



International
Labour
Organization

**MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS IN CARIBBEAN
COUNTRIES:**

ANTIGUA AND BARBUDA

BARBADOS

BELIZE

DOMINICA

GRENADE

GUYANA

JAMAICA

ST. VINCENT AND THE GRENADINES

TRINIDAD & TOBAGO

May 2018

Warning: this document is a draft. Notwithstanding the substantive amount of work and research carried out for its completion, it may still contain omissions or errors. It is made available solely for the purpose of verification and correction or further research from third parties. The ILO declines all responsibility for any errors or omissions which this document may contain, or for any use which may be made of it by third parties.

Preface

The Mapping of youth employment intervention was prepared by Nadimah Mohammed, Independent Consultant during the fourth quarter of 2017 hinging, amongst others, on background work carried out by Marcia Rampersad, Independent consultant, during the same period of 2016. A network of country focal points attached to the respective Governments contributed relevant information and reviewed the final product. ILO wishes to thank them for their valuable contributions and the time devoted to this activity. The present report is intended to be a draft for research, made available to interested stakeholders and policy makers, to enhance youth employment related policies and programmes.

The composition of the report was supervised by Diego Rei, Employment and Labour Market Specialist with the ILO Decent Work Team and Office for the Caribbean. Additionally, ILO Caribbean colleagues Ariel Pino, Social Protection Specialist and Hassan Ndahi, Skills and Employability Specialist) made punctual inputs to the report.

Given the changing nature of programmes discussed, while the ILO Office for the Caribbean takes no responsibility for any errors or omissions in, or for the correctness of, the information contained in papers and articles, should interested parties be willing to rectify any of the content herein they can contact the ILO Office for the Caribbean at: ilocarib@ilo.org.

The responsibility for opinions expressed in the report rests solely with the author, and publication does not constitute an endorsement by the International Labour Organization of the opinions expressed in them.

Contents

Preface	2
EXECUTIVE SUMMARY	4
GLOSSARY	14
LIST OF TABLES.....	16
LIST OF ACRONYMS	20
LIST OF FIGURES	24
I. INTRODUCTION	25
1.1 Purpose.....	25
1.2 Focus of the research and analysis	25
1.3 Methodology	26
1.4 Data Collection	26
II. THE REGIONAL PICTURE: MAPPING AND ANALYSIS	28
III. COUNTRY PROFILES.....	45
ANTIGUA AND BARBUDA	45
BARBADOS.....	72
BELIZE.....	96
DOMINICA	115
GRENADA	135
GUYANA	161
JAMAICA.....	187
ST. VINCENT AND THE GRENADINES	215
TRINIDAD AND TOBAGO	234
BIBLIOGRAPHY.....	263

EXECUTIVE SUMMARY

This research project was designed to provide the International Labour Organisation (ILO) and national and international stakeholders with a detailed mapping and analysis of ongoing youth employment interventions in the following Caribbean countries: Antigua and Barbuda, Barbuda, Belize, Dominica, Grenada, Guyana, Jamaica, St. Vincent and the Grenadines and Trinidad and Tobago; along with a preliminary evaluation of the gaps encountered. It is anticipated that the information would be instrumental in the design of future development cooperation interventions in the context of the UN Multi-country Sustainable Development Framework 2017-21 in the Caribbean region.

METHODOLOGY

Data for this study was collected by desk review including review of international and government publications, and online resources such as official ministry and news websites, and by collaboration with stakeholders in relevant government and non-governmental agencies who provided details on the interventions.

Interventions facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification were mapped. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable.

The analysis based on this mapping sought to highlight the main gaps identified, in terms of policies, programmes and their implementation. This included consideration of coverage and completeness in terms of the number of programmes and initiatives offered, the areas covered and the number of beneficiaries; considerations regarding implementation challenges; and considerations about inclusion and/or attention to decent work deficits. Preliminary recommendations were made for the region and each country based on this analysis.

It should be noted that this analysis is a preliminary attempt to connect the dots and evaluate the results of this mapping, incorporating whatever prior evaluations, studies and relevant government documents exist to go one step further in our understanding of the youth employment intervention environments in the region. Given the limits of the information available, this therefore represents a foundation step for deeper analysis in future projects.

YOUTH EMPLOYMENT AND THE CARIBBEAN

The global youth unemployment rate is estimated at 13.1 per cent, according to the ILO's Global Employment Trends for Youth 2017, – and it is highest in the Arab States, at 30 per cent. In light of those figures and the trend over the past twenty years, governments have long pinpointed the issue as one of the key challenges for development. ILO Member states agreed on two global policy instruments adopted by

the International Labour Conference, namely:

- The 2005 Resolution and conclusions concerning youth employment , adopted by the 93rd session of the ILC (2005); and
- The Resolution and conclusions concerning the youth employment crisis: A call for action, adopted by the 101st session of the ILC (2012).

Both resolutions acknowledge that the youth employment challenge is closely related to the more general, qualitative and quantitative employment situation in a country, and has to be addressed in a systemic way, including macro and micro level interventions and avoiding fragmentation.

In line with the global situation, providing decent employment for youth continues to be a major challenge for the Caribbean region with high youth unemployment rates observed for eight of the nine countries in this study and with limited prospects for drastically improved economic performance in the near future. Policy makers recognized that a host of obstacles to this goal exist including huge gaps between young men and women and disadvantages for rural, ethnic minority and vulnerable youth in the labour market, problems with the quality of the education system, the types of employment youth engage in, and working poverty. Current policy and programmatic framework addresses some of those elements.

POLICY ATTENTION TO YOUTH EMPLOYMENT

In the Caribbean, at least at an official policy level, youth employment has received extensive attention in the countries covered by this study. The priority of providing decent work for youth recurs in National Youth Policy documents, budget statements and other official policy documents. Extensive strategies for fostering youth entrepreneurship are also included in national MSME and entrepreneurship policies. Nevertheless, in many cases, there appears to be a gap between the official policy statements and what has been implemented in practice.

MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

- - indicates that the country has interventions targeting exclusively youth in this area
- ✓ - indicates that the country has interventions in this area which youth may benefit from, but which do not exclusively target them

COUNTRIES	ATG	BRB	BLZ	DMA ¹	GRD	GUY	JAM	VCT	TTO
INTERVENTIONS									
School to work Transition									
Apprenticeships	✓•	✓	✓•	✓•	✓•	✓•	✓	✓•	✓•

¹ The mapping and analysis for Dominica was completed prior to the hurricane in 2017 and therefore should be interpreted as an evaluation of the environment before the disaster occurred.

COUNTRIES	ATG	BRB	BLZ	DMA ¹	GRD	GUY	JAM	VCT	TTO
INTERVENTIONS									
Internships and Job attachments	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•
Job Brokering	✓	✓	✓•	✓	✓•	✓	✓	✓	✓•
Job Search Assistance	✓		✓•				✓	✓	✓•
Labour rights and awareness programmes	✓		✓		✓•	✓		✓•	✓
Job Opportunities									
Public works and public employment schemes				✓•					✓
Subsidies to employers for hiring young people									✓
Youth Entrepreneurship									
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system ²	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	✓•	✓•	✓	✓•	✓•	✓•	✓•	✓•	✓•
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	✓•	✓•	✓	✓•	✓•	✓•	✓•	✓•	✓•
Support for youth entrepreneurship in									✓

² All countries in this study offer business-related subjects under the Caribbean Examinations Council curriculum, however, Jamaica is the only country with explicit entrepreneurship training in the secondary school system. A few countries also offer associate degrees or modules in entrepreneurship at the post-secondary level.

COUNTRIES	ATG	BRB	BLZ	DMA ¹	GRD	GUY	JAM	VCT	TTO
INTERVENTIONS									
the form of Special market shares for youth for government contracts or similar other ³									
(Re)Integration of Young Women and Men from Vulnerable Backgrounds									
Psychological and Career Counselling and training services for: Juveniles, first offenders and youth emancipating from crime	✓•	✓•	✓•	✓	✓•	✓•	✓•	✓•	✓•
Psychological and Career Counselling and training services for: Youth with problematic backgrounds	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•
Issue of Caribbean Vocational Qualification (CVQ)									
National availability of CVQ		✓		✓	✓	✓	✓	✓	✓
National availability of Prior Learning Assessment		✓		Unknown	✓	✓	✓	✓	✓

MAIN FINDINGS

Regional

Good coverage of intervention areas except job opportunities and special market shares for youth

Overall, the mapping of youth employment interventions in this study suggests that considerable multi-pronged efforts are underway across the region to overcome such challenges with at least some interventions existing in all intervention areas in each country. The main exceptions are the provision of job opportunities to youth via public works schemes and employer subsidies for hiring youth, as well the reservation of special market shares for youth enterprises which are not strategies commonly utilized in any country.

Apprenticeships, internships and job attachments are common but problems exist

Apprenticeships, internships and job attachment opportunities for youth feature prominently in all the countries' strategies to promote employment among their youth populations. There is, however, high variability between countries in the extensiveness of these programmes, the availability of apprenticeships versus internships, and quality. Problems also exist in some countries including the failure to match on-the-

³ The countries with ticks for this area have reserved government procurement shares for small businesses which young entrepreneurs can potentially access. No country has reserved shares for youth exclusively.

job training to market demands and growth sectors, and the potential for labour market distortions such as the delayed entry of young people into permanent employment as employers take advantage of free temporary labour provided by the government.

Job matching assistance services and labour rights awareness for youth interventions tend to be inadequate and limited

Facilitating the school-to-work transition via job matching assistance services for youth and labour rights awareness and sensitization was one of the only areas that was found to be consistently in need of strengthening in the region with public employment services, the main channel for such interventions, generally appearing to have limited capacity or being underutilized. There are exceptions to this, of course. While private job recruitment agencies do exist in most countries, they are likely to have a limited impact on the vast majority of youth as they tend to focus only on the most profitable young jobseekers. Similarly, few systematic labour rights awareness interventions were found and those that were identified were generally ad hoc and limited in scope.

Entrepreneurship education within the general education system is lacking in the region

As expected given efforts to promote the development of the private sector and micro, small and medium enterprises across the region, extensive interventions were found to promote youth entrepreneurship. In general, however, beyond the optional business-related subjects available under the Caribbean Examinations Council curriculum, entrepreneurship training within the education system was found to be lacking, with the exception of Jamaica.

Youth-targeted entrepreneurship training and support services, and access to finance tend to be limited while barriers exist to youth access to more commonly available general training and finance channels

Similarly, although a plethora of MSME training and financing opportunities exist in all countries, those that are youth-targeted tended to be limited in capacity and reach while significant design barriers exist to youth accessing training and finance via general channels. These include requirements for business registration to access training, and requirements for business plans, financial statements, registration, being in existence for more than a year, and collateral and security in order to access finance. Other challenges such as limited awareness and information, and high competition in the respective countries for limited MSME finance and training are likely to exclude youth.

Reintegration interventions are numerous, but gaps exist including the lack of programmes targeting vulnerable female youth

Reintegration interventions for vulnerable youth exist across the region, however, given the broad nature of this intervention area, coverage and quality is highly mixed. It was found that psychological services and services for youth in conflict with the law tend to be weaker in the region, while skills training interventions are extensive. Work experience opportunities for vulnerable youth are also fairly common and it may be useful to expand these, while interventions fostering entrepreneurship among this group are very few. The lack of reintegration programmes targeting vulnerable female youth such as teenage mothers and victims of sexual abuse, as well as the absence of female juvenile centres, also appears to be a major gap across the region.

Much more effort is generally needed in the region to achieve the full implementation of the Caribbean Vocational Qualification framework and the facilitation of intra-Caribbean migration

Facilitation of intra-Caribbean migration via the Caribbean Vocational Qualification has been pursued to highly varying extents in the nine countries with some countries offering no CVQs at all. While others have made more progress, overall, much remains to be done to achieve complete implementation of this framework with challenges identified including predominant certification under NVQ or non-standardised frameworks, limited occupational areas and levels available, limited capacity for training, assessment and verification, and low uptake of CVQs reflected in low certification rates. The implementation of CVQs in secondary schools is also generally in its infancy stage across the region.

General gaps include the lack of central coordinating agencies for youth employment, inappropriate targeting and inadequate monitoring and evaluation frameworks

Finally, at the general level, the lack of a central coordinating agency for youth employment interventions is a considerable obstacle to effectiveness in almost all countries, while problems with effective programme targeting and the lack of appropriate monitoring and evaluation frameworks were also encountered

Country Findings

Antigua and Barbuda

Although efforts are being made to foster youth employment in Antigua and Barbuda, the collective body of interventions was found to contain several areas for improvement to ensure its effectiveness. Job attachment and apprenticeship opportunities are confined to a few sectors or are reserved for unemployed youth. Very few training programmes offer work experience, including those for vulnerable youth in and out of penal institutions. Job matching services provided by the main public employment appear to be comprehensive but the organisation's reach is constrained by the lack of an online presence and most services being offered only in the capital. Overall, youth entrepreneurship interventions are in need of strengthening with no entrepreneurship training in the education system, limited training and support services, limited access to finance, and no specially reserved market shares in place. Programmes for vulnerable youth were also found to be limited, with no programmes for young vulnerable females, while the National Training Agency is yet to become operational to allow for issuing of CVQs.

Barbados

While there are some employment intervention areas in which Barbadian youth are well catered for, such as entrepreneurship promotion for secondary school students beyond the school system, overall, more effort is needed if the policy and programme environment is to be fully conducive to facilitating youth employment. Work experience opportunities, whether via apprenticeship, internship or job attachment, were found to be generally lacking in the country with limited direct government interventions. Job matching services, while existent, have been acknowledged by the government as being in need of restructuring and rejuvenation while reintegration initiatives for vulnerable youth are limited beyond those in the main juvenile detention centres which are predominantly operated by NGOs. Similarly, interventions to promote youth entrepreneurship appear to require strengthening with only limited avenues targeting youth specifically for training and finance and no established entrepreneurship training programme in secondary schools being identified. CVQ implementation has also been slow with many training programmes culminating in no national or regionally standardized qualification (NVQ/CVQ). What is

encouraging about the policy environment in Barbados, however, is that several initiatives are in the process of being introduced, revised, or expanded which may mean that a more promising environment for supporting youth employment will be present in the near future.

Belize

This preliminary investigation suggests that the youth employment intervention landscape in Belize is in need of considerable attention with significant gaps found in most areas examined. Both work experience opportunities and job matching services were found to be limited in the country while those that do exist have considerable problems which would hinder their effectiveness including low reach and capacity. Limited interventions were also identified in the area of youth entrepreneurship with a lack of entrepreneurship training in the general education system and very few avenues for training and support services in general. While youth-targeted financial products were not identified, more lenient non-targeted financing options are available. Ultimately, the fact that the main small business loan product is only available in Belize City and the only other channel is restricted to women means that youth access is inevitably limited as well. Reintegration of vulnerable youth is one area where considerable interventions have been made providing promising opportunities to this category of youth but, again, challenges were identified including the lack of access for youth outside of the two major cities. Finally, CVQ implementation has not yet begun in Belize with problems existing of youth receiving certifications which are not even recognized at the national level.

Dominica

Based on this mapping, Dominica had a comprehensive suite of programmes seeking to facilitate youth employment prior to the 2017 hurricane. Work placement opportunities were provided for a wide cross-section of youth across the country and at different education levels, primarily through the National Employment Programme. Well-designed, youth-tailored services were also available in the areas of entrepreneurship training and business support services as well as in the area of access to finance via the Dominica Youth Business Trust which enjoyed the partnership and support of the government, and the Ministry of Commerce, Enterprise, and Small Business Development. By contrast, job matching services were found to be lacking given the absence of a functional public employment agency while, as in most of the region, entrepreneurship training in the general education system was found to be limited. Gaps were also identified in the reintegration efforts for vulnerable youth including the absence of juvenile detention facilities and accompanying rehabilitative programmes. It was acknowledged, though that vulnerable youth may benefit from some of the government's other programmes which included them as targets. Finally, CVQ implementation appears to be limited.

Grenada

Overall, there are some well-developed initiatives to facilitate youth employment in Grenada, however, many are faced with problems of implementation in practice, while other areas have considerable gaps. This is especially case with the provision of work placement and on-the-job training opportunities with the design of the chief government intervention, the New Imani programme, being comprehensive but the actual execution falling short in a number of areas including the use of loopholes to receive stipends without working. Job matching services are lacking for youth with a placement service being only recently launched but being exclusive to the New Imani programme. Entrepreneurship training is absent in the education

system beyond business-related subjects under the CXC curriculum while youth-targeted entrepreneurship training, support and finance services are limited or non-existent. Similar problems exist in the area of reintegrating vulnerable youth with most programmes being small and disjointed although the Caribbean Development Bank-funded ASPIRE project is set to try and rectify this problem. CVQ implementation is one area where Grenada has had good progress but problems of low uptake have been identified.

Guyana

In Guyana, the environment for youth employment interventions is extremely active and expanding with the issue of youth employment receiving tremendous attention and effort in recent years. The quantitative and qualitative coverage of the different intervention areas examined is generally robust although, of course, there are gaps and areas requiring improvement. Gaps identified included a lack of entrepreneurship training in the general education system, a lack of interventions to create job opportunities specifically for youth whether via public works schemes or subsidies to employers, and a lack of interventions to reintegrate youth offenders in adult institutions. Critical gaps were found in available job matching assistance services, work placement opportunities, the implementation of the Caribbean Vocational Qualification framework, and to a lesser extent in the provision of entrepreneurial training, support and financial services. Despite these challenges, the fact that youth employment is receiving consistent attention at the governmental level means that developments and improvements are constantly occurring which bodes well for the future of the policy environment in the country.

Jamaica

In several intervention areas, Jamaica was found to be a pioneer in the region including in the provision of entrepreneurship training within the education system and a wide suite of job matching assistance services online. Extensive efforts were also identified in providing youth with work experience and job attachment opportunities and in reintegrating youth from vulnerable backgrounds. Still, despite its efforts in entrepreneurship education, significant areas for improvement were identified in the country's provision of entrepreneurship training, support services, and access to finance for youth, including those from vulnerable backgrounds. These included expanding the reach of interventions and their capacity. Rural youth were the exception, being well-catered for in this regard based on the mapping. Attention is also needed to the status of CVQ certification in the country with efforts currently focused on the expansion and provision of NVQ-J qualifications, while attention to duplication and rationalization is needed throughout the body of programmes and interventions available in the country.

St. Vincent and the Grenadines

The youth employment intervention environment in St. Vincent and the Grenadines can be assessed as being limited in scope overall. Some programmes do exist to provide youth at different education levels with work experience and on-the-job training, however, challenges have been identified including the sustainability of donor funding and the failure to focus on training in skill areas for which there is growing demand. While job matching services exist in principle, the limited capacity of the main public employment agency, including the lack of an online presence, prevents this from being effective. Limited capacity is similarly a problem with entrepreneurship training and finance services as the main youth-targeted intervention, the Youth Business Trust, appears to be inactive, while entrepreneurship training in the education system is limited, as in most of the region. Reintegration interventions suffer from the same problem of weakness with very few small interventions and gaps in the provision of remedial academic

training, psychological services, work experience, entrepreneurship development, and programmes targeting vulnerable female youth. Equally, CVQ implementation has been hindered by low capacity although two donor-funded projects are attempting to rectify this.

Trinidad and Tobago

“Overall, it was found that the youth employment intervention landscape in Trinidad and Tobago is robust in terms of quantitative and qualitative coverage of the different intervention areas examined, especially relative to other Caribbean countries. Despite these initiatives, gaps were identified in the areas of apprenticeship opportunities, interventions to create job opportunities specifically for youth whether via public works schemes and interventions to support the specific reintegration of young females from vulnerable backgrounds.”

Areas where interventions exist but improvements are needed to enhance effectiveness included job matching and labour rights awareness interventions which currently have limited reach, entrepreneurship training, finance and market share interventions which need to be modified to better target youth, reintegration interventions where there is some duplication, and intra-Caribbean migration interventions via the Caribbean Vocational Qualification which need to be expanded.

GENERAL RECOMMENDATIONS

Based on the mapping and resulting preliminary analysis, general recommendations are made for the region as a whole. Country-specific recommendations are included under the various country profiles.

1. Enhancement of youth employment intervention coordination by assigning such coordinating and streamlining power to an existing unit or agency or the creation of an ad hoc agency with sufficient power to fulfil this role.
2. Review of all programme targeting and clear establishment of the basis for the chosen target group, for example based on unemployment data
3. Set up of proper monitoring and evaluation frameworks which appear lacking, scantily resourced or of limited effectiveness.
4. Review of existing apprenticeship and work experience opportunities followed by appropriate expansion, rationalisation and modification based on the problems identified including the alignment of programmes to match the country’s growth sectors
5. Integration of apprenticeship and internship opportunities into all formal TVET and tertiary education
6. Research into labour market distortions by work attachment programmes, specifically the extent to which the provision of free labour to employers results in a delay in permanent employment for youth, and appropriate modifications
7. Strengthening of Public Employment Services including online services and labour rights awareness
8. Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies

9. Introduction of entrepreneurship training in secondary school for example via the Secondary Early Entrepreneurial Development Programme run by Junior Achievement in Jamaica.
10. Investigation into the reach of existing youth entrepreneurship training and financial services and revision and expansion where needed including expanding Youth Business Trusts or introducing youth-tailored products under general MSME support and finance institutions
11. Research into the potential costs and benefits of reserving a market share for youth
12. Investigation into the effectiveness and adequacy of current rehabilitative and re-integrative programmes for vulnerable youth and development of coherent employment strategies for this group.
13. Incorporation of work experience and entrepreneurship promotion into reintegration interventions
14. Introduction of appropriate re-integrative interventions for vulnerable female youth
15. Accelerated implementation of the CVQ framework

GLOSSARY

Apprenticeship	Systematic long-term training for a recognized occupation taking place within an undertaking or under an independent craftsman, combining on-the-job training and off-the-job learning and including, depending on the country, a variable combination of : (i) a specified job (contract/ agreement between employer and apprentice, with a duration between one and four years, depending on the trade), (ii) a structured training (defined training plan), (iii) assessment and industry-recognized certification of acquired competencies / qualifications.
Internships and Job attachment	<p>Workplace based training which (i) are usually shorter than an apprenticeship (four weeks and six months), (ii) cover a limited set of skills relevant for an occupation (apprenticeships, by contrast, aim to impart all skills needed to master a trade, which explains the longer duration), (iii) are complementary to the acquisition of the main knowledge and skills at a training centre or a university, (generally only supplementary skills are acquired through an internship) and (iv) may or may not provide relevant academic credit.</p> <p>Job attachment refers to a training modality where students are registered with a training centre/educational institution and the centre arranges short-term attachments of students within partnering businesses. While practical skills are imparted in the business, the core training remains with the training centre as are the final assessments. Job attachments are an assessed integral part of an academic or vocational programme. In the context of this study job attachment refers to all type of attachments which are neither internships nor qualify as apprenticeships.</p>
Job Brokering	Any structured set of activities aimed at facilitating the match between demand and supply for a given job, i.e. the match between job seekers' skills and experience and employers' proposed vacancies and needs. It includes support to job seekers (dissemination of information, matching of curricula to vacancy) or to employers (dissemination of information, pre selection or selection of candidates).
Job Search Assistance	Any structured set of activities aimed at facilitating job search on the part of the job seeker. They include capacitation on job search skills (CV writing, sitting job interviews, job vacancies, occupations, and job search techniques), referral to support measures, educational and career counselling and skills assessment.
Labour rights and awareness programmes	Any structured activity aimed at promoting young workers' (and non-workers) knowledge of their labour rights.
Public works and public employment schemes	Public works and public employment schemes refer to publicly funded programmes aimed at providing

	employment and income security to target participants, usually for a limited amount of time, while (possibly) increasing their employability and improving a particular type of public and/or social good, service, or asset.
Subsidies to employers for hiring young people	The considered subsidies include transfers to employers or employees that cover at least part of the eligible young individual wage or non-wage employment costs. Those include direct transfers to firms (hiring subsidies) or workers (wage supplements), general cuts in payroll taxes or social security contributions targeted at youth; and on-the-job training programmes, as long as they have a significant subsidized employment component.
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system	Entrepreneurship training within the general education system refers to the existence of any structured course or curricula (or part of) covering the entrepreneurship subject (and awarding credits) within the formal education system.
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	Such category includes two sets of activities: (i) support to youth entrepreneurship in the form of training outside the formal education system or (ii) other forms of business support services (e.g. market access, infrastructure, training and technical assistance, technology and product development, alternative financing mechanisms) provided to young entrepreneurs by third parties- either public, non-governmental or private, without the general education system.
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	Such category includes activities aimed at supporting young entrepreneurs through facilitated access to financial services through a public, non-governmental or private provider.
Support for youth entrepreneurship in the form of Special market shares for youth for government contracts or similar other	Such category includes support to young entrepreneurs in the form of reserving them special market shares within public procurement, usually in defined in terms of percentage of total procurement or in terms of provision of particular goods and services.
Psychological and Career Counselling and training services for: Juveniles, first offenders and youth emancipating from crime	Such category includes any structured set of activities aimed at reintegrating youth with a criminal past into the labour market.
Psychological and Career Counselling and training services for: Youth with problematic backgrounds	Such category includes any structured set of activities aimed at assisting youth with a problematic background in their access to the labour market. By problematic background it is intended (but it is not limited to) any of the following: young single parents, substance abusers, disabled (mental or physical), and orphans.
National Availability of CVQ	The Caribbean Vocational Qualification (CVQ) represents the achievement of a set of competencies which define core work practices of an occupational area, consistent with the

	levels articulated within the Caribbean regional qualification framework. The study investigates whether qualified individuals can be awarded CVQ in the country object of study.
National availability of Prior Learning Assessment	Such category refers to the availability in the country of interest of a system to certify and award formal recognition to qualified individuals of all prior learning and acquired skills which have not previously been assessed or credit-rated. Such prior learning may derive from life and work experiences (paid and voluntary), as well as skills acquired in non-formal educational contexts.

LIST OF TABLES

Table 1 - Summary of the Youth Employment Intervention Mapping in 9 Caribbean Countries	31
Table 2 - Key Country Indicators: Antigua and Barbuda	45
Table 3 – Antigua and Barbuda: Interventions Aimed at Facilitating the School to Work Transition For Young Women and Men	47
Table 4 – Antigua and Barbuda: Interventions Aimed at Providing Job Opportunities for Youth.....	56
Table 5 - Antigua And Barbuda: Interventions Aimed at Supporting Youth Entrepreneurship	57
Table 6 - Antigua And Barbuda: Interventions Aimed at Facilitating the (Re)Integration of Youth From Vulnerable Backgrounds.....	60
Table 7- Antigua And Barbuda: Interventions Aimed at Facilitating Intra-Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)	63
Table 8 - Key Country Indicators: Barbados	72
Table 9 - Barbados: Interventions Aimed at Facilitating the School To Work Transition For Young Women And Men	75
Table 10 - Barbados: Interventions Aimed at Providing Job Opportunities Specifically to Young Women and Men	79
Table 11 - Barbados: Interventions Aimed at Supporting Youth Entrepreneurship	79
Table 12 - Barbados: Interventions Aimed at Facilitating the (Re)Integration of Young Women and Men From Vulnerable Backgrounds	84
Table 13 - Barbados: Interventions Aimed at Facilitating Intra-Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ).....	87

Table 14 - Key Country Indicators: Belize	96
Table 15 - Belize: Interventions Aimed at Facilitating the School to Work Transition For Young Women And Men	99
Table 16 - Belize: Interventions Aimed at Supporting Youth Entrepreneurship.....	101
Table 17 - Belize: Interventions Aimed at Facilitating the (Re)Integration of Young Women And Men From Vulnerable Backgrounds	103
Table 18 - Belize: Interventions Aimed at Facilitating Intra Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ).....	106
Table 19 - Key Country Indicators: Dominica.....	115
Table 20 - Dominica: Interventions Aimed at Facilitating The School to Work Transition For Young Women And Men.....	117
Table 21 - Dominica: Interventions Aimed at Providing Job Opportunities Specifically for Young Men And Women.....	120
Table 22 - Dominica: Interventions Aimed at Supporting Youth Entrepreneurship	120
Table 23 - Dominica: Interventions Aimed at Facilitating The (Re)Integration of Young Women And Men From Vulnerable Backgrounds	125
Table 24 - Dominica: Interventions Aimed at Facilitating Intra Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ).....	127
Table 25 - Key Country Indicators: Grenada.....	135
Table 26 - Grenada: Interventions Aimed at Facilitating the School to Work Transition For Young Women And Men	137
Table 27 - Grenada: Interventions Aimed at Providing Job Opportunities Specifically For Young Women and Men	141
Table 28 - Grenada: Interventions Aimed at Supporting Youth Entrepreneurship.....	141
Table 29 - Grenada: Interventions Aimed at Facilitating the (Re)Integration of Young Women and Men from Vulnerable Backgrounds	146
Table 30 - Grenada: Interventions Aimed at Facilitating Intra Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ).....	150
Table 31 - Key Country Indicators: Guyana.....	161
Table 32 - Guyana: Interventions Aimed at Facilitating The School to Work Transition for Young Women And Men	163
Table 33 - Guyana: Interventions Aimed at Providing Job Opportunities Specifically for Young Women And Men	168
Table 34 - Guyana: Interventions Aimed at Supporting Youth Entrepreneurship.....	168

Table 35 - Guyana: Interventions Aimed at Facilitating The (Re)Integration of Young Women And Men from Vulnerable Backgrounds	174
Table 36 - Guyana: Interventions Aimed at Facilitating Intra Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ).....	176
Table 37 - Key Country Indicators: Jamaica	187
Table 38 - Jamaica: Interventions Aimed at Facilitating the School to Work Transition For Young Women and Men	190
Table 39 - Jamaica: Interventions Aimed at Providing Job Opportunities Specifically for Young Women And Men	196
Table 40 - Jamaica: Interventions Aimed at Supporting Youth Entrepreneurship	196
Table 41 - Jamaica: Interventions Aimed at Facilitating the (Re)Integration of Young Women And Men From Vulnerable Backgrounds	201
Table 42 - Jamaica: Interventions Aimed at Facilitating Intra-Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ).....	204
Table 43 - Key Country Indicators: St. Vincent and the Grenadines.....	215
Table 44 - St. Vincent and the Grenadines: Interventions Aimed at Facilitating The School to Work Transition for Young Women And Men.....	218
Table 45 - St. Vincent and the Grenadines: Interventions Aimed at Providing Job Opportunities Specifically for Young Women and Men	220
Table 46 - St. Vincent and the Grenadines: Interventions Aimed at Supporting Youth Entrepreneurship	220
Table 47 - St. Vincent and the Grenadines: Interventions Aimed at Facilitating the (Re)Integration Of Young Women and Men from Vulnerable Backgrounds	223
Table 48 - St. Vincent and the Grenadines: Interventions Aimed at Facilitating Intra-Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)	225
Table 49 - Key Country Indicators: Trinidad and Tobago.....	234
Table 50 - Trinidad And Tobago: Interventions Aimed at Facilitating the School to Work Transition for Young Women and Men	237
Table 51 - Trinidad and Tobago: Interventions Aimed at Providing Job Opportunities Specifically for Young Women and Men	243
Table 52 - Trinidad and Tobago: Interventions Aimed at Supporting Youth Entrepreneurship	244
Table 53 - Trinidad and Tobago: Interventions Aimed at Facilitating the (Re)Integration of Young Women and Men from Vulnerable Backgrounds	250
Table 54 - Trinidad and Tobago: Interventions Aimed at Facilitating Intra-Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)	254

LIST OF ACRONYMS

ABHTI	Antigua and Barbuda Hospitality Training Institution
ABIA	Antigua and Barbuda Investment Authority
ABICE	Antigua and Barbuda Institute of Continuing Education
ABSTEP	Antigua and Barbuda Skills Training and Empowerment Programme
ADB	Antigua and Barbuda Development Bank
AHTA	Antigua Hotels and Tourism Association
APUA	Antigua Public Utilities Authority
ASC	Antigua State College
ASPIRE	Awakening Special Potential by Investing in Restoration and Empowerment of Youth Project (Grenada)
BCC	Barbados Community College
BDFC	Belize Development Finance Corporation
BEF	Barbados Entrepreneurship Foundation
BELTRAIDE	Belize Trade and Investment Development Service
BEST	Belize Enterprise for Sustainable Technology
BIDC	Barbados Investment and Development Corporation
BIT	Board of Industrial Training (Guyana)
BoSVG	Bank of St. Vincent and the Grenadines
BTEC	Belize Training & Employment Centre
BTS	Boys' Training School (Antigua and Barbuda)
BVTB	Barbados Vocational Training Board
BYBT	Barbados Youth Business Trust
BYS	Barbados Youth Service
C2B	Classroom to Boardroom Project (Barbados)
CAP	Career Advancement Programme (Jamaica)
CAPS	Community Action for Public Safety Programme (Belize)
CARCIP	Caribbean Regional Communications Infrastructure Programme
CARIRI	Caribbean Industrial Research Institute
CBTF	Competency-Based Training Fund (Barbados)
CDB	Caribbean Development Bank
CEBO	Creativity for Employment and Business Opportunity
CEPEP	Community-Based Environmental Protection and Enhancement Programme (Trinidad and Tobago)
CRMA	Central Recruitment and Manpower Agency (Guyana)
CSEC	Caribbean Secondary Education Certificate
CTEP	Caribbean Tech Entrepreneurship Programme
CTVET	Council for TVET (Guyana)
CVQ	Caribbean Vocational Qualification
CXC	Caribbean Examinations Council

DAIDB	Dominica Agricultural and Industrial Development Bank
DBJ	Development Bank of Jamaica
DFATD	Department of Foreign Affairs, Trade and Development (Canada)
DFID	Department for International Development (UK)
DTVE	Division of Technical and Vocational Education under the St. Vincent and the Grenadines Community College
DYBT	Dominica Youth Business Trust
DYS	Department of Youth Services (Belize)
EDPM	Electronic Document Preparation and Management
EGFL	Enterprise Growth Fund Limited (Barbados)
FLY	Fostering Level-Headed Youth Programme (Grenada)
GAPP	Geriatric Adolescent Partnership Programme (Trinidad and Tobago)
GARDC	Gilbert Agricultural and Rural Development Center (Antigua and Barbuda)
GATE	Government Assisted Technology Endeavour (Antigua and Barbuda)
GBDC	Grenada Business Development Centre
GCIC	Grenada Chamber of Industry and Commerce
GDB	Grenada Development Bank
GITC	Guyana Industrial Training Centre
GNTA	Grenada National Training Agency
GRENCODA	The Grenada Community Development Agency
GTI	Government Technical Institute (Guyana)
GuySuCo	Guyana Sugar Company
GYBT	Guyana Youth Business Trust
HEART	Human Employment and Resource Training Trust (Jamaica)
HEYS	Hinterland Employment and Youth Service (Guyana)
HMP	Her Majesty's Prison (Antigua and Barbuda, Barbados, Grenada)
HOPE	Housing, Opportunity, Production and Employment Programme (Jamaica)
HOPE	Help Our People Excel Programme (Grenada)
HYPE	Helping You Prepare for Employment Programme (Trinidad and Tobago)
IADB	Inter-American Development Bank
IBIS	National Integrated Business Incubator System (Trinidad and Tobago)
IFAD	International Fund for Agricultural Development
IGNITE	Innovation Grant for New Ideas and Entrepreneurship (Jamaica)
ILO	International Labour Organisation
IPED	Institute of Private Enterprise Development (Guyana)
ITVET	Institute for TVET (Belize)
JA	Junior Achievement
JACE	Junior Achievement Company of Entrepreneurs
JBDC	Jamaica Business Development Corporation
JYBT	Jamaica Youth Business Trust

LEGS	Learning, Earning, Giving, Saving Programme (Jamaica)
LMIP	Labour Market Information Portal (Jamaica)
LMIS	Labour Market Information System
MANA	Men Against Negative Attitudes (Antigua and Barbuda)
MAREP	Market Access and Rural Enterprise Development Programme (Grenada)
MEL	Microenterprise Loan Programme (St. Vincent and the Grenadines)
MILAT	Military-Led Academic Training Programme (Trinidad and Tobago)
MSME	Micro, Small and Medium Enterprise
MuST	Multi-Sector Skills Training Programme (Trinidad and Tobago)
MYPART	Military-Led Youth Programme of Apprenticeship and Reorientation Training (Trinidad and Tobago)
NCTI	National Centre of Technological Innovation (St. Vincent and the Grenadines)
NCTVET	National Council on TVET (Jamaica)
NDF	National Development Foundation (St. Vincent and the Grenadines)
NEB	National Employment Bureau (Barbados)
NEDCO	National Enterprise Development Company (Trinidad and Tobago)
NEP	National Employment Programme (Dominica)
NES	National Employment Service (Trinidad and Tobago)
NOC	New Opportunity Corps (Guyana)
NTA	National Training Agency
NTPYE	National Training Project for Youth Employment (Guyana)
NVQ	National Vocational Qualification
NYAP	National Youth Apprenticeship Programme (Belize)
NYS	National Youth Service (Jamaica)
OA	Office Administration
OECS	Organisation of Eastern Caribbean States
OJT	On-the-job Training Programme (Trinidad and Tobago)
OSEC	One Stop Employment and Resource Centre (Antigua and Barbuda)
PAM	Programme for Adolescent Mothers (PAM)
PATH	Programme of Advancement Through Health and Education (Jamaica)
PLAR	Prior Learning Assessment and Recognition
POA	Principles of Accounts
POB	Principles of Business
RITTR	Rehabilitating Inmates through Training & Retraining Programme (Trinidad and Tobago)
RYEEP	Rural Youth Economic Empowerment Programme (Jamaica)
SAWP	Seasonal Agricultural Workers' Programme
SBB	Small Business Bureau (Guyana)
SBDC	Small Business Development Centre (Belize)
SBDF	Small Business Development Fund (Grenada)
SEED	Secondary Early Entrepreneurial Development Programme (Jamaica)

SEED	Sowing Employment through Entrepreneurial Development (Trinidad and Tobago)
SERVOL	Service for All (NGO) (Trinidad and Tobago)
SET	Support for Education and Training Programme (St. Vincent and the Grenadines)
SKYE	Skills and Knowledge for Youth Employment (Guyana)
SLED	Sustainable Livelihood and Entrepreneurial Development Project (Guyana)
SLTOP	School Leavers Training Opportunity Programme (Jamaica)
SSDA	The Sector Skills Development Agency (St. Vincent and the Grenadines)
TVET	Technical and Vocational Education and Training
UB	University of Belize
UNDP	United Nations Development Programme
URP	Unemployment Relief Programme (Trinidad and Tobago)
USAID	United States Agency for International Development
UTech	University of Technology (Jamaica)
VTDI	Vocational Training Development Institute (Jamaica)
WYF	Wagner Youth Facility (Belize)
YAP	Youth Assistance Programme (St. Vincent and the Grenadines)
YBT	Youth Business Trust
YBTB	Youth Business Trust Belize
YBTSVG	Youth Business Trust St. Vincent and the Grenadines
YBTT	Youth Business Trust Trinidad and Tobago
YDAC	Youth Development Apprenticeship Centres (Trinidad and Tobago)
YES	Youth Empowerment Service (St. Vincent and the Grenadines)
YES	Youth Entrepreneurship Scheme (Barbados)
YEST	Youth Entrepreneurial Skills Training Programme (Guyana)
YIPoG	Youth Innovation Project of Guyana
YMOP	Young Male Outreach Programme (Grenada)
YST	Youth Skills Training Programme (Dominica)
YTC	Youth Training Centre (Trinidad and Tobago)
YTEPP	Youth Training and Employment Partnership Programme (Trinidad and Tobago)

LIST OF FIGURES

Figure 1 - Youth (15-24) Unemployment Levels in 9 Caribbean Countries for the Most Recent Year Available (%)	30
Figure 2 - Male and Female Youth (15-24) Labour Force Participation Rates in 6 Caribbean Countries for the Most Recent Year Available (%)	30
Figure 3 - Male and Female Youth (15-24) Unemployment Rates in 7 Caribbean Countries for the Most Recent Year Available (%)	31

I. INTRODUCTION

1.1 Purpose

The research project was designed to provide the International Labour Organisation (ILO) with a detailed mapping of ongoing youth employment interventions in the following Caribbean countries: Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, St. Vincent and the Grenadines, and Trinidad and Tobago; along with a preliminary evaluation of the gaps encountered. It was anticipated that the information would be instrumental in the design of future development cooperation interventions in the context of the UN Multi-Country Sustainable Development Framework 2017-21 in the Caribbean region.

1.2 Focus of the research and analysis

The following key areas were considered⁴:

1. Interventions aimed at facilitating the school to work transition for young women and men in the form of:
 - a. Apprenticeships;
 - b. Internships;
 - c. Job attachment programmes for recent graduates from secondary, vocational or tertiary education with or without stipend; and
 - d. Job matching assistance programmes including:
 - i. Job Brokering (websites or in person) carried out by public or private organizations;
 - ii. Job search assistance (Curriculum Vitae, interview preparation) carried out by public or private organizations; and
 - iii. Labour rights awareness and sensitization.
2. Interventions aimed at providing job opportunities specifically for young women and men in the form of:
 - a. Public works and public employment schemes; and
 - b. Subsidies to employers for hiring young people (not included under point 1.c above).
3. Interventions aimed at supporting youth entrepreneurship in the form of:
 - a. Entrepreneurship training within the general education system;
 - b. Entrepreneurship training and business support services for young women and men by government or private organizations without the general education system;

⁴ The youth employment situation in a given country is the result of a number of root causes and their interactions. Macro and micro economic performance, output, as well as labour market institutions and the general institutional setting in a country can all potentially bear a sizable impact on quantity and quality of employment available to youth. The present review focuses on certain programmatic areas of particular interest being –arguably– the ones which potentially bring more immediate and direct results. Most of those areas are also overlapping with the priorities and the mandate of the ILO constituents. Notwithstanding such focus, it is clear that – in line with the International Labour Conference resolutions of 2005 and 2012- tackling the youth employment challenge must hinge on a systemic approach. In addition, even within the framework of labour market institutions there is certainly room to further analyze specific aspects (e.g. employment protection legislation).

- c. Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations; and
 - d. Special market shares for youth for government contracts or similar other.
4. Interventions aimed at facilitating the (re)integration of young women and men from vulnerable backgrounds including: Psychological and Career Counselling and training services for juveniles, first offenders, youth with problematic background, and youth emancipating from crime.
5. Interventions aimed at facilitating intra Caribbean migration through issuing of Caribbean Vocational Qualification (CVQ) with a particular attention to:
- a. National availability of CVQ and capacity of assessors and verifiers for the CVQ;
 - b. National availability of Prior Learning Assessment and Recognition (PLAR) and capacity of assessors and verifiers for PLAR.

Specific information sought for each programme is as indicated below:

- a. A complete listing and tabulation of the programmes currently on-going and a brief description (target age range, who runs it, what does it consist of, where does it take place - in particular, if it targets young women or men specifically, and/or a specific region, and/or urban/rural youth, the rationale behind it);
- b. The financial implications of each programme (who finances it, who receives money and for how long);
- c. The number of beneficiaries per year; and
- d. Future plans of development (if any).

Research was also done on key economic indicators of the respective countries, taking into consideration where information was available, the youth employment situation in each country.

1.3 Methodology

The ILO Decent Work Team and Office for the Caribbean engaged two independent consultants to conduct a desk review and deliver a report describing and analyzing on-going government-led and donor-funded activities for young women and men in Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, St. Vincent and the Grenadines, and Trinidad and Tobago. With support where possible from the ILO Decent Work Team and Office for the Caribbean, the consultants were expected to actively engage with stakeholders where information was not available in document form and from internet sources.

1.4 Data Collection

1.4.1 Desk review

The first phase of the research involved a review of publications available on the internet from International and Regional Organisations, inclusive of the World Bank, the International Monetary Fund, the Inter-American Development Bank, the United Nations, the Economic Commission for Latin America and the Caribbean, the Caribbean Development Bank and the Eastern Caribbean Development Bank. The

document review produced background information on youth employment in the world and the region, social and economic indicators, and information pertinent to the country profiles.

The second phase of the research involved a widened search for youth employment intervention activities at the country level, and included Ministry websites and other online sources. The information available was recorded in a data capture form developed by the consultant, as included at **Appendix I**.

1.5 Analysis

The resulting mapping for each country was then analysed with the aim of highlighting the main gaps in terms of policies, programmes and their implementation. Specifically, considerations were made regarding:

1. Coverage/completeness in terms of number of programmes/initiatives offered, areas covered and number of beneficiaries;
2. Implementation challenges;
3. The inclusion and/or attention to decent work deficits in the country profiles

It should be noted that this analysis is a preliminary attempt to connect the dots and evaluate the results of this mapping, incorporating whatever prior evaluations, studies and relevant government documents exist to go one step further in our understanding of the youth employment intervention environments in the region. Given the limits of the information available, this therefore represents a foundation step for deeper analysis in future projects as opposed to a definitive comprehensive evaluation.

II. THE REGIONAL PICTURE: MAPPING AND ANALYSIS

Providing decent employment for youth continues to be a major challenge for the region with high youth unemployment rates observed for eight of the nine countries in this study, Trinidad and Tobago being the exception, and with limited prospects for drastically improved economic performance in the near future. A host of obstacles to this goal exist including huge gaps between young men and women and disadvantages for rural, ethnic minority and vulnerable youth in the labour market, problems with the quality of the education system, the types of employment youth engage in, and working poverty, among others.

Overall, the mapping of youth employment interventions in this study suggests that considerable multi-pronged efforts are underway across the region to overcome such challenges with at least some interventions existing in all intervention areas in each country. The main exceptions are the provision of job opportunities to youth via public works schemes and employer subsidies for hiring youth, as well the reservation of special market shares for youth enterprises which are not strategies commonly utilized in any country.

Apprenticeships, internships and job attachment opportunities for youth feature prominently in all the countries' strategies to promote employment among their youth populations. There is, however, high variability between countries in the extensiveness of these programmes, the availability of apprenticeships versus internships, and quality. Problems also exist in some countries including the failure to match on-the-job training to market demands and growth sectors, and the potential for labour market distortions such as the delayed entry of young people into permanent employment as employers take advantage of free temporary labour provided by the government.

Facilitating the school-to-work transition via job matching assistance services for youth and labour rights awareness and sensitization was one of the areas that was found to be consistently in need of strengthening in the region with public employment services, the main channel for such interventions, generally appearing to have limited capacity or being underutilized. There are exceptions to this, of course. While private job recruitment agencies do exist in most countries, they are likely to have a limited impact on the vast majority of youth as they tend to focus only on the most profitable young jobseekers. Similarly, few systematic labour rights awareness interventions were found and those that were identified were generally ad hoc and limited in scope.

As expected given efforts to promote the development of the private sector and micro, small and medium enterprises across the region, extensive interventions were found to promote youth entrepreneurship. In general, however, beyond the optional business-related subjects available under the Caribbean Examinations Council curriculum, entrepreneurship training within the education system was found to be lacking, with the exception of Jamaica.

Similarly, although a plethora of MSME training and financing opportunities exist in all countries, those that are youth-targeted tended to be limited in capacity and reach while significant design barriers exist to youth accessing training and finance via general channels. These include requirements for business registration to access training, and requirements for business plans, financial statements, registration, being in existence for more than a year, and collateral and security in order to access finance. Other challenges such as limited awareness and information, and high competition in the respective countries for limited MSME finance and training are likely to exclude youth.

Reintegration interventions for vulnerable youth exist across the region, however, given the broad nature of this intervention area, coverage and quality is highly mixed. It was found that psychological services and services for youth in conflict with the law tend to be weaker in the region, while skills training interventions are extensive. Work experience opportunities for vulnerable youth are also fairly common and it may be useful to expand these, while interventions fostering entrepreneurship among this group are very few. The lack of reintegration programmes targeting vulnerable female youth such as teenage mothers and victims of sexual abuse, as well as the absence of female juvenile centres, also appears to be a major gap across the region.

Facilitation of intra-Caribbean migration via the Caribbean Vocational Qualification has been pursued to highly varying extents in the nine countries with some countries offering no CVQs at all. While others have made more progress, overall, much remains to be done to achieve complete implementation of this framework with challenges identified including predominant certification under NVQ or non-standardised frameworks, limited occupational areas and levels available, limited capacity for training, assessment and verification, and low uptake of CVQs reflected in low certification rates. The implementation of CVQs in secondary schools is also generally in its infancy stage across the region.

Finally, at the general level, the lack of a central coordinating agency for youth employment interventions is a considerable obstacle to effectiveness in almost all countries, while problems with effective programme targeting and the lack of appropriate monitoring and evaluation frameworks were also encountered.

(i) YOUTH EMPLOYMENT IN THE CARIBBEAN

High youth unemployment levels have long been acknowledged as a major challenge in the Caribbean, particularly in the context of the region's highly open, vulnerable and volatile small economies which have yet to fully recover from the Recession of 2008-9. With the exception of Trinidad and Tobago, Figure 1 illustrates that youth unemployment rates in the countries of this study remain well above the world average, and at or above the average for Latin America and the Caribbean, based on data for the most recent years available. The average for the nine countries is 28.5% reaching as high as 46% in St. Vincent and the Grenadines in 2015, and 40% in Grenada in 2016.

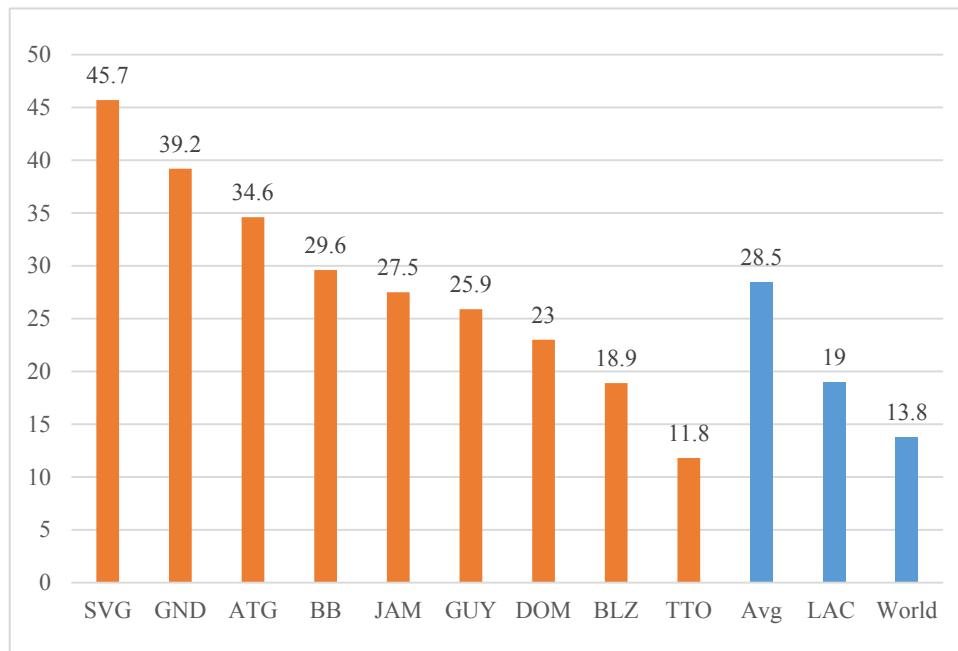
Consistent with previous research, youth aged 15-19 are found to be the most vulnerable in the labour market, with young females in this age category experiencing unemployment at the highest rate. Young females also have lower labour force participation rates compared to their male counterparts. The size of the gaps between young males and females in terms of both unemployment and labour force participation, however, vary across the countries studied with the highest gaps being generally observed in Belize with a difference of 20% and 22%, respectively. Huge gaps are also observed in Guyana at 23% and 14%, respectively. By contrast, only minimal differences on both indicators are observed between young males and females in Barbados. These findings are illustrated in Figure 2 and Figure 3.

Challenges of a weak education system which fails to adequately prepare youth for the labour market, youth being most commonly employed in low-skilled service and sales occupations and the informal sector, working poverty among youth, and long unemployment durations also exist in the region⁵. Obstacles to

⁵ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 13-23. <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

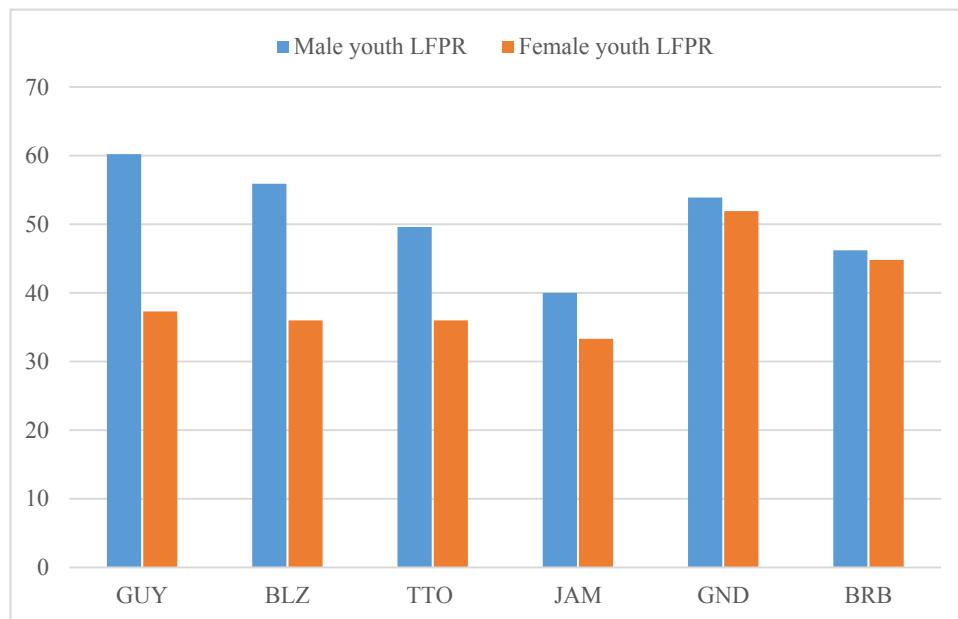
decent work for youth are equally faced in the form of underemployment, lower employment rates for rural and ethnic minority youth, and stigma and discrimination in the labour market against youth from vulnerable backgrounds, in particular those who have been in conflict with the law. Problems such as trafficking and dangerous employment including prostitution also exist, as do concerns over the phenomenon of youth who are neither in education and training, nor employment.

Figure 1 - Youth (15-24) Unemployment Levels in 9 Caribbean Countries for the Most Recent Year Available (%)



Source and Years: SVG – 2015 Labour Force Survey Statistical Office of St. Vincent and the Grenadines; GND – 2016 Labour Force Survey, Central Statistical Office; ATG – 2015 Preliminary release of Labour Force Survey Results; BRB – 2016, ILOSTAT; JAM – 2017 Q2 Labour Force Survey, Statistical Institute of Jamaica; GUY – 2017, World Development Indicators; DOM – 2016 for ages 15-34, Economic and Social Review, Government of Dominica; BLZ – 2017 Q1 Labour Force Survey, Statistical Institute of Belize; TTO – 2017 Q1 Labour Force Survey, Central Statistical Office, LAC and World – 2017, World Development Indicators.

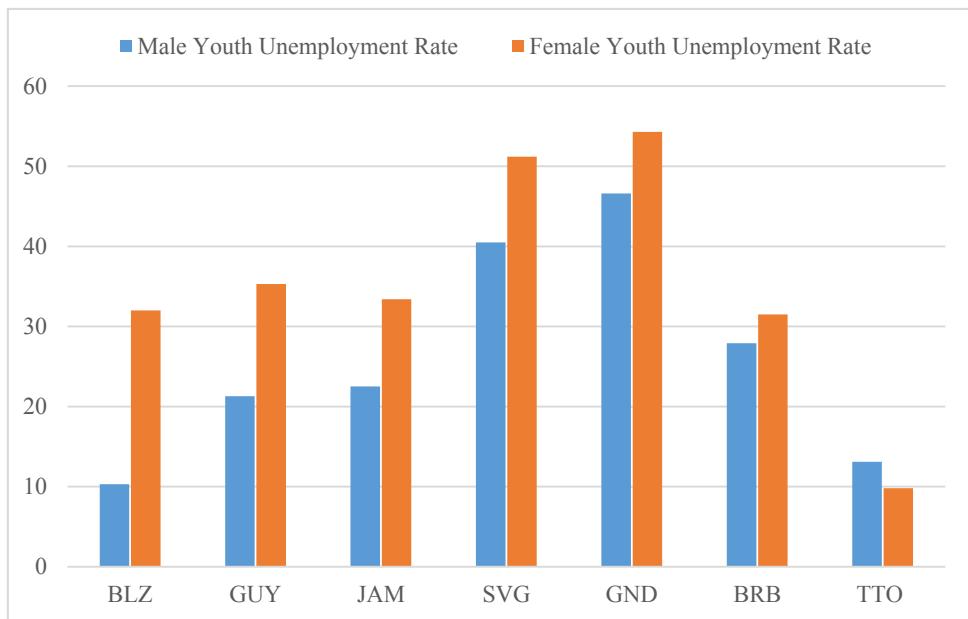
Figure 2 - Male and Female Youth (15-24) Labour Force Participation Rates in 6 Caribbean Countries for the Most Recent Year Available (%)



Source and Years: As for Figure 1

Figure 3 - Male and Female Youth (15-24) Unemployment Rates in 7 Caribbean Countries for the Most Recent Year Available (%)

Source and Years: As for Figure 1



(ii) POLICY ATTENTION TO YOUTH EMPLOYMENT IN THE REGION

At least at an official policy level, youth employment has received extensive attention in the countries covered by this study. The priority of providing decent work for youth recurs in National Youth Policy documents, budget statements and other official policy documents. Youth entrepreneurship as a means to decent employment has also become a popular approach taken by governments in the region with extensive strategies for fostering youth entrepreneurship being included in national MSME and entrepreneurship policies. In many cases, however, there appears to be a gap between the official policy statements and what has been implemented in practice.

(iii) REGIONAL MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

The table below provides a summary of the findings of the research carried out, highlighting the main areas where interventions do exist and the current gaps.

Table 1 - Summary of the Youth Employment Intervention Mapping in 9 Caribbean Countries

- - indicates that the country has interventions targeting exclusively youth in this area
- ✓ - indicates that the country has interventions in this area which youth may benefit from, but which do not exclusively target them

COUNTRIES	ATG	BRB	BLZ	DMA ⁶	GRD	GUY	JAM	VCT	TTO
INTERVENTIONS									
School to work Transition									
Apprenticeships	✓•	✓	✓•	✓•	✓•	✓•	✓	✓•	✓•

⁶ The mapping and analysis for Dominica was completed prior to the hurricane in 2017 and therefore should be interpreted as an evaluation of the environment before the disaster occurred.

COUNTRIES	ATG	BRB	BLZ	DMA ⁶	GRD	GUY	JAM	VCT	TTO
INTERVENTIONS									
Internships and Job attachments	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•
Job Brokering	✓	✓	✓•	✓	✓•	✓	✓	✓	
Job Search Assistance	✓		✓•				✓	✓	✓•
Labour rights and awareness programmes	✓		✓		✓•	✓		✓•	✓
Job Opportunities									
Public works and public employment schemes				✓•					✓
Subsidies to employers for hiring young people									
Youth Entrepreneurship									
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system ⁷	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	✓•	✓•	✓	✓•	✓•	✓•	✓•	✓•	✓•
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	✓•	✓•	✓	✓•	✓•	✓•	✓•	✓•	✓•
Support for youth entrepreneurship in									✓

⁷ All countries in this study offer business-related subjects under the Caribbean Examinations Council curriculum, however, Jamaica is the only country with explicit entrepreneurship training in the secondary school system. A few countries also offer associate degrees or modules in entrepreneurship at the post-secondary level.

COUNTRIES	ATG	BRB	BLZ	DMA ⁶	GRD	GUY	JAM	VCT	TTO
INTERVENTIONS									
the form of Special market shares for youth for government contracts or similar other ⁸									
(Re)Integration of Young Women and Men from Vulnerable Backgrounds									
Psychological and Career Counselling and training services for: Juveniles, first offenders and youth emancipating from crime	✓•	✓•	✓•	✓	✓•	✓•	✓•	✓•	✓•
Psychological and Career Counselling and training services for: Youth with problematic backgrounds	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•	✓•
Issue of Caribbean Vocational Qualification (CVQ)									
National availability of CVQ		✓		✓	✓	✓	✓	✓	✓
National availability of Prior Learning Assessment		✓		Unknown	✓	✓	✓	✓	✓

(iv) REGIONAL MAPPING ANALYSIS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

As the table above highlights, all countries covered in this study have at least some interventions seeking to provide apprenticeship, internship or job attachment opportunities directly to their youth populations. There is, however, high variability between countries in the extensiveness of these programmes, the approaches to providing work experience, and quality.

Countries like Trinidad and Tobago and Jamaica have extensive programmes covering youth nationwide at different education levels. These are primarily in the form of job attachment or internship programmes with limited apprenticeship opportunities currently existing⁹. By contrast, opportunities in Guyana and Grenada are primarily via apprenticeships, especially for low-skilled out-of-school youth, while the environment in other countries such as Dominica and St. Vincent and the Grenadines feature a mix of both apprenticeships

⁸ The countries with ticks for this area have reserved government procurement shares for small businesses which young entrepreneurs can potentially access. No country has reserved shares for youth exclusively.

⁹ As discussed under the Jamaica section, this is likely to change with the implementation of the Learning, Earning, Giving and Saving (LEGS) programme which intends to incorporate apprenticeships into all youth employment interventions.

and internships; the latter being primarily available to those in tertiary education or tertiary graduates. Work experience opportunities are generally limited across the board in Barbados and Belize while opportunities appear to be confined to certain sectors such as tourism and hospitality or are mainly available to unemployed youth in Antigua and Barbuda. This limits the opportunities available to youth who may be students in other sectors.

In general, work experience and apprenticeships do not appear to be well-integrated into formal TVET and tertiary institutions in the Caribbean with most institutions offering such opportunities only in a select few programmes and the majority of interventions identified in this mapping being introduced and executed by the respective governments. There are, of course, exceptions as in the institution-wide internship programme at the Samuel Jackson Prescod Polytechnic Institute in Barbados and the cooperative education programme available to all students at the University of Technology in Jamaica.

Many programme environments also feature the problem of the training and associated work experience not being aligned with the countries' identified growth sectors, thereby further accentuating the mismatch of labour force skills to demand, commonly discussed with respect to the Caribbean¹⁰, and limiting the job prospects for youth. This is the case with some of the apprenticeship and on-the-job training programmes in Guyana, St. Vincent and the Grenadines, Antigua and Barbuda, and Barbados. It may be the case in other countries, however, insufficient details were available to draw such conclusions. Other countries appear to have been more successful in aligning their interventions with skills demand as has been claimed with the National Employment Programme in Dominica¹¹.

Labour market distortions as a result of governments paying the salaries of youth placed in private and public organisations may also arise as a potential concern in most countries, with employers able to exploit the availability of free labour to avoid hiring youth. This may ultimately delay the entry of Caribbean youth into permanent employment and the achievement of the security and benefits that come with this.

Challenges unique to the specific country contexts have also been identified. For example, while the massive New Imani programme in Grenada has a comprehensive design and approach, in principle, several loopholes have been exploited to receive stipends without work or training participation. Limited programme reach in terms of the number of beneficiaries has been identified as a problem in St. Vincent and the Grenadines, few opportunities for tertiary students have been found in Guyana, and challenges in securing work placements as part of the programmes have been described in Dominica. Such country-specific problems are discussed extensively under the country profiles.

Job Matching Assistance: Job Brokering, Job Search and Labour Rights Awareness

Job matching assistance services for youth in the Caribbean appear to need considerable strengthening based on the countries examined in this study. Although six out of the nine countries in this study have some form of public employment service providing both job brokering and job search assistance services

¹⁰ See for instance M. Parra-Torrado (2014). *Youth Unemployment in the Caribbean*, World Bank Caribbean Knowledge Series, Paper No. 88362, p. 12.

¹¹ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 76. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

to different degrees, consistent with previous research¹², most appear to have limited capacity or are underutilised. In particular, only employment services in Guyana, Barbados, Jamaica and Trinidad and Tobago were found to have an online presence, with Guyana's online service having limited functionality, while employment services in other countries tended to be only available in the capital. Among the three countries with online services, Jamaica was the only country to offer a host of services online, in addition to the job database offered generally, including online career guidance, CV preparation and interview tips. The country is also pioneering in its intentions to launch a mobile application for its service.

The services identified in Dominica and Grenada are extremely limited with some small attempts having been made under the National Employment Programme in Dominica to try and provide youth with employment after programme completion via a business process outsourcing firm and the vector control division of the relevant environment agency, and a new pilot for a placement services being introduced under the Imani programme in Grenada that caters only to 400 Imani participants in this phase.

One major innovative intervention identified in the region is the Jobs and Career Coach in Trinidad and Tobago which directly targets youth with job search assistance services including career guidance. It does not, however, conduct job brokering services and its reach may be somewhat circumscribed by the fact that youth have to wait till the coach is present in their areas to access services. It should also be noted that many public employment services conduct career fairs and other career guidance initiatives for students in secondary school as is the case in Antigua and Barbuda.

In general, labour rights awareness initiatives were also lacking or limited in the countries examined with only one or two countries offering such services via an accessible website. Most interventions of this type tend to be in the form of workshops at the respective public employment agency which are unlikely to be readily accessed by youth. Some workshops and sessions are conducted in secondary schools as in the case of St. Vincent and the Grenadines, Antigua and Barbuda, and Grenada but these are generally ad hoc and unlikely to reach all schools.

Interventions Providing Job Opportunities for Youth

Public works schemes and subsidies to employers for hiring youth are not popular mechanisms for promoting youth employment in the Caribbean. Only Trinidad and Tobago has public works schemes but those do not really target youth, although youth may benefit, while Dominica has a Community Employment Programme which hires youth to do jobs needed in the community including early childhood care, elderly caring, and environmental beautification.

Provision of incentives to employers for hiring youth and the provision of monetary and non-monetary incentives to employers for engaging youth in on-the-job training and apprenticeship programmes have been included in the policy statements of Antigua and Barbuda, and Grenada, respectively¹³. Thus, the possibility exists that subsidies for hiring youth may be considered in the future.

Youth Entrepreneurship Interventions

¹² Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 51. <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

¹³ This was mentioned in Antigua and Barbuda's National Youth Policy and Grenada's Budget 2018.

Entrepreneurship Training within the General Education System

The fact that all countries included in this study follow the Caribbean Examinations Council secondary school curriculum means that at least some form of entrepreneurship training is available to students in the region. Specifically, business-related subjects including principles of business is available as an option at the upper secondary level. Ultimately, however, this subject falls short of being entrepreneurship training and, more importantly, the fact that its study is optional means that, although popular, the majority of secondary school students in the region are not receiving this training. Uptake rates for this subject range from 38% - 54% in the countries covered.

Entrepreneurship training programmes and modules are also found in post-secondary institutions in some countries including associate degrees in Dominica and St. Vincent and the Grenadines while the Junior Achievement Organisation of Trinidad and Tobago offers an in-school entrepreneurship training programme curriculum, however, this is only available on request. The Youth Entrepreneurship Scheme in Barbados is also reported to have run a YES Juniors programme in primary and secondary schools in the past, however, this does not appear to be currently operational. Overall, therefore, the region is lacking in this intervention area which is essential to building the entrepreneurial culture needed to foster entrepreneurship among youth as a means to decent employment.

The major exception to this finding is the pioneering programme in Jamaica, the Secondary Early Entrepreneurial Development (SEED) programme which began rollout in 168 secondary schools in September 2017 featuring a compulsory entrepreneurship training curriculum for Grade 9 (Form 3) students. With both a theoretical and practical training component, students are exposed to business before they reach the stage of selecting the subjects they wish to pursue for more concentrated study at the upper secondary level.

While no such programme exists in the other countries, it should be noted that provisions and prescriptions for the introduction of entrepreneurship education at the primary and secondary level is found in youth policy, MSME policy, and employment policy documents in Antigua and Barbuda, Barbados, and Belize.

Entrepreneurship Training and Support Services

Entrepreneurship training and support services for youth are available in some form or the other in each of the nine countries covered in this study. While this availability is a positive feature of the environment, youth-targeted initiatives in the region are generally limited and in need of strengthening while the access of youth to general MSME training and support services is likely to be hindered by factors discussed below.

The main intervention focusing specifically on youth are the training and mentorship services offered by the Youth Business Trust branches present in six of the nine countries, namely Barbados, Dominica, Guyana, Jamaica, St. Vincent and the Grenadines, and Trinidad and Tobago, and formerly present in Belize as well¹⁴. In general, while the services offered by these organisations are soundly targeted in terms of design and objective, the NGOs themselves have been found to be very small and with limited capacity, reaching on average, less than 100 youth per year. This is likely due to the fact that the YBTs rely almost exclusively on variable and uncertain donor-funding for their continued functioning. It should also be noted that the current activity status of the trusts in Barbados, Guyana and St. Vincent and the Grenadines is

¹⁴ The Belize Youth Business Trust closed down in 2015.

uncertain with those in the latter two appearing to be inactive. The major exception to this pattern is Dominica's Youth Business Trust which has benefited from a partnership with the Dominican government to bolster its standing and expand its reach.

It should be noted that two unique youth-targeted government services to promote youth entrepreneurship exist in the region. In Barbados, this is in the form of the Youth Entrepreneurship Scheme (YES) under the Ministry of Culture, Youth and Sports, which provides business development services to youth while an Enterprise and Job Creation Unit exists for youth in Belize. In both cases, insufficient information was available to assess the extent to which entrepreneurship services are currently provided. .

Country branches of the global “Junior Achievement” organization have also been integral in providing entrepreneurship training to secondary school students via its after-school programmes. These provide practical experience in developing and running student businesses and have been operative in Grenada, Jamaica, and Trinidad and Tobago. Ultimately, however, participation in these activities is based on self-selection and do not approximate the universal coverage needed at the secondary level as discussed previously. Interventions at the secondary school level have also been identified in Barbados, with business competitions and training. Still, those remain outside of the official curriculum.

The push in the region to develop the MSME sector has seen the development and expansion of several business support organisations and MSME credit institutions which also provide business training and support services. At least in theory, youth can access these. In several countries, however, including Barbados and Jamaica, the penetration rates of business support organizations have been deemed to very low, while in most countries, the requirement that businesses be registered before accessing services could be a major deterrent for youth in the embryonic stages of the business cycle. In other countries, such as Guyana, the data collected in the country mapping shows the youth reach of such organisations to be very low. Imperfect information problems are also likely to hinder youth from accessing such services which do not target them directly.

Finally, entrepreneurship training for youth is also available in several countries including Grenada, Guyana, Trinidad and Tobago, and Barbados, as a component of broader technical and vocational skills training programmes which seek to promote micro-entrepreneurship among youth with lower educational attainment.

Special Access to Financial Services

In general, the observations made with respect to the provision of entrepreneurship training and support services for youth apply to the provision of special access to financial services. With some exceptions, youth-targeted interventions are few or limited while significant design barriers exist to youth access to general SME financing.

Once again, the most common youth-targeted intervention in this area are the loans provided by Youth Business Trusts in the region which feature youth-friendly lenient terms including no collateral requirements and lower interest rates and training and assistance to support the loan application process. In some cases, as in Dominica, the YBT plays more of a facilitative role, providing loan guarantees and technical support for financing at private institutions. As discussed previously, however, in practice, several

of the region's YBTs appear to be inactive or have very limited capacity due to reliance on donor funding. Consequently, youth entrepreneurship financing via this avenue is unlikely to be extensive in the region.

Additional youth-targeted initiatives for enhancing youth access to business finance also exist in some countries but there are challenges with most of these. The unique programme of the Youth Entrepreneurship Scheme in Barbados provides referrals for financial assistance to youth in principle, however, information on the extent to which this actually occurs was unavailable. Similarly, grants for youth businesses are supposed to exist under the New Imani programme in Grenada and the Hinterland Employment and Youth Service (HEY) catering to rural youth but this component of these programmes do not appear to have been implemented extensively. Greater success at providing financing to youth directly has been achieved for rural youth in Jamaica via the Rural Youth Economic Empowerment Programme (RYEEP) and the combined youth agricultural enterprise programmes of the Ministry of Industry, Commerce, Agriculture and Fisheries (MICAF), while youth in Dominica were well catered for by the grants programme offered by the Ministry of Commerce, Enterprise and Small Business Development (MoCESBD) combined with loan guarantees via the Dominica Youth Business Trust (DYBT).

Similarly, as mentioned previously, a host of general MSME financing institutions exist in most countries of the region potentially serving as channels for youth to access business finance¹⁵. With very few exceptions though, requirements for accessing such finance are likely to be heavy deterrents for youth or may exclude them altogether¹⁶. These include requirements for business registration or a certain number of years in business, financial statements for previous years, well-developed business plans, and collateral and security. Further, the fact that most Caribbean countries have been identified as having limited available SME finance access means that competition is likely to be extremely high among all MSMEs for what resources do exist. Young entrepreneurs with less experience and resources are, therefore, likely to be less competitive and therefore less successful in gaining access to this limited pool. Additionally, problems of imperfect information and a lack of awareness may also hinder youth access to finance in the region.

