project, three (3) schools benefited from the investment of $3 million. Emergency works were completed at these schools to prevent shut down due to health and safety issues.

The Improvement, Refurbishment and Extensions to Primary Schools project, a revised allocation of $35.1 million was utilised for the payment of previous commitments for works completed through the Vacation Repair Programme (VRP), and repair works done during the current fiscal year. Approximately 170 schools benefited, inclusive of civil, electrical, sewer, plumbing, floor, ceiling and roof repairs.

**Secondary School Education**

Improvement/Refurbishment/Extensions to Secondary Schools received an allocation of $73.5 million for which $73.4 million was expended on commitments for works completed at 55 schools under the Vacation Repair Programme. This Programme generally focuses on: plumbing, ceiling, fencing, electrical, painting and lighting works, toilet, and roofing repairs, fans and air-conditioning installation. In some instances, supplementary works were required which included: sewer system upgrading, excavation and demolition, concrete works, replacement of doors and frames, cleaning and sanitizing, pigeon proofing, pressure washing and painting of internal and external walls. Schools that benefitted from this programme included:

• Air conditioning installed at Asha Boys College San Fernando
• New entry gate installed at South East Port of Spain Secondary

**Repairs to Earthquake Damaged Schools**
To execute repairs to earthquake damaged schools, a revised allocation of $9.5 million was provided under the IDF in fiscal 2020. Three (3) affected schools benefited from structural retrofitting works, including electrical, server, plumbing, floor, ceiling and roofing repairs. A sum of $1.2 million was utilized to pay commitments on completed works. The Improvement, Refurbishment and Extensions to Secondary Schools project, benefited from a revised allocation of $42.8 million which was expended to facilitate repairs and maintenance to 98 schools.

**Tertiary Education**

The University of Trinidad and Tobago (UTT)

Driven by research and development in science and technology, the UTT is renewing it focus on niche areas in science and technology; strengthening its research capability; integrating entrepreneurial education in its programmes; and collaborating with industry and other research and educational institutions to facilitate knowledge and technology transfer.

The University recently completed its first student workshop in Stop-Motion Animation at the Tamana Campus, led by Golden Globe winner Mr Brad Schiff of Laika Studios.

With the operationalisation of UTT’s main campus at Tamana E-Teck Park Wallerfield, significant additional capacity will be created. This will require the amalgamation of existing Campuses to improve efficiency and reduce operating costs by the end of fiscal 2020. Campuses in the integration process to be affected by the integration will include:

- Valsayn (Centre of Education and Criminology)
- Corinth - education and sports programmes will gradually move its operations to the to the San Fernando and Point Lisas locations. The Brian Lara Cricket Academy in Tarouba may become a potential location for the Sports programmes pending Cabinet approval.
- Chaguanas this campus will relocate to the Point Lisas Campus; and
O’Meara – The majority of operations will be phased out at the O’Meara Campus as the University has started the relocation of most of the staff to the Tamana Campus. Cafeteria operations will remain in order to prepare meals for Tamana and Eastern Caribbean Institute of Agriculture and Forestry (ECIAF) Campuses. Use of the Graduation Pavilion and the sports fields will remain.

With a revised allocation of $67 million a total of $53.7 million was expended in fiscal 2020. The contract for infrastructural works was completed. A new contract was awarded for the construction of the main entrance at the campus.

The West Block comprising 32 classrooms and laboratories, student lounges, cafeteria, bookshop and other building services. Construction works on this block is currently 89 percent completed. Work is ongoing at the East Block, Central Plaza and Physical Plant as well as the auditorium and West Block.

Based on a campus assessment conducted by the UTT, rehabilitation and upgrade of facilities are urgently required on the undermentioned projects:

- The ECIAF benefited from an investment of $10.0 million to undertake the undermentioned activities:
  - electrical works for agro processing machine was completed at a cost of $0.5 million, as well as the installation of a 5 ton air conditioning unit and 2 exhaust fans;
  - a purchase requisition was submitted for the upgrade of ceiling, flooring and partitions of the dormitory and tender documents have been prepared for the upgrades at a cost of $2.0 million; and
  - upgrade of the electrical system at a cost of $2.0 million. An assessment of the main low voltage panel and servicing and repairs to the electrical mains was completed. Scope of works was prepared for upgrade of electrical mains with specifications finalised. The campus is awaiting availability of the switchgear from the supplier. Tender documents were prepared submitted.

- John S. Donaldson Technical Institute received an investment of $1.5 million of which the full amount was released to pay commitments from fiscal 2019. Upgrades were completed on the fashion design production facility;
student guild office, student activity centre and the maintenance storage facility;

San Fernando Technical Institute received an allocation of $1.5 million to provide for laboratory and equipment upgrades for the civil, structural, soil mechanics and fluids mechanics laboratories. Payment of commitments from fiscal year 2019, was made for the supply of cafeteria and office furniture in the amount of $0.2 million;

Upgrade of the University of Trinidad and Tobago Campuses received an allocation of $7.8 million to finance the undermentioned improvement works proposed for implementation at multiple UTT campuses:
  
  - Chaguaramas – replacement of three (3) 125 ton airconditioning condensers at a cost of $1.3 million. The equipment was delivered on site however the installation works has been retendered;
  - Chaguanas – a contract was awarded for the supply, installation and commissioning of an underground packaged sewage treatment plant at a cost of $1.4 million. Works commenced in January 2020 on arrival of the equipment in Trinidad. The plant has been installed with completion and hand over in June 2020.
  - Point Lisas received a provision of $3.0 million to facilitate the supply an installation of new equipment for the machine shop
  - UTT Tobago Campus undertook the upgrade of 4 classrooms at the Tobago Hospitality and Tourism Institute (THTI) Campus and the installation of entry sign wall and road signage at a total cost of $0.8 million.

The University of the West Indies (UWI)

In fiscal 2020, the UWI implemented projects to address deficiencies in the physical infrastructure of the campuses, as well as health and safety issues. An allocation of $35.6 million advanced its priority projects presented as follows:

- Design and construction of a new Wastewater Treatment Plant (WWTP) at the St. Augustine Campus – an allocation of $13.6 million was made for project management services, procurement, site works, construction of buildings and tanks. All surveys were completed and WWTP final process designs and drawings were completed. The consultant is currently reviewing with the
majority of equipment approved. Some of the equipment have arrived in Trinidad and is being stored at the contractor's warehouse.

- **International Fine Cocoa Innovation Centre** – This project received grant funding from the European Union / African Caribbean Pacific Science and Technology Fund, for provision of equipment for cocoa processing, but requires a physical facility to accommodate the chocolate factory and incubators, proposed at the University Field Station, Mount Hope. The project involves the construction of a structural steel frame single storey building estimated to cost $7.7 million. Preliminary layouts Request for Proposal (RFP) documents have been completed. Tenders were issued and evaluated in June 2020 for the construction of the facility.