Special Market Shares

Like public employment works and subsidies to employers, the reservation of market shares for youth enterprises is not a common strategy for promoting youth employment in the region. There are, however, shares of government procurement reserved for small businesses in Trinidad and Tobago, which youth enterprises can potentially access. The competitiveness of youth enterprises at achieving this though is questionable. It should be noted that provisions for reserved small business shares of government procurement also exist in Antigua and Barbuda, and Guyana, but these have not yet been implemented.

¹⁵ The main exception is Antigua and Barbuda where no government-initiated agency dedicated to providing SME finance was found. The NGO, the Gilbert Agricultural and Rural Development (GARD) Center, has a Business Development Unit open to the public and provides referrals for finance at a partner credit union, however, this organisation's efforts are targeted primarily to rural persons and at-risk youth and relies on highly variable donor funding.

¹⁶ See, for instance Ulrich Schoof(2006): " Stimulating Youth Entrepreneurship: Barriers and incentives to enterprise start-ups by young people". ILO SEED Working Paper No. 76

Reintegration of Youth from Vulnerable Backgrounds

All countries in this study have at least some interventions seeking to reintegrate youth from vulnerable backgrounds. Especially given the broad nature of this intervention area, coverage and quality is highly mixed with the variation in coverage across countries potentially reflecting the size of the problem of vulnerable youth requiring reintegration in each country.

As a preliminary evaluation, it can be said that rehabilitative services for youth in conflict with the law are available, with much more information available about services for juvenile offenders than those incarcerated at adult institutions. Problems have been identified in most countries with regard to inadequate human resources at juvenile facilities including staff for academic and vocational training, as well as psychological services. This was the case in Antigua and Barbuda, Belize, Grenada, Guyana, and St. Vincent and the Grenadines.

Indeed, psychological counselling services for both youth in conflict with the law and those out of penal institutions was repeatedly identified as an area where programmes and capacity are severely lacking. In fact, some countries, such as Belize, were deemed to lack adequate human resources for psychosocial services across the country in general. Insufficient information on career counselling services was available to assess its availability.

Skills training interventions focusing on technical and vocational skills for vulnerable youth in and out of penal institutions were found across all countries but to highly varying degrees. The overall programme environment was found to be very limited in Antigua and Barbuda, Dominica, and St. Vincent and the Grenadines with both few programmes and those existing being very small. Other countries such as Barbados, Belize, and Grenada were found to have programmes with sound designs and objectives but limited reach. For example, Belize has comprehensive programmes for vulnerable youth including skills training, remedial academic training, and on-the-job training, however, these are confined to two main cities in the country. Stronger efforts were found, as expected, in Guyana, Trinidad and Tobago, and Jamaica.

Quite a number of programmes also include work experience as part of their re-integrative efforts which is essential to helping vulnerable youth overcome stigma, discrimination and other barriers to entering the labour market. In Dominica and Jamaica, in particular, almost all programmes targeting vulnerable youth include some form of on-the-job training while at least one intervention including such placements were found in all other countries with the exception of Grenada and Guyana.

The inclusion of training and finance for micro-entrepreneurship was less common as a part of reintegration interventions although pioneering efforts in this area were found extensively in Guyana and to a lesser extent in Trinidad and Tobago and Belize.

One common gap identified across all countries is the lack of reintegration programmes for vulnerable female youth especially those who may be teenage mothers or who have been victims of sexual abuse. While some interventions do exist such as the Programme for Adolescent Mothers in Grenada, and the inclusion of provisions for teenage mothers such as day-care services and conditional transfers for children as part of programme designs in Guyana and Belize, overall, targeting of this group of vulnerable youth was found to be significantly lacking.

Facilitation of Intra-Caribbean Migration through the Caribbean Vocational Qualification (CVQ)

Implementation of the CVQ framework and hence the facilitation of intra-Caribbean migration in the countries of this study is highly variable with CVQs not being available at all in Belize, and Antigua and Barbuda, where the National Training Agency is yet to become operational. By contrast, greater progress has been achieved in Trinidad and Tobago, and Grenada, where CVQs are widely available. Prior Learning Assessment and Recognition was only available in five of the nine countries based on the information available¹⁷.

Several further problems have also been identified in the implementation across the region. In many countries while CVQs are available in principle, many or most training programmes do not offer such certification while others continue to offer only National Vocational Qualifications (NVQs). This is particularly the case in Jamaica where NVQs are predominantly offered while in Trinidad and Tobago and Guyana, some of the main training institutions do not offer CVQs. Consequently, CVQ certification rates are low, although in Grenada, CVQ certification is low despite being widely available, including in all government-funded skills training programmes.

Additionally, only lower levels of CVQ certification are available in some countries as is the case in Grenada where CVQs are available only up to level II and in Guyana where only level I is offered. Certification is only available in a limited set of occupational areas in many countries as well, while capacity problems including a lack of assessors, trainers, and verifiers have been identified in others including St. Vincent and the Grenadines.

Progress is ongoing with the implementation of the framework in secondary schools with availability of CVQ in secondary schools being widespread in Trinidad and Tobago, some availability in Jamaica and St. Vincent and the Grenadines, and pilots being initiated in Dominica and Grenada. Plans for similar pilots exist in Guyana.

General Issues

Across the various intervention areas, some common challenges were identified and are worth highlighting; specifically, issues of overarching administration, targeting, and monitoring and evaluation.

Consistent with findings from previous research¹⁸, there is a general lack of a coordinating body for youth employment interventions in the countries studied leading to the lack of a coherent approach and often competing and duplicative programmes. There are some exceptions as in the case of the Enterprise and Job Creation Unit of the Department of Youth Services in Belize which is tasked with this function, while in Jamaica, recent efforts under the Learning, Earning, Giving and Saving (LEGS) programme of the Prime Minister's Office has set out to achieve this.

Targeting also does not always appear to be informed by data on the needs of different age groups in the labour force and hence, are not the most effective. While many programmes seek to target “youth”, very often their reach extends to individuals as old as 35 years old, or even 38 as is the case under Grenada’s

¹⁷ These were Barbados, Grenada, Jamaica, St. Vincent and the Grenadines, and Trinidad and Tobago.

¹⁸ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. xvii. <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

New Imani Programme. This may be reflective of youth policies in the region which commonly define youth as being between ages 16-35. Examination of labour force data in many of these countries, however, illustrates that, generally, individuals over the age of 29 have employment rates comparable to the adult population, sometimes lower. To the extent that unemployment is used as the indicator upon which targeting is based, greater efficiency would therefore be achieved by targeting a narrower age group. Similarly, youth who are the most in need based on their gender, geographic location, ethnic group and other factors are not always effectively targeted by existing programmes.

Finally, as has been deemed a perennial problem in the region, monitoring and evaluation frameworks for youth employment interventions are found to be severely inadequate, hindering efforts to assess the extent to which such interventions are having a significant impact on providing decent work for youth in the region.

(v) RECOMMENDATIONS

Based on the preceding analysis, the following recommendations are made to address some of the gaps and challenges identified under each intervention area:

General

1. *Better coordination of youth employment initiatives could be achieved by strengthening an existing agency or unit to perform this role or the ad hoc establishment of such an agency*

Such an agency should be tasked with developing and implementing a coherent strategy for promoting youth employment in close coordination with the relevant public employment service or labour department. Efforts should also be made by this body to collate all relevant information on youth employment interventions into one resource, ideally a website, to provide youth in the population with a central location for finding out what is available to them.

2. *Programme targeting should be reviewed and the basis for the chosen target group should be clearly established*

If unemployment is deemed the most important indicator on which targeting is based, then programmes should be revised to target those youth most in need of them based on timely labour force data. Targeting on the basis of other factors such as gender and geographic location should also be achieved by evaluating the needs of different subgroups of youth in the labour market.

3. *Monitoring and evaluation frameworks should be set up*

Proper monitoring and evaluation should be implemented and used to regularly revise and improve youth employment interventions.

Interventions to Facilitate School to Work Transition

4. *Review of existing apprenticeship and work experience opportunities followed by appropriate expansion and modification*

While this study provides a preliminary assessment of what is available and where gaps and duplication may exist, countries should evaluate their own programme environments to verify whether existing

apprenticeship and work experience opportunities adequately cater to the needs of their youth populations. In some cases, both will need to be expanded or streamlined, while in others, expansion of apprenticeships alone may be needed and so on.

5. *Apprenticeship and internship opportunities should be integrated into all formal TVET and tertiary education.*

TVET training and tertiary education should adopt the inclusion of work experience as an essential part of preparing youth for the labour market. This is especially necessary in formal TVET institutions.

6. *Alignment of work experience opportunities with national development strategies*

Work attachments and associated training should be viewed as developing the human resource of the country for the benefit of everyone as opposed to being solely a social intervention to improve the outcomes of young people. Consequently, the design of programmes should be informed by the growth strategy of the country including the provision of on-the-job training in areas for which there is identified demand and the promise of growth. Such recommendation should be taken on board in respect of all forms of education and work experience opportunities.

7. *Research into labour market distortions and appropriate modifications*

The extent to which current job attachment programmes in which the government pays youth's salaries cause labour market distortions should be fully investigated and programme designs altered to minimise such effects- if found.

8. *Strengthening of Public Employment Services including online services and labour rights awareness*

Public employment services across the region need to be adequately strengthened to provide online and offline job search and job brokering services, as well as labour rights awareness and sensitisation. The needs of youth and the most effective means of reaching them should be clearly identified and initiatives tailored accordingly.

Interventions to Provide Job Opportunities to Youth

9. *Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies*

Research should be conducted to determine whether such interventions would work in the regional and country context before they are introduced. Research would also be needed into the specific intervention designs needed to ensure effectiveness. The latter is particularly relevant bearing in mind that job opportunities through public employment schemes tend to be mainly for unskilled or low-level skilled workers and are mainly targeted to heads of poor households, which usually are not young.

Regarding employers' subsidies, while this measure has long been considered as one of the most effective to ensure acquisition of work experience for youth while limiting the risk for employers, investigation or at least pilot testing should be carried out before introduction. Of most interest would

be to determine which of the alternative ways to subsidise the hiring or the attachment of youth (such as wage subsidy or exemption or reduction of social security contribution and/or taxes for employers hiring youth or apprentices) could be the most suitable in each Caribbean country.

Interventions to Promote Youth Entrepreneurship

10. Introduction of entrepreneurship training in secondary school

Given how essential this is to building a national entrepreneurial culture, entrepreneurship training should be introduced in all countries at the secondary school level. At the very least, making the CXC subject, Principles of Business, compulsory could be one imperfect avenue for achieving this. A more robust initiative would be to implement an intervention of the type currently being piloted in Jamaica; that is the theoretical and practical entrepreneurship training provided by the Secondary Early Entrepreneurial Development Programme run by Junior Achievement.

11. Investigation into the reach of existing youth entrepreneurship training and financial services and revision and expansion where needed

Given inadequate information, it is first necessary to establish the extent to which youth are being effectively served by existing interventions in these areas. Where access is low, it must further be determined whether this is due to imperfect information causing low uptake or problems in the availability of the actual services such as barriers to youth access. Where necessary, youth-targeted interventions should be developed and expanded including potentially via the strengthening and expansion of Youth Business Trusts in the region, or the introduction of youth-tailored products under existing SME finance institutions. Appropriate awareness measures or expansion of youth-targeted services should then be pursued.

12. Research into the potential costs and benefits of reserving a market share for youth

Reservation of market shares for youth businesses may be a good strategy for supporting youth entrepreneurship in the region, however, research is needed into whether this is a viable option and how this should be implemented in practice before this is assumed.

Interventions to Facilitate Reintegration

13. Investigation into the effectiveness and adequacy of current rehabilitative and re-integrative programmes for vulnerable youth and development of coherent employment strategies.

Reintegration interventions for vulnerable youth was one area where a lot of uncertainty existed in the mapping process due to the limited availability of information. Consequently, further country-specific investigations should be conducted to properly establish the extent to which the needs of such youth, including all the relevant sub-groups, are being met by the existing policy and programme environments. Given that programmes tend to be numerous and disjointed in this area, this research should be used to inform the development of coherent strategies for promoting the employment of

vulnerable youth under a broader youth employment strategy. This should include the alignment of training with national development strategies.

14. Incorporation of work experience and entrepreneurship promotion

The promotion of work experience and entrepreneurship among vulnerable youth as much as among mainstream youth could be a promising avenue to afford them the best opportunities for securing decent permanent employment.

15. Introduction of appropriate re-integrative interventions for vulnerable female youth

Given their specific needs and circumstances and the fact that interventions are generally lacking in this area, appropriate programmes need to be devised to ensure the effective reintegration of young vulnerable women into the labour market. This should include catering to teenage mothers and young women who are sexual abuse victims.

Interventions to Facilitate Intra-Regional Migration

16. Accelerated implementation of the CVQ framework

Efforts should be renewed and continued to ensure the implementation of the CVQ framework across the region. This includes moving from NVQ certification to CVQ, expansion of the occupational areas and levels available, strengthening capacity for training, assessment and verification, and expanding access in secondary schools. Where uptake is low, efforts should be made to identify the cause, and appropriate modifications made. Efforts should also be continued to expand PLAR. Finally, it is important that national marketing and awareness campaigns accompany implementation efforts.

III. COUNTRY PROFILES

ANTIGUA AND BARBUDA¹⁹

This profile maps ongoing youth employment interventions in Antigua and Barbuda in the areas of interventions facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable. This material was collected by desk review with collaboration from stakeholders in relevant government and non-governmental agencies.

Main findings

Although efforts are being made to foster youth employment in Antigua and Barbuda, the collective body of interventions was found to contain several areas for improvement to ensure its effectiveness. Job attachment and apprenticeship opportunities are confined to a few sectors or are reserved for unemployed youth. Very few training programmes offer work experience, including those for vulnerable youth in and out of penal institutions. Job matching services provided by the main public employment appear to be comprehensive but the organisation's reach is constrained by the lack of an online presence and most services being offered only in the capital. Overall, youth entrepreneurship interventions are in need of strengthening with no entrepreneurship training in the education system, limited training and support services, limited access to finance, and no especially reserved market shares in place. Programmes for vulnerable youth were also found to be limited, with no programmes for young vulnerable females, while the National Training Agency is yet to become operational to allow for issuing of CVQs.

Profile Structure

This profile begins with a look at indicators relevant to youth employment and economic activity in Antigua and Barbuda accompanied by a brief discussion of the youth employment situation in the country and the policy attention it has received. The mapping of youth employment interventions is then presented followed by an analysis of this mapping. The profile concludes with recommendations based on this preliminary analysis.

i) COUNTRY DATA

Table 2 - Key Country Indicators: Antigua and Barbuda

<i>Population²⁰</i>	
Total Population (2017)	102,012
Youth Population (15-24) (2017)	

¹⁹ The information reflected in this mapping is up-to-date as at August 2017, prior to the major hurricane event in Antigua and Barbuda. While we have tried to update this information since then, it is possible that all changes may be not be reflected.

²⁰ United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision, custom data acquired via website.

		17,055 (16.7%)
<i>Economy</i>		
Gross Domestic Product (GDP at constant 2010 \$US) (2016)		\$1.3 billion ²²
Projected GDP Growth (2018)		1.7% ²³
GDP Composition by Sector (2016) ²¹		
• Agriculture		2%
• Industry		19%
• Manufacturing		3%
• Services		79%
<i>Employment</i> ²⁴		
Total unemployment rate (%) (2015)		14.1
• Female		15.0
• Male		13.2
Youth unemployment (% of youth labour force) (2015)		34.63
<i>Educational Attainment</i> ²⁵		
Lower secondary completion rate (% of relevant age group) (2015)		90.8
Tertiary gross enrolment ratio (%) (2012)		23.5

(ii) THE YOUTH EMPLOYMENT SITUATION IN ANTIGUA AND BARBUDA

The lack of decent work opportunities for youth is a major challenge for Antigua and Barbuda, reflected by a high overall youth unemployment rate of 35% in 2015²⁶, with even higher rates for youth aged 15-19²⁷. Such rates have been observed despite positive growth in the economy over the last four years driven by growth in the country's dominant industry, tourism. Recent natural disaster events may negatively impact this situation even further.

In addition to unemployment, youth in Antigua and Barbuda face problems of under- and overqualification, as well as underemployment²⁸. Consultations to inform the country's National Youth Policy also led to the identification of inadequate formal preparation and the lack of school-to-work programmes,

²¹ The World Bank: World Development Indicators: Structure of Output. <http://wdi.worldbank.org/table/4.2>.

²² Ibid.

²³ The World Bank: Country data: Antigua and Barbuda.

²⁴ 2015 Labour Force Survey of Antigua and Barbuda – Preliminary release July 2015

²⁵ World Bank. World Development Indicators.

²⁶ 2015 Labour Force Survey of Antigua and Barbuda – Preliminary release July 2015. Youth interviewed for the USAID (2013) Eastern and Southern Caribbean Youth Assessment also ranked a lack of economic opportunities as one of the greatest challenges they face (p. 45).

²⁷ In 2011, the unemployment rates for youth aged 15-19, and 20-24 were 47% and 20%, respectively.

Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 9. <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

²⁸ USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report, p. 45.

entrepreneurship opportunities, and skills training, as being among the obstacles to securing decent employment²⁹. Job opportunities which do not meet the expectations of youth and their failure to demonstrate the appropriate workplace attitudes and aptitudes have equally been highlighted as challenges³⁰.

(iii) POLICY ATTENTION TO YOUTH EMPLOYMENT

Employment and sustainable livelihoods for youth is one of the key focus areas of Antigua and Barbuda's 2007 National Youth Policy, including significant attention to the need for decent work³¹. Provisions under this goal are extensive, ranging from the promotion of on-the-job training and work experience, to initiatives for youth entrepreneurship development, and the expansion of skills training, especially in the areas of agriculture, ICTs, and the creative and cultural arts. The policy's objectives also include the alignment of education and training to match employment needs³².

Although national budget statements include mention of the goal of job creation and fostering entrepreneurship, less attention has been paid specifically to youth and youth employment initiatives³³.

(iv) MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

Table 3 – Antigua and Barbuda: Interventions Aimed at Facilitating the School to Work Transition for Young Women and Men

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Apprenticeships/ Internships/Job attachments programmes (secondary, vocational, and tertiary)	“Summer Internship Program Assistance Services” provided under Public Employment Services	<ul style="list-style-type: none"> • Operated by: One Stop Employment Centre – Unit of the Department of Labour • Elements of the Programme: OSEC does not offer internships itself, however, internship assistance services are provided under the two main programmes: <ol style="list-style-type: none"> 1. The Summer Internship Programme Liaison Service 2. Application Assistance for Internship & Training Programmes at Hotels 1. Summer Internship Program Liaison <ul style="list-style-type: none"> • Target group: College-University Students studying abroad, e.g Students in China • Age range: 18-25 • Source of funding: Administrative duties conducted by OSEC – Labour Department. • Period of engagement: June to August • Stipend: At the discretion of the employers who participate. May also be unpaid.

²⁹ Government of Antigua and Barbuda (2007). *Antigua and Barbuda National Youth Policy*, p. 52.

³⁰ USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report, p. 45.

³¹ Government of Antigua and Barbuda (2007). *Antigua and Barbuda National Youth Policy*.

³² Ibid.

³³ Government of Antigua and Barbuda (2016). *2017 Budget Statement*.

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Programme availability: Mainly in urban areas • Rationale for the programme: • Providing work experience • On-the-job skills training and enhancement and building competencies • Number of beneficiaries per year: varies • Future Plans: To expand on employers' involvement since departmental budget does not provide remuneration for this youth project. <p>2. Hotels Internship/Training programs – Application assistance offered by OSEC. Main Hotels include Sandals, Jolly Beach, Verandah and St. James Club</p> <ul style="list-style-type: none"> • Target group: Unemployed - low skill level • Age range: Varies – majority 18-35 • Source of funding: OSEC acts as a liaison and offers jobseekers assistance with application. • Period of engagement: Usually 6-8 weeks • Stipend or minimum wage may be paid by hotels offering the program or may be unpaid. Some trainees are offered permanent employment at the end of training. • Programme availability: Urban and rural areas • Rationale for the programme: same as above • Number of Beneficiaries per year: Varies • Future plans: Expansion of on-going guidance and assistance.
	Secondary Schools Internship Programs	<ul style="list-style-type: none"> • Operated by: Secondary Schools • Elements of programme: Schools reach out to local companies to place 4th Form students as interns to gain work experience in the desired skill areas • Target group: Young men and young women of 4th Form • Age range: 15-16 • Period of engagement: 4-6 weeks approximately. Mainly during the summer months or when school is not in session. • Stipend: May be paid at the discretion of the employer. • Programme availability: Primarily in urban areas

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
	<p>Antigua State College, Antigua & Barbuda Hospitality Training Institution (ABHTI), and other Training Institution Internship Programs</p>	<ul style="list-style-type: none"> • Rationale for the programme: To give Students a chance to experience first-hand the world of work • Number of beneficiaries per year: Varies. • Future plans: On-going. <ul style="list-style-type: none"> • Operated by: Training Institutions • Elements of programme: Students at various post-secondary and tertiary institutions are placed with a company in a job related to their respective area of study as an integral part of their training programme. Employers must evaluate students. • At ABHTI, internship is compulsory for all enrolled students while internship opportunities/requirements exist for only some programmes at other institutions, for example, nursing³⁴ and the aircraft maintenance programme³⁵ at Antigua State College. • Target group: Young men and young women pursuing a degree programme or certification at the respective institution • Age range: All ages, majority being youths • Period of engagement: 6 weeks to 1 year • Stipend: ABHTI Interns are paid based on a Collective Agreement between the Union and Hotel Association. Unknown for other institutions. • Programme availability: Primarily in urban areas. • Rationale for the programme: To prove that students can work in the industry and to facilitate assessment of skills. • Number of beneficiaries per year: Varies • Future plans: On-going

³⁴ Antigua State College Student Handbook, 2013-2015. http://www.asc.edu.ag/wp-content/uploads/2015/01/ASC-Student-Handbook-upd-11_24_2014.pdf

³⁵ This 2-year programme features a partnership with air carrier LIAT to provide an apprenticeship as part of the training followed by a one-year internship at LIAT. In 2015, 26 students were enrolled with an expected intake of 15 in 2016 and every two years thereafter. http://www.liat.com/navSource.html?page_id=829.

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Work-Based Training Component of the Antigua & Barbuda Skills Training and Empowerment Programme (ABSTEP)	<ul style="list-style-type: none"> • Operated by: Department of Labour • Elements of the programme: Beneficiaries to be offered training in a skill identified from a survey in areas where vacancies are expected leading to level one certification or unit certification NVQ/CVQ or any other recognised certification system. Training is part classroom-based, part internship. • Target group: Registered jobseekers who are a bit more experienced with some skills and a slightly higher education level • Age range: 17-50 years old • Period of engagement: Total of 6 months (4 months classroom training and 2 months internship) • Stipend/remuneration: Stipend of EC\$20/day during the classroom phase for 4 months. National Minimum wage rate paid for the 2 months of internship. • Source of Funding: World Bank Loan • Rationale for the programme: Training or re-training to unemployed persons who may have been out of a job for a long time, to increase employability and to deliver quality training in skill demanded by employers. • Number of beneficiaries per year: Approximately 60 Per Cohort = 120 per year • Future plans: Project ended in August 2017 with the final cohort
	Labour Department New Work Experience Program	<ul style="list-style-type: none"> • Operated by: Work Experience Unit - Ministry of Labour • Elements of the programme: Offers on the job skills training to individuals for approximately 6 months • Target group: Men and women - Unemployed and low skill level register at OSEC - not specific to only youths – appears to be youth-oriented • Age range: 18-40 • Source of Funding: Ministry of Labour • Period of engagement: 6 months with the possibility for an extension of an additional 6 months • Stipend: EC \$400/week. (Gross) • Programme availability: Urban and rural • Rationale for the programme: To offer work experience and skills training while providing financial aid • Number of beneficiaries per year: 500-600

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
	ICT Cadet Programme	<ul style="list-style-type: none"> • Future plans: On-going – may be modified by government • Operated by: Ministry of Information Technology • Elements of the programme: <ul style="list-style-type: none"> ○ ICT training boot camp with work experience component as part of the wider Government Assisted Technology Endeavour (GATE). ○ Training in computer diagnostics, installation and repair, upgrading, networking, and new media. ○ Accompanied by work experience as Community Technology Officers running maintenance, tech support and assisting users in Community Access Centres and Mobile IT Classrooms which form a part of the Connect Antigua & Barbuda Initiative that seeks to bring ICTs to the general population. • Target group: Young men and women with minimum requirement of secondary school CXC subjects and interest in IT • Age range: 17-32 • Source of Funding: Ministry of IT Information Technology in partnership with Digicel • Period of engagement: 6 Months ICT Boot Camp • Stipend: EC\$750.00 per person per month stipend for transportation, etc. • Programme availability: Urban • Rationale for the programme: To equip youth with entry level ICT skills as a means to obtaining gainful employment in a growing industry. • Number of beneficiaries per year: Information not available. Target for first phase in 2012 was 275³⁶. • Future plans: Continuation dependent on Ministries fiscal budget
	Antigua Public Utilities Authority Internship Programme	<ul style="list-style-type: none"> • Operated by: Antigua Public Utilities Authority • Elements of the programme: Summer internship programme for students and recent graduates in fields such as market research, human resources, IT, engineering, and finance/economics.

³⁶ Government Assisted Technology Endeavour. <http://gateantigua.ag/components.php>

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Target group: Students currently enrolled in final year at ABIIT, Antigua State College or another university, or a recent graduate • Age Range: 20-25 • Source of Funding: APUA • Period of Engagement: 7 weeks • Stipend: unknown
Job brokering and job search assistance (CV, interview preparation) carried out by public or private organizations	Public Employment Services – One Stop Employment Centre Employer Services	<ul style="list-style-type: none"> • Operated by: Department of Labour • Elements of the programme: <ul style="list-style-type: none"> ○ Vacancy registration ○ Screening/matching of jobseekers in database based on vacancy requirements • Target group: All registered jobseekers of both sexes • Age range: Youth and older Job-seekers (All ages) • Source of funding: Government's recurrent budget – Labour Department • Period of engagement: As vacancies are registered – on-going. • Stipend: Employers responsible for wages when selected for employment. • Available in urban and rural areas • Rationale for the programme: Connecting jobseekers with employers. Ultimately to find employment for the unemployed population. • Number of beneficiaries per year: As services are needed by registrants. • Future Plans: To have more job fairs and promotional events for employers to gain more visibility, trust and relationship building.
	Public Employment Services - One Stop Employment Centre Career Guidance Services	<ul style="list-style-type: none"> • Operated by: Department of Labour • Elements of programme: <ul style="list-style-type: none"> ○ Job Search Advice/Tips ○ Computer/Internet access to conduct job searches and create or modify resumes, submit online applications, etc ○ Individual Career Guidance, Skills assessment, Interview tips, etc. ○ Individual Resume and cover-letter writing assistance • Target group: Open to all registered jobseekers • Age range: Youth and older jobseekers • Source of funding: Government's recurrent budget – Labour Dept • Period of engagement: As needed – ongoing • Stipend: None

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Programme availability: Urban • Rationale for the programme: Provision of labour market information to job seekers to facilitate entry or re-entry into the labour market • Number of beneficiaries per year: As requested or needed • Future Plans: To further enhance the services of the centre to include more computers in the resource centre, self-help tools and resources, to offer further enhancement of skills, access, and possibilities for sustainable employment. • This however is reliant on approved annual budget for the Ministry/Unit.
	Annual Job Fair	<ul style="list-style-type: none"> • Operated by: OSEC – Labour Department • Elements of the programme: To connect a vast number of jobseekers and employers in one setting in order to create jobs for the unemployed while offering recruitment assistance to local companies • Target group: Men and women of all ages • Age range: All age range • Source of Funding: Labour operational budget & sponsors • Period of engagement: 1 to 2 day activity per year • Programme availability: Urban and rural • Rationale for the programme: Connecting Employers with Jobseekers in one large setting • Number of beneficiaries per year: N/A • Future plans: Reliant on annual budget and sponsorship.
	Caribbean Jobs Website	<ul style="list-style-type: none"> • Operated by: Saongroup • Elements of the programme: Online platform tailored to the Caribbean job market which allows recruiters and job seekers to find their best fit for employment. Also provides useful information on careers via its blog. • Target group: Not exclusively youth, but youth benefit • Number of beneficiaries: 180,000 users per month across the Caribbean
	Antigua Hotel Jobs Website	<ul style="list-style-type: none"> • Operated by: Antigua Hotels and Tourist Association • Elements of the programme: Online platform which seeks to facilitate job brokering between recruiters and job seekers

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>in the hospitality and tourism industry in Antigua and Barbuda. Also features job posts on social media page more regularly.</p> <ul style="list-style-type: none"> • Target group: Not exclusively youth, but youth benefit • Number of beneficiaries: 220 members, 62 jobs posted (on website), 5000 followers on social media page
Labour rights awareness and sensitization	Public Employment Services “One Stop Employment Centre Monthly Workshops”	<ul style="list-style-type: none"> • Operated by: OSEC -Ministry of Labour • Elements of the programme: “Know Your Rights Workshop” • Target group: Males and Females of all ages – Open to the public • Age range: All age ranges – Primary 18-35 • Source of funding: Government’s recurrent budget – Labour Dept • Period of engagement: 1 to 2-day workshop, 9am – 12 noon. • Programme availability: City of St. Johns – Urban • Rationale for the programme: To make jobseekers and employees aware of their labour rights as per the Antigua and Barbuda Labour Code • Number of beneficiaries per year: Open to the public • Future Plans: Once to twice per year – reliant on (Fiscal) budget of the Department
	Labour Department Local Television Program “Labour Matters”	<ul style="list-style-type: none"> • Operated by: Labour Department • Elements of programme: Various topics are discussed each week with special guests. Viewers have an opportunity to call in and ask questions or share views. • NB. Program is currently not being aired • Target group: All • Age range: All • Source of Funding: Department of Labour – Government • Rationale for the programme: Discussion of all matters relating to labour concerns • Number of beneficiaries per year: Open to the public • Future Plans: Plans to restart the show are being discussed.
Other: College Fairs and Career Fairs, Job Fairs	School Career Fair/Career Day	<ul style="list-style-type: none"> • Operated by: Secondary Schools • Elements of the programme: Employers are invited to offer information and guidance to graduating students. OSEC is also contacted by some schools to conduct “Work Readiness Workshop”

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Target group: Young men and young women • Age range: Secondary school and State College graduating students and up • Source of Funding: Ministry of Education - Government • Period of engagement: Held annually • Programme availability: Urban and rural • Rationale for the programme: To aid students in their choices of career • Number of beneficiaries per year: All graduates • Future plans: On-going
	Career Guidance School Programs	<p>a) Operated by: Secondary Schools</p> <ul style="list-style-type: none"> • Elements of the programme: Career Counselling Assistance • Target group: Young men and young women • Age range: 11-18 • Source of Funding: Government – School Counselor • Period of engagement: During school term • Programme availability: Urban and rural • Rationale for the programme: To aid students in their choices of career • Number of beneficiaries per year: All graduates • Future plans: On-going
		<p>b) Operated by: Secondary Schools</p> <ul style="list-style-type: none"> • Elements of the programme: “CHOICES” Workshop contracted and performed by Jamaican Educator - Career guidance and creation of career portfolio and skills assessment tests • Target group: Young men and young women. Also offered to all other age groups of jobseekers registered at OSEC. • Age range: 11-18 • Source of Funding: Parents • Period of engagement: 1-2 days • annually – during the last term prior to graduation • Programme availability: Urban and rural • Rationale for the programme: To assist youths entering the workforce with career guidance, soft skills needed to succeed in the workforce, and job search services that will aid them to attain and sustain suitable employment. • Number of beneficiaries per year: Varies

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
	<p>“Work Readiness Workshop” & Career Counselling</p>	<ul style="list-style-type: none"> • Future plans: On-going • Operated by: OSEC, Ministry of Labour – Government • Elements of the programme: Cover-letter and resume writing assistance, Skills Assessment & Career Guidance, Interview Tips, Job Search Tips, Work Ethics guidance, etc. (both in workshop format and individual counselling). • In addition to offering these services to registered jobseekers, (<i>Workshop once per year to general public</i>), OSEC offers same to local secondary schools - per request. • Target group: men and women of all ages • Age range: For youth in secondary school, college graduates and also ALL age groups • Source of Funding: Labour Department normal operation budget (conducted by department staff) • Programme availability: Urban • Rationale for the programme: To assist youths entering the workforce with career guidance, soft skills needed to succeed in the workforce, and job search services that will aid them to attain and sustain suitable employment. • Number of beneficiaries per year: On-going – as requested by local schools and jobseekers registered at OSEC based on needs. • Future plans: Reliant on Department budget and donation to expand and target more schools which have not requested inclusion in the programme. Expansion on the elements of the workshop to include a consistent and suitable venue for hosting this and other workshops.

Table 4 – Antigua and Barbuda: Interventions Aimed at Providing Job Opportunities for Youth

ANTIGUA AND BARBUDA		
INTERVENTION	PROGRAMME	DETAILS
Public works and public employment schemes	<p>Antigua & Barbuda Skills Training and Empowerment Programme (Department of Labour) (ABSTEP) –</p>	<ul style="list-style-type: none"> • Operated by: Department of Labour • Elements of the programme: <ul style="list-style-type: none"> ○ Interested persons must register with OSEC as a job seeker. Beneficiaries are evaluated using four variables: Education Level (EL), Work Experience (WE), Income Level (IL), Unemployment length (UL).

	Temporary Employment Programme (TEP) ³⁷	<ul style="list-style-type: none"> ○ Those with less experience and lower income are provided with a temporary job plus life-skills training via the TEP. ○ Beneficiaries placed to work on subprojects submitted by Local Organisations (NGOs or service clubs, community groups etc.) for four days a week, five hours per day. On the fifth day beneficiaries must attend Life Skills Training. ● Target group: Men and women -Unemployed and low skill level registered at OSEC - not specific to only youths. ● Age range: 17-50 years ● Source of Funding: Loan from the World Bank ● Period of engagement: 6 months per cohort ● Programme availability: Urban and rural ● Stipend: National minimum wage rate of (EC \$8.20/hour)- 25 hrs./wk. (subject to statutory deductions) ● Rationale: To help unemployed legal residents of Antigua and Barbuda improve their level of employability thus increasing their chances of gaining full-time employment ● Number of beneficiaries per year: 90 per cohort; 180 per year ● Future plans: Program ended August 2017. The Government is being encouraged to include it in the National Budget.
Subsidies to employers for hiring young people	No interventions of this type found	

Table 5 - Antigua And Barbuda: Interventions Aimed at Supporting Youth Entrepreneurship

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system	Business-related subjects at secondary school	<ul style="list-style-type: none"> ● Operated by: Ministry of Education, Science and Technology ● Elements of the Programme: <ul style="list-style-type: none"> ○ There is no specific youth entrepreneurship training programme, however, the curriculum in secondary school offers business-related subjects at the CSEC-level such as Principles of Business (POB), Principles of Accounts (POA), Economics, Electronic Document Preparation and Management (EDPM), and Office Administration. ○ These subjects are not compulsory for all students as they generally choose their preferred 3-5 subjects along

³⁷ABSTEP is designed with two components: The Temporary Employment Program (TEP) and the Training Program (TP). Overall, the TEP will provide income support to the less experienced, low-income unemployed through a temporary job plus life-skills training module, while the TP will provide re-training and competence certification to the more experienced among the low-income unemployed population.

		<p>with Mathematics and English to attempt for the CSEC exams during their 2 years in Forms 4 and 5</p> <ul style="list-style-type: none"> • Number of Beneficiaries: Varies by subject. For example, in 2010, 84 students sat the CSEC Economics exam, 221 attempted EDPM, 369 attempted Office Administration, while the numbers were 323 and 420 for POA and POB, respectively, out of 1091 students sitting 1 or more CSEC subjects in schools.³⁸
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	Creativity for Employment and Business Opportunity (C.E.B.O.)	<ul style="list-style-type: none"> • Operated by: Department of Youth Affairs • Elements of the programme: As part of the regional project developed by the CARICOM secretariat, out-of-school youths are given theoretical and practical training on how to start a business. They have to design a business plan, make it marketable and promote a product or service. • Target group: Mainly unemployed young men and young women • Age range: 15-30 • Source of Funding: Spain, CARICOM Secretariat and other sponsors • Period of engagement: 5-10 day workshop and group project based on interest of business idea • Stipend: Qualified individuals can get approx. US\$30 as a business loan to sample product in the market • Programme availability: Urban • Rationale for the programme: To aid and encourage entrepreneurship amongst youths mainly focusing on the unemployed youths. • Number of beneficiaries per year: Varies • Future plans: Future project reliant on donations
	GARD Centre Business Enterprise Courses and Business Development Support	<ul style="list-style-type: none"> • Operated by: Gilbert Agricultural Rural Development Centre (NGO) • Elements of the programme: <ul style="list-style-type: none"> ○ The centre provides vocational training and business advice to young people and women via its training courses, including business enterprise training, agriculture, yacht maintenance and craft-related skills, its business development unit, and ad-hoc projects sponsored by different international donors eg. The EU. ○ The Business Development Unit provides trainees as well as non-trainees with the following <ul style="list-style-type: none"> - Operational and strategic business Services - Mentorship - Referral to the Work Experience Program. - Life Skills Training - The Centre's available resources allow limited entrepreneurial training only at the moment. • Target group: Youth and women • Age range: 17- 35 • Source of Funding: Primarily through donations and sponsorships – Primary source of donation is from the European Union. Some classes are funded by students.

³⁸ Ministry of Education, Sports, Youth and Gender Affairs (2012). *Antigua and Barbuda Educational Statistical Digest 2012*, p. 74-76.

		<ul style="list-style-type: none"> • Period of engagement: Dependent on requirements of sponsored projects • Stipend: <ul style="list-style-type: none"> ○ Beneficiaries may apply for financial aid for transportation and/or child care assistance – Allowance is approximately EC\$ 75.00 and EC\$300.00 per month respectively. ○ For loans to start up a business – GARD offers collateral support/loan guarantees to assist qualified beneficiaries to acquire a maximum loan of EC\$10,000 through affiliated local credit unions/banks. • Programme availability: Mainly rural – some classes open to the public are designated in a more central/urban location. The BDU is based in the capital, St. Johns. • Rationale for the programme: Provision of support to young business persons, especially young women. • Number of beneficiaries per year: <ul style="list-style-type: none"> ○ Varies by year. ○ In FY 2014/15, 8 persons participated in the Business Enterprise course under an EU-funded project for young women ○ 201 persons benefited from support services from the BDU over the 2 years of the EU-sponsored project including both trainees and non-trainees of the centre³⁹. • Future plans: Future project offered on a complimentary basis are reliant on donations
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	GARD Center Referrals	<ul style="list-style-type: none"> • Operated by: Gilbert Agricultural Rural Development Centre (NGO) • Elements of the programme: <ul style="list-style-type: none"> ○ GARD formerly offered a revolving loan facility, however, this is no longer operational ○ The centre has a partnership with a credit union which will provide funding on the centre's recommendation ○ All participants of GARD centre programmes are also encouraged to join a credit union and save. • Target group: Youth and women • Number of beneficiaries: unknown
	Antigua and Barbuda Development Bank SME finance and Small Business Guarantee Programme	<ul style="list-style-type: none"> • Operated by: Antigua and Barbuda Development Bank • Elements of the programme: <ul style="list-style-type: none"> ○ The Antigua and Barbuda Development Bank mentions on its website that they have expanded to include finance for small and micro enterprises. There is also mention of a Small Business guarantee programme, however, no further details were available⁴⁰.
	Concessions, technical assistance and loan guarantees under the Small Business	<ul style="list-style-type: none"> • Operated by: Enterprise Development Division of the Antigua and Barbuda Investment Authority (ABIA) • Elements of the programme <ul style="list-style-type: none"> ○ Under the Small Business Development Act (2007), registered small businesses can access concessions,

³⁹ Gilbert Agricultural Rural Development Centre (2015). *GARD Center Annual Report Sept. 2014 - August 2015*, p. 18. <http://www.gardc.org/wp-content/uploads/2016/05/GARD-Center-Annual-Report-SEP-2014-to-AUG-2015-Final.pdf>

⁴⁰ Antigua and Barbuda Development Bank. <http://abdbank.com/site/>.

	Development Act (2007) ⁴¹	<ul style="list-style-type: none"> technical assistance and loan guarantees at private financial assistances by filling out relevant applications forms for submission to the ABIA. ○ To be eligible, businesses must register with the ABIA providing their business registration certificates, business plan and financial statements for the preceding year. ● Target group: small businesses ● Number of beneficiaries: unknown
Special market shares for youth for government contracts or similar other	Government Procurement Share (Small Business Development Act, 2007)	<ul style="list-style-type: none"> ● Operated by: Government of Antigua and Barbuda ● Elements of Programme: Under the Small Business Development Act (2007), the Government of Antigua and Barbuda stated that it will, “as far as is feasible, reserve at least 25% of the procurement of its goods and services for small businesses registered under the Act”⁴². ● Target group: Small businesses with less than 25 employees registered under the act. Not exclusive to youth but young entrepreneurs can benefit if they are registered small entrepreneurs. ● Rationale: To boost small business development in the country as part of a raft of measures introduced under the act ● Number of beneficiaries per year: unknown

Table 6 - Antigua And Barbuda: Interventions Aimed at Facilitating the (Re)Integration of Youth From Vulnerable Backgrounds

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Psychological and Career Counselling and training services for: Juveniles, First Offenders and Youth Emancipating from Crime	Scholarship Outreach	<ul style="list-style-type: none"> ● Operated by: Computer Reset Learning Centre ● Elements of the programme: Provide computer and academic scholarships to disadvantaged youths ● Target group: Primarily young boys from the Juvenile Detention Center (The Boys Training School (BTS)) ● Age range: 12 and up ● Source of Funding: Computer Reset (private sector company) ● Period of engagement: Indefinite ● Programme availability: Urban (Computer Reset located in St. John's (City)) ● Rationale for the programme: To give those that may not have the opportunity to learn a computer discipline or write CXC examination ● Number of beneficiaries per year: 10 to 20 ● Future plans: To expand the program and offer it to a wider segment of the population

⁴¹ Antigua and Barbuda Investment Authority. *Small Business Act Brochure*. http://new.investantiguabarbuda.org/wp-content/uploads/2017/10/ABIA_Brochure_Small_Business_Act.pdf.

⁴² Government of Antigua and Barbuda. *The Small Business Development Act, 2007*, p. 10. <http://laws.gov.ag/acts/2007/a2007-24.pdf>

Psychological/ Behavioral Counseling	<ul style="list-style-type: none"> • Operated by: BTS (juvenile detention facility) - Government • Elements of the programme: A Counsellor is on staff at the Boys Training School and is utilized on a needs basis. • Target group: Primarily Male • Age range: 10-18 • Source of Funding: Government • Period of engagement: Ongoing, as needed • Rationale for the programme: To offer counselling and aid in modifying behavioural patterns and psychological issues. • Number of beneficiaries per year: Varies • Future plans: Not known – but more services need to be provided.
Men Against Negative Attitudes – Counselling Component	<ul style="list-style-type: none"> • Operated by: HMP - Her Majesty's Prison (Ministry of Public Safety) • Elements of the programme: A Counsellor visits Her Majesty Prison and offers counselling both individually and in a group session called MANA Group ("Men Against Negative Attitudes") Additionally, MANA has outreach services & visits schools to demonstrate the importance of making good decisions in life. • Age range: 18+ • Source of Funding: Government • Period of engagement: HMP once per week • Rationale for the programme: Rehabilitation – To prepare inmates to re-enter society better equipped mentally to deal with situations. It also seeks to minimise the rate of second and first-time offenders into the prison system. • Number of beneficiaries per year: Varies • Future plans: Not known – but more services need to be provided.
Youths in E-waste	<ul style="list-style-type: none"> • Operated by: Antigua & Barbuda E-waste Centre • Elements of the programme: The E-waste centre collects electronic waste which cannot be safely disposed of by normal means. The boys from the Boys Training School work at the centre helping to collect and separate computer parts collected to be shipped overseas. • Target group: Primarily boys at the Juvenile Detention Centre (The Boys Training School) • Age range: 14 and up • Source of Funding: GEF Small Grant Program implemented by UNDP • Period of engagement: indefinite • Programme availability: Urban and rural • Rationale for the programme: To teach troubled boys work ethics and skills, so that they are less likely to return to crime or deviant behaviour by providing work experience • Number of beneficiaries per year: Approximately 20 • Future plans: To continue the program and make it available to a wider cross section of the population.

	Motivational Outreach Activities at the Boys Training School	<ul style="list-style-type: none"> Operated by: Optimist Group Antigua (Child/Youth Development NGO) Elements of the programme: Motivational activities include sporting activities, holiday parties, movie nights. This is in addition to various activities throughout the year focusing on youth community based projects and activities (not exclusively for juvenile offenders). Target group: Young men at the Juvenile Detention Center Age range: 13-18 Period of engagement: Each activity is normally a 1 day event Source of Funding: The NGO is funded mainly through fundraisers & sponsorships Rationale for the programme: To boost morale and create fun-loving activities may have a positive effect on their behaviour and future decisions. They stay connected psychologically to normal social settings and not feel isolated. Number of beneficiaries per year: Varies Future plans: Ongoing – would like to get more involved with this group but is also reliant on future funding.
	Men Against Negative Attitudes (MANA) Prisoner's Rehabilitation Programme ⁴³	<ul style="list-style-type: none"> Operated by: Environment Division Elements of programme: Training and work experience opportunities for inmates including working at the McKinnon sewage treatment plant which was to be commissioned in 2016, and the establishment of a pig and chicken unit for meat and egg production. This programme falls under the Division's Men Against Negative Attitudes initiative. Target group: Inmates at Her Majesty's Prison Age range: 18+ Source of Funding: Government Period of engagement: Indefinite Programme Availability: at HMP Number of beneficiaries: 23 inmates were involved in the project at the start of 2016 with a target of 60
Psychological and Career Counselling and training services for: Youth with a problematic background	2 nd Chance Program	<ul style="list-style-type: none"> Operated by: Department of Youth Affairs – Government Elements of the programme: Regional programme run by the Caribbean Examinations Council in which beneficiaries have a chance to prepare and take 5 CXC subjects (needed for a secondary school leaving certificate). Participants in Antigua take the relevant classes at the Antigua and Barbuda Institute of Continuing Education. Target group: Secondary School drop-outs – male and female Age range: 16-35 Source of Funding: Government Period of engagement: 3-6 months Programme availability: Urban

⁴³ "The Prisoners Rehab Programme Comes in for High Praise", Government of Antigua and Barbuda, 5 May 2016. https://ab.gov.ag/media_page.php?page=124.

		<ul style="list-style-type: none"> Rationale for the programme: To educate and achieve secondary school leaving credentials, and make participants more employable Number of beneficiaries per year: Approximately 150-170 Future plans: Reliant on future funding through budget and donations
	Skills Training Program	<ul style="list-style-type: none"> Operated by: Department of Youth Affairs and the National Youth Council of Antigua and Barbuda (NYCAB) Elements of the programme: Training in various technical and vocational skills e.g. plumbing, carpentry, etc. Target group: Low-skilled youths Age range: 16-35 Source of Funding: Government Period of engagement: 1-6 months Programme availability: Urban Rationale for the programme: To equip youths with skills that can offer employment Number of beneficiaries per year: Approximately 35 Future plans: To provide an internship/apprenticeship component
	Training Programme: Improving Opportunities for At-Risk, Probationary and Incarcerated Youth in Antigua and Barbuda	<ul style="list-style-type: none"> Operated by: Gilbert Agricultural and Rural Development Centre Elements of the programme: Participants received training in agricultural enterprise, ICT, and office administration <u>NB. Concluded October 2017 but the GARD Center targets at-risk youth in general with training and small business development opportunities on an annual basis</u> Target group: at-risk, probationary and incarcerated youth Age Range: 16-35 Source of funding: EU-sponsored project Period of engagement: 12 weeks Programme availability: Rural (at the GARD Center) Number of beneficiaries: 56

Table 7- Antigua And Barbuda: Interventions Aimed at Facilitating Intra-Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)

ANTIGUA AND BARBUDA		
AREA of INTERVENTION	PROGRAMME	DETAILS
National availability of CVQ	None available at the moment	Future plans: Plans are on the way to have the National Training Agency (NTA) ⁴⁴ fully operational to be able to issue NVQ ⁴⁵ and CVQs

⁴⁴ To establish, promote and maintain national occupational standards, establish an awarding body for National Vocational Qualifications)

⁴⁵ National Vocational Qualifications

National availability of Prior Learning Assessment and Recognition (PLAR)	None available at the moment	Same as above.
--	------------------------------	----------------

(v) ANALYSIS of FINDINGS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

There are quite a number of opportunities available to youth in Antigua and Barbuda to gain work experience. Still, considerable gaps were also identified in this mapping.

Youth in the tourism sector are particularly well catered for with all students at the hospitality training institution⁴⁶ being placed in internships as part of their training, while private internships are offered by some of the country's major hotels and application assistance for these is provided by the public employment service, the One Stop Employment Centre. The unemployed are also catered for with opportunities for on-the-job skills training via the Labour Department's New Work Experience programme which is fairly large, reaching 500-600 persons annually, and formerly via the Antigua and Barbuda Skills Training and Empowerment Programme (ABSTEP) although this programme ended in 2017. Youth with an interest in ICTs are equally provided for with a training boot camp that includes work experience to prepare participants for entry level positions in this industry although demand for such training may surpass the programme's capacity.

Limited work placement opportunities are available, however, for youth interested in acquiring skills in other areas including business processes, financial services and renewable energies which were identified by the government as growth areas for the country. Antigua and Barbuda's technical and vocational training institutions such as Antigua State College (ASC) and the Antigua and Barbuda International Institute of Technology (ABIIT) provide such opportunities for only a select few areas meaning that youth seeking to gain work experience as part of their skills training outside of these areas, tourism and ICTs, must first find themselves unemployed before they can do so via the Labour Department's programme. It is possible that such opportunities are available at the Antigua and Barbuda Institute of Continuing Education, however, information on this institute was not readily available.

The lack of ad hoc data prevents a proper evaluation of the adequacy of these programmes in terms of reach although, generally, they appear to be quite small based on general enrolment at the respective TVET institutions and the programme targets. Further evaluation of the quality of work experience interventions is also circumscribed by the lack of information, however, a prior study specifically evaluating work-based learning programmes in Antigua and Barbuda indicates that all of the graduates of such programmes interviewed indicated that practical training had helped them to secure employment, with the vast majority securing a job in less than six months⁴⁷.

⁴⁶ Enrolment at the Antigua and Barbuda Hospitality Training Institution (ABHTI) was 149 full-time, and 25 part-time in 2016.

⁴⁷ Which programmes were covered by this study was not specified so this finding should be interpreted cautiously. Further, the number of graduates who completed questionnaires for this study was fairly small. Source: K. Tada

Job Matching Assistance: Job Brokering, Job Search and Labour Rights Awareness

Extensive job matching assistance services are provided in urban and rural areas by Antigua and Barbuda's public employment service, the One Stop Employment Centre (OSEC) including job brokering, registering vacancies, and one-on-one resume, interview and career guidance support. While not targeted exclusively to youth, the OSEC does have a youth-focus although data on the specific number of youth accessing its services is unavailable.

Areas for improvement exist, especially in terms of accessibility. Although job brokering services are available in all OSEC centres, career guidance and one-on-one assistance are only available in the capital, while OSEC does not itself have a website via which it interfaces with jobseekers. Instead, electronic interaction occurs mainly in the form of job vacancies posted on the Labour Department's social media pages, news websites and government agency websites.

Labour rights sensitization services are similarly limited by its medium of delivery. Specifically, OSEC offers monthly labour rights workshops which are likely to have a very limited reach since they are offered exclusively in the capital and during the day for three hours over one to two days. A television programme run by the Labour Department may have been slightly better at reaching youth and the general labour force, but this programme no longer airs and, in any case, discusses general labour issues, not labour rights exclusively.

New channels for job matching assistance such as the website Caribbean Jobs and the Antigua Hotel Jobs website may be more effective in terms of accessibility, however, the former appears to record few vacancies for Antigua and Barbuda, while the latter appears to be a fairly small operation.

It should be noted additionally that several opportunities are available to students in secondary schools via regular career fairs, career guidance sessions, and work readiness workshops conducted by both the schools themselves and OSEC. Once again, data on the number of schools and students benefitting from such services was not readily available.

Interventions Providing Job Opportunities for Youth

With the conclusion of the Antigua and Barbuda Skills Training and Empowerment Programme (ABSTEP) including its temporary employment component in 2017⁴⁸, there are currently no interventions existing in Antigua and Barbuda providing job opportunities specifically for youth whether via public employment or via subsidies to employers. It should be noted, that ABSTEP did not exclusively target youth, although they were among its beneficiaries. Further, youth participating in this programme would have been engaged in projects submitted by local organisations as opposed to government-created public works. While it is difficult to make conclusions about this programme's success, its reach of 180 per year may have been below current demand and the lack of skills training in this component of the programme may have limited the enhancement of participants' employability if the projects they were engaged in involved primarily low-skill tasks.

(2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished, p. 18.

⁴⁸ This information was supplied by the manager of the One Stop Employment Centre.

With regard to employers' subsidies, although these do not exist, it should be noted that Antigua and Barbuda's National Youth Policy includes "the provision of incentives for employers who employ inexperienced youths" as one of the strategies identified for ensuring decent employment and sustainable livelihoods for youth⁴⁹.

Youth Entrepreneurship Interventions

General Education System

The extent of the availability of entrepreneurship education in Antigua and Barbuda is the availability of business-related subjects at the secondary level. Uptake of these subjects is modest with just 38% of those students attempting one or more subjects at the Caribbean Secondary Education Certificate (CSEC) exams attempting Principles of Business⁵⁰; the subject closest to entrepreneurship training.

This means that much remains to be done to provide such training to all youth in Antigua and Barbuda in order to foster youth entrepreneurship as a means of providing decent work for youth. Once again, it should be noted that official policy is ahead of what has been implemented in practice with the National Youth Policy advocating "fostering training in the areas of entrepreneurship and enterprise development for youth (in and out of school) as early as possible"⁵¹.

Entrepreneurship Training and Support Services

Despite the focus on developing youth entrepreneurship in the country's national youth policy, entrepreneurship training and support services in Antigua and Barbuda are very limited, both for youth and the general population.

It appears that the main avenue by which youth may access such services is via the NGO, the Gilbert Agricultural Rural Development (GARD) Centre which, as its name suggests, is focused on micro-entrepreneurship in agricultural and rural sectors, excluding several areas which may be of interest to the general youth population. Although the centre does a good job of reaching those in rural areas and has expanded the services of its Business Development Unit to the capital, its resources currently allow only limited entrepreneurial training. Further, the GARD centre tends to focus its work on at-risk youth including women and so even more youth may not fall within its remit, in addition to the fact that the centre's activities are reliant on donor-funding and so services may not be consistent. Finally, based on data from the centre's 2014-2015 annual report, only a modest number of those receiving training and business support go on to establish businesses⁵².

⁴⁹ Government of Antigua and Barbuda (2007). *National Youth Policy 2007*, p. 73.

⁵⁰ Data is for 2010 and is unlikely to have increased by a huge amount since then. Source: Ministry of Education, Sports, Youth and Gender Affairs (2012). *Antigua and Barbuda Educational Statistical Digest 2012*, p. 74-76.

⁵¹ Government of Antigua and Barbuda (2007). *National Youth Policy 2007*, p. 74.

⁵² Although 201 women benefitted over the 2 years of the centre's EU-funded project, only 5 of the 82 students in the business enterprise course went on to register businesses during the reporting period with 24 more in the business planning stages. Of the 26 students on other training courses that received BDU assistance, 13 went on to register businesses, 13 were in planning. Of the 75 non-trainees, 13 already had or registered businesses.

Gilbert Agricultural Rural Development Centre (2015). *GARD Center Annual Report Sept. 2014 - August 2015*, p. 18. <http://www.gardc.org/wp-content/uploads/2016/05/GARD-Center-Annual-Report-SEP-2014-to-AUG-2015-Final.pdf>

The only other intervention identified in Antigua and Barbuda, the regional project, Creativity for Employment and Business Opportunity (CEBO), is even more limited in scope. Although the programme design aims at providing training in starting a business followed by the practical activities of designing a business plan and promoting a product or service, the programme is limited to a 5-10 day workshop and is offered on an ad hoc basis. Similar to the GARD centre, this intervention is also subject to donor funding which is variable.

Special Access to Financial Services

Special access for youth to financial services is similarly very limited in Antigua and Barbuda based on this mapping, consistent with findings from the 2010 World Bank Enterprise Surveys which identified access to finance as a major obstacle for the private sector in the country⁵³. In fact, 60% of private sector financing comes from savings/ internal sources, and loan collateral values at private financial institutions are very high⁵⁴. This means that youth in the country may be excluded from entrepreneurship altogether if they cannot access favourable terms for finance given the limited likelihood that they possess such resources.

The Antigua Development Bank is the main channel for accessing finance at more favourable terms than those offered by the private financial institutions including via its Small Business Guarantee programme. It does not, however, appear to have sufficient resources to meet demand⁵⁵ and, according to the ADB itself, the majority of its allocations go to low and middle-income housing rather than SME financing⁵⁶.

The GARD centre, mentioned previously, provides recommendations for its participants to access finance from an affiliated credit union which is a good channel for those involved with the centre. The vast majority who are not participants, though, cannot benefit from this avenue.

Finally, while concessions, technical assistance and loan guarantees are available to small businesses under the Small Business Development Act (2007) administered by the Antigua and Barbuda Investment Authority (ABIA), requirements including registering with the ABIA, presenting business certificates, business plans, and financial statements for the preceding year may be a major deterrent to young entrepreneurs who may not be at this stage of the entrepreneurial cycle or whose microenterprises may not meet these criteria.

It should be noted that according to the Caribbean Development Bank, in the past the Enterprise Development Division of the ABIA “has been viewed as a model agency for business development in the OECS sub-region, however...the ABIA’s role and operations have been lessened”⁵⁷.

Special Market Shares

There are no reserved market shares for youth in Antigua and Barbuda, but the provision exists under the Small Business Development Act (2007) for 25% of government procurement to be reserved for registered small businesses. This provision does not appear to have been implemented in practice as yet. While this

⁵³ Inter-American Development Bank (2013). *Private Sector Assessment Report of Antigua and Barbuda*, p. 14-15.

⁵⁴ Ibid., p. 16

⁵⁵ Op cit., p. 15

⁵⁶ Antigua and Barbuda Development Bank. <http://www.abdbank.com/overview.html>

⁵⁷ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 83.

may be a good opportunity for youth if and when it becomes available, deterrents may exist related to registering to access this share as detailed above under the discussion of eligibility for access to the concessions, technical assistance and loan guarantees under the same act. Youth businesses may also struggle to compete with more established enterprises.

Reintegration of Youth from Vulnerable Backgrounds

While there are quite a few interventions in place attempting to reintegrate youth from vulnerable backgrounds, gaps have been identified. The seriousness of these need to be cross-checked against the size of the vulnerable group in the country and the effectiveness of these interventions. .

For youth in conflict with the law, psychological counselling services are available both for juveniles at the Boys Training School and for older youth at Her Majesty's Prison (HMP) via the Men Against Negative Attitudes (MANA) programme. These services are likely to be inadequate with the juvenile justice system having been identified as lacking "suitably trained professionals including social workers and counselling specialists to deliver rehabilitative programmes"⁵⁸ and with services at HMP being offered by only one counsellor once per week. Similar services or life skills training were not identified for vulnerable youth who were not in conflict with the law whether on its own or as part of any other programme, although MANA does conduct outreach to secondary schools. Information was not available to determine the extent to which career guidance is included as a part of these programmes but barring this, no such services were identified for any category of vulnerable youth.

Reintegration via skills training programmes were also found to be limited. Interventions at the Boys Training Centre, which houses juvenile offenders in addition to other boys in need of social protection and care, were confined to two non-governmental interventions which, although useful in providing these youth with some academic and skills training and work experience in the growing ICT industry, are ultimately confined to this area. Opportunities to develop other technical and vocational skill areas remain absent. This is similarly the case for youth in adult prisons. The fairly new MANA Prisoner Rehabilitation Programme provides training and work experience in a limited set of skill areas and is in itself a very small programme with a target of just 60 in 2016. There is evidence to suggest that technical skills training has been offered in a host of technical and vocational areas previously to both male and female inmates, but information on the extent to which these continue to be offered was lacking⁵⁹.

The two skills training programmes for at-risk youth who were not involved with the justice system were found to be small, reaching only about 35 and 56 beneficiaries per year, respectively. These programmes also generally lack a work experience component to help youth transition to work which is especially critical given the stigma and discrimination youth from vulnerable backgrounds face in the labour market. It remains possible, though, that at-risk youth may participate in and benefit from programmes not exclusively targeted to them including TVET programmes at the Antigua and Barbuda Institute of Continuing

⁵⁸ USAID (2011). *Caribbean Basin Security Initiative Juvenile Justice Assessment*, p. 19.

⁵⁹ Training opportunities at HMP included the Craft Shop; the Tailor Shop; Carpentry; Electronic repair; the Prison Farm; Remedial Classes; Auto Mechanic and Auto Body Repairs; and the Life Skills Programme. For the Female Inmates, their programmes consisted of: Cooking; Baking; Needle Craft; and Remedial Classes.

Source: "Antigua and Barbuda: Challenges, Measures and Best Practices". Presentation by Major Glynne Dunnah, Assistant Superintendent, Her Majesty's Prison. *Presentations from the Second Regional Seminar on Best Prison Practices, Jamaica 2011*. Washington DC: Inter-American Commission on Human Rights, p.3.

Education. Still, directly targeted initiatives are needed to ensure access. It should also be noted that the programme at the GARD center included the opportunity for internships while others were placed in employment.

Finally, one of the major gaps identified in the interventions available for reintegrating vulnerable youth was the lack of initiatives for female youth whose needs are likely to be different from young men, especially those who are teenage mothers. At present, Antigua and Barbuda does not have a juvenile detention center for young women and information was not available to gauge the extent to which programmes beyond those offered at the Boys Training School reach female youth. More effort is needed, therefore, to reach this group.

Facilitation of Intra-Caribbean Migration through the Caribbean Vocational Qualification (CVQ)

As at the time of reporting, Antigua and Barbuda has yet to make its National Training Agency fully operational in order to be able to issue both national vocational qualifications (NVQs) and Caribbean vocational qualifications (CVQs). It means, therefore, that at present youth in the country are not enabled to take advantage of the wider opportunities for employment offered by this framework. Special concern exists surrounding the ongoing certification of youth in skills training programmes which do not meet the regional occupational standard and what will happen to them once the NVQ/CVQ does come on stream.

(vi) CONCLUSION AND RECOMMENDATIONS

While some good initiatives have been identified in Antigua and Barbuda, gaps have been identified in the availability of work experience opportunities; entrepreneurship education, training, support and finance services; and re-integrative services for vulnerable youth while CVQs are currently altogether absent in the country. Job matching services are stronger relative to these other areas, but capacity constraints limit their reach and effectiveness.

The following recommendations are therefore made to address some of these gaps and challenges under each intervention area:

General

1. *Ad hoc establishment of a central coordinating agency for youth employment initiatives or strengthening of an existing unit or agency to perform this role*

Currently, youth employment initiatives are scattered across different ministries and agencies which hinders the implementation of a coherent strategy. An agency should be established to serve this function, or an existing unit or agency should be empowered to adopt this role more aggressively. This should include collecting all the opportunities available to youth and associated information into one location, for example, a youth employment website that can be readily accessed by youth across Antigua and Barbuda.

Interventions to Facilitate School to Work Transition

2. *Expansion of apprenticeships and work experience opportunities to other growth areas and to existing training institutions and programmes*

In order to ensure the provision of an adequately trained workforce and that youth have job opportunities after receiving training, apprenticeship opportunities should be expanded to sectors

identified as promising for growth in Antigua and Barbuda. Work experience should also be built into the training programmes offered at post-secondary institutions through partnerships with the private sector and government. Alternatively, the government could expand its current work experience programme for unemployed youth to cater to those with more education needing experience or those currently in education.

3. *Strengthening and expansion of the capacity of employment services to ensure youth access, including via online services*

In order to have maximum impact, greater resources could be pumped into existing employment services to ensure that these can reach youth across the country both face-to-face at actual offices and online where young people tend to have a greater presence⁶⁰.

Interventions to Provide Job Opportunities to Youth

4. *Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies where such research does not exist already*

Although interventions in this area are lacking in Antigua and Barbuda, it does not follow that such interventions are automatically needed. Research must first be conducted to determine whether such interventions would work in the country context before they are introduced. Research would also be needed into the specific intervention design needed to ensure effectiveness.

Interventions to Promote Youth Entrepreneurship

5. *Introduction of entrepreneurship training in secondary school*

Where other avenues are not feasible, the easiest, albeit imperfect, avenue for achieving this outcome may be to make Principles of Business a compulsory subject for students attempting CSEC in secondary schools as a first step to ensuring youth have a foundation in entrepreneurship. The alternative would be the development and implementation of an independent curriculum for entrepreneurship training at the primary, secondary, and tertiary education levels, such as the Know About Business curriculum developed by the International Labour Organisation (ILO) or the Junior Achievement secondary school curriculum being implemented in Jamaica.

6. *Expansion of financial and entrepreneurship training and supports services including youth-tailored products*

Several avenues exist for how this could be achieved. Firstly, the capacity of an existing organisation could be expanded and strengthened to meet the needs of the entire youth population. Alternatively, youth-tailored financial and training services could be added to those offered by non-youth targeted business development agencies. A third alternative would be to establish a dedicated youth entrepreneurship agency and provide it with adequate capacity to meet the needs of the youth

⁶⁰ In 2008, 53% of households reported using the internet in the last 12 months, with 68% in St. George parish. There was evidence of this figure increasing at the time with 39% of those households with internet having acquired it in the last year. This figure is likely to be much higher in 2017, with even higher usage expected among youth. R. Peiza (2008). *Antigua and Barbuda National Household ICT Survey*, p. 19-20.

population. This could be achieved by introducing a chapter of international organisations working on youth business in partnership with the government or the creation of a government entity.

7. *Research into the potential costs and benefits of reserving a market share for youth or enabling youth to partake in the small business procurement share guaranteed by the Small Business Act when this comes on stream*

If possible, reservation of market shares for youth businesses could be a good strategy for supporting youth entrepreneurship, however, research is needed into whether this is a viable option for Antigua and Barbuda if such research does not already exist. Should this not be possible, efforts could be made to train youth enough to be able to compete with other small businesses to secure contracts via this avenue when it comes on stream. This opportunity could also be promoted to youth to ensure their awareness.

Interventions to Facilitate Reintegration

8. *Development of a coherent strategy for reintegrating vulnerable youth including holistic youth employment and entrepreneurship interventions.*

Because strengthening and expansion is needed in most areas for vulnerable youth, a coherent strategy could be developed to shape how this is done. Interventions including academic, vocational, and entrepreneurial training; work experience; psychological and career counselling; and access to microfinance could be developed for youth in both juvenile and adult penal institutions as well as for those outside of such institutions. Interventions should also be tailored to consider the needs of young vulnerable women and other specific vulnerable groups.

Interventions to Facilitate Intra-Regional Migration

9. *Accelerated operationalization of the National Training Agency to implement CVQs*

Once the NTA is established, CVQs should be introduced at both the secondary and post-secondary level.

BARBADOS

This profile maps ongoing youth employment interventions in Barbados in the areas of interventions facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable. This material was collected by desk review with collaboration from stakeholders in relevant government and non-governmental agencies.

Main findings

While there are some employment intervention areas in which Barbadian youth are well catered for, such as entrepreneurship promotion for secondary school students beyond the school system, overall, more effort is needed if the policy and programme environment is to be fully conducive to facilitating youth employment. Work experience opportunities, whether via apprenticeship, internship or job attachment, were found to be generally lacking in the country with limited direct government interventions. Job matching services, while existent, have been acknowledged by the government as being in need of restructuring and rejuvenation while reintegration initiatives for vulnerable youth are limited beyond those in the main juvenile detention centres which are predominantly operated by NGOs. Similarly, interventions to promote youth entrepreneurship appear to require strengthening with only limited avenues targeting youth specifically for training and finance and no established entrepreneurship training programme in secondary schools being identified. CVQ implementation has also been slow with many training programmes culminating in no national or regionally standardized qualification (NVQ/CVQ). What is encouraging about the policy environment in Barbados, however, is that several initiatives are in the process of being introduced, revised, or expanded which may mean that a more promising environment for supporting youth employment will be present in the near future.

Profile Structure

This profile begins with a look at indicators relevant to youth employment and economic activity in Barbados accompanied by a brief discussion of the youth employment situation in the country and the policy attention it has received. The mapping of youth employment interventions is then presented followed by an analysis of this mapping. The profile concludes with recommendations based on this preliminary analysis.

(i) COUNTRY DATA

Table 8 - Key Country Indicators: Barbados

<i>Population⁶¹</i>	
Total Population (2017)	285,719
Youth Population (15-24) (2017)	36,435 (12.8%)

⁶¹ United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision, custom data acquired via website.

<i>Economy</i>	
Gross Domestic Product (GDP at constant 2010 \$US) (2016)	\$4.6 billion ⁶³
Projected GDP Growth (2018)	1.6% ⁶⁴
GDP Composition by Sector (2015) ⁶²	
• <i>Agriculture</i>	2%
• <i>Industry</i>	11%
• <i>Manufacturing</i>	4%
• <i>Services</i>	87%
<i>Employment</i> ⁶⁵	
Labour force participation rate (%) (2016)	66.5
• <i>Female</i>	62.8
• <i>Male</i>	70.5
Youth labour force participation rate (15-24) (%) (2016)	45.5
• <i>Female</i>	44.8
• <i>Male</i>	46.2
Total unemployment rate (%) (2016)	9.7
• <i>Female</i>	10.0
• <i>Male</i>	9.3
Youth unemployment (% of youth labour force) (2016)	29.6
• <i>Female</i>	31.5
• <i>Male</i>	27.9
Vulnerable employment (% of total employment) (2017) ⁶⁶	15.7
<i>Educational Attainment</i> ⁶⁷	
Lower secondary completion rate, total (% of age group) (2009)	100.7
Tertiary enrolment ratio (gross, %) (2011)	65.4

(ii) THE YOUTH EMPLOYMENT SITUATION IN BARBADOS

Consistent with the story in much of the region, the ability of Barbados to provide decent employment to its youth has fluctuated with its economy. After a period of decline with encouraging economic growth, the Recession of 2008-9 has caused the youth unemployment rate to spike once again, remaining persistently high at around 30% in the past few years. Given that youth unemployment varies cyclically with the

⁶² The World Bank: World Development Indicators

⁶³ Ibid.

⁶⁴ The World Bank: Country data.

⁶⁵ ILOSTAT. <http://www.ilo.org/ilostat/>. National Labour Force Survey data was available but was not disaggregated for youth (15-24).

⁶⁶ Vulnerable employment refers to those employed as family workers or own-account workers. ILO-Modelled estimate. World Bank. World Development Indicators.

⁶⁷ World Bank, World Development Indicators.

economy, as does the general level of unemployment⁶⁸, this rate has begun to fall slowly as growth is experienced in the dominant tourism and services sectors, however, growth alone is unlikely to produce a dramatic reduction without major economic structural change.

Beyond unemployment, further challenges are faced in providing decent work for youth in Barbados. Compared to adults, a higher proportion of unemployed youth are also poor while the most common occupation for youth was in low-skilled and elementary occupations which offer lower remuneration and have greater potential for exploitation⁶⁹. Similarly compared to the adult population, youth were less involved in entrepreneurship⁷⁰. Problems have also been identified with the effectiveness of the education system⁷¹ especially in producing an adequately trained workforce⁷², in addition to problems with the attitudes of young people who are unwilling to work without pay for extended periods in order to gain work experience⁷³ or who value some occupations to the exclusion of others such as those in TVET⁷⁴. Another significant problem common to both adults and youth is the fairly high incidence of unemployment among those with post-secondary education or higher⁷⁵. Finally, as is common across the region, youth from vulnerable backgrounds or those who have been in conflict with the law face additional challenges in overcoming stigma and discrimination on entering or re-entering the job market⁷⁶.

(iii) POLICY ATTENTION TO YOUTH EMPLOYMENT

At least officially, youth employment has received considerable policy attention in Barbados. The National Youth Policy of 2011 sets the reduction of youth unemployment as a top priority via measures including the expansion of access to funding for entrepreneurship and the Youth Entrepreneurship Scheme under the Ministry of Culture, Sports and Youth, and the provision of job attachment, internship, mentorship and apprenticeship opportunities⁷⁷. There appears to have been, however, significant lags in the implementation of these strategies.

⁶⁸ M. Kandil et al. (2016). *Labor Market Issues in the Caribbean: Scope to Mobilize Employment Growth*. IMF Working Paper, WP/14/115, p. 5.

⁶⁹ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 15-17. <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

⁷⁰ Ibid.

⁷¹ In 2010, less than half of all students in secondary school sign up to take school leaving exams while only 30% of students who do attempt the Caribbean Secondary Education Certificate exams achieved a full school-leaving certificate. Inter-American Development Bank (2011). Skills for the Future Loan Proposal BA-L1016. <http://idbdocs.iadb.org/wsdocs/getdocument.aspx?docnum=36962708>.

⁷² In the World Bank Enterprise Surveys 2010, an inadequately educated workforce was identified as one of the major challenges to private sector growth in Barbados. Government of Barbados (2017). *A National Policy Framework for the Development of Micro, Small and Medium-Sized Enterprises (MSMEs)*, p. 18.

⁷³ USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report, p. 51.

⁷⁴ Government of Barbados. *National Youth Policy 2011*, p. 39.

⁷⁵ "While the general profile of the unemployed in Barbados demonstrates the link between education and employment, with over 50% of unemployed adults and nearly 30% of unemployed youth having no qualifications, of concern is that nearly 20% of both groups have at least a post-secondary qualification." Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 14. <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

⁷⁶ USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report, p. 53.

⁷⁷ Government of Barbados. *National Youth Policy 2011*, p. 25.

More recently, the National Employment Policy document prepared by the Manpower Research and Statistical Unit of the Ministry of Labour, Social Security and Human Resource Development delves into extensive detail in charting a path for the development of “youth-focused programmes to prepare youth for employment”. Its proposals include the revision and expansion of skills training, boosting opportunities for internships and apprenticeships, strengthening the National Employment Bureau and its employment services to youth, expanding CVQs in secondary schools, improving youth work ethics, and fostering entrepreneurship⁷⁸. Similarly, the promotion of youth entrepreneurship receives dedicated attention in the 2017 National Policy Framework for the Development of Micro, Small and Medium-Sized Enterprises (MSMEs) for which an implementation strategy is currently being developed⁷⁹.

(iv) MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

Table 9 - Barbados: Interventions Aimed at Facilitating the School To Work Transition For Young Women And Men

BARBADOS		
AREA of INTERVENTION	PROGRAMME	DETAILS
Apprenticeships/ Internships/Job attachment programmes (secondary, vocational, tertiary) and	Apprenticeship Programme ⁸⁰	<p>Operated by: Barbados Vocational Training Board (BVTB)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Apprenticeship programme in a range of technical vocational areas comprising on-the-job training and theoretical training on a day release basis ie. One day per week, at an approved academic institution. • Training in air conditioning and refrigeration, automotive engineering, carpentry, electrical installation, masonry, mechanical engineering, plumbing, solar water heater technician, vehicle body repair, welding and metal fabrication • Apprentices are required to identify a suitable employer and then solicit the help of the BVTB to draw up an apprenticeship contract OR they may seek help from the BVTB to find employers. • Apprentice wages are subsidised by the BVTB with employers receiving: For a 1st year apprentice - 50% of pay, for a 2nd year apprentice - 40% of pay, for a 3rd year apprentice - 25% of pay. • On completion, apprentices receive a Certificate of Apprenticeship. <p>Target group: Young people. Not exclusive to young men and women but accessible to them. Must have completed at least 9 years of formal education</p> <p>Age range: 16+</p> <p>Source of Funding: Government of Barbados and employers</p> <p>Period of Engagement: 3 years</p> <p>Stipend: 45%, 55% and 75% of a journeyman's pay in the first, second, and third years respectively.</p>

⁷⁸ Government of Barbados (2014). *National Employment Policy of Barbados*, p. 26.

⁷⁹ Government of Barbados (2017). *A National Policy Framework for the Development of Micro, Small and Medium-Sized Enterprises (MSMEs)*, p. 56.

⁸⁰ Barbados Vocational Training Board, http://bvtb.gov.bb/apprenticeship_programme/

BARBADOS		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Skills training programme – on-the-job component	<p>Rationale: The aim of the programme is to train persons to the level of competence required by industry.</p> <p>Operated by: Barbados Vocational Training Board</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Participants receive free practical and theoretical training in a tech voc area, mathematical, communication and employability skills, and entrepreneurial and small business management training. The programme also includes On-the-Job training attachments depending on space availability at participating companies as well as the trainee's performance, attitude, and behaviour. A certificate of competence is awarded upon completion. <p>Target group: Young people. Not exclusive to young men and women but accessible to them. Must have completed at least 9 years of formal education</p> <p>Age range: 16+</p> <p>Source of Funding: Government of Barbados</p> <p>Period of Engagement: unknown</p> <p>Stipend: BBD \$75 per week paid every two weeks</p> <p>Programme availability:</p> <p>Rationale: To provide training to young Barbadians that equips them with employable and marketable job skills in a variety of occupational trades.</p> <p>Number of beneficiaries: 400 graduates in 2017⁸¹</p>
	Internships at Samuel Prescod Polytechnic ⁸²	<p>Operated by: Samuel Prescod Polytechnic</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Students are required to take 6-hour self-directed workforce ready course, attend and orientation workshop and keep an internship portfolio. Placement for an internship is based on availability at the time of placement and facilitated by the Liaison Office Interns are expected to observe the regular hours and conduct of the organisation they are placed in Complimentary Instructor visits interns while on work attachment with employers Evaluations of internship performance and experience conducted by employers, instructors and students <p>Target group: Student at the institution with an 80% attendance rate, GPA of at least 2.0</p> <p>Period of Engagement: 2-15 weeks depending on programme of study</p> <p>Stipend: May be paid or unpaid but employers are encouraged to provide a stipend</p> <p>Rationale: to meet the demands of the students and the employers for on-the-job-training experience (i.e., internship)</p>

⁸¹ “BVTB only able to accommodate five per cent of applicants”, Barbados Today, 19 November 2017. <https://www.barbadostoday.bb/2017/11/19/bvtb-only-able-to-accommodate-five-per-cent-of-applicants/>

⁸² Information compiled from the Samuel Jackman Prescod Polytechnic Internship website and Internship Booklet. <https://sjppinternship.weebly.com/> and https://sjppinternship.weebly.com/uploads/8/0/2/2/80228624/internship_booklet_-_workforce_readiness_guide.docx

BARBADOS		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Internships at Barbados Community College	<p>Operated by: Barbados Community College</p> <p>Elements of the programme:</p> <p>For some programmes at the BCC such as Architecture Studies⁸³, Arts and Entertainment Management, and Graphic Design⁸⁴, internships are required for fulfilment of the programme requirements.</p> <p>Internships may also be set up outside of what is required for programme completion as has been done with the three associate programmes under the hospitality institute⁸⁵.</p> <p>Target group: Students in participating programmes at BCC</p> <p>Period of Engagement: 1 semester usually in the final year of the programme for those that are part of the qualification, although the architecture studies programme can be structured to comprise internships of 1-3 years toward becoming a registered architect. Non-programme required internships may be shorter eg. 6 weeks.</p> <p>Stipend: Unknown</p>
	Competency-Based Training Fund Programmes	<p>Operated by: Fund administered by the TVET Council of Barbados</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Grants of up to BD \$500,000 are provided for private-sector driven competency-based training proposals to provide training in areas where skills gaps have been identified. • Partnerships between the private sector and training institutions in Barbados are favoured. • Proposals may be for private sector initiatives to train employees or the wider population and must lead to a recognized certification eg. N/CVQ • The distinguishing feature is that training is assessed by demonstrating skills as opposed to test-taking <p>Source of Funding: Inter-American Development Bank Loan</p> <p>Number of beneficiaries: An average of 7.5 proposals were funded over the 4 cycles of the fund. 610 persons had been trained as at mid Cycle III (2015)⁸⁶</p>
	Private Sector Internships and Graduate Programmes	<p>Operated by: Crane Resorts, Deloitte, KPMG, UWI Caribbean Internship Project (Social Work), GAIA Inc., CARTAC (Central Bank), Rubis and others.</p> <p>Elements of the programme:</p> <p>Internships for students to gain experience and exposure to the workings of the various organisations</p>

⁸³ Barbados Community College, Technology/Architecture Studies. <http://bcc.edu.bb/Divisions/Technology/ArchitectureStudies.aspx?print=true>

⁸⁴ Barbados Community College, Fine Arts – Course Information. <http://www.bcc.edu.bb/Divisions/FineArts/CourseInformation.aspx>

⁸⁵ “Hospitality students praise Elegant Hotels internship”, Loop News Barbados, 15 August 2017. <http://www.loopnewsbarbados.com/content/hospitality-students-praise-elegant-hotels-internship>

⁸⁶ Barbados Technical and Vocational Education Training Council (2015). *Technical and Vocational Education Training Council 2015 Annual Report*, p. 35.

BARBADOS		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Target group: Most are for tertiary students but some are for those in technical training for eg. Hospitality and building and construction at the Crane Resorts</p> <p>Source of Funding: mainly hosting organisations</p> <p>Period of Engagement: Ranges from 6 weeks to 6 months. Often over the summer vacation period.</p> <p>Stipend: Both paid and unpaid</p> <p>Programme availability: Mainly urban</p> <p>Number of beneficiaries: Varies, but programmes tend to be small at around 20-30 interns. Crane Resorts hosts 100.</p>
Job Matching Assistance: Job Brokering (websites or in person) and Job search assistance (CV, interview preparation) carried out by public or private organizations	National Employment Bureau ⁸⁷	<p>Operated by: National Employment Bureau under the Ministry of Labour (Being rebranded and restructured to the Barbados Employment and Career Counselling Service)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Provides job placement services for both local and overseas employment to jobseekers • At the <u>One Stop Resource Centre</u>, job seekers may access the internet to conduct job searches online and in the job bank, post resumes, and access LMIS. • They may also use word processing applications, take personal assessments to be guided in their careers, and access resources on employment etc. • The <u>Online Job Centre</u> is a platform for registered job seekers to search for vacancies while registered employers can post open positions. It is up to the employers, however, to verify the credentials of potential employees. <p>Target group: Registered job seekers and employers</p> <p>Source of Funding: Government of Barbados</p> <p>Programme availability: Online and at the NEB (urban)</p>
	Canadian and US Overseas Workers Programmes	<p>Operated by: National Employment Bureau</p> <p>Elements of the programme:</p> <p>The NEB screens and selects candidates for participation in the temporary employment programmes – Canadian Seasonal Agriculture Workers Programme, The Low Skilled Worker programme and the US Hotel Programme.</p> <p>Target group: Jobseekers</p> <p>Age range: 18+</p> <p>Source of Funding:</p> <p>Period of Engagement: 6 months</p> <p>Stipend: paid but amount unknown.</p>
	Caribbean Jobs and Bajan Jobs online platforms	<p>Operated by: Saongroup and Advanced Management Services</p> <p>Elements of the programme:</p> <p>Online platforms for the searching and posting of job vacancies. Users must be registered to use the Bajan Jobs platform. Career advice is also provided via articles on both sites.</p> <p>Target group: Job seekers and employers</p> <p>Programme availability: Online</p> <p>Number of beneficiaries: Caribbean Jobs has 180,000 users per month across the Caribbean</p>

⁸⁷ Ministry of Labour. https://labour.gov.bb/employment_services.

BARBADOS		
AREA of INTERVENTION	PROGRAMME	DETAILS
Labour rights and awareness and sensitization	No interventions were identified in this area	
Other: Career Fairs	Youth Career Extravaganza ⁸⁸	<p>Operated by: Ministry of Social Care, Constituency Empowerment and Community Development.</p> <p>Elements of the programme: Career fair which included career and interviewing tips, information on continuing education choices, curriculum vitae (CV) preparation, business etiquette and career counselling. Also included opportunities for individuals to gain summer work experience. A team of vocational counsellors was also hired who will continue to work with the persons who registered at this event – to try to match them with jobs and try to put them into training that is being offered.</p> <p>Target group: Youth as well as retrenched workers Age range: 16-30 Source of Funding: Inter-American Development Bank Period of Engagement: 1 day (but longer for those to be matched) Rationale: Part of strategy to reduce poverty in Barbados</p>

Table 10 - Barbados: Interventions Aimed at Providing Job Opportunities Specifically to Young Women and Men

BARBADOS		
AREA of INTERVENTION	PROGRAMME	DETAILS
Public Works and Public Employment Schemes	No interventions identified in this area	
Subsidies to employers for hiring youth	No interventions identified in this area	

Table 11 - Barbados: Interventions Aimed at Supporting Youth Entrepreneurship

BARBADOS		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system	Business subjects in secondary school	<p>Operated by: Ministry of Education</p> <p>Elements of programme:</p> <ul style="list-style-type: none"> Although there has been mention of a secondary school entrepreneurship training curriculum under the Youth Entrepreneurship Scheme, we were unable to verify whether this is currently in existence.

⁸⁸ “Help for Youth Seeking Employment”, The Barbados Advocate, 28 June 2017. <https://www.barbadosadvocate.com/news/help-youth-seeking-employment>

		<ul style="list-style-type: none"> It is known, however, that the curriculum offers Business subjects: Office Administration, Electronic Document Preparation and Management, Economics, Principles of Business (POB) and Principles of Accounts (POA). These subjects are not compulsory with students generally choosing their preferred 5 to 8 subjects to attempt for the CSEC examinations. Students sit the relevant exams at the end of their two-year course of study <p>Target group: Students in upper secondary school (CSEC prep grades)</p> <p>Age range: 14-17</p> <p>Period of engagement: 2 years</p> <p>Programme availability: rural and urban</p>
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	\$20 Challenge ⁸⁹	<p>Operated by: Barbados Entrepreneurship Foundation</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Annual national competition in all secondary schools in Barbados which gives students the opportunity to run their own businesses. Participating students are loaned \$20 for four weeks and challenged to make money, while also making a difference in their communities. They must conceive, produce, market and sell their own products. Each school is assigned 1-2 ambassadors who teach and mentor them throughout the competition. The competition now includes a student marketplace at the end. <p>Target group: 4th and 5th form students in all secondary schools</p> <p>Age range: 14-18</p> <p>Source of Funding: Sponsors including Flow</p> <p>Period of Engagement: 4 weeks</p> <p>Stipend:</p> <p>Programme availability: Nationwide</p> <p>Rationale: The main purpose is to give young people the opportunity to be enterprising. It aims to increase their ability to respond positively to change, take reasonable risks, create and execute new ideas and new ways of doing things, and to act on their plans confidently.</p> <p>Number of beneficiaries: Thousands of students annually</p>
	Classroom Boardroom ⁹⁰	<p>to</p> <p>Operated by: Barbados Entrepreneurship Foundation, The Rotary Club of Barbados and Entrepreneurs in Action (EiA, UK)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> The C2B project is a learning tool offered by EiA, offered to selected students in all secondary schools in Barbados, in further education (Barbados Community College) and in university (UWI). These students are taken off timetable for 5 days to participate. The programme begins with a senior business leader setting a real-life challenge related to his or her business. The students

⁸⁹ Barbados Entrepreneurship Foundation. <http://www.barbadosentrepreneurshipfoundation.org/20-dollar-challenge/>.

⁹⁰ Barbados Entrepreneurship Foundation. <http://www.barbadosentrepreneurshipfoundation.org/classroom-to-boardroom/>

		<p>agree to work on this challenge with the company for one week to come up with a viable business solution.</p> <ul style="list-style-type: none"> • The students are supported by intensive coaching throughout the week. • At the end of the week they present their idea/solution to executives of the business in their boardroom <p>Target group: selected secondary school and tertiary students Source of Funding: Various Sponsors - Virgin Atlantic (2012 and 2014) Period of Engagement: 5 days Rationale: To increase the confidence of students and create an interest and awareness of entrepreneurship Number of beneficiaries: 50 (2011) Future plans: Expand from one cycle per year to 3 cycles per year so that 150 students can benefit</p>
Agriculture Entrepreneurship Programme ⁹¹		<p>Operated by: Barbados Entrepreneurship Foundation Elements of the programme: Pilot programme (Phase 1) - Seven schools with considerable amounts of students involved in agriculture chosen to participate. Students undergo agribusiness training followed by a competition (similar to the \$20 challenge) where they are loaned \$20 to launch a business. Equipment up to a maximum of \$1000 is also provided for strong proposals. Under the mentorship of ambassadors, students run the business for 8 months and are able to showcase their businesses at an Agrifest and farmers markets.</p> <p>Target group: Secondary school students in agriculture Period of Engagement: 8 months – 1 year Rationale: Aimed at developing the entrepreneurial skills in youth already involved in agriculture in order to create business opportunities in the agricultural sector. Also aims to balance the gender patterns in agriculture with more young males being involved in this sector. Future plans: Phase 2 - 35 students will be selected to study toward Level 1 of the CVQ in Agriculture Entrepreneurship concurrent with their studies.</p>
Youth Entrepreneurship Scheme		<p>Operated by: Ministry of Culture, Youth and Sports Elements of the programme:</p> <ul style="list-style-type: none"> • Offers business development services to young people including: Business Counselling, Entrepreneurial Development Training, Accounting Service, Marketing Services, Mentorship, Technical Assistance, Referral for financing • The YES also conducts ad hoc training workshops and undertakes other initiatives such as a YES Camp Enterprise as part of the National Summer Camp Programme⁹² <p>Target group: Young men and women Age range: 18-30</p>

⁹¹ Barbados Entrepreneurship Foundation. <http://www.barbadosentrepreneurshipfoundation.org/agriculture-challenge/>.

⁹² “Camp cuts remain”, Barbados Advocate, 21 June 2017. <https://www.barbadosadvocate.com/news/camp-cuts-remain>.

		<p>Source of Funding: Government of Barbados</p> <p>Period of engagement: Enterprise development training lasts 6 months</p> <p>Programme availability: Nationwide</p> <p>Rationale: Seeks to foster an entrepreneurial climate while empowering youth to create successful business ventures that contribute to the development of the nation.</p> <p>Number of beneficiaries: Average of 200 per year (2003-2010)⁹³</p>
Barbados Youth Business Trust ⁹⁴		<p>Operated by: Barbados Youth Business Trust</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Provides start-up capital, business mentoring, networking, advisory and marketing support services through a 2-step process: Step 1 - business support, Step 2 - finance. • Also conducts ad hoc business training workshops as well as some skill development workshops eg. Organic crop production <p>Target group: Both young men and women including the differently abled</p> <p>Age range: 18-35</p> <p>Source of Funding: Multiple sponsors - CIBC, IDB, CDB, ScotiaBank, Youth Business International, Barbados Chamber of Commerce and Industry</p> <p>Rationale: To encourage a new generation of Barbadian entrepreneurs</p>
FundAccess Barbados ⁹⁶		<p>Operated by: Barbados Agency for Micro-enterprise Development</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Provides enterprise training and development services in addition to financial solutions. • Loan clients must participate in a mandatory two-day training course upon approval of a loan. • In some cases, the training may be required before the loan is approved. • Topics include: cash management, record keeping, costing and pricing, marketing, motivation for success and goal setting. • All loan clients also benefit from technical assistance during the first 6 months of the loan • Ad hoc workshops on a range of issues are also conducted with external consultants as well as in-house experts <p>Target group: Micro, small and medium enterprises</p> <p>Rationale: To support and strengthen micro and small businesses by fostering sustainable enterprise development through access to credit, enterprise training, technical assistance and other professional development services.</p>
Barbados Investment and Development Corporation ⁹⁷		<p>Operated by: Barbados Investment and Development Corporation</p> <p>Elements of the programme:</p>

⁹³ Government of Barbados. *National Youth Policy 2011*, p. 13

⁹⁴ Barbados Youth Business Trust. <http://www.youthbusiness.bb/process/>.

⁹⁵ Barbados Youth Business Trust. <https://www.facebook.com/pg/BarbadosYouthBusinessTrust/about/>.

⁹⁶ Fund Access Barbados. <https://www.fundaccess.org/>.

⁹⁷ Barbados Investment and Development Corporation. <http://www.bidc.org/>.

		<ul style="list-style-type: none"> Provides tailored assistance to SMEs and larger enterprises to help them establish themselves or expand including business support and financial products Among the BIDC's services is its Innovation Support Programme which seeks to help individuals with creative ideas to develop them into enterprises The BIDC also has a virtual and residential business incubator programme. <p>Target group: businesses</p> <p>Rationale: To increase exports and employment through new investment, diversification and the support of competitive businesses.</p> <p>Number of beneficiaries: 250 clients benefiting from entrepreneurial development services in 2015⁹⁸. Business incubator programme has a capacity of 16 clients.</p>
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	FundAccess Barbados	<p>Operated by: Barbados Agency for Micro-enterprise Development</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Offers a suite of finance solutions for micro and small businesses in Barbados. For start-ups in business less than one year - loans of up to BDS \$25,000 available at interest rate of 6% per annum. Includes options for those with just a business idea to get started Also provides enterprise training and development services. Partnership with BYBT and the YES suggests that the fund may be youth-friendly <p>Target group: small and micro enterprises</p> <p>Source of Funding: Government of Barbados</p>
	Barbados Youth Business Trust	<p>Operated by: Barbados Youth Business Trust</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Step 2 of the BYBT process - finance (see above for other services). Maximum amount available in aggregate - BDS \$30,000 and must be used for start-up and expansion not re-financing or debts. Interest rate at 10-12% per annum. Smaller loans/grants are also available for conducting feasibility studies, market research and continuing education. <p>Target group: Both young men and women including the differently abled</p> <p>Age range: 18-35</p> <p>Source of Funding: Multiple sponsors - CIBC, IDB, CDB, ScotiaBank, Youth Business International, Barbados Chamber of Commerce and Industry</p> <p>Rationale: To encourage a new generation of Barbadian entrepreneurs</p>
	Trident Angels Network ⁹⁹	<p>Operated by: Barbados Entrepreneurship Foundation</p> <p>Elements of the programme:</p>

⁹⁸ *Barbados Investment and Development Corporation Annual Report 2014-2015*, p. 29.

⁹⁹ Barbados Entrepreneurship Foundation. <http://www.barbadosentrepreneurshipfoundation.org/trident-angels/>.

		<ul style="list-style-type: none"> The BEF has established a network of investors seeking to invest in small and start-up businesses Entrepreneurs who apply to participate are pre-screened, selected applicants then pitch their businesses, followed by thorough review and investigation before angel investors select entrepreneurs they are interested in financing <p>Target group: Start-ups and existing entrepreneurs Source of Funding: Investors Rationale: To help entrepreneurs overcome security barriers encountered in accessing finance via traditional banks</p>
	Enterprise Growth Fund Limited ¹⁰⁰	<p>Operated by: Enterprise Growth Fund Limited Elements of the programme:</p> <ul style="list-style-type: none"> The EGFL provides access to finance for SMEs under several different funds. Among these is the Innovation Fund which provides seed capital and technical expertise to entrepreneurs who have innovative ideas and are in need of funds to commercialise their ideas. Seed capital financing is available from BDS\$25,000 to BDS\$250,000. Businesses must be incorporated to access finance <p>Target group: Small and medium enterprises Source of Funding: Government of Barbados</p>
Support for youth entrepreneurship in the form of Special market shares for youth for government contracts or similar other	No interventions identified in this area	

Table 12 - Barbados: Interventions Aimed at Facilitating the (Re)Integration of Young Women and Men From Vulnerable Backgrounds

BARBADOS		
AREA of INTERVENTION	PROGRAMME	DETAILS
Psychological and Career Counseling and training services for: Juveniles, youth emancipating from crime, first offenders and at-risk youth	Juvenile Liaison Scheme	<p>Operated by: Royal Barbados Police Force Elements of the programme:</p> <ul style="list-style-type: none"> Juveniles referred to the primary diversionary programme, the Juvenile Liaison Scheme, (whether via the police, court system, parents etc) receive counselling and supervision. Counselling sessions are between 30-45 mins a week for the first 4 weeks. May be reduced thereafter based on improvement. At the end of 6 months, a decision is made on issuing a Police Caution or extending the counselling period. The JLS also hosts a 5-week summer camp for at-risk youth which includes sessions on drug avoidance etc. <p>Target group: Both male and female juveniles who exhibit behavioural problems or who have committed a minor offense</p>

¹⁰⁰ Enterprise Growth Fund Limited. <http://egfl.bb/>.

		<p>and at-risk youth (camp). First offenders may also benefit from the programme.</p> <p>Source of Funding: Government of Barbados</p> <p>Period of Engagement: minimum of 6 months for main counselling programme</p>
New Horizon Mentorship Programme		<p>Operated by: Soroptimists International of Barbados (NGO)</p> <p>Elements of the programme:</p> <p>Mentorship programme provided by the NGO to girls at the Government Industrial School (juvenile detention centre) including skills training and entrepreneurial skill development</p> <p>Target group: Young women at the juvenile detention centre</p> <p>Age range: 11-16</p> <p>Period of Engagement: 1 day per week for 11 months</p>
Government Industrial School programme	School	<p>Operated by: Government Industrial School</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> The Government Industrial School for Boys and the GIS for Girls are the main detention centres for juveniles in Barbados. Apart from a traditional academic programme, residents are supposed to benefit from counselling and other life skills preparation. <p>Target group: Young men and women at the juvenile detention centre</p> <p>Age range: 11-16</p>
Vulnerable Youth Internship Programme and Employment Training Workshops ¹⁰¹	Youth	<p>Operated by: Dance4Life Barbados (NGO)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Provides vulnerable youth with work experience that helps them build their CVs, gain confidence and skills working in an office and in the field, and helps them gain the discipline that employment requires Also holds annual employment training workshops. These provide job readiness training including overcoming the stigma of being a juvenile offender and connects youth with potential employment opportunities <p>Target group: Young men and women transitioning out of the Children's Homes and juvenile detention facilities</p>
Juvenile Detention Monthly Programme, Remedial reading, and CXC tutoring programme ¹⁰²		<p>Operated by: Dance4Life Barbados (NGO)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Monthly skills-building sessions at both the male and female institutions. Focuses on content identified by the youth and the school principal, including but not limited to: anger management and conflict resolution training, confidence building, sport, music, theatre, arts and crafts, and current events The organisation also conducts a remedial reading programme and CXC tutoring support to youth in both the juvenile detention centre and children's homes <p>Target group: Young men and women at the juvenile detention centre</p>
HMP Dodds Prison, Prisoner		Operated by: HMP Dodds Prison

¹⁰¹ Dance4Life Barbados. <http://www.dance4lifebarbados.com/vulnerable-youth>

¹⁰² Ibid.

	Rehabilitation Programme	<p>Elements of the programme¹⁰³:</p> <ul style="list-style-type: none"> • Includes vocational training in areas such as masonry, carpentry, mechanics, husbandry, agriculture. • Basic life skills also taught. <p>Target group: Inmates at the prison</p>
	Barbados Youth Service ^{104 105}	<p>Operated by: Ministry of Culture, Sports and Youth</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • The 12-month developmental programme is divided into phases which include Personal Development; Academic & Sports Development; Cultural Arts; Vocational Training; Counselling, and a Specialised Work Experience Module in Career Choice Areas. • Work placements are at both public and private employers • The programme comprises a 6-month residential component • Compulsory community service also included • Participants are referred to BYS by parents, young people themselves, youth workers, social service agencies, or correctional institutions. <p>Target group: Unemployed at-risk youth</p> <p>Age range: 16-22</p> <p>Source of Funding:</p> <p>Period of Engagement: 12 months</p> <p>Number of beneficiaries: average of 80 per year</p> <p>Future plans: Construction of a new facility to expand intake to 240 persons</p>
	Youth Mainstreaming Programme ¹⁰⁶	<p>Operated by: Ministry of Culture, Sports and Youth</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Through partnerships with the Barbados Community College, the Samuel Jackman Prescod Polytechnic, Barbados Vocational Training Board, and private enterprises, young people with aspirations to acquire technical skills are helped onto the first rungs of the ladder to achieve their desired careers. • In 2016, training was offered in Fishing Vessel Operations, Boat Building, Maritime Operations, Landscaping, Electronics (Radio/TV), Leather Craft, Electronics (Sound Systems), Steel Pan and Dancing¹⁰⁷. <p>Target group: Unattached youth</p> <p>Age group: 16-30</p> <p>Rationale: To expand the opportunities for unattached youth to develop skills and use them productively</p>

¹⁰³ “Prisoner rehabilitation needs public support”, Government Information Service, 7 June 2016. <http://gisbarbados.gov.bb/blog/prisoner-rehabilitation-needs-public-support/>.

¹⁰⁴ “Apply now for Barbados Youth Service”, Government Information Service, 7 June 2016. <http://gisbarbados.gov.bb/blog/apply-now-for-barbados-youth-service/>.

¹⁰⁵ Government of Barbados. *National Youth Policy 2011*, p. 12.

¹⁰⁶ Ibid., p. 13

¹⁰⁷ “Skills training for youth”, Government Information Service, 26 May 2016. <http://gisbarbados.gov.bb/blog/skills-training-for-youth/>

Table 13 - Barbados: Interventions Aimed at Facilitating Intra-Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)

BARBADOS		
AREA of INTERVENTION	PROGRAMME	DETAILS
National availability of CVQ		<p>Operated by: TVET Council of Barbados¹⁰⁸</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • CVQs are available • There are 26 approved N/CVQ assessment centres offering certifications in different occupational areas in Barbados • CVQs available in a limited range of occupational areas¹⁰⁹ • CVQs also being offered in some secondary schools <p>Number of beneficiaries: 285 N/CVQs awarded in 2015. No information on exclusively CVQs.¹¹⁰</p>
National availability of Prior Learning Assessment		<p>Operated by: TVET Council of Barbados</p> <p>Elements of the programme:</p> <p>Available but in limited areas (Amenity Horticulture, Carpentry and Customer Services¹¹¹) and interested persons must have 3 years or more experience within the last 7 years</p>

(v) ANALYSIS of FINDINGS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

Youth employment interventions in the form of apprenticeships, internships and job attachments are generally limited in Barbados with those that do exist being small and disjointed in the absence of a coherent government strategy in this area. The consequence of this environment is that the majority of the country's youth may be excluded from these opportunities. Indeed, the National Employment Policy document prepared by the Manpower Research and Statistical Unit of the Ministry of Labour, Social Security and Human Resource Development identifies inadequate school-to-work transition programmes as one of the underlying reasons for high youth unemployment¹¹².

The sole apprenticeship programme identified, offered by the Barbados Vocational Training Board (BVTB) which is the only entity formally recognised to manage apprenticeship programmes, has had moderate success but is not without its flaws. Although most of the graduates interviewed in a recent study were able

¹⁰⁸ TVET Council of Barbados, <https://www.tvetcouncil.com.bb/QualificationsFramework/Assessment-Centres.aspx>

¹⁰⁹ Although the TVET council lists a number of CVQ qualifications available on its website, many do not currently have an assessment centre offering such a qualification. <https://www.tvetcouncil.com.bb/Qualifications/>.

¹¹⁰ TVET Council of Barbados (2015). *TVET Council Annual Report 2014-2015*, p. 27.

¹¹¹ TVET Council of Barbados. <https://www.tvetcouncil.com.bb/PLAR/Is-PLAR-Offered-in-all-Occupational-Areas.aspx>.

¹¹² Manpower Research and Statistical Unit of the Ministry of Labour, Social Security and Human Resource Development (2014). *National Employment Policy of Barbados*, p. 26.

to find work in their training sectors shortly after the programme¹¹³, the apprenticeship has been criticized for concentrating on low level or traditional occupations with no programme being as yet developed to cater to job training for emerging services and white-collar jobs as in financial services or the hotel/tourism industry¹¹⁴. The programme has also been criticized on account of its low application and graduation rates¹¹⁵, perhaps a result of negative attitudes to TVET held among youth in the country¹¹⁶. The fact that the programme does not culminate in the awarding of an NVQ or CVQ certificate is also a cause for concern, as is the fact that the apprenticeship has had difficulty in securing the participation and partnership of the private sector¹¹⁷.

Although some on-the-job training opportunities exist via the BVTB's skills training programmes, these are only selectively available and, therefore, still fail to provide the type of widespread quality work experience needed for youth being trained in TVET. While the innovative Competency-Based Training Fund, funded by the Inter-American Development Bank, is not directly a mechanism for the on-the-job training, the fact that assessment in the funded training programmes is based on directly demonstrating skill acquisition means that youth who benefit may gain some of the benefits of work experience.

At higher levels of education, youth in Barbados appear to have more opportunities, at least in principle, with an institution-wide internship programme being available at the Sam Jackson Prescod Polytechnic Institute (SJPP) and with several private sector internships being open to tertiary students. In practice, these opportunities may again be limited since internships at SJPP are subject to placement availability, private sector internships are small and exist only in select fields, and the Barbados Community College offers only a handful of official work placements.

Plans for expanding internship and apprenticeship opportunities through collaboration with and incentives to the private sector, as stated in the National Employment Policy document prepared by the Manpower Research and Statistical Unit of the Ministry of Labour, Social Security and Human Resource Development, will hopefully ameliorate this situation if implemented properly.

Job Matching Assistance: Job Brokering, Job Search and Labour Rights Sensitisation

Job matching assistance services in Barbados have generally been acknowledged to be in need of strengthening and are thus unlikely to serve youth very well. The main public employment service agency, the National Employment Bureau, has had a utilization rate of less than 10% with most jobseekers and employers in Barbados relying on media sources such as newspapers and word-of-mouth to access and

¹¹³ Sixty percent of the graduates participating in the study (small number of respondents) secured jobs within 6 months after completing training. K. Tada (2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished, p. 18.

¹¹⁴ Inter-American Development Bank (2011). Skills for the Future Loan Proposal BA-L1016, p. 3. <http://idbdocs.iadb.org/wsdocs/getdocument.aspx?docnum=36962708>.

¹¹⁵ "For example, in 2010, of the 175 apprentices in training, about 35% were expected to complete the three-year program." Ibid., p. 4.

¹¹⁶ Manpower Research and Statistical Unit of the Ministry of Labour, Social Security and Human Resource Development (2014).. *National Employment Policy of Barbados*, p. 21.

¹¹⁷ "Young people need more job attachment, internship programmes", Barbados Advocate, 13 October 2017. <https://www.barbadosadvocate.com/news/young-people-need-more-job-attachment-internship-programmes>.

disseminate job vacancies¹¹⁸. This dynamic appears to extend to youth with prior research suggesting that most Barbadian youth found informal networks and prior experience, whether via internships or part-time work, to be key to finding and keeping jobs; the result being that less connected youth from lower socioeconomic backgrounds have greater difficulty in accessing job opportunities¹¹⁹. Low utilization may also mean that youth are unlikely to access the NEB's job brokering services available for participation in overseas employment programmes, although these are confined to low skill jobs which is in itself a concern.

Indeed, the service has generally been criticized for its “traditional heavy emphasis on elementary, low skilled occupations”¹²⁰, while with the aim of upgrading, the Minister of Labour herself has identified additional obstacles to the bureau’s efficiency in the areas of “inadequate human resources, a weak presence in the labour market, weak linkages with training institutions and the inflexibility and inefficiency of a predominantly manual information system”¹²¹. Labour rights sensitization and awareness services were also not explicitly identified among the services offered by the bureau or any other agency in Barbados.

Encouragingly, as with interventions to provide apprenticeships and internships, plans are underway to modernize and expand the NEB’s services¹²² with a focus on tailoring these services to youth. In particular, the draft National Employment Policy prescribes the strengthening of linkages between the bureau, a proposed career counseling unit, and secondary, post-secondary, and tertiary institutions to facilitate career counseling and effective job placement services for youth¹²³. Consequently, youth in Barbados may have access to enhanced job matching services in the near future.

It should be noted that private sector-created online job platforms and ad hoc career guidance workshops and fairs are also available to Barbadian youth.

Interventions Providing Job Opportunities for Youth

No interventions were identified in this area, whether via public works schemes or subsidies to employers, nor was there any mention of future plans to implement such programmes in the policy documents reviewed.

Youth Entrepreneurship Interventions

General Education System

As in all the countries covered in this study with the exception of Jamaica, Barbadian youth do not appear to have access to entrepreneurship training within the general education system. Although the Youth

¹¹⁸ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 52. This was also acknowledged by the Government of Barbados in the 2014 National Employment Policy.

¹¹⁹ USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report, p. 50.

¹²⁰ Government of Barbados (2014). *National Employment Policy of Barbados*, p. 16.

¹²¹ “Employment bureau to be rebranded”, Nation News, 23 May 2017. <http://www.nationnews.com/nationnews/news/97075/employment-bureau-rebranded>

¹²² At the time of reporting, the National Employment Bureau was being rebranded and restructured to the Barbados Employment and Career Counselling Service.

¹²³ Manpower Research and Statistical Unit of the Ministry of Labour, Social Security and Human Resource Development (2014).. *National Employment Policy of Barbados*, p. 32-33.

Entrepreneurship Scheme has run a Juniors programme in primary and secondary schools in the past¹²⁴, this programme does not appear to be running currently, with plans for entrepreneurial training in the school curriculum being included among the initiatives for fostering youth entrepreneurship in both the draft National Employment Policy and National Policy on the Development of MSMEs.

What does exist, again as in the rest of the region, are business-related subjects at the upper secondary level under the Caribbean Examinations Council curriculum. While the subject, principles of business, in particular, may offer a good substitute to entrepreneurship training, uptake in other countries for which data is available and the fact that this subject is optional suggest that it is unlikely to be pursued by even half the students attempting Caribbean Secondary Education Certificate exams. Consequently, direct entrepreneurship training in the education system remains necessary to achieve the goals of a national entrepreneurial culture and greater youth entrepreneurship as spelled out in the previously mentioned policy documents.

Entrepreneurship Training and Support Services

Compared to other intervention areas, quite a number of initiatives exist to provide entrepreneurship training and support services to youth in Barbados, especially at the secondary school level. Business support services are likely to be less successful, however, due to problems in the general business development environment in the country which may equally affect youth.

Due largely to the efforts of the Barbados Entrepreneurship Foundation, the lack of entrepreneurship education within the general curriculum is heavily compensated for by programmes which seek to develop an entrepreneurial culture among secondary school students including the \$20 Challenge competition, Agriculture Entrepreneurship Programme, and the Classroom to Boardroom (C2B) project. Reaching thousands of students annually, the \$20 Challenge and the pilot Agriculture Entrepreneurship programme afford students the hands-on experience of running a business, similar to the Junior Achievement programmes common in other Caribbean countries. While exceptional in its concept of providing entrepreneurship training and pushing youth to solve a real business problem, the C2B project is ultimately much more limited in scope and reach with just five days of training and only a maximum of 150 selected students in secondary and tertiary education benefiting each year.

Older youth who are positioned to become entrepreneurs are directly targeted with business development and mentorship support by the Barbados Youth Business Trust (BYBT) and the Youth Entrepreneurship Scheme (YES) but data is currently unavailable to gauge the actual reach of these organisations. Data that is available from 2003-2010 suggests that the YES programme's may be somewhat limited with just about 200 youth benefitting per year on average. Similarly, the experience of Youth Business Trusts in other Caribbean countries suggests that the BYBT, while no doubt rendering valuable services, has only a modest reach with services being constrained by reliance on donor funding. It should also be noted that the Barbados Vocational Training Board's skills training programme includes an entrepreneurship training component. Although an evaluation of the quality of this component is lacking, its existence is encouraging for promoting an entrepreneurial mindset among trainees, with some 400 graduates in 2017¹²⁵.

¹²⁴ Government of Barbados. *National Youth Policy 2011*, p. 13.

¹²⁵ "BVTB only able to accommodate five per cent of applicants", Barbados Today, 19 November 2017. <https://www.barbadostoday.bb/2017/11/19/bvtb-only-able-to-accommodate-five-per-cent-of-applicants/>

Business support services and technical assistance provided by FundAccess and the Barbados Investment and Development Corporation (BIDC), as well as by other business support organisations (BSOs) not covered by this mapping, are also unlikely to have an extensive reach among youth or to be particularly effective in servicing those who are reached. According to the MSME development policy, the penetration rate of business development services in Barbados is very low, BSOs lack integration, collaboration and cohesiveness, and the private sector has very limited involvement in the provision of such services¹²⁶. Further, while FundAccess has partnerships with the BYBT and YES and may therefore be more amenable to youth clients, the BIDC targets primarily small and medium enterprises thereby possibly excluding young entrepreneurs who tend to be involved in micro-entrepreneurship.

Widespread problems of imperfect information which characterizes the Barbados MSME sector¹²⁷ are also likely to impact the effectiveness of both the youth-targeted and general business support services highlighted in this mapping since youth may simply be unaware of what is available to them.

Special Access to Financial Services

Much of the dynamics discussed with regard to entrepreneurship training and support services recur with youth access to finance in Barbados. Although several avenues exist for SME financing in general and some well-designed youth-targeted avenues exist in principle, actual youth access may be limited. While it remains an encouraging feature of the policy environment that a dedicated agency in the form of the BYBT exists for providing young entrepreneurs with loans and grants, the reach of this organization is circumscribed by its reliance on donor funding as well as the possibility that youth may be poorly informed about the opportunities available. Information on the extent to which the YES programme facilitates access to finance is unavailable although this is specified as one of the programme's functions¹²⁸. Similarly, the extent to which youth are catered to by FundAccess is not publicly available. The fact that a preliminary consultative interview can be set up without the requirement of being a registered business, as well as the fact that this organization has partnerships with both the BYBT and YES, as mentioned previously, are, however, encouraging in this regard.

Access to finance via the Trident Angels Investor network, the Enterprise Growth Fund and other financial channels not listed in the mapping are likely to be even more limited for youth since these do not target them directly. While angel financing may be somewhat more accessible to youth since having a registered business is not a prerequisite for applying to the network, other channels predominantly target small and medium enterprises who have been in existence for a longer period of time. Requirements for accessing finance under these initiatives include business registration, financial projections and financial statements, growth strategies, detailed business plans and collateral or security guarantees, among others. Taken together, these are likely to exclude or serve as major deterrents to the vast majority of youth who may be starting out as micro-entrepreneurs.

Special Market Shares

¹²⁶ Government of Barbados (2017). *A National Policy Framework for the Development of Micro, Small and Medium-Sized Enterprises (MSMEs)*, p. 22.

¹²⁷ Ibid., p. 15.

¹²⁸ Government of Barbados. *National Youth Policy 2011*, p. 13.

No special market shares for youth, nor for small businesses which youth entrepreneurs could potentially access, were identified in this mapping. The 2017 MSME policy does, however, include provisions to encourage MSME access to government procurement contracts including making allowances for the different capabilities of MSMEs in such procurement, earmarking some projects for MSME bidding and ensuring awareness of these, developing an MSME Procurement Register, and educating and building capacity among MSMEs to take advantage of procurement opportunities¹²⁹. The policy stops just short, though, of assigning a specific reserved share.

Reintegration of Youth from Vulnerable Backgrounds

Consistent with findings from previous research¹³⁰, reintegration and rehabilitation interventions for vulnerable youth in Barbados were found to be limited based on the results of the mapping in this study. While several programmes exist for juvenile offenders in the country's detention centre, youth outside of this institution including older youth who are in conflict with the law, at-risk youth, and youth from other disadvantaged backgrounds are underserved by the existing policy environment.

Juveniles at the Government Industrial School have access to counselling services via the Juvenile Liaison Scheme and at the institution, female juvenile offenders benefit from mentorship, skills training and entrepreneurial development offered by the NGO Soroptimists International of Barbados. The NGO Dance4Life provides a host of rehabilitative services including work readiness preparation, work experience internships, life skills development, and remedial academic training and tutoring. While information to evaluate the quality of these programmes is unavailable, in principle at least, this subset of vulnerable youth is well catered for by existing interventions.

Much less information is available on the details of the rehabilitative programme at the adult prison in Barbados, including the extent to which young inmates benefit. Recent statements by the prison's superintendent, however, suggest that the institution's human resource capacity has been significantly improved to aid in reformative efforts and that care and treatment is tailored to meet the needs of every inmate entering the prison¹³¹.

Other vulnerable youth are limited to accessing the Barbados Youth Service (BYS) and Youth Mainstreaming Programme, both offered by the Ministry of Culture, Sports and Youth to benefit unemployed at-risk youth and unattached youth, respectively. While the BYS programme design is holistic, covering personal and academic development, psychological and career counselling, vocational training, and the provision of work experience, its reach is extremely limited with an intake of just 80 youth per year and being available only to youth in the 16-22 age bracket. Similarly, although the Youth Mainstreaming Programme's objectives are essential in partnering with post-secondary institutions to facilitate the access of unattached youth to higher education, it does little else. Programmes for vulnerable youth are therefore lacking in terms of counselling, both psychological and career-related; academic and skills training; job

¹²⁹ Government of Barbados (2017). *A National Policy Framework for the Development of Micro, Small and Medium-Sized Enterprises (MSMEs)*, p. 39.

¹³⁰ "Youth and other stakeholders noted that there are too few programs working on youth rehabilitation and that there are high recidivism rates in the country". USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report, p. 53.

¹³¹ "Barbados: Prison service embracing change", Association of Caribbean Heads of Corrections and Prisons, 21 October 2017. <http://www.achcps.com/2017/10/barbados-prison-service-embracing-change/>

attachments, which are especially needed to overcome stigma and discrimination; and entrepreneurial development.

While some programmes have existed previously such as the Get Into skills programme piloted by the Prince's Trust International in 2016, and the Ministry of Culture, Sports and Youth's Endless Possibilities programme which provided job attachments, mentorship, and psychosocial support to at-risk and unattached youth, these do not appear to have been continued. Programmes are also lacking to target subgroups among vulnerable youth who require specially tailored interventions, such as teenage mothers or young women who have been victims of abuse.

Facilitation of Intra-Caribbean Migration Through the Caribbean Vocational Qualification (CVQ)

Although CVQs and Prior Learning Assessment and Recognition are available in Barbados, much remains to be done before this framework effectively serves youth in providing greater employment opportunities via access to the wider Caribbean job market.

At present, CVQs are only available in a limited number of areas with PLAR being available in an even smaller subset. Additionally, many training programmes in the country offer neither NVQ nor CVQ certification, limiting the recognition of the training undergone by youth in the country, while others only offer NVQs which are recognized only within the country. Further, the expansion of CVQ training to secondary schools is a positive step, however, this too is still in its infancy with regard to the number of schools implementing these curricula.

(vi) CONCLUSION AND RECOMMENDATIONS

Based on the preceding analysis, the overall employment intervention landscape in Barbados is in need of improvement with limited work experience opportunities, job matching services, entrepreneurship interventions, reintegration initiatives, and slow CVQ implementation.

The following recommendations are therefore made to address some of these gaps and challenges under each intervention area:

General

1. *Ad hoc establishment of a central coordinating agency for youth employment initiatives or strengthening of an existing unit or agency to perform this role*

Currently, youth employment initiatives are scattered across different ministries and agencies which hinders the implementation of a coherent strategy. An agency should be established to serve this function, or an existing unit or agency should be empowered to adopt this role more aggressively. This should include collecting all the opportunities available to youth and associated information into one location, for example, a youth employment website that can be readily accessed by youth across Barbados.

Interventions to Facilitate School to Work Transition

2. *Introduction and expansion of apprenticeships and work experience opportunities including to white collar jobs and in line with the national development strategy*

As prescribed by the National Employment Policy document developed by the Manpower Research and Statistical Unit of the Ministry of Labour, Social Security and Human Resource Development apprenticeship and internship opportunities in Barbados need to be expanded to be available to a wider cross-section of youth in the country. This should be done in a targeted manner, focusing on Barbados' growth sectors.

3. *Ensuring the rebranding of the National Employment Bureau results in a modernised and effective service catering to youth*

Detailed propositions for an effective employment service were laid out in the 2014 draft National Employment policy document produced by the Manpower Research and Statistical Unit of the Ministry of Labour, Social Security and Human Resource Development including measures to ensure effective youth targeting. With the current rebranding, it should therefore be ensured that this comes to fruition with proper implementation and management including the provision of effective online services.

Interventions to Provide Job Opportunities to Youth

4. *Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies if such research does not already exist.*

Although interventions in this area are lacking in Barbados, it does not follow that such interventions are automatically needed. Research must first be conducted to determine whether such interventions would work in the country context before they are introduced. Research would also be needed into the specific intervention design needed to ensure effectiveness.

Interventions to Promote Youth Entrepreneurship

5. *Introduction of entrepreneurship training in secondary school*

To the extent that such training was facilitated by the Youth Entrepreneurship Schemes' Juniors programme in primary and secondary schools, this programme should be reinstated if it is not currently operational. It should be ensured that the curriculum implemented is suitable and of a high quality and that it is implemented nationwide. Efforts should also be made to ensure that this training includes a practical component to facilitate students' learning.

6. *Investigation into the reach of existing youth entrepreneurship training and financial services and revision and expansion where needed*

Given inadequate information, it is first necessary to establish the extent to which youth are being effectively served by existing interventions in these areas. Where access is low, it must further be determined whether this is due to imperfect information causing low uptake or problems in the availability of the actual services. Appropriate awareness measures or expansion of youth-targeted services should then be pursued.

7. *Research into the potential costs and benefits of reserving a market share for youth*

If possible, reservation of market shares for youth businesses could be a good strategy for supporting youth entrepreneurship, however, research is needed into whether this is a viable option for Barbados.

Interventions to Facilitate Reintegration

8. Investigation into the effectiveness and adequacy of current rehabilitative services in the juvenile detention centres

While it appears that juvenile offenders are well catered for, proper evaluations and awareness of labour market outcomes for beneficiaries are needed to determine the quality and adequacy of the interventions identified followed by appropriate corrective measures if needed.

9. Expansion of programmes for vulnerable youth to reach more youth and to include entrepreneurship training and access to microfinance

The design of some of the existing programmes is fairly holistic and thus could be expanded to cater a larger number of vulnerable youth in the country. The addition of entrepreneurship interventions to these programmes could also be a promising avenue for improvement to better reintegrate this group.

10. Introduction of appropriate re-integrative interventions for vulnerable female youth

Given their specific needs and circumstances, appropriate programmes need to be devised to ensure the effective reintegration of young vulnerable women into the labour market including those who are teen mothers and those who have been victims of abuse.

Interventions to Facilitate Intra-Regional Migration

11. Accelerated implementation of the CVQ framework

As discussed, implementation is currently slow, excluding a large portion of Barbadian youth from the certification needed to access employment opportunities in the region. More occupation areas should be included under the CVQ framework as well as the accelerated implementation in secondary schools.

BELIZE

This profile maps ongoing youth employment interventions in Belize in the areas of interventions facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable. This material was collected by desk review with collaboration from stakeholders in relevant government and non-governmental agencies. It should be noted that significant challenges were encountered in data collection for Belize and so the resulting mapping may not be comprehensive. The mapping and accompanying analysis should therefore be viewed as a preliminary examination of the youth employment intervention environment in the country and a guide for further investigation.

Main findings

This preliminary investigation suggests that the youth employment intervention landscape in Belize is in need of considerable attention with significant gaps found in most areas examined. Both work experience opportunities and job matching services were found to be limited in the country while those that do exist have considerable problems which would hinder their effectiveness including low reach and capacity. Limited interventions were also identified in the area of youth entrepreneurship with a lack of entrepreneurship training in the general education system and very few avenues for training and support services in general. While youth-targeted financial products were not identified, more lenient non-targeted financing options are available. Ultimately, the fact that the main small business loan product is only available in Belize City and the only other channel is restricted to women means that youth access is inevitably limited as well. Reintegration of vulnerable youth is one area where considerable interventions have been made providing promising opportunities to this category of youth but, again, challenges were identified including the lack of access for youth outside of the two major cities. Finally, CVQ implementation has not yet begun in Belize with problems existing of youth receiving certifications which are not even recognized at the national level.

Profile Structure

This profile begins with a look at indicators relevant to youth employment and economic activity in Belize accompanied by a brief discussion of the youth employment situation in the country and the policy attention it has received. The mapping of youth employment interventions is then presented followed by an analysis of this mapping. The profile concludes with recommendations based on this preliminary analysis.

(i) COUNTRY DATA

Table 14 - Key Country Indicators: Belize

<i>Population¹³²</i>	
Total Population (2017)	387,879

¹³² Statistical Institute of Belize. Mid-year population estimates 2017. <http://sib.org.bz/statistics/population/>.

Youth Population (15-24) (2017)	78,422 (20%)
<i>Economy</i>	
Gross Domestic Product (GDP at constant 2010 \$US) (2016)	\$1.6 billion ¹³⁴
Projected GDP Growth (2018)	2.0% ¹³⁵
GDP Composition by Sector (2015) ¹³³	
• <i>Agriculture</i>	11%
• <i>Industry</i>	18%
• <i>Manufacturing</i>	7%
• <i>Services</i>	71%
<i>Employment</i> ¹³⁶	
Labour force participation rate (%) (2017)	64.3
• <i>Female</i>	49.7
• <i>Male</i>	79.0
Youth labour force participation rate (14-24) (%) (2017)	45.9
• <i>Female</i>	36.0
• <i>Male</i>	55.9
Total unemployment rate (%) (2017)	9.0
• <i>Female</i>	15.6
• <i>Male</i>	4.8
Youth unemployment (%) (2017)	18.9
• <i>Female</i>	32.0
• <i>Male</i>	10.3
Vulnerable employment (% of total employment) (2017) ¹³⁷	23.8
Youth not in education, employment or training (%) (2016) ¹³⁸	22.4
• <i>Female</i>	32.6
• <i>Male</i>	11.8
<i>Educational Attainment</i> ¹³⁹	
Labour force with secondary level education or higher completed (%) (2017)	39%

(ii) THE YOUTH EMPLOYMENT SITUATION IN BELIZE

¹³³ The World Bank: World Development Indicators: Structure of Output. <http://wdi.worldbank.org/table/4.2>

¹³⁴ The World Bank: World Development Indicators.

¹³⁵ The World Bank: Country data

¹³⁶ All employment data is from the Statistical Institute of Belize for 2017 Q1 unless otherwise specified. Youth employment data is specified for the age group 14-24. <http://sib.org.bz/statistics/labour-force/>.

¹³⁷ Vulnerable employment refers to those employed as family workers or own-account workers. ILO-Modelled estimate. World Bank. World Development Indicators.

¹³⁸ World Bank. World Development Indicators.

¹³⁹ This figure is the sum of those in the labour force who have completed secondary and tertiary education as a percentage of the total labour force. Calculations made based on Labour Force Survey Data (2017 Q1) from the Statistical Institute of Belize.

Despite having the second lowest youth unemployment rate of the Caribbean countries examined in this study¹⁴⁰ – the same as the average for Latin America and the Caribbean¹⁴¹ - Belize shares in the struggle of its sub-regional neighbours to provide decent work opportunities for its youth. After a period of success in increasing youth employment in the context of high economic growth in the late 1990s to early 2000s, the tourism and agriculture-based economy has seen a resurgence in the youth unemployment rate since the onset of the recession in 2008-2009 with several years of low, although mostly positive, economic growth.

Even among those youth who are employed, challenges exist with almost a quarter of this group being underemployed¹⁴², and with a quarter of all employed in Belize being in vulnerable employment¹⁴³. One of the greatest problems faced in the country, however, is the massive gap between males and females in the labour market with women having drastically lower labour force participation rates in general¹⁴⁴, and much higher unemployment rates; the gap between male and female youth being twice as large as in the total labour force¹⁴⁵. Concerns also exist surrounding decent work for poor youth, with this group being more likely to find work in unskilled occupations which are lower paying,¹⁴⁶ decent work for rural and ethnic minority youth, and the phenomenon of youth who are neither in education, nor employment, nor training. This phenomenon is once again much more common among young females¹⁴⁷. As in much of the region, the ability of the education system to adequately prepare youth for the labour market has equally been deemed a problem area¹⁴⁸.

(iii) POLICY ATTENTION TO YOUTH EMPLOYMENT

Based on Belize's National Youth Development Policy 2012, efforts to boost economic opportunities for youth in the country are centred around the promotion of entrepreneurship. This includes a raft of strategies addressing business training, support and finance¹⁴⁹. What is especially unique to Belize is the existence of the Enterprise and Job Creation Unit under the Department of Youth Services as a central coordinating agency for youth employment interventions. The unit is tasked specifically with “fostering entrepreneurship and productivity among youth in Belize” including both business development and job preparedness training, as well as job placement¹⁵⁰. Equally, Belize's National Entrepreneurship Strategy includes youth-

¹⁴⁰ 18.9% according to the 2017 Q1 National Labour Force Survey. Source: Statistical Institute of Belize.

¹⁴¹ The LAC average for 2017 was 19.0%. Source: World Development Indicators, ILO-modelled estimate.

¹⁴² Youth underemployment as a % of the employed was 24% in 2017 Q1. Statistical Institute of Belize. Labour Force Survey 2017 Q1. <http://sib.org.bz/statistics/labour-force/>.

¹⁴³ World Bank, World Development Indicators. ILO-modelled estimate for 2017. Vulnerable employment refers to those employed as own-account and family workers.

¹⁴⁴ 20% lower than males for both female youth and all females in 2017 Q1. Source: Statistical Institute of Belize.

¹⁴⁵ The total female unemployment rate was 15.6% compared to 4.8% for males – a difference of about 11% - while for female youth it was 32% versus 10.3% for male youth – a difference of about 20% - in 2017 Q1. Source: Statistical Institute of Belize.

¹⁴⁶ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 20. <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

¹⁴⁷ NEET youth were estimated to account for 22.4% of all youth with the rate among female youth being estimated at 32.6% in 2016. Source: World Bank, World Development Indicators. ILO-modelled estimate.

¹⁴⁸ Inter-American Development Bank (2014). *Private Sector Assessment Report of Belize*.

¹⁴⁹ Government of Belize (2013). *National Youth Development Policy 2012*, p. 51.

¹⁵⁰ Beltraide (2014). National Entrepreneurship Strategy – Belize, p. 11. https://issuu.com/beltraidemarketing/docs/national_entrepreneurship_strategy

focused interventions¹⁵¹ unlike other policy documents focusing on small business development in the sub-region. It has been noted, however, that significant budgeting gaps exist in the implementation of the National Youth Development Policy and that the policy is currently dormant¹⁵².

(iv) MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

Table 15 - Belize: Interventions Aimed at Facilitating the School to Work Transition For Young Women And Men

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
Apprenticeships/ Internships/Job attachments programmes (secondary, vocational, tertiary) and	Institute for TVET, Belize – Work placement component	<p>Operated by: ITVET</p> <p>Elements of the programme: Work experience/ on-the-job training included as part of some of ITVET's programmes such as the hospitality, and tourism and front desk programmes.</p> <p>Target group: Young men and women</p> <p>Age range: 15+</p> <p>Period of engagement: 3-6 weeks (after 9 months of full-time training)¹⁵³</p> <p>Programme availability: Urban and rural – institutes in the 6 districts of Belize</p>
	Belize Training & Employment Centre – Internship Component ¹⁵⁴	<p>Operated by: BTEC under the Belize Trade and Investment Development Service (Beltraide)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Some of the vocational training programmes offered by BTEC include an internship component for eg. The home-health care programme which provides training for elderly care-giving. Training also includes soft-skills training such as CV preparation, and first-aid training BTEC attempts to support graduates to find jobs where possible <p>Period of engagement: 5 weeks (home-health care programme at St. Cecelia's Home)¹⁵⁵</p> <p>Programme availability: Urban</p>
	University of Belize – Internships	<p>Operated by: University of Belize</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Some of the programmes offered by UB include an internship component eg. Certificate, diploma, associate degree and bachelor programmes in the

¹⁵¹ Ibid.

¹⁵² Presentation by E. Pinelo of the Ministry of Education, Youth and Sports, and M. Almendarez of the Ministry of Natural Resources and Agriculture at the Launch and Policy Dialogue of the Regional FAO-IFAD Project, Strengthening Decent Rural Employment Opportunities for Young Women and Men in the Caribbean. 7-9 September 2015, Bridgetown, Barbados. <https://www.slideshare.net/FAOoftheUN/14-faoifad-youth-employment-in-belize>

¹⁵³ K, Tada. (2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished, p. 15.

¹⁵⁴ Belize Training and Employment Centre. <http://www.belizeinvest.org.bz/btec.html>

¹⁵⁵ “BTEC trainings aim to prepare the young for work and how to care for the old”, Belize Training and Employment Centre. <https://belizeinvest.net/2016/07/18/btec-trainings-aim-to-prepare-the-young-for-work-and-how-to-care-for-the-old/>

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Faculty of Education and Arts¹⁵⁶ and certificate and associate degree programmes in the Faculty of Nursing, Allied Health and Social Work¹⁵⁷</p> <p>Period of engagement: 1 semester</p>
	Practical Employment Programme	<p>Operated by: Enterprise and Job Creation Unit of the Department of Youth Services</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> - The Practical Employment programme provides on-the-job training for Belizean youth during the summer vacation <p>Target group: Youth</p> <p>Age range: 15-29</p> <p>Future plans: <u>While this programme was operational in the summer of 2015, it is uncertain whether it has been run since then</u></p>
Job brokering and job search assistance (CV, interview preparation) carried out by public or private organizations	<p>BELTRAIDE job registry¹⁵⁸</p> <p>Belize Training and Employment Centre Job Readiness Workshops¹⁵⁹</p>	<ul style="list-style-type: none"> • Operated by: Belize Trade and Investment Development Service • Elements of the programme: <ul style="list-style-type: none"> ○ In 2017, Beltraide launched an online registry system for job seekers with the intention of matching those registered to existing vacancies in different sectors. ○ Those unable to register online were able to do so at Beltraide's job fair in August <p>Operated by: BTEC under the Belize Trade and Investment Development Service (Beltraide)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • BTEC regularly provides training workshops focused on job readiness including resume prep, interview skills customer service relations, interpersonal skills etc. • This is in addition to industry-specific training. <p>Target group: Varies. Some workshops are done specifically for senior high school students.</p> <p>Period of Engagement: Varies by programme. 3-6 weeks.</p> <p>Programme availability: Urban</p>
	Job Preparedness Training and Job Placement Services	<p>Operated by: Enterprise and Job Creation Unit of the Department of Youth Services</p> <p>Elements of the programme: Details of these programmes are unknown, however, with regard to job placement, the unit is supposed to be linked to the private sector to find job placements for all youth who have undergone a series of training and are registered in its database¹⁶⁰.</p>

¹⁵⁶ University of Belize. <https://www.ub.edu.bz/academics/academic-faculties/faculty-of-education-and-arts/fea-program-descriptions/>

¹⁵⁷ University of Belize. <https://www.ub.edu.bz/academics/academic-faculties/faculty-of-nursing-allied-health-and-social-work/fnahsw-program-description/>

¹⁵⁸ "Beltraide wants to find you a job", <http://www.7newsbelize.com/sstory.php?nid=41576>

¹⁵⁹ BTEC <http://www.belzeinvest.org.bz/btec.html>

¹⁶⁰ Beltraide (2014). *National Entrepreneurship Strategy – Belize*, p. 11. https://issuu.com/beltraidemarketing/docs/national_entrepreneurship_strategy

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Target group: Youth Age group: 15-29 <u>Further details are unknown</u></p>
Labour rights awareness and sensitization	Labour Department Labour Education Workshops ¹⁶¹	<p>Operated by: Department of Labour (Ministry of Labour, Local Government and Rural Development)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> The Labour Department has carried out nationwide labour education campaigns on the rights and responsibilities of employers and workers *Uncertain whether still ongoing <p>Target group: Not specifically targeted to youth. Employers and workers across Belize</p> <p>Period of Engagement: One workshop in each municipality.</p>

Table 16 - Belize: Interventions Aimed at Supporting Youth Entrepreneurship

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system	Business Subjects at Secondary School	<ul style="list-style-type: none"> Operated by: Ministry of Education Elements of programme: <ul style="list-style-type: none"> There is no youth entrepreneurship training programme within the education system. However, the curriculum offers Business subjects: Office Administration, Economics, Principles of Business (POB) and Principles of Accounts (POA). These subjects are not compulsory with students generally choosing their preferred 5 to 8 subjects to attempt for the CSEC examinations. Target group: Students in Form 4 Age range: 14-17 Period of engagement: 2 years Programme availability: rural and urban
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	Small Business Development Centre ¹⁶²	<ul style="list-style-type: none"> Operated by: BELTRAIDE Elements of the programme: <ul style="list-style-type: none"> Provides one-on-one business consulting to entrepreneurs (free) Conducts training workshops on everything from starting a business to marketing, finance and management for free or a very small cost Target group: MSMEs including potential entrepreneurs, not exclusive to youth Programme availability: Mainly urban (Belize City), occasional client follow-up out of Belize City Source of Funding: Government of Belize

¹⁶¹ “Belize Labour Department Conducts Education Session Campaign”, 26 February 2015. CTV 3 Belize. http://www.ctv3belizenews.com/index.php?option=com_content&view=article&id=6036:belize-labor-department-conducts-education-session-campaign&catid=44:education&Itemid=112

¹⁶² Beltraide Small Business Development Centre, <http://www.belizeinvest.org.bz/sbdcbelize.html>

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Youth Business Trust Belize (YBTB)	<ul style="list-style-type: none"> Rationale: To facilitate the competitiveness and export readiness of MSMEs in Belize by providing customized needs-based services <p>NB. This programme is no longer operational.</p> <p>Operated by: Youth Business Trust Belize</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> ○ Technical training – from specific training in business practice to basic assistance with things like bookkeeping and financial management. In conjunction with a mentor, YBI members work with young entrepreneurs to ensure they have all the technical support they need to succeed. ○ Mentoring - YBI pairs all young entrepreneurs with an experienced volunteer business mentor who is on hand to guide them through the challenging early stages of establishing a business.¹⁶³ ○ Financial support - YBI provides young entrepreneurs with an interest free/low interest loan to cover the expenses of starting or growing their business¹⁶⁴ <p>Target group: Young entrepreneurs, male and female</p> <p>Age range: 18-35</p> <p>Source of Funding: Past sponsors - British High Commission, the Youth Start Plan Fund, United nations development Programme (UNDP), Scotto Trust, Belize Telemedia, the Inter-American Development Bank, First Caribbean Bank and the Social Investment Fund.¹⁶⁵</p>
	PWC Project Belize ¹⁶⁶	<p>Operated by: Price Waterhouse Coopers LLP USA in partnership with the Ministry of Education</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • <u>Financial Literacy and Entrepreneurship Summer Camp</u> PWC USA sends partners, principals, staff, and interns to teach job readiness, financial literacy, and entrepreneurial skills to secondary school students in Belize. • <u>High School Innovation Challenge</u> The project has also included a High School Innovation Challenge in the past which challenges students in 10 secondary schools to come up with innovative solutions to solve problems in their communities based on the year's theme eg. Waste and the environment in 2014 <p>Target group: Secondary school students</p> <p>Period of engagement: 2 weeks (summer camp)</p> <p>Programme Availability: Urban (Belize City district)</p> <p>Number of beneficiaries: 20 schools, 1600 students (2015)</p> <p>Future plans: this project was last implemented in 2015 and has been on hold since. The last High School Innovation Challenge was in 2014.</p>

¹⁶³ <http://www.youthbusiness.org/about/what-we-do/>

¹⁶⁴ Ibid.

¹⁶⁵ <http://www.youthbusiness.org/where-we-work/belize/>

¹⁶⁶ Information on this project found at PWCs website <https://www.pwc.com/projectbelize> and <https://storify.com/PwC LLP/pwc-project-belize-2015>.

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	Youth Business Trust Belize	<ul style="list-style-type: none"> • As detailed above – Programme no longer operational
	Belize Enterprise for Sustainable Technology (BEST) ¹⁶⁷	<ul style="list-style-type: none"> • Operated by: BEST (NGO) • Elements of the programme: Micro-credit facility which also provides enterprise training to credit recipients. Also engages in project consultancy, development and implementation. • Target group: Not exclusive to youth. Women and community groups although micro-credit is provided almost exclusively to women. • Rationale for the programme: To fight poverty and create employment opportunities for Belizeans.
	Development Finance Corporation Small Business Loans ¹⁶⁸	<ul style="list-style-type: none"> • Operated by: Belize Development Finance Corporation • Elements of the programme: <ul style="list-style-type: none"> ○ Loans of BZD \$5000 (USD \$2500) to BZD \$40,000 (USD \$20,000) are made available to small businesses with more favourable terms than at private FIs. ○ Financial records and business plans are required to apply if applicable, however, the DFC provides assistance with producing these. ○ Guarantors are needed for loans below BZD \$20,000 while above this, real estate is required as security. • Target group: not exclusive to businesses. Citizens and residents are also eligible to apply. • Age range: 18-70 • Programme availability: District offices across Belize • Source of Funding: The Corporation accesses financing from larger regional and international lending institutions at attractive rates for lending to Belizeans Citizens, Residents, companies, cooperatives and other bodies with Belizean majority share Interest. The GoB does not finance the DFC but provides sovereign guarantees for external lines of credit. • Rationale: To support the strengthening and expansion of Belize's economy by providing developmental financing on an economically sustainable and environmentally acceptable basis to individuals, businesses and organizations. • Number of beneficiaries: Average of BZD \$7.5m (USD \$3.75 m) to MSEs per year (2012-2016); 7.5% of all disbursements¹⁶⁹

Table 17 - Belize: Interventions Aimed at Facilitating the (Re)Integration of Young Women And Men From Vulnerable Backgrounds

¹⁶⁷ Information on this programme obtained from BEST's Facebook page: https://www.facebook.com/pg/bestbelize/about/?ref=page_internal

¹⁶⁸ Belize Development Finance Corporation. <http://www.dfcbelize.org/financing-small-business/>.

¹⁶⁹ Belize Development Finance Corporation (2017). *Development Finance Corporation Annual Report 2016*, p. 33. <http://www.dfcbelize.org/download/dfc-annual-report-2016/>.

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
Psychological and Career Counselling and training services for: Juveniles; First Offenders; Youth with problematic background; Youth emancipating from crime.	Wagner Youth Facility - Belize Central Prison	<p>Operated by: Kolbe Foundation (NGO)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> The Wagner Youth Facility in the Belize Central Prison, the only prison in Belize, houses juvenile offenders at higher security levels or who have been convicted for more serious crimes.¹⁷⁰ Staff deliver personal development programmes for young people including vocational training, employment support, parenting skills and education, plus rehabilitation programmes such as alcohol and drug treatment, therapy and follow-up care.¹⁷¹ Beltraide also conducts job readiness workshops for inmates of the BCP including youth at the WYF and women and juvenile females at the female unit¹⁷² <p>Target group: Youth at the Wagner Youth Facility (male). Young female offenders are held with adult female inmates.</p> <p>Rationale: rehabilitation and reintegration of young offenders</p> <p>Number of beneficiaries: 93 admissions to WYF in 2015¹⁷³</p>
	The Youth Hostel ¹⁷⁴	<p>Operated by: Community Rehabilitation Department of the Ministry of Human Development</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Facility housing juvenile offenders with shorter sentences or on remand¹⁷⁵ Provides counseling, referral and outreach services as well as rehabilitation and development services for high-risk children in conflict with the law in Belize Also engages in capacity development among professionals and para-professionals who deal with high-risk children. <p>Target group: Juveniles at the YH</p> <p>Rationale: To enhance the knowledge and skills of juvenile offenders, and to empower them to become more productive members of the community.</p> <p>Number of beneficiaries: 100 admitted in 2015¹⁷⁶</p>
	National Youth Apprenticeship Programme	<ul style="list-style-type: none"> Operated by: Ministry of Education Elements of the programme: <ul style="list-style-type: none"> A two-week orientation session covering: Job Preparedness, Anger and Conflict Management on the Job, Self-Awareness

¹⁷⁰ “The WYF holds minors who are charged and/or convicted of more serious crimes and those who have higher security classifications or serious discipline problems.” p. 27 in Peirce, J. (2017). *Gap Analysis Report: Citizen Security in Belize*. Inter-American Development Bank Discussion Paper No. IDB-DP-513, May 2017

¹⁷¹ Fight for Peace. <http://fightforpeace.net/kolbe-foundation-belize-central-prison/>

¹⁷² “Beltraide hosts certificate ceremony at the central prison”, Belize Invest, <https://belizeinvest.net/2016/04/25/beltraide-hosts-certificate-ceremony-at-the-central-prison/>

¹⁷³ Peirce, J. (2017). *Gap Analysis Report: Citizen Security in Belize*. Inter-American Development Bank Discussion Paper No. IDB-DP-513, May 2017, p. 27.

¹⁷⁴ Ministry of Human Development, <http://humandevelopment.gov.bz/index.php/service-units-2/community-rehabilitation-department/youth-hostel/>

¹⁷⁵ “The YH is for youth sentenced to shorter sentences, less serious charges, and/or with a lower security classification; it also holds youth on remand.”, p. 27 in Peirce, J. (2017). *Gap Analysis Report: Citizen Security in Belize*. Inter-American Development Bank Discussion Paper No. IDB-DP-513, May 2017.