- **Renovation of Chemistry C1 Building & Replacement of Fume Hoods** – this project reflects the need to address the aging campus infrastructure. Given its nature, this project is required for compliance with the OSHA Act. The project will be phased over the next few years with an estimated of $56.2 million. An allocation of $14 million was provided in fiscal 2020, providing for construction supervision, renovation and upgrade of buildings, replacement of the existing fume hoods, laboratory benches and plumbing system, electrical upgrades, construction of a waste facility, gas cylinder storage, rerouting gas lines, and upgrade of the chemistry stores. The Consultancy services contract was finalised and executed.

- **University of Trinidad and Tobago Aviation Institute- Campden Campus** - Landscaping works costing $1.9 million was completed at the UTT Aviation Institute Campden Campus out of an allocation of $8.51 million

**Upgrades of Infrastructure to Existing Education and Training Facilities**

**MIC Institute of Technology (MIC-IT)**

Under the project Acquisition of Capital Equipment for MIC the entire allocation of $1 million was utilised for the purchase of specialised training workshop equipment including one electric discharge machine, one universal milling machine and one Lathe.
The National Institute of Higher Education, Research, Science and Technology NIHERST

Expenditure in the sum of $0.1 million was incurred out of an allocation of $0.3 million for payment of salaries under the TEACH-ME programme which seeks to increase confidence/capacity in teachers to transfer knowledge and technical skills to students in (Science, Technology, Engineering and Mathematics (STEM) Education.

National Energy Skills Centre (NESC)

The sum of $1.3 million in expenditure was incurred under the project Upgrade of Infrastructure and Equipment at the NESC Drilling Academy for upgrading of the student recreational area and extension to the building to accommodate a washroom and a change-room as well as certification and inspection of the rig.

Support to Non-University Tertiary Education

Works commenced for various projects under this programme which included the following:

- UWI – Implementation of an International Human Rights Clinic – This project provides specialised knowledge and skills to students of the Hugh Wooding Law School and the Legal Fraternity to handle Human Rights Cases which include issues relating to Trafficking, Refugees, War Crimes and Child Labour;
- UWI – Development of New Learning Aids using Virtual and Augmented Reality – This project seeks to positively impact upon student exposure to and their utilization of technology that is used by industry; and
- MIC – Irrigation of Crops through Solar and Mechatronics Technology – This technology allows farmers to time the watering of their crops in a fully automated manner that requires no direct power source. Graduates of this programme will be equipped to provide installation, repair and maintenance services for farmers who wish to utilise this technology to improve efficiency at their farms.

Human Capital Development
**Scholarships**

The Government made payments for tuition and personal allowances (e.g. books, special equipment, warm clothing and travel) for 1,381 scholars. This included 428 foreign scholars and 961 local at a total cost of $194.5 million as follows:

- National /Additional Scholarships based on Advanced Level Examinations - $185.5 million
- Scholarships-President's Medal and non-Advanced Level Examinations - $3.3 million
- Scholarships/Full Pay Study Leave for Teachers
- Programme of Development Scholarship - $0.9 million
- Post Graduate Scholarship - $2.9 million
- Establishment of an Undergraduate Scholarship Scheme for Students with Disabilities - $0.95 million
- Arrears of Scholarships - $0.8 million
- Annual Scholarship and Technical Assistance programme - $1 million

**Training**

The sum of $1.8 million was expended out of an allocation of $2.5 million for stipends under the MIC-IT Training subsidy project which provided training to 9 engineers and 22 journeymen. This project is geared towards human capital development for the workplace in the manufacturing sector particularly in the areas of machining, pneumatics and hydraulics, welding, electrical power and controls.
The Ministry’s total allocation as a percentage of the National Budget for the period 2014 to 2021.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Allocation</th>
<th>National Budget</th>
<th>Percentage of National Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>$3,864,935,183.00</td>
<td>$65,020,886,424.00</td>
<td>5.9%</td>
</tr>
<tr>
<td>2015</td>
<td>$4,673,530,216.00</td>
<td>$61,966,922,675.00</td>
<td>7.5%</td>
</tr>
<tr>
<td>2016</td>
<td>$6,260,934,016.00</td>
<td>$56,573,913,053.00</td>
<td>11.1%</td>
</tr>
<tr>
<td>2017</td>
<td>$5,279,074,814.00</td>
<td>$54,883,153,410.00</td>
<td>9.6%</td>
</tr>
<tr>
<td>2018</td>
<td>$5,503,494,784.00</td>
<td>$54,211,726,813.00</td>
<td>10.2%</td>
</tr>
<tr>
<td>2019</td>
<td>$5,431,914,892.00</td>
<td>$54,581,467,181.00</td>
<td>10.0%</td>
</tr>
<tr>
<td>2020</td>
<td>$5,303,036,454.00</td>
<td>$57,252,443,354.00</td>
<td>9.3%</td>
</tr>
<tr>
<td>2021</td>
<td>$5,070,856,830.00</td>
<td>$56,788,359,151.00</td>
<td>8.9%</td>
</tr>
</tbody>
</table>

- Total allocation for the Ministry as a percentage of the National Budget has decreased yearly since fiscal year 2018.

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23 For the Fiscal Years 2014-2019, actual figures were used to calculate the total allocation. However, estimates were used to calculate the total allocation for the Fiscal Years 2020 and 2021.

24 Total Allocation for the Ministry of Education = Recurrent Expenditure + Consolidated Fund

25 The National Budget = Total Recurrent Expenditure + Total Consolidated Fund
Where the Ministry spends its money

2021 Estimates of Expenditure

The budget allocation of $5,253,783,830.00 for the Ministry of Education is comprised of:

- The Draft Estimates of Recurrent Expenditure in the sum of $4,769,034,830;26
- The Draft Estimates of Development Programme in the sum of $484,749,000.0027;
  - Consolidated Fund in the sum of $302,822,000.00; and
  - Infrastructure Development Fund28 in the sum of $182,927,000.00.

The Estimates of Recurrent Expenditure include:

- 01 Personnel Expenditure; $2,603,966,900.00;
- 02 Goods and Services; $559,091,917.00;
- 03 Minor Equipment Purchases; $40,066,250.00;
- 04 Current Transfers and Subsidies; $1,450,994,563.00; and
- 06 Current Transfers to Statutory Boards and Similar Bodies $114,915,200.00.

The Ministry of Education’s:

- Total allocation as a percentage of National Budget = 9.3%;
- Recurrent Expenditure as a percentage of the total Recurrent Expenditure budget is 8.7%;
- Consolidated Fund as a percentage of the total Consolidated Fund is 13.6%; and
- Infrastructure Development Fund as a percentage of the total Infrastructure Development Fund is 10.8%.

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28 Head 18 – Ministry of Finance, Sub-Head 04 – Current Transfers and Subsidies, Sub-Item 11- Infrastructure Development Fund (IDF) (Infrastructure Development Fund allocation is part of the Ministry of Finance allocation for the financial year. Therefore, the total allocation to the Ministry of Education does not include IDF funding.
Summary of Recurrent Expenditure for the period 2014 to 2021

The Graph below illustrates the budget allocation of the Ministry of Education’s Recurrent Expenditure for the financial years 2014-2021.

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>01 Personnel Expenditure</td>
<td>$2,225,678,738</td>
<td>$3,015,980,639</td>
<td>$2,523,175,530</td>
<td>$2,557,000,724</td>
<td>$2,664,212,161</td>
<td>$2,714,835,720</td>
<td>$2,610,170,700</td>
<td>$2,603,966,900</td>
</tr>
<tr>
<td>02 Goods and Services</td>
<td>$692,517,519</td>
<td>$720,168,350</td>
<td>$789,841,156</td>
<td>$597,207,971</td>
<td>$684,080,083</td>
<td>$677,841,621</td>
<td>$637,904,900</td>
<td>$559,091,917</td>
</tr>
<tr>
<td>03 Minor Equipment Purchases</td>
<td>$30,805,582</td>
<td>$30,306,536</td>
<td>$1,008,762</td>
<td>$1,054,096</td>
<td>$50,778,132</td>
<td>$1,073,661</td>
<td>$1,706,200</td>
<td>$40,066,250</td>
</tr>
<tr>
<td>04 Current Transfers and Subsidies</td>
<td>$636,615,469</td>
<td>$622,525,387</td>
<td>$2,378,997,683</td>
<td>$1,657,918,373</td>
<td>$1,735,117,001</td>
<td>$1,692,933,330</td>
<td>$1,694,574,654</td>
<td>$1,450,994,563</td>
</tr>
</tbody>
</table>
Analysis of Recurrent Expenditures

Recurrent Expenditure refers to the payments for expenses which are incurred during the day-to-day operations of the Ministry including Personnel Expenditure, Goods and Services, Minor Equipment Purchases, Current Transfers and Subsidies and Current Transfers to Statutory Boards and Similar Bodies.

➢ The Ministry’s Recurrent Expenditure for Fiscal Year 2021 was estimated at $4,769,034,830.00 which represents approximately 9% of the total Estimated Recurrent Expenditure for the Financial year 2021.

➢ Recurrent Expenditure for Fiscal Year 2020 was $5,069,639,454.00 (Revised). Comparing this figure with the allocation in Fiscal Year 2021, there is a decrease of $300,604,624.00 or 6%.

➢ The largest portion of the allocation has consistently gone to Sub-Head 01- Personnel Expenditure, which represents 55% of the allocation for 2021.

➢ Sub-Head 02 - Goods and Services received 12% of the Ministry’s total recurrent allocation.

➢ Sub-Head 03 - Minor Equipment Purchases received the lowest portion of the Ministry’s allocation at 1%.

➢ Sub-Head 04 - Current transfers and subsidies represented approximately 30% of the total recurrent allocation.

➢ Current transfers to State Boards and Similar Bodies represented approximately 2% of the allocation.
2016 Actual - $5,902,954,417.00

- 01 Personnel Expenditure: $2 378 997 683,00 (40%)
- 02 Goods and Services: $2 523 175 530,00 (43%)
- 03 Minor Equipment Purchases: $789 841 156,00 (13%)
- 04 Current Transfers and Subsidies: $1 008 762,00 (0%)
- 06 Current Transfers to Stat. Brds. & Similar Bodies: $597 841 156,00 (13%)

2017 Actual - $5,008,250,461.00

- 01 Personnel Expenditure: $2 557 000 724,00 (51%)
- 02 Goods and Services: $1 657 918 373,00 (33%)
- 03 Minor Equipment Purchases: $1 054 096,00 (2%)
- 04 Current Transfers and Subsidies: $195 069 297,00 (4%)
- 06 Current Transfers to Stat. Brds. & Similar Bodies: $657 918 373,00 (12%)

1. Personnel Expenditure
2. Goods and Services
3. Minor Equipment Purchases
4. Current Transfers and Subsidies
2020 Revised Estimates - $5,069,639,454.00

- Personnel Expenditure: $1,694,574,654.00 (33%)
- Goods and Services: $2,610,170,700.00 (52%)
- Minor Equipment Purchases: $1,706,200.00 (0%)
- Current Transfers and Subsidies: $125,283,000.00 (2%)
- Current Transfers to Stat. Brds. & Similar Bodies: $637,904,900.00 (13%)

2021 Estimates - $4,769,034,830.00

- Personnel Expenditure: $1,450,994,563.00 (30%)
- Goods and Services: $2,603,966,900.00 (55%)
- Minor Equipment Purchases: $40,066,250.00 (1%)
- Current Transfers and Subsidies: $114,915,200.00 (2%)
- Current Transfers to Stat. Brds. & Similar Bodies: $559,091,917.00 (12%)

- 01 Personnel Expenditure
- 02 Goods and Services
- 03 Minor Equipment Purchases
- 04 Current Transfers and Subsidies
- 06 Current Transfers to Stat. Brds. & Similar Bodies
The allocation of staff expenditure for the fiscal year 2021 was $2,818,886,400.00, which is a decrease of approximately 1% from the last fiscal year 2020. The diagram below provides a breakdown of all staff related expenditure for 2019-2021.

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Accessed October 6, 2020
### Primary Education Pay Allocation

<table>
<thead>
<tr>
<th></th>
<th>2019 Actual</th>
<th>2020 Revised Estimates</th>
<th>2021 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Expenditure</td>
<td>1 182,641,641,00</td>
<td>1 133,780,000,00</td>
<td>1 133,780,000,00</td>
</tr>
<tr>
<td>Travelling and Subsistence</td>
<td>4 755,459,00</td>
<td>4 750,000,00</td>
<td>4 750,000,00</td>
</tr>
<tr>
<td>Training</td>
<td>-</td>
<td>10,000,00</td>
<td>10,000,00</td>
</tr>
</tbody>
</table>

### Secondary Education Pay Allocation

<table>
<thead>
<tr>
<th></th>
<th>2019 Actual</th>
<th>2020 Revised Estimates</th>
<th>2021 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Expenditure</td>
<td>1 307,284,034,00</td>
<td>1 247,271,900,00</td>
<td>1 247,271,900,00</td>
</tr>
<tr>
<td>Travelling and Subsistence</td>
<td>1 369,923,00</td>
<td>1 200,000,00</td>
<td>1 200,000,00</td>
</tr>
</tbody>
</table>
Summary of Development Programme Expenditure for the period 2014-2021

Development Programme is capital expenditure aimed at improving and enhancing development in different areas of Trinidad and Tobago which includes; human resources, economic and social development.