¹⁷⁶ Ibid., p. 27

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>and Self Esteem, Financial Management and Budgeting, Leadership and Team Building, Communication Skills and Work Ethics.</p> <ul style="list-style-type: none"> ○ Six months of supervised Apprenticeship at an established business firm providing trade skills development eg. Electrical, maintenance, woodworking, hospitality, customer service ○ Placement is from Monday to Thursday 8 am to 5pm while on Fridays, whole-day sessions are held at the Institute for TVET focusing on Math, English, Reading and Life Skills. ○ For those not hired by the placement businesses, post-programme support to re-enter education (achieve high school diploma) or find suitable employment ○ Also engages family of the apprentice to ensure development of the youth's environment as well <ul style="list-style-type: none"> ● Target group: At-risk youth - School drop-outs, unskilled out-of-school youth, youth formerly in conflict with the law and single mothers ● Age range: 16-29 ● Period of engagement: 6 months ● Stipend: BZD \$98.75 (USD \$49) per week. Families of apprentices may be provided with food hampers and cash transfers (small amount) to children for food and clothing¹⁷⁷ ● Programme Availability: Urban – Belize City ● Rationale for the programme: to provide school drop-outs, youth who have been in conflict with the law, and single mothers with an alternative to crime and violence and reduce the number of un-skilled youth in Belize City by making them more marketable and employable¹⁷⁸ <p>Number of beneficiaries per year: 300 on average – 2 cohorts of 150 per year¹⁷⁹</p> <p>Future plans: To expand the programme nationally</p>
	National 4H Youth Development/ Training Center	<p>Operated by: National 4H Foundation and Department of Youth Services (main youth coordinating agency in Belize)</p> <p>Elements of the programme^{180:}</p> <ul style="list-style-type: none"> ● Semi-residential personal development training course ● Provides technical training in agriculture including gardening, small livestock rearing and agro-processing. ● The programme also includes remedial maths and English classes, preparation for Belize's Primary School Examination (PSE), health and life skills education, micro-

¹⁷⁷ “The Belize National Youth Apprenticeship Programme”, Caribbean Leadership Project, 20 March 2014. https://www.caribbeanleadership.org/news_publisher/news/view/the-belize-national-youth-apprenticeship-program

¹⁷⁸ Belize National Youth Apprenticeship Programme, <http://bit.ly/2n0SsPb>

¹⁷⁹ Information supplied by the programme's coordinator.

¹⁸⁰ Information on this programme collated from the Department of Youth Services (DYS) <http://www.dys.bz/> including the DYS' infomercial found on the main website, and a news report on the opening of the 2017 session: <http://bit.ly/2DZ17cW>

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>enterprise development, basic computer technology training and recreational activities</p> <ul style="list-style-type: none"> The National 4H Foundation also runs 4H clubs across Belize which facilitates youth development and agriculture promotion among youth <p>Target group: Unemployed and out of school youth (male and female)</p> <p>Age range: 14-17</p> <p>Period of engagement: 10 months</p> <p>Programme availability: Urban – Belmopan Center while 4H Clubs are located in all districts of Belize</p> <p>Rationale: to empower Belizean youth with marketable skills to support and sustain their efforts toward becoming productive citizens</p>
	Youth Resilience and Inclusive Social Empowerment Project ¹⁸¹	<p>Operated by: Ministry of Human Development through the Community Rehabilitation Department. Partner agencies include the Department for Youth Services.</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Expansion of social services to 3,500 children youth and families in the vulnerable communities of Dangriga and San Ignacio/Santa Elena Basic literacy and numeracy, as well as life skills and employability skills training for youth in these communities Community programmes focusing on social skills <p>Target group: Youth and communities in vulnerable communities in Belize</p> <p>Age range: 14-24 (youth aspects)</p> <p>Source of funding: Caribbean Development Bank loan</p> <p>Future Plans: This project launched in 2017 is the successor to the CDB-funded Youth Community Transformation project.</p>

Table 18 - Belize: Interventions Aimed at Facilitating Intra Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
National availability of CVQ		<p>In January 2015 there was commitment to the development a CVQ programme.¹⁸²</p> <p>The European Union has provided support for the introduction of the CVQ (reported in July 2016).¹⁸³</p> <p>Not yet available at the time of reporting</p>
National availability of Prior Learning		Not yet available at the time of reporting

¹⁸¹ “CDB Launches Youth Resilience Inclusive Social Empowerment Project in Belize.” Caribbean Development Bank, 3 May 2017. <http://www.caribank.org/news/cdb-launches-youth-resilience-inclusive-social-empowerment-project-belize>.

¹⁸² <http://amandala.com.bz/news/belize-plans-adopt-regional-votech-certification-scheme/>

¹⁸³ <http://www.slideshare.net/caribbank/one-bite-at-a-time>

BELIZE		
AREA of INTERVENTION	PROGRAMME	DETAILS
Assessment and Recognition (PLAR)		

(v) ANALYSIS of FINDINGS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

Apprenticeships, internships and job attachments for youth appear to be limited in Belize based on the information collected in this mapping.

The main channel for such experience is via the work placements offered as part of some of the programmes at the Institute for TVET, Belize, however, previous evaluations have identified several problems with these. Although 75% of the graduates interviewed for one study considered the programmes to be effective at facilitating employment in their area of training¹⁸⁴, employers identified a skills gap between what they required and what students had been trained to do¹⁸⁵. Graduates in the hospitality sector also had difficulty finding jobs in their area¹⁸⁶ while major problems were identified regarding certification as certificates offered to students at the end of the programmes were not linked to the national or regional qualification systems¹⁸⁷. Regional disparities in the quality of programmes and placements were also highlighted¹⁸⁸. Finally, despite extensive investments by the government, enrolment in the ITVET's programmes has been reportedly low, meaning that these work attachment opportunities ultimately have a limited youth reach in the country¹⁸⁹.

While details are lacking to properly evaluate the job placements available via the training programmes at the Belize Training and Employment Centre (BTEC) and the University of Belize, it can be stated that the opportunities via these institutions are very limited and unlikely to benefit a large set of youth. This is since work placements are offered in only a few programmes at both institutions.

Finally, the Practical Employment Programme facilitated by the Enterprise and Job Creation Unit which provides on-the-job training to youth during their mid-year vacation is a valuable intervention in principle, but this programme does not appear to have run since 2015. It should be noted, additionally, that some work attachment opportunities exist for at-risk youth, but these are discussed later under another section.

Job Matching Assistance: Job Brokering and Job Search

¹⁸⁴ K, Tada. (2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished, p. 18.

¹⁸⁵ Ibid., p. 22.

¹⁸⁶ Ibid., p. 18.

¹⁸⁷ Ibid., p. 22.

¹⁸⁸ Ibid.

¹⁸⁹ Enrolment for 2007/8 was 760, 2008/9 was 797, and 2009/10 was 300. Source: Government of Belize (2012). *National Youth Development Policy*, p. 34.

Once again, limited opportunities for youth were identified in Belize in the area of job matching assistance. While the Enterprise and Job Creation Unit of the Department of Youth Services is the entity tasked with both job preparedness training and job placement services, information was unavailable on the extent to which the unit actually performs this role. Considering the absence of any other online job registry, the launch of such a service by Beltraide is a positive development, but, similarly, details of how this has functioned in practice and of the reach of the registry are lacking. Finally, while BTEC conducts job readiness workshops and includes some job readiness training and placement support as part of its other technical training programmes, its services are ultimately confined to Belize City and are generally small in size. This means that barring any unmapped interventions, youth in Belize lack access to job matching assistance which is often critical to facilitating the school to work transition.

Labour Rights Awareness and Sensitisation

A similar situation is observed with labour rights awareness initiatives in Belize. While the Labour Department has conducted nationwide education campaigns concerning the rights of workers and employers, these do not appear to have continued on a regular basis. At the design level, the effort to reach the entire country by hosting workshops in every municipality augurs well for the reach of the programme although this means that participants must make the effort to attend, making the reach of this initiative less than ideal.

Interventions Providing Job Opportunities for Youth

No interventions were identified in this area whether via public employment schemes or subsidies to employers for hiring youth.

Youth Entrepreneurship Interventions

General Education System

With the regional Caribbean Examinations Council curriculum and exam structure in place, Belize offers the same opportunity for business training in the education system as most other countries in the sub-region. Specifically, business-related subjects are offered on an optional basis at the upper secondary level. Data is unavailable, however, to gauge the uptake of the closest subject to entrepreneurship training, principles of business. Still, based on the regional trend, it is unlikely that this will come close to being universal and so, given the absence of business training at any other levels of education, the education system in Belize can be deemed to be lacking as far entrepreneurship training is concerned.

It should be noted that Belize's 2012 Medium, Small and Micro Enterprise Policy includes entrepreneurship education at both the primary and secondary levels as part of its strategy¹⁹⁰, as does the 2012 National Youth Development Policy.

Entrepreneurship Training and Support Services

¹⁹⁰ Caribbean Development Bank (2016). *Micro-Small-Medium Enterprise Development Strategy in the Caribbean: Towards a New Frontier*, p. 68-71.

Despite the National Youth Development Policy's focus on promoting entrepreneurship as a means to employment for youth, few opportunities appear to exist for youth in Belize to access entrepreneurship training and support services.

The main exception is via the Small Business Development Centre under Beltraide which is the central agency in Belize tasked with promoting MSME development. While its services include free one-on-one business consulting and training workshops covering a host of relevant areas, youth may not be aware of these services and the agency's operations are largely confined to Belize City, limiting access to youth in other districts.

Training and mentorship, in addition to credit access, has existed previously for youth via the Belize Youth Business Trust but this organization has reportedly shut down operations in the country due to problems with its credit portfolio¹⁹¹. Training for high school students via a financial literacy and entrepreneurship summer camp and a high school innovation competition run by Price Waterhouse Coopers in collaboration with the Ministry of Education has also previously existed with considerable reach, but, this programme too has been stopped. Finally, the Enterprise and Job Creation Unit is tasked with providing business training support but, as with other designated functions, information was not available on whether the unit actually fulfils this role in Belize.

Special Access to Financial Services

With the closure of the Belize Youth Business Trust, special access to finance in Belize was found to be available via only two main sources – the Belize Development Finance Corporation (BDFC) and the Belize Enterprise for Sustainable Technology (BEST) – neither of which has a youth-specific focus.

Unlike many other development banks and finance agencies examined in other countries in this study, the BDFC provides small business loans on favourable terms to both small businesses as well as Belizean citizens and residents, providing assistance with the development of financial statements and business plans where needed. These provisions are therefore more likely to make such loans accessible to youth aged 18 or older. Similarly, security guarantees are required only for loans above BZD \$20,000 (USD \$10,000) with smaller loans requiring differing numbers of guarantors depending on the amount. Although this requirement may still be difficult for some youth to fulfil, many others may be more capable of meeting this criterion compared to having assets or savings as collateral, making the product more accessible.

Meanwhile, the share of small business loans in the BDFC's loan portfolio appears, to be quite small with the average annual value of loans to MSEs amounting to just 7.5% of all BDFC loans at a value of BZD \$7.5 million (USD \$3.75 million)¹⁹². Even if this sum appears to be large in absolute terms, information on the exact number of young entrepreneurs who benefit from this loan facility is unavailable, as is the number of loans issued, to be able to gauge the BDFC's reach. The BDFC has also indicated plans to reduce direct

¹⁹¹ "Youth Business Trust a bust?", Channel 5 Belize, 12 July 2013. <http://edition.channel5belize.com/archives/87987>

¹⁹² This is the calculated average for the period 2012-2016. Source: Belize Development Finance Corporation (2017). *Development Finance Corporation Annual Report 2016*, p. 33. <http://www.dfcbelize.org/download/dfc-annual-report-2016/>

loans to the MSE sector, favouring instead second tier financing¹⁹³. This avenue, therefore, may not be the most promising for youths to access finance for entrepreneurship.

Further, although BEST provides micro-credit and entrepreneurship training to its clients, micro-credit is provided almost exclusively to women with no information available on the specific number of young women benefitting, and with young men ultimately being excluded from this channel.

Mention has also been made in the National Youth Development Policy of the existence of a Youth Enterprise Fund, however, this does not appear to be operational any longer. Interventions facilitating special access to finance for youth are therefore generally found to be lacking in Belize.

Special Market Shares

No special market shares were identified as being reserved for youth nor were there any reserved shares identified for small businesses which youth could potentially access.

Reintegration of Youth from Vulnerable Backgrounds

Reintegration of youth from vulnerable backgrounds is one area where a great deal of effort has been identified in Belize, especially at the relevant juvenile facilities and for at-risk youth in the capital. Still, gaps persist and need to be addressed if vulnerable youth are to have a chance at decent work opportunities.

Both the Wagner Youth Facility at the Belize Central Prison and the Youth Hostel, which caters to juvenile offenders with shorter sentences or on remand, provide holistic rehabilitation programmes for residents including psychosocial support, vocational training, academic training and follow-up care. As a result of the Caribbean Development Bank-funded Community Action for Public Safety Programme (CAPS), these two facilities have benefited from a boost in capacity in terms of both infrastructure and staff, as well as from the development of after-care programmes featuring a pilot internship and micro-entrepreneurship programme, and a pilot scholarship programme for those seeking to enroll in school leading to a fall in recidivism rates¹⁹⁴. A gap analysis study in 2017, however, highlighted that staff at both facilities were still insufficient to meet the needs of the educational and vocational programmes and for providing social work and therapy services, especially for those youth with more serious trauma and challenges¹⁹⁵. Additionally, the need for training programmes, both academic and technical, which result in formal certification was identified¹⁹⁶ to allow incarcerated youth to better re integrate into the job market.

¹⁹³ Ibid.

¹⁹⁴ Specifically, under this programme between 2013-2015, 418 incarcerated youth received scholarships, internships and inputs for self-employment, 393 residents participated in the rehabilitative after-care programme, and both facilities saw a fall in the recidivism rates based on 9 months post-release (from 60% to 19% at the Wagner Youth Facility, and 45% to 17% at the Youth Hostel.)

Inter-American Development Bank (2016). *Community Action for Public Safety Programme – Project Completion Report*, p. 14.

¹⁹⁵ Peirce, J. (2017). *Gap Analysis Report: Citizen Security in Belize*. Inter-American Development Bank Discussion Paper No. IDB-DP-513, May 2017, p. 8.

¹⁹⁶ Ibid., p. 54.

Psychosocial services for at-risk youth outside of institutions were generally deemed to be lacking, mainly due to a lack of trained professionals in the country, especially those trained to deal with more serious cases¹⁹⁷¹⁹⁸.

The National Youth Apprenticeship programme (NYAP) and the semi-residential programme at the National 4H Development Centre provide good holistic opportunities for at-risk youth to develop their skills in several technical areas with the former doing so via on-the-job training. The inclusion of remedial academic training and personal development training is also critical to the success of these programmes. The NYAP, in particular, has a fairly large reach of 300 per year and does a good job of reaching not only at-risk males, but also at-risk females who are teenage mothers. Indeed, 60% of those completing the programme get permanent jobs thereafter while others are assisted with finding suitable employment¹⁹⁹. The main limitation of these programmes is that their reach is confined to urban areas with the NYAP operating in Belize City and the 4H Development Centre being located in Belmopan, leaving youth in other areas uncatered for.

While youth involvement with criminal activity tends to be highest in urban areas, youth in other districts may equally face challenges which make them vulnerable. For example, economic and educational marginalization have been identified as major problems for Belizean youth with only 39% graduating from secondary school²⁰⁰ and with 22% being neither in education nor employment, as mentioned previously. Rural youth and those from ethnic minority groups such as Mayan youth may also require special interventions to cater to their needs, as do young females who are or have been previously involved with forced prostitution²⁰¹.

It should be noted that problems of coordination and overlap in reintegration interventions have also been identified in Belize²⁰². Overall, therefore, while efforts are clearly underway to reintegrate vulnerable youth into the job market, much more effort is needed to close the numerous gaps identified above.

Facilitation of Intra-Caribbean Migration Through the Caribbean Vocational Qualification (CVQ)

¹⁹⁷ Ibid., p. 7.

¹⁹⁸ According to the National Youth Development Policy, in 2013, there were only two trained and active psychiatrists for the entire country and one counseling center with no psychiatrist. The counseling centre, managed by the Ministry of Human Development and Social Transformation, is located in Belize City and staffed with trained counsellors. There are no such facilities in the other districts. Most high schools also have counselors available to youth who are in school, however, many of them are not trained counselors and are capable of providing only basic counseling and guidance to students. Young people who are out of school do not have access to such services. Government of Belize (2012). *National Youth Development Policy*, p. 36.

¹⁹⁹ Information provided by the programme coordinator.

²⁰⁰ Inter-American Development Bank (2016). *Community Action for Public Safety Programme – Project Completion Report*, p. 5.

²⁰¹ The National Youth Development Policy highlights the problem of forced prostitution of children and youth in Belize, especially “where poor families push their school-aged daughters to provide sexual favors to wealthy older men in exchange for school fees, money, and gifts”.

Government of Belize (2012). *National Youth Development Policy*, p. 31.

²⁰² Peirce, J. (2017). *Gap Analysis Report: Citizen Security in Belize*. Inter-American Development Bank Discussion Paper No. IDB-DP-513, May 2017, p. 45.

At the time of reporting, the Caribbean vocational qualification (CVQ) framework was yet to be implemented in Belize. It means, therefore, that youth in the country are currently not enabled to take advantage of the wider opportunities for employment offered by this framework. The ongoing certification of youth in skills training programmes which do not meet the regional occupational standard and what will happen to them once the NVQ/CVQ does come on stream is therefore an area of concern.

(vi) CONCLUSION AND RECOMMENDATIONS

While caution must be taken in treating the foregoing analysis as conclusive, it is appropriate to say that this mapping suggests the youth employment intervention environment in Belize to be very much in need of strengthening with considerable gaps and challenges in most of the areas examined.

The following recommendations are therefore made to address some of these under each intervention area:

General

1. *Ad hoc establishment of a central coordinating agency for youth employment initiatives or strengthening of an existing unit or agency to perform this role*

Currently, youth employment initiatives are scattered across different ministries and agencies which hinders the implementation of a coherent strategy. An agency should be established to serve this function, or an existing unit or agency should be empowered to adopt this role more aggressively. This should include collecting all the opportunities available to youth and associated information into one location, for example, a youth employment website that can be readily accessed by youth across Belize.

Interventions to Facilitate School to Work Transition

2. *Revision of existing work placement opportunities.*

Given the numerous problems identified with the job placements at Belize's technical institutes, a revision is needed to ensure that these existing services and training are provided in the most effective and efficient way to avoid wasting resources.

3. *Introduction of further work experience opportunities including apprenticeships and internships*

Beyond those offered by the ITVET and the limited opportunities at BTEC and the University of Belize, efforts should be made to expand work experience opportunities to youth across the country. This includes via the expansion of apprenticeship opportunities into areas identified as growth sectors for Belize.

4. *Expansion and modernisation of job matching services for youth after a comprehensive evaluation of existing interventions*

It should be first verified whether any of these services are actually being performed by any existing organisation. If not, an organisation or unit should be enabled to do so effectively including via modernised online services. Labour rights awareness should also be incorporated into the suite of services offered by this agency. In general, Belize would also benefit from the establishment of a dedicated public employment agency.

Interventions to Provide Job Opportunities to Youth

5. Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies if such research does not already exist

Although interventions in this area are lacking in Belize, it does not follow that such interventions are automatically needed. Research must first be conducted to determine whether such interventions would work in the country context before they are introduced. Research would also be needed into the specific intervention design needed to ensure effectiveness.

Interventions to Promote Youth Entrepreneurship

6. Introduction of entrepreneurship training in secondary school

Where other avenues are not feasible, the easiest, albeit imperfect, avenue for achieving this outcome may be to make Principles of Business a compulsory subject for students attempting CSEC in secondary schools as a first step to ensuring youth have a foundation in entrepreneurship. The alternative would be the development and implementation of an independent curriculum for entrepreneurship training at the primary, secondary, and tertiary education levels, such as the Know About Business curriculum developed by the International Labour Organisation (ILO) or the Junior Achievement Secondary Early Entrepreneurial Development Programme being implemented in Jamaica.

7. Introduce youth-targeted entrepreneurship training and support services in addition to financial products

This could be achieved via the establishment of a dedicated youth-targeted agency with government support or alternatively, existing business support organisations and finance channels could be supported to provide youth-tailored products across the country.

8. Research into the potential costs and benefits of reserving a market share for youth

If possible, reservation of market shares for youth businesses could be a good strategy for supporting youth entrepreneurship, however, research is needed into whether this is a viable option for Belize. This is conditional on such research not already being in existence.

Interventions to Facilitate Reintegration

9. Expansion of programmes for vulnerable youth nationwide

Given existing programmes' successful track record, efforts should be made to expand their reach beyond urban areas, tailoring them to the different and specific needs of vulnerable youth in different areas of the country.

10. Building of human capacity to provide psychosocial services nationwide and to support rehabilitation at the juvenile centres

Investments need to be made to build human resources in providing psychosocial services to vulnerable youth and indeed the wider population in Belize given the lack of such qualified professionals in the country. Inadequate staff at the juvenile detention centres also warrants further investment in building capacity to ensure effective reintegration of youth resident there.

Interventions to Facilitate Intra-Regional Migration

11. Accelerated implementation of the CVQ framework

CVQ implementation is urgently needed in Belize given identified problems of youth being awarded certifications that are not even recognised nationally.

DOMINICA

This profile maps youth employment interventions in Dominica as they stood prior to Hurricane Maria hitting the island in late 2017. Interventions covered are in the areas of facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable. This material was collected by desk review with collaboration from stakeholders in relevant government and non-governmental agencies. It should be noted that significant challenges were encountered in data collection for Dominica and that changes may have occurred since the natural disaster event. Consequently, the resulting mapping may not be comprehensive. The mapping and accompanying analysis should, therefore, be viewed as a preliminary examination of the youth employment intervention environment in the country and a guide for further investigation.

Main findings

Based on this mapping, Dominica had a comprehensive suite of programmes seeking to facilitate youth employment prior to the 2017 hurricane. Work placement opportunities were provided for a wide cross-section of youth across the country and at different education levels, primarily through the National Employment Programme. Well-designed, youth-tailored services were also available in the areas of entrepreneurship training and business support services as well as in the area of access to finance via the Dominica Youth Business Trust which enjoyed the partnership and support of the government, and the Ministry of Commerce, Enterprise, and Small Business Development. By contrast, job matching services were found to be lacking given the absence of a functional public employment agency while, as in most of the region, entrepreneurship training in the general education system was found to be limited. Gaps were also identified in the reintegration efforts for vulnerable youth including the absence of juvenile detention facilities and accompanying rehabilitative programmes. It was acknowledged, though that vulnerable youth may benefit from some of the government's other programmes which included them as targets. Finally, CVQ implementation appears to be limited.

Profile Structure

This profile begins with a look at indicators relevant to youth employment and economic activity in Dominica accompanied by a brief discussion of the youth employment situation in the country and the policy attention it has received. The mapping of youth employment interventions is then presented followed by an analysis of this mapping. The profile concludes with recommendations based on this preliminary analysis.

(i) COUNTRY DATA

Table 19 - Key Country Indicators: Dominica

Population²⁰³

²⁰³ United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision, custom data acquired via website.

Total Population (2017)	73,925
<i>Economy</i>	
Gross Domestic Product (GDP at current \$US) (2016)	\$581 million ²⁰⁵
Projected GDP Growth (2018)	2.1% ²⁰⁶
GDP Composition by Sector (2016) ²⁰⁴	
• Agriculture	16%
• Industry	13%
• Manufacturing	2%
• Services	71%
<i>Employment</i> ²⁰⁷	
Total unemployment rate (%) (2016)	12.1
Youth unemployment (% of labour force aged 15-34) (2016)	23.0
<i>Educational Attainment</i> ²⁰⁸	
Secondary school, net enrolment ratio (%)	
• Male	80.2
• Female	89.2

(ii) YOUTH EMPLOYMENT SITUATION IN DOMINICA

A lack of data makes it difficult to properly evaluate the youth employment situation in Dominica. Prior studies have, however, concluded that youth unemployment in the agriculture and tourism-based economy is amongst the highest in the Caribbean²⁰⁹, with recent national estimates putting the unemployment rate for those aged 15-34 at 23%²¹⁰. Indeed, the country's 2004 National Youth Policy identifies unemployment as "probably the most or one of the most serious problems affecting the lives of our young people"²¹¹. The prospects for youth employment have not improved much over the years in the context of volatile economic

²⁰⁴ The World Bank: World Development Indicators: Structure of Output. <http://wdi.worldbank.org/table/4.2>.

²⁰⁵ Ibid.

²⁰⁶ The World Bank: Country data: Dominica

²⁰⁷ These are estimates provided for the year 2016 in Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 79. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>. Note that youth unemployment rate estimates are provided for the age group 15-34, not 15-24.

²⁰⁸ Data is for the most recent year for which data was available between 2008-2012. UNICEF Statistics: Dominica. https://www.unicef.org/infobycountry/dominica_statistics.html.

²⁰⁹ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*. <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

²¹⁰ These are estimates provided for the year 2016 in Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 79. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>. Note that youth unemployment rate estimates are provided for the age group 15-34, not 15-24.

²¹¹ Government of the Commonwealth of Dominica (2004). *National Youth Policy*, p. 15. <http://youthdivision.gov.dm/images/doc/NationalYouthPolicyofDominica2004.pdf>.

growth and frequent natural disasters, and are likely to worsen with the devastation to the economy caused by the 2017 hurricane.

Based on analysis in 2004, in pursuing decent work, Dominican youth are faced with challenges of poor quality education, low skills and a lack of work experience, making them vulnerable to exploitation in the labour market and low wages²¹². A gap also exists in employment between urban and rural youth in the country²¹³ while poor youth have been found to have even higher rates of unemployment, with the situation being the worst for young females²¹⁴. Additionally, the duration of unemployment tends to be long in Dominica²¹⁵ with potentially scarring consequences for youth who are just beginning their careers.

(iii) POLICY ATTENTION TO YOUTH EMPLOYMENT

With the National Employment Programme (NEP) at the centre of its efforts, the Government of the Commonwealth of Dominica has paid consistent attention to tackling youth employment in the country. In particular, it has aggressively pursued strategies to boost MSME development²¹⁶ including among youth, with the 2017-2022 draft National Youth Policy including plans for instituting a National Youth Entrepreneurship Strategy²¹⁷. This policy also sets out plans for enhancing the skills of youth in Dominica²¹⁸.

(iv) MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

Table 20 - Dominica: Interventions Aimed at Facilitating the School to Work Transition For Young Women And Men

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Apprenticeships/ Internships/Job attachments programmes	National Employment Programme – Apprenticeship Programme ²¹⁹	<ul style="list-style-type: none"> • Operated by: Ministry of Trade, Energy and Employment • Elements of the programme: <ul style="list-style-type: none"> - Young persons matched with owners/ managers who provide training, guidance, and support.

²¹² Ibid., p. 16-17.

²¹³ Ibid., p. 16.

²¹⁴ This is based on analysis from the 2009 Country Poverty Assessment for Dominica. Specifically, for the lowest consumption quintile, unemployment rates for youth were higher than all other quintiles, while the situation for young females was quite extreme where the unemployment rate is in excess of 70%, as opposed to 45% for young males.” Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 13-14. <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

²¹⁵ 51% of the unemployed in Dominica were found to be unemployed for more than a year. M. Parra-Torrado (2014). *Youth Unemployment in the Caribbean*, World Bank Caribbean Knowledge Series, Paper No. 88362, p. 7.

²¹⁶ This includes investments in the MSME sector via the Ministry of Commerce, Enterprise and Small Business Development and the development of an MSME policy/ Small Business Bill which was originally set to be introduced at the end of 2017. Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²¹⁷ Ibid., p. 168.

²¹⁸ Ibid..

²¹⁹ National Employment Programme of Dominica. <http://www.nep.gov.dm/national-employment-programme>

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
(secondary, vocational, and tertiary)		<ul style="list-style-type: none"> - Mentors submit a brief report at the end of the period. - Targeted sectors include tourism, agriculture, manufacturing, and services. - Persons are trained in specific skill sets such as care giving, house-keeping, front desk management, wait-staffing, bartending, food preparation, boat building, marine and small engine repair, landscaping, manicure, pedicure, construction, stone cutting, block laying, tire repair, craft making, spray painting, garment and decorative accessories making, poultry rearing, cassava processing, and seafarers masters and basic level certification²²⁰. - Opportunities for professional development training also provided eg. Resume writing, interviewing skills, communication skills etc <ul style="list-style-type: none"> • Target group: Young persons not in education and single mothers • Period of engagement: 1 year • Stipend: Paid, amount unknown • Rationale for the programme: To develop job skills and working experience for unemployed youth and to assist micro, small and medium enterprises (MSME's) in building their workforce • Beneficiaries per year: Combined beneficiaries engaged with the NEP under this programme and the Graduate Internship Programme as at April 30th 2017 - 605²²¹
	National Employment Programme - Graduate Internship Programme	<ul style="list-style-type: none"> • Operated by: Ministry of Trade, Energy and Employment • Elements of the Programme: <ul style="list-style-type: none"> ○ Graduates employed on Internships within the Public Sector, NGOs and Statutory Corporations ○ Opportunities for professional development training also provided eg. Resume writing, interviewing skills, communication skills etc • Period of engagement: 1 year • Stipend: Paid, amount unknown • Rationale for the programme: To provide an opportunity for recent university graduates to gain work experience and develop job-related skills for career development. • Beneficiaries per year: Combined beneficiaries engaged with the NEP under this programme and the programme for lower skilled youth as at April 30th 2017 - 605²²²

²²⁰ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 77. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²²¹ Ibid.

²²² Ibid.

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Youth Skills Training Programme – Job Attachment ²²³	<ul style="list-style-type: none"> • Operated by: Youth Development Division • Elements of the programme: <ul style="list-style-type: none"> ○ The Youth Skills Training programme has been running for more than 40 years in Dominica providing technical and vocational skills training to youth ○ Training is provided in areas such as Agriculture, Construction, Hospitality Arts, Auto Motive Trades, Distributive Trades, Computer Skills, Electricity and Electronics, Hair styling, Barbering, Furniture Making, Leather Work, Industrial Sewing, Ceramics, Candle Production, Silk Screen Printing and Soap Production. ○ Training sessions are also provided in social skills and related areas such as Family Life Education, Drug Education, Business Awareness and Remedial Reading and Writing. ○ Job attachments are provided at the end of the training period ○ Tracer studies are conducted on a 2-year basis • Target group: youth • Stipend: Paid but amount unknown • Programme availability: nationwide • Number of Beneficiaries per year: 293 youth trained in 2016/2017²²⁴. 40% job placement achieved in the first month following training.²²⁵ The Tracer Study revealed that about 75% of the people who completed the Youth Skills Training Programmes are employed.
	Work placements – programmes at Dominica State College	<ul style="list-style-type: none"> • Operated by: Dominica State College • Elements of the programme: <ul style="list-style-type: none"> ○ Some of the programmes on offer at the DSC include internships and work placements as part of the requirements for programme completion ○ These include, for example, the associate degree programmes in hospitality and tourism studies and fashion design
Job brokering and job search assistance (CV, interview preparation) carried out by public or	National Employment Programme	<p>Operated by: Ministry of Trade, Energy and Employment</p> <p>Elements of the programme²²⁶:</p> <ul style="list-style-type: none"> • the National Employment programme attempts to assist apprentices and interns in finding permanent employment through partnerships with other organisations, such as Clear Harbour (a business process outsourcing company)

²²³ Youth Development Division, Government of Dominica, Youth Skills Training Programme. <http://youthdivision.gov.dm/programmes/4-h-programme-4>

²²⁴ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 115. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²²⁵ Ibid.

²²⁶ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 79. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
private organizations		<p>and the Environmental Health Department for clean-up works for providing assistance in the prevention of mosquito borne diseases.</p> <ul style="list-style-type: none"> the administrative office also developed a comprehensive database which will provide a platform for accessing and analyzing data on beneficiaries of the NEP from multiple work stations and offer a modern solution to address human resource needs and supply in the labour market
	Canadian Overseas Farmworkers Programme and Royal Caribbean Cruise Line Programme ²²⁷	<p>Operated by: Labour Division under Ministry of Justice, Immigration and National Security</p> <p>Elements of the programme: The Labour Division screens applicants and selects candidates for employment under both programmes.</p> <p>Target group: youths and adults</p>
	Dominica Employment and Small Business Support Agency	<p>Operated by: Ministry of Trade, Energy and Employment</p> <p>Elements of the programme: Has previously been engaged with skills training for youth as well as work placements but <u>current status unknown</u>.</p>
Labour rights and sensitization	No interventions identified in this area	

Table 21 - Dominica: Interventions Aimed at Providing Job Opportunities Specifically for Young Men and Women

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Public Works and Public Employment Schemes	Community Employment under the National Employment Programme ²²⁸	<p>Operated by: Ministry of Trade, Energy and Employment</p> <p>Elements of the programme: Participants were hired under this programme in FY 2016-2017 under the categories of Clean Up and Beautification including road maintenance, small shop assistants, school feeding, nursery assistants and roving care givers. Further details of how this component of the NEP programme works were unavailable.</p> <p>Number of beneficiaries: 1224 persons were engaged under this component of the NEP as at April 30th, 2017.</p>
Subsidies to employers for hiring youth	No interventions identified in this area	

Table 22 - Dominica: Interventions Aimed at Supporting Youth Entrepreneurship

²²⁷ Ibid.

²²⁸Ibid., p. 77.

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system	Business Subjects at Secondary School	<ul style="list-style-type: none"> • Operated by: Ministry of Education • Elements of programme: <ul style="list-style-type: none"> ○ There is no youth entrepreneurship training programme within the education system. However, the curriculum offers Business subjects: Office Administration, Economics, Principles of Business (POB) and Principles of Accounts (POA). ○ These subjects are not compulsory with students generally choosing their preferred 5 to 8 subjects to attempt for the CSEC examinations. • Target group: Students in Forms 4 and 5 • Age range: 14-17 • Period of engagement: 2 years • Programme availability: rural and urban <p>Number of beneficiaries: In 2014/15, 431 students or approximately 42% of CSEC entrants attempted POB (95% pass rate)²²⁹</p>
	Associate Degree programme in Entrepreneurship ²³⁰	<p>Operated by: Dominica State College</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Associate degree programme covering all aspects of entrepreneurship including business principles, accounting, management, business plan development and product development. • The modules Introduction to Entrepreneurship and Small Business Management are also included as part of some of the other programmes (associate degree and certificates) offered at the college.
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	Small Business Assistance Facility & Entrepreneurship Development Programme and ad hoc workshops ²³¹	<p>Operated by: Dominica Youth Business Trust</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • An initiative of the Commonwealth Youth Programme (CYP) and the Government of the Commonwealth of Dominica, with support from the Organization of American States (OAS) and the Caribbean Development Bank (CDB) • These structured training programmes provide young entrepreneurs with training in all aspects of entrepreneurship and business including marketing, how to set up a small business, record keeping, cash flow analysis, costing and pricing • The longer EDP additionally includes personal development and achievement motivation training, individual business counseling, business plan development, networking with entrepreneurs, and formalities for loan disbursement

²²⁹ The percentage of students attempting POB was estimated by taking the number of students attempting POB as a percentage of the average of those attempting math (993) and English A (1083) since most students attempt these 2 subjects as they are required for obtaining a full school-leaving certificate. Data on the total number of CSEC entrants was not available. OECS (2016). *Organisation of Eastern Caribbean States Educational Statistical Digest 2016: Statistics on Education for the Academic Year 2014-15*, pp. 171-172.

²³⁰ Dominica State College. <http://dsc.dm/new/entrepreneurship/>.

²³¹ Dominica Youth Business Trust. <http://dybt.gov.dm/>.

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • All clients of the DYBT also benefit from mentoring by entrepreneurs <p>Target group: Young entrepreneurs. The shorter SBA programme is compulsory for applicants who are already in business and meet the basic requirements. The EDP is compulsory for all other applicants.</p> <p>Period of engagement: SBA programme – 3 days; EDP – 4 weeks</p> <p>Source of funding: partially funded by the Caribbean Development Bank and the Government of the Commonwealth of Dominica</p> <p>Number of beneficiaries: 225 entrepreneurs trained in 2016/17²³²</p>
	Technical Assistance under the Capital Programme and SME training workshops ²³³	<p>Operated by: Ministry of Commerce, Enterprise and Small Business Development</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • An Executive Officer and Business Development Officers provide technical assistance and support to clients requesting grant assistance for the development of their Micro and Small Businesses islandwide. • Business Development Officers (BDO) also assist the clients in applying for assistance and visit clients in order to determine their readiness for starting a business. • Business skills and trainings are also given to the clients so that they can better manage and sustain their business. • The Ministry also conducts SME training workshops across the country on how to run a successful business covering areas such as Business Management and Operations, and Resource Financial Management²³⁴. <p>Programme availability: nationwide</p> <p>Rationale: To increase domestic production, and to assist those with potential to become export ready with the broader aim of contributing to employment creation, poverty alleviation and stimulation of the rural economies.</p> <p>Number of beneficiaries:</p> <ul style="list-style-type: none"> • Those benefitting exclusively from technical assistance is unknown, but 906 small businesses benefitted in 2016-2017 under the overall small grants assistance programme which includes technical assistance and which falls under the capital programme²³⁵. • Specific MSME training was also provided to 921 small entrepreneurs²³⁶

²³² Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 116. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²³³ Ministry of Commerce, Enterprise and Small Business Development. <http://www.dominica.gov.dm/ministries/commerce-enterprise-and-small-business-development>.

²³⁴ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 81. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²³⁵ Ibid., p. 80-81.

²³⁶ Ibid., p. 81.

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Rural Business Enterprise Centres under the Rural Enterprise Development Programme	<p>Operated by: Ministry of Commerce, Enterprise and Small Business Development</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Business incubations are developed for a period of two years providing skills training, business ethics and financial support to groups in rural communities preparing them for launching on their own Small Business. A Rural Enterprise Officer provides guidance and technical support to these groups in collaboration with other Government partners such as the Ministry of Trade, Youth Division, and Ministry of Kalinago Affairs²³⁷. <p>Target group: Rural youth and female heads of households²³⁸</p> <p>Programme availability: 9 centres in rural areas across Dominica²³⁹</p> <p>Rationale: To spread a culture of entrepreneurship, develop cottage type industries and promote entrepreneurship among rural youth and women heads of households who can operate within or near the homestead. Also seeks to generate employment and new ventures while allowing for shared space and pooling of resources.²⁴⁰</p> <p>Number of beneficiaries: 125 men and 147 women and direct employment was created for 27 men and 29 women.</p> <p>Future plans: establishment of 3 more centres²⁴¹</p>
	Dominica Employment and Small Business Support Agency	<p>Operated by: Ministry of Trade, Energy and Employment</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> The Small Business Support Unit, a component of the National Employment Programme, was established on October 15, 2008 to assist micro and small businesses in the financial and technical difficulties experienced in establishment and/or growth. The Unit was then upgraded to the Dominica Employment and Small Business Agency in March 2010 to ensure that funds injected into the micro and small businesses were targeted at the creation of employment, poverty alleviation and the generation of economic growth at a national level. The mission of the Agency has been expanded to include development and implementation of programs for employment generation and job creation.²⁴² Uncertain extent to which still operational

²³⁷ Ministry of Commerce, Enterprise and Small Business Development. <http://www.dominica.gov.dm/ministries/commerce-enterprise-and-small-business-development>.

²³⁸ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 84. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²³⁹ Ibid.

²⁴⁰ Ibid.

²⁴¹ Ibid.

²⁴² National Employment Programme of Dominica. <http://www.nep.gov.dm/national-employment-programme/3-nep-initiative>

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	Small Business Assistance Programme under the Ministry's Capital Programme ²⁴³	<p>Operated by: Ministry of Commerce, Enterprise and Small Business Development</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Provides financial, technical and marketing assistance to new and existing micro and small enterprises (SME) • SME beneficiaries in the areas of Retail/Wholesale business, Culinary, garment Manufacturing, Poultry/livestock, Fishing, cosmetology, Beauty Salon, Barbering, Farming, Agro processing, Music, Graphics/ICT <p>Rationale: To increase domestic production, and to assist those with potential to become export ready with the broader aim of contributing to employment creation, poverty alleviation and stimulation of the rural economies.</p> <p>Number of beneficiaries: Through normal Ministry operations, small grant assistance of \$2.5 million benefitted 6 small businesses across the country. In addition, through decentralized funds to the local authorities, the Ministry was able to provide assistance to 27 communities and more than 900 small businesses, valued at over \$6.5 million (FY 2016-2017)</p>
	Loan Guarantee Facility ²⁴⁴	<p>Operated by: Dominica Youth Business Trust</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • After completing relevant compulsory training, clients of the DYBT receive one-on-one business plan consultancy until the plans meet the requirements of the Business Plan Assessment Committee • Upon the recommendation of the Business Plan Assessment Committee the business plans are approved by the Dominica Youth Business Trust (DYBT), and the participants are provided with a recommendation letter to accompany the business plan to facilitate the loan application process at financial institutions. • The DYBT formalized a Memorandum of Agreement (MoA) with the Dominica Agricultural Industrial and Development Bank (DAIDB), the National Development Foundation of Dominica (NDFD), and several Cooperative Credit Unions in Dominica for the administration of a Loan Guarantee Fund (LGF). • The benefactors of this facility include the Government of the Commonwealth of Dominica, the Commonwealth Secretariat and the Organization of American States (OAS). • The fund currently guarantees a maximum of twenty thousand Eastern Caribbean Dollars (EC\$20,000.00) for each eligible applicant. • The loans are administered on the terms and conditions of the lending institutions; however the DYBT negotiates on a continuous basis with the lending institutions on the behalf of the clients.

²⁴³ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 80-81. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²⁴⁴ Dominica Youth Business Trust. <http://dybt.gov.dm/>.

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> Interest rates range between 5% and 11%. The repayment period is determined by the size of the loan and the recipient's ability to pay. The average repayment period is sixty (60) months. The moratorium arrangement with the lending institutions is quite flexible. The average moratorium granted to entrepreneurs is six months. <p>Target group: young entrepreneurs Number of beneficiaries: In FY 2016/17, 40 business plans were completed and twenty (20) loans valued at EC\$370,000 were approved and disbursed²⁴⁵.</p>

Table 23 - Dominica: Interventions Aimed at Facilitating The (Re)Integration of Young Women and Men From Vulnerable Backgrounds

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Psychological and Career Counseling and training services for: Juveniles, first offenders, youth emancipating from crime, youth with problematic backgrounds	Life Skills Programme	<p>Operated by: Youth Development Division Elements of the programme:</p> <ul style="list-style-type: none"> Second chance programme providing skills training in technical and vocational areas as well as computer literacy, and remedial academics²⁴⁶ Job internships are provided at the end of the programme <p>Target group: youths who dropped out of school due to poor academic achievement, behavioral issues or delinquency, as well as those who have been in conflict with the law (both male and female) Programme availability: North East & Roseau and Environs Districts Period of engagement: 9 months Rationale: The redirection and rehabilitation of youths at-risk Number of beneficiaries: 38 in 2016/17²⁴⁷</p>
	Rehabilitation at the Dominica State Prison ²⁴⁸	<p>Operated by: Dominica Prison Service Elements of the programme:</p> <ul style="list-style-type: none"> Offers skills development programmes which contribute to the running of the prison such as its farm programme First batch of 15 inmates prepared for 2017 English A CSEC examinations

²⁴⁵ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 116. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²⁴⁶ “12 Graduate from Life Skills Programme”, Government of the Commonwealth of Dominica, 6 July 2016. <http://news.gov.dm/index.php/news/3782-12-graduate-from-life-skills-programme>.

²⁴⁷ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 116. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²⁴⁸ Ibid., p. 160-161

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Target group: Inmates at the prison, not specific to youth but youth inmates may benefit</p> <p>Future Plans: further infrastructural developments, for eg. Construction of a buffer zone to better secure the prison</p>
	Adolescent Skills Training Programme	<p>Operated by: Social Centre Dominica (NGO)</p> <p>Elements of the Programme²⁴⁹:</p> <ul style="list-style-type: none"> Skills training in technical and vocational areas including ICT, Computer Repair, Joinery/Carpentry, Hospitality and Cosmetology. Also includes remedial academic training, entrepreneurship training and life skills development Includes an 8-week internship to allow youth to gain practical experience and prepare them for the world of work <p>Target group: At-risk youth including those who are unemployed, low-skilled, school dropouts, single parents</p> <p>Programme Availability: Urban (capital)</p> <p>Number of Beneficiaries: 11 graduates in July 2017²⁵⁰</p>
	Adolescent Development Programme ²⁵¹	<p>Operated by: Centre where Adolescents Learn to Love and Serve (CALLS) (NGO)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Skills training accompanied by an internship component CALLS operates an Early Childhood Development Centre, a Craft and Woodworking Outlet, a Laundry, a Cosmetology service and a farm at the One Mile Agricultural Station which provides skills training opportunities Also includes academic training toward achievement of the Caribbean Certificate of Secondary School Learning (CXC) <p>Target group: at-risk youth</p> <p>Age range: 16-22</p> <p>Programme availability: Portsmouth</p> <p>Period of engagement: 2 years</p> <p>Number of beneficiaries: 22 in 2014</p>
	CDB-CARIMAN Pilot Project ²⁵²	<p>Operated by: Caribbean Male Action Network (CARIMAN)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Sports and music training workshops, coaching sessions and social activities Life skills training at residential weekend camps <p>Target group: youth, especially young men in 7 secondary schools</p>

²⁴⁹ Social Center Dominica. https://www.facebook.com/pg/socialcentre/community/?ref=page_internal&mt_nav=0

²⁵⁰ “11 graduate from Adolescent Skills Training Programme”, Dominica Vibes, 20 July, 2017. <https://www.dominicavibes.dm/featured-234118/>.

²⁵¹ “Portsmouth-based non-profit organisation celebrates 20 years”, Dominica News Online, 10 October 2014. <http://dominicanewsonline.com/news/homepage/news/educationyouth/portsmouth-based-non-profit-organization-celebrates-20-years/>.

²⁵² “CDB funds development programme for male youth in Dominica”, Caribbean Development Bank, 13 July 2016. <http://www.caribbank.org/news/cdb-funds-development-programme-young-men-dominica>.

DOMINICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Source of funding: Caribbean Development Bank grant</p> <p>Rationale: to empower youth with relevant employable and coping skills, and produce youth ambassadors to act as advocates among their peers—including those exposed to violence and abuse.</p>

Table 24 - Dominica: Interventions Aimed at Facilitating Intra Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)

DOMINICA		
INTERVENTION	PROGRAMME	DETAILS
National availability of CVQ ²⁵³		<p>Elements of the programme:</p> <ul style="list-style-type: none"> CVQs are available but details of how it is being implemented outside of secondary schools are unavailable In 2016-2017, plans were being executed to expand CVQ access within the secondary school system with 3 schools being engaged in CVQ delivery in that year in the areas of food preparation, auto mechanics, crop production, and garment production. The facilities at seven (7) Public Secondary Schools were in the process of being upgraded to implement the Caribbean Vocational Qualification. <p>Number of beneficiaries:</p> <ul style="list-style-type: none"> Secondary school: The first group of 9 students were certified in Garment Production in 2016/17
National availability of Prior Learning Assessment and Recognition (PLAR)		Unknown

(v) ANALYSIS of FINDINGS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

In Dominica, job placements accompany some form of training in three of the four programmes mapped in this study. Overall, based on the information available, youth are provided with quite a few opportunities to gain work experience, especially in the context of the economic realities faced by the country. These are not, however, without their limitations as discussed below.

Chief among such interventions is the government's flagship National Employment Programme which includes both an apprenticeship programme for low-skilled youth and a graduate internship programme for tertiary graduates. This is in addition to a community employment component discussed in another section.

²⁵³ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 89-90. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

At least in principle, this programme is well designed, catering to a wide-cross section of Dominican youth in different localities, at different education levels and from different backgrounds, having a fairly large reach, and providing training in areas for which there is demand. Indeed, the government has argued that apart from allowing youth to generate income, the programme has catered to the human resource needs of both the public and private sectors in the areas of tourism, and agriculture and among small businesses²⁵⁴. It should also be noted that the NEP has been credited as being valuable in continuing to provide jobs and assistance with clean-up efforts post-Hurricane Maria²⁵⁵.

While the quality of work placements and training is non-verifiable with current information, other challenges with the programme can be identified. Firstly, as is a common possibility with programmes of this nature, the payment of salaries by the government²⁵⁶ may cause labour market distortions with employers taking advantage of free labour, potentially leaving less job opportunities for youth who are not attached to the programme. In fact, one of the main problems the government has encountered is that of transitioning interns to permanent employment with only limited measures, such as a partnership with a business process outsourcing firm and the Environmental Health Department to provide clean-up works in preventing mosquito-borne diseases, being implemented pre-hurricane to address this²⁵⁷.

The Youth Skills Training Programme (YST)²⁵⁸ and work placements as part of some of the programmes offered at the Dominica State College (DSC), while providing good opportunities to Dominican youth, are also not without their own challenges. Specifically, there have been problems with the ability to secure the requisite job placements for participants as part of their training²⁵⁹. This has been attributed to challenges of both the small size and stagnation of the Dominican economy, in addition to the effect of natural disasters on companies' abilities to accept trainees²⁶⁰. Compared to youth living in urban areas, rural youth have also found it more difficult to secure permanent employment after training under these programmes²⁶¹ potentially due to more limited opportunities in these areas.

²⁵⁴ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 76. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²⁵⁵ Government of the Commonwealth of Dominica. December 6 – Press Briefing: Update from the Prime Minister. <http://www.opm.gov.dm/?p=2445>.

²⁵⁶ As at April 30th 2017, of the 605 youth engaged under the NEP's general internship programme (apprenticeship and graduate), only 49 were engaged under a system of 50/50 payment. Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 77. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²⁵⁷ Ibid., p. 79.

²⁵⁸ According to the Government of Dominica, the Youth Development Division, whose central training programme is the Youth Skills Training Programme, is the “primary agency which administers technical and vocational skills to youths in Dominica”. It is therefore, a positive feature of the policy environment that most youth who access TVE training are benefitting from work placements/internships to solidify their skills. Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 115. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

²⁵⁹ Some graduates of the Youth Skills Programme in Dominica indicated that job attachment opportunities were only available for students who performed well in their school-based studies while finding job placement opportunities has been identified as difficult for educational institutions, particularly in fields that are popular among students. K. Tada (2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished, p. 21.

²⁶⁰ Ibid.

²⁶¹ Op cit., p. 18.

Job Matching Assistance: Job Brokering, Job Search and Labour Rights Awareness

Although a public employment agency targeting unemployed youth has previously existed in Dominica, this agency does not appear to be operational any longer. Other opportunities for job matching assistance in the country are confined to the limited activities of the National Employment Programme (NEP) in partnering with a business process outsourcing firm and the environmental health department, as discussed previously, and the recruitment activities of the Labour Division to secure workers for the Canadian Overseas Farmworkers programme and for the Royal Caribbean Cruise line.

While the NEP may expand its job matching services, having developed a database of beneficiaries to address human resource needs and labour market supply, job matching assistance interventions ultimately remain limited in Dominica with youth having few avenues to access support in navigating the job market. Based on this mapping, labour rights awareness and sensitization activities are also lacking. It should equally be noted that the location of the Labour Division under the Ministry of Justice, Immigration and Security, instead of under the Ministry of Trade, Energy and Employment may hamper the coordination of efforts between the two agencies dealing with issues of employment and potentially result in some duplication.

Interventions Providing Job Opportunities for Youth

Unlike the graduate internship and apprentice programmes, the Community Employment component of the National Employment Programme (NEP) has been deemed a direct job creation measure implemented by the Government of Dominica. With the NEP targeting youth²⁶², the programme can be said to have a large reach among this cohort with 1224 persons engaged in April 2017. Further details are unavailable, however, to be able to assess the quality of these work opportunities or the extent to which they lead to permanent employment. Overall challenges with the NEP programme discussed earlier are likely to equally apply here, including the difficulty in transitioning interns to permanent jobs.

Youth Entrepreneurship Interventions

General Education System

As in the rest of the region, while the availability of business-related subjects at the upper secondary level is a good first step toward providing entrepreneurship education to youth in Dominica, more direct expanded training is needed within the education system to foster an entrepreneurial culture. This is especially since less than half of those who pass through the secondary system study business and even those who do may not acquire the practical knowledge of how to become an entrepreneur via this medium.

The fact that modules on entrepreneurship and small business management are compulsory as part of many programmes at the Dominica State College, the sole tertiary education provider in the country, and the existence of an associate degree programme in entrepreneurship are also encouraging steps toward achieving this goal. Still, only a small segment of the youth population accesses tertiary education meaning that these interventions remain ultimately in need of expansion.

²⁶² In practice, this programme is unlikely to be exclusively targeted to those aged 15-24 since the national definition of youth includes older cohorts.

Entrepreneurship Training and Support Services

As mentioned previously, the Government of Dominica has been making considerable efforts to nurture and grow the SME sector in the country by fostering youth entrepreneurship. In particular, training and support services are provided directly to youth by the Dominica Youth Business Trust which provides compulsory training on all aspects of entrepreneurship to its clients followed by continuous mentorship. Similarly, training and support offered by the Ministry of Commerce, Enterprise and Small Business Development is well-designed with additional tailored business incubation services for rural entrepreneurs.

The strength of these two sets of programmes is that they provide guidance to young entrepreneurs at all stages of the business cycle, especially at the embryonic stages to develop solid business plans and get to the point of applying for financial assistance. The programmes also have a considerable reach in the country with the DYBT training 225 entrepreneurs at different stages in FY 2016/17 and more than 1,000 entrepreneurs benefitting from technical assistance and training offered by the Ministry of Commerce under the small business and rural enterprise programmes combined. It should be noted though, that youth aged 15-24 are not exclusively targeted by these programmes and so reach among this cohort may be slightly lower than suggested by these figures.

Special Access to Financial Services

Similar observations can be made about the interventions existing to provide special access to financial services for youth in Dominica, once again being provided primarily via the Dominica Youth Business Trust and the Ministry of Commerce.

While not providing financing itself, the loan guarantee facility provided by the DYBT is commendable for the connection it provides between young entrepreneurs and financial institutions whose credit products may otherwise be beyond their reach. The fact that DYBT clients are coached and prepared to be suitable loan applicants and that loans are granted at more favourable terms to youth make this programme more likely to be successful at fostering youth entrepreneurship.

Although only 20 loans were approved and disbursed in FY 2016/17, the fact that 40 business plans were developed and hundreds received training, a pre-requisite for financing, are signs that the organisation's reach remains considerable and valuable especially considering that Dominica's youth population is fairly small. Another major strength of the DYBT is its ability to successfully forge partnerships with financial institutions and the fact that, unlike in other countries in the region, the trust is strongly linked to the government, giving it greater weight and reach than a small NGO operating alone.

Small grants provided to entrepreneurs by the Ministry of Commerce are an even more direct way for youth to access finance without the worry of repaying a loan. Indeed, the government has had a sizeable reach with these programmes with grants being provided to more than 900 small businesses, not exclusively youth-run, across Dominica in FY 2016/17 under the Small Business Assistance Programme alone. As with the DYBT, the fact that youth are guided in the process to gaining grant approval make this programme design better suited to their needs and more likely to be successful.

Special financial products for youth have also been identified under the Agricultural and Industrial Development (AID) Bank²⁶³ and general credit to small businesses is available from the NGO, the National Development Foundation of Dominica (NDFD). It is uncertain, however, whether the AID Bank's youth product continues to exist or whether the NDFD provides finance to youth directly given the fact that the DYBT has negotiated special arrangements for finance to its clients with these two organisations. It is possible, therefore, that youth finance has been subsumed under this arrangement.

Special Market Shares

No special market shares were identified as being reserved for youth nor were there any reserved shares identified for small businesses which youth could potentially access.

Reintegration of Youth from Vulnerable Backgrounds

Based on the information available, it appears that reintegration efforts for youth from vulnerable backgrounds in Dominica need to be strengthened and expanded. In the absence of a dedicated juvenile detention facility, the extent to which juvenile offenders who are housed at care homes benefit from psychosocial, career counselling, and academic and vocational training is unknown. In general, evidence of psychological and other counselling services for youth from vulnerable backgrounds, both in and out of institutions, was not found although life skills development is included as part of many of the training programmes for at-risk youth.

The skills training programmes run by the government and NGOs for these youth, which generally include academics and TVET, were all found to be very small with just 38 beneficiaries from the Youth Development Division's Life Skills programme in 2016/17 and less than 35 beneficiaries from the two programmes run by NGOs combined. It is possible, however, that these numbers reflect the fact that the problem of youth at-risk of coming into conflict with the law is smaller in Dominica and that youth who are disadvantaged in other ways, for example poverty or coming from broken homes, may benefit from programmes not targeted exclusively toward them. This may be the case, for example, with the National Employment Programme's apprenticeship component which targets low-skilled out-of-school youth and single mothers. Additionally, the fact that most skills training programmes for vulnerable youth include a work attachment component is a positive design feature since this group is likely to need even greater help to transition to the workplace than can be provided by class-based skills training alone, especially given the discrimination and stigma they may face.

Nevertheless, concerns exist surrounding the formal certification resulting from these programmes. For example, the rehabilitation programme at the Dominica State Prison saw the preparation of its first batch of inmates for the CSEC English A examination only in 2017. This likely means that, prior to this, whatever remedial academic training inmates, including youth inmates, received did not cumulate in formal certification which is almost always required by employers for even the most elementary occupations. Further, with a prison population of just under 250²⁶⁴, the newly introduced certification effort is only reaching a small subset of inmates. Problems with youth receiving skills training but not formal academic

²⁶³ The AID Bank had launched a Start Up Stars programme for young entrepreneurs in 2015.

²⁶⁴ Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*, p. 160. <http://finance.gov.dm/national-development-strategies/economic-and-social-review/file/26-economic-and-social-review-for-fiscal-year-2016-2017>

certification to the secondary level has equally been identified as a problem in other programmes in Dominica,²⁶⁵ thus potentially limiting their chances in the labour market.

Facilitation of Intra-Caribbean Migration Through the Caribbean Vocational Qualification (CVQ)

While CVQs are available in Dominica, details of how the framework has been implemented outside of secondary schools are lacking, including whether Prior Learning and Assessment Recognition is available. The information that is available on skills training programmes in the country do not, however, include mention of CVQ certification which is a concern.

On the other hand, the piloting of CVQ training and certification in secondary schools, including the training of instructors, verifiers and assessors is a positive development for youth in the country. Still, much remains to be done before this access is widespread with just three schools included in the 2016-2017 pilot in a limited number of occupational skill areas.

(vi) CONCLUSION AND RECOMMENDATIONS

Despite the limitations recognized in the data collection process for this mapping and the fact that much changes are likely to have occurred as a result of the 2017 hurricane, the foregoing preliminary analysis suggests that youth in Dominica were fairly well covered by a host of initiatives seeking to facilitate their employment prior to the disaster. In particular, Dominican youth were able to access work experience opportunities as well as avenues for entrepreneurship training and support services and finance. Gaps were, however, identified in the areas of entrepreneurship training in the education system, job matching, reintegration of vulnerable youth and in the implementation of the CVQ framework.

The following recommendations are made on the basis of these pre-hurricane gaps and challenges to serve as a reference point to inform policy directions once reconstruction is achieved:

General

1. *Ad hoc establishment of a central coordinating agency for youth employment initiatives or strengthening of an existing unit or agency to perform this role*

Currently, youth employment initiatives are scattered across different ministries and agencies which hinders the implementation of a coherent strategy. An agency should be established to serve this function, or an existing unit or agency should be empowered to adopt this role more aggressively. This should include collecting all the opportunities available to youth and associated information into one location, for example, a youth employment website that can be readily accessed by youth across Dominica.

Interventions to Facilitate School to Work Transition

2. *Establishment of an efficient public employment agency with youth-tailored services*

²⁶⁵ K. Tada (2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished, p. 19.

Youth in Dominica need effective job matching services if they are to navigate the job market effectively. A functional public employment service is one way to achieve this while also serving the needs of the wider labour force.

Interventions to Provide Job Opportunities to Youth

3. *Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies if such research does not already exist*

While some public employment opportunities can be said to be available via the NEP's Community Employment Programme, research is needed to determine whether subsidies to employers for hiring youth would be an effective avenue for fostering their employment in Dominica. Research would also be needed on the potential impact of more direct public works schemes as well as into the specific intervention design needed to ensure effectiveness for both of these channels.

Interventions to Promote Youth Entrepreneurship

4. *Introduction of entrepreneurship training in secondary school*

Where other avenues are not feasible, the easiest, albeit imperfect, avenue for achieving this outcome may be to make Principles of Business a compulsory subject for students attempting CSEC in secondary schools as a first step to ensuring youth have a foundation in entrepreneurship. The alternative would be the development and implementation of an independent curriculum for entrepreneurship training at the primary, secondary, and tertiary education levels, such as the Know About Business curriculum developed by the International Labour Organisation (ILO) or the Junior Achievement Secondary Early Entrepreneurial Development Programme being implemented in Jamaica.

5. *Evaluation and appropriate modification of existing entrepreneurship training, support and finance services*

While many services exist in principle for Dominican youth in these areas, proper evaluations are needed to determine their actual reach and effectiveness, including the outcomes of youth who benefit from them. Based on such evaluations, necessary modifications should be made to ensure that youth are targeted and reached efficiently.

6. *Research into the potential costs and benefits of reserving a market share for youth*

If possible, reservation of market shares for youth businesses could be a good strategy for supporting youth entrepreneurship, however, research is needed into whether this is a viable option for Dominica. This is conditional on such research not already being in existence.

Interventions to Facilitate Reintegration

7. *Comprehensive evaluation to determine the effectiveness of existing interventions and the needs of vulnerable youth in Dominica*

Although the interventions in Dominica in this area have been found to be small, it has been acknowledged that this may be proportional to the size of the problem in the country. Proper

evaluations are therefore needed to assess what types of services are needed by vulnerable youth in the country and what services are already serving them well.

8. *Establishment of a juvenile detention centre catering to boys and girls with appropriate rehabilitation programmes*

This is needed in light of the fact that juvenile offenders are currently housed with non-offenders in child care homes in Dominica although their rehabilitative needs are likely to be vastly different.

9. *Modification of rehabilitation and reintegration programmes to include formal certification and the development of youth entrepreneurship*

Both formal certification and the fostering of entrepreneurship via training and access to finance can be key ways to increase the chances for youth from vulnerable backgrounds to successfully reintegrate into the labour market.

Interventions to Facilitate Intra-Regional Migration

10. *Accelerated implementation of the CVQ framework*

Continued CVQ implementation is needed in Dominica to ensure that the widest possible cross-section of youth have access to the job opportunities in the region that come with being certified under this framework.

GRENADA

This profile maps ongoing youth employment interventions in Grenada in the areas of interventions facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable. This material was collected by desk review with collaboration from stakeholders in relevant government and non-governmental agencies.

Main findings

Overall, there are some well-developed initiatives to facilitate youth employment in Grenada, however, many are faced with problems of implementation in practice, while other areas have considerable gaps. This is especially case with the provision of work placement and on-the-job training opportunities with the design of the chief government intervention, the New Imani programme, being comprehensive but the actual execution falling short in a number of areas including the use of loopholes to receive stipends without working. Job matching services are lacking for youth with a placement service being only recently launched but being exclusive to the New Imani programme. Entrepreneurship training is absent in the education system beyond business-related subjects under the CXC curriculum while youth-targeted entrepreneurship training, support and finance services are limited or non-existent. Similar problems exist in the area of reintegrating vulnerable youth with most programmes being small and disjointed although the Caribbean Development Bank-funded ASPIRE project is set to try and rectify this problem. CVQ implementation is one area where Grenada has had good progress, but problems of low uptake have been identified.

Profile Structure

This profile begins with a look at indicators relevant to youth employment and economic activity in Grenada accompanied by a brief discussion of the youth employment situation in the country and the policy attention it has received. The mapping of youth employment interventions is then presented followed by an analysis of this mapping. The profile concludes with recommendations based on this preliminary analysis.

(i) COUNTRY DATA

Table 25 - Key Country Indicators: Grenada

<i>Population</i> ²⁶⁶	
Total Population (2017)	107,825
Youth Population (15-24) (2017)	18,842 (17%)
<i>Economy</i>	
Gross Domestic Product (GDP at constant 2010 \$US) (2016)	\$931 million ²⁶⁸

²⁶⁶ United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision, custom data acquired via website.

²⁶⁸ World Bank. World Development Indicators.

Projected GDP Growth (2018)	2.8% ²⁶⁹
GDP Composition by Sector (2016) ²⁶⁷	
• Agriculture	7%
• Industry	15%
• Manufacturing	4%
• Services	77%
<i>Employment</i> ²⁷⁰	
Labour force participation rate (%) (2016)	68.2
• Female	63.1
• Male	73.3
Youth labour force participation rate (15-24) (%) (2016)	52.9
• Female	51.9
• Male	53.9
Total unemployment rate (% of labour force) (2016)	28.2
• Female	31.2
• Male	25.6
Youth unemployment (% of youth labour force) (2016)	50.4
• Female	54.3
• Male	46.6
<i>Preliminary unemployment data for 2017</i> ²⁷¹	
Total unemployment rate (% of labour force)	24.0
Youth unemployment rate (% of youth labour force)	39.2
<i>Educational Attainment</i> ²⁷²	
Employed labour force with tertiary education (university and non-university) as highest level attained (%) (2016)	19%
Employed labour force with upper secondary education as highest level attained (%) (2016)	31.4%
Employed labour force with primary education as highest level attained (%) (2016)	33.3% ²⁷³

(ii) THE YOUTH EMPLOYMENT SITUATION IN GRENADA

²⁶⁷ The World Bank: World Development Indicators: Structure of Output. <http://wdi.worldbank.org/table/4.2>.

²⁶⁹ The World Bank: Country data: Grenada. <https://data.worldbank.org/country/trinidad-and-tobago>

²⁷⁰ Unless otherwise specified, all employment data is for 2016 from the 2016 National Labour Force Survey and was provided by Grenada's Central Statistical Office.

²⁷¹ Government of Grenada (2017). *Budget 2018*. Annex I – 2017 Economic Review and Medium-Term Outlook. Ministry of Finance and Energy. Citing preliminary results of the 2017 National Labour Force Survey, p. 78-79. http://www.gov.gd/egov/docs/budget_speech/budget-2018.pdf.

²⁷² Central Statistical Office of Grenada. 2016 National Labour Force Survey.

²⁷³ The percentages of the unemployed who had tertiary, upper secondary, and primary education as the highest level of education attained were 8.4%, 31.1% and 40%, respectively. Source: 2016 National Labour Force Survey.

Averaging at 46% over the past five years²⁷⁴, Grenada's alarmingly high youth unemployment rate is one of the highest of the 9 Caribbean countries in this study. Indeed, both unemployment and youth unemployment have been acknowledged by the country's government as a persistent challenge with their "sluggish decline" taken to reflect problems in the underlying structure of the agriculture and tourism-based economy²⁷⁵. Although positive growth has been experienced for the past five years and is projected to continue for 2018, the trend suggests that this will be insufficient to dramatically reduce youth unemployment.

As is common in the region, youth aged 15-19, especially young women, are more severely disadvantaged in the Grenadian labour market²⁷⁶. Concerns also exist surrounding access to decent work for youth in Grenada given the high incidence of working poverty and the fact that youth are overrepresented among the poor²⁷⁷. The incapacity of the current education system to adequately prepare youth for the labour market has also been deemed a major problem²⁷⁸ with the majority of Grenada's workforce having low levels of educational attainment²⁷⁹.

(iii) POLICY ATTENTION TO YOUTH EMPLOYMENT

The urgency of the need to address youth employment has not been ignored by the Government of Grenada. Youth empowerment and employment objectives have been incorporated into plans for the 2030 national development strategy, in addition to receiving focused attention and initiatives in recurring national budgets. This included consultations with youth for the first time as part of the development of Budget 2018. The multi-pronged approach adopted by the Grenadian government, with the New Imani Programme at its centre, will be explored in the next section.

(iv) MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

Table 26 - Grenada: Interventions Aimed at Facilitating the School to Work Transition for Young Women and Men

²⁷⁴ Central Statistical Office of Grenada. National Labour Force Surveys 2013-2016, and preliminary results from the 2017 National Labour Force Survey included in the 2018 Budget.

²⁷⁵ Government of Grenada. *Budget 2018*, p. 79. http://www.gov.gd/egov/docs/budget_speech/budget-2018.pdf.

²⁷⁶ Based on National Labour Force Survey for 2016. The unemployment rates for all youth, male youth, and female youth aged 15-19 were 71.6%, 66.8% and 75.5% respectively. Corresponding rates for those aged 20-24 were 43%, 40.8%, and 45.6% respectively. Source: Central Statistical Office of Grenada.

²⁷⁷ Based on the 2008 Country Poverty Assessment for Grenada commissioned by the Caribbean Development Bank, 31.5% of the employed in Grenada were deemed to be among the working poor while youth represented 27% of the poor.

Source: Caribbean Development Bank (2016). *Technical Assistance - "Awakening Special Potential by Investing in Restoration and Empowerment (Aspire) Of Youth Project – Grenada"*. Paper BD 148/16, p. 5. http://www.caribank.org/wp-content/uploads/2017/08/Technical-Assistance_-Awakening-Special-Potential-by-Investing-in-Restoration-and-Empowerment-of-Youth-Project-ASPIRE_Grenada.pdf.

²⁷⁸ Inter-American Development Bank (2013). *Private Sector Assessment of Grenada*, p. 30.

²⁷⁹ 31% of the employed labour force have attained an upper secondary education (certification not specified) while 33% have attained only primary education. Source: National Labour Force Survey 2016.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
Apprenticeships/ Internships/Job attachments programmes (secondary, vocational, tertiary) and	Apprenticeship (On-the-Job Training)	<ul style="list-style-type: none"> Operated by: T. A. Marryshow Community College (TAMCC) Elements of the programme: On-the-job training at private and public sector institutions Period of engagement: 1 to 2 months Stipend: Trainees may receive a stipend Programme availability: Urban and rural Rationale for the programme: Preparation for the job market
	New Imani Programme – Apprenticeship Component and Work Placement Component	<ul style="list-style-type: none"> Operated by: Ministry of Youth, Sports and Ecclesiastic Affairs Elements of the programme: The New Imani programme develops youth through a 3-level process: Self-Development, Training, and Permanent Placement and Extended Training. <ul style="list-style-type: none"> a. The training level includes an apprenticeship component in addition to skills training, small business development and community initiative involvement. Upon completion of the apprenticeship, trainees receive the NVQ certification and the CVQ certification where applicable. b. Work placement takes place under level 3 of the programme in both public and private sector organisations Target group: Young men and women Age range: 18-38 Source of Funding: Government of Grenada Period of Engagement: Apprenticeships last 2 years, unknown for work placements (intended to be permanent) Stipend: EC \$700 - \$1000 for those in the work placement per month Programme availability: Urban and rural Rationale: To holistically develop Grenada's youth through career orientation, exposure to work environments, involvement in community development initiatives, skills training and a self-development programme Number of beneficiaries: Just over 350 participants received NVQ/CVQ certifications in 2017²⁸⁰ while there have been over 3000 participants registered on the programme in 2017²⁸¹
	Market Access and Rural Enterprise Development Programme – On-the- job apprenticeship component	<ul style="list-style-type: none"> Operated by: MAREP team created and operated under the supervision of the Ministry of Finance with collaboration from several other ministries and government agencies Elements of the programme:

²⁸⁰ "Over 350 Receive Certifications from New Imani Programme". 8 November 2017.

<http://www.nowgrenada.com/2017/11/over-350-receive-certifications-from-new-imani-programme/>.