The allocation to the Ministry of Education for development programmes and projects for fiscal year 2020 = $484,749,000.00. These funds are presented in two parts as follows:

- Funds disbursed directly from the Consolidated Fund = $301,822,000.00 and represent (62%) of the total development programme allocation to the Ministry; and
- Funds disbursed from the Infrastructure Development Fund = $182,927,000.00 and represent (38%) of the total development programme allocation to the Ministry.

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### Summary of Development Programme Expenditure for the period 2014-2021

<table>
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<tr>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>C03 Economic Infrastructure - Consolidated Fund</td>
<td>$-</td>
<td>$-</td>
<td>$5,993,084.00</td>
<td>$5,710,520.00</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
<td>$4,000,000.00</td>
</tr>
<tr>
<td>C04 Social Infrastructure - Consolidated Fund</td>
<td>$13,185,500.00</td>
<td>$4,180,000.00</td>
<td>$267,825,263.00</td>
<td>$210,745,658.00</td>
<td>$188,128,310.00</td>
<td>$203,005,148.00</td>
<td>$218,803,000.00</td>
<td>$220,630,000.00</td>
</tr>
<tr>
<td>C05 Multi-Sectoral and Other Services - Consolidated Fund</td>
<td>$92,961,279.00</td>
<td>$128,675,261.00</td>
<td>$84,161,252.00</td>
<td>$54,367,175.00</td>
<td>$17,936,393.00</td>
<td>$17,748,170.00</td>
<td>$14,594,000.00</td>
<td>$77,192,000.00</td>
</tr>
<tr>
<td>C04 Social Infrastructure - Infrastructure Development Fund</td>
<td>$715,570,107.00</td>
<td>$710,149,329.00</td>
<td>$54,659,629.00</td>
<td>$147,170,849.00</td>
<td>$294,484,370.00</td>
<td>$362,581,343.00</td>
<td>$267,727,000.00</td>
<td>$265,535,970.00</td>
</tr>
<tr>
<td>C05 Multi-Sectoral and Other Services - Infrastructure Development Fund</td>
<td>$24,365,458.00</td>
<td>$17,044,524.00</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
<td>$2,483,970.00</td>
<td>$13,691,050.00</td>
</tr>
</tbody>
</table>
Public Sector Investment Programme 2021 - Projections

Education

The Ministry of Education has proven to be responsive, innovative and adaptable to the changing environment brought on by the COVID-19 Pandemic. The Government’s continued support to systems and initiatives in the education sector has ensured that learning continues even during the pandemic. The foundation of the learning structure has been tested and the Ministry of Education has been propelled to quickly actualise a national development goal of creating a modern, relevant and accessible education system. The relevant support services will continue to be provided to teachers, students and parents to ensure that they can fully benefit from the education experience. Also, the Government will ensure that the physical spaces at the educational institutions are facilitative of student learning and that programmes of study are aligned to the needs of the economy and promote green technology.

Early Childhood Education

The GORTT will invest $5 million for the advancement of five (5) Early Childhood Care and Education (ECCE) centres in fiscal 2021, under the Infrastructure Development Fund (IDF). The funding will facilitate the:

- construction of the La Pastora Government ECCE Centre to house a displaced ECCE;
- completion of the Marabella Government ECCE Centre which is 98 percent complete;
- completion of the Tulsi Manas (APS) ECCE Centre which is 95 percent complete; completion of the Maracas Valley (SDA) ECCE Centre which is 95 percent complete; and
- completion of the Springvale (SDMS) ECCE Centre which is 94 percent complete.

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A total of $1.5 million will be allocated for the outfitting of approximately five (5) ECCE centres with new furniture and equipment, which is scheduled for completion in fiscal 2021. The Improvement, Refurbishment and Extensions to ECCE Centres programme, will be allocated $3 million to be utilised for the payment of outstanding commitments and repair work to twenty-five (25) schools.

**Primary School Education**

In an effort, to reduce the loss of teaching time with the temporary closure of schools, the Government has transitioned to teaching virtually, with both low and high technology options inclusive of television programming and online platforms, respectively. To support online learning, an investment of $50 million has been allocated to secure the acquisition and delivery of laptops to secondary schools students and tablet computers to primary schools students.

The MOE will continue the construction and upgrade of primary schools in an effort to improve the physical environment for teachers and students. $63.9 million has been allocated for the Ministry to undertake the following activities:

- settlement of previous commitments and the restoration of approximately 300 primary schools, by way of an allotment of $20.0 million to the Improvement, Refurbishment and Extensions to Primary Schools programme. The refurbishment schedule includes; electrical, sewer, plumbing, flooring, ceiling and roofing repairs;
- replacement of derelict furniture in new primary schools, outfitting them with new furniture and equipment through the allocation of $1.5 million;
- provision of emergency and unplanned repairs to schools with a $2 million allotment, which is a pre-emptive measure to reduce the occurrence of school shutdowns, due to health and safety issues, fires and natural disasters; and
- settlement of payments to final accounts and outstanding consultancy fees by way of an allotted $12.2 million for the undermentioned eleven (11) primary schools.
Secondary Education

The Secondary Schools Sector will receive an investment of $32.5 million. This sum is allocated for various projects aimed at improving and expanding the secondary schools infrastructure. Some major initiatives include:

- some existing secondary schools have deteriorated and are decades old, thereby requiring refurbishment and upgrades for which most of the resources will be utilized during the vacation periods with funding in the sum of $25 million;
- outfitting and equipping of the Science Laboratories, installation of a new public address system and refurbishment of toilets at the St Mary’s College;
- $3 million will be allocated under the project Replacement/Construction of New Blocks within existing Secondary Schools;
- $2 million will be provided for outfitting works including the procurement of furniture and equipment; and
- $2 million will be allocated for secondary school construction and other infrastructural works.

Tertiary Education

The University of Trinidad and Tobago (UTT)

The UTT’s Strategic Plan 2020-2024 proposes to fully upgrade all UTT campuses over a five (5) year period. The implementation is based on the assumption that the funding will be available to execute the projects. As UTT establishes its main campus at the Tamana E-Teck Park Wallerfield, a number of campuses are being restructured, and will be repositioned at Tamana, which presents significant additional capacity, and will create an opportunity for UTT to reduce operating costs at the Valsayn, Corinth, Chaguanas and O’Meara campuses. An allocation of $70 million in fiscal 2021 will advance work being undertaken on East Block, Central Plaza, Auditorium, West Block and Physical Plant.

Rehabilitation and upgrades will continue on the undermentioned UTT campuses in fiscal 2021:
For the Eastern Caribbean Institute of Agriculture and Forestry (ECIAF), which emphasises programmes in Biosciences, Agriculture, and Food Technology (BAFT), a total of $7.0 million will be allocated for the following:

- refurbishment of the engineering building;
- refurbishment of the meat processing facility;
- supply and installation of perimeter fencing of 20.5 hectares to create three (3) animal grazing areas;
- upgrade of the campus electrical system under Phase II; and
- construction of new sheep and goat pens under Phase II.

The San Fernando Technical Institute will receive an allocation of $1.0 million to provide for:

- upgrades to the laboratories for accreditation and purchase of equipment for the civil engineering, soil mechanics, fluids mechanics and auto workshop laboratories; and
- upgrade of washrooms in Blocks B and D.

The John S. Donaldson Technical Institute is a creative campus, specialising in fashion design, animation and performing arts. An investment of $1.0 million will be provided to facilitate the upgrade of the main electrical supply and distribution system including electrical rewiring works in the north block.

The Point Lisas Campus is a major supplier of trained personnel to support the operation of the petroleum and petrochemical sectors. With a provision of $1.3 million, the campus will have funds for the acquisition of:

- accessories for use with the High Temperature High Pressure laboratory equipment;
- relocation of the reservoir mechanic laboratory; and
- biomechanical laboratory research equipment.
With an approved cost of $96.2 million, the UTT Camden campus will deliver certificates, diplomas and degree programmes in aviation. In fiscal 2021, the UTT will utilise an allocation of $5.0 million to complete the outfitting of the main and adjacent buildings, satisfy accreditation requirements, by way of the installation of an elevator to ensure that persons with special needs have full access to the buildings and installation of a hangar door to secure the Boeing 737 aircraft currently housed within the building.

Tobago Campus - The UTT Tobago Campus will benefit from an investment of $0.7 million in fiscal 2021, for the installation of ICT equipment for distance learning.

The University of the West Indies (UWI)

During fiscal 2020 the majority of UWI’s proposed projects were negatively impacted by the COVID-19 restrictions. These projects were deemed necessary to address deficiencies in the campuses’ physical infrastructure, operations, and health and safety issues. The GORTT will invest a sum of $14.2 million in fiscal 2021, to continue with UWI’s priority projects, as follows:

- Design and construction of a new Wastewater Treatment Plant at the St. Augustine Campus – an allocation will be made for project management services, procurement of materials, construction of buildings and tanks, piping and cabling installations, roads construction and other related works at a cost of $7.0 million;
- Upgrade of 12Kv Cables and Switchgear – The first leg of the project was completed in January 2020. The old cables have been replaced with new cables which are currently in service. An allocation is provided for the contract for the Switchgear which was tendered at an estimated cost of $4.2 million.

School Improvement Project (SIP)

The sum of $10 million will be allocated towards the SIP in the community of Laventille, which provides critical services in the areas of: Literacy Teacher Training and Development, Numeracy Teacher Training and Development, Promoting Discipline in Schools, Parenting
in Education and Upgrade of Infrastructure and Aesthetics. Major benefits realised from the implementation of this project, impacting 6,400 participants since fiscal 2017 include: improved student performance; upgraded physical infrastructure and recreational amenities; greater parenting and community involvement and reduced indiscipline and violence in schools within the community.

**Support to Non University Tertiary Education**

The Support to Non University Tertiary Education programme will receive funding in the sum of $4 million for the following major projects which were delayed in the previous fiscal year due to the COVID-19 outbreak:

- **UTT - Establishment of a Renewable Energy (RE) Laboratory at the Manufacturing Campus, San Fernando** – This project aims to develop a renewable energy laboratory to support renewable energy engineering programmes offered by the UTT, specifically the Diploma in Renewable Energy Engineering. This project would directly contribute to the growth of the local downstream Petrochemical and Heavy Industry Sector. Therefore, this project will not only foster growth in the emerging renewable energy sector but also strengthen the mature Petrochemical sector. Ultimately, the large-scale adoption of RE for electricity generation would greatly assist in increasing the country’s revenue and foreign exchange earnings. Further, this RE Laboratory will be the only one that offers technical vocational training in this area. The RE Laboratory will train 30 RE engineering technicians annually, at the diploma level. This will contribute towards accelerating and supporting the adoption of RE in the domestic utility power generation sectors. The RE Laboratory will be furnished with practical and modern equipment that focuses on the technologies most applicable to Trinidad and Tobago and the region, including Solar and Wind Technologies, as well as the emerging technologies such as Smart Grids, battery storage and the Internet of Things (IoT).

- **MIC-IT – Pilot of a Plastics Recycling Course** – This is a multifaceted training course which is in direct alignment with Theme V of Vision 2030, which intends to “place the environment at the centre of social and economic development’ and is “focused on achieving sustainable economic growth through greater diversification of the economy, as well as improving the social conditions
and quality of life of citizens in an inclusive and environmentally sensitive manner”. This certificate course will cater to ten (10) Engineers-in-Training (EITs) in Plastics Processing and Recycling Technology over the course of seventeen (17) months; culminating in the design and manufacture of a fully installed and operational Plastics Recycling line, capable of producing plastic products for sale from waste plastic.

**Skills Development**

It is the GORTT’s view that Skills Development and Training Programmes enable employees/students to learn precise skills or knowledge aimed at improving their work performance. Many such programmes are conducted by the Metal Industries Company (MIC), National Energy Skills Centre (NESC), the National Institute of Higher Education Research Science and Technology (NIHERST) and Collage of Science, Technology and Applied Arts of Trinidad and Tobago (COSTAATT). In order to provide support to these agencies funding will be provided for the following major initiatives:

**MIC - $7 million**

- procurement of furniture at Diego Martin;
- construction of a retaining wall at the O’Meara Centre;
- re-tooling of equipment for laboratories and workshops at Macoya;
- procurement of office furniture and fixtures at Ste. Madeleine;
- upgrade of the building infrastructure and workshops at Point-a-Pierre;
- upgrade of the workshop at Point Fortin and Pleasantville;
- continuation of outfitting works at Penal/Debe;
- procurement of specialised training and security equipment under the Acquisition of Capital equipment project; and
- provision of training subsidies for forty (40) Journeymen and ten (10) Engineers.
**NESC - $7.8 million**

- upgrade of workshops and classrooms at Tobago;
- upgrade of the buildings at Ste. Madeline and La Brea;
- upgrade of the electrical, pipe rack and diesel storage systems at the NESC Drilling Academy; and
- upgrade works to workshops and classrooms at Point Lisas.