²⁸¹ "Productivity Problem with New Imani Programme". 9 January 2017. <http://thenewtoday.gd/local-news/2017/01/09/productivity-problem-with-imani-programme/#gsc.tab=0>.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> ○ Under the human social capacity building component of this programme, youth receive vocational skills training in growing sectors such as construction, agriculture, ICTs, tourism etc with an apprenticeship component. ○ Training is administered in partnership with the Grenada National Training Agency (GNTA) and completion leads to receipt of a Level II CVQ certification. ● Target group: Rural unemployed young men and women or self-employed men and women in 50 rural communities in Grenada. Other groups in addition to youth such as fisherfolk, farmers, microenterprises and single-headed households targeted for other aspects of the programme. ● Age range: 15-35 ● Programme availability: Rural ● Stipend: 80% transportation costs ● Source of funding: Government of Grenada, International Fund for Agricultural Development, and the Caribbean Development Bank ● Period of engagement: 4 months classroom-based training, 2 months apprenticeship²⁸² ● Rationale: To contribute to the reduction of rural poverty and vulnerability of rural young unemployed in Grenada by increasing the income of rural youth ● Number of beneficiaries: Since project commencement, 477 received training, (244 still in training), 82 became permanently employed as at Dec 2016. Target over the whole project: 600²⁸³. ● Future plans: Concludes March 2018 and will be succeeded by the Climate Smart Agriculture and Rural Enterprise Programme which has similar objectives²⁸⁴
	T.A. Marryshow Community College and Diageo Job Readiness Training and Internship Programme	<ul style="list-style-type: none"> ● Operated by: TA Marryshow Community College ● Elements of the programme: The programme provides training in bartending leading to a CVQ certification. Students are required to attend all classroom training in order to participate in the paid internship programme. ● Target group: Underemployed or unemployed persons ● Age range: 18+ ● Programme Availability: urban ● Period of Engagement: 6 months total, 80-hour internship ● Stipend: Yes, but amount unknown ● Source of Funding: uncertain if fully funded by Diageo Learning for Life Programme

²⁸² “MAREP Graduates Second Vocational Skills Training Group”. 27 April 2017. <http://www.nowgrenada.com/2017/04/marep-graduates-second-vocational-skills-training-group/>.

²⁸³ IFAD (2016) Mission Evaluation report, p. 2

²⁸⁴ Ministry of Finance. Press Release No. 66/2017 “Aide Memoire SAEP April 2017”. <http://finance.gd/docs/PR66AideMemoireSAEPApril2017.pdf>.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Number of beneficiaries: 49 students were in the first batch in 2014²⁸⁵. (Likely to be more since then)
Job brokering and Job Search Assistance	Help Our People Excel (HOPE) programme under the New Imani Programme - Job placement component ²⁸⁶	<ul style="list-style-type: none"> • Operated by: HOPE • Elements of the programme: Level Three of the New Imani Programme is intended to offer opportunities for permanent job placements after completion of the 2-year apprenticeship. This will occur as of 2017 with the launch of HOPE, a training and employment agency tasked with this job in addition to further training for former apprentices. *This will be rolled out as an 18-month pilot programme • Target group: Youth who have completed the New Imani programme apprenticeship • Age range: 18-38 • Number of beneficiaries: 400 registered for the pilot programme • *Other details of the programme are as listed previously.
	MAREP job placement	<ul style="list-style-type: none"> • Elements of the Programme: Graduates from the Vocational Skills Training are assisted to secure jobs by the MAREP Project Management Team • Number of beneficiaries: only 82 of the trainees had become permanently employed at end of 2016²⁸⁷
	Websites – Grenada Jobs and Caribbean Jobs	<ul style="list-style-type: none"> • Operated by: Caribbean Jobs is run by Saongroup, unknown for Grenada Jobs • Elements of the programme: both are websites containing job postings in Grenada • Target group: job seekers and employers • Age range: not specified • Number of beneficiaries: Caribbean Jobs is used by 180,000 persons across the Caribbean monthly, unknown for Grenada Jobs
Labour rights awareness and sensitization	Presentation by Ministry of Labour and Cooperatives	<ul style="list-style-type: none"> • Operated by: Ministry of Labour • Elements of the programme: Presentation made on rights at work, deportment, dress, punctuality • Target group: Young men and young women • Age range: 16 to 18 • Source of Funding: Government • Period of engagement: 1 Presentation • Programme availability: Urban and rural • Rationale for the programme: To inform and sensitize students on their rights at work and deportment

²⁸⁵ “Diageo Connects with TAMCC Students”. 23 July 2014. <http://thenewtoday.gd/local-news/2014/07/23/diageo-connects-with-tamcc-students/#gsc.tab=0>. Last accessed 24 November 2017.

²⁸⁶ “HOPE Programme Finally Launched”. <http://grenadachronicle.com/hope-programme-finally-launched/>. Last accessed 25 November 2017.

²⁸⁷ International Fund for Agricultural Development (2017). Grenada: MAREP Supervision Report, p. 2.

Table 27 - Grenada: Interventions Aimed at Providing Job Opportunities Specifically For Young Women and Men

GRENADA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Public Works and Public Employment Schemes	No interventions were identified in this area	
Subsidies to employers for hiring youth	No interventions were identified in this area	

Table 28 - Grenada: Interventions Aimed at Supporting Youth Entrepreneurship

GRENADA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system	Business Subjects at Secondary School	<ul style="list-style-type: none"> • Operated by: Ministry of Education and Human Resource Development • Elements of programme: <ul style="list-style-type: none"> ○ There is no youth entrepreneurship training programme within the education system. However, the curriculum offers Business subjects: Office Administration, Economics, Principles of Business (POB) and Principles of Accounts (POA). ○ These subjects are not compulsory with students generally choosing their preferred 5 to 8 subjects to attempt for the CSEC examinations. • Target group: Students in Forms 4 and 5 • Age range: 14-17 • Period of engagement: 2 years • Programme availability: rural and urban • Number of beneficiaries: In 2014/15, 615 students attempted POB (98% pass rate), 258 attempted POA (74% pass rate), 306 attempted Office Administration (88% pass rate), and 215 attempted Economics (80% pass rate)²⁸⁸
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	Junior Achievement Company Programme, Grenada ²⁸⁹	<ul style="list-style-type: none"> • Operated by: Grenada Chamber of Industry and Commerce • Elements of the programme: <ul style="list-style-type: none"> ○ After school programme providing training in entrepreneurship and financial literacy. ○ Groups of 24 students organise and operate an actual business enterprise from company establishment to product development and contracting suppliers to creating a business plan. ○ This is done with the support and guidance of a business volunteer from a local company. ○ The programme ends by liquidating the companies, paying salaries and wages and publishing an annual report.

²⁸⁸ OECS (2016). *Organisation of Eastern Caribbean States Educational Statistical Digest 2016: Statistics on Education for the Academic Year 2014-15*, pp. 171-172.

²⁸⁹ "How does the JA Company Program Work?". <http://bit.ly/2DCIXkq>.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> ○ Students showcase their products at an annual trade fair that is open to the public and also receive leadership training. ● Target group: Secondary school students in Forms 4 and 5 ● Age range: 14-17 ● Period of Engagement: One afternoon per week for 25 weeks (runs over the academic year) ● Programme availability: 15 schools across Grenada²⁹⁰ ● Source of Funding: Various corporate sponsors eg. CIBC (2014), Grenlec and St. George's University (2016-17) ● Number of beneficiaries: 195 students in 2015-16²⁹¹
	New IMANI Program Level 2	<ul style="list-style-type: none"> ● Operated by: Ministry of Youth ● Elements of the programme: As part of the New Imani Programme Level 2, youths can receive training in small business enterprise, followed by financing and technical support²⁹² ● Target group: Young men and young women ● Age range: 18-38 ● Source of Funding: Government of Grenada and Grenada Development Bank ● Financial Support to participants: Loan up to a max of \$25,000.00 ● Programme availability: Urban and rural ● Rationale for the programme: To promote youth entrepreneurship ● Number of beneficiaries: In 2014, 50 youths were trained in small business enterprise and were awaiting approval for funding for their businesses²⁹³
	Young Americas Business Trust Workshops	<p>Operated by: Young Americas Business Trust in collaboration with partners</p> <p>Elements of the programme: The Young Americas Business Trust which works with the Organisation of American States, conducts regular ad-hoc business workshops in partnership with Caribbean Innovation Challenge, a component of the Youth-In Programme by the United Nations Development Programme (UNDP), and the Organisation of Eastern Caribbean States (OECS).</p> <p>Target group: young men and women</p> <p>Period of engagement: Usually 1 day</p>

²⁹⁰ "GG Says Junior Achievement Programme Invaluable", 15 May 2014. <http://www.nowgrenada.com/2014/05/gg-says-junior-achievement-programme-invaluable/>.

²⁹¹ Grenada Chamber of Industry and Commerce (2016). *Grenada Chamber of Industry and Commerce Annual Report 2015*, p. 34.

²⁹² It is uncertain whether the provision of financial support to New Imani participants for businesses was implemented or whether small business training has continued past 2014.

²⁹³ "New Imani Programme Graduates 50", 13 October 2014. <http://www.nowgrenada.com/2014/10/new-imani-programme-graduates-50/>. Last accessed 26 November 2017.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Grenada Business Development Centre ²⁹⁴	<ul style="list-style-type: none"> • Operated by: Grenada Business Development Centre under the Grenada Industrial Development Corporation • Elements of the programme: <ul style="list-style-type: none"> ○ The BDC provides technical assistance, training workshops and entrepreneurial and business development services to businesses at all stages of development in Grenada. ○ Their Handholding Support Programme provides MSMEs with the potential to export or to upgrade to export with one-to-one assistance • Target group: New/start-ups, and existing micro, small, medium and large enterprises. (Primary focus is on MSMEs). <i>Not exclusive to youth.</i> • Period of engagement: Varies by programme. Workshops may be a day, the Handholding Support Programme lasts 3 years. • Programme availability: Urban • Cost: Some programs are free, others at subsidised cost • Source of Funding: Grenada Investment Development Corporation • Rationale: To improve the climate for entrepreneurial culture to flourish and to increase the number of innovative, efficient and profitable small businesses registered and operating throughout Grenada
	Caribbean Tech Entrepreneurship Programme ²⁹⁵	<ul style="list-style-type: none"> • Operated by: Caribbean Development Bank and World Bank • Elements of the programme: <ul style="list-style-type: none"> ○ Technology incubation programme providing business support services to young entrepreneurs ○ Selections made from a pool of youth tech start-up applications in participating countries (incl. Grenada) at 3 different stages of development – idea stage, validation stage and revenue stage. ○ 2 best start-ups chosen at each stage to receive access to a renowned physical business incubator plus a financial grant ○ 14 finalists at the idea stage, the top 20 teams at the validation stage, and the top 7 at the revenue stage chosen to receive virtual training workshops, mentorship and other support. • Target group: Young men and women in the Eastern Caribbean, Barbados and Haiti • Age range: 18-35 • Period of Engagement: 3 month incubation programme

²⁹⁴ Information on the Business Development Centre was acquired from the organisation's website. <http://grenadabdc.com/>. Last accessed 25 November 2017.

²⁹⁵ Information on this programme acquired from the Caribbean Tech Entrepreneurship Programme Website, <http://www.ctep.tech/>, and the Caribbean Development Bank's news article, "Applications Open for Youth Entrepreneurship Tech Incubation Programme", 23 January 2017. <http://www.caribank.org/news/ctep>. Last accessed 26 November 2017.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Source of Funding: Caribbean Development Bank and World Bank • Rationale: To address two main problems faced by youth: the lack of appropriate job opportunities and the lack of a regional strategy to promote entrepreneurship and innovation • Number of beneficiaries: 1 Grenadian start-up chosen as a winner for the revenue stage to receive physical incubator support and a grant. Uncertain how many Grenadian start-ups among the 41 other start-ups receiving training and support only. • <u>*This programme ran in 2017. Unknown whether it is intended to be repeated annually</u>
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	New Imani Programme – Level 2	*detailed under entrepreneurship training and support above
	Caribbean Tech Entrepreneurship Programme	<ul style="list-style-type: none"> • Financial support: 2 grants of USD \$5,000 at the idea and validation stages each, and 2 grants of USD \$10,000 at the revenue stage. • Other details: programme details itemised in the previous sub-section. • Number of beneficiaries: 6 in total, 1 Grenadian start-up.
	Small Business Development Fund ²⁹⁶	<ul style="list-style-type: none"> • Operated by: Grenada Development Bank • Elements of the programme: <ul style="list-style-type: none"> ○ Fund set up by the GDB in collaboration with the Government of Grenada in 2013 with initial injection of EC \$1,000,000 ○ Loans of up to EC \$25,000 for 10 years at a rate of 6% to registered small businesses (less than 25 employees) in agriculture, tourism, manufacturing, contractors, etc. ○ Funds can be used for start-up or expansion activities ○ Criteria: bank-approved business plan produced by qualified independent party, bank-approved securities eg. Mortgage, savings etc ○ Up to EC \$7000 unsecured • Target group: registered small business owners. Not exclusive to youth • Age range: not specified • Rationale: To assist small businesses and consequently create job opportunities/ reduce unemployment in Grenada. • Number of beneficiaries: 750 loans in 2017 valued at EC \$8.1 million²⁹⁷
	Youth Enterprise Initiative	<ul style="list-style-type: none"> • Operated by: Grenada Development Bank • Elements of the Programme: Loans of up to XCD \$25,000, at an interest rate of 3% per annum. Up to XCD \$7000 can be loaned unsecured²⁹⁸.

²⁹⁶ Details on the fund acquired from the Grenada Development Bank's website, <http://grenadadevelopmentbank.com/products-services/small-business-dev-fund/>

²⁹⁷ Government of Grenada (2017). Budget 2018, p. 27. http://www.gov.gd/egov/docs/budget_speech/budget-2018.pdf.

²⁹⁸ While the existence of this programme was verified by the Grenada Development Bank, further details were not made available.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Source of Funding: Government of Grenada via the Ministry of Youth, Sports and Religious Affairs • Number of beneficiaries: EC\$231,834 (USD \$85,864) was disbursed under this facility in 2015²⁹⁹. No information available since then.
	CARCIP Project ³⁰⁰	<ul style="list-style-type: none"> • Operated by: Start Up Grenada and the Caribbean Regional Communications Infrastructure Programme (CARCIP) • Elements of programme: <ul style="list-style-type: none"> ○ 2 types of grants administered by StartUp Grenada – CARCIP Business Incubation Grants and Training Grants ○ Businesses from all sectors may benefit but the project to be funded must focus on using ICT to start or improve business operations eg. Equipment, consultancy services (such as web development) ○ 20% co-funding of the project (can be in-kind) is required ○ Funds paid to suppliers • Target group: Registered start-ups and existing businesses that are ICT or ICT-enabled. Not exclusive to youth. • Age range: Not specified • Grant Amount: Maximum of EC \$150,000 (USD \$55,800) • Programme duration: CARCIP Grants Project runs for three years from May 2015 • Source of funding: CARCIP • Number of beneficiaries: unknown
	Market Access and Rural Enterprise Development Programme (MAREP) – Component 2: Rural Investment Fund and Lines of Credit	<ul style="list-style-type: none"> • Operated by: MAREP team created and operated under the supervision of the Ministry of Finance with collaboration from several other ministries and government agencies • Elements of the programme: <ul style="list-style-type: none"> ○ There are 2 funding avenues under the market access and enterprise development component of this programme – the Rural Investment Fund and Lines of Credit ○ <i>Rural Investment Fund</i> – funds 3 types of investment: community, enterprise, and small-scale revenue generating activities. Youth are most likely to benefit from the latter. Beneficiaries must supply a minimum of 20% of the amount – may be in kind. ○ <i>Lines of Credit</i> – funding for projects in agricultural income-generating activities <p>Concludes March 2018 and will be succeeded by the Climate Smart Agriculture and Rural Enterprise Programme which has similar objectives³⁰¹</p> • Target group: <ul style="list-style-type: none"> ○ <i>Overall project:</i> Rural unemployed young men and women and self-employed men and women in 50 rural communities in Grenada.

²⁹⁹ Grenada Development Bank (2016). *Grenada Development Bank 2015 Annual Report*, p. 43.

³⁰⁰ Information on this programme acquired from the StartUp Grenada website, <http://startugrenada.com/#faq>. Last accessed 26 November 2017.

³⁰¹ Ministry of Finance. Press Release No. 66/2017 “Aide Memoire SAEP April 2017”. <http://finance.gd/docs/PR66AideMemoireSAEPApril2017.pdf>. Last accessed 25 November 2017.

GRENADA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> ○ <i>Rural Investment Fund:</i> Vulnerable individuals (youth and women) who are Farmers, Fisher folk, Artists/Artisans or Craftspeople are specifically targeted by RIF small-scale revenue generating activities investments. Not exclusive to youth. ○ <i>Lines of Credit:</i> Rural individuals involved in agricultural income-generating activities. Not exclusive to youth. ● Age range: 15-35 ● Programme availability: Rural ● Source of funding: Government of Grenada, International Fund for Agricultural Development, and the Caribbean Development Bank ● Rationale: To contribute to the reduction of rural poverty and vulnerability of rural young unemployed and rural self-employed in Grenada ● Number of beneficiaries: Limited success. Only 4 RIF projects completed out of 25 – all are group projects, and only 3 LoCs granted³⁰² as of December 2016³⁰³
Special market shares for youth for government contracts or similar other	No interventions in this area identified	

Table 29 - Grenada: Interventions Aimed at Facilitating the (Re)Integration of Young Women and Men from Vulnerable Backgrounds

GRENADA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Psychological and Career Counseling and training services for: Juveniles, first offenders, and youth emancipating from crime	Psychological Counseling - Juveniles ³⁰⁴	<ul style="list-style-type: none"> ● Operated by: Grand Bacolet Juvenile Rehabilitation and Treatment Centre ● Elements of the Programme: <ul style="list-style-type: none"> ○ Treatment team (1 social worker, 1 counsellor, 1 psychologist) conducts psych needs assessment ○ Individual and group counselling to residents and their families. Service extends to non-residents and their families as well. ○ Psycho-educational services also provided. ○ Residents also benefit from other programmes eg. Sexual education (Grenada Planned Parenthood), Alternatives programme (Legal Aid Counseling Clinic)

³⁰² International Fund for Agricultural Development (2017). Grenada: MAREP Supervision Report, p. 2.

³⁰³ The IFAD MAREP Supervision Mission for 2017 was concluded at the time of this report, however, the Supervision Report had not yet been published.

³⁰⁴ Information on the centre's psychological services taken from Caribbean Development Bank (2016). Technical Assistance - "Awakening Special Potential by Investing in Restoration and Empowerment (Aspire) Of Youth Project – Grenada". Paper BD 148/16, p. 10-11. http://www.caribank.org/wp-content/uploads/2017/08/Technical-Assistance-Awakening-Special-Potential-by-Investing-in-Restoration-and-Empowerment-of-Youth-Project-ASPIRE_Grenada.pdf. Last accessed 26 November 2017.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
	'Alternatives' Diversion Programme	<ul style="list-style-type: none"> • Target group: Residents at the centre and their families. Non-residents may also benefit. • Age range: 11-18 • Period of engagement: Indefinite. The sexual education and Alternatives programmes run for 12 weeks. • Number of Beneficiaries: Centre capacity is 24 <ul style="list-style-type: none"> • Operated by: Ministry of Social Development and the Legal Aid Counselling Clinic (NGO) • Elements of the programme: <ul style="list-style-type: none"> ○ Psychoeducational programme which provides an alternative to sentencing. ○ Prescribed number of sessions held on issues such as personal development, career guidance, sexual health, conflict resolution, gangs and drugs etc. ○ Conflict Resolution Assessment Report submitted to Court on completion of Programme • Target group: Young males who have either been in conflict with the law or are at risk of offending. These may be in or out of secondary school. • Age range: 11 to 18 • Source of Funding: Local Revenue • Period of engagement: Depends on the Offence committed, often 12 weeks • Programme availability: Urban • Rationale for the programme: To divert young persons who are in conflict with the law to not reoffend or become adult criminals • Number of beneficiaries per year: 40 <p>Future plans: Participants will benefit from skills training under the new CDB-funded ASPIRE project which began rollout in September 2017</p>
	Project REACH ³⁰⁵	<ul style="list-style-type: none"> • Operated by: Ministry of Youth • Elements of the programme: Counselling, Life Skills, Numeracy, CVQ in Small Crop Production, Small Engine Repairs, Electrical Installation & Small Business Management • Target group: Young Prison Inmates who are close to the end of their sentences (one year or less) • Age range: 18 – 35 • Source of Funding: Caribbean Development Bank Basic Needs Trust Fund • Period of engagement: October 2015 to October 2016 • Programme availability: At the Prison • Rationale for the programme: To rehabilitate and lower the rate of recidivism

³⁰⁵ **PROJECT REACH** In addition to training of the inmates, training was done for sixty-six (66) Correctional Officers. Nineteen (19) individuals were trained as Case Officers for transition from Prison to Society. Persons selected for the Programme at the Prison was dependant on their remaining time there, once it was one year or less and between the ages of 18 to 35 years.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Number of beneficiaries per year: 32 males • Future plans: Expected to continue for 2017-2018 under the Caribbean Development Bank-funded ASPIRE project. Those who complete the programme will be provided with the tools for re-entry into employment including support for 6 months after release and will be eligible for funding of approved business plans of up to XCD \$25,000³⁰⁶. Target: 45 beneficiaries.
Psychological and Career Counseling and training services for: Youth with problematic background	Young Male Outreach Programme (YMOP)	<ul style="list-style-type: none"> • Operated by: The Grenada Community Development Agency (GRENCODA) • Elements of the Programme: <ul style="list-style-type: none"> ○ Provides at risk young males with psychosocial support and counseling sessions including exploring Life skills, gender roles, talent opportunities, attitude and discipline, sports, sexuality and reproductive health etc.³⁰⁷. ○ Also conducts training for trainers workshops ○ Life skills and personal development are also taught in their Youth and Children Empowerment Programme held during the summer for children and adolescents (aged 7-17) from rural communities in the lower socioeconomic bracket.³⁰⁸ • Target: At risk young males, mainly in secondary schools in communities with higher proportions of such youth • Age range: not specified • Rationale: To take a preventative approach to the issue of young male marginalisation in light of increases in youth crime, school drop-outs and high youth unemployment. • Number of beneficiaries: unknown
	Fostering Level-Headed Youth (FLY)	<ul style="list-style-type: none"> • Operated by: Ministry of Youth • Elements of the programme: Training in Basic Plumbing, Basic Construction and Small Business Management • Target group: Unemployed Young women and men • Age range: Under age of 30 • Source of Funding: United Nations Development Programme (UNDP) through Ministry of Finance • Period of engagement: June 2016 to November 2016 • Stipend: EC\$200.00 • Programme availability: Rural Community of Rose Hill • Rationale for the programme: To prevent young men from being a risk to society. To provide them with the basic skills to make them job ready • Number of beneficiaries per year: 25

³⁰⁶ Caribbean Development Bank (2016). Technical Assistance - Awakening Special Potential by Investing in Restoration and Empowerment (Aspire) Of Youth Project – Grenada. Paper BD 148/16, p. 16. http://www.caribank.org/wp-content/uploads/2017/08/Technical-Assistance_-Awakening-Special-Potential-by-Investing-in-Restoration-and-Empowerment-of-Youth-Project-ASPIRE_Grenada.pdf. Last accessed 26 November 2017.

³⁰⁷ GRENCODA website. <http://grencoda.org/projects/>. Last accessed 26 November 2017.

³⁰⁸ Ibid.

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Future plans: This pilot programme in 2016 will be succeeded in 2018 by the 18-month training programme - Actively Committed and Empowered (ACE) Youth Community Project in the Mount Horne Community under the CDB-funded ASPIRE project. This programme targets 25 at-risk youth under 30.
	2 nd Chances Programme	<ul style="list-style-type: none"> • Operated by: Ministry of Education and Ministry of Youth • Elements of the programme: Regional programme run by the Caribbean Examinations Council in which beneficiaries have a chance to prepare and take 5 CXC subjects (needed for the Caribbean Certificate of Secondary Level Competence - CCSLC) and/or complete a Level I and II CVQ. In Grenada, participants enrol via the Imani programme³⁰⁹. • Target group: Disadvantaged persons such as teenage parents, persons without CXC qualifications, persons lacking skills, persons with drug problems or prior criminal offenses • Age range: 16-30 • Programme availability: Urban
	Programme for Adolescent Mothers (PAM) ³¹⁰	<ul style="list-style-type: none"> • Operated by: Programme for Adolescent Mothers Inc. • Elements of the programme: <ul style="list-style-type: none"> ○ Integrated programme featuring an academic component which allows young mothers to work toward a secondary school-leaving certificate (CCSLC) and a skills training component ○ Graduates receive assistance with arranging further education ○ Nursery services and meals are provided • Target group: Adolescent mothers • Age range: 11-20 • Period of engagement: 2 years (flexible dependent on needs) • Programme availability: Urban • Source of Funding: Corporate and international donors • Rationale: To empower teenage mothers by providing counselling and continuing education (including skills training) to allow them to re-enter society from a non-disadvantaged position. • Number of beneficiaries: 50
<p>*Special Note: <u>Caribbean Development Bank the Awakening Special Potential by Investing in Restoration and Empowerment of Youth Project (ASPIRE)</u>³¹¹</p>		

³⁰⁹ 2nd Chance programme, Grenada. <http://2ndchance.cxc.org/page-where-to-go-grenada.php>. Last accessed 27 November 2017.

³¹⁰ Programme for Adolescent Mothers. <http://programmeforadolescentmothers.webs.com/>. Last accessed 27 November 2017.

³¹¹ Caribbean Development Bank (2016). Technical Assistance - Awakening Special Potential by Investing in Restoration and Empowerment (Aspire) Of Youth Project – Grenada. Paper BD 148/16, p. 16. http://www.caribank.org/wp-content/uploads/2017/08/Technical-Assistance_-Awakening-Special-Potential-by-

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
	<u>Project – commenced September 2017</u>	
	Operated by: Ministry of Social Development and Housing	
	Elements of the Programme:	
	4. <i>Youth Diversion and Rehabilitation Programmes</i>	
a.	<u>ACE (Actively Committed and Empowered) Youth Community Project</u> 18-month integrated training programme targeting 25 at-risk youth under 30 in Mt. Horne, St. Andrew parish. Includes life skills, literacy and numeracy training, community sports and performing arts, TVET skills training (crop production up to CVQ level I), small business management and customer service training after which participants may be eligible for business grants, engagement in community projects.	
b.	<u>Project REACH – Rehabilitation of Young Prison Inmates close to end of sentence</u> Support for the 2017-2018 cohort (detailed previously) including training similar to that under ACE, a grant for business development, and counsellor services. Target: 45 beneficiaries.	
c.	<u>Restorative Justice Programme Pilot</u> Training of 50 persons from four schools and associated communities in restorative justice. School selection based on proportions of at-risk students.	
5.	<i>Grand Bacolet Juvenile Rehabilitation and Treatment Centre (GBJRTC)</i>	
a.	<u>Staff training</u> Training in management (CVQ Level III), trauma, teaching social skills to troubled youth, understanding and working with at-risk youth, common-sense parenting, first-aid, and self-defence.	
b.	<u>TVET training</u> Life skills and TVET training (Crop Production & Data Processing CVQ Level I) for residents as well as non-residents on the Alternatives programme and those sentenced to TVET	
c.	<u>Consultant Clinical Psychologist</u> Will be contracted to improve psychological services at the facility	
d.	<u>Minor renovations</u>	
6.	<i>Capacity Building for Sector Management</i> Includes improving data management, risk assessment and recidivism assessment tools/systems. Post-graduate training for selected social sector staff – clinical psychology, social work, social policy.	
7.	<i>Design of a Youth Block</i> Initial designs for the construction of a youth block at HMP to be financed in a follow on intervention.	
	Target group: Youth in conflict with the law (juvenile and adult) and at-risk youth, as well as their families and communities	
	Source of Funding: Caribbean Development Bank Loan and Grant & Counterpart funding from the Government of Grenada	
	Rationale: to establish “an improved gender responsive juvenile justice prevention and response system to divert juveniles and youth from coming into conflict with the law and to rehabilitate young offenders through effective education and psychosocial services”	

Table 30 - Grenada: Interventions Aimed at Facilitating Intra Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
National availability of CVQ		<ul style="list-style-type: none"> • Operated by: National Training Agency (NTA) • Elements of the programme: <ul style="list-style-type: none"> ○ Certification on completion of program. ○ 9 Training and assessment centres across Grenada³¹² ○ Training up to CVQ Level II³¹³ ○ Occupational areas: Agro Food Processing; Allied Health – Geriatric Caregiver; Building & Construction Site Supervision; Coaching and Instructions in Sports; Commercial Food Preparation – Cookery; Commercial Food Preparation: Sous Chef; Commercial Food Preparation: Pastry Chef; Crop Production; General Cosmetology; Customer Service Data Operations; Domestic Housekeeping; Early Childhood Development; Electrical Installation; Events Management; Fashion Design; Food and Beverage / Bar Services / Bartending; Food Preparation and Cookery; Furniture Making; Garment Production; General Construction; General Office Administration; Housekeeping; Live Sound Engineering; Management; Massage Therapy; Motor Vehicle Chassis System; Motor Vehicle Engine Systems; Musical Performance; Plumbing; Property & Facilities; Maintenance; Rabbit Rearing; Teacher Assistant; Welding ○ CVQ has also been piloted in 5 secondary schools in a few occupational areas with 18 teachers trained as assessors in 2017. Students will be assessed in 2018. • Target group: Young men and young women • Age range: 18-38 • Beneficiaries: 603 candidates certified in 2016³¹⁴ • Future Plans: <ul style="list-style-type: none"> ○ Development of communication strategy aimed at increasing enrollment in CVQ and other TVET programmes. ○ Submission of occupational standards to the Caribbean Association of National Training Agencies (CANTA) for certification of candidates for the Marine sector (Traditional Boatbuilding, Yacht Repair) ○ Negotiations with TAMCC to introduce higher level CVQ training (III – V) • Does the capacity of assessors and verifiers for the CVQ meet the required standard?: Yes
National availability of Prior Learning Assessment and Recognition (PLAR)	Assessment of Prior Learning	<ul style="list-style-type: none"> • Operated by: National Training Agency (NTA) • Occupational areas: Allied Health – Geriatric Caregiver; Building & Construction Site Supervision; Commercial Food Preparation: Sous Chef; Commercial Food Preparation: Pastry Chef; Cosmetology; Customs Services; Data Operations; Domestic Housekeeping; Early Childhood

³¹² Grenada National Training Agency (2016). *Annual Report 2016*, p. 22.

³¹³ Ibid., p. 29

³¹⁴ Ibid., p. 20

GRENADE		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Development; Electrical Installation; Events Management; Fashion Design; Food and Beverage / Bar Services / Bartending; Food Preparation and Cookery; Furniture Making; General Agriculture; General Construction; Housekeeping; Live Sound Engineering; Masonry; Management; Massage Therapy; Motor Vehicle Engine Systems; Musical Performance; Plumbing; Teacher Assistant; Welding</p> <ul style="list-style-type: none"> • Target group: Young men and young women • Beneficiaries: 69 candidates were registered for PLAR in 2016 at different stages of being assessed, verified and certified³¹⁵. • Does the capacity of assessors and verifiers for PLAR meet the required standard? Yes³¹⁶

(v) ANALYSIS of FINDINGS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

There has been a great push in Grenada to provide youth with apprenticeship and job attachment opportunities to facilitate their transitions into permanent work. This has occurred via two main avenues; the New Imani programme, which is the heart of the government's youth employment strategy catering to youth nationwide, and the Market Access and Rural Enterprise Development Programme (MAREP).

The massive Imani programme, with 3000 participants engaged at different stages in 2017, is well-designed in principle with youth acquiring CVQ-certified skills training after completing their classroom-based and apprenticeship training. They are thereafter placed in permanent employment, guaranteeing their transition from school to work.

The programme has, however, been faced with challenges of poor management and administration with, for example, loopholes being exploited by participants to receive stipends without working³¹⁷. Complaints of participants' poor work ethic, politicization of participation, and exploitation of the programme by employers to acquire free labour while firing existing staff³¹⁸ have also been made. Further investigation is equally needed to determine the extent to which the programme adheres to the structure outlined in the design³¹⁹.

³¹⁵ Ibid., p. 21

³¹⁶ Information provided by the National Training Agency of Grenada

³¹⁷ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 52.

³¹⁸ Ibid.

³¹⁹ For example, although youth are to be placed in permanent jobs following their 2-year apprenticeships, the agency to perform this placement role was only launched in July 2017.

"HOPE Programme Finally Launched". <http://grenadachronicle.com/hope-programme-finally-launched/>.

Arguably, the programme also needs revisions to achieve better targeting. Currently, persons aged 18-38 are eligible for participation, although labour force survey data shows that unemployment rates among those aged 30-39 are below both the total and adult unemployment rates³²⁰. This targeting additionally excludes 15-17 year-olds who are among the most vulnerable in the labour market. Further, Imani beneficiaries are reportedly 80% female which means that young males may miss the opportunities for advancing in the labour market afforded by the programme³²¹. It should be noted that the government has announced plans to evaluate the Imani programme³²².

Similarly, over its lifecycle, the MAREP programme has allowed more than 600 rural youth³²³, especially females, to acquire CVQ-certified skills training while being taught both in the classroom and as apprentices in the workplace. Success at transitioning youth to actual job placements, though, has been less stellar with only about 30% of those trained having secured permanent employment, a problem that has been suggested to be the result of the state of the economy itself³²⁴.

Less information is available about the opportunities offered at the TA Marryshow Community College although it remains a positive sign that these exist, especially since 73% of Grenadians locally enrolled in tertiary education are at this institution³²⁵. Still, problems identified with accreditation and the quality of training at the institution³²⁶ may cast doubt on the quality of the apprenticeships offered.

It should be noted that the government of Grenada announced plans in its 2018 budget for “all new public sector procurement contracts to include social clauses that encourage contractors to provide apprenticeships and employment for a quota of young people as part of their workforces”³²⁷. Hence, work placement interventions are expected to increase in the future.

Job Matching Assistance: Job Brokering and Job Search

Job matching assistance services are fairly limited in Grenada with no public agency existing that is dedicated to this task at the national level. Although the Ministry of Labour and Cooperatives has as one of

³²⁰ Data from the 2016 National Labour Force Survey puts unemployment among persons aged 30-34 and 35-39 at 20.9% and 19.8% respectively, compared to a total unemployment rate of 28.2% and an adult unemployment rate of 23.7%.

³²¹ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 53.

³²² This was done via a letter of intent to the International Monetary Fund in May 2017.

³²³ Updated data was included in the government’s 2018 Budget in an annex detailing the MAREP’s accomplishments for 2017. http://www.gov.gd/egov/docs/budget_speech/budget-2018.pdf.

³²⁴ This estimate was calculated by combining data from the 2016 International Fund for Agricultural Development’s (IFAD) Evaluation Report of the MAREP programme with data in the 2017 highlights of the MAREP programme annexed to the Budget 2018. IFAD evaluations suggest that this limited success in outcomes may be due to external factors such as the state of the economy.

International Fund for Agricultural Development (2017). Grenada: MAREP Supervision Report. <https://operations.ifad.org/documents/654016/6073ce6a-f6d3-441b-b4d7-8e56b594c1e4>.

Government of Grenada. *Budget 2018*. http://www.gov.gd/egov/docs/budget_speech/budget-2018.pdf.

³²⁵ Caribbean Development Bank (2016). Technical Assistance - “Awakening Special Potential by Investing in Restoration and Empowerment (Aspire) Of Youth Project – Grenada”. Paper BD 148/16, p. 2. http://www.caribank.org/wp-content/uploads/2017/08/Technical-Assistance_-Awakening-Special-Potential-by-Investing-in-Restoration-and-Empowerment-of-Youth-Project-ASPIRE_Grenada.pdf.

³²⁶ Ibid., p. 4.

³²⁷ Government of Grenada. *Budget 2018*, p. 19. http://www.gov.gd/egov/docs/budget_speech/budget-2018.pdf.

its objectives ensuring “a functional and effective employment service” including the establishment of a website for such an agency,³²⁸, this does not appear to have, as yet, materialised.

Such services have been recently developed within the remit of the New Imani programme with the creation of the Help Our People Excel (HOPE) programme in July 2017 to facilitate permanent job placements for participants upon apprenticeship completion³²⁹. Still, this programme remains a pilot with 400 persons registered. Similar job placement assistance is offered as part of the MAREP programme with modest success as discussed previously.

In general, therefore, youth who do not find themselves involved with the Imani or MAREP programmes are without access to job matching services and, even then, only a select group of Imani participants are currently being offered HOPE’s services. While some job posting sites like Caribbean Jobs and Grenada Jobs are available, these do not provide the range of services, including interview and resume preparation and job brokering, that youth may need to assist them in the transition to decent employment. Youth may also not be fully aware of the job search opportunities available via these sites.

Job Matching Assistance: Labour Rights Awareness and Sensitisation

Labour rights awareness and sensitization interventions are similarly lacking in Grenada based on the information collected in the mapping. Although the Ministry of Labour and Cooperatives is reported to deliver a presentation concerning this along with issues of work readiness and professional ethics to students aged 16-18, this appears to be on an ad hoc basis.

Assuming this to be the only intervention of this type in the country, the majority of youth in Grenada are left underserved and ultimately uninformed about their rights in the labour market. This is particularly a concern since the most common occupation for Grenadians is as service and sales workers³³⁰ where exploitation is more likely.

Interventions Providing Job Opportunities for Youth

While no existing interventions in this area, whether via public employment schemes or subsidies to employers for hiring youth, were found in Grenada, announcements by the government in its 2018 budget suggest that this may be a possibility in the future.

Specifically, among the initiatives announced by the Prime Minister to reduce unemployment was the “Incentivising (of) employers through reasoned and appropriate *monetary and non-monetary incentives* to invest in on-the-job training and apprenticeships³³¹”. Elsewhere this initiative was specified as requiring companies securing government contracts to include a youth quota for apprenticeships and employment in their workforce, as mentioned previously³³². The policy environment will therefore have to be monitored to see how this initiative unfolds in practice.

³²⁸ Government of Grenada. Ministry of Labour and Cooperatives. <http://www.gov.gd/ministries/labour.html>.

³²⁹ “HOPE Programme Finally Launched”. <http://grenadachronicle.com/hope-programme-finally-launched/>.

³³⁰ 29% of employed persons were employed as service and sales workers in Grenada in 2016. Source: Central Statistical Office (2016). National Labour Force Survey 2016.

³³¹ Government of Grenada. Budget 2018, p. 80. http://www.gov.gd/egov/docs/budget_speech/budget-2018.pdf.

³³² Ibid., p. 19.

Youth Entrepreneurship Interventions

General Education System

Entrepreneurship training within the education system is lacking in Grenada, much like it is in the rest of the Caribbean countries in this study, although business-related subjects are offered at the upper secondary level under the regional Caribbean Examinations Council framework.

The rate at which the subject, Principles of Business, is attempted, therefore, can give a sense of the extent to which Grenadian youth are gaining at least some of the knowledge required for building an entrepreneurial culture. For 2014-2015, an estimated 50% of all students attempting the Caribbean Secondary Education Certification (CSEC) exams attempted this subject³³³. Despite being popular relative to other subjects on offer at this level³³⁴ and having a high pass rate³³⁵, this coverage is far from universal with half of the students leaving upper secondary school having no exposure to business whatsoever. Even for those who do pursue the subject, the practical aspects of becoming an entrepreneur may not be learned via an academic study of business. Lacking a basic awareness of entrepreneurship as a viable employment path, therefore, Grenadian youth may be less enabled to take advantage of entrepreneurship training and other initiatives offered to them at later stages.

Entrepreneurship Training and Support Services

Entrepreneurship training and business support opportunities have blossomed in Grenada to foster entrepreneurship as a means to reducing unemployment and promoting economic growth. Still, efforts are needed to consolidate and strengthen these services if they are to have the desired impact.

The primary channel for these activities is the Grenada Business Development Centre (GBDC) whose existence is in itself a testament to the attention being paid to entrepreneurial development. Targeting small and microenterprises at all stages of the business cycle, the GBDC offers the ideal type of business support services, in principle, but, as an organisation not directly targeting youth, its reach may not be as effective for them. Criteria for receiving support services such as having a registered business and services which come with an attached cost may equally be a deterrent for youth who are not already highly motivated and informed in business. Handholding support has also been specified solely for businesses/start-ups with export potential which may exclude some young entrepreneurs. It is possible though that specified requirements are interpreted more leniently to cater to youth.

Limitations also exist with the other available opportunities; namely small business training, financing and technical support via the New Imani programme, workshops offered by the Youth Americas Business Trust (YABT), and training, mentorship and finance via the Caribbean Tech Entrepreneurship programme (CTEP). With regard to the New Imani programme, it is uncertain whether small business development has

³³³ This estimate was calculated by dividing the number of students attempting the Principles of Business exam for the May/June sitting of the CSEC exams in 2014-2015 by the average of the number of students attempting the Maths and English A exams as a proxy for the total number of students attempting CSEC exams that year since passes in both of these subjects are required for a full secondary school leaving certificate.

Data source: OECS (2016). *Organisation of Eastern Caribbean States Educational Statistical Digest 2016: Statistics on Education for the Academic Year 2014-15*, pp. 171.

³³⁴ This was the most popular subject after Maths and English A. Source: OECS (2016).

³³⁵ The pass rate in 2014-2015 was 98%. Source: OECS (2016).

been implemented in practice while problems previously identified with this programme³³⁶ could affect the administration of such services. Considering the reach of this programme though, services provided via this avenue may be promising. The other two channels are unlikely to have much impact with YABT workshops being small and offered on an ad hoc, infrequent basis – there is no local Youth Business Trust branch in Grenada – and with CTEP service access being available only on a competitive basis to a few Grenadian start-ups who might make it amongst all those competing in the region. The Market Access and Rural Enterprise Development Programme (MAREP) also offers some business development and training services but these were not targeted to youth as at the end of 2015³³⁷.

On the other hand, youth at the secondary school level stand to benefit from the after-school entrepreneurship training programmes offered by the non-profit, Junior Achievement of Grenada which provide hands-on experience in creating and running an actual business. Although reaching students in more than 15 schools across the country and hundreds of students, participation based on self-selection and often only among students pursuing business-related academic subjects means that the programme may be reaching “the same core of motivated youth” as suggested by the Caribbean Development Bank³³⁸ as opposed to building an entrepreneurial culture universally.

Special Access to Financial Services

Finance is available to youth in Grenada for entrepreneurship but the extent of access is arguably limited mainly due to a lack of youth-specific targeting.

Like the GBDC, the existence and continued expansion of the Small Business Development Fund (SBDF) under the Grenada Development Bank (GDB) with more lenient terms than private financial institutions is a promising sign for the development of small and microenterprises in the country³³⁹. For youth, however, access may be deterred or inhibited by requirements including that businesses be registered, business plans be developed by a qualified independent party, and security be provided for loans greater than EC \$7000. It should be noted though that youth enterprises were included among the priorities for the SBDF in 2018³⁴⁰.

While the GDB is reported to administer a Youth Enterprise Initiative loan facility, the activity status of this product is uncertain although disbursements were recorded of approximately USD \$86,000 under this programme in 2015³⁴¹. If operative, this programme provides an ideal opportunity for youth with even more lenient terms than under the SBDF and having included, in the past, business development support from the Ministry of Youth to transform ideas into business plans before finance is sought³⁴².

³³⁶ These included the exploitation of loopholes to receive stipends without working, the politicization of participation, and general allegations of corruption.

³³⁷ International Fund for Agricultural Development (2015). Grenada: MAREP Supervision Report. <https://operations.ifad.org/documents/654016/f63f556c-22f0-4f0a-9067-51adaa00d926>.

³³⁸ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 56.

³³⁹ Plans were announced in the 2018 Budget to strengthen the SBDF to “tailor financial products to better suit the needs and repayment capacities of aspiring entrepreneurs”. Source: Government of Grenada. Budget 2018, p. 19. http://www.gov.gd/egov/docs/budget_speech/budget-2018.pdf.

³⁴⁰ Ibid., p. 103

³⁴¹ Grenada Development Bank (2016). *Grenada Development Bank Annual Report*, p. 43.

³⁴² “Grenada Youth Enterprise Initiative Small Business Fund”, The New Today, 1 October 2012. <http://thenewtoday.gd/local-news/2012/10/01/grenada-youth-enterprise-initiative-small-business-fund/#gsc.tab=0>.

Other avenues for youth to access business finance have more limitations. The uncertainty of financing via the New Imani programme and the limited reach of the Caribbean Tech Entrepreneurship programme have been discussed in the previous section. Although some youth may manage to access finance via the Market Access and Rural Enterprise Development programme, its finance window targets mainly groups and cooperatives with few youth beneficiaries, in addition to the fact that this aspect of the programme has been deemed to be less successful in general with limited disbursements³⁴³. Similarly, grants available from StartUp Grenada and the Caribbean Communications Infrastructure Programme (CARCIP) are not specifically targeted to youth and include requirements which may be deterrents such as businesses being registered, 20% co-funding of projects and that funded projects be ICT-related.

Special Market Shares

There were no interventions identified in this area.

Reintegration of Youth from Vulnerable Backgrounds

There appears to be substantial efforts underway in Grenada to reintegrate youth from vulnerable backgrounds into the labour market including psychological counselling services to both those in conflict with the law and those at-risk, skills training programmes and remedial academic programmes.

Concerns exist regarding the capacity of implementing organisations, for example, the main juvenile detention center has been assessed as having low institutional capacity and inadequate education and training opportunities, while preventative programmes for at-risk youth have been deemed to be inadequate³⁴⁴. Further, initiatives, while numerous, appear to be somewhat disjointed and patchy with several small programmes being run by both government agencies and NGOs, hindering a coordinated strategy. The recently launched Awakening Special Potential by Investing in Restoration and Empowerment (ASPIRE) Of Youth Project, funded by the Caribbean Development Bank (CDB), may go a long way to rectifying these challenges with plans for improving the detention center's capacity and with the continuation and expansion of the numerous programmes in existence under this single project. Disjointedness is still likely to be a challenge, though, with the CDB anticipating challenges of government agency coordination and implementation as one of the main threats to the success of the project³⁴⁵.

Additionally, although the NGO-run Programme for Adolescent Mothers (PAM) is one of the few programmes identified among the countries in this study as catering directly and specifically to the needs of female youth from problematic backgrounds, interventions for this group in Grenada remain inadequate based on this mapping, considering PAM's small reach and the fact that most interventions for vulnerable youth target young males. While the CDB's ASPIRE project has as one of its objectives the development of a "gender-responsive juvenile justice system", the programme ultimately targets youth who have been in conflict with the law or those who are at-risk of becoming so with no special intervention for young

³⁴³ International Fund for Agricultural Development (2017). Grenada: MAREP Supervision Report. <https://operations.ifad.org/documents/654016/6073ce6a-f6d3-441b-b4d7-8e56b594c1e4>.

³⁴⁴ Caribbean Development Bank (2016). *Technical Assistance - Awakening Special Potential by Investing in Restoration and Empowerment (Aspire) Of Youth Project – Grenada*. Paper BD 148/16, p. 12-13. http://www.caribank.org/wp-content/uploads/2017/08/Technical-Assistance_-Awakening-Special-Potential-by-Investing-in-Restoration-and-Empowerment-of-Youth-Project-ASPIRE-Grenada.pdf.

³⁴⁵ Ibid.

females. Data shows that the vast majority of this target group are young males³⁴⁶ and thus, young females may not equally benefit.

Facilitation of Intra-Caribbean Migration through the Caribbean Vocational Qualification (CVQ)

Led by the Grenada National Training Agency (GNTA), Grenada has achieved considerable progress in implementing the CVQ framework since its approval to award CVQs in 2013. The fact that CVQs are offered in a wide range of occupational areas up to level II, with 9 accredited centres, is an encouraging indicator of the degree of access to the opportunities for intra-regional migration afforded by the qualification that youth enjoy. Equally, the fact that CVQ certification has been integrated into all of the government of Grenada's youth employment and skills training initiatives including the Imani programme is a positive sign, as is the piloting of CVQs in secondary schools in 2017.

The fact that only 603 candidates were certified³⁴⁷ and only 69 candidates were registered for Prior Learning Assessment Recognition in 2016³⁴⁸, hints that either uptake is low, or some problem exists between the availability of CVQ and the actual granting of CVQs³⁴⁹. Plans to develop a communication strategy to boost CVQ and other TVET programme enrolment suggests that the former may be the case, if not both.

Finally, ongoing plans to expand CVQ offerings to levels III-V are encouraging as signs of movement toward the full implementation of the framework and thus the full availability to Grenadian youth of the intra-regional employment opportunities afforded by the CVQ.

(vi) CONCLUSION AND RECOMMENDATIONS

Based on the previous analysis, there are several interventions to facilitate youth employment in Grenada, yet, many are faced with problems likely to limit their effectiveness, while gaps are found in other areas. Problems exist in the implementation of work experience programmes, job matching services are limited, some challenges are encountered in the availability and accessibility of youth-targeted entrepreneurship training, support, and finance, and reintegration interventions may face problems of disjointedness and limited reach. CVQ implementation has been more successful but problems of low certification rates have been identified.

The following recommendations are therefore made to address some of these gaps and challenges under each intervention area:

General

1. *Ad hoc establishment of a central coordinating agency for youth employment initiatives or strengthening of an existing unit or agency to perform this role*

Currently, youth employment initiatives are scattered across different ministries and agencies which hinders the implementation of a coherent strategy. An agency should be established to serve

³⁴⁶ 91% of juveniles arrested between 2004-2014 were males. Source: Ibid., p. 6.

³⁴⁷ Grenada National Training Agency (2016). *Annual Report 2016*, p. 20.

³⁴⁸ Ibid. p. 21.

³⁴⁹ For example, training quality may be too low to grant CVQs since, after training is completed, the GNTA must first assess and approve the awarding of certificates before they can be granted, even if the training organization is accredited.

this function, or an existing unit or agency should be empowered to adopt this role more aggressively. This should include collecting all the opportunities available to youth and associated information into one location, for example, a youth employment website that can be readily accessed by youth across Grenada.

Interventions to Facilitate School to Work Transition

2. Revision of the New Imani Programme to close loopholes and to achieve better targeting

As the central plank of the government of Grenada's efforts to promote youth employment, the New Imani programme is full of promise if implemented properly and, therefore, the problems identified in the analysis should be given urgent attention if the programme to have its desired effect. Better targeting can be achieved by changing the programme's target from 18-38 to 15-29 based on the incidence of unemployment amongst these cohorts and hence the greatest need. This would also be a cost-cutting measure since 3700 persons would be targeted instead of 4300³⁵⁰.

3. Expansion of pilot programmes into employment services accessible to all youth

Given that the infrastructure has already begun to be put in place to provide some job matching services to Imani beneficiaries via the HOPE programme, it may be wise to build on this to establish an agency which provides a full suite of job matching services to all youth in Grenada, including the provision of labour rights awareness. The alternative would be the establishment of a fully functional public employment service which caters to the entire population, in addition to being competent in servicing youth, thereby avoiding the duplication of effort since such services are likely to be needed by the wider labour force as well.

Interventions to Provide Job Opportunities to Youth

4. Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies if such research does not already exist

Although there are no public works schemes for youth in Grenada, it does not follow that such interventions are automatically needed. Research must first be conducted to determine whether such interventions would work in the country context before they are introduced. Research would also be needed into the specific intervention design needed to ensure effectiveness. Similarly, proper research should be conducted to inform government's plans to provide monetary incentives to employers for providing youth with apprenticeships and on-the-job training.

Interventions to Promote Youth Entrepreneurship

5. Introduction of entrepreneurship training in secondary school

Where other avenues are not feasible, the easiest, albeit imperfect, avenue for achieving this outcome may be to make Principles of Business a compulsory subject for students attempting CSEC in secondary schools as a first step to ensuring youth have a foundation in entrepreneurship. The alternative would be the development and implementation of an independent curriculum for

³⁵⁰ Based on 2016 National Labour Force Data, in 2016, there were 4318 unemployed persons in the 20-39 age category (used as an estimate for 18-38 given disaggregation in 5-year age bands) compared to 3,717 unemployed persons between the ages of 15-29.

entrepreneurship training at the primary, secondary, and tertiary education levels, such as the Know About Business curriculum developed by the International Labour Organisation (ILO) or a partnership with Junior Achievement, Grenada, to adopt a programme similar to the Secondary Early Entrepreneurial Development programme being piloted in Jamaica.

6. *Establishment of youth-targeted entrepreneurship training and support services, and financial products*

To the extent that such services are not fully established under the New Imani programme, these should be built up and made accessible to all youth, not exclusively those who have been through Imani's training and apprenticeship stages. Efforts should be made to verify what is already existing and the reach of these interventions, followed by rationalisation and streamlining accordingly.

7. *Research into the viability of reserved youth market shares as a means to fostering youth entrepreneurship.*

Interventions to Facilitate Reintegration

8. *Efforts should be made to ensure that reintegration efforts are consolidated*

9. *Work experience and micro-entrepreneurship training and finance could be incorporated into all re-integrative programmes to boost outcomes for vulnerable youth*

10. *Research into the needs of vulnerable female youth followed by the development of appropriate interventions where such research does not exist*

Interventions to Facilitate Intra-Regional Migration

11. *Continued efforts at CVQ rollout including following through on plans for communication strategy to improve uptake*

GUYANA

This profile maps ongoing youth employment interventions in Guyana in the areas of interventions facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable. This material was collected by desk review with collaboration from stakeholders in relevant government and non-governmental agencies.

Main findings

In Guyana, the environment for youth employment interventions is extremely active and expanding with the issue of youth employment receiving tremendous attention and effort in recent years. The quantitative and qualitative coverage of the different intervention areas examined is generally robust although, of course, there are gaps and areas requiring improvement. Gaps identified included a lack of entrepreneurship training in the general education system, a lack of interventions to create job opportunities specifically for youth whether via public works schemes or subsidies to employers, and a lack of interventions to reintegrate youth offenders in adult institutions. Critical gaps were found in available job matching assistance services, work placement opportunities, the implementation of the Caribbean Vocational Qualification framework, and to a lesser extent in the provision of entrepreneurial training, support and financial services. Despite these challenges, the fact that youth employment is receiving consistent attention at the governmental level means that developments and improvements are constantly occurring which bodes well for the future of the policy environment in the country.

Profile Structure

This profile begins with a look at indicators relevant to youth employment and economic activity in Guyana accompanied by a brief discussion of the youth employment situation in the country and the policy attention it has received. The mapping of youth employment interventions is then presented followed by an analysis of this mapping. The profile concludes with recommendations based on this preliminary analysis.

(i) COUNTRY DATA

Table 31 - Key Country Indicators: Guyana

<i>Population³⁵¹</i>	
Total Population (2017)	777,859
Youth Population (15-24) (2017)	161,907 (20.8%)
<i>Economy</i>	
Gross Domestic Product (GDP at constant 2010 \$US) (2016)	\$2.9 billion ³⁵³
Projected GDP Growth (2018)	

³⁵¹ United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision, custom data acquired via website.

³⁵³ Ibid.

GDP Composition by Sector (2016) ³⁵²	3.6% ³⁵⁴
• Agriculture	19%
• Industry	29%
• Manufacturing	4%
• Services	52%
<i>Employment</i> ³⁵⁵	
Labour force participation rate (%) (q3 2017)	56.0
• Female	43.6
• Male	68.9
Youth labour force participation rate (15-24) (%) (q3 2017)	50.2
• Female	40.1
• Male	59.9
Total unemployment rate (% of labour force) (q3 2017)	12
• Female	15.3
• Male	9.9
Youth unemployment (% of youth labour force) (q3 2017)	21.6
• Female	28
• Male	17.3
Informal employment (% of total employment, youth) (q3 2017)	51.9
<i>Educational Attainment</i>	
Population having completed at least some secondary education (15+ population %) ³⁵⁶	41.8
Tertiary gross enrolment ratio (%) (2012) ³⁵⁷	12.5

(ii) THE YOUTH EMPLOYMENT SITUATION IN GUYANA

Persistently high levels of youth unemployment, as well as total unemployment, have been a major challenge for Guyana over the past two decades³⁵⁸. Following a period of decline, youth unemployment levels have spiked and remained high, around 26%, since the global recession of 2009 in the context of weak growth in the country. Between 2012 and 2017, however, youth unemployment showed a reduction down to 21.6%. Such improvement has to be weighed against the volatility of the agriculture and commodities prices and the vulnerability of the economy.

Youth in Guyana are more than two times more likely to experience unemployment compared to the total population while young women are even worse off, experiencing unemployment at a much higher rate than

³⁵² The World Bank: World Development Indicators

³⁵⁴ The World Bank: Country data.

³⁵⁵ All employment data are based on the elaboration of the Q3 Guyana Labour Force Survey data.

³⁵⁶ Guyana Labour Force Survey Bulletin q3 2017 available at: <http://www.statisticsguyana.gov.gy/surveys.html#csurveys>

³⁵⁷ World Bank: World Development Indicators.

³⁵⁸ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. xv.

young men. Huge gaps also exist between young women and men in terms of participation in the labour force with young women being much less likely to be economically active, at least in formal work.

Concerns also exist surrounding decent work for youth with trafficking and dangerous employment, including prostitution, being identified as challenges, especially in mining areas³⁵⁹. The lack of opportunities for rural youth and the push to urban immigration³⁶⁰, the limited success of the education system in providing adequate training³⁶¹ for young people and the lack of business development support to youth, including access to credit³⁶², have also been noted.

(iii) POLICY ATTENTION TO YOUTH EMPLOYMENT

Recognizing that youth employment is critical to the country's future development, the Government of Guyana has placed consistent emphasis on tackling the issue via its approach of facilitating "self-employment, entrepreneurship, and demand-driven education and training"³⁶³. Under Priority 2 of Youth Employment and Entrepreneurship, Guyana's National Youth Policy 2016 spells out in detail the strategy to be pursued to achieve this objective including the necessary governance, employment creation, and entrepreneurship development mechanisms, as well as measures to ensure decent work conditions for youth (Appendix III).

Under the theme of "Our Youth, Our Future", youth employment has also received consistent attention in the annual national budget with youth employment and entrepreneurship, and youth empowerment, being deemed the "twin pillars" for youth development in Guyana³⁶⁴. With a series of youth-focused employment initiatives being rolled out and continued, the government has budgeted GYD \$1.7 billion (USD \$8.25 million) for youth programmes in 2018³⁶⁵.

(iv) MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

Table 32 - Guyana: Interventions Aimed at Facilitating the School to Work Transition for Young Women and Men

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Apprenticeships/ Internships/Job	National Training Project for Youth	Operated by: Board of Industrial Training (BIT) under Ministry of Social Protection

³⁵⁹ "Youth are often lured by peers or adult recruiters into working at a very young age, which contributes to the high number of "at-risk" youth. In some cases, youth are lured into prostitution and drug rings with the promise of "fast cash." The team found that it is not uncommon for caretakers themselves to push their children into working in these informal (and illegal) outlets. It was noted on several occasions that the mining regions continue to be prime locations for child labor and TIP." USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report, p. 65.

³⁶⁰ USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report, p. 63.

³⁶¹ Inter-American Development Bank (2014). *Private Sector Assessment of Guyana*, p. 22.

³⁶² Government of Guyana (2016). National Youth Policy of Guyana 2016, p. 22. (Provided by the Ministry of Labour, Guyana)

³⁶³ Ibid.

³⁶⁴ Government of Guyana (2017). *Budget 2018: The Journey to the Good Life Continues*, p. 64.

<https://finance.gov.gy/minister-of-finance-budget-speech-for-budget-2018/>

³⁶⁵ Ibid.

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
attachments programmes (secondary, vocational, tertiary) and	Empowerment (NTPYE)	<p>Elements of the Programme:</p> <ul style="list-style-type: none"> • Short term TVET training programmes/attachments to places of employment to acquire skills in various occupations. • Training is usually conducted in the young person's community or nearby to ensure the youths attend sessions regularly. • Tools are provided for the training and on successful completion of training to conduct trade as a small business or as an employee. • Program also has components for life skills and entrepreneurial training, literacy and numeracy training, and issues such as sexual health • Completion of technical and vocational training results in NVQ certification until the CVQ is fully implemented. <p>Target group: Young men and young women who are out of school (most without secondary-leaving qualifications)</p> <p>Age range: 15-35</p> <p>Period of engagement: 4-6 months</p> <p>Stipend: is paid, amount unknown</p> <p>Availability: Urban and rural areas</p> <p>Rationale of the Programme: To provide Technical and Vocational Education and Training (TVET) to out-of-school youths to promote employability. Most of the youths do not have the requisite secondary school qualifications to enter the job market or they may not have completed secondary education.</p> <p>Beneficiaries: Approximately 1500-2000 per year</p>
	Youth Entrepreneurial Skills Training Programme – Work placement element	<p>Operated by: Department of Culture, Youth and Sport under the Ministry of Education</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Craft and technical skills training in Business Studies, Garment Construction, Carpentry, Refrigeration and Air Conditioning, Masonry, Electrical Installation, Welding Fabrication, Plumbing, Sheet Metal, Furniture Making, Motor Mechanics • Remedial literacy and numeracy skills training and IT training • Entrepreneurial skills training • Work placement at different partner organisations • Programme also may involve recreational activities, counselling and workshops on issues such as sexual health and drugs. <p>Target group: Out of school, unskilled and unemployed young men and young women</p> <p>Availability: Urban and rural areas (Kuru Kuru Training Centre, Sophia Training Centre and Vryman's Erven Training Centre)</p> <p>Age range: 16-25 years</p> <p>Stipend: Yes but amount unknown</p>

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Length of training period: 10 months at KKTC, 6 months at other two centres. 6-week work attachment</p> <p>Rationale for the programme: The program aims to create a link between skills training and entrepreneurship and boost the employment opportunities available to the youths of Guyana.</p> <p>Number of beneficiaries: 379 in 2016³⁶⁶</p>
	Apprentice Training Programme for Industry	<p>Operated by: Ministry of Social Protection in conjunction with Employers</p> <p>Apprenticeship Courses: Agriculture, Mechanics, Automotive, Electrics, Domestic/Industrial Electrics, Fitting and Machining and other Technical Craft Training</p> <p>Target group: Young men and young women</p> <p>Age range: 15-25</p> <p>Funded by: the employer</p> <p>Period of engagement: 4 years- 2 in theory and practice training</p> <p>Remuneration: Each year, the Apprentice is remunerated at a percentage of a craftsman pay. This payment is progressively increasing.</p> <p>Availability: Urban and rural areas</p> <p>Rationale of the Programme: To provide technical training to young persons and to provide a trained cadre of young professionals for industry</p> <p>Beneficiaries per year: Approximately 100</p>
	GuySuCo Apprenticeship Programme ³⁶⁷	<p>Operated by: Board of Industrial Training and Guyana Sugar Company (GuySuCo)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Participants spend 2 years in a residential setting with general academic and specialized vocational skills training then write an exam, after which they spend 2 years on the estate in an in-plant training programme. Areas of training include: Industrial Electrical Installation, Engineering Fitting & Machining, Factory Process instrumentation, Heavy & Light Automotive Engineering, Automotive Electrical Engineering, Factory Process Sugar Boiling and Instrumentation training. GuySuCo also offers a sugar boiler internship which is similarly structured but lasts 3 years instead – 1-year residential training, 2 years in-plant training. <p>Target group: Young men and women</p> <p>Stipend: Unknown</p> <p>Programme availability: Mainly urban</p> <p>Period of engagement: 4 years</p>

³⁶⁶ “379 students graduate from YEST programme”, 15 July 2016. <http://gina.gov.gy/379-students-graduate-from-yest-programme/>.

³⁶⁷ Information acquired from “Guysuco Apprenticeship Programme Providing Training for Some 70 Years”, 17 July 2017. <http://agriculture.gov.gy/2017/07/17/guysuco-apprenticeship-programme-providing-training-for-some-70-years/>.

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Government Technical Institute (GTI) and Guyana Industrial Training Centre (GITC) Work-based learning programmes ³⁶⁹	<p>Rationale: to enable persons to gain the technical competencies in numerous fields in the sugar manufacturing industry such as electrician, mechanic, machinist, plant operator etc</p> <p>Number of beneficiaries: 61 graduates (male and female) in 2017</p> <p>Internship: GuySuCo also offers an 8-week internship for students who have just finished CSEC examinations and those in tertiary education. Students are placed in departments based on their career paths.³⁶⁸</p>
	Republic Bank Youth Link Apprenticeship Programme	<p>Operated by: GTI and GITC</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> As part of the technical and vocational skills training programmes at the 2 institutions, in particular those based on a competency-based education model, students are required to participate in a work placement relevant to their field of study. Leads to an NVQ certification <p>Target group: Youth who have completed a minimum level of secondary education. The requirements are lower for craft courses versus technical courses such as the technician diploma programme.</p> <p>Age range: 15+</p> <p>Period of engagement: 6-7 weeks of work placement (courses range from 1-2 years)</p> <p>Programme availability: Urban</p> <p>Number of beneficiaries: 505 graduates from the GTI in 2016³⁷⁰ - 153 graduates from the competency-based WBL programmes in 2014³⁷¹, and 163 graduates from GITC in 2009³⁷² (not all in WBL programmes).</p> <p>Operated by: Republic Bank, Guyana</p> <p>Elements of the programme³⁷³:</p> <ul style="list-style-type: none"> Participants are placed in departments across the bank's branch network where they learn about banking operations On completion of the programme, participants receive the CVQ certification in Banking Operations Level I. <p>Target Group: School leavers with interest in banking and academic background in business/office-related subjects</p>

³⁶⁸ Guyana Sugar Corporation Inc. <http://guysuco.gy/index.php/en/careers/training/item/66-work-study>

³⁶⁹ Information on the programmes at these two institutions acquired from: GTI - <http://www.education.gov.gy/web/index.php/allied-arts-unit/item/879-the-government-technical-institute> and GITC - <http://www.education.gov.gy/web/index.php/allied-arts-unit/item/875-guyana-industrial-training-centre>

³⁷⁰ "505 Graduate from the GTI", 9 December 2016. <http://guyanachronicle.com/2016/12/09/505-graduate-from-gti>

³⁷¹ "GTI's 2014 graduation ceremony finds the institute brimming with optimism". <https://www.stabroeknews.com/2014/business/12/05/gtis-2014-graduation-ceremony-finds-institute-brimming-optimism/>

³⁷² "Eighty Percent of Applicants Fail GITC Entrance Exams", 20 December 2009. <https://www.kaieteurnewsonline.com/2009/12/20/eighty-per-cent-of-applicants-fail-gitc-entrance-exams/>

³⁷³ Information obtained from: "Youth Link Apprentices Complete 7 Month Programme", <https://www.republicguyana.com/news/youth-link-apprentices-complete-seven-month-programme>

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Age Range: 16-19³⁷⁴</p> <p>Period of engagement: 7 months</p> <p>Source of funding: Republic Bank</p> <p>Stipend: Unknown</p> <p>Programme availability: Mainly urban</p> <p>Rationale: To allow young school leavers to gain an insight into the demands that will be placed on them in the business place, thereby giving the participants a competitive edge in what is still an extremely tight job market.</p> <p>Number of Beneficiaries: 28 in 2017</p>
	Other organization internships	<p>Operated by: Guyana Revenue Authority (GRA), Guyana Defense Force, Banks DIH.</p> <p>Elements of the programme: Participants are placed in different departments to learn the nature of jobs available there</p> <p>Target group: Secondary school leavers to post-secondary and tertiary students</p> <p>Stipend: Unknown</p> <p>Rationale: To give young people exposure to the workings of these organisations</p> <p>Number of beneficiaries: GRA (2016) - 100+ students³⁷⁵, GDF (2014) - 140³⁷⁶, Banks DIH (2014) - 60³⁷⁷</p>
Job brokering and Job matching assistance Programmes: Job search assistance (CV, interview preparation) carried out by public or private organizations	Central Recruitment and Manpower Agency	<p>Operated by: CRMA under the Ministry of Labour</p> <p>Elements of the Programme:</p> <ul style="list-style-type: none"> • Register unemployed persons seeking employment • Maintain a record of notified vacancies in the public and private sectors • Match jobseekers with vacancies and arrange interviews for job seekers • Provide advice and career guidance and counselling to those seeking employment • Website available to make services more accessible and hard copies of forms in offices for people without internet access • Also holds job fairs to extend reach into communities <p>Target group: Unemployed persons/job seekers</p> <p>Age range: Beneficiaries tend to be between 16-35³⁷⁸</p>

³⁷⁴ Republic Bank Guyana - <https://republicguyana.com/about/youth-link-programme-criterion>

³⁷⁵ Information on the GRA internship acquired here: “GRA bids farewell, best wishes to students as Work Study attachment ends”, 30 August 2016. <http://www.gra.gov.gy/publications/press-releases/509-gra-bids-farewell-best-wishes-to-students-as-work-study-attachment-ends>

³⁷⁶ Information on the GDF internship acquired here: “One hundred and forty students gained Work-study experience with the GDF in 2014”. <http://www.gdf.mil.gy/index.php/read-more/365-one-hundred-and-forty-students-gained-work-study-experience-with-the-gdf-in-2014.html>

³⁷⁷ Uncertain if still running. Information on the Banks DIH internship acquired here: “Sixty students attending Work Study at Banks DIH Limited”, 30 July 2014. <https://www.banksdih.com/?q=publication/sixty-students-attending-work-study-banks-dih-limited>.

³⁷⁸ “Over 1500 youths acquire jobs via Central Manpower and Recruitment Agency”, 18 August 2016. <https://www.kaieteurnewsonline.com/2016/08/18/over-1500-youths-acquire-jobs-via-central-manpower-and-recruitment-agency/>

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Availability: Urban and rural areas</p> <p>Rationale for the programme: Provision of labour market information to job seekers to facilitate entry into the labour market</p> <p>Number of beneficiaries: 2911 registered with 2385 placed in jobs in 2014³⁷⁹.</p>
Labour rights sensitization	CRMA Seminars	<p>Operated by: CRMA under the Ministry of Labour</p> <p>Elements of the Programme: While not exclusively about labour rights, seminars hosted by the CRMA dealing with work-readiness include labour rights sessions³⁸⁰</p> <p>Target: Unemployed persons, mainly youth</p> <p>Age range: 16-35</p> <p>Programme availability: different regions of Guyana</p>

Table 33 - Guyana: Interventions Aimed at Providing Job Opportunities Specifically for Young Women And Men

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Public Works and Public Employment Schemes	No interventions were identified in this area	
Subsidies to employers for hiring youth	No interventions were identified in this area	

Table 34 - Guyana: Interventions Aimed at Supporting Youth Entrepreneurship

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system	Business subjects in secondary school	<p>Operated by: Ministry of Education</p> <p>Elements of programme:</p> <ul style="list-style-type: none"> • There is no youth entrepreneurship training programme within the education system. However, the curriculum offers Business subjects: Office Administration, Electronic Document Preparation and Management, Economics, Principles of Business (POB) and Principles of Accounts (POA). • These subjects are not compulsory with students generally choosing their preferred 5 to 8 subjects to attempt for the CSEC examinations.

³⁷⁹ “Recruitment Agency secured jobs for 2,385 persons in 2014”, 14 January 2015. <http://www.inewsguyana.com/recruitment-agency-secured-jobs-for-2385-persons-in-2014/>

³⁸⁰ “CRMA host seminar to benefit the unemployed”, 5 October 2017. <http://gina.gov.gy/crma-host-seminar-to-benefit-the-unemployed/>

		<p>Target group: Students in upper secondary school (CSEC prep grades)</p> <p>Age range: 14-17</p> <p>Period of engagement: 2 years</p> <p>Programme availability: rural and urban</p> <p>Number of beneficiaries: 40% of students attempted POB, 23% attempted POA, 30% attempted office administration, and 9% attempted Economics in 2011³⁸¹</p>
<p>Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system</p>	<p>Entrepreneurial Training component of National Training Project for Youth Employment (NTPYE)</p>	<p>Operated by: Ministry of Labour, Human Services and Social Security</p> <p>Elements of the Programme: Training in micro enterprise management</p> <p>Target group: Out of school young men and young women</p> <p>Availability: Urban and rural areas</p> <p>Rationale for the programme: Provide support for micro enterprise development</p> <p>Number of beneficiaries: 1500-2000 per year</p> <p>*The NTPYE has been discussed in further detail above.</p>
	<p>Youth Entrepreneurial Skills Training Programme</p>	<p>Operated by: Department of Culture, Youth and Sport under the Ministry of Education</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Craft and technical skills training in Business Studies, Garment Construction, Carpentry, Refrigeration and Air Conditioning, Masonry, Electrical Installation, Welding Fabrication, Plumbing, Sheet Metal, Furniture Making, Motor Mechanics • Remedial literacy and numeracy skills training and IT training • Entrepreneurial skills training • Work placement at different partner organisations • Programme also may involve recreational activities, counselling and workshops on issues such as sexual health and drugs. <p>Target group: Out of school, unskilled and unemployed young men and young women</p> <p>Availability: Urban and rural areas (Kuru Kuru Training Centre, Sophia Training Centre and Vryman's Erven Training Centre)</p> <p>Age range: 16-25 years</p> <p>Stipend: Yes but amount unknown</p> <p>Length of training period: 10 months at KKTC, 6 months at other two centres. 6-week work attachment</p> <p>Rationale for the programme: The program aims to create a link between skills training and entrepreneurship and boost the employment opportunities available to the youths of Guyana.</p> <p>Number of beneficiaries: 379 in 2016³⁸²</p>

³⁸¹ Author's calculations based on data for grade distribution for CSEC subjects in Guyana (2011) and number of candidate entries for CSEC 2011. Ministry of Education. "Brief analysis of CSEC 2011 results", 12 August 2011. <http://educationgy.org/web/index.php/about-moe/item/233-brief-analysis-of-csec-2011-results>

Ministry of Education. Statistical Digest Examinations 2011. https://education.gov.gy/web/index.php/downloads/doc_details/761-examinations-2011.