**NIHERST- $5.6 million**

- Relocation of NIHERST (National Science Centre), from D’Abadie to UTT’s O’Meara Campus, entails; space planning, performance of minor infrastructural works by NIHERST, transportation and reassembly of exhibits, as well as transportation of equipment and other assets. In particular these improvements will result in an increase in visitor satisfaction and a consequential broadening of the NIHERST’s audience. This will result in savings with the removal of rental costs which will be utilised for its operations.
- payment of project management salaries for the continuation of the Teach Me programme which aims to improve the performance of students in SEA, CXC and CAPE science and technology subjects. Approximately two hundred and twenty (220) students benefit annually from this programme with a deeper understanding of Science, Technology, Engineering and Mathematics (STEM) concepts.
- commencement of Sectoral Innovation Mapping for the Tourism Sector in Tobago project which will focus on positioning the industry on a viable growth path whilst promoting trade and attracting investment. In doing so, this study will unearth information to support evidence-based decision-making with regards to Government’s efforts to diversify the economy and to assist in COVID-19 recovery; and
- commencement of the Enhancing Agriculture through Technology project which seeks to promote and modernise agriculture through the use of vertical farming technology as well as to foster entrepreneurship and innovation among students, farmers and
other interested persons. This pilot project brings investment into the Agriculture Sector and re-tools and re-trains students and industry personnel on modern, high production farming. It also provides on-the-job training within the school curricula.

**COSTAATT - $5.0 million**

The sum of $5.0 million will be allocated for the purchase of various hardware and software components for the COSTAATT Technology upgrade project which is expected to enhance the digital and physical technology environment at the college to ensure efficiency of service delivery. Students will access high quality teaching and learning technology resources, to support the attainment of improved retention and completion rates. Further, an estimate of over five thousand (5,000) students will benefit from the technology upgrade project over the three (3) year cycle. Upgrade works will commence with an allocation of $2.0 million to bring various college campuses including the City Campus, Sangre Grande, El Dorado, and South Campuses into compliance with health and safety standards. An estimated two thousand (2,000) students and two hundred (200) faculty and staff members will directly benefit from these improvements.

**Scholarships**

Government’s financial investments in the nation’s scholars with regard to their tuition and compulsory fees, personal maintenance allowance, books, special equipment, salary and allowances will continue with an allocation of $168.2 million. An estimated 2021 scholars will benefit from the following programmes as outlined below:

- President’s Medal and Non-Advanced Level Examination
- National/Additional Scholarships based on Advanced Level Examinations;
- Annual Scholarship and Technical Assistance Programme;
- Undergraduate Scholarship Scheme for Students with Disabilities;
- Scholarships and Bursaries
Noteworthy Development Programme Estimates in 2021

The table below lists the projects that have been noted due to uncharacteristic variances in estimates for funding:

<table>
<thead>
<tr>
<th>Sub-head / Item / Sub-item / Group / Project Desc.</th>
<th>Project - Item</th>
<th>2019 Actual</th>
<th>2020 Revised Estimate</th>
<th>2021 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-004-04-G005</td>
<td>Schoraships and Bursaries</td>
<td>$788,316.00</td>
<td>$759,900.00</td>
<td>$12,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J005</td>
<td>Eastern Caribbean Institute of Agriculture and Forestry – Improvement of Facilities</td>
<td>$0.00</td>
<td>$500,000.00</td>
<td>$7,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J006</td>
<td>John S. Donaldson Technical Institute – Improvement of Facilities</td>
<td>$29,145.00</td>
<td>$1,500,000.00</td>
<td>$1,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J012</td>
<td>Ste Madeleine Technology Centre</td>
<td>$0.00</td>
<td>$5,600,000.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>09-004-04-J014</td>
<td>UTT – Pt Lisas Campus</td>
<td>$0.00</td>
<td>$100,000.00</td>
<td>$1,300,000.00</td>
</tr>
<tr>
<td>09-004-04-J025</td>
<td>Establishment of the Aviation Institute – UTT Camden Campus</td>
<td>$10,925,431.00</td>
<td>$1,900,000.00</td>
<td>$5,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J030</td>
<td>Teach Me</td>
<td>$146,020.00</td>
<td>$138,000.00</td>
<td>$1,000,000.00</td>
</tr>
<tr>
<td>26-004-04-A001 IDF</td>
<td>Early Childhood Care and Education</td>
<td>$65,184,520.00</td>
<td>$23,000,000.00</td>
<td>$5,000,000.00</td>
</tr>
<tr>
<td>26-004-04-C331 IDF</td>
<td>Improvement/Refurbishment/Extensions to Secondary Schools</td>
<td>$12,350,220.00</td>
<td>$42,840,971.00</td>
<td>$25,000,000.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IDF Code</th>
<th>Program Description</th>
<th>2020-21 Allocation</th>
<th>2021-22 Allocation</th>
<th>2022-23 Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>26-004-04-C333 IDF</td>
<td>Replacement/Construction of Blocks Within Secondary Schools</td>
<td>$8,238,506.00</td>
<td>$22,370,398.00</td>
<td>$3,000,000.00</td>
</tr>
<tr>
<td>26-004-04-C394 IDF</td>
<td>Secondary School Construction and Other Infrastructure Works</td>
<td>$58,552,800.00</td>
<td>$5,162,184</td>
<td>$2,000,000.00</td>
</tr>
</tbody>
</table>
Status of New Projects from the Financial Year 2017

For the fiscal year 2017, the following new projects were scheduled for implementation under the Ministry of Education, and as such require further inquiry on the progress of completion:

<table>
<thead>
<tr>
<th>Sub-head/Item /Sub-item /Group /Project Desc.</th>
<th>Project -Item</th>
<th>2019 Actual</th>
<th>2020 Revised Estimate</th>
<th>2021 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-005-06A-037 School Improvement Project – Laventille Community</td>
<td>$6,961,545.00</td>
<td>$4,000,000.00</td>
<td>$10,000,000.00</td>
<td></td>
</tr>
<tr>
<td>26-004-04-C-395 (IDF) Construction and Refurbishment of Holy Cross College (IDF)</td>
<td>$8,220,082.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td></td>
</tr>
</tbody>
</table>

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34 Based on a Newsday article dated Monday 2 March 2020 construction works at Holy Cross College were scheduled for completion by October 2020. [https://newsday.co.tt/2020/03/02/garcia-27-schools-on-priority-list-for-completion/](https://newsday.co.tt/2020/03/02/garcia-27-schools-on-priority-list-for-completion/) accessed October 12, 2020.
Status of New Projects from the Financial Year 2018

For the fiscal year 2018, the following new projects were scheduled for implementation under the Ministry of Education, and as such require further inquiry on the progress of completion:

<table>
<thead>
<tr>
<th>Sub-head /Item /Sub-item /Group /Project Desc.</th>
<th>Project -Item</th>
<th>2019 Actual</th>
<th>2020 Revised Estimate</th>
<th>2021 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-004-04-J039</td>
<td>COSTAATT El Dorado Academy of Nursing and Allied Health</td>
<td>$158,203.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>09-004-04-J041</td>
<td>COSTAATT Technology Upgrade</td>
<td>$0.00</td>
<td>$800,000.00</td>
<td>$5,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J043</td>
<td>Enhancing of Agriculture through Technology – NIHERST</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$500,000.00</td>
</tr>
</tbody>
</table>

Status of New Projects from the Financial Year 2019

For the fiscal year 2019, the following new projects were scheduled for implementation under the Ministry of Education, and as such require further inquiry on the progress of completion:

<table>
<thead>
<tr>
<th>Sub-head/Item /Sub-item/Group /Project Desc.</th>
<th>Project -Item</th>
<th>2019 Actual</th>
<th>2020 Revised Estimate</th>
<th>2021 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-004-04-J044</td>
<td>Upgrade of NESC – Skills and Technology Centre – Ste Madeline</td>
<td>$0.00</td>
<td>$1,000,000.00</td>
<td>$1,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J045</td>
<td>Moruga Technology Centre (MIC)</td>
<td>$662,346.00</td>
<td>$400,000.00</td>
<td>$1,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J046</td>
<td>Upgrade of NESC Technology Centre – La Brea</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$1,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J047</td>
<td>Upgrade of Infrastructure and Equipment of the NESC Drilling Academy</td>
<td>$0.00</td>
<td>$1,300,000.00</td>
<td>$1,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J048</td>
<td>Upgrade of NESC Skills and Technology Centre – Point Lisas</td>
<td>$0.00</td>
<td>$1,800,000.00</td>
<td>$2,000,000.00</td>
</tr>
<tr>
<td>09-005-06-F028</td>
<td>Renovation of Chemistry CI Building and Replacement of Fume Hoods</td>
<td>$0.00</td>
<td>$1,700,000.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>09-005-06-F029</td>
<td>New Administrative Building for Campus Security</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Cost 1</th>
<th>Cost 2</th>
<th>Cost 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-005-06-F030</td>
<td>Upgrade of the Rudranath Capildeo Learning Resource Centre (RCLRC) Phase I</td>
<td>$0.00</td>
<td>$3,200,000.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>26-004-04-C-398 (IDF)</td>
<td>Improvement / Refurbishment/ Extension to St. Mary’s College (IDF)</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$500,000.00</td>
</tr>
<tr>
<td>26-005-09-F-019 (IDF)</td>
<td>Upgrade and Refurbishment of the IBIS Building (IDF)</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$000,000.00</td>
</tr>
<tr>
<td>26-005-09-F-020 (IDF)</td>
<td>Infrastructure upgrade to Victoria District Office (IDF)</td>
<td>$0.00</td>
<td>$3,000,000.00</td>
<td>$2,500,000.00</td>
</tr>
<tr>
<td>26-005-09-F-021 (IDF)</td>
<td>Repairs to Earthquake Damaged Schools (IDF)</td>
<td>$2,483,970.00</td>
<td>$9,465,202.00</td>
<td>$2,000,000.00</td>
</tr>
</tbody>
</table>
Status of New Projects for the Financial Year 2020

For the fiscal year 2020, the following new projects were scheduled for implementation under the Ministry of Education, and as such require further inquiry on the progress of completion:

<table>
<thead>
<tr>
<th>Sub-head /Item /Sub-item /Group /Project Desc.</th>
<th>Project -Item</th>
<th>2020 Revised Estimate</th>
<th>2021 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-004-04-J049</td>
<td>COSTATT Campus Health and Safety Compliance</td>
<td>$100,000.00</td>
<td>$2,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J050</td>
<td>Establishment by the UTT – The Brian Lara Cricket Academy Phase 1</td>
<td>$0.00</td>
<td>$3,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J051</td>
<td>Upgrade of the UTT Campuses</td>
<td>$1,800,000.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>09-005-06-A041</td>
<td>The Upgrade of ICT Infrastructure for 456 Government and Government Assisted Primary Schools in Trinidad</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>09-005-06-F031</td>
<td>Refurbishment and Outfitting of Food Laboratory at the Department of Agricultural Economics and Extensions</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>09-005-06-F032</td>
<td>Upgrade of 12Kv Cables and Switchgear – UWI</td>
<td>$500,000.00</td>
<td>$4,192,000.00</td>
</tr>
<tr>
<td>09-005-06-F033</td>
<td>University Central Water Storage System – UWI</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>26-004-04-B-425 (IDF)</td>
<td>Construction of St Clements Vedic Primary</td>
<td>$0.00</td>
<td>$322,000.00</td>
</tr>
<tr>
<td>26-004-04-B-432 (IDF)</td>
<td>Construction of Sangre Grande Government</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>26-004-04-B-440 (IDF)</td>
<td>Construction of Montrose ASP (Vedic)</td>
<td>$0.00</td>
<td>$10,000,000.00</td>
</tr>
<tr>
<td>26-005-09-F-017 (IDF)</td>
<td>Construction of Caroni Education District Office</td>
<td>$725,828.00</td>
<td>$500,000.00</td>
</tr>
</tbody>
</table>

New Projects for the Financial Year 2021

The following new projects that received funding in the 2021 financial year:

<table>
<thead>
<tr>
<th>Sub-head /Item /Sub-item /Group /Project Desc.</th>
<th>Project -Item</th>
<th>2021 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-004-04-J052</td>
<td>Relocation of NIHERST</td>
<td>$4,000,000.00</td>
</tr>
<tr>
<td>09-004-04-J053</td>
<td>Establishment of La Horqueta Skells and Technology Centre</td>
<td>$288,000.00</td>
</tr>
<tr>
<td>09-005-06-A042</td>
<td>Acquisition of Delivery and Laptops and Tablets</td>
<td>$50,000,000.00</td>
</tr>
<tr>
<td>09-005-06-F034</td>
<td>Upgrade of the Rudranath Capildeo Learning Resource Centre (RCLRC)</td>
<td>$3,000,000.00</td>
</tr>
</tbody>
</table>

---

## Major Programmes and Development for the Period 2019 to 2021

The following table shows a list of the significant expenditure items, based on the proportion of the budgetary allocation assigned.\(^{39}\)