³⁸² "379 students graduate from YEST programme", 15 July 2016. <http://gina.gov.gy/379-students-graduate-from-yest-programme/>

	Training and Business Support Services offered by Organisations providing credit	*Mention of these services are included along with the financial services provided in the subsection below.
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	Guyana Business Trust (GYBT)	<p>Operated by: Guyana Youth Business Trust (established under the NGO Institute of Private Enterprise Development)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • GYBT provides collateral-free micro and small business loans, mentorship, business advisory services and training in areas such as entrepreneurship development, business finance and marketing. • Types of youth enterprises funded include: agriculture, farming, food processing, fishing, agro-processing, furniture manufacturing, beauty salons, barber shops, workshops, computer services, transportation, entertainment, garment manufacture, craft manufacture, tourism and other areas. <p>Target group: Young men and young women</p> <p>Age range: 18-35 years</p> <p>Rationale for the programme: Cater to the entrepreneurial development needs of young people who may have business ideas but not enough know how or resources to get started</p> <p>Number of beneficiaries: 300 youth received loans totaling GYD \$63 million (USD\$303,000) in 2009³⁸³</p>
	Small Business Bureau (SBB)	<p>Operated by: Small Business Bureau</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Established under the Small Business Act (2004) • Under the government's Micro and Small Enterprise Development Project, the SBB provides grants (average GYD \$300,000 (USD \$1443)³⁸⁴ each and facilitates access to loans from local financial institutions for small businesses. • Loans <ul style="list-style-type: none"> ○ For SBB clients, interest rates on loans are subsidised (6% per annum) at local financial institutions (such as the Institute of Private Enterprise Development (IPED), Republic Bank (Guyana) Limited and Guyana Bank for Trade and Industry and Commerce (GBTI)) and the SBB provides collateral guarantees of up to 40% of the loan value³⁸⁵. ○ Maximum loan value – GYD \$30 million (USD \$144,000)³⁸⁶ • Priority is given to low carbon sectors. • It also provides business training eg. Market research, business management etc, in-house and via external

³⁸³ “Youth business trust aims to double loans”, Starbroek News, 13 March 2009. <https://www.starbroeknews.com/2009/business/03/13/youth-business-trust-aims-to-double-loans/>

³⁸⁴ “SBB signs MoU with 12 organisations to train young entrepreneurs”, 28 July 2016, Guyana Information Agency. <http://gina.gov.gy/sbb-signs-mou-with-12-organisations-to-train-young-entrepreneurs/>.

³⁸⁵ Small Business Bureau (2013). *Small Business Bureau Annual Report 2013*. <https://sbb.gov.gy/wordpress/wp-content/uploads/2016/12/SMALL-BUSINESS-2013-AR.pdf>

³⁸⁶ “Small Business Bureau Expanding to Hinterland Areas”, Guyana Information Agency, 15 December 2016. <http://gina.gov.gy/small-business-bureau-expanding-to-hinterland-areas/>

		<p>institutions to small businesses, and a mini-resource centre which provides services such as designing and printing of brochures and providing internet access, emailing, faxing, printing, etc.</p> <p>Target group: Small businesses registered with the bureau</p> <p>Age range: Not specified</p> <p>Programme availability: Urban but has business registration offices across Guyana</p> <p>Source of Funding: Government of Norway, Government of Guyana and local FIs</p> <p>Rationale: To support the development of the Micro and Small Business sectors</p> <p>Number of beneficiaries: Number of grants available in 2017: 500³⁸⁷. In 2016, 56 loans valued at USD \$1m were facilitated and 72 grants were approved³⁸⁸</p> <p>Future plans: Plans were in place to expand offices to the hinterland in 2017 and to expand services and grants to youth³⁸⁹. Plans were also announced in the 2018 budget to establish a GYD \$100 million (USD \$494,000) Small Business Development Fund to provide grants under the SBB.</p>
	Institute of Private Enterprise Development Loans and Training	<p>Operated by: Institute of Private Enterprise Development (Not for profit, NGO)</p> <p>Elements of the Programme:</p> <ul style="list-style-type: none"> • Provides business guidance, technical assistance, training and finance to micro and small business entrepreneurs enabling them to build sustainable enterprises. • Support services provided to all loan beneficiaries • Loans and support are especially provided to entrepreneurs in the agricultural sector <p>Target group: Micro and small business entrepreneurs especially in agriculture</p> <p>Age range: Not specified but beneficiaries include youth aged 18-25 and 26-30.</p> <p>Programme availability: Urban and rural</p> <p>Rationale: To improve livelihoods by building sustainable micro and small enterprises</p> <p>Number of beneficiaries: 5472 loans in 2014 with an average loan size of USD \$2760. Number of youth beneficiaries (18-25) – 109, ages 26-30 – 221³⁹⁰</p>
	Sustainable Livelihood and Entrepreneurial Development (SLED) Projects	<p>Operated by: Ministry of Social Protection (formerly under Ministry of Communities)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Provides interest-free cash grants to registered groups and associations, needing the economic boost to improve their economic enterprises.

³⁸⁷ Ibid.

³⁸⁸ “Small Business Bureau approved US\$1M in loans for budding entrepreneurs in 2016”, 22 December 2016. <http://www.inewsguyana.com/small-business-bureau-approved-us1m-in-loans-for-budding-entrepreneurs-in-2016/>

³⁸⁹ “Small Businesses critical to Guyana economy – Deputy Governor, Bank of Guyana”, DPI Guyana, 13 September 2017. <http://gina.gov.gv/small-businesses-critical-to-guyana-economy-deputy-governor-bank-of-guyana/>

³⁹⁰ Institute of Private Enterprise Development Ltd (2014). Annual Report 2014. http://ipeddev.socialrankmedia.com/wp-content/uploads/2017/07/IPED_Annual_Report_2014.pdf.

		<ul style="list-style-type: none"> • Projects have been funded mainly in agriculture and agro-processing with some in catering and hospitality³⁹¹ • Also works with non-profit organisations, like the Canadian funded Caribbean Local Economic Development Project (CARILED), to provide training and capacity building to beneficiaries of the grants³⁹². <p>Target group: Youth in cooperatives and other associations as well Youth-friendly societies eg. Children's Sake Foundation which received funding in 2016</p> <p>Programme availability: Urban and rural (9 regions of Guyana)</p> <p>Source of Funding: Government of Guyana</p> <p>Rationale: To provide support for the expansion of the local economy in communities across the nation and to aid small enterprises with the goal of stimulating youth employment</p> <p>Number of beneficiaries: 10 projects being funded in 2017 totalling GYD \$92.5m (USD \$445,000) mainly in the areas of agriculture and and agro-processing.³⁹³</p>
Hinterland Employment and Youth Service (HEYS)		<p>Operated by: Ministry of Indigenous People's Affairs</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Launched as part of the GoG's Plan of Action for Hinterland Development. • Rural youth receive training in literacy and numeracy, life skills, entrepreneurial skils and technical and vocational skills. • Participants are eligible to receive business grants upon submission of viable business plans. • Monthly workshops on areas of importance such as sexual health, domestic violence etc. <p>Target group: Out of school rural youth in 106 villages in the hinterland – regions 1, 7, 8 and 9³⁹⁴</p> <p>Age range: 15-35</p> <p>Period of Engagement: 1 year</p> <p>Stipend: GYD \$30,000 per month – actually receive \$20,000 with \$10,000 being saved on participants' behalf to be transferred at the end of the program³⁹⁵</p> <p>Programme Availability: Rural</p> <p>Source of Funding: Government</p> <p>Rationale: Designed to engage the youth population, and improve their entrepreneurial skills, in areas of joinery, masonry, auto mechanic, electrical engineering, craft, and information technology.³⁹⁶</p>

³⁹¹ “\$1.7 billion for youth programmes – Budget 2018”, Department of Public Information, 28 November 2017. <http://gina.gov.gy/1-7-billion-for-youth-programmes-budget-2018/>

³⁹² Sustainable Livelihood and Entrepreneurial Development (SLED) Projects. Ministry of Communities, Guyana. <http://communities.gov.gy/?project=sustainable-livelihood-and-entrepreneurial-development-sled-projects>

³⁹³ This figure is for 2017. DPI Guyana, “SLED projects well underway -10 funded thus far”, 29 September 2017. <http://gina.gov.gy/sled-projects-well-underway-10-funded-thus-far/>

³⁹⁴ Ministry of Indigenous Affairs. <https://moipa.gov.gy/hinterland-employment-and-youth-service/>

³⁹⁵ “Ministry plans massive extension of hinterland youth skills programme”, Starbrouck News, 17 January 2016. <https://www.starbroucknews.com/2016/news/stories/01/17/ministry-plans-massive-extension-hinterland-youth-skills-programme/>

³⁹⁶ More Empowerment Training for Youth in 2017. Ministry of Education, Guyana. <http://educationgy.org/web/index.php/mediacenter/external-sources/item/2493-more-empowerment-training-for-youth-in-2017>

		<p>Number of beneficiaries: 1,976 youth, consisting of 579 males and 1,397 females in 2016. *Scheduled to end in August 2018</p>
Special market shares for youth for government contracts or similar other	Youth Innovation Project of Guyana	<p>Operated by: Department of Youth under the Ministry of Education Elements of the programme³⁹⁷:</p> <ul style="list-style-type: none"> National competition to promote innovation among youth by inviting them to submit proposals for solutions to problems in their communities in the areas of or by applying Science, Technology, Engineering, Anthropology, Archaeology, the Arts, Architecture, Mathematics and Spirituality (STEAMS), while fostering a green economy. Participants may enter as individuals or teams of up to 10 persons and must be members of a club or organisation that is registered with the Ministry. Winning proposals will receive funding from the Government – grants available up to GYD \$2m³⁹⁸ <p>Target group: Young men and women in the 10 regions of Guyana Age range: 16-35 Programme availability: Rural and urban Period of engagement: Call for proposals in May, announcement of winners and disbursements in September Source of funding: Government of Guyana (Budget 2017) Rationale: To decrease unemployment amongst young Guyanese and to engage them in the development of a Green State through the application of STEAMS Number of beneficiaries: 25 groups selected and awarded grants³⁹⁹ Future plans: Competition expected to take place again in 2018 with allocated budget of GYD \$50m in the 2018 Budget.</p>
Government Procurement Share (Small Business Act, 2004)		<p>Operated by: Government of Guyana, enforced by the Small Business Council which oversees the Small Business Bureau Elements of the Programme:</p> <ul style="list-style-type: none"> The Small Business Act of 2004 includes the provision: “The Government shall use its best endeavours to ensure that <u>at least twenty percent</u> of the procurement of goods and services required annually by the Government is obtained from small businesses” Further the act specifies that “for this purpose, the [Small Business] Council shall prepare annually a Small Business Procurement Programme”⁴⁰⁰. The Small Business Council is also required to provide an update on implementation progress in its annual small business report. <p>Target group: Small businesses registered with the Small Business Bureau. Not exclusive to youth but youth may benefit. Number of beneficiaries: Although law is in place, has not yet been put into practice. In 2017, training workshops were executed by the</p>

³⁹⁷ Ministry of Education. “Youth Innovation Project of Guyana – YIPoG.” <https://education.gov.gy/web/index.php/projects/yipog>

³⁹⁸ “\$1.7 billion for youth programmes – Budget 2018”, GINA, 28 November 2017. <http://gina.gov.gy/1-7-billion-for-youth-programmes-budget-2018/>

³⁹⁹ “25 innovative projects awarded grants by MoE”, Guyana Times, 16 September 2017. <https://guyanatimesgy.com/25-innovative-projects-awarded-grants-by-moe/>

⁴⁰⁰ Government of Guyana, *Small Business Act (2004)*. http://sbb.intellectstorm.com/wordpress/wp-content/uploads/2016/10/Small_Business_Act_2004.pdf

		Small Business Bureau to equip small businesses /contractors to better bid for government contracts. A system to measure how much of government procurement goes to small business also has to be set up ⁴⁰¹ .
--	--	---

Table 35 - Guyana: Interventions Aimed at Facilitating The (Re)Integration of Young Women And Men from Vulnerable Backgrounds

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Psychological and Career Counseling and training services for: Juveniles, first offenders, and youth emancipating from crime	Aftercare Programme	<p>Operated by: Probation Department</p> <p>Elements of the Programme:</p> <ul style="list-style-type: none"> • Technical skills training in the areas of electrical installation, mechanic, tailoring, information technology, agriculture and academics. • Counselling and anger management services • Follow-up checks over a six-month period to ensure behaviour adjustments after release <p>Target group: Juveniles (male and female) at the New Opportunity Corps and Juvenile Detention Center, Essequibo</p> <p>Age range: 11-17</p> <p>Rationale: To rehabilitate youths in penal institutions</p> <p>Number of Beneficiaries: 70 juveniles at the NOC⁴⁰²</p>
Youth with problematic background	Skills and Knowledge for Youth Employment (SKYE)	<ul style="list-style-type: none"> • Operated by: The Education Development Centre (EDC) • Elements of the programme: <ul style="list-style-type: none"> - Provides training in work skills and life skills to at-risk youth. Literacy skills training for those who need it. - Mentorship which helps link youth to educational/employment opportunities – each participant is paired with a coach - Advances the use of alternate justice and legal diversion options for non-violent youth within the juvenile justice system • Target group: At-risk youth: including school dropouts; youth without academic qualifications and low literacy, youth who have been involved with the justice system, youth from areas with high crime and poverty and from broken homes⁴⁰³ • Age range: 15-24 • Funded by: the United States Agency for International Development (USAID) • Period of engagement: 6-12 months • Availability: Urban and rural areas

⁴⁰¹ “Small businesses are being equipped to bid for gov’t contracts”, GINA, 11 April 2017. <http://gina.gov.gy/small-businesses-are-being-equipped-to-bid-for-govt-contracts/>

⁴⁰² As at September 2017. Uncertain whether these all benefit from the Aftercare Programme. “NOC on verge of transformation”, Guyana Chronicle, 17 September 2017. <https://guyanachronicle.com/2017/09/17/noc-on-verge-of-transformation>

⁴⁰³ USAID (2014). *Evaluation of the Guyana Skills and Knowledge for Youth Employment Program: Mid Term Performance Evaluation*, p. 19.

		<ul style="list-style-type: none"> • Rationale for the programme: to reduce crime by enhancing skills and increasing economic opportunities for at-risk youth. • Number of beneficiaries: 2200 trained over life-cycle of the project (since 2011), 1000 linked to full-time employment, 300 received entrepreneurship training, 160 received grants and started micro-businesses⁴⁰⁴ • Future Plans: SKYE ended in December 2016. It will be succeeded by the USAID-funded US \$64m Youth Empowerment Service Programme for which an MoU was signed in early 2017⁴⁰⁵
YouthBiz 592 Entrepreneurship Skills Training Programme		<p>Operated by: Ministry of Public Security (in collaboration with the Ministry of Education and Ministry of Business)</p> <p>Executed by: YouthBuild USA and the Small Business Bureau of Guyana</p> <p>Elements of the programme⁴⁰⁶:</p> <ul style="list-style-type: none"> • Programme falls under Guyana's Citizen Security Strategy • Entrepreneurship skills training and coaching in how to start a business • Life skills and leadership training • Psychosocial support including counselling • Engagement in community service projects • Follow up support from the Small Business Bureau <p>Target group: At-risk youth including youth who have been abused, school drop outs and teenage mothers</p> <p>Age range: 18-25⁴⁰⁷</p> <p>Funded by: Inter-American Development Bank Grant</p> <p>Period of engagement: 3 months</p> <p>Availability: Regions 4 and 6</p> <p>Stipend: Daycare services and stipend for transportation</p> <p>Finance: Start up grant of USD \$1500 made available to participants</p> <p>Rationale for the programme: To position at-risk to become economically self-sufficient and to play positive roles within their communities</p> <p>Number of beneficiaries: 86 youth from the two regions (target was initially 40 from each), 85 graduated. 72 received small grants⁴⁰⁸</p> <p>Future plans: This was a pilot programme for 2017. The programme was expanded to the area of Berbice in September 2017 with 270 at-risk youth targeted over the following 9 months.</p>

⁴⁰⁴ “USAID SKYE Program in Guyana Successfully Concludes”, US Embassy in Guyana, 30 November 2016. <https://gy.usembassy.gov/usaid-skye-program-guyana-successfully-concludes/>

⁴⁰⁵ “Guyana taps into US\$64M fund to tackle youth crime, violence”, Guyana Times, 12 May 2017. <https://guyanatimesgy.com/guyana-taps-into-us64m-fund-to-tackle-youth-crime-violence/>

⁴⁰⁶ “Skills training programme launched for at-risk youths”, Guyana Times, 22 April 2017. <https://guyanatimesgy.com/skills-training-programme-launched-for-at-risk-youths/>

⁴⁰⁷ “Sophia, Angoy’s Avenue youths benefit from SBB’s entrepreneurship programme”, GINA, 24 March 2017. <http://gina.gov.gy/sophia-angoys-avenue-youths-benefit-from-sbbs-entrepreneurship-programme/>

⁴⁰⁸ Youth Build. “Youth Graduate from Successful Entrepreneurship Program in Guyana”, 27 June 2017. <https://www.youthbuild.org/update/youth-graduate-successful-entrepreneurship-program-guyana>

		Subsequently expected to target 900 youth annually in Regions 1, 3, 4, 5, 6 and 10 (until 2020) ⁴⁰⁹
--	--	--

Table 36 - Guyana: Interventions Aimed at Facilitating Intra Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
National availability of CVQ		<p>Operated by: Council for TVET (CTVET)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Accredited in March 2016 At the end of 2016, six (6) institutions and centres had been registered and approved as CVQ centres, while five (5) more were in the process of approval in 2017 Certification generally up to Level I. Plans were underway in 2017 to implement CVQ pilot in secondary schools beginning in September 2017⁴¹⁰ <p>Programme availability: Urban and rural⁴¹¹</p> <p>Number of beneficiaries: 391 certificates awarded at the start of 2017 from 5 institutions⁴¹².</p> <p>Capacity of Assessors: Met the required standard</p> <p>Future plans:</p> <ul style="list-style-type: none"> Registering and approval of all training centres and post-secondary institutions in Guyana Register and approve additional occupational areas The Caribbean Development Bank-funded TVET Skills Development and Employability Project which runs from 2017-2021 is set to improve the facility standards – both physical and human resource – at 7 secondary schools to be able to offer CVQ levels I and II⁴¹³.
National availability of Prior Learning Assessment and Recognition (PLAR)		<p>Operated by: Council for TVET</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Three Centres of excellence have been identified for PLAR implementation. They are the Government Technical Institute (GTI), Linden Technical Institute (LTI) and Essequibo Technical Institute (ETI). As at 2016 end, lecturers had been trained from the GTI in the areas of Data Operations and Automotive

⁴⁰⁹ “Some 300 Berbice youths to benefit from Tech/Vocational Training”, GINA, 22 September 2017. <http://gina.gov.gy/some-300-berbice-youths-to-benefit-from-techvocational-training/>

⁴¹⁰ “Caribbean level vocational qualification to be offered at secondary schools”, Department of Public Information, 2 February 2017. <http://gina.gov.gy/caribbean-level-vocational-qualification-to-be-offered-at-secondary-schools/>

⁴¹¹ The Government Technical Institute and the Guyana Industrial Training Centre are located in urban areas while Mahaicony Technical and Vocational Training Centre, Leonora Technical and Vocational Training Centre and Essequibo Technical Institute are located rurally. The Republic Bank Training and Development Centre is located in an urban area while training is done at the different branches across the country

⁴¹² “Close to 400 students to receive CVQ certificates”, GINA, 7 April 2017. <http://gina.gov.gy/close-to-400-students-to-receive-cvq-certificates/>

⁴¹³ “CDB, Guyana boosting TVET to improve workforce”, Caribbean Development Bank, 17 November 2017. <http://www.caribank.org/news/cdb-guyana-boosting-tvet-improve-workforce>

GUYANA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Electrical/ Electronic Services and Repairs to facilitate its implementation.</p> <ul style="list-style-type: none"> • The Council for TVET was expected to train the Lecturers from the LTI and ETI in 2017. Those institutions will be offering the Heavy Equipment Maintenance and Data Operations Programmes respectively. • Does the capacity of assessors and verifiers for PLAR meet the required standard? In process⁴¹⁴

(v) ANALYSIS of FINDINGS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

In Guyana, interventions to provide work experience to youth as a means of facilitating their transition from school to work are dominated by apprenticeship programmes, particularly for out-of-school, low-skilled, unemployed youth. Arguably, this focus is warranted given the low rate of secondary school matriculation in Guyana with only 28% of public school students achieving a full certificate to graduate in 2015⁴¹⁵. While information is lacking to be able to evaluate the quality and labour market outcomes of the apprenticeships offered, in principle, the design of these programmes seems to be relevant, providing young people with elementary skills in a host of vocational areas to progress to employment or further training, and including literacy and numeracy skills training which this group may need. Other design features such as the provision of training in the area in which young people live, as is the case with the National Training Project for Youth Empowerment (NTPYE), and the provision of a stipend in almost all programmes are also important for increasing programme accessibility.

In terms of room for improvement, these programmes may have some. With some exceptions, skills training is not focused in areas identified among Guyana's growth sectors including ICTs, oil and gas, the green economy and tourism⁴¹⁶ and thus do not fit the ideal of market demand-driven training. Consequently, young people trained in these programmes may find themselves with limited opportunities in the job market. Some plans are afoot to rectify this with the NTPYE set to introduce training in these areas in the future⁴¹⁷.

Concerns of duplication and a lack of coordination may also be relevant with the two major programmes – the NTPYE and the Youth Entrepreneurial Skills Training (YEST) programme – being almost identical in

⁴¹⁴ Information provided by the National Training Agency of Guyana

⁴¹⁵ Ministry of Communities. "Young, educated, employed and enterprising". Address by His Excellency David Granger at the Sustainable Livelihood and Entrepreneurial (SLED) Initiative Award Ceremony. 21 August 2016. <http://moc.gov.gy/young-educated-employed-and-enterprising/>

⁴¹⁶ Government of Guyana (2017). *Budget 2018: The Journey to the Good Life Continues.* <https://finance.gov.gy/minister-of-finance-budget-speech-for-budget-2018/>

⁴¹⁷ "BIT's training geared to meet future industry needs, but more resources needed – Chairman". Department of Public Information. 18 July 2016. <http://gina.gov.gy/bits-training-geared-to-meet-future-industry-needs-but-more-resources-needed-chairman/>

their training and apprenticeship components and falling under two different agencies; the Board of Industrial Training (BIT) under the Ministry of Social Protection and the Department of Culture, Youth and Sport under the Ministry of Education, respectively. Such concerns have been acknowledged by the BIT with plans being similarly announced to correct the situation⁴¹⁸.

Work placement opportunities appear to be generally more limited for youth pursuing higher levels of skills training and for those in tertiary education. Work-based learning programmes at the Government Technical Institute (GTI) and Guyana Industrial Training Centre (GITC) have faced problems of a lack of work placement opportunities, with projects contracted by ministries at the schools often being substituted instead, in addition to problems with the quality of training at the institutions⁴¹⁹. Based on the data collected in this mapping, internship programmes available to youth in tertiary education are also few. Considering the problems of unemployment and underemployment even among tertiary-educated youth in Guyana, as well as the outmigration of skilled labour⁴²⁰, this gap may be a cause for concern.

Based on the average number of beneficiaries per year in the various programmes, a rough estimate of the coverage of work experience interventions in Guyana can be calculated. This figure stands at around 3200 Guyanese youth reached per year which amounts to about 19% of all unemployed youth in the country⁴²¹. Considering that the NTPYE, which has the largest reach at around 1500-2000 beneficiaries per year, targets persons aged 15-35, the actual coverage is likely to be lower. While caution must be taken not to read too much into this rudimentary calculation, a preliminary assessment would seem to hint that youth in Guyana are inadequately covered by the available programmes for work experience.

Job Matching Assistance: Job Brokering and Job Search

Job matching assistance in Guyana is provided predominantly by the Central Recruitment and Manpower Agency (CRMA) under the Ministry of Labour. The organisation offers a range of essential services including matching jobseekers with vacancies from its database, setting up job interviews, and providing career guidance including directing youth into skills training where appropriate. Although not exclusive to youth, the agency tends to focus on and reach younger persons (16-35) which augurs well for youth seeking to use these services as the agency will be familiar with their needs and how to deal with them. It should be noted, though, that the limited functionality of the CRMA's website and limited availability of services online may deter young people who are unwilling to make the effort to visit an office. Data from the latest Labour Force survey also suggests that employment services are a scarcely utilized job search method by young people⁴²².

⁴¹⁸ "Board of Industrial Training", Guyana Chronicle. 20 July 2016. <http://guyanachronicle.com/2016/07/20/board-of-industrial-training>

⁴¹⁹ K. Tada (2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished, p. 21-22.

⁴²⁰ USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report, p. 65.

⁴²¹ Percentage covered estimate calculated by dividing the rough total of the number of beneficiaries from the mapped programmes per year by the estimated number of unemployed youth in Guyana in 2017. This latter estimate was calculated using the UN population division's estimate of the size of the youth population, ILO-modelled estimates of the youth labour force participation rate, and youth unemployment rate from the World Bank's World Development Indicators.

⁴²² An analysis of the data from the third quarter of the 2017 of the Guyana Labour Force Survey indicates that only x% of the 15-24 declared to rely on employment services as their preferred job search method

While more data is needed to comprehensively evaluate the CRMA's operations, additional existing evidence points to the effectiveness of the agency being somewhat limited. One problem identified is that jobseekers perform poorly at the interviews they are sent to and thus return repeatedly⁴²³. Interview workshops have been established to try to tackle this problem.

Job vacancies advertised through the CRMA also tend to be mainly for semi-skilled and unskilled positions such as factory employees, cashiers, cooks and labourers⁴²⁴. While this may be a reflection of the structure of the economy itself, to the extent that better jobs are not advertised with the CRMA, the opportunities to which youth accessing the agency's services are directed may not be the best available, and unemployed youth with higher qualifications will be poorly served.

Finally, rough estimates suggest that the reach of the CRMA is very small. In 2014, 2385 jobseekers were placed in employment while 2911 were registered with the agency⁴²⁵ compared to approximately 16,462 unemployed youth in 2017⁴²⁶ or 16,811 according to the 2012 census⁴²⁷. This means that the agency covers only an estimated 11-14% of the unemployed youth population, with the actual percentage covered likely to be lower given that beneficiaries are not confined to youth.

Job Matching Assistance: Labour Rights Awareness and Sensitisation

The Central Recruitment and Manpower Agency is also the main agency identified as providing labour rights awareness services in Guyana. Such services are, however, very limited; being included only as part of ad hoc work-readiness seminars hosted by the agency across the country for unemployed persons. The likelihood of youth benefitting from this type of intervention, therefore, is conditional on their active engagement with the CRMA by attending its sessions. As discussed previously, this reach is likely to be very small.

Interventions Providing Job Opportunities for Youth

Like most countries in the Caribbean, no interventions were found in the area of directly providing job opportunities to youth in Guyana, whether by public employment schemes or by subsidies to employers.

Youth Entrepreneurship Interventions

General Education System

⁴²³ "CRMA is collaborating to ensure all Guyanese are employed gainfully", Department of Public Information, 8 June 2017. <http://gina.gov.gy/crma-is-collaborating-to-ensure-all-guyanese-are-employed-gainfully/>

⁴²⁴ "Over 1500 youths acquire jobs via Central Manpower and Recruitment Agency", Kaieteur News, 18 August 2016. <https://www.kaieteurnewsonline.com/2016/08/18/over-1500-youths-acquire-jobs-via-central-manpower-and-recruitment-agency/>.

⁴²⁵ "Recruitment Agency secured jobs for 2,385 persons in 2014", INews Guyana, 14 January 2015. <http://www.inewsguyana.com/recruitment-agency-secured-jobs-for-2385-persons-in-2014/>.

⁴²⁶ See Guyana Labour Force Survey Bulletin q3 2017. Available at: <http://www.statisticsguyana.gov.gy/surveys.html#csurveys>

⁴²⁷ Bureau of Statistics Guyana (2012). Census 2012 Compendium III: Economic Activity. <http://www.statisticsguyana.gov.gy/census.html>

Again, consistent with the regional trend, there is no specific entrepreneurship training for youth within the education system in Guyana, although business-related subjects are offered at the upper secondary level under the regional Caribbean Examinations Council framework.

While recognising that these subjects cannot adequately substitute for entrepreneurship training, uptake of the subject, Principles of Business, gives an indication of the extent to which youth in Guyana have at least some exposure to the knowledge needed as potential future entrepreneurs. For 2011, an estimated 40% of all students attempting the Caribbean Secondary Education Certification (CSEC) exams attempted this subject⁴²⁸. Although popular relative to other subjects on offer at this level⁴²⁹ and having a high pass rate⁴³⁰, this coverage is far from the level needed to engender a culture of entrepreneurship among youth.

It should be noted though, that the Small Business Bureau in Guyana announced plans in late 2017 to expand its reach to post-secondary and tertiary educational institutions featuring plans for competitions to provide at least ten students with grants to start their own businesses⁴³¹. Still, the lack of entrepreneurship training throughout the education system represents a gap in the country's efforts to promote entrepreneurship as a means to curtailing youth unemployment.

Entrepreneurship Training and Support Services

Entrepreneurship training and business support services for youth in Guyana take two main forms. The first is microentrepreneurial skills training included as part of the government of Guyana's programmes to promote entrepreneurship via vocational skills development among out-of-school low-skilled youth. These include the similarly structured National Training Project for Youth Employment (NTPYE), the Youth Entrepreneurial Skills Training (YEST) Programme, both mentioned earlier, and the Hinterland Employment and Youth Service (HEYS) which targets rural youth in Guyana's hinterland.

Information on the details of this entrepreneurship training is unavailable to be able to evaluate its quality but problems previously identified with the NTPYE and YEST programmes in terms of coverage of unemployed youth, still apply. Although expanding, the HEYS has also faced challenges of limited coverage⁴³², and difficulties in financing the materials and equipment needed for training and in securing programme facilitators in the villages⁴³³. While not specific to the entrepreneurial skills training component

⁴²⁸ Author's calculations based on data for grade distribution for CSEC subjects in Guyana (2011) and number of candidate entries for CSEC 2011. Data sources: Ministry of Education. "Brief analysis of CSEC 2011 results", 12 August 2011. <http://educationgy.org/web/index.php/about-moe/item/233-brief-analysis-of-csec-2011-results>

Ministry of Education. Statistical Digest Examinations 2011. https://education.gov.gy/web/index.php/downloads/doc_details/761-examinations-2011

⁴²⁹ Surpassed by only Social Studies (61%) and compulsory maths and English. Integrated Science had an uptake (40%).

⁴³⁰ The pass rate in 2016 was 85%. Source: "CSEC 2016 Results: Marginal increase in overall pass rate", INews Guyana, 17 August 2016. <http://www.inewsguyana.com/csec-2016-results-marginal-increase-in-overall-pass-rate-see-list-of-schools-with-60-or-more-pass-rate/>

⁴³¹ "Small Businesses critical to Guyana economy – Deputy Governor, Bank of Guyana", Department of Public Information Guyana, 13 September 2017. <http://gina.gov.gy/small-businesses-critical-to-guyana-economy-deputy-governor-bank-of-guyana/>

⁴³² Based on reach of 1,976 youth in 2016.

⁴³³ "Ministry plans massive extension of hinterland youth skills programme", Starbroek News, 17 January 2016. <https://www.starbroeknews.com/2016/news/stories/01/17/ministry-plans-massive-extension-hinterland-youth-skills-programme/>

of the programme, these logistical challenges are likely to impact the ability to deliver this aspect as well. Still, the inclusion of such training in the design of these programmes is promising for exposing the youth who benefit to the opportunities of entrepreneurship as a means to decent employment and for giving them a start in this direction.

The second type of training is in the form of business training, mentorship and support services offered by organisations or programmes which provide and/or facilitate access to credit. In some cases, this may be stand-alone training workshops which can be accessed by youth, as applies to some of the training and mentorship provided by the Guyana Youth Business Trust and the Small Business Bureau, but more often, training and support services accompany the process of applying for or receiving finance.

While information is again lacking to be able to assess the quality of these services, their availability via several organizations and programmes in Guyana - four were identified in this mapping⁴³⁴ - is an encouraging sign for the future of youth entrepreneurship in the country. Further, the Government of Guyana is actively expanding these services, consistent with the objectives outlined in the 2016 National Youth Policy, with plans announced in the 2018 budget for the establishment of a new business incubator and for the expansion of the Small Business Bureau.

It should be noted that while numerous organisations and initiatives exist, at present, their reach appears to be limited as will be discussed further in the next subsection.

Special Access to Financial Services

As alluded to previously, there is considerable effort in Guyana to boost youth entrepreneurship as a means to securing decent employment for young people. This includes via the opening of credit channels for youth with some six organisations or programmes beyond the traditional financial institutions identified as serving this purpose. The financial products offered are generally more suited to youth, ranging from grants to the facilitation of subsidised loans with partial collateral guarantees at private financial institutions⁴³⁵.

At the time of reporting, however, the collective reach of these channels appears to be limited: around 300 grants and loans in total. The chief agency, the Small Business Bureau, which unofficially targets “young entrepreneurs”, facilitated 56 loans from traditional financial institutions and approved 72 grants in 2016 with the number going to youth being uncertain, while in 2017 the Sustainable Livelihood and Entrepreneurial Development (SLED) project was funding just 10 projects, also not exclusively going to young entrepreneurs. Similarly, the Youth Innovation Project of Guyana (YIPoG) awarded 25 grants to innovative group projects designed to provide solutions to local problems. While the Institute of Private Enterprise Development (IPED) has a massive loan portfolio with 5472 loans in 2014, only 109 of these were to youth beneficiaries⁴³⁶ and while the IPED-run Guyana Youth Business Trust issued 300 loans in

⁴³⁴ The Guyana Youth Business Trust, the Small Business Bureau, the Institute of Private Enterprise Development, and the Sustainable Livelihood and Entrepreneurial Development (SLED) Project run by the Ministry of Social Protection.

⁴³⁵ This latter product is offered by the Small Business Bureau.

⁴³⁶ This figure goes up to 330 if loans to persons aged 26-30 are included. Source: Institute of Private Enterprise Development Ltd (2014). Annual Report 2014. http://ipeddev.socialrankmedia.com/wp-content/uploads/2017/07/IPED_Annual_Report_2014.pdf.

2009, the organisation's activity since that time is uncertain⁴³⁷. Additionally, although the programme design of the HEYS includes making grant funding available to participants upon submission of business plans, information on the extent to which grants have actually been disbursed is not available.

It should be noted that a Small Business Development Fund providing grants totaling GYD \$100 million (USD \$494,000) has been established by the Government of Guyana in its 2018 budget to be administered by the Small Business Bureau. The SLED project has also, in the past, provided 99 at-risk youth with grants to start small businesses⁴³⁸. The prospects for expansion of this collective reach are therefore promising.

Even with expansion, some design problems are likely to pose challenges to youth in accessing finance for entrepreneurship. For example, grant applicants to the Small Business Bureau are rated based on business experience, the viability of business plans, and businesses must be registered, while subsidized loans include only 40% collateral guarantees and applications are to be made directly to the private financial institution which includes meeting their requirements⁴³⁹. Inexperienced youth with limited collateral may be either deterred or unsuccessful at fulfilling such criteria. Similarly, the new requirement in 2017 that SLED beneficiaries be youth collectives may act as another deterrent with young people lacking knowledge of this arrangement and having to inorganically group themselves to access finance, threatening the sustainability of resulting ventures⁴⁴⁰. This is equally the case with the Youth Innovation Project (YIPoG) which requires that youth be members of a club or organization registered with the Ministry of Education prior to applying, thus excluding some youth.

While the environment is promising, expansion and resolution of these and other design challenges are therefore necessary to ensure youth access to finance if entrepreneurship is to be a viable channel for youth employment in Guyana.

Special Market Shares

In Guyana, there are no special market shares allocated specifically to youth, however, provisions exist for a share of government procurement to be allocated to small businesses which may include those run by youth. Specifically, the Small Business Act (2004) provides for 20% of government procurement to be obtained from businesses registered with the Small Business Bureau. This provision has yet to be implemented with gradual efforts underway to move toward such implementation. Although not in place, the provision's existence is encouraging as an opportunity which young entrepreneurs may be able to access in the future.

Reintegration of Youth from Vulnerable Backgrounds

⁴³⁷ Citations and data sources for the figures regarding the reach of all these organisations were already made under the mapping and so have not been repeated here.

⁴³⁸ Under the SLED initiative, funding was given on an individual basis to 99 participants of the USAID-funded SKYE training programme for at-risk youth. Grants were received the total of GYD \$22.2m (USD \$107,000) in 2016. Source: "Over 200 jobs to be created through SLED Initiative in the medium term -160 youths from the 10 Regions graduated from the programme", GINA, 16 August 2016. <http://gina.gov.gy/over-200-jobs-to-be-created-through-sled-initiative-in-the-medium-term-160-youths-from-the-10-regions-graduated-from-the-programme/>

⁴³⁹ Small Business Bureau of Guyana. <https://sbb.gov gy/>

⁴⁴⁰ "SLED projects well underway -10 funded thus far", Department of Public Information, 29 September 2017. <http://gina.gov.gy/sled-projects-well-underway-10-funded-thus-far/>.

Limited programmes for youth in conflict with the law were identified in Guyana. While an Aftercare programme operates in the country's main juvenile detention centre providing counselling services and technical skills training, problems with the facility's capacity to effectively perform these functions have been acknowledged⁴⁴¹. Plans are underway to professionalise the organisation's staff and build capacity. No programmes were identified, however, to rehabilitate and re integrate older youth in conflict with the law such as those in adult prison institutions.

Significant efforts are being made to reintegrate at-risk youth in Guyana via two main programmes; the Youth Empowerment Service (YES) which is the successor to the USAID-funded Skills for Knowledge and Youth Employment (SKYE) programme, and the scaled-up successor to the pilot YouthBiz 592 Entrepreneurship Training Programme funded by the Inter-American Development Bank.

The strength of these programmes is in their holistic approach, providing psychosocial support, counselling, and life skills development along with technical and entrepreneurship skills training, finance for small business development, and literacy and numeracy skills training as needed. Another strength has been their focus on both at-risk male and female youth with the YouthBiz programme, for example, offering day care services to facilitate teenage mothers. Better targeting of at-risk youth is also expected with the YES programme as three levels of at-risk youth based on degrees of risk factors are to be identified and treated separately.

While data on the number of beneficiaries and outcomes points to the success of the predecessor programmes, similar data is as yet unavailable to assess these newer versions. Concerns exist for quality dilution with scaling up, in particular for the YouthBiz programme, which was formerly run by a US-based non-profit organization during the pilot and which featured personal counsellors who are to be replaced by Community Action Councils established in the various communities. Given the similarity of these two programmes, the possibility of duplication also naturally exists.

Facilitation of Intra-Caribbean Migration through the Caribbean Vocational Qualification (CVQ)

Based on the information collected for this mapping, the implementation of the CVQ framework in Guyana is an ongoing effort with just five institutions awarding some 391 CVQ certificates at the start of 2017 and eleven in total expected to have been accredited by the end of 2017. While it is a positive feature that accredited centres are found in both urban and rural areas, the fact that thousands of youth are receiving training without CVQ certification may limit their opportunities for intra-Caribbean migration to access a wider set of employment opportunities. It is possible, however, that measures may be put in place in the future to upgrade those holding National Vocational Qualification (NVQ) certifications to CVQs.

The piloting and planned expansion of CVQ training and certification up to Level II in secondary schools is also a promising step as it widens the access of youth in Guyana to the intra-regional employment opportunities just mentioned. Currently, information is lacking on the range of occupational skills areas in which CVQ certification is offered in Guyana to be able to assess this but plans to expand are encouraging. Similarly, expansion is needed to offer CVQs at levels above level I.

⁴⁴¹ “NOC on verge of transformation”, Guyana Chronicle, 17 September 2017.
<https://guyanachronicle.com/2017/09/17/noc-on-verge-of-transformation>.

Finally, based on the most recent information available, Prior Learning Assessment and Recognition has not yet been fully implemented in Guyana, preventing those youth with work experience from being certified.

(vi) CONCLUSION AND RECOMMENDATIONS

Based on the preliminary analysis presented above, a great deal of effort is being made in Guyana to promote youth employment especially via entrepreneurship and for out-of-school, low-skilled youth in both urban and rural areas. Still, gaps have been identified such as the lack of entrepreneurship training in the education system, insufficient job matching assistance services, and slow progress in the implementation of the CVQ framework. Areas have also been identified where improvements are needed to make the interventions effective including work placement opportunities and entrepreneurship training, support and financial services.

The following recommendations are therefore made to address some of these gaps and challenges under each intervention area:

General

1. Ad hoc establishment of a central coordinating agency for youth employment initiatives or strengthening of an existing unit or agency to perform this role

Currently, youth employment initiatives are scattered across different ministries and agencies which hinders the implementation of a coherent strategy. An agency should be established to serve this function, or an existing unit or agency should be empowered to adopt this role more aggressively. This should include collecting all the opportunities available to youth and associated information into one location, for example, a youth employment website that can be readily accessed by youth across Guyana.

Interventions to Facilitate School to Work Transition

2. Revision of programmes for out-of-school youth to address design problems

Skills training areas should be those for which there is an identified market demand including in the country's emerging growth sectors. The extent of duplication between programmes should also be assessed and remedied and coordination among different agencies offering similar services should be ensured. Ensuring accredited certification for youth graduating from these programmes is equally critical (NVQ and CVQ when available). Finally, evaluations should be conducted to properly assess the extent to which out-of-school youth in Guyana's different regions are reached by these programmes and expansions or contractions should be made accordingly.

3. Improvement and expansion of existing work placement opportunities for youth at higher skill levels and the introduction of such opportunities for youth in tertiary education

As much as possible, proper work placements should be included as part of existing apprenticeship programmes at technical institutes and further apprenticeship opportunities should be introduced as part of technical training in these and other technical institutions. Conditional on properly

evaluating the ability of tertiary educated youth to find jobs in Guyana, work placement opportunities should also be introduced for this subgroup if deemed to be needed.

4. *Expansion and upgrading of the Central Recruitment and Manpower Agency's services including offering more services online*

To expand the organisation's youth reach, a promising avenue would be to fix problems with its existing online services and to offer additional services online including workshops and interview preparation to reduce the deterrent of having to come into an office to benefit. Expansion should also include providing labour rights awareness and sensitisation information both online and to jobseekers who visit offices

5. *Introduction of labour rights awareness services to schools and as part of other government youth employment programmes*

The CRMA could conduct labour rights awareness sessions with secondary school students and such sessions could also be incorporated into the other training programmes offered by the government including HEYS, YEST, and NTPYE. The main youth employment coordinating agency should also provide information about labour rights online, at its office and at other points of contact with youth.

Interventions to Provide Job Opportunities to Youth

6. *Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies where such research does not already exist*

Although interventions in this area are lacking in Guyana, it does not follow that such interventions are automatically needed. Research must first be conducted to determine whether such interventions would work in the country context before they are introduced. Research would also be needed into the specific intervention design needed to ensure effectiveness.

Interventions to Promote Youth Entrepreneurship

7. *Introduction of entrepreneurship training in secondary school*

Where other avenues are not feasible, the easiest, albeit imperfect, avenue for achieving this outcome may be to make Principles of Business a compulsory subject for students attempting CSEC in secondary schools as a first step to ensuring youth have a foundation in entrepreneurship. The alternative would be the development and implementation of an independent curriculum for entrepreneurship training at the primary, secondary, and tertiary education levels, such as the 'Know About Business' curriculum developed by the International Labour Organisation (ILO) or the Secondary Early Entrepreneurial Development programme being piloted in Jamaica.

8. *Expansion of financial and training services and resolution of design problems*

In as much as possible, youth access to financial and business support services by business development organisations should be increased after a proper evaluation of the current reach of existing programmes. This expansion includes the reduction of design barriers to access previously

identified as well as boosting awareness of existing opportunities, perhaps via a centralised youth employment agency.

9. Implementation of provisions to ensure youth access to the reserved market share of government procurements for small businesses

If possible, reservation of market shares for youth businesses may be a good strategy for supporting youth entrepreneurship with proper research being needed to determine the extent to which this is the case. Should this not be possible, efforts could be made to train youth enough to be able to compete with other small businesses to secure contracts via this avenue when it comes on stream. This opportunity should also be promoted to youth to ensure their awareness.

Interventions to Facilitate Reintegration

10. Upgrade and expansion of services for juvenile offenders and introduction of reintegration programmes for youth in adult prisons.

This recommendation is in light of the findings that current services for juveniles may be inadequate and that services for youth in adult prisons may be absent. Programmes ideally should be holistic, similar to those offered to at-risk youth outside of institutions.

11. Revision of programmes for at-risk youth to ensure quality and minimisation of overlap based on the concerns outlined in the analysis.

Interventions to Facilitate Intra-Regional Migration

12. Accelerated implementation of CVQ and PLAR, ensuring NVQ is in place where CVQ not yet rolled out

Given the current state of CVQ implementation in Guyana, efforts should be accelerated to ensure more youth have access to the opportunities that come with certification via this route. It is also critical that all youth who are receiving training obtain an accredited form of certification, specifically the NVQ where the CVQ is not yet available. Plans should additionally be put in place for how youth holding NVQ certifications will be transitioned to CVQ certification.

JAMAICA

This profile maps ongoing youth employment interventions in Jamaica in the areas of interventions facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable. This material was collected by desk review with collaboration from stakeholders in relevant government and non-governmental agencies.

Main findings

In several intervention areas, Jamaica was found to be a pioneer in the region including in the provision of entrepreneurship training within the education system and a wide suite of job matching assistance services online. Extensive efforts were also identified in providing youth with work experience and job attachment opportunities and in reintegrating youth from vulnerable backgrounds. Still, despite its efforts in entrepreneurship education, significant areas for improvement were identified in the country's provision of entrepreneurship training, support services, and access to finance for youth, including those from vulnerable backgrounds. These included expanding the reach of interventions and their capacity. Rural youth were the exception, being well-catered for in this regard based on the mapping. Attention is also needed to the status of CVQ certification in the country with efforts currently focused on the expansion and provision of NVQ-J qualifications, while attention to duplication and rationalization is needed throughout the body of programmes and interventions available in the country.

Profile Structure

This profile begins with a look at indicators relevant to youth employment and economic activity in Jamaica accompanied by a brief discussion of the youth employment situation in the country and the policy attention it has received. The mapping of youth employment interventions is then presented followed by an analysis of this mapping. The profile concludes with recommendations based on this preliminary analysis.

(i) COUNTRY DATA

Table 37 - Key Country Indicators: Jamaica

<i>Population⁴⁴²</i>	
Total Population (2016)	2,730,894
Youth Population (15-24) (2016)	518,453 (19%)
<i>Economy</i>	
Gross Domestic Product (GDP at constant 2010 \$US) (2016)	\$13.8 billion ⁴⁴⁴
Projected GDP Growth (2018)	2.1% ⁴⁴⁵

⁴⁴² Statistical Institute of Jamaica. Year-End Estimates of Population by Age Group. http://statinja.gov.jm/Demo_SocialStats/PopulationStats.aspx

⁴⁴⁴ World Bank. World Development Indicators.

⁴⁴⁵ The World Bank; Country data: Jamaica.

GDP composition by sector (2016) ⁴⁴³	8.0%
• Agriculture	22.8%
• Industry	9.1%
• Manufacturing	69.2%
• Services	
<i>Employment</i> ⁴⁴⁶	
Labour force participation rate (%) (2017)	65.5
• Female	59.5
• Male	71.6
Youth labour force participation rate (15-24) (%) (2016) ⁴⁴⁷	36.7
• Female	33.3
• Male	40.0
Total unemployment rate (%) (2017)	11.3
• Female	8.0
• Male	15.2
Youth unemployment (% of youth labour force) (2017)	27.5
• Female	33.4
• Male	22.5
Youth in the informal sector and informal employment outside of the informal sector (2013) ⁴⁴⁸	75.2
<i>Educational Attainment</i>	
Labour force with highest level of examination passed being at least 5 secondary school subjects ⁴⁴⁹ (%) (2016)	20.8

(ii) THE YOUTH EMPLOYMENT SITUATION IN JAMAICA

Providing decent employment for youth, and indeed for the general population, has been a constant challenge for Jamaica in the context of poor economic circumstances over the past three decades. Like total unemployment, doubly high youth unemployment has varied cyclically with the economy⁴⁵⁰, showing improvements with the growth of the early 2000s only to spike and remain high once again following the

⁴⁴³ The World Bank: World Development Indicators: Structure of Output. <http://wdi.worldbank.org/table/4.2>.

⁴⁴⁶ All employment data is for 2017 Q2 and obtained from the Statistical Institute of Jamaica (STATIN) unless otherwise specified. <http://statinja.gov.jm/>.

⁴⁴⁷ National Estimates from World Bank, World Development Indicators. Participation rates were only available from STATIN Jamaica for the disaggregated age cohorts of 14-19 and 20-24.

⁴⁴⁸ Statistical Institute of Jamaica (2013). *Labour Market Transition of Young Women and Men: Summary Report* 2013, p. 5.

⁴⁴⁹ Attainment of 5 secondary school subjects is the requirement for a complete school-leaving certificate. Those with at least this level of education is calculated by summing those who passed 5 or more subjects, those who passed any number of CAPE/GCE A-level subjects, and those with degrees. This number is taken as a percentage of the entire labour force. Data Source: Statistical Institute of Jamaica. Labour Force Survey 2016. Data is for 2016 Q4.

⁴⁵⁰ Kandil et al. (2016). *Labor Market Issues in the Caribbean: Scope to Mobilize Employment Growth*. IMF Working Paper, WP/14/115, p. 5-6.

2008-9 Recession. In fact, the National Youth Policy 2015-2030 identifies stronger economic growth as essential if better economic opportunities are to be provided to the country's youth⁴⁵¹.

As expected based on global and regional trends, youth aged 15-19 are more likely to face unemployment in the Jamaican labour market with female youth generally worse off; those in the 15-19 age bracket being the most severely disadvantaged⁴⁵². Rural youth have also been identified as having less economic opportunities than urban ones⁴⁵³, while almost 100,000 youth were found to be neither in education nor employment⁴⁵⁴. Despite a high tertiary enrolment ratio⁴⁵⁵ and the fact that an inadequately trained workforce has not been identified as one of the major obstacles to private sector growth in Jamaica⁴⁵⁶, the inability of the education system to prepare youth for entering the workforce is a major challenge as well. Less than a third of youth in the final year of secondary school achieve a full certificate⁴⁵⁷; a pre-requisite for most jobs. Additionally, the duration of unemployment tends to be long for youth in Jamaica with 38% being unemployed for two years, 23% for between 1 and 2 years, and 18% for between 6 months and a year⁴⁵⁸.

In terms of types of work, the most common occupation for youth in Jamaica is as service and sales workers followed by entrepreneurs with most in this latter category being own-account workers⁴⁵⁹. Further, 42% of Jamaican youth are employed in the informal sector, with an additional 33% working in informal employment outside of the informal sector⁴⁶⁰. This raises the concern of exploitation and low job security and protection for youth with those employed in elementary occupations such as service and sales and in the informal sector tending to be the most vulnerable to exploitation while own-account workers and those in other informal employment lack the protection often associated with formal employment. Obstacles to youth entrepreneurship have also been identified including “their low level of training, particularly in entrepreneurship, inadequate access to capital, lack of knowledge and low levels of collateral.”⁴⁶¹

⁴⁵¹ Government of Jamaica (2015). *Green Paper: National Youth Policy 2015-2030*, p. 3-4. http://jis.gov.jm/media/Final-Green-Paper-2015_April-9.pdf

⁴⁵² For 2017 Q2, the unemployment rate among 14-19 year olds was 41.6%, 30.4% for males in this age group and 54.5% for females. Source: Statistical Institute of Jamaica. <http://statinja.gov.jm/>.

⁴⁵³ Government of Jamaica (2015). *Green Paper: National Youth Policy 2015-2030*, p. 21. http://jis.gov.jm/media/Final-Green-Paper-2015_April-9.pdf.

⁴⁵⁴ Statistical Institute of Jamaica (2013). *Labour Market Transition of Young Women and Men: Summary Report 2013*, p. 5.

⁴⁵⁵ Tertiary gross enrolment stands at 33% in Jamaica. Source: Caribbean Development Bank (2014). *Country Strategy Paper Jamaica 2014-2016*. Paper BD 23/14, p. 9.

⁴⁵⁶ Inter-American Development Bank (2014). *Private Sector Assessment Report of Jamaica*.

⁴⁵⁷ “The data shows that for the five years 2010-2014, an average of 17 per cent of students in the Grade 11 cohort passed five CSEC subjects including Mathematics and English Language”. Government of Jamaica (2015). *Green Paper: National Youth Policy 2015-2030*, p. 13. http://jis.gov.jm/media/Final-Green-Paper-2015_April-9.pdf.

⁴⁵⁸ Statistical Institute of Jamaica (2013). *Labour Market Transition of Young Women and Men: Summary Report 2013*, p. 5.

⁴⁵⁹ “The 2013 School to Work Transition Survey indicates that employed youth worked primarily in the services sector (75%) of the economy as “Service workers and shop and market sales workers” (28%). Approximately 25% of youth were entrepreneurs, with 23.1% being own account workers, and 1.7% being employers. Government of Jamaica (2015). *Green Paper: National Youth Policy 2015-2030*, p. 21. http://jis.gov.jm/media/Final-Green-Paper-2015_April-9.pdf.

⁴⁶⁰ Statistical Institute of Jamaica (2013). *Labour Market Transition of Young Women and Men: Summary Report 2013*, p. 5.

⁴⁶¹ Government of Jamaica (2015). *Green Paper: National Youth Policy 2015-2030*, p. 22. http://jis.gov.jm/media/Final-Green-Paper-2015_April-9.pdf.

(iii) POLICY ATTENTION TO YOUTH EMPLOYMENT

Policy attention to youth employment in Jamaica has been consistent and extensive. The provision of decent work opportunities for youth is featured as an objective in both the Vision 2030 National Development Agenda and the 2015-2030 National Youth Policy, with strategies for boosting youth entrepreneurship, skills development and labour market information access included in the latter. The promotion of youth entrepreneurship has also received dedicated independent attention in the 2010 Youth Entrepreneurship Strategy and the 2013 MSME Entrepreneurship Policy, although the Youth Entrepreneurship Strategy does not appear to have yet been implemented.

More recently, efforts to streamline youth employment interventions have been underway with the 2017 merger of the National Youth Service, Jamaica Foundation for Lifelong Learning, and the Human Employment and Resource Training (HEART) Trust/ National Training Agency; all of which provided training and other services to support youth employment. Under the Office of the Prime Minister, the Learning, Earning, Giving, and Saving (LEGS) programme has also been created to establish a mechanism for the coordination of all youth programmes including the establishment of a programme database; a tracking mechanism for training, completion, certification, job placement and full employment; and research on labour market needs, investment and jobs available to support youth placement in jobs⁴⁶².

(iv) MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

Table 38 - Jamaica: Interventions Aimed at Facilitating the School to Work Transition for Young Women and Men

JAMAICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Apprenticeships/ Internships/Job attachments programmes (secondary, vocational, tertiary) and	HOPE Youth Summer Work Programme	Operated by: HEART Trust/National Training Agency Elements of the programme: 2-day session for orientation on work preparation followed by 3 weeks work placement during the mid-year vacation Target group: Young men and women including those with disabilities Age range: 17-29 (17-34 for persons with disabilities) Source of Funding: Government of Jamaica Period of Engagement: 3 weeks Stipend: Paid at the end of the placement. Amount paid varies based on qualification level, ranging from JMD \$8000-\$10600 (USD \$64 - \$85) per week. Programme availability: Nationwide Rationale: To expose young people to key employability skills, as well as, developing and refining the characteristics that are important for gaining and retaining meaningful employment. Number of beneficiaries: 4,000 Future plans:

⁴⁶² Ministry of Education, Youth and Information. *Inter-ministerial Committee: Implementation of the LEGS (Learning, Earning, Giving, Saving) Programme*. February 1, 2017. Document supplied by the Government of Jamaica.

JAMAICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • 14000 to be reached with 25% incremental increases in target • Certification (by clusters)
	Graduate Work Experience Programme	<p>Operated by: National Youth Service under the HEART Trust/National Training Agency</p> <p>Elements of the programme: Minimum of 6 months work experience, 40 hours of volunteering, 3 personal development sessions. Placements in government and private sector.</p> <p>Target group: Tertiary graduates with an Associate or Bachelor's Degree</p> <p>Age range: Up to 24</p> <p>Source of Funding: Government of Jamaica</p> <p>Period of Engagement: 6 months</p> <p>Stipend: JMD \$19,100 (USD \$154) paid on a fortnightly basis. The programme has been expanded to allow for partners to pay full or partial stipend.</p> <p>Programme availability:</p> <p>Rationale: To address the dual challenges of graduates being unable to secure employment without experience, and being unable gain said experience without jobs.</p> <p>Number of beneficiaries: 500 (2016-17)</p> <p>Future plans: Transition of the programme under the apprenticeship model</p>
	School Leavers Training Opportunity Programme	<p>Operated by: HEART Trust/ NTA</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Recent school leavers receive an orientation followed by referrals for interviews with firms interested in their skill areas. The young person is then chosen for a work placement. • A placement and monitoring officer from the NTA and supervisor at the job evaluate the participant and experience as it goes along. • Participants are also required to complete a job portfolio to be evaluated detailing skill areas developed through the placement. <p>Target group: Recent school leavers with 2 or more passes in the CXC, GCE, NVQ-J or CVQ exams or those with other acceptable qualifications</p> <p>Age range: 17-23</p> <p>Source of Funding: Government of Jamaica</p> <p>Period of Engagement: 1 year work placement plus time for orientation and interviews</p> <p>Stipend: Yes, but amount unknown</p> <p>Rationale: To bridge the gap between school and the world of work for recent school leavers, help them gain an understanding of the complexities of the work environment and make them more competitive in the labour force</p> <p>Number of beneficiaries: 578 (2015/16)</p>
	Registered Apprenticeship Programme	<p>Operated by: HEART Trust/NTA</p> <p>Elements of the programme: This programme has 2 streams:</p>

JAMAICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • School-Based - apprentices enrolled in training institutions spend 70 -80% of their training hours in the classroom with the remaining 20 - 30% spent in industry for on the job practical skills development • Work-Based - apprentices spend 70 - 80% of their hours in industry for on the job practical skills development with the remaining 20 - 30% spent in theoretical training. • Leads to certification such as NVQ-J, CVQ etc <p>Target group: Not exclusively youth but youth are among those targeted: (i) Participants/Completers from the Career Advancement Programme (CAP - SB), (ii) Completers of NVQ-J/CVQ/CGLI/Diploma/Associate Degree/Bachelor Degree or equivalent programmes, (iii) School leavers with CSEC technical passes, (iv) New entrants to an occupation/industry who have the requisite interest and aptitude</p> <p>Age range: 17+ (16+ if pursuing a school-based programme ie. Those in the CAP programme)</p> <p>Source of Funding: Government of Jamaica</p> <p>Period of Engagement: Ranges from 1-4 years depending on level of entry. Eg. Participant with only high school education will take 4 years versus a participant with a bachelor's degree.</p> <p>Stipend: Yes, paid by employer according to the scale: 40%, 50% & 60% of the base salary of a skilled worker in the respective occupation or discipline during 1st, 2nd & 3rd year of training respectively, where 40% is no less than the current minimum wage.</p> <p>Programme availability: Nationwide</p> <p>Rationale: To use an apprenticeship with a structured learning component to provide (re)training thereby preventing market failure as smooth transitions into emerging industries and new occupations are facilitated when the labour market shifts</p> <p>Number of beneficiaries: 124 in 2015/16⁴⁶³</p>
	Special Employment Programme	<p>Operated by: Ministry of Labour and Social Services</p> <p>Elements of the programme: Temporary job placement in participating companies</p> <p>Target group: Unemployed and underemployed young men and women, having a minimum of three (3) CSEC or GCE subjects or equivalent certification/ experience</p> <p>Age range: 18-35</p> <p>Source of Funding: GOJ / Consolidated Funds and Appropriation in Aid (AIA)</p> <p>Period of Engagement: 6 months</p> <p>Stipend: The Ministry pays the weekly salary of JMD \$7,000.00 (USD \$56) for the first three (3) months while the participating Company will pay the salary for the remaining three (3) months of employment.</p> <p>Programme availability: Nationwide</p> <p>Rationale: The objective is to introduce participants to the world of work and position them for long term employment, to</p>

⁴⁶³ HEART Trust/NTA (2016). *HEART Trust/NTA Annual Training Report 2015-2016*, p. 20

JAMAICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>provide economic opportunities and employment for unemployed/underemployed persons, and to equip targeted individuals with simple marketable skills as a base for long term employment. An important part of the strategy is that the participants would retain employment at the companies to which they were attached beyond the initial six (6) month period.</p> <p>Number of beneficiaries: 400-450</p>
	On-the-job training component of University programmes ⁴⁶⁴	<p>Operated by: The Cooperative Education Unit of the University of Technology, Jamaica (UTech)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Co-operative education where students are placed in a partner company to acquire on-the-job training related to course of study • Offered in just over 30 programmes (degree and certificate) at UTech eg. Hospitality and tourism, urban and regional planning, engineering, computing. Generally classified as internships • Placements are in public and private sector companies both locally and internationally • Participation can also be voluntary ie. Not required by the course. Students from other programmes have been placed by the unit. • Students may be placed by their faculty, apply for advertised positions or apply independently with permission of faculty coordinator • Placements may also include a class-based training component <p>Target group: All students at the university are eligible. Usually in 2nd, 3rd or 4th year of study. At the end of the first year for some certificate programmes.</p> <p>Period of Engagement: 4-30 weeks</p> <p>Programme availability: Urban</p>
	Youth Employment in Digital and Animation Industry Project	<p>Operated by: Office of the Prime Minister (formerly under the Ministry of Science and Technology)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Animation industry development including training, apprenticeships, business development and policy development • Digital skills training and apprenticeship for youth including support to the HOPE Initiative, the National Service Corps for training of unattached youth in digitization (discussed later) • Support to science, technology and innovation via support to the national innovation awards and young innovators/inventors competition • The programme runs from 2014-2020.

⁴⁶⁴ University of Technology, Jamaica; Cooperative Education Unit. <https://www.utech.edu.jm/academics/cooped/about-us>

JAMAICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Target group: Youth (some in-school, others employed). Other programme components target entrepreneurs and small businesses in the animation ecosystem.</p> <p>Age range: 18-24</p> <p>Source of Funding: World Bank Loan – USD \$20 million</p> <p>Period of Engagement: Varies according to which aspect of the initiative youth are engaged with</p> <p>Stipend: Stipend to be paid during training and apprenticeship for HOPE component (6 months) (digital skills training). Stipend for Apprenticeship period of the animation programme (6 months)</p> <p>Programme availability: Nationwide</p> <p>Rationale: Aimed at fostering entrepreneurship and employability among Jamaican youth by supporting youth employment in the digital and animation industries in Jamaica</p> <p>Number of beneficiaries: HOPE Digital Skills component: Target of 2,500 p/a over 2 years (not yet started) Animation: Cumulative to date (Dec. 2017) - 788; those accessing global on-line work in animation - 32</p> <p>Future plans: Train 2,375 in digital skills to HEART Level 1 and place 50% in apprenticeship programmes; train 385 additional animators; train additional 218 people in Accessing Global work on-line; develop Green Paper for Animation Policy; refurbish 12 youth/ community centres; increase participation in Science, Tech and Innovation competitions by 50%</p>
Job Matching Assistance Job Brokering (websites or in person) carried out by public or private organizations and job search assistance (CV, interview preparation) carried out by public or private organizations	Labour Market Information System	<p>Operated by: Ministry of Labour and Social Services</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Job matching service which also provides qualitative and quantitative database of information • Component 1 - Electronic Labour Exchange. Includes both online and offline services. • Online: Tips on résumé writing, preparing for interviews and job search, career counselling, résumés, job search board, job vacancy posting, facilities at the North Street office to check email for notification from employers about job interviews. • Offline: Computer facilities to post résumés and conduct job search, referral to other institutions and partnerships with companies for employment, interviews and short-listing of candidates for employers, presentations/workshops on topics such as labour market trends and workplace readiness, entrepreneurship workshops which expose ELE clients to income generating skills which are easily learnt e.g. floral arrangement, sewing and making gift baskets, conference room available to employers for conducting interviews • Component 2 - Labour Market Intelligence - information and statistics on the local market • Component 3 - Skills Bank: Database of skilled persons who have received certification from a vocational or educational institution accessible by employers

JAMAICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> Career development activities for secondary schools. <p>Target group: Registered job seekers although anyone can view job vacancies, employers, some activities targeting secondary school students</p> <p>Age range: 18-60</p> <p>Source of Funding: Government of Jamaica</p> <p>Programme availability: Nationwide – online and MLSS parish offices across the country</p> <p>Rationale: To facilitate local employment by being a one-stop data and information source for job search and placement</p> <p>Number of beneficiaries: On average 5000 job seekers along with 400 employers registered to the portal each year.</p> <p>Future plans: Development of an LMIS mobile app; enhancement in private public partnerships driven by MOU's; enhancement of online portal in keeping with stakeholders requirements</p>
	Labour Market Information Portal	<p>Operated by: HEART Trust/NTA</p> <p>Elements of the programme: Online portal with labour market intelligence</p> <p>Target group: Policy Makers, Employers, Educators/Trainers, Career/Guidance Counsellors, Programme/Curriculum Developers, Employees, Students, Potential Students</p> <p>Source of Funding: Government of Jamaica</p> <p>Programme availability: Online</p> <p>Rationale: To help users identify current and future jobs and skills gap, help training providers align training programs with labour market needs, help individuals to make decisions about their career development, help employers making decisions about upgrading employees' skills, and to allow general users to access information on skills available in the labour market</p>
	Caribbean Jobs	<p>Operated by: Saongroup</p> <p>Elements of the programme: Online platform tailored to the Caribbean job market which allows recruiters and job seekers to find their best fit for employment. Also provides useful information on careers via its blog.</p> <p>Target group: Employers and jobseekers in the Caribbean. Not exclusively youth</p> <p>Source of Funding: Saongroup</p> <p>Programme availability: Online</p> <p>Rationale: To help jobseekers find jobs and employers to find suitable employees</p> <p>Number of beneficiaries: 180,000 users per month across the Caribbean</p>
	Canadian Farm Work, US Farm Work and US Hotel Work Programmes	<p>Operated by: Ministry of Labour and Social Services</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> The ministry screens and selects candidates to participate in these three programmes which provide temporary labour to farms and hotels in North America. Housing, flights etc are provided <p>Age range: 18-50</p>

JAMAICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Period of Engagement: 6 months</p> <p>Stipend: yes but amount unknown</p> <p>Programme availability: Nationwide. Screenings conducted in each parish.</p> <p>Rationale: To provide employment to Jamaicans</p> <p>Number of beneficiaries: 9000, 4500, and 1500, respectively</p> <p>Future plans: Expansion</p>
Labour rights and sensitization	No interventions identified in this area	

Table 39 - Jamaica: Interventions Aimed at Providing Job Opportunities Specifically for Young Women And Men

Jamaica		
AREA of INTERVENTION	PROGRAMME	DETAILS
Public Works and Public Employment Schemes	No interventions identified in this area	
Subsidies to employers for hiring youth	No interventions identified in this area	

Table 40 - Jamaica: Interventions Aimed at Supporting Youth Entrepreneurship

JAMAICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system	Business subjects in secondary school	<p>Operated by: Ministry of Education</p> <p>Elements of programme:</p> <ul style="list-style-type: none"> There is no youth entrepreneurship training programme within the secondary school system. However, the curriculum offers Business subjects: Office Administration, Electronic Document Preparation and Management, Economics, Principles of Business (POB) and Principles of Accounts (POA). These subjects are not compulsory with students generally choosing their preferred 5 to 8 subjects to attempt for the CSEC examinations. Students sit the relevant exams at the end of their two-year course of study <p>Target group: Students in upper secondary school (CSEC prep grades)</p> <p>Age range: 14-17</p> <p>Period of engagement: 2 years</p> <p>Programme availability: rural and urban</p>
	Secondary Early Entrepreneurial Development	<p>Operated by: Junior Achievement Company of Entrepreneurs, Jamaica</p> <p>Elements of the programme:</p>

	Programme (SEED) ^{465, 466}	<ul style="list-style-type: none"> • Newly introduced in September 2017. • A comprehensive in-class learning curriculum designed to teach the fundamental skills necessary to build successful enterprises as well as the entrepreneurial skills necessary to earn and keep a job in high-growth career industries. • Includes the development of student businesses. • Sep-Jan: teaching of theoretical foundation • Jan-June: application to development of student run businesses. <p>Target group: Both young men and women in Grade 9. Also expected to serve disconnected youth ages 13-24</p> <p>Source of Funding: USAID and Government of Jamaica</p> <p>Period of Engagement: 1-2 per week for 14 weeks</p> <p>Programme availability: 168 schools nationwide</p> <p>Rationale: To transform and stimulate students' and young adults' interest in business.</p> <p>Number of beneficiaries: Target of 72,000 over 3 years</p> <p>Future plans: 3 year roll out</p>
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	Junior Achievement Company Programme	<p>Operated by: Junior Achievement Company of Entrepreneurs, Jamaica</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • After-school programme in existence since 2009 which teaches entrepreneurship, financial literacy, and how to transition to the workplace. • Student projects involve the development of student-run businesses as part of the learning process. • 15 programmes across Jamaica. <p>Target group: Both young men and women, mainly 10th-13th graders</p> <p>Period of Engagement: 21 weeks</p> <p>Programme availability: nationwide</p> <p>Rationale: To harness the innovative spirit and business potential of the nation's youth, grooming them into better decision makers and leaders whilst fostering the development of future entrepreneurs.</p> <p>Number of beneficiaries: 50,000 since 2009 - avg. 6250 per year, 10,000+ in 2016/17</p>
	Trainee Start Up programme	<p>Operated by: HEART Trust/NTA</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Business Plan development, capacity building and business development support in addition to financing • Other programmes providing entrepreneurial support have been collapsed under this programme <p>Target group: both young women and men</p> <p>Age range: 18+</p> <p>Source of Funding: HEART Trust funds</p> <p>Period of Engagement: 18 months (training programme)</p> <p>Stipend: Minimum of JMD \$75,000 (USD \$606) grant for start-up capital for purchasing tools and equipment</p> <p>Programme availability: Urban and rural</p>

⁴⁶⁵ "Grade Nine Students to Learn Entrepreneurship", Jamaica Information Service, 29 April 2017. <http://jis.gov.jm/grade-nine-students-learn-entrepreneurship/>

⁴⁶⁶ "Schools ready to offer entrepreneurship training", Jamaica Information Service, 2 June 2017. <http://jis.gov.jm/schools-ready-offer-entrepreneurship-training/>

		<p>Rationale: To promote and facilitate entrepreneurship development and employment</p> <p>Number of beneficiaries: 40 – 80 per year</p> <p>Future plans: Partnering with other agencies (Government and NGOs) to expand programme and to provide sustainability</p>
Jamaica Business Training and Mentorship	Youth Trust and	<p>Operated by: Jamaica Youth Business Trust</p> <p>Elements of the programme: Mentorship and business training to young entrepreneurs including via workshops across Jamaica. The JYBT is also a loan provider of last resort.</p> <p>Target group: Young entrepreneurs</p> <p>Age range: 18-35</p> <p>Source of Funding: Donor funding – funded by a grant from the Queen's Young Leaders in 2017</p> <p>Period of engagement: Entrepreneurship training workshops last 3 days</p> <p>Programme availability: Offered in parishes across Jamaica</p> <p>Rationale: To expand access to entrepreneurial support activities for young people in Jamaica given that 124,000 15-24 year olds are "unattached" in the country</p>
Jamaica Business Development Corporation	Business	<p>Operated by: Jamaica Business Development Corporation under the Ministry of Industry, Commerce, Agriculture and Fisheries</p> <p>Elements of the programme: Incubator and resource center, marketing support services, and business advisory services including mentoring and other hand-holding services.</p> <p>Target group: Start-ups and existing enterprises. Selection for some programmes based on potential rate of expansion of the enterprise.</p> <p>Source of Funding: Government of Jamaica</p> <p>Period of Engagement: Varies</p> <p>Programme availability: Incubator in capital. Business advisory service offices in 5 parishes.</p>
Rural Economic Empowerment Programme	Youth	<p>Operated by: Jamaica 4-H Clubs</p> <p>Elements of the programme: Entrepreneurship training sessions, business plan development, input support for youth agricultural enterprises.</p> <p>Target group: Rural youth</p> <p>Age range: 18-30</p> <p>Source of Funding: Joint funding by NYS (HEART Trust), 4-H, Development Bank of Jamaica</p> <p>Period of Engagement: 1 year</p> <p>Stipend: Transportation reimbursement provided for out of Parish training activities. Seed funding of up to JMD \$100,000.00 (USD \$808).</p> <p>Programme availability: Rural</p> <p>Rationale: Providing access to rural youth to economic opportunities and training.</p> <p>Number of beneficiaries: 150 per year</p> <p>Future plans: Rationalization and alignment of programme in line with similar partnership existing under the Merger</p>
Livestock Revolving Programme		<p>Operated by: Jamaica 4-H Clubs</p> <p>Elements of the programme:</p>

		<p>Entrepreneurship and livestock husbandry training sessions, input support in the form of livestock to start or expand business ventures.</p> <p>Target group: Youth Age range: 17-35 Source of Funding: Jamaica 4H Clubs, Jamaica Broilers Period of Engagement: 1 year Stipend: N/A Programme availability: Rural Rationale: To provide rural youth with the necessary training, skills and input support to start or expand their own business. Number of beneficiaries: 600</p>
Production and Productivity Programme - Agro-Parks Development Programme		<p>Operated by: Ministry of Industry, Commerce, Agriculture and Fisheries and Jamaica 4-H Clubs</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Participating youth receive support in the form of training, market access, infrastructure (farm roads, irrigation, global gap facilities, etc) Youth farmers provide a business plan (for which they receive training from the Jamaica 4-H clubs) to qualify to receive land <p>Target group: Rural individuals interested in agricultural enterprise. Not exclusive to youth but has a youth component. Source of Funding: Inter-American Development Bank Programme availability: Rural Rationale: To facilitate the expansion of the productive capacity of the agricultural sector by building out the infrastructure to support investments in the production of selected crops directed towards import substitution and replacement, as well as the provision of raw material for agro-processing and non-traditional exports. Number of beneficiaries: 20 Future plans: Expand programme to all agro-parks</p>
Production and Productivity Programme - Competitive Products		<p>Operated by: Ministry of Industry, Commerce, Agriculture, and Fisheries/Rural Agricultural Development Authority</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Currently the programme focuses on two crops: Irish Potato and onions Participating youth receive support in the form of inputs and onions, facilitation of market access, and training <p>Target group: The programme is open to all farmers but emphasis is placed on youth participation Source of Funding: Government of Jamaica Programme availability: Rural Rationale: To ensure the sustainable development of select agro-industries - onion and Irish potato - thereby reducing Jamaica's dependency on imports and achieving self-sufficiency in onion and Irish potato production. Number of beneficiaries: 26-30 Future plans: Expand the programme to include other crops such as strawberries, yam, etc</p>
Support for youth entrepreneurship in	Innovation Grant for New Ideas and	<p>Operated by: Development Bank of Jamaica</p> <p>Elements of the programme:</p>

the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	Entrepreneurship (IGNITE) ⁴⁶⁷	<ul style="list-style-type: none"> • Grant financing programme for start-ups (less than 3 years old). • Minimum grant in 2017 was valued at JMD \$1 million (USD \$8000) with cap at JMD \$4 million (USD \$32,000) • Prior to receiving financing, companies receive training and business advisory services through collaboration with other partners such as the JBDC. • First phase of the programme was in 2017. • The DBJ provides MSME finance independently of this grant project as well, however, it does not lend directly to individuals. It provides funds to approved financial institutions including microfinance institutions for on-lending⁴⁶⁸. <p>Target group: start-ups and enterprises Source of Funding: Government of Jamaica Rationale: To support innovators and early stage ventures in need of capital to commercialise their ideas. Number of beneficiaries: 27 companies targeted in 2017, JMD \$72 million (USD \$581,000) disbursed Future plans: For the 2nd phase commencing April 2018, minimum grant value will be JMD \$2.5 million (USD \$20,000), with JMD \$100 million (USD \$808,000) total for disbursals. Programme will also be expanded to include older companies seeking to implement innovation projects.</p>
Access to finance offered by the Jamaica Youth Business Trust, Trainee Start Up Programme, and Rural Youth Economic Empowerment Programme		These were mentioned above under the discussion of training and advisory services offered by these programmes.

⁴⁶⁷ “DBJ to Upsize IGNITE Programme”, Jamaica Gleaner, 17 December 2017. <http://jamaica-gleaner.com/article/business/20171217/dbj-upsize-ignite-programme>

⁴⁶⁸ Development Bank of Jamaica. <http://dbankjm.com/about-us/>

	SME Products	Finance	<p>Operated by: Jamaica National Small Business Loans Ltd., Micro-investment Development Agency, National Export Import Bank of Jamaica, Microcredit Limited Jamaica and others</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Various loan products providing finance for growth and expansion of MSMEs including working capital, market research etc • These products are offered at more favourable terms than available at private FIs. • Generally have collateral requirements such as motor vehicles, deposits, household appliances etc except Group Loan at Microcredit Limited, Jamaica • All target existing businesses and start-ups <p>Target group: registered MSMEs</p> <p>Age range: 18+</p> <p>Source of Funding: Various</p>
--	--------------	---------	--

Table 41 - Jamaica: Interventions Aimed at Facilitating the (Re) Integration of Young Women and Men From Vulnerable Backgrounds

JAMAICA		
AREA OF INTERVENTION	PROGRAMME	DETAILS
Psychological and Career Counselling and training services for: Juveniles, youth emancipating from crime and first offenders	Juvenile Correction Centres Rehabilitation Programmes ⁴⁶⁹	<p>Operated by: Department of Correctional Services</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • At the 3 correctional centres and 1 remand centre in Jamaica, youth receive academic, vocational and IT training • This includes training and certification in barbering, home economics, carpentry, tailoring, and farming. • Academic subjects include: Numeracy and literacy skills, Computer training, Agriculture, Clothing and Textile, Art and Craft, Home Economics, Principles of Business, Principles of Business, Office Procedures, Social Studies, Human and Social Biology, Music and Physical Education • Probation and aftercare programme <p>Target group: Male and female juvenile offenders at the centres</p> <p>Age range: 12-18</p> <p>Source of Funding: Government of Jamaica</p> <p>Period of Engagement: Varies</p> <p>Future plans: Expansion of services to all centres via the New Path Project currently operational at the South Camp Centre for girls. Includes weekly counselling, the implementation of educational and vocational training, conflict resolution programmes as well as the opportunity for apprenticeship and internship. Target of 60 persons per year. Funded by USAID⁴⁷⁰.</p>
	We Transform Youth Empowerment and	<p>Operated by: Department of Correctional Services under the direction of the Ministry of National Security</p> <p>Elements of the programme:</p>

⁴⁶⁹ Department of Correctional Services. http://www.dcs.gov.jm/juvenile_services.php

⁴⁷⁰ "Department of Correctional Services to expand Rehabilitation Programme", Jamaica Gleaner, 17 March 2017. <http://www.jamaicaobserver.com/news/Department-of-Correctional-Services-to-expand-rehabilitation-programme>

	Rehabilitation Programme ⁴⁷¹	<ul style="list-style-type: none"> • Two-phase programme newly announced in March 2017. • Phase one: Application of the Learning by Doing Technique, which will engage the youth offenders in innovation training; the Mentorship and Internship/Job Placement initiative; and an annual competition and exposition, which showcases the youth's talents and vocational skills. • Phase two: parent engagement and training, and staff capacity building. • Intended partnership with external stakeholders, such as the church, private sector and other interest groups <p>Target group: Juvenile offenders Age range: 12-18 Source of Funding: Government of Jamaica Period of Engagement: Varies Stipend: Unknown Rationale: Designed to equip young people in correctional care with the requisite skills, character, attitude and support, to become productive law-abiding citizens in order to reduce the likelihood of reoffending.</p>
Psychological and Career Counselling and training services for: youth at-risk	Career Advancement Programme	<p>Operated by: HEART Trust /NTA Elements of the programme:</p> <ul style="list-style-type: none"> • Assessment of literacy and numeracy levels • Remedial teaching for literacy and numeracy • Introductory skills in at least 1 technical vocational area • Life skills and personal development, • Evaluation and tracking of learner progress. • May progress to further technical training or completion of high school diploma (HSDE). <p>Target group: Both young men and women who have not achieved at least 1 CXC pass, completed Grade 9 or who have poor literacy and numeracy skills Age range: 16-18 (parallel programme exists for those 18-24) Source of Funding: Government of Jamaica Period of Engagement: 2 years (comprises 2 levels, each a year long. Faster learners may complete the programme in a shorter time) Programme availability: Urban and rural Rationale: To respond to the swelling number of learners who complete secondary level education without any formal certification and have not matriculated to post-secondary level education or work by ensuring that these are competent in literacy and numeracy, and are so enabled to successfully pursue career training in technical and vocational skills training delivered by the HEART Trust/NTA. This programme is intended to be a pre-vocational pathway to prosperity. The aim is to create a social safety net for those who might slip through the cracks and fail to take advantage of the opportunity to acquire the basic academic and vocational educational foundation to sustain themselves.</p>

⁴⁷¹ "Government announces programme to rehabilitate youth offenders", Jamaica Information Service, 16 March 2017. <http://jis.gov.jm/govt-announces-programme-rehabilitate-youth-offenders/>

		Number of beneficiaries: Enrolment – 4991, certification – 1310 in 2015/16 ⁴⁷²
Steps-to-Work Programme		<p>Operated by: Ministry of Labour and Social Services</p> <p>Elements of the programme: Job seekers who are registered on the PATH programme are placed by the Labour Market Information System in an on-the-job training programme, Steps-To-Work.</p> <p>Target group: Working-age individuals who are members of a poor family registered on the Programme of Advancement Through Health and Education (PATH), a Conditional Cash Transfer programme</p> <p>Age range: 18-60</p> <p>Source of Funding: Inter-American Development Bank</p> <p>Period of Engagement: 3 months</p> <p>Stipend: JMD \$9000 (USD \$73) per week</p>
National Youth Service Corps Programme		<p>Operated by: HEART Trust/ National Training Agency and the Housing, Opportunity, Production and Employment (HOPE) Programme/ Learning, Earning, Giving, Saving (LEGS) Programme</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • The National Youth Service (NYS) Corps provides training in multiple locations across the country, including a two weeks core skills training program in personal and professional skills. • Followed by a six to 12 month on the job training (placement) to facilitate technical skills training. • Includes a compulsory savings component. • The programme structure is guided by the Learning, Earning, Giving and Savings (LEGS) principle. • The first seven national service corps are in document management and digitisation (training provided under the Youth in Digital Animation Project), environmental management, GIS, infrastructure and construction, registration, verification and audit, and the National Service Enlistment programme under the Jamaica Defence Force. <p>Target group: Unattached or at-risk youth</p> <p>Age range: 18-24</p> <p>Source of Funding: IDB sovereign loan to the Government of Jamaica</p> <p>Period of Engagement: 6-12 months</p> <p>Stipend: Interns are supported by a stipend on a fortnightly basis, minimum JMD \$6000 (USD \$48) per week, \$1000 reserved as a compulsory savings.</p> <p>Programme availability: Nationwide</p> <p>Rationale: To engage all unattached youth (18-24 years old) through changing attitudes and values, skills training and apprenticeship programme and to help them progress into employment</p> <p>Number of beneficiaries: Since 2008, nearly 60,000 youth have benefitted from NYS programs = ~7500 per year. (according to the IDB). New baseline to be established from the</p>

⁴⁷² HEART Trust/NTA (2016). *HEART Trust/NTA Annual Training Report 2015-2016*, p. 20-23.

		<p>2017-2018 financial year cohort.⁴⁷³. Target of 10,000 unattached youth.</p> <p>Future plans: Compulsory national service for all youth</p>
Citizen Security Justice Programme III, Component 2: Labour Market Attachment and Employability ⁴⁷⁴		<p>Operated by: Ministry of National Security</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Component 2 of the Citizen Security Justice Programme, a crime prevention initiative of the Government now in its third phase, deals with labour market attachment and employability for at-risk youth in Jamaica. Services provided include Vocational Skills, Life skills and remedial academic Training, Tuition Assistance, Employment Internships, Job Readiness Workshops, and On-the-Job Training. <p>Target group: at-risk youth in target communities</p> <p>Source of Funding: Multiple sources – GoJ, Inter-American Development Bank, DFID (UK), DFATD (Canada)</p> <p>Programme availability: 50 vulnerable and volatile communities, spanning eight parishes</p> <p>Rationale: To increase equitable labour market attachment among female and male youth of target communities.</p> <p>Future plans: Phase 3 ends in 2019</p>
Youth Empowerment Programme		<p>Operated by: National Youth Service under the HEART Trust/National Training Agency</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> 3 Week non-residential camp, 6 months supported work experience, and 40 hours volunteering Activities also include profiling participants' skills, developing their potential, supporting them with a job coach, and guiding their progression into employment <p>Target group: Young men and women with mild intellectual disabilities</p> <p>Age range: 17-34</p> <p>Source of Funding: Government of Jamaica</p> <p>Period of Engagement: Approximately 7 months total</p> <p>Stipend: Unknown</p> <p>Rationale: The goal of the programme is to improve the personal, professional and social capacity of persons with mild intellectual disabilities.</p> <p>Number of beneficiaries: 100-160</p> <p>Future plans: Programme to be expanded under the merger to reach more youth and more disability groups</p>

Table 42 - Jamaica: Interventions Aimed at Facilitating Intra-Caribbean Migration through Issue of Caribbean Vocational Qualification (CVQ)

JAMAICA		
AREA of INTERVENTION	PROGRAMME	DETAILS
National availability of CVQ	NVQ-J	<p>Operated by: National Council on TVET</p> <p>Elements of the programme:</p> <p>CVQs are available.</p>

⁴⁷³ This figure applies to all National Youth Service programmes not exclusively the National Youth Service Corps

⁴⁷⁴ Citizen Security and Justice Programme, <http://www.csjp.gov.jm/about>

		Number of beneficiaries: The HEART/NTA, one of the main TVET providers in Jamaica, awarded 12,582 NVQJ certificates in 2016/17
National availability of Prior Learning Assessment		<p>Operated by: National Council on TVET</p> <p>Elements of the programme: PLAR is available and is offered by all programmes at the Vocational Training Development Institute (VTDI) under the HEART/NTA</p> <p>Number of beneficiaries per year: approximately 2500 under the VTDI</p>

(v) ANALYSIS of FINDINGS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

The Government of Jamaica has ensured the provision of a range of work experience opportunities to its youth in an attempt to facilitate the school-to-work transition. Youth at different education levels,⁴⁷⁵ – recent school leavers, those in post-secondary and tertiary education, tertiary graduates – unemployed youth, and youth in both rural and urban areas are all catered for, predominantly by job attachment programmes. These programmes have considerable reach with most having 500 or more beneficiaries per year and are also cognizant of the varying economic circumstances of youth, with stipends generally being included. Additionally, the fact that most government interventions are executed via the Human Employment and Resource Training (HEART) Trust / National Training Agency (NTA), Jamaica's principal skills training provider, bodes well for coordination and avoiding programme duplication, especially in light of the recent merger with other youth training providers.

Ultimately, the relevance and work placements rates entailed by the interventions are unknown, with the exception of the School Leavers Training Opportunity Programme where 80% of graduates interviewed for a recent study had secured jobs in six months after completing the programme⁴⁷⁶. There were still problems identified with placements in this programme including the fact that some trainees did not receive training in all skill areas required at the respective workplaces⁴⁷⁷.

Despite this lack of information, some potential problem areas as well as areas for improvement can be identified. Six out of the seven interventions identified are government-funded which, in the context of fiscal constraints and poor economic prospects, raises the question of sustainability and the need to rationalize and streamline existing programmes. The sheer number of programmes also introduces the likelihood of spreading resources – financial and human – too thinly for effective management, along with the possibility of youth accessing multiple programmes one after the other, thus delaying their entry into permanent employment.

⁴⁷⁵ Youth without any formal certification are catered for by the Career Advancement Programme which focuses on remedial academic and skills training and is a stepping stone to work experience programmes mapped in this section. This programme is discussed further under interventions seeking to reintegrate youth from vulnerable backgrounds.

⁴⁷⁶ K. Tada (2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished, p. 17.

⁴⁷⁷ Ibid. p. 21.

In the given economic context where job opportunities may be limited, the Government of Jamaica may achieve greater efficiency by taking a more targeted, demand-driven approach, facilitating work experience and apprenticeships primarily in areas identified as being promising for economic growth as is being done with the Youth Employment in Digital and Animation Industries project. It should be noted that, currently, apprenticeship opportunities in Jamaica are very limited with the Registered Apprenticeship Programme having just 124 participants, not all of them youth, in 2015/16. The implementation of the Learning, Earning, Giving, and Saving (LEGS) coordinating mechanism, however, is set to see all youth-targeted employment interventions incorporating an apprenticeship component.

More effective targeting may also be achieved by focusing on youth who need support in the school-to-work transition most, including the least educated and poorest youth⁴⁷⁸ as opposed to those in tertiary education or those who are wealthier.

Job Matching Assistance: Job Brokering, Job Search and Labour Rights Sensitisation

Job matching assistance services exist for youth in Jamaica particularly via the Ministry of Labour and Social Services' Labour Market Information System (LMIS) which is unique among the countries covered in this study, at least in terms of design. In addition to providing a host of services from job brokering to career counselling and labour market intelligence, the agency offers a considerable portion of these services online, including career counselling and advice for job search, interviews and resumes, making them much more accessible to youth who tend to be more active users of the internet⁴⁷⁹. Plans for the development of an LMIS mobile application will increase this accessibility even further. The fact that the LMIS extends its services to paying visits to secondary school students also bodes well for youth access.

Although only about 3.2% of jobseekers register on the portal each year⁴⁸⁰, it is difficult to fully gauge utilization of the LMIS' services since, cumulatively, a much larger fraction of the unemployed, including unemployed youth, may use the portal. This is in addition to those who access services without being registered and those who access services at the ministry's parish offices. Further, while in 2006 only 7.1% of youth reported using the government employment agency to source jobs⁴⁸¹, given the time lag and changes in the provision of services, it is possible that current utilization may be much higher.

Data on the extent to which youth benefit from the ministry's job brokering services with its overseas employment programme is also unavailable, however, the fact that this programme provides low-skilled employment means that it may not be the best avenue for youth seeking long-term career development. It should also be noted that youth may benefit from the online job platform, Caribbean Jobs.

⁴⁷⁸ The proportion of transited youth increases with educational attainment while youth in the poorest two quintiles had the longest duration of transition. Statistical Institute of Jamaica (2013). *Labour Market Transition of Young Women and Men: Summary Report 2013*, p. 6.

⁴⁷⁹ The 2015 ICT Survey in Jamaica put internet use in the population at 42.2%, however, based on global trends, use is likely to be much higher among youth. It should also be noted that only 3.4% of respondents identified seeking jobs or participating in professional networks as their main internet activity in the last month, however, this is not surprising since individuals may engage in a host of other activities in addition to job seeking on the internet and therefore, this is not a good gauge of internet use for job seeking. Source: Statistical Institute of Jamaica (2015). *ICT Indicators Report: Measuring Jamaica's Information Society 2015*, p. 21-22.

⁴⁸⁰ The Ministry of Labour and Social Services indicated that 5,000 jobseekers register on the portal each year while 155,000 persons were unemployed as at July 2017 according to the Labour Force Survey for 2017 Q2.

⁴⁸¹ Planning Institute of Jamaica (2006). *The Transition of Jamaican Youth to the World of Work*, p. 26.

Duplication concerns exist, however, with regard to the HEART/NTA's Labour Market Information Portal whose function is included among those of the LMIS. Additionally, to the extent that no labour rights sensitization initiatives being identified reflects an actual gap as opposed to a fault in the mapping, this is also an area of concern since youth are even more vulnerable in the labour market when they are unaware of their rights. In Jamaica, this concern is heightened by the fact that youth are heavily employed in the informal sector and informal employment as well as in the service industry as service and sales workers where they are more prone to exploitation as discussed previously.

Interventions Providing Job Opportunities for Youth

No interventions nor plans for interventions in this area were identified in Jamaica.

Youth Entrepreneurship Interventions

General Education System

Jamaica is a pioneer in the region in this intervention area with the recent introduction of a 14-week entrepreneurial development programme within the secondary school curriculum for grade 9 students. The strength of the programme's design is that following the teaching of a theoretical component for the first term, students gain practical experience by running their own businesses.

Executed by the Junior Achievement Company of Entrepreneurs, Jamaica, the programme builds on the successful model utilized by the Junior Achievement after-school programme operative in several Caribbean countries and is a leap towards nurturing the entrepreneurial culture needed to foster entrepreneurship among youth as a means to decent employment. This is in addition to the business-related subjects offered under the Caribbean Examinations Council curriculum at grades 10 and up, which, as discussed previously with respect to other countries, are optional and unlikely to have universal coverage as this new programme intends to. The fact that the new Secondary Early Entrepreneurial Development Programme (SEED) targets students at the Grade 9 (Form 3 in other countries) is also strategic since more students may pursue business subjects at the Caribbean Secondary Education Certificate exam level in higher grades having had their interest in entrepreneurship sparked at this level.

It should be noted that Jamaica has been identified as a highly entrepreneurial society with a large number of start-ups; but these start-ups have a high rate of failure⁴⁸². Consequently, in addition to nurturing an entrepreneurial culture, the SEED programme may go a longer way to providing a knowledge foundation that increases the likelihood of business survival.

Entrepreneurship Training and Support Services

While quite a few entrepreneurship training and support services are available to youth in Jamaica, especially rural youth in agricultural enterprises, more effort may be needed to strengthen these if they are to be successful in facilitating youth entrepreneurship nationwide. This is especially given the fact that the country has been identified as having a high rate of start-up failure, reflective of a harsh business environment and weak institutions⁴⁸³.

⁴⁸² Inter-American Development Bank (2014). *Private Sector Assessment Report of Jamaica*, p. 10.

⁴⁸³ Ibid., p. 10

At the secondary level, the after-school Junior Achievement Company Programme has had a long history of introducing youth to entrepreneurship and training them via the creation of their own businesses. With the implementation of the Secondary Early Entrepreneurial Development programme as of September 2017, this programme which generally targets Grade 10 students may become duplicative.

For older youth outside of the secondary school system, training and support services offered by the HEART/NTA, Jamaica Youth Business Trust, and Jamaica Business Development Corporation have several limitations which are likely to prevent them from being effective. The Trainee Start-up programme under the HEART/NTA, while offering business development support and finance in principle, has a limited reach of just 40 to 80 clients per year, not all of whom are youth since this programme does not exclusively target young people. Plans to expand the programme through partnerships with other agencies may make this avenue more promising in the future.

The Jamaica Youth Business Trust may be similarly constrained by limited resources, especially given its reliance on highly variable donor funding. In 2017, the organisation's activities appeared to be limited to a few ad hoc training workshops and the mentoring of a handful of youth in agriculture.

Finally, although the Jamaica Business Development Corporation (JBDC) identifies itself as “the premier government business support organization for micro, small, and medium enterprises”⁴⁸⁴ and offers services such as business incubation and other technical assistance, the combined reach of this agency and the JAMPRO Trade and Investment agency has been identified in surveys as not being more than 5% of the MSME sector⁴⁸⁵. The reach among youth is likely to be even lower given that the JBDC does not target youth alone, although plans under the MSME policy to expand the organisation’s reach by enabling it to provide mentors for youth may solve this problem if implemented⁴⁸⁶. Further, the JBDC’s Business Information Centers across the country have been deemed to be inadequate and lacking in staff⁴⁸⁷ while duplication may occur between the services offered by the JBDC and HEART/NTA. To the extent that the two organisations plan to develop partnerships, as suggested previously, this problem may be mitigated.

By contrast, there are a host of initiatives directly targeting youth in rural enterprises, especially agricultural enterprises. Limited information is available, though, to assess the quality and outcomes of these programmes..

Special Access to Financial Services

While a host of avenues exist for accessing business finance in Jamaica, most of these target existing registered start-ups and businesses with requirements that are likely to be beyond the reach of the young microentrepreneur.

Ideally, the Jamaica Youth Business Trust is supposed to provide the type of handholding often needed by youth to get to the stage of successfully applying for a loan, in addition to providing more youth-friendly loans itself, however, the organisation’s limited capacity and reliance on donor funding are likely to inhibit

⁴⁸⁴ Jamaica Business Development Corporation. <https://www.jbdc.net/>

⁴⁸⁵ Ministry of Industry, Investment and Commerce (2013). *Micro, Small and Medium Enterprise (MSME) and Entrepreneurship Policy*, p. 57.

⁴⁸⁶ Ibid. p. 86.

⁴⁸⁷ Ibid., p. 57

this, as discussed previously. The youth-targeted Self-Start Fund previously existed to “address the needs of graduates of the secondary school system or approved Government training programmes, who were interested in starting small businesses or expanding the operations of their existing SMEs”⁴⁸⁸ but this has since collapsed and is being restructured to cater to SMEs.

Problems with reach and competitiveness are also likely to reduce access for youth to financing via the Innovation Grant for New Ideas and Entrepreneurship (IGNITE) programme administered by the Development Bank of Jamaica and the Trainee Start-up Programme under the HEART/NTA. The IGNITE programme targeted just 27 companies in 2017 while, as mentioned before, the Trainee Start-up Programme has just 40-80 beneficiaries per year, not all of whom are loan clients. Both programmes do not exclusively target youth meaning, therefore, that young, less experienced entrepreneurs are required to compete with more experienced firms for access to this limited financing pool, making their success less likely. To the extent that the Secondary Early Entrepreneurial Development programme provides a solid foundation for young entrepreneurs and drives them into formal entrepreneurship and business training at higher levels of education, it is possible that youth may be better prepared in the future to compete on a more level playing field in seeking finance, but this is only a long-term possibility.

While data is lacking on the youth reach of the many micro and SME finance organizations in Jamaica, the vast majority of these provide finance with the condition of businesses being already registered and most also have collateral requirements which may deter or exclude young entrepreneurs. The fact that the majority of youth in Jamaica who are employed as entrepreneurs are own-account workers⁴⁸⁹ makes it unlikely that they will be able to meet these conditions.

As with access to training and support services, it should be noted that better targeted avenues for accessing finance are available for rural youth via the Rural Youth Economic Empowerment Programme with seed funding of up to JMD \$100,000 (USD \$808) available. This amount is ultimately small, though, and data on the number of youth who have actually received such funding was not available.

Despite this overall evaluation of limited access to finance for youth in Jamaica, the prospects may improve if the government implements its plan to provide highly subsidized loan capital to financial institutions willing to lend to the MSME sector and earmark 30% for women-owned, youth-owned and persons with disabilities-owned businesses⁴⁹⁰.

Special Market Shares

No special market shares for youth, nor for small business which youth entrepreneurs could potentially access, were identified in this mapping. There were also no explicit plans for such shares identified in the policy documents reviewed.

⁴⁸⁸ Ministry of Industry, Investment and Commerce (2013). *Micro, Small and Medium Enterprise (MSME) and Entrepreneurship Policy*, p. 96.

⁴⁸⁹ “The 2013 School to Work Transition Survey indicates that approximately 25% of youth were entrepreneurs, with 23.1% being own account workers, and 1.7% being employers. Government of Jamaica (2015). *Green Paper: National Youth Policy 2015-2030*, p. 21. http://jis.gov.jm/media/Final-Green-Paper-2015_April-9.pdf

⁴⁹⁰ Ministry of Industry, Investment and Commerce (2013). *Micro, Small and Medium Enterprise (MSME) and Entrepreneurship Policy*, p. 51.

Reintegration of Youth from Vulnerable Backgrounds

Youth in Jamaica have been identified as being “overwhelmingly both the perpetrators and the victims of gang and violent crime in Jamaica”⁴⁹¹ with about 130,000 being classified as unattached⁴⁹². Although data limitations prevent a comprehensive evaluation of existing interventions to reintegrate these and other vulnerable youth, based on this mapping it can be at least said that considerable effort is being put into achieving this objective. In particular, one major strength of the rehabilitative programmes in Jamaica is that instead of simply providing academic and technical skills, most incorporate an apprenticeship or internship component which is likely to be more effective at helping youth make the transition to work than training alone, especially considering the stigma such youth face in the job market.

Juvenile offenders at the country’s three detention centres and one remand centre benefit from a rehabilitation programme focused on providing academic and vocational training. Evaluations in 2011 suggested that these rehabilitative efforts were lacking in terms of psychosocial services, with limited human resource capacity in this area in the juvenile justice system, and desperately needed expansion overall to cater for the high rate of juvenile offending⁴⁹³. Recent initiatives in the form of the We Transform Youth Programme under the Ministry of National Security⁴⁹⁴ and the Organisation of American States-funded New Path Programme⁴⁹⁵ may go a long way to resolving some of these problems with the latter programme, in particular, being described as commencing with a psychosocial approach to assessing and rehabilitating juveniles. Both initiatives also feature apprenticeship/internship components to help reintegrate juveniles better.

While a prisoner rehabilitation programme providing vocational and remedial academic training exists in Jamaica’s adult prisons, further information relating to the programme’s details as well as the extent to which youth inmates benefit were not available for this mapping. It is known, though, that Jamaica has a high recidivism rate which may be an indictment of the rehabilitative services available⁴⁹⁶ but further investigation is needed to draw this conclusion definitively.

For youth outside of penal institutions, a number of interventions exist. The long-established Career Advancement Programme is a second chance programme providing remedial academic and skills training to youth who leave secondary school without any formal qualifications and serves as a stepping stone to further education and training at the HEART/NTA. The programme also has a sizeable reach with approximately 5,000 students enrolled in 2015/16. Re-integrative programmes also exist for at-risk youth,

⁴⁹¹ USAID (2011). *Caribbean Basin Security Initiative Juvenile Justice Assessment*, p. 35.

⁴⁹² Information provided by the HOPE Programme manager. “Unattached youth will be defined as those who are in the age group of 14 – 24 years, unemployed or outside the labour force, and not in school or in training.” Source: HEART Trust/NTA (2009), *Unattached Youth in Jamaica*. https://www.mona.uwi.edu/cop/sites/default/files/Unattached%20youth_0.pdf

⁴⁹³ USAID (2011). *Caribbean Basin Security Initiative Juvenile Justice Assessment*, p. 38-40.

⁴⁹⁴ “Government announces programme to rehabilitate youth offenders”, Jamaica Information Service, 16 March 2017. <http://jis.gov.jm/govt-announces-programme-rehabilitate-youth-offenders/>

⁴⁹⁵ “Department of Correctional Services to expand Rehabilitation Programme”, Jamaica Gleaner, 17 March 2017. <http://www.jamaicaobserver.com/news/Department-of-Correctional-Services-to-expand-rehabilitation-programme>.

⁴⁹⁶ “Of all prison admissions, 1,359 persons (1,214 males) were new and 567 (552 males) were recidivists”. Caribbean Development Bank (2014). *Country Strategy Paper Jamaica 2014-2016*, Paper BD 23/14, p. 6.

youth with mild intellectual disabilities, and youth from poor backgrounds⁴⁹⁷, all featuring on-the-job training or some type of work placement in addition to other relevant training. The merits of such an approach have been mentioned previously.

Another strength of the government interventions is that most rely on partnerships with the HEART/NTA to provide skills training to programme participants. This augurs well for standardization and the ability to successfully progress into higher levels of training offered by the HEART/NTA which is the main skills training provider in the country. It is necessary to ensure, therefore, that certification accompanies the training in these re-integrative programmes.

There are also a host of smaller NGO-run and community-based initiatives seeking to rehabilitate and reintegrate vulnerable youth in Jamaica which have not been covered in this mapping⁴⁹⁸, many of them focusing on remedial education and training, as well as social, cultural and recreational activities. Criticism has been levelled against some of these programmes suggesting that many result in more profit for the organisers than a sustainable quality of life for the youth benefiting⁴⁹⁹.

Ultimately, concerns for overlap and duplication exists with so many interventions at the national and community level. Encouragingly, it has been indicated that under the LEGS programme's initiative to coordinate all youth employment interventions, the manager of the HOPE programme is tasked with working to coordinate all programmes that target vulnerable youth to ensure streamlining and to minimize duplication⁵⁰⁰.

Despite these efforts, gaps can be identified. Beyond the female juvenile facility which pursues gender-specific rehabilitation, no interventions were identified which cater to vulnerable female youth exclusively. Although female youth tend to be less involved or less at-risk of being involved in criminal activity relative to young males, Jamaica's teenage pregnancy rate is one of the highest in Latin America and the Caribbean with even higher rates in some parts of the country⁵⁰¹. Consequently, there is a need for interventions targeting this group. It is possible, however, that such community-level interventions exist that are not captured by this mapping.

Finally, entrepreneurship skills training and other support for entrepreneurship among vulnerable youth were found to be lacking in the interventions identified despite plans in the National MSME policy to "establish projects and programmes on entrepreneurship that specifically target unattached youth, in an effort to bring them into the mainstream of society through self-employment"⁵⁰². Given the fact that job

⁴⁹⁷ This programme does not target youth directly, however, youth may benefit as part of a poor family registered under the PATH programme. The extent to which youth actually do benefit, however, is unknown.

⁴⁹⁸ These include those run by the Dispute Resolution Foundation which focuses on conflict management and life skills, the Young Men's Christian Association which runs a remedial education programme, Children First which has youth training and empowerment initiatives, and Hope for Children which conducts vocational and educational programmes in high violence communities. USAID (2011). *Caribbean Basin Security Initiative Juvenile Justice Assessment*, p. 38.

⁴⁹⁹ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 54.

⁵⁰⁰ Information provided by the manager of the HOPE programme.

⁵⁰¹ Government of Jamaica (2015). *Green Paper: National Youth Policy 2015-2030*, p. 9-10. http://jis.gov.jm/media/Final-Green-Paper-2015_April-9.pdf.

⁵⁰² Ministry of Industry, Investment and Commerce (2013). *Micro, Small and Medium Enterprise (MSME) and Entrepreneurship Policy*, p. 86.

opportunities are limited in Jamaica, more effort could be placed in this area as a means to securing decent work for vulnerable youth.

Facilitation of Intra-Caribbean Migration Through the Caribbean Vocational Qualification (CVQ)

Although CVQs are stated as being available by Jamaica's National Council on Technical and Vocational Education and Training (NCTVET), no training programmes were found that lead to such qualifications. In fact, of the certifications granted by the HEART/NTA, one of the main training providers in the country, in 2015/16, 69% were certifications under the National Vocational Qualification framework and 22% were Statements of Competence, while none were CVQ certifications⁵⁰³. A 2006 report on TVET in Jamaica indicated that at that time harmonization of CVQs with NVQs were "yet to become an activity"⁵⁰⁴. This still appears to be the case.

While the discrepancies between the NVQ-J and CVQ framework have been deemed minor and not posing a significant obstacle to harmonisation⁵⁰⁵, it remains that Jamaican youth are not benefitting from access to certification which may allow them to acquire jobs in other Caribbean countries based on their skills training. Accelerated efforts should therefore be made to rectify this problem.

Prior Learning Assessment and Recognition has also been identified as being available, in particular at the Vocational Training Development Institute (VTDI), however, once again, this leads to the awarding of NVQ-J qualifications and not the CVQ. .

(vi) CONCLUSION AND RECOMMENDATIONS

Based on the preliminary analysis presented above, Jamaican youth have considerable opportunities available to them to aid in their acquisition of decent employment. Work experience opportunities, job matching assistance services, and entrepreneurship education were found to be especially extensive and ahead of the rest of the countries covered in this study. Some gaps were identified and require attention including the need to strengthen entrepreneurship training and support services as well as youth access to finance for entrepreneurship, and the need to expand CVQ access by moving from offering NVQ-J qualifications to offering CVQs consistently. A potential area of concern recurring in Jamaica, as well, is the possibility of duplication and the need for streamlining given the sheer number of interventions underway in different areas.

The following recommendations are therefore made to address some of these gaps and challenges under each intervention area:

⁵⁰³ HEART Trust/NTA (2016). *HEART Trust/NTA Annual Training Report 2015-2016*, p. 11.

⁵⁰⁴ Human Employment and Resource Training (HEART) Trust/ National Training Agency (2006). *Jamaica National Report on Technical and Vocational Education and Training*, p. 21. http://www.ilo.org/wcmsp5/groups/public/-/-americas/-/-ro-lima/-/-sro-port_of_spain/documents/meetingdocument/wcms_306332.pdf

⁵⁰⁵ "The Jamaican NVQ (or NQ) is based on five levels of employment and relates these levels to qualifications (certificates at levels 1–4, with diplomas and associate degrees at 3 and 4, and bachelor's degrees at level 5. The CVQ appears to start with qualifications and then relate them to levels of employment and this includes postgraduate study. It misses a level of skilled employment, collapsing the NVQ's levels 2, 3 and 4 into two levels rather than three. Nonetheless, these differences are not major impediments to harmonization. The real issue is the acceptance of the framework by stakeholders." Ibid., p. 22.

General

1. *Ensuring that the Learning, Earning, Giving and Saving (LEGS) programme is enabled to achieve its objective of coordinating youth employment interventions and that these are marketed to youth*

The introduction of the LEGS programme with its plans to oversee and coordinate all youth interventions is evidence that problems of duplication and a lack of coordination identified in this mapping have been recognised at the governmental level, as well. Efforts should be continued to ensure that this programme is effectively implemented and managed if the youth employment intervention landscape is to serve youth in Jamaica optimally. The availability of these coordinated opportunities should also be properly marketed and communicated to youth.

Interventions to Facilitate School to Work Transition

2. *Rationalisation and streamlining of existing work experience programmes including the more efficient design of programmes to be aligned with national development and growth goals*

As discussed previously, fiscal sustainability with so many programmes is likely to be a challenge. Consequently, in addition to ongoing efforts to rationalise and streamline programmes with the HEART/NTA merger and the introduction of the LEGS programme, programmes must also be reviewed to ensure that the areas in which youth are being trained and gaining experience align with those areas identified as being the most promising for economic growth in Jamaica. Training and work experience should be seen as not solely benefiting youth but rather as being part of a broader national development strategy.

3. *Expansion of apprenticeship opportunities*

While job attachments are numerous, more apprenticeship opportunities are needed to strengthen the links between education and training and the workplace, including for white collar occupations and in the country's identified growth sectors. To the extent that all work experience programmes are set to be redesigned to include an apprenticeship component with the rollout of the LEGS programme, efforts should be made to ensure that this materialises where appropriate.

4. *Ensure job matching services reach youth*

Assessments are needed to evaluate the extent to which youth are actually benefitting from the LMIS' services and, if found to be lacking, efforts should be made to achieve better targeting including via effective marketing and awareness campaigns.

5. *Introduction of labour rights awareness services if verified as currently not available*

Labour rights awareness should be included among the online services offered by the LMIS and should also be offered to secondary schools and as part of the offline services of the agency where this is not already the case.

6. *Evaluate duplication of LMIS and LMIP and streamline as needed*

The extent to which the existence of the Labour Market Information Portal under the HEART/NTA amounts to a duplication of effort and resources should be evaluated and if found to indeed be a duplication, rationalisation and streamlining should occur.

Interventions to Provide Job Opportunities to Youth

7. *Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies if such research does not already exist*

Although interventions in this area are lacking in Jamaica, it does not follow that such interventions are automatically needed. Research must first be conducted to determine whether such interventions would work in the country context before they are introduced. Research would also be needed into the specific intervention design needed to ensure effectiveness.

Interventions to Promote Youth Entrepreneurship

8. *Expansion and strengthening of financial and training services to better target youth*

Existing business support and MSE financing organisations should be strengthened and expanded to ensure that their services reach young entrepreneurs. This could include the development of youth-tailored products alongside their other services or the strengthening and support of youth-targeted organisations to perform this function. Another avenue would be the proper implementation of government's plan to earmark financing for youth as stated in the national MSME policy.

9. *Research into the potential impact of introducing a reserved share of government procurement for youth enterprises*

Combined with other efforts to promote youth entrepreneurship, this may potentially be a good strategy for the government of Jamaica to pursue, however, the cost and benefits of doing so need to be first evaluated if this has not already been done.

Interventions to Facilitate Reintegration

10. *Evaluation of the collective impact of existing interventions and the development of a coherent strategy for reintegration*

Reintegration efforts need to be evaluated to determine their collective impact, in addition to informing necessary rationalisation and streamlining efforts. A coherent strategy for reintegrating vulnerable youth should also be developed including consideration of the existing interventions by NGOs and community groups.

11. *Expansion of interventions to include initiatives targeting vulnerable female youth and those to promote entrepreneurship among all youth from vulnerable backgrounds.*

These are two areas in which interventions have been found to be lacking and could be promising avenues for improving the outcomes of vulnerable youth.

Interventions to Facilitate Intra-Regional Migration

12. *Shift from awarding primarily NVQs to CVQs*

ST. VINCENT AND THE GRENADINES

This profile maps ongoing youth employment interventions in St. Vincent and the Grenadines in the areas of interventions facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable. This material was collected by desk review with collaboration from stakeholders in relevant government and non-governmental agencies.

Main findings

The youth employment intervention environment in St. Vincent and the Grenadines can be assessed as being limited in scope overall. Some programmes do exist to provide youth at different education levels with work experience and on-the-job training, however, challenges have been identified including the sustainability of donor funding and the failure to focus on training in skill areas for which there is growing demand. While job matching services exist in principle, the limited capacity of the main public employment agency, including the lack of an online presence, prevents this from being effective. Limited capacity is similarly a problem with entrepreneurship training and finance services as the main youth-targeted intervention, the Youth Business Trust, appears to be inactive, while entrepreneurship training in the education system is limited, as in most of the region. Reintegration interventions suffer from the same problem of weakness with very few small interventions and gaps in the provision of remedial academic training, psychological services, work experience, entrepreneurship development, and programmes targeting vulnerable female youth. Equally, CVQ implementation has been hindered by low capacity although two donor-funded projects are attempting to rectify this.

Profile Structure

This profile begins with a look at indicators relevant to youth employment and economic activity in St. Vincent and the Grenadines accompanied by a brief discussion of the youth employment situation in the country and the policy attention it has received. The mapping of youth employment interventions is then presented followed by an analysis of this mapping. The profile concludes with recommendations based on this preliminary analysis.

(i) COUNTRY DATA

Table 43 - Key Country Indicators: St. Vincent and the Grenadines

<i>Population</i> ⁵⁰⁶	
Total Population (2017)	109,897
Youth Population (15-24) (2017)	18,829 (17.1%)
<i>Economy</i>	

⁵⁰⁶ United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision, custom data acquired via website.

Gross Domestic Product (GDP at constant 2010 \$US) (2016)	\$732 million ⁵⁰⁸
Projected GDP Growth (2018)	2.8% ⁵⁰⁹
GDP Composition by Sector (2016) ⁵⁰⁷	
• Agriculture	8%
• Industry	17%
• Manufacturing	5%
• Services	75%
<i>Employment</i> ⁵¹⁰	
Labour force participation rate (%) (2015)	68.0
• Female	62.0
• Male	73.8
Youth labour force participation rate (15-24) (%) (2015)	48.7
Total unemployment rate (%) (2015)	25.1
• Female	30.3
• Male	20.8
Youth unemployment (%) (2015)	45.7
• Female	51.2
• Male	40.5
Vulnerable employment (% of total employment) (2017) ⁵¹¹	8.9
<i>Educational Attainment</i> ⁵¹²	
Lower secondary completion rate (% of relevant age group) (2015)	98.3

(ii) THE YOUTH EMPLOYMENT SITUATION IN ST. VINCENT AND THE GRENADINES

Saint Vincent and the Grenadines is one of the countries in the Caribbean which has suffered the most from chronic problems of high youth and general unemployment. In fact, of the countries examined in this study, the multi-island state has the highest youth unemployment rate based on data for the most recent year available, with almost half of its youth labour force being unemployed⁵¹³. This problem may be even greater in reality as such figures do not take into account youth who are neither in employment nor training and education. Recent years of positive, although weak, growth following the recession of 2008-2009 are

⁵⁰⁷ The World Bank: World Development Indicators: Structure of Output. <http://wdi.worldbank.org/table/4.2>.

⁵⁰⁸ Ibid.

⁵⁰⁹ The World Bank: Country data: St. Vincent and the Grenadines.

⁵¹⁰ All employment data is for 2015 and obtained from the Statistical Office, Government of Saint Vincent and the Grenadines based on the 2015 Labour Force Survey unless otherwise stated. <http://stats.gov.vc/Default.aspx?tabid=136>

⁵¹¹ Vulnerable employment refers to those employed as family workers or own-account workers. ILO-Modelled estimate. World Bank. World Development Indicators.

⁵¹² World Bank. World Development Indicators.

⁵¹³ The figure for 2015 is 45.7% based on the 2015 Labour Force Survey. Source: Statistical Office, Government of St. Vincent and the Grenadines. <http://stats.gov.vc/Default.aspx?tabid=136>

unlikely to improve the situation dramatically with the youth unemployment rate being consistently high over the past 20 years despite periods of accelerated growth in the tourism-based economy⁵¹⁴.

While females, including youth, and youth aged 15-19 are generally more disadvantaged in the labour market, young females in this age group are the most severely disadvantaged⁵¹⁵, as is common in the region. Youth in Saint Vincent and the Grenadines also face challenges of poor education⁵¹⁶ and skills training with an inadequately educated workforce being identified as the greatest problem for employers in the country⁵¹⁷. The provision of decent work opportunities is equally a concern given that the vast majority of businesses in the country are estimated to be informal, micro or small enterprises, and with most persons being employed in the MSE sector⁵¹⁸. Further, the most common occupation, especially for females, is as service and sales workers⁵¹⁹, where low income, exploitation and poor working conditions are more likely.

(iii) POLICY ATTENTION TO YOUTH EMPLOYMENT

Although Saint Vincent and the Grenadines does not have an updated National Youth Policy since its 1996 policy and recent budget statements place limited focus on youth⁵²⁰, youth employment has received extensive attention in the country's National Economic and Social Developmental Plan 2013-2025. Specifically, the challenges faced by young people in securing decent employment have been recognised

⁵¹⁴ Based on World Development Indicators of GDP growth and youth unemployment (ILO-modelled estimates) for the last 20 years. Source: World Bank, World Development Indicators.

⁵¹⁵ In 2015, the unemployment rate for all youth aged 15-19 was 64% while for female youth in this age group it was 70.5%. Source: Statistical Office, Government of St. Vincent and the Grenadines. 2015 Labour Force Survey. <http://stats.gov.vc/Default.aspx?tabid=136>

⁵¹⁶ Problems with the primary and secondary education systems were identified by the Caribbean Development Bank. Specifically, 53% of students passed the end of primary school Common Entrance exam, while less than 40% of students graduate from secondary education with five Caribbean Secondary Examinations Certificate passes including English and Mathematics (based on data for 2011-12).

Source: Caribbean Development Bank (2014). *Country Strategy Paper: St. Vincent and the Grenadines 2014-2018*, Paper BD 14/14, p. 7. http://www.caribank.org/wp-content/uploads/2016/03/BD14_14_CSP_SVGFebruary_2014_FINAL.pdf

⁵¹⁷ World Bank 2010 Enterprise Survey cited by World Bank (2017). *Project Appraisal Document – Saint Vincent and the Grenadines Human Development Service Delivery Project*, Report No: PAD1806, p. 12.

The World Bank identified specific problems of ad-hoc skills training that is not driven by labour market demand, weakness of labour market programme delivery systems, and general capacity constraints.

<http://documents.worldbank.org/curated/en/508051496779690299/pdf/St-Vincent-PAD-Main-05082017.pdf>

⁵¹⁸ "In 2010 around 80% of Vincentian businesses were informal, micro or small enterprises, and 60% of all employed persons were working in micro and small enterprises". Inter-American Development Bank (2013). *Private Sector Assessment Report of Saint Vincent and the Grenadines*, p. 3.

⁵¹⁹ 24% of the employed labour force worked as service and sales workers in 2015, while 33% of the female employed labour force fell into this category. Source: Statistical Office, Government of St. Vincent and the Grenadines. 2015 Labour Force Survey. <http://stats.gov.vc/Default.aspx?tabid=136>

⁵²⁰ Government of Saint Vincent and the Grenadines (2017). *Budget Address 2017: Fiscal Consolidation and Economic Growth, Job Creation and Sustainable Development in A Vulnerable Small Island Developing State in The Context of A Challenging Global Environment*.

http://www.gov.vc/images/pdf_documents/budget_address_and_econ_review_combine_2017.pdf

and a strategy to tackle these was outlined, focusing on training and skills development and fostering entrepreneurship⁵²¹.

(iv) MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

Table 44 - St. Vincent and the Grenadines: Interventions Aimed at Facilitating The School to Work Transition for Young Women And Men

ST VINCENT AND THE GRENADINES		
AREA of INTERVENTION	PROGRAMME	DETAILS
Apprenticeships/ Internships/Job attachments programmes (secondary, vocational, tertiary) and	Youth Empowerment Service	<ul style="list-style-type: none"> • Operated by: Ministry of National Mobilisation – Youth Affairs Division • Elements of the programme: <ul style="list-style-type: none"> ○ Participants receive skills training and are then sent on attachments to various public and private organisations, where they receive on-the-job training and a monthly stipend. ○ Training areas include clerical duties; basic laboratory procedures; physiotherapy; dental care; child development; hospitality; radio and television broadcasting; plant propagation; personal development. ○ Tax benefits are also offered as incentives to private sector companies for active participation in the YES programme⁵²². • Target group: Unemployed youth who are unskilled or semi-skilled and school leavers. • Age range: 16-30 • Stipend - EC \$450.00 per month • Period of Engagement – 6-12 months placement • Source of Funding: Jointly funded by the Government and grants from the Republic of China on Taiwan • Beneficiaries: 525 were on the programme at the start of 2016. (average of 500 per year)
	Support for Education and Training Programme (SET)	<ul style="list-style-type: none"> • Operated by: Office of the Prime Minister and the Service Commissions Department • Elements of the Programme: Work placement for college and university graduates in the public sector and affiliated agencies. Upon completion of job training, participants receive a certificate. • Target group: Community college and university graduates • Age range: 18-35 • Source of funding: Government and Petro Caribe (Venezuela)

⁵²¹ Government of Saint Vincent and the Grenadines (2013). *National Economic and Social Development Plan of Saint Vincent and the Grenadines 2013-2025*.

<https://sustainabledevelopment.un.org/content/documents/1466vincentgrenadines.pdf>

⁵²² Government of St. Vincent and the Grenadines, Department of Labour.
http://dol.gov.vc/dol/index.php?option=com_content&view=article&id=48&Itemid=39

ST VINCENT AND THE GRENADINES		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<ul style="list-style-type: none"> • Period of Engagement: This is a temporary work assignment (1 year) and successful applicants cannot apply for extension or renewal of contract. • Stipend: University graduates will be paid at a rate of EC \$2,200 per month; College graduates will be paid at a rate of EC\$1,000 per month. • Rationale of the Programme: It is designed to provide recent graduates of recognized universities and the St. Vincent and the Grenadines Community College with relevant work experience within the public sector and affiliated agencies. • Beneficiaries: 250 persons participated in the programme in 2016. Many have since used the certificates received from this programme to obtain jobs and gain entry into learning institutions.⁵²³
	Applied Associate Degree Programmes and Applied Certificate Programmes at the DTVE ⁵²⁴	<p>Operated by: Division of Technical and Vocational Education (Under the SVG Community College)</p> <p>Elements of the Programme:</p> <ul style="list-style-type: none"> • Final year students pursuing full time programmes at the DTVE undergo an industrial attachment at an organisation specialising in their field of study • Applies to 15 associate degree programmes and 2 full-time certificate programmes across the Departments of Business and General Studies, Engineering, and Hospitality and Agriculture. <p>Period of engagement: 4-6 weeks</p> <p>Programme availability: Arnos Vale and Diamond</p> <p>Rationale: To reinforce the training received over the two years, and provide students with the opportunity to apply their skills and develop professionally.</p>
Job Brokering (websites or in person) carried out by public or private organizations	Seasonal Agriculture Workers Programme (SAWP)	<ul style="list-style-type: none"> • Operated by: Department of Labour of the Ministry of Economic Planning • Elements of the programme: Offshore programme of ‘managed’ circular migration by the Canadian Government • Target Group: Predominantly males • Age range: 18-45 • Source of funding: Canadian Government • Period of engagement: 6-8 months • Remuneration: Canadian \$11.00 per hour • Availability: Open to all eligible citizens • Rationale of the Programme: To give to Canadian Farm owners a constant supply of quality workers

⁵²³ National Social and Economic Developmental Plan of St Vincent and the Grenadines 2013 – 2025. Part 1, p 46. http://finance.gov.vc/finance/images/stories/Central_Planning/svg%20nesdp%20pages%201-52.pdf

⁵²⁴ Division of Technical and Vocational Education (DTVE) of the St. Vincent and the Grenadines Community College, <http://www.svgcc.vc/about-dtve>

ST VINCENT AND THE GRENADINES		
AREA of INTERVENTION	PROGRAMME	DETAILS
Job Matching: Job search assistance (CV, interview preparation) carried out by public or private organizations	Employment Services Center ⁵²⁵	<ul style="list-style-type: none"> Operated by: Department of Labour Elements of the Programme: Services of the center include: <ul style="list-style-type: none"> Online platform to match job seekers and employers (does not appear to be operational) Registering, interviewing, and counselling the unemployed. Assisting in filling job vacancies, locally and abroad. Resume writing, job search, interviewing skill Offering career guidance to schools. Training students and school leavers. Availability: Urban and rural Rationale: Provision of labour market information to job seekers to facilitate entry into the labour market
Labour rights awareness and sensitization	Schools' outreach	<ul style="list-style-type: none"> Operated by: Department of Labour Elements of the Programme: Labour Laws and Career Counseling

Table 45 - St. Vincent and the Grenadines: Interventions Aimed at Providing Job Opportunities Specifically for Young Women and Men

ST. VINCENT AND THE GRENADINES		
AREA of INTERVENTION	PROGRAMME	DETAILS
Public Works and Public Employment Schemes	No interventions were identified in this area	
Subsidies to employers for hiring youth	No interventions were identified in this area	

Table 46 - St. Vincent and the Grenadines: Interventions Aimed at Supporting Youth Entrepreneurship

ST VINCENT AND THE GRENADINES		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Entrepreneurship training within general education system	Business subjects in secondary school	<p>Operated by: Ministry of Education</p> <p>Elements of programme:</p> <ul style="list-style-type: none"> There is no youth entrepreneurship training programme within the secondary school system. However, the curriculum offers Business subjects: Office Administration, Electronic Document Preparation and Management, Economics, Principles of Business (POB) and Principles of Accounts (POA).

⁵²⁵ Department of Labour

http://www.planning.gov.vc/planning/index.php?option=com_content&view=article&id=184&Itemid=225

		<ul style="list-style-type: none"> These subjects are not compulsory with students generally choosing their preferred 5 to 8 subjects to attempt for the CSEC examinations. Students sit the relevant exams at the end of their two-year course of study <p>Target group: Students in upper secondary school (CSEC prep grades)</p> <p>Age range: 14-17</p> <p>Period of engagement: 2 years</p> <p>Programme availability: rural and urban</p> <ul style="list-style-type: none"> Number of beneficiaries: In 2015, 680 students attempted the Principles of Business exam (96% pass rate), 349 attempted Principles of Accounts (74% pass rate), 609 attempted EDPM (90% pass rate), 346 attempted OA (92% pass rate) and 160 attempted Economics (89% pass rate)⁵²⁶
	Associate of Applied Science Degree in Entrepreneurship and Small Business Management	<ul style="list-style-type: none"> Operated by: St. Vincent and the Grenadines Community College Technical Division Elements of the Programme: <ul style="list-style-type: none"> Entrepreneurial Skills, Entrepreneurial Accounting, Commercial Transactions and Business Documents, Organisation and Management. The degree is designed to give students a basic understanding of entrepreneurship and an introduction to various aspects of small business management. Students entering this programme are expected to develop and produce a business plan as part of the requirements for graduation. This business plan is expected to be used as a pathway to starting up their small business enterprise. There is no industrial attachment for this programme.
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	Youth Business Trust, Saint Vincent and the Grenadines ⁵²⁷	<ul style="list-style-type: none"> Operated by: Youth Business Trust, Saint Vincent and the Grenadines (non-profit) Elements of the programme: <ul style="list-style-type: none"> Regular services provided to youth include: business planning help, mentoring, and accounting and money management advice The trust also hosts ad-hoc events such as business training boot-camps and other training workshops Target group: youth who otherwise would not be able to acquire a loan or access funding due to their personal circumstances, social status or lack of collateral. Especially disadvantaged youth, including former convicted criminals, youth who live in abject poverty, those living with a physically disability, and many who could not complete schooling.

⁵²⁶ Data on the total number of CSEC entrants for 2015 was not available, however, as most candidates attempt English and Mathematics in order to achieve a full school-leaving certificate, the number of entrants in these subjects can be used as a gauge for the popularity of the business-related subjects. In 2015, 1,342 students and 1,192 students attempted English and Mathematics, respectively.

Source: OECS Education Statistical Digest, pp. 168-172.

⁵²⁷ Youth Business Trust St. Vincent and the Grenadines. <http://www.youthbusinesscaribbean.com/st-vincent-the-grenadines-info/>

		<ul style="list-style-type: none"> *Although started in 2012, the trust does not appear to be very active in 2017
	National Development Foundation (NDF) Business Support Center ⁵²⁸	<ul style="list-style-type: none"> Operated by: The National Development Foundation (Non-profit Development organization) Elements of the programme: <ul style="list-style-type: none"> The NDF provides technical assistance to its loan clients as well as stand-alone training workshops and business support services to businesses in SVG. These support services include seminars and workshops on business management and entrepreneurial development, technical assistance via partners as well as in-house expertise, and accounting and human resource management support via its Management Accounting Center Target group: small and microentrepreneurs Programme availability: Urban
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	National Development Foundation (NDF) ⁵²⁹	<ul style="list-style-type: none"> Operated by: National Development Foundation (Non-profit Development organization) Elements of the programme: <ul style="list-style-type: none"> The NDF provides loan financing to micro- and small entrepreneurs in the following areas: Manufacturing, Services, Agriculture, Fishing, Tourism, Industrial Trades, Construction, Craft, Commerical Services Loan recipients must be willing to receive technical assistance Security requirements may include a combination of Guarantor(s), Bill of Sale on equipment and other fixed assets, Lien on Savings & Fixed Deposits, Mortgage on land and building, Assignment of insurances and contract revenues Target group: Small and microentrepreneurs Age range: less than 65 years old Rationale of the Programme: Providing self-help development to the less fortunate primarily through the provision of credit, technical assistance and training in the initiation and/or development of owner managed enterprises.
	Youth Business Trust Saint Vincent and the Grenadines ⁵³⁰	<ul style="list-style-type: none"> Operated by: Youth Business Trust, Saint Vincent and the Grenadines (non-profit) Elements of the programme: Loans are provided to young entrepreneurs at a low interest rate of 7-12% and with a loan duration of up to 5 years. Target group: youth who otherwise would not be able to acquire a loan or access funding due to their personal circumstances, social status or lack of collateral. Especially disadvantaged youth, including former convicted criminals, youth who live in abject poverty, those living with a physically disability, and many who could not complete schooling.

⁵²⁸ National Development Foundation of Saint Vincent and the Grenadines, Business Support Center. <http://www.ndfsvg.org/business-support-center.html>

⁵²⁹ National Development Foundation of Saint Vincent and the Grenadines, Loans. <http://www.ndfsvg.org/loans.html>

⁵³⁰ Youth Business Trust St. Vincent and the Grenadines. <http://www.youthbusinesscaribbean.com/st-vincent-the-grenadines-info/>

		<ul style="list-style-type: none"> *Although started in 2012, the trust does not appear to be very active in 2017
	SVG National Centre of Technological Innovation Business Incubator ⁵³¹	<ul style="list-style-type: none"> Operated by: SVG National Centre of Technological Innovation Business Incubator Elements of the Programme: <ul style="list-style-type: none"> The incubator provides business ventures in ICT with the necessary physical, financial and business advisory support services to assist them to achieve their targets and become financially viable Businesses must be registered 20% counterpart funding (may be in-kind) must be supplied Target group: ICT entrepreneurs (not exclusive to youth) Source of Funding: Grants provided to SVGNCTI clients via the Caribbean Regional Communications Infrastructure Programme (CARCIP) Business Incubation Programme which is financed by the World Bank Grant amount: up to EC \$100,000 Rationale: To develop the entrepreneurial spirit (ICT) of the populace of St.Vincent and the Grenadines, by nurturing their business ideas into economically sustainable business ventures.
	Microenterprise Loan Programme ⁵³²	<ul style="list-style-type: none"> Operated by: Bank of St. Vincent and the Grenadines Elements of the programme <ul style="list-style-type: none"> Participants are first interviewed and screened to enter a training programme which leads to the preparation of a business plan After site assessment for the proposed business, individuals go through a loan interview Micro credit is provided to persons in the areas of Manufacturing, Agriculture, Tourism Services and Retailing. Loan recipients benefit from follow-up on-site monitoring and assessment of business, technical assistance and advice, and re-training Target group: Microentrepreneurs (not exclusive to youth) Rationale: To contribute to the reduction of unemployment, and the growth, development, and expansion of the micro enterprise sector.
Special market shares for youth for government contracts or similar other	No interventions in this area identified	

Table 47 - St. Vincent and the Grenadines: Interventions Aimed at Facilitating the (Re)Integration Of Young Women and Men from Vulnerable Backgrounds

ST VINCENT AND THE GRENADINES

⁵³¹ St. Vincent and the Grenadines National Centre of Technological Innovation Inc. <http://web.svgncti.org/business-incubator/>

⁵³² Bank of Saint Vincent and the Grenadines. <https://www.bosvg.com/lending-services/micro-small-enterprise>

AREA of INTERVENTION	PROGRAMME	DETAILS
Psychological and Career Counseling and training services for: Juveniles, youth emancipating from crime and first offenders, as well as youth at-risk	Liberty Lodge Boys' Training Centre	<p>Operated by: Ministry of National Mobilisation, Social Development, Family, Gender Affairs, Persons with Disabilities, and Youth</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • This residential facility is the main rehabilitative center for young boys in SVG • Residents receiving academic training as well as vocational training in agriculture and woodwork with practical applications in farming on the centre's grounds and woodwork in the centre's workshop • Counsellor provides individual, group and family counselling • Social skills are also taught and recreational activities are facilitated <p>Target group: Boys with problematic backgrounds. Not exclusive to juvenile offenders</p> <p>Age range: 7 – 16</p> <p>Source of Funding: Government of SVG</p> <p>Rationale: To provide a caring environment in which boys 7 to 16 years old of poor and disadvantaged families having familial, educational, social, emotional and/or behavioral difficulties can develop skills that would allow them to become responsible and productive citizens.</p> <p>Future plans: Plans were announced in 2017 for the construction of a girls' home⁵³³</p>
	Youth Assistance Programme ⁵³⁴	<p>Operated by: Marion House (NGO)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Marion House is a counselling centre whose services include counselling for youth at-risk and their parents as well as general youth guidance. • Specifically, the Youth Assistance Programme focuses on the personal development of youth including building self-confidence and appropriate attitudes for the world of work during Phase 1, followed by a full time, six months apprenticeship, skills training attachment with a trainer based on the skill identified by the Youth for sustainability. • Phase 1 also includes compulsory community service • Marion House may also refer boys to the Liberty Lodge Training Center <p>Target group⁵³⁵: poor, vulnerable, rural, 'at-risk', unemployed youths who either dropped out of school along the continuum due to poverty, or completed their schooling and are without employable skill. Juveniles in conflict with the law, and who are referred by the High, Family and Magistrate's Courts, are also considered for places in the programme.</p> <p>Age range: 15-19</p>

⁵³³ "Integrating Juveniles", Government of Saint Vincent and the Grenadines, 22 February 2017. <http://www.gov.vc/index.php/news/481-integrating-juveniles>

⁵³⁴ Marion House. <https://www.facebook.com/MarionHouseSVG/>

⁵³⁵ "Marion House Graduates Thirty", the Vincentian, 22 January 2016. <http://thevincentian.com/marion-house-graduates-thirty-p9906-133.htm>

		<p>Period of Engagement: the Youth Assistance Programme lasts 1 year full-time (6 months per phase)</p> <p>Programme availability: Main office (Kingstown) and satellite programme in Georgetown.</p> <p>Source of Funding: reliant on donors (hence delayed programme commencement in 2017)</p> <p>Number of beneficiaries: 44 participants in 2015</p>
Technical and Vocational Education and Training Development Project ⁵³⁶		<p>Operated by: Ministry of Education</p> <p>Elements of the programme: TVET training for 1,000 youth and adults at-risk including 90 inmates at the Kingstown Prison as part of the wider project's objectives of TVET development.</p> <p>Source of Funding: Caribbean Development Bank Loan</p>
Police Force Summer Programmes ⁵³⁷		<p>Operated by: Royal Police Force of SVG including the Coast Guard, Police Band, Police Youth Clubs and Pan Against Crime Committee</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Each of these organisations hold annual summer programmes/camps for youth • Training is provided in various areas including seamanship, map reading, swimming, table etiquette, and boat handling (Coast Guard), and playing of various wind instruments, keyboards, drums and the steel pan (Police Band). <p>Target group: at-risk youth</p> <p>Rationale: To alleviate factors which create risk and negative social behaviour among youths.</p>

Table 48 - St. Vincent and the Grenadines: Interventions Aimed at Facilitating Intra-Caribbean Migration Through Issue of Caribbean Vocational Qualification (CVQ)

ST VINCENT AND THE GRENADINES		
AREA of INTERVENTION	PROGRAMME	DETAILS
National availability of CVQ		<p>Operated by: The Sector Skills Development Agency (SSDA) (National Training Agency (NTA) for Technical and Vocational Education and Training (TVET) in St. Vincent and the Grenadines).⁵³⁸</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Approval to grant CVQ was received in March 2016.⁵³⁹

⁵³⁶ This CDB-funded project which began in 2011 was expanded in 2016 to include TVET access for at-risk youth and adults. Caribbean Development Bank (2016). *Revised Loan/Grant and Project Summary for Technical and Vocational Education and Training Development Project - Revision in Scope and Additional Loan and Grant: St. Vincent and the Grenadines*. Extract from Paper BD 114/11 Add. 1.

⁵³⁷ "Police Force Offers Summer Programmes for Students", iWitness News, 18 July 2014. <https://www.iwnsvg.com/2014/07/18/police-force-offers-summer-programmes-for-students/>

⁵³⁸ The SSDA operates under the aegis of the Ministry of Education and consist of a Board and a secretariat, the National Qualification Department (NQD). The role of the SSDA is to co-ordinate and regulate technical and vocational education and training, promoting and facilitating a coherent system of quality TVET <https://www.facebook.com/Sector-Skills-Development-Agency-279973708820127/>

⁵³⁹ *St Vincent and the Grenadines approved to award the Caribbean Vocational Qualification*, March 7, 2016. Ministry of Education, Reconciliation and Ecclesiastical Affairs of St Vincent and the Grenadines.

		<ul style="list-style-type: none"> CVQs are offered in 15 occupational areas in 4 technical centres in SVG
National availability of Prior Learning Assessment		<p>Operated by: The Sector Skills Development Agency (SSDA)</p> <p>Elements of the programme: Exists but problems may exist with implementation capacity based on prior evaluations.</p>

(v) ANALYSIS of FINDINGS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

There are a number of interventions seeking to provide youth with work experience to facilitate the school to work transition in St. Vincent and the Grenadines although the quality of these programmes, is more variable.

One strength of the three identified programmes taken together is that they cater to three different categories of youth, specifically, unemployed low-skilled school leavers, tertiary graduates, and those in formal TVET education, thereby covering a broader spectrum of youth in the labour market. While the design of the programmes appears to be solid in principle, evaluations of the quality of the training and associated work placements are not existent.

Significant problems can still be identified. Both the Youth Empowerment Service (YES) and Support for Education and Training (SET) Programme are dependent on volatile donor funding with funding for the YES programme likely to disappear if the opposition comes into power and shifts its strategic partnership from being with Taiwan, the current donor, to China as it has announced it would do. The SET programme meanwhile relies on funding from the Government of Venezuela via Petro Caribe which is also likely to disappear in the context of current instability in that country.

Apprenticeship skill areas under the YES programme do not appear to be demand-driven with none of them being in the country's major growth sectors such as tourism or construction, or future sectors such as ICTs. Similarly, the pilot of the SET programme in 2014 saw the placement of most of the participants in clerical and administrative work at the Ministry of Education and the Community College⁵⁴⁰ which, if it has continued, means that highly skilled tertiary graduates may not be gaining the type of experience needed to solidify and expand their portfolios in the job market. The graduate destinations identified by the Division of Technical and Vocational Education (DTVE) under the country's community college suggests, on the other hand, that placements may be good at this institution leading to employment at renowned companies⁵⁴¹. While there is no way to verify this given the dearth of evaluation studies, prior research has

http://www.education.gov.vc/education/index.php?option=com_content&view=article&id=464:st-vincent-and-the-grenadines-approved-to-award-caribbean-vocational-qualification-cvq&catid=35:news&Itemid=84

⁵⁴⁰ "Government launches support for education and training programme", iWitness News, 16 March 2014.

<https://www.iwnsvg.com/2014/03/16/government-launches-supportive-education-and-training-programme/>

⁵⁴¹ Department of Technical and Vocational Education, St. Vincent and the Grenadines Community College. <http://www.svgecc.vc/about-dtve>.

highlighted that the quality of TVET in St. Vincent and the Grenadines is very low due to a lack of capacity, potentially calling the quality of DTVE apprenticeships into question⁵⁴².

Finally, the combined reach of the YES and SET programmes appears to be quite limited with just 500 unemployed youth, or 8% of the target group⁵⁴³ benefitting annually from the YES programme while the SET programme reaches just 250⁵⁴⁴. Similar figures are unavailable for the DTVE programmes.

It should be noted that several of these problems have been previously identified as being common to skills training programs in St. Vincent and the Grenadines, in general⁵⁴⁵.

Job Matching Assistance: Job Brokering and Job Search

While, in principle, job matching assistance services exist via the Employment Services Center (ESC) including registering vacancies and matching jobseekers to them, limited capacity once again appears to be a major problem in the effectiveness of this intervention for tackling youth employment.

Despite intentions to have an online platform for conducting its operations, the Employment Services Center does not appear to have an online presence with just a handful of vacancies being posted on the Labour Department's website instead. Further, the entire Labour Department under which the center falls has a staff contingency of just 17 persons, and therefore, limited human resources for an effective public employment service. A lack of timely labour market data and outdated legislation have also been identified as hindering the department and the center's operations⁵⁴⁶.

It should be noted, however, that projects funded by the World Bank⁵⁴⁷ and the Organisation of Eastern Caribbean States/ International Labour Organisation⁵⁴⁸ are underway to boost and strengthen the TVET and

⁵⁴² World Bank (2017). *Project Appraisal Document – Saint Vincent and the Grenadines Human Development Service Delivery Project*, Report No: PAD1806, p. 12.

⁵⁴³ The programme targets unemployed persons aged 16-30. In 2015, the number of the unemployed aged 15-29 was 6245 (data is not disaggregated to allow a calculation of the number of unemployed aged 16-30) according to the 2015 Labour Force Survey, yielding an estimated annual reach of 8%. Source: Statistical Office, Government of St. Vincent and the Grenadines. 2015 Labour Force Survey. <http://stats.gov.vc/Default.aspx?tabid=136>.

⁵⁴⁴ The target group will ultimately be much smaller for this programme given that only tertiary graduates among those aged 18-35 are targeted, however, 250 would still amount to a small annual reach.

⁵⁴⁵ World Bank (2017). *Project Appraisal Document – Saint Vincent and the Grenadines Human Development Service Delivery Project*, Report No: PAD1806, p. 12.

⁵⁴⁶ Ibid.

⁵⁴⁷ Component 3 of the World Bank's Human Development Service Delivery Project which commenced in 2017 "will finance labour market data collection to inform training and labour market policy; direct delivery of TVET training to poor and unemployed persons; improvements in the learning environment for TVET education in selected schools; and technical assistance and investments to strengthen the overall institutional capacity and policy framework for a sustainable TVET and labour market system." World Bank (2017). *Project Appraisal Document – Saint Vincent and the Grenadines Human Development Service Delivery Project*, Report No: PAD1806, p. 16.

⁵⁴⁸ "The SVG-LMIS is a pilot project for the Organisation of Eastern Caribbean States (OECS) countries jointly implemented by the Saint Vincent and the Grenadines' Department of Labour (SVG-DoL), the OECS Secretariat and the International Labour Organization (ILO). The project aims at computerizing key operations of the SVG-DoL and Labour Market Information produced by Government Ministries or Institutions, the Trade Unions and the Employers' Organisations of Saint Vincent and the Grenadines". Government of Saint Vincent and the Grenadines, Department of Labour. http://dol.gov.vc/dol/index.php?option=com_content&view=article&id=1:about-lmis&catid=1:about-dol&Itemid=28.

labour market system in St. Vincent and the Grenadines including the improvement of labour market information systems.

Finally, while the department also offers job brokering services for the Canadian Government's Seasonal Agriculture Workers Programme by screening and selecting candidates, data is not available on the extent to which youth benefit from this. Still, criteria such as having prior farming experience and being between the ages of 20 and 45 may limit the number of youth who access this opportunity.

Labour Rights Awareness and Sensitisation

Inadequate details similarly make it difficult to evaluate the schools outreach conducted by the Labour Department regarding labour rights. While it remains a positive sign that such an intervention exists, if the department, or any other organization, offers no other labour rights awareness interventions a large proportion of youth in the labour market may be unaware of their rights as workers, leaving them vulnerable to exploitation. There is, however, some information about employee-employer relations in the form of frequently asked questions (FAQs) on the department's website as well as some information on labour laws.

Interventions Providing Job Opportunities for Youth

No interventions were identified in this area whether via public employment schemes or subsidies to employers for hiring youth.

Youth Entrepreneurship Interventions

General Education System

While there are some opportunities for business training in the general education system in St. Vincent and the Grenadines, these fall short of the blanket interventions needed to build an entrepreneurial culture in the country and, by extension, foster youth entrepreneurship as a means to employment.

As in the rest of the countries in this study, optional business-related subjects are offered at the upper secondary level and are generally popular. Approximately 54% of students attempting Caribbean Secondary Education Certificate exams in 2015 attempted the subject principles of business which is the closest to entrepreneurship training⁵⁴⁹. Gender differentials in the subject's uptake were also minimal⁵⁵⁰. While this popularity is encouraging, almost half of the students leaving secondary school in St. Vincent and the Grenadines are doing so without any exposure to entrepreneurship meaning that a more robust intervention may be needed.

Similarly, the associate degree programme in Entrepreneurship and Small Business Management at the country's community college is innovative in its design including practical entrepreneurship training and

⁵⁴⁹ Since data on the total number of CSEC entrants was unavailable, this estimate was calculated by dividing the number of students attempting Principles of Business by the average of the number of students attempting maths and English since most candidates attempt these subjects in order to achieve a full school-leaving certificate. In 2015, 1342 students and 1192 students attempted English and maths, respectively. Source: OECS Education Statistical Digest, pp. 168-172.

⁵⁵⁰ 64% of total CSEC entrants in St. Vincent and the Grenadines in 2015 were female according to the Caribbean Examinations Council's CSEC Annual Report 2015, while 60% of the entrants for Principles of Business were female (OECS Education Statistical Digest 2014-2015).

the development of a business plan. The reach of this programme among youth, however, is likely to be very small given that only a small fraction of youth enter tertiary education and this particular degree programme. Therefore, this is unlikely to produce the type of outcome that is needed to shift the national culture and perception of entrepreneurship.

Entrepreneurship Training and Support Services

Beyond the education system, entrepreneurship training and support services for young entrepreneurs appear to be somewhat limited. The St. Vincent and the Grenadines chapter of the Youth Business Trusts common across the region seems to have become inactive although, in principle, the organization offers training opportunities including mentoring to regular clients and ad-hoc workshops and boot camps. It should be noted that this organization officially targets disadvantaged youth thereby potentially excluding a large proportion of young entrepreneurs although targeting may be less stringent in practice.

The National Development Foundation's Business Support Center is a more robust avenue for accessing training and support services as the country's main business development agency. Evaluations are lacking to specify the extent to which youth can and do access these services but, given the general trend in the region, it is likely that this access is limited. The fact that the center is located in the capital may also hinder access for rural youth. Limited access is equally likely to be a problem with the technical assistance and support services offered by the National Centre of Technological Innovation (NCTI) Business Incubator which is discussed further in the next section.

Special Access to Financial Services

Many of the problems identified with youth access to entrepreneurship training and support services are likely to recur with access to finance. Youth-tailored loan products offered by the St. Vincent and the Grenadines Youth Business Trust are more suitable than general products in terms of recognizing the special needs of young entrepreneurs, although, as discussed previously, the trust does not appear to be very active currently.

Small and micro-enterprise loan financing offered by the National Development Foundation is also a potential avenue but, as with loans offered by other credit institutions targeting small entrepreneurs in the region, security and other administrative requirements may be deterrents to youth access. This is equally the case with the Microenterprise Loan Programme (MEL) offered by the Bank of St. Vincent and the Grenadines as loan interviews are preceded by site assessments for the proposed businesses. Depending on how this is implemented in practice, young entrepreneurs may be excluded if they lack the means to secure a business location that meets a high standard. One positive aspect of the MEL programme which may boost youth access is the fact that screened participants first enter a training programme which helps them develop a business plan before being interviewed for a loan, thereby giving youth a better chance at being successful.

The NCTI's business incubator also provides finance via the Caribbean Regional Communications Infrastructure Programme (CARCIP) which youth can theoretically access, along with physical, and technical support. Requirements for being a registered business, an ICT-company or ICT-project, and 20% counterpart funding (can be in-kind), may, however, similarly act as limiting factors for youth participation.

The overall credit access environment in St. Vincent and the Grenadines, ranked among the poorest in the region⁵⁵¹, is likely to work against youth entrepreneurship in the absence of youth-targeted interventions. Competition is likely to be high for whatever SME-targeted financing exists, such as via the NDF, given that most loans in the country tend to be to consumers rather than enterprises⁵⁵². Youth may therefore be unable to compete against more experienced entrepreneurs. Additionally, the fact that most business finance in the country comes from savings⁵⁵³ is another challenge faced by youth who are unlikely to have the personal assets to finance their own enterprises.

Special Market Shares

No special market shares were identified as being reserved for youth nor were there any reserved shares identified for small businesses which youth could potentially access.

Rintegration of Youth from Vulnerable Backgrounds

The availability of programmes specifically seeking the reintegration of vulnerable youth into the labour market is fairly limited in St. Vincent and the Grenadines, although quite a number of programmes exist to promote reintegration of such youth into society in general, including social, recreational and cultural activities.

Firstly, psychological and career counselling services for vulnerable youth are lacking based on the data collected in this mapping. Although individual, group and family counselling services are provided at the main facility that houses male juvenile offenders, and counselling services for at-risk youth are available via the NGO Marion House, the number of youth reached by these interventions is very limited. Further, very few specialists to develop diversionary and rehabilitative programmes, and psychologists are found in St. Vincent and the Grenadines in general according to prior research⁵⁵⁴.

Skills training opportunities are more numerous with such services being provided for juvenile offenders at the Liberty Lodge Boys' Training Centre, and for at-risk youth via the Youth Assistance Programme (YAP) offered by Marion House, the Police Force's Summer Programmes, and more recently, the Caribbean Development Bank-funded TVET Development Project. Notably, the YAP programme has a comprehensive structure featuring a work-based apprenticeship for participants while the CDB-funded project is set to have a considerable reach with a target of 1000 at-risk youth and adults including inmates at the main adult prison.

While comments on the quality of the training offered by these programmes and the extent to which they lead to formal certification cannot be made due to a lack of prior evaluations, other limitations are identifiable. Problems discussed previously in terms of a lack of adequately trained professionals to develop rehabilitative programmes and the challenges with TVET training in general in the country are likely to impact the effectiveness of these interventions as well. Further, while the programme design is sound, the Youth Apprenticeship Programme has a limited intake, as also mentioned above.

⁵⁵¹ Inter-American Development Bank (2013). *Private Sector Assessment Report of Saint Vincent and the Grenadines*, p. 15.

⁵⁵² Ibid.

⁵⁵³ Ibid.

⁵⁵⁴ USAID (2011). *Caribbean Basin Security Initiative Juvenile Justice Assessment*, p. 31.

Gaps in the provision of reintegrative and rehabilitative services to youth in adult prisons, female youth both in and out of institutions, and the absence of remedial academic training and second chance programmes for at-risk youth are also problematic. It should be noted, however, that vulnerable youth may access and benefit from interventions not exclusively targeted toward them including entrepreneurship opportunities via the Youth Business Trust, and academic and skills training opportunities at post-secondary institutions. Still, more programmes that target vulnerable youth directly which are cognizant of their challenges and needs, for example, including day care services for teenage mothers, are needed in St. Vincent and the Grenadines to ensure their equal chances in the labour market.

Facilitation of Intra-Caribbean Migration Through the Caribbean Vocational Qualification (CVQ)

While both CVQ certification and prior learning and assessment recognition (PLAR) exist in St. Vincent and the Grenadines, problems may exist with the ability of the implementing agencies to effectively train and certify youth under this framework. As alluded to, prior evaluations have identified significant capacity constraints in the provision of TVET in the country including a shortage of trainers, assessors and verifiers in different skills competencies⁵⁵⁵.

Plans are underway, however, via a Caribbean Development Bank-funded project and a separate World Bank-funded project to revitalize the system. Specifically, the CDB's TVET development project includes provisions to train principals and teachers in Competency-Based Education and Training (CBET) methodology and Caribbean Vocational Qualifications (CVQ) implementation, as well as training of assessors and verifiers⁵⁵⁶. Similarly, the World Bank project aims to train approximately 100 master assessors and verifiers to support implementation of CVQs as well as skills upgrades for 40 TVET instructors⁵⁵⁷. In addition, this project aims to provide CVQ Level 1 training in a range of areas to 1200 poor unemployed youth and adults, including career guidance and interview coaching⁵⁵⁸. The similarity of these two projects, however, makes duplication an issue of concern.

(vi) CONCLUSION AND RECOMMENDATIONS

Despite ongoing efforts, the youth employment intervention environment in St. Vincent and the Grenadines can be classified as one characterized room for improvement. Interventions in the area of work experience face challenges of fiscal sustainability and the lack of alignment of training and placements with economic growth areas. Resource challenges limit the effectiveness of job matching services, entrepreneurship training and finance, re-integrative efforts for vulnerable youth, and the implementation of the CVQ framework while entrepreneurship training in the general education system needs to be expanded.

⁵⁵⁵ World Bank (2017). *Project Appraisal Document – Saint Vincent and the Grenadines Human Development Service Delivery Project*, Report No: PAD1806, p. 12.

⁵⁵⁶ Caribbean Development Bank (2016). Revised Loan/Grant and Project Summary for Technical and Vocational Education and Training Development Project - Revision in Scope and Additional Loan and Grant: St. Vincent and the Grenadines. Extract from Paper BD 114/11 Add. 1. http://www.caribank.org/wp-content/uploads/2017/02/Loan-Grant-Project-Summary_TVET-Project-Scope-Revision_SVG.pdf

⁵⁵⁷ World Bank (2017). *Project Appraisal Document – Saint Vincent and the Grenadines Human Development Service Delivery Project*, Report No: PAD1806, p. 17.

⁵⁵⁸ Ibid, p. 16.

The following recommendations are therefore made to address some of these gaps and challenges under each intervention area:

General

1. *Ad hoc establishment of a central coordinating agency for youth employment initiatives or strengthening of an existing unit or agency to perform this role*

Currently, youth employment initiatives are scattered across different ministries and agencies which hinders the implementation of a coherent strategy. An agency should be established to serve this function, or an existing unit or agency should be empowered to adopt this role more aggressively. This should include collecting all the opportunities available to youth and associated information into one location, for example, a youth employment website that can be readily accessed by youth across St. Vincent and the Grenadines.

Interventions to Facilitate School to Work Transition

2. *Revision of existing programmes to ensure a larger youth reach, better alignment of training areas with demanded skills, quality work placements, and fiscal sustainability*

Investigation is also needed into programmes at the DTVE to determine their effectiveness and modify accordingly.

3. *Boosting the capacity of the public employment agency to ensure a modernised and effective service catering to youth including the provision of online services*

Interventions to Provide Job Opportunities to Youth

4. *Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies if such research does not already exist*

Although interventions in this area are lacking in St. Vincent and the Grenadines, it does not follow that such interventions are automatically needed. Research must first be conducted to determine whether such interventions would work in the country context before they are introduced. Research would also be needed into the specific intervention design needed to ensure effectiveness.

Interventions to Promote Youth Entrepreneurship

5. *Introduction of entrepreneurship training in secondary school*

Where other avenues are not feasible, the easiest, albeit imperfect, avenue for achieving this outcome may be to make Principles of Business a compulsory subject for students attempting CSEC in secondary schools as a first step to ensuring youth have a foundation in entrepreneurship. The alternative would be the development and implementation of an independent curriculum for entrepreneurship training at the primary, secondary, and tertiary education levels, such as the ‘Know about Business’ curriculum developed by the International Labour Organisation (ILO) or a

partnership with Junior Achievement, Grenada, to adopt a programme similar to the Secondary Early Entrepreneurial Development programme being piloted in Jamaica.

6. Investigation into the reach of existing youth entrepreneurship training and financial services and revision and expansion where needed

Given inadequate information, it is first necessary to establish the extent to which youth are being effectively served by existing interventions in these areas, specifically the extent to which the Youth Business Trust is functional. As this organisation is likely to be weak, efforts should be made to strengthen and expand its services or establish an independent government agency to provide such services. Alternatively, youth-tailored products could be added to the offerings of existing business development organisations which currently target MSEs but have criteria which may exclude youth.

7. Research into the potential costs and benefits of reserving a market share for youth

If possible, reservation of market shares for youth businesses may be a good strategy for supporting youth entrepreneurship, however, research is needed into whether this is a viable option for St. Vincent and the Grenadines. This is conditional on such research not already being in existence.

Interventions to Facilitate Reintegration

8. Investigation into the effectiveness and adequacy of current initiatives followed by appropriate expansion of remedial academic training, work experience opportunities and youth microenterprise development

9. Introduction of appropriate re-integrative interventions for vulnerable female youth

Given their specific needs and circumstances, appropriate programmes need to be devised to ensure the effective reintegration of young vulnerable women including teen mothers and victims of abuse into the labour market.

Interventions to Facilitate Intra-Regional Migration

Ensuring no duplication between current and future projects dealing with the theme

TRINIDAD AND TOBAGO

This profile maps ongoing youth employment interventions in Trinidad and Tobago in the areas of interventions facilitating the school-to-work transition, providing job opportunities, promoting youth entrepreneurship, facilitating the reintegration of youth from vulnerable backgrounds, and those intended to promote intra-regional migration, specifically via the Caribbean Vocational Qualification. Under each intervention identified, details of structure, target, geographic availability, funding, rationale, and number of beneficiaries are mapped in as much as possible and where applicable. This material was collected by desk review with collaboration from stakeholders in relevant government and non-governmental agencies.

Main findings

Overall, it was found that the youth employment intervention landscape in Trinidad and Tobago is robust in terms of quantitative and qualitative coverage of the different intervention areas examined, especially relative to other Caribbean countries. Despite these initiatives, gaps were identified in the areas of apprenticeship opportunities, interventions to create job opportunities specifically for youth via public works schemes, and interventions to support the specific reintegration of young females from vulnerable backgrounds.

Areas where interventions exist but improvements are needed to enhance effectiveness, entrepreneurship training, finance and market share interventions which need to be modified to better target youth, reintegration interventions where there is some duplication, and intra-Caribbean migration interventions via the Caribbean Vocational Qualification which need to be expanded.

Profile Structure

This profile begins with a look at indicators relevant to youth employment and economic activity in Trinidad and Tobago accompanied by a brief discussion of the youth employment situation in the country and the policy attention it has received. The mapping of youth employment interventions is then presented followed by an analysis of this mapping. The profile concludes with recommendations based on this preliminary analysis.

(i) COUNTRY DATA

Table 49 - Key Country Indicators: Trinidad and Tobago

<i>Population</i> ⁵⁵⁹	
Total Population (2017)	1,356,633
Youth Population (15-24) (2017)	217,200 (16%)
<i>Economy</i>	
Gross Domestic Product (GDP at constant 2010 \$US) (2016)	\$22.2 billion ⁵⁶¹
Projected GDP Growth (2018)	3.3% ⁵⁶²

⁵⁵⁹ Central Statistical Office of Trinidad and Tobago. Mid-Year Estimates of Population by Age Group. <http://cso.gov.tt/data/?productID=32-Mid-Year-Estimates-of-Population-by-Age-Group>

⁵⁶¹ World Bank. World Development Indicators.

⁵⁶² The World Bank: Country data: Trinidad and Tobago. <https://data.worldbank.org/country/trinidad-and-tobago>

GDP Composition by Sector (2016) ⁵⁶⁰	
• Agriculture	1%
• Industry	36%
• Manufacturing	6%
• Services	64%

<i>Employment</i> ⁵⁶³	
Labour force participation rate (%) (2017)	59.8
• Female	50.9
• Male	68.8
Youth labour force participation rate (15-24) (%) (2017)	43.0
• Female	36.0
• Male	49.6
Total unemployment rate (% of labour force) (2017)	4.5
• Female	5.1
• Male	4.2
Youth unemployment (% of youth labour force) (2017)	11.8
• Female	9.8
• Male	13.1
Youth not in education, employment or training (% of youth) (2013) ⁵⁶⁴	52.5
• Female	59.5
• Male	46.1
Vulnerable employment (% of total employment) (2017) ⁵⁶⁵	16.6

<i>Educational Attainment</i>	
Labour force with at least 5 secondary school subjects ⁵⁶⁶ (%) (2017)	39.4

(ii) THE YOUTH EMPLOYMENT SITUATION IN TRINIDAD AND TOBAGO

Trinidad and Tobago is an anomaly in the Caribbean, having managed to successfully pull both its youth unemployment rate and total unemployment rate down over the past 20 years. At 11.8%, the youth unemployment rate for 2017 is the lowest of the nine countries in this study, well below the group average

⁵⁶⁰ The World Bank: World Development Indicators: Structure of Output. <http://wdi.worldbank.org/table/4.2>.

⁵⁶³ All employment data is for 2017 Q1 and obtained from the Central Statistical Office of Trinidad and Tobago unless otherwise specified. www.cso.gov.tt

⁵⁶⁴ World Bank, World Development Indicators.

⁵⁶⁵ Vulnerable employment refers to those employed as family workers or own-account workers. ILO-Modelled estimate. World Bank. World Development Indicators.

⁵⁶⁶ Attainment of 5 secondary school subjects is the requirement for a complete school-leaving certificate. Those with at least this level of education is calculated by summing those with 5 or more subjects, those with 5 or more subjects plus training, and those with university education, both completed and not completed. This number is taken as a percentage of the entire labour force. Those with less than five subjects plus training were not included in this calculation. Data Source: Central Statistical Office of Trinidad and Tobago, www.cso.gov.tt. Data is for 2017 Q1.

of 29.1%⁵⁶⁷, and lower than the averages for Latin America and the Caribbean, and the world⁵⁶⁸. This has been achieved despite fluctuations in GDP growth including poor growth since the recession of 2008-2009, and has been attributed to a structural shift as a result of increased energy resources used to fund unemployment-reducing social programmes⁵⁶⁹.

Problems with youth employment do, however, persist. Youth unemployment remains twice as high as total unemployment with high unemployment among youth aged 15-19, especially females⁵⁷⁰, and with young females generally faring worse in the labour market⁵⁷¹. Positive trends in the youth unemployment rate also mask issues of underemployment and youth being discouraged out of the labour market entirely with more than 50% of youth estimated to be neither in education, employment, nor training⁵⁷² (NEET) and with falling youth labour force participation rates⁵⁷³.

Further, young people in Trinidad and Tobago have identified exploitation as “the most critical issue with respect to employment” including low wages, long hours and sexual harassment⁵⁷⁴. Additional areas of concern include their lack of qualifications and work experience, the unavailability of jobs and opportunities, lack of resources and access to finance for entrepreneurship, and discrimination and stereotyping due to dress, home address, religion and personal circumstances⁵⁷⁵.

The contraction of the energy sector in Trinidad and Tobago over the long-term and consequently, the government’s ability to finance youth employment interventions, may exacerbate some of these challenges, especially job availability. The success of current economic diversification efforts including encouraging non-energy private sector growth via business incentives, and the development of the tourism, agriculture, creative industries, business process outsourcing, and yachting sectors⁵⁷⁶, will also shape this outcome.

(iii) POLICY ATTENTION TO YOUTH EMPLOYMENT

The provision of opportunities for youth employment, training and education is included as one of the objectives under the National Youth Policy 2012-2017⁵⁷⁷. Further, although it has not yet materialised, the implementation plan for this policy included the development of a National Youth Employment Strategy⁵⁷⁸. The Government of Trinidad and Tobago’s Social Sector Investment Programme also consistently

⁵⁶⁷ Author calculation based on data for the most recent year available for each of the nine countries in this study.

⁵⁶⁸ World Bank. World Development Indicators.

⁵⁶⁹ Kandil et al. (2016). *Labor Market Issues in the Caribbean: Scope to Mobilize Employment Growth*. IMF Working Paper, WP/14/115, p. 6.

⁵⁷⁰ For 2017 Q1, the unemployment rate among 15-19 year olds was 19.8% and 28.1% for females in this age cohort. Source: Central Statistical Office of Trinidad and Tobago. www.cso.gov.tt.

⁵⁷¹ Data for 2017 Q1 appears to be a deviation from this trend with young males experiencing higher unemployment but the general trend over the past 10 years has been higher female youth unemployment. It should also be noted that this gender gap is much smaller than that experienced in other Caribbean countries such as Belize and Jamaica.

⁵⁷² Data is for 2013. World Bank, WDI.

⁵⁷³ This may be partially due to greater consumption of education.

⁵⁷⁴ Government of Trinidad and Tobago. *National Youth Policy 2012-2017*, p. iv.

⁵⁷⁵ Ibid.

⁵⁷⁶ Government of the Republic of Trinidad and Tobago. *Budget Statement 2018 – Changing the Paradigm: Putting the Economy on a Sustainable Path*.

⁵⁷⁷ Government of Trinidad and Tobago. *National Youth Policy 2012-2017*, p. iv.

⁵⁷⁸ R. Seepersad (2016). *Crime and Violence in Trinidad and Tobago*. IDB Series on Crime and Violence in the Caribbean. Technical Note No. IDB-TN-1062, p. 134.

addresses the needs of young people, including youth employment, and under the stewardship of the Ministry of Sport and Youth Affairs, the main agency tasked with youth development, a new National Youth Policy is set to be developed for 2018 covering the period 2018-2023.

(iv) MAPPING OF YOUTH EMPLOYMENT INTERVENTIONS

Table 50 - Trinidad and Tobago: Interventions Aimed at Facilitating the School to Work Transition for Young Women and Men

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
Apprenticeships/ Internships/Job attachments programmes (secondary, vocational, tertiary) and	Multi-Sector Skills Training Programme (MuST)	<p>Operated by: MIC Institute of Technology (under the Ministry of Education)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Work-based training programme in hospitality and tourism, crop production and construction. • Four days per week - trainees go to various construction sites / industry partners / Hospitality and Tourism properties, acting as trainees / apprentices under the supervision of skilled workers • Their training on the site is monitored by MuST Instructors and other MuST Staff. • One day per week, the trainees return to an off-site Technology Centre where they receive Technology Training in their Skill area, as well as training in Life skills, literacy and numeracy skills training. • There is an attitudinal audit and drug and alcohol testing during orientation for OSH reasons. • Meals and transportation provided. • Participants are trained to Regional/National Occupational Standards and certified under the CVQ scheme. Currently offers up to level 2 in Building Construction skill areas and level 1 in the skill areas under Hospitality and Tourism and Crop Production <p>Target group: Unemployed nationals including displaced workers and the differently abled. Not exclusive to youth but youth are included</p> <p>Age range: 17-50</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: Level 1 – 6 months; level 2 – 9 months</p> <p>Stipend: TTD \$80-100 per day. Varies with the Level of the Programme</p> <p>Programme availability: Generally, urban training centres</p> <p>Rationale: To nurture sustainable human development in Trinidad and Tobago by developing competent workers within priority economic sectors.</p> <p>Number of beneficiaries: 1384 (as at Oct-Dec 2016)</p>
	On-the-Job Training Programme	<p>Operated by: Ministry of Labour and Small Enterprise Development</p> <p>Elements of the programme: Job placement to gain work experience in a wide range of sectors and to place applicants into</p>

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>the labour market, typically in accordance with their field of study. Placements are in both the private and public sectors.</p> <p>Target group: Both young men and women</p> <p>Age range: 16-35</p> <p>Source of Funding: Part GoRTT, part employers (up to 60% reimbursement of stipend to employers)</p> <p>Period of Engagement: 2 years</p> <p>Stipend:</p> <ul style="list-style-type: none"> Level 1: From \$2,000 to \$2,500 per month (CXC or Craft Level Training) Level 2: From \$3,000 to \$3,600 per month (Two “A” Level/ CAPE/ Associated Degree/Technical Diploma) Level 3: From \$5,000 to \$6,250 per month (Undergraduate Degree) Level 4: From \$6,000 to \$7,200 per month (Post graduate Degree) (All in TTD) <p>Programme availability: Nationwide</p> <p>Rationale: To boost the employability of young people by providing opportunities for nationals between the ages of 16-35, to gain practical experience and work-based training within companies in the Republic of Trinidad and Tobago</p> <p>Number of beneficiaries: 622 trainees at all Levels have been placed from September 2017 to December 2017 (153 males and 469 females). October 2016 to March 2017: 4,553 trainees (1,304 male and 3,249 female) received employment placements in both the public and private sectors.⁵⁷⁹</p>
	Geriatic Adolescent Partnership Programme (GAPP)	<p>Operated by: Ministry of Social Development and Family Services</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Training programme for young persons interested in working with the elderly. • Training occurs at two levels. Level I (for young persons between the ages of 17-30) and Level II (for young persons between the ages of 18-35). • Graduates of the programme are placed by a Placement Agency to provide elder care to senior citizens (after Level II) as a practicum for the programme. The Placement Agency resides in the Ministry of Social Development. <p>Target group: Unskilled and unemployed young men and women</p> <p>Age range: 17-35</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: 16 weeks (Level I), 18 weeks (Level II)</p> <p>Stipend: Level I - TTD \$60 per day, Level II - TTD \$70 per day. TTD \$2500 per month for graduated caregivers.</p> <p>Programme availability: Nationwide</p> <p>Rationale: Designed to sensitise young people to the ageing process and help them, through training and field visitation, to develop practical skills in geriatric care and the world of work.</p>

⁵⁷⁹ Government of Trinidad and Tobago (2017). Social Sector Investment Programme 2018, p. 98.

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>Number of beneficiaries: There are 5 centres with an average intake of 60 young persons per center every year. In 2017, 167 young persons graduated after completing Level II.</p> <p>Future plans: The GAPP is aiming towards incorporating CVQs at the end of Level II. Discussions are also being had on collapsing the two levels to one continuous programme.</p>
	Energy Sector Apprenticeship, Graduate Trainee, and other Trainee Programmes	<p>Operated by: Atlantic LNG, Petrotrin, BPTT, NGC, T&TEC and others</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Most companies in the energy sector offer different types of training and work placement programmes. <u>Apprenticeship programmes</u> include classroom-based training, sometimes at a partner institution such as the University of Trinidad and Tobago, followed by work-based training at the respective company. Programmes range in length from 18 months to 3.5 years. Training areas include plant operation, linesmen, electrical, mechanical, welding, instrumentation, and industrial maintenance. <u>Graduate trainee programmes</u> last on average 2 years and allow graduates holding bachelor degrees from accredited institutions to be introduced to the company and industry. Participant fields range from engineering to HR to accounting depending on the company's structure. In some companies, rotations may occur in different departments followed by specialisation in a particular area⁵⁸⁰. <u>Internships</u> are usually offered during the summer vacation to students who have completed at least one year of an undergraduate degree at an accredited university. Students from a range of fields are engaged including finance, accounting, HR, engineering etc. Programmes may be structured to allow participants to rotate in different departments. <p>Target group: persons holding technical certificates, undergraduate degrees or currently enrolled in undergraduate programmes</p> <p>Age range: Not specified but generally youth</p> <p>Source of Funding: Respective companies</p> <p>Period of Engagement: internships: 6-8 weeks, apprenticeships: 18 months-3.5 years, graduate trainee programmes: 2-2.5 years</p> <p>Stipend: All programmes include a stipend/salary, however, the actual amount was generally not disclosed.</p> <p>Programme availability: Varies by company location</p> <p>Rationale: To provide persons interested in the energy sector with work experience and exposure to the industry and respective companies as well as to ensure succession of employees in the company.</p> <p>Number of beneficiaries: Programmes are generally small with yearly intakes averaging around 25-30 persons per programme.</p>

⁵⁸⁰ For example, this occurs in T&TEC's Engineer Training Programme as trainees are exposed to different types of engineering work before specialising.

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Private Internships and Graduate Programmes	<p>Operated by: Banks including First Citizen's Bank and Republic Bank; financial companies eg. Deloitte, KPMG and PWC; others including ANSA McAl, Massy, Angostura, TSTT.</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Similar to internships and graduate trainee programmes in the energy sector. • Participants come from a range of academic fields including business, finance, accounting, HR, law, sciences and engineering according to the organisation's needs. • They may be exposed to a particular department or rotate through different departments. <p>Target group: recent graduates or students currently enrolled in an undergraduate degree programmes. Some are for secondary school students⁵⁸¹</p> <p>Age range: Not specified but generally youth</p> <p>Source of Funding: Respective companies</p> <p>Period of Engagement: Internships occur over the summer vacation – 6-8 weeks; Graduate programmes – 1-2 years</p> <p>Stipend: Generally paid but amount undisclosed</p> <p>Programme availability: Depends on company location</p> <p>Rationale: To give young people work experience in their field of academic training and to secure future workforce</p> <p>Number of beneficiaries: Most programmes are small. Internship programmes are often bigger with annual intakes of between 20-40, graduate programmes have average annual intakes of between 20-30.</p>
	O-Level/ Graduate Programme	<p>Operated by: National Employment Service (under the Ministry of Labour)</p> <p>Elements of the programme:</p> <p>Short-term employment programme which fills vacancies in government ministries for short-term clerical assistance.</p> <p>Target group: Young persons with O-level/CXC qualifications or those without any qualifications who are in vulnerable situations ie. From poorer backgrounds and often main contributor to household income. Must be registered with the NES.</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: 3 months</p> <p>Stipend: Minimum of Clerk I salary in the public service</p> <p>Rationale: To foster the employment of persons with O-level qualifications and to provide assistance to ministries in filling short-term vacancies.</p> <p>Number of beneficiaries: October 2016 to March 2017: Seventy-five (75) persons (20 males and 55 females) were employed in contract positions⁵⁸²</p>

⁵⁸¹ This is the case with Republic Bank's Youth Link programme which targets students pursuing business studies at secondary school.

⁵⁸² Government of Trinidad and Tobago (2017). *Social Sector Investment Programme 2018*, p. 97.

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
	Support Service Personnel Programme	<p>Operated by: National Employment Service (under the Ministry of Labour)</p> <p>Elements of the programme:</p> <p>The NES facilitates the filling of short-term vacancies in government ministries for support staff positions such as messengers, maids and cleaners.</p> <p>Target group: Unemployed persons with at least an O-level/CXC certificate who are registered with the NES.</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: 3 months</p> <p>Stipend: Paid but amount not specified</p> <p>Rationale: To foster the employment of persons with O-level qualifications and to provide assistance to ministries in filling short-term vacancies.</p>
Job Brokering (websites or in person) and Job Matching: Job search assistance (CV, interview preparation); carried out by public or private organizations	National Employment Service	<p>Operated by: Ministry of Labour, Small and Enterprise Development</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Conducts referrals of suitable persons for interviews and employment in both the private and public sectors, as well as registration of job vacancies. Has a job matching online platform for employers and jobseekers. Also provides the following services: Internet access to NES web page, Electronic and non-electronic job searches, Résumé preparation, Career Guidance and Counselling, Outreach to Communities, World of Work Seminars Applicants must be registered on the system, in order for them to be properly assessed and for them to access the benefits of the service. Persons may register offline at NES offices across the country. Carries out outreach activities and dissemination of information on the world of work. <p>Target group: Employers and jobseekers in TT. Not exclusively youth</p> <p>Age range: 17+</p> <p>Source of Funding: GoRTT</p> <p>Programme availability: Partially online. NES Offices are spread out nationwide - Sangre Grande, Siparia, Chaguanas, Duke Street, Port Fortin and Tobago</p> <p>Rationale: To help jobseekers find jobs and employers to find suitable employees</p> <p>Number of beneficiaries: 582 persons newly registered with the NES in the 2017 Q4.</p>
	Jobs and Career Coach	<p>Operated by: National Training Agency</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Mobile coach equipped with wireless internet, 5 laptops, a library of job search and job-related topics and job consultants on board. Provides services including internet job search, resume-writing and cover letter guidance, career guidance, interview

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>preparation, and assistance with tertiary education applications.</p> <ul style="list-style-type: none"> • The coach moves to different locations throughout Trinidad and Tobago to offer its services and can also be booked on request by schools and other organisations. • Job consultants also offer different career-related workshops on board and on request at different locations. <p>Target group: New entrants to the job market, especially youth Age range: 16-35 Source of Funding: Government of Trinidad and Tobago Period of Engagement: Varies by service, generally less than a day Programme availability: Rural and urban (moving location)</p>
	Caribbeanjobs.com	<p>Operated by: Saongroup Elements of the programme: Online platform tailored to the Caribbean job market which allows recruiters and job seekers to find their best fit for employment. Also provides useful information on careers via its blog. Target group: Employers and jobseekers in the Caribbean. Not exclusively youth Source of Funding: Saongroup Programme availability: Online Rationale: To help jobseekers find jobs and employers to find suitable employees Number of beneficiaries: 180,000 users per month across the Caribbean</p>
job readiness and transition support	Youth Training and Employment Partnership Programme (YTEPP)	<p>Operated by: YTEPP and the National Energy Skills Centre (NESC) Elements of the programme: Both institutions carry out programmes specifically tailored to making young people ‘world-of-work ready’ which teach clients practical skills and improve employability (including world of work workshops etc.), thus facilitating the transition. Target group: youth still in school.</p>
Labour rights and sensitization	Labour awareness rights	<p>Operated by: Labour Inspectorate Unit (LIU) under the Ministry of Labour and Small Enterprise development. Elements of the programme:</p> <ul style="list-style-type: none"> • The Labour Inspectorate Unit is responsible for monitoring laws relating to minimum wages and terms and conditions of work, maternity protection and child labour, including the employment of young persons. Labour Inspectors conduct Inspections to ensure the labour rights of all workers, including those young persons between the ages of 16 to 18 years, are protected. • The LIU conducts labour rights awareness sessions as part of the training for the O Level/Non-graduate programme administered by the NES. • The Unit has designed, printed and distributed copies of information booklets (up to 10,000 copies) for stakeholders, which outlined the role and functions of the Unit as well as provides basic information to employers

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p>and employees on their rights and responsibilities in the workplace. In addition, the Unit has also printed and distributed brochures that specifically target workers under the age of 18 years as well as their employers on their rights and obligations.</p> <ul style="list-style-type: none"> The functions of the LIU include engaging in outreach activities, and providing information and advice to employers and employees on the terms and conditions of employment. In 2017, the Unit conducted a sensitization campaign on child labour. Activities included radio advertisements and an Art Competition for children in two (2) age groups; 8 to 12 years and 13 to 16 years. Children in these age groups were requested to submit art pieces depicting child labour in line with the theme “Spot Child Labour, Stop Child Labour”. The Ministry of Labour and Small Enterprise Development plans to establish a National Steering Committee for the Prevention and Elimination of Child Labour in 2018. This Committee will be responsible for the development of a Child Labour Policy and Action Plan for implementation of the Policy. <p>Target group: Employees and employers and children. Source of Funding: GoRTT</p>
	Labour awareness rights	<p>Operated by: Conciliation Unit under the Ministry of Labour and Small Enterprise development (MOLSED) and MOLSED social media.</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Conciliation Unit of the MOLSED consistently supplies information to the public via all forms of media, including social media with respect to labour rights. The MOLSED’s Facebook page and Twitter account provide a number of information on Labour Rights.

Table 51 - Trinidad and Tobago: Interventions Aimed at Providing Job Opportunities Specifically for Young Women and Men

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
Public Works and Public Employment Schemes	Unemployment Relief Programme	<p>Operated by: Ministry of Works and Transport</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> The Core Employment component provides short-term employment on a rotation basis to unemployed persons. Employees are typically hired to do construction work. The Women’s Programme teaches women marketable skills while providing employment, using an “earn while you learn” approach. <p>Target group: Unemployed persons. Not exclusive to youth. Age range: 17-65; <u>the URP tries to send those under 25 to skills training programmes such as the Helping You Prepare for</u></p>

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
		<p><u>Employment (HYPE) and Multi-sector Skills Training (MUST)</u> programmes offered at the MIC Institute of Technology.</p> <p>Source of Funding: Government of Trinidad & Tobago</p> <p>Period of Engagement: 4-6 weeks (core employment component)</p> <p>Stipend: TTD\$69.00 per day for four hours from 7 AM to 11 AM (general workers); Truckers and foremen get TTD\$75.00.</p> <p>Programme availability: Nationwide</p> <p>Rationale: To provide short-term employment for unemployed persons in the community</p>
	Community-Based Environmental Protection and Enhancement Programme (CEPEP)	<p>Operated by: The CEPEP Company Ltd under the Ministry of Rural Development and Local Government (In the process of moving to Ministry of Works and Transport)</p> <p>Elements of the programme: Public employment programme which engages participants in the following activities: Environmental Clean-up, Beautification and Maintenance; Waste Removal, Dead Animal Removal (DART); CEPEP Marine (Wetlands, Inland Waterways and Marine Space Maintenance); Coastal Maintenance; Eco-Sites Management; and Disaster and Emergency Response (DERT).</p> <p>Target group: Unemployed persons</p> <p>Source of Funding: Government of Trinidad and Tobago</p> <p>Period of Engagement: 1-3 years⁵⁸³</p> <p>Stipend: Paid but amount not specified</p> <p>Programme availability:</p> <p>Rationale: Number of beneficiaries: As at July 2017 - 10,931 persons were employed on the programme (4,670 men, 6,261 women) and 615 young persons aged 15–24 years were employed on the Programme.⁵⁸⁴</p>
Subsidies to employers for hiring youth	See “On the Job Training Programme above (job attachment)”	

Table 52 - Trinidad and Tobago: Interventions Aimed at Supporting Youth Entrepreneurship

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
Support for youth entrepreneurship in the form of Entrepreneurship training within	Business subjects in secondary school	<p>Operated by: Ministry of Education</p> <p>Elements of programme:</p> <ul style="list-style-type: none"> • There is no youth entrepreneurship training programme within the secondary school system. However, the curriculum offers Business subjects: Office Administration, Electronic Document

⁵⁸³ Kandil et al. (2016). *Labor Market Issues in the Caribbean: Scope to Mobilize Employment Growth*. IMF Working Paper, WP/14/115, p. 24-25.

⁵⁸⁴ Government of Trinidad and Tobago (2017). *Social Sector Investment Programme*, p. 112.

general education system		<p>Preparation and Management, Economics, Principles of Business (POB) and Principles of Accounts (POA).</p> <ul style="list-style-type: none"> • These subjects are not compulsory with students generally choosing their preferred 5 to 8 subjects to attempt for the CSEC examinations. • Students sit the relevant exams at the end of their two-year course of study • Similar subjects are also available at the CAPE (Form 6 level) <p>Target group: Students in upper secondary school (CSEC prep grades)</p> <p>Age range: 14-17</p> <p>Period of engagement: 2 years</p> <p>Programme availability: rural and urban</p> <p>Number of beneficiaries: 43% of CSEC entrants in T&T attempted Principles of Business in 2011 with a pass rate of 69%⁵⁸⁵</p>
	JA Be Entrepreneurial	<p>Operated by: Junior Achievement of Trinidad & Tobago (non-profit)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Secondary schools can invite JA Trinidad & Tobago to conduct this 7-session programme for their form 4 students which challenges students to start a business while still in high school. • Sessions cover the basics of entrepreneurship, choosing a product/service, identifying target consumers, competitive advantage, business ethics and developing a business plan. • The Be Entrepreneurial programme is part of a suite of 6 programmes offered under JATT's wider secondary school programme. Other similarly-styled programmes teach students at all levels about financial literacy, banking, personal development, and career goals. Primary school programmes are also offered. <p>Target group: Form 4 students</p> <p>Age range: 14-17</p> <p>Period of Engagement: 7 45-minute sessions</p> <p>Programme availability: on demand</p> <p>Source of funding: Corporate sponsors and international charities</p>
Support for youth entrepreneurship in the form of Entrepreneurship training and business support services by government or private organizations outside the general education system	Business Advisory Services and Entrepreneurship Skills Training	<p>Operated by: National Enterprise Development Company (NEDCO)</p> <p>Elements of the programme:</p> <ol style="list-style-type: none"> 1. <u>Business Advisory Services</u> Business Development Officers provide information in one-on-one sessions in areas such as Marketing, Financial Management, Business Planning and Records Management. These are open sessions for clients to seek help. TTD \$50 per session as of 2017. 2. <u>Entrepreneurial Skills Training Workshops</u> These are organised and hosted by NEDCO, but conducted in a group setting (ideally 15 to 25 persons) by an external expert/practitioner usually over a 6 hour period focusing on a

⁵⁸⁵ This figure is calculated using the number of students who wrote the Principles of Business exam divided by the average of the number of students who wrote the mathematics and English exams as a proxy for the total number of CSEC entrants in that year since both maths and English are required for candidates to attain a full school-leaving certificate. Data source: Central Statistical Office of Trinidad and Tobago. <http://cso.gov.tt/data/?productID=158-CXC-General-Proficiency-Examination-Results-By-Subject-Number-Wrote-and-Grade-Received>.

		<p>specific topic. E.g. a one-day workshop on Recordkeeping & Cash Management. TTD \$500 per workshop.</p> <p>Target group: Entrepreneurs at any stage of the entrepreneurial cycle. Not exclusive to youth but youth can access</p> <p>Age range: 17+</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: Advisory Sessions usually last from 45 mins - 1 hour. One-day workshops are usually 6 hours.</p> <p>Programme availability: Advisory services - 9 centres across TT. Training workshops - 2 centres in TT but held at other locations when necessary</p> <p>Rationale: To assist persons at different stages of their entrepreneurial journey with sound advice and guidance</p> <p>Number of beneficiaries: Advisory services - 222 clients in 2016. Workshops – 315 participants in 2016, 429 in 2017</p>
National Integrated Business Incubator System (IBIS)		<p>Operated by: National Enterprise Development Company (NEDCO)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Provides assistance in the areas of mentoring, infrastructural support, information technology, operational support, as well as networking opportunities for access to local and foreign markets to businesses in high growth and profitability sectors. Comprised of three main stages: Preincubation (Phases 1-4); Incubation (Phase 5) and Post Incubation (Phase 6) Financing is provided upon successful completion of the Programme's final training component. <p>Target group: Designed specifically for persons in the concept and startup stage.</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: Not specified</p> <p>Rationale: To assist budding entrepreneurs to develop and nurture innovative business ideas into successful small and microenterprises by providing the necessary training and access to a range of services to support a successful venture.</p> <p>Number of beneficiaries: 162 beneficiaries at different stages in 2016</p>
NEDCO Entrepreneurship Library		<p>Operated by: National Enterprise Development Company (NEDCO)</p> <p>Elements of the programme: An information resource specific to entrepreneurship available at the main NEDCO head office</p> <p>Source of funding: GoRTT</p> <p>Programme Availability: Urban</p> <p>Rationale: To provide a library experience tailored to entrepreneurship by carrying specialised content</p> <p>Number of beneficiaries: 68 in 2017</p>
Junior Achievement Company Programme and Junior Cooperative Enterprise Programme		<p>Operated by: Junior Achievement Trinidad and Tobago (Non-profit)</p> <p>Elements of the programme:</p> <p><u>JA Company Programme</u></p> <ul style="list-style-type: none"> After-school programme in which groups of 18-25 students from different schools organise and operate an actual business enterprise under the support and guidance of a business volunteer. Students meet weekly on specified days at JA centres across T&T.

	<ul style="list-style-type: none"> They are involved in everything from company establishment to product development and contracting suppliers to creating a business plan. The programme ends by liquidating the companies, paying salaries and wages and publishing an annual report Cost of participation - \$200. Students also purchase shares in their companies at \$25 per share. <p><u>Junior Cooperative Enterprise Programme</u></p> <ul style="list-style-type: none"> This programme is similar to the JA Company Programme in structure. The main difference is that instead of students from different schools forming companies and meeting weekly at JA centres, each programme occurs within a particular secondary school. 20-25 students in each participating institution form a Junior Cooperative and run it for the year after which the next year's cohort of students continues the project. Participating students also gain membership in a credit union <p>Target group: Form 4 students Age range: 14-17 Source of Funding: Corporate sponsors (eg. BPTT, Scotiabank etc) and International charitable organisations Period of Engagement: 21 weeks (Company Programme), 1 year (JCEP) Stipend: Programme availability: JA Company Programme – nationwide, JCEP – participating schools Rationale: To harness the innovative spirit and business potential of the nation's youth, grooming them into better decision makers and leaders whilst fostering the development of future entrepreneurs. Number of beneficiaries: JA Company Programme – average of 1000 students in 60 schools per year (624 graduated in 2017). JCEP – First cycle in 2018.</p>
	<p>CARIRI Idea Advisory Service, Business Hatchery and Business Incubator</p> <p>Operated by: Caribbean Industrial Research Institute (CARIRI)</p> <p>Elements of the programme: <u>Idea Advisory Service</u></p> <ul style="list-style-type: none"> This programme helps entrepreneurs to develop their innovative business ideas for commercialization via business start-ups or licensing. Activities include evaluating the innovativeness of the idea, market demand, identifying and networking with potential licensees, assistance in development of a demonstration model. <p><u>Business Hatchery Programme</u></p> <ul style="list-style-type: none"> Guidance and training through the initial stages of business development via workshops, peer-review sessions and weekly one-on-one business coaching. The first phase includes Customer Validation and Market Research and Strategies, validating customers' 'pain points' and defining target markets. The second phase involves accounting and finance, business model development, and business pitch development. <p><u>Business Incubator Programme</u></p> <ul style="list-style-type: none"> Mentorship and support resources including workstations, meeting rooms, board rooms, quality communications technology.

		<p>Target group: <u>Business Hatchery</u> - Start-ups and early stage entrepreneurs seeking to test the market viability of their product, service or technology solution. <u>Business Incubator</u> - Micro Small and Medium Enterprises (MSEs) with a great assessed potential to grow, particularly in export markets.</p> <p>Source of Funding: Government of Trinidad and Tobago Period of Engagement: Business Hatchery – 3 months. Business Incubator – 12 months Programme availability: CARIRI's Centre for Enterprise Development, Freeport</p>
Support for youth entrepreneurship in the form of Special access to financial services for young entrepreneurs (capital, insurance and banking) provided by government or private organizations	Youth Business Trinidad and Tobago Loans, Training and Mentorship	<p>Operated by: Youth Business Trinidad and Tobago (NGO)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Loans of up to \$30,000 are granted for both start-ups and existing businesses (less than 3 years old) at a rate of nine percent (9%) on the reducing balance and without the use of collateral. • A maximum repayment period of 48 months can be obtained and a moratorium period of up to six months can be applied. • In addition to loans, YBTT provides entrepreneurship training in the areas of life skills, personal financial planning and business plan development among others as well as business mentorship. • The YBTT provides support through funding and training at three levels to ensure that applicants are properly trained in the ecosystem of entrepreneurship. <p>Target group: Youth at different stages of the entrepreneurial cycle Age range: 18-35</p> <p>Source of Funding: Donors - IADB loan, Ministry of National Security's Citizens Security Programme; British Gas Trinidad and Tobago; the Chevron Corporation, the Citi Foundation (through United Way Trinidad and Tobago); and USAID – regional YEPEC Programme.</p> <p>Period of Engagement: Varies - It depends on the success and sustainability of the individual entrepreneur.</p> <p>Programme availability: Nationwide</p> <p>Rationale: To play a leadership role in building, releasing and sustaining the entrepreneurial spirit in economically disadvantaged young people by increasing opportunities for them to start and grow strong, sustainable businesses</p> <p>Number of beneficiaries: 100 entrepreneurs on average per year. Loans - 10 per year, mentorship 20 -30, training (long-term) and workshops - 125 per year.</p>
	NEDCO Entrepreneurship Funding	<p>Operated by: NEDCO</p> <p>Elements of the programme:</p> <p>Provides loans from TTD \$5,000 - \$500,000 to businesses at an annual interest rate of 8% to registered businesses</p> <p>Target group: Registered businesses especially MSEs. Not exclusively youth but youth can access</p> <p>Source of Funding: GoRTT</p> <p>Programme availability: Nationwide</p> <p>Rationale: To provide funding and training to start or enhance small and micro-enterprises in Trinidad and Tobago with funding being</p>

		<p>specifically designed to assist those who have difficulty accessing funding from banks or other commercial lending agencies</p> <p>Number of beneficiaries: 519 in 2017</p> <p>Future plans: Discussions in early 2018 to restart youth-targeted loan product</p>
	Sowing Employment through Entrepreneurial Development (SEED) Grant Programme ⁵⁸⁶	<p>Operated by: Ministry of Social Development & Family Services</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • This Grant provides funding in the form of equipment, business training or a combination of the two to poor and vulnerable persons (18 years and over) who are interested in expanding or initiating a micro-enterprise. • It is used as a mechanism to transition individuals from the informal to the formal economy through a multipronged system that also includes mentorship and monitoring. • Client funding is available up to a maximum of TT\$15,000.00. <p>Target group: Poor and vulnerable persons</p> <p>Age range: 18+ (persons 60+ are usually not beneficiaries)</p> <p>Source of Funding: GoRTT</p> <p>Programme availability: Nationwide</p> <p>Rationale: To assist in empowering and transforming the lives of needy citizens of Trinidad and Tobago, allowing greater self-sufficiency and financial independence</p> <p>Number of beneficiaries: 106 clients received Grant funding; 67 received business training (2016-2017)</p>
Special market shares for youth for government contracts or similar other	FairShare Programme	<p>Operated by: Enterprise Development Division of the Ministry of Labour and Small Enterprise Development</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Programme designed to enable certified and qualified MSEs to access Government procurement opportunities valued up to \$1 million. • Includes registry of small and microenterprises accessible to Ministries and state agencies • Entrepreneurship and technical training programmes to registered businesses to boost quality of services, including but not limited to an on-line Training tool for TTS626:2013 (Good Management Standards- a standard developed by the Trinidad and Tobago Bureau of Standards) which allows businesses to be certified as entities that have established and are implementing good quality management practices consistent with the ISO9000. <p>Target group: small and microentrepreneurs. Not exclusively youth.</p> <p>Age range: 18+</p> <p>Source of Funding: GoRTT</p> <p>Programme availability: Nationwide</p> <p>Rationale: To assist in the development of small and microenterprises</p> <p>Number of beneficiaries: 273 Government Ministries and Agencies (GMAs) have been registered on the portal and there are 73 active GMAs for 2017. Net total of applicants on the database are 1820 micro and small registered businesses.</p>

⁵⁸⁶ Government of Trinidad and Tobago (2017). *Social Sector Investment Programme 2018*, p. 127.

Table 53 - Trinidad and Tobago: Interventions Aimed at Facilitating the (Re)Integration of Young Women and Men from Vulnerable Backgrounds

TRINIDAD AND TOBAGO		
AREA of INTERVENTION	PROGRAMME	DETAILS
Psychological and Career Counseling and training services for: Juveniles, youth emancipating from crime and first offenders	Youth Training Center	<p>Operated by: Trinidad and Tobago Prisons Service</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> The center, which is the main juvenile detention center in T&T, is intended to be rehabilitative including psychological counselling, guidance and training⁵⁸⁷. Education and training includes basic literacy and numeracy skills⁵⁸⁸ Inmate rehabilitation programmes are also conducted at the adult prisons including skills training and psychological counselling. Youth in these institutions may therefore benefit. <p>Target group: Young male inmates at YTC (Young females are detained at the adult female institution)⁵⁸⁹</p> <p>Age range: 16-18</p> <p>Source of Funding: GoRTT</p>
	Rehabilitating Inmates through Training & Retraining (RITTR) Programme	<p>Operated by: Youth Training and Employment Partnership Programme (YTEPP)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Equip inmates with occupational skills as well as appropriate strategies, work-habits and attitudes necessary for earning a legitimate living, through meaningful employment and self-employment, once released. Technical vocational and life skills training including entrepreneurial, interpersonal and communication skills. 20 contact hours per week + 16 life skills seminars over the period of training. Training is offered at Levels 1 and 2 in a wide range of occupational areas including agriculture, creative industries, IT, engineering, hospitality and personal services. Trainees are assessed and certified to National or Regional Occupational Standards through the Trinidad and Tobago National Vocational Qualification (TTNVQ) or the Caribbean Vocational Qualification (CVQ) <p>Target group: Convicted inmates (male and female) who have between six (6) and eighteen (18) months left in their sentence including youth and juvenile offenders</p> <p>Age range: 18-50</p> <p>Period of engagement: 8 months</p> <p>Source of Funding: GoRTT</p> <p>Stipend: TTD \$25 per day</p> <p>Programme Availability: Prison institutions: Golden Grove Men's Prison, Golden Grove Women's Prison, Youth Training Centre, Maximum Security Prison</p>

⁵⁸⁷ Further details on the programme structure at the YTC were not available for security reasons.

⁵⁸⁸ USAID (2011). *Caribbean Basin Security Initiative Juvenile Justice Assessment*, p. 42

⁵⁸⁹ Ibid., p. 40.

		<p>Rationale: An intervention geared toward providing training to the incarcerated with the intent of reducing re-offending and recidivism and thereby contributing to national efforts for crime reduction.</p> <p>Number of beneficiaries: 120 per year</p>
	Thinking for a Change	<p>Operated by: Probation Services Divisons, Ministry of National Security</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Cognitive behavioural intervention programme - provides training in cognitive self-change. • First phase deals with the individual and self-knowing. • Second phase deals with social skills and management of conflict • Has been implemented in all phases of the juvenile and adult criminal justice systems including pre-incarceration (Probation), in prisons and jails, as well as in community (Aftercare and Parole). <p>Target group: Young offenders and their families</p> <p>Age range: 16+</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: A period of eight (8) weeks. Young persons graduate on the ninth week.</p> <p>Rationale: To address the ills which contributed to the delinquency, offer encouragement and support for re-integration and rehabilitation.</p> <p>Number of beneficiaries: average of 60 per year</p>
	Family Remedial Therapy Programme ⁵⁹⁰	<p>Operated by: Ministry of National Security</p> <p>Elements of the programme:</p> <p>Rehabilitation programme that provides counselling sessions for young offenders and their families. These sessions are usually group oriented and probationers deal with issues such as: anger management, and receive peer counselling.</p> <p>Target group: Young offenders and their families</p> <p>Source of Funding: GoRTT</p> <p>Rationale: To bridge the gap between youth and their parents; to prevent and reduce the risk of recidivism; to educate probationers and their parents on psychological issues that affect family life; and to encourage communication between parents and their children.</p> <p>Number of beneficiaries: 47 at-risk youth from vulnerable communities participated in the group counselling sessions. 9 parents also benefitted. (Oct 2016-Mar 2017)</p>
	Vision on Mission programmes	<p>Operated by: Vision on Mission (NGO)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • This NGO operates several programmes to assist with rehabilitation and reintegration. • The pre-release programme includes counselling, life skills development, and conflict resolution for inmates about to be released. • There are male and female transition facilities to provide after-care support to ex-inmates, deportees and delinquent youth including clothing, meals, work gear and financial assistance for the first month of employment.

⁵⁹⁰ Government of Trinidad and Tobago (2017). *Social Sector Investment Programme 2018*, p. 102

		<ul style="list-style-type: none"> • VoM's employment programme includes an employment training institute, a small business development agency, the personal economic success training (PEST) programme and a construction firm to directly provide employment. This programme also involves advocating for the employment of ex-prisoners among government and private sector bodies. <p>Target group: Inmates, ex-offenders, delinquent youth, deportees and socially displaced persons.</p> <p>Source of funding: Donors including charitable organisations, government agencies, and international organisations</p> <p>Rationale: Offers numerous programmes and services to reduce recidivism to help prevent and suppress crime, social displacement and youth delinquency.</p> <p>Number of beneficiaries: 700-800 per year⁵⁹¹</p>
Psychological and Career Counseling and training services for: youth at-risk	Civilian Conservation Corps	<p>Operated by: Civilian Conservation Corps under the Ministry of National Security</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Offers introductory training, life skills development and vocational on-the-job training courses in a wide range of technical areas • Participants attend world of work seminars and learn about business development. • Students are also involved in community service including the maintenance of kitchen gardens at homes for the aged • Staffed by active and retired members of the Ministry of National Security's Trinidad and Tobago Defence Force. Vocational programmes taught by professionals in the respective fields. • Upon graduation, a select group of successful graduates also gain the opportunity to be recruited as CCC junior staff in the positions of Junior Team Commanders and Assistant Team Commanders <p>Target group: At risk young men and women - low levels of education, little involvement in community activities, single-parent or no-parent households, no work experience, susceptible to criminal activity</p> <p>Age range: 15-24</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: 3-6 months</p> <p>Stipend: Paid, but amount not specified</p> <p>Programme availability: Rural and urban</p> <p>Rationale: To transform socially marginalised young adults into empowered citizens and improve their quality of life through the use of best practices in developing their self-esteem, employability, sensitivity to the natural environment and sense of national pride.</p> <p>Number of beneficiaries: 1,164 young persons (593 males and 571 females) received training under the programme; 210 graduate trainees (60 male, 150 female) employed as Assistant Commanders and Team Supervisors under the programme. (October 2016 – March 2017)⁵⁹²</p>

⁵⁹¹ R. Seepersad (2016). *Crime and Violence in Trinidad and Tobago*. IDB Series on Crime and Violence in the Caribbean. Technical Note No. IDB-TN-1062, p. 86.

⁵⁹² Government of Trinidad and Tobago (2017). *Social Sector Investment Programme 2018*, p. 101

	<p>Military-Led Academic Training Programme (MILAT)</p> <p>Operated by: Ministry of National Security</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Academic, paramilitary and character development curriculum with the aim of achieving CSEC and other certification. • Includes mentorship and career guidance, community service and environmental activities • Aims to use positive peer motivation and support network. • On-the-job training when and where available or can enlist in the T&T Protective Services. An internship programme with the TT Defence Force for graduates was introduced in 2017 <p>Target group: At-risk young males</p> <p>Age range: 15-24</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: 2 years (full-time) (residential programme)</p> <p>Stipend: TTD \$40 per day collected at the end of the month</p> <p>Programme availability: Mausica</p> <p>Rationale: The programme seeks to ensure the holistic development of young at-risk males and allow them the opportunity to qualify themselves academically and become productive citizens by providing a safe structured and regulated setting.</p> <p>Number of beneficiaries: Average intake of 100 cadets per year although may be increased based on need. 161 young males were enrolled as at March 2017⁵⁹³</p>
	<p>Military Led Youth Programme of Apprenticeship and Reorientation Training (MYPART)</p> <p>Operated by: Ministry of National Security</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> • Residential programme in which at-risk young men benefit from character development, mentorship, vocational and military-based training, academic certification. • Vocational training is provided in a wide range of areas including electrical skills, carpentry etc through a partnership with training institutions and centres in T&T. Transportation is provided by MYPART. • Cadets also engage in community service, environmental maintenance, kitchen duties, kitchen gardening or pisiculture • The main distinction between the MILAT and MYPART is that the former focuses on academic-based training while the latter is skill-based. <p>Target group: At risk young males</p> <p>Age range: 15-24</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: 3 years</p> <p>Stipend: TTD \$40 per day collected at the end of the month</p> <p>Programme availability: Mausica</p> <p>Rationale: To help at-risk young men (i) Develop a Positive Character, (ii) Learn and enhance their Vocational and para-military Training Skills, and (iii) Attain their Academic Certification in an alternative environment, in order to improve their chances of attaining a better quality of life.</p> <p>Number of beneficiaries: No information on number of beneficiaries but expenditure in 2017 was TTD \$7.3 million⁵⁹⁴</p>

⁵⁹³ Ibid., p. 103

⁵⁹⁴ Ibid., p. 166

<p>Youth Development Apprenticeship Centres</p>	<p>Operated by: Ministry of Sport and Youth Affairs</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Two centres which provide technical vocational skills training in a residential two-year programme – certification up to National Examination Council (NEC) Level 1 – as well as remedial academic training to the CSEC level. Also seeks to provide a holistic approach to the personal development and empowerment of the young men. Literacy and numeracy skills are taught. Includes an On-the-job training component and the Youth Placement Service is tasked with finding permanent employment for graduates of the two institutions. <p>Target group: At risk young males who have either dropped out of school or from disadvantaged backgrounds</p> <p>Age range: 15-17</p> <p>Source of Funding: GoRTT</p> <p>Period of Engagement: 2 years (Full-time)</p> <p>Stipend: TTD \$40 per day or \$800 per month</p> <p>Programme availability: 2 centres – Persto Presto and Chatham</p> <p>Number of beneficiaries: 58 graduates in 2016</p>
<p>Service for All (SERVOL) Programmes</p>	<p>Operated by: SERVOL (NGO)</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> Youth from disadvantaged backgrounds first engage in an adolescent development programme which focuses on character building, issues of adolescent parenting, sexual health and violence, and basic literacy and numeracy skills. This is followed by vocational skills training in a range of areas through partnerships with training institutions in TT as well as consultation with industry and the private sector to tailor programmes Skills training includes an on-the-job training component at a company which specialises in the skill area being learnt. Employers provide an evaluation report of the young person. Upon completion, students may approach SERVOL's partner organisation FundAid for funding to start a microenterprise. Simple business training is provided. Job training officers also support students in the process of completing the course and assist them in finding employment afterwards. <p>Target group: Disadvantaged/at-risk youth (male and female)</p> <p>Age range: 16-23 (also has programmes for children)</p> <p>Source of Funding: Donors, GoRTT</p> <p>Period of Engagement: 1.5 years (3.5 months for the adolescent development programme followed by one year of skills training including a 4 month on the job training component)</p> <p>Programme availability: Centres across T&T (mainly urban)</p> <p>Number of beneficiaries: 313 graduates in 2011 from centres across TT</p>

Table 54 - Trinidad and Tobago: Interventions Aimed at Facilitating Intra-Caribbean Migration through Issue of Caribbean Vocational Qualification (CVQ)

TRINIDAD AND TOBAGO

AREA of INTERVENTION	PROGRAMME	DETAILS
National availability of CVQ		<p>Operated by: National Training Agency</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> CVQ is available at both the secondary school level (Levels 1 and 2 in 34 areas at 124 schools across T&T) and at 14 approved TVET institutions (Levels 1-4)⁵⁹⁵ All CVQ Assessors are trained and certified to the CVQ Standard Assessment Level IV as prescribed by the Caribbean Association of National Training Agencies (CANTA) before they are allowed to operate. <p>Number of beneficiaries:</p> <p><u>Secondary schools</u> In 2017, 1391 Level 1 Full CVQs were awarded in 79 schools, and 14 Level 2 Full CVQs were awarded in 1 school.</p> <p><u>TVET Centres</u> In 2016, 1651 full CVQs were awarded in Levels 1-4. The figure for 2017 was 1220 as at November 30th.</p>
National availability of Prior Learning Assessment		<p>Operated by: National Training Agency</p> <p>Elements of the programme:</p> <ul style="list-style-type: none"> There are 7 centres in T&T approved to conduct PLAR and PLAR assessors meet the required standard. Available in the following areas: Plumbing, Fabrication, Masonry, Steel bending, Carpentry, Gypsum installation, Electrical installation, Window installation, Surface finishing and painting, Glass installation, Tile laying, Heavy duty equipment operator, Cabinet making, Crane operator, Joinery, Pipe fitting, Air condition installation, Excavating machine operation, Welding. Requires submission of an application form and portfolio as well as the administration of a skills/knowledge test.

(v) ANALYSIS of FINDINGS

School to Work Transition Interventions

Work Experience – Apprenticeships, Internships, Job Attachments

Based on the programmes identified in this mapping, young people in Trinidad and Tobago have a number of opportunities for gaining work experience as a means of transitioning from school to work. The main avenue for this is the government's On-the-job training (OJT) programme which has a substantial reach; covering all geographic areas and youth of all skill levels and skill areas, with an estimated 23% of unemployed persons between the ages of 15-34 benefitting between October 2016 – March 2017 alone⁵⁹⁶.

⁵⁹⁵ One of the major skills training providers, the Youth Training and Employment Partnership Programme (YTEPP) which has centres across Trinidad and Tobago, was in the process of renewing its CVQ-issuing approval at the time of reporting and so was not included in this figure.

⁵⁹⁶ According to the Government of Trinidad and Tobago's Social Sector Investment Programme 2018, 4553 trainees were placed in employment between October 2016-March 2017. Since the programme targets persons aged 16-35, we can compare this number to the number of unemployed persons aged 15-34 in 2017 Q1 (19,600) as an estimate of the programme's reach. A simple percentage calculation shows this reach to be 23% for that period.

Tada also found that 56% of the OJT graduates who filled out questionnaires for her study reported securing a job in less than 6 months after programme completion⁵⁹⁷. The Geriatric Adolescent Partnership Programme (GAPP) which trains young people to become caregivers for the elderly, apprenticeships via the Multi-Sector Skills Training (MuST) Programme⁵⁹⁸, and opportunities in the energy and non-energy private sector, although having smaller intakes, are also available avenues for work experience in Trinidad and Tobago.

This landscape does have some areas for concern. Beyond the MuST programme and programmes within the energy sector, which themselves may not be sustainable as the energy sector weakens, apprenticeship programmes which are critical for effective skills development are few in the country and in skill areas covered. In addition, some of the main training programmes in Trinidad and Tobago such as the Youth Training, Employment and Partnership Programme (YTEPP), and programmes at the National Energy Skills Center (NESC) and other technical institutions do not feature work placements as part of training. Although the OJT programme is often referred to as an apprenticeship programme, it does not fit the classical definition, instead being more of a work experience programme with no skills certification at the end. This concern is made more significant given that an inadequately trained workforce has been identified as the main obstacle to private sector development by firms in Trinidad and Tobago⁵⁹⁹.

Analysis is also needed to determine the extent of the potential market distortion generated by the OJT programme with the government subsidisation of trainee wages possibly delaying the entry of young people into permanent secure employment as employers take advantage of cheaper short-term labour. Equally, it should be noted that internships and graduate training programmes in the energy and non-energy sectors tend to be accessible only to youth in tertiary education.

Job Matching Assistance: Job Brokering and Job Search

While there are opportunities for job matching assistance in Trinidad and Tobago, there may be room for improvement if these are to meet to the needs of young people in the country. The government's main instrument for such assistance, the National Employment Service (NES) which targets all unemployed persons, performs a wide range of functions including matching employers and jobseekers, and career guidance and interview preparation in offices spread throughout the country and online. Specifically, the job matching services of the NES are available online while there is also an option to meet with officers with respect to resumé completion and registration. On the other hand, the skills training requires face-to-face interaction. Notwithstanding the above, it has been argued that this service may be under-utilised⁶⁰⁰. A full analysis of clients (potential and actual) may help.

The Jobs and Career Coach operated by the National Training Agency is unique in that it targets young people directly providing similar services to the NES in across Trinidad and Tobago, although it does not

⁵⁹⁷ K. Tada (2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished, p. 18.

⁵⁹⁸ It should be noted, however, that many young people also use the GAPP and MuST as stepping stones to further education with both being entry level programmes. The programme coordinator for GAPP indicated that many participants go on to study nursing while MuST programmes provide entry to other higher level technical programmes.

⁵⁹⁹ Citing the World Bank Enterprise Surveys 2010. Inter-American Development Bank (2014). *Private Sector Assessment of Trinidad and Tobago*, p. 15.

⁶⁰⁰ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 52, citing Downes (2009:33).

perform any job brokering functions. Its main limitation is that its services are not consistently available to young people with accessibility depending on the coach's presence in a young person's area, or when it is requested by an organisation or individual and the coach's ability to meet that request.

Newer online avenues for job matching assistance including job search platforms Caribbean Jobs and JobsTT have greater accessibility, but young people may not be aware of these opportunities.

Job Matching Assistance: Labour Rights Awareness and Sensitisation

The information collected in this study suggests that labour rights awareness interventions for young people in Trinidad and Tobago are ingrained within the activities of the Ministry of Labour and Small Enterprise Development and its social media. It is also possible that smaller interventions by other agencies and groups exist on a more ad hoc basis. A national scale programme, perhaps established within the education system may be helpful to ensure all young people are aware of their rights as they enter the job market. The latter can be especially helpful since exploitation was previously identified as the main issue for young people with employment in Trinidad and Tobago.

Interventions Providing Job Opportunities for Youth

The OJT Programme is the only mechanism identified through which employers are subsidised for hiring youth. In addition, there are two large public works schemes, namely the Unemployment Relief Programme (URP) and Community-Based Environmental Protection and Enhancement Programme (CEPEP), but both these programmes appear to have limited implications for youth with only 615 or approximately 7% of all unemployed youth engaged with the CEPEP programme as at July 2017⁶⁰¹. While similar data is unavailable for the URP programme, the fact that the programme tries to send young people under 25 to technical training programmes at other institutions suggests that the case may be the same. For those youth who are engaged in these programmes, however, there may be concerns of job scarring since evidence exists to suggest higher levels of underemployment among persons employed in this sector⁶⁰² and there is unlikely to be the skills development needed to progress to better employment.

Youth Entrepreneurship Interventions

General Education System

Consistent with most of the Caribbean, support for youth entrepreneurship within the general education system is lacking in Trinidad and Tobago.

Although entrepreneurship training is absent, business-related subjects are available at the upper-secondary level with uptake being fairly high⁶⁰³ compared to other optional subjects on offer at that level. This uptake

⁶⁰¹ Government of Trinidad and Tobago (2017). *Social Sector Investment Programme 2018*, p. 112.

⁶⁰² Kandil et al. (2016). *Labor Market Issues in the Caribbean: Scope to Mobilize Employment Growth*. IMF Working Paper, WP/14/115, p. 25.

⁶⁰³ This statement is based on a figure of 43% of CSEC entrants attempting Principles of Business as a gauge of interest in entrepreneurship compared to lower percentages for other optional subjects besides math and English including social studies and integrated science. The details of this calculation were specified earlier in the mapping. It should be noted that this figure is likely to be a conservative estimate since not all entrants would have attempted more than one subject or even five and those attempting fewer subjects may only attempt math and English. The percentage of students attempting Principles of Business may therefore be higher among students attempting 5 subjects or more.

is also slightly higher among girls than boys⁶⁰⁴. The relative popularity of the subject suggests than an interest in entrepreneurship is alive among youth in Trinidad and Tobago, however, with 43% of students attempting Principles of Business, coverage is far from total and even among those taking this subject, entrepreneurship training may still be needed given the different content it entails. The Be Entrepreneurial Programme offered by the non-profit organisation, Junior Achievement of Trinidad and Tobago, is a step in the right direction as it offers entrepreneurship training to secondary schools, but coverage is similarly a problem as this is offered only upon request.

While the Ministry of Labour and Small Enterprise Development has announced plans to establish an Education to Entrepreneurship Programme, this is at the tertiary level while interventions are arguably equally needed at an earlier stage⁶⁰⁵. The general lack of entrepreneurship training in the education system may therefore be one of the main limiting factors to the development of an entrepreneurial culture in the country, potentially hindering the impact of training, finance and other incentive interventions at higher levels if youth lack the foundation to take advantage of these.

Entrepreneurship Training and Support Services

There are a considerable number of entrepreneurship training opportunities available to young people in Trinidad and Tobago, however, some major limitations are likely to prevent these from being fully effective at fostering youth employment via entrepreneurship.

The main avenue for youth to access such training is the programmes offered by the Junior Achievement Company of Trinidad and Tobago at the secondary school level. Reaching an average of 1000 students in 60 schools per year, the JA Company programme has a long history of introducing youth to entrepreneurship via its hands-on practical learning method of running a real business, while the Junior Cooperative Enterprise programme is set to commence in 2018. What is likely to prevent this programme from being fully effective in fostering youth entrepreneurship across the board is that participation is based on self-selection and schools often promote Junior Achievement programmes only to students who are studying business-related subjects. Therefore, the programmes, while providing learning opportunities, may reach “the same core of motivated youth” as suggested by the Caribbean Development Bank⁶⁰⁶.

Mentorship, training and business support services offered