<table>
<thead>
<tr>
<th>Sub-head / Item / Sub-item / Group / Project Desc.</th>
<th>PROJECTS</th>
<th>2019 Actual</th>
<th>2020 Revised Estimate</th>
<th>2021 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-004-04-G004</td>
<td>National/Additional Scholarships based on Advanced Level Examinations</td>
<td>$177,625,607.00</td>
<td>$185,500,000.00</td>
<td>$150,000,000.00</td>
</tr>
<tr>
<td>09-005-06-A037</td>
<td>School Improvement Project – Laventille Community</td>
<td>$6,961,545.00</td>
<td>$4,000,000.00</td>
<td>$10,000,000.00</td>
</tr>
<tr>
<td>09-005-06-F024</td>
<td>Upgrade of the Campus Sewer Collection System and Sewer Treatment Plant</td>
<td>$5,505,148.00</td>
<td>$4,000,000.00</td>
<td>$7,000,000.00</td>
</tr>
<tr>
<td>26-004-04-B120 IDF</td>
<td>Improvements/Refurbishment/Extensions to Primary Schools</td>
<td>$22,572,517.00</td>
<td>$37,660,075.00</td>
<td>$20,000,000.00</td>
</tr>
<tr>
<td>26-004-04-B413 IDF</td>
<td>Construction of Arima Hindu Primary</td>
<td>$21,492,793.00</td>
<td>$1,121,430.00</td>
<td>$6,000,000.00</td>
</tr>
<tr>
<td>26-004-04-B414 IDF</td>
<td>Construction of Egypt Oasis Primary</td>
<td>$21,381,542.00</td>
<td>$11,542,342.00</td>
<td>$1,500,000.00</td>
</tr>
<tr>
<td>26-004-04-B426 IDF</td>
<td>Construction of Freeport S.D.M.S. Primary</td>
<td>$10,287,024.00</td>
<td>$0.00</td>
<td>$700,000.00</td>
</tr>
<tr>
<td>26-004-04-J041 IDF</td>
<td>UTT Main Campus Tamana E-Teck Park Wallerfield</td>
<td>$90,700,000.00</td>
<td>$53,680,440.00</td>
<td>$70,000,000.00</td>
</tr>
</tbody>
</table>

## Committee Inquires Related to the Ministry of Education

<table>
<thead>
<tr>
<th>Inquiry</th>
<th>Report Status</th>
<th>Ministerial Response</th>
<th>Key Recommendations[^40]</th>
</tr>
</thead>
</table>
| 1. The Seventh Report of the Public Accounts Committee for the Second Session, Eleventh Parliament on the Examination of the Report of the Auditor General on the Public Accounts of the Republic of Trinidad and Tobago for the financial years 2014 and 2015 with specific reference to the Ministry of Education | Report Presented | Presented             | - The Internal Audit Unit should be strengthened to ensure not just efficiency and effectiveness but compliance of other units in the Ministry;  
- The MOE should pursue the implementation of an automated document management system that is incorporated with an integrated management information system. This will give managers a proper system of data storage whilst facilitating the monitoring of the organization as a whole;  
- The Public Service Commission should make the outfitting of the MOE with proper staffing a priority because the MOE’s function is a critical component in the development of the minds of this country’s future leaders;  
- The Personnel Department should draft more attractive compensation packages for the vacant permanent positions in the MOE so that the Public Service Commission will find it easier to fill the vacancies. This will serve to |

[^40]: Key Recommendations relate to recommendations that may have a financial impact on the Ministry
<table>
<thead>
<tr>
<th>2. The First Report of the Joint Select Committee on Social Services and Public Administration on an inquiry into the Current Level of Violence among students in schools with particular focus on Physical and Cyber Bullying</th>
<th>Report Presented</th>
<th>Presented</th>
</tr>
</thead>
</table>

- That at least one Learning Enhancement Centres (LEC) be established in each Education district

- A comprehensive training regime for Principals and Deans at the Primary and Secondary levels be implemented. This training regime should be informed by a needs assessment of the skills gaps and developmental needs of those involved in managing schools.

- The urgent development of a properly structured programme for directing persons with special learning needs out of the mainstream classroom into specially customizing learning environments.

- The Ministry of Education hold discussions with the NPTA and a sample of schools with a view to developing new and innovate strategies that would encourage and facilitate greater parental interaction with the school’s administration through the use of ICT. As a start, consideration should be given to facilitating live online viewing of meetings for the benefit of parents who cannot be physically present.
The MoE undertake the necessary recruitment procedures with a view to filling existing vacancies in the positions of Guidance Officer and Social Worker. In future, the selection process for these positions should include psychometric testing and or a suitable methodology for assessing whether the candidate’s has a suitable personality.

3. **The First Report of the Public Administration and Appropriations Committee, First Session of the Eleventh Parliament on Examination into the Current Expenditure of Ministries and Departments under three Sub-Heads: Current Transfers and Subsidies, Development Programme - Consolidated Fund and Infrastructure Development Fund**
   - **Report Presented**
   - Presented
   - Ensures that the Internal Audit Unit is sufficiently staffed with technical officers and receives the necessary training to build capacity

4. **The Eighth Report of the JSC on SSPA - Follow-up Inquiry into the current level of violence among students in schools with particular focus on physical and cyber bullying**
   - **Report Presented**
   - Presented
   - The SSSD of the MOE is severely understaffed with a ratio of officers to students standing at 1:600. As such, there is a need for the MOE to continue to work assiduously to build the human resource capacity of this Division so as to move closer to the ideal ratio of 1:300.
   - Given the current financial constraints, the Ministry must challenge its management team to engender innovation in undertaking their objectives. Proper performance management
systems may also assist in ensuring that employee output is adequate given the significant demand for student support services.

- That training be provided to students in the ethics of phone use and maintenance of a positive social media presence. This training intervention should be executed by the end of this academic year 2018/2019

<table>
<thead>
<tr>
<th>5. Sixth Report - JSC Social Services and Public Administration - Mental Health in Trinidad and Tobago</th>
<th>Report Presented</th>
<th>Presented</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>That the Ministry of Education and the MoH collaborate to design a digital manual/guidebook for teaching staff to aide them to effectively identify and provide a basic response to children and adolescents with mental illnesses.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>To reduce the probability of replication of efforts and/or the inefficient allocation of resources, the management of the Student Support Services Division (MoE) and the managers of Child Guidance Clinics should collaborate on a continuous basis with respect to delivering mental health services to children in a more expeditious manner.</td>
<td></td>
</tr>
</tbody>
</table>
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Ontario Ministry of Education: https://www.ontario.ca/page/ministry-education

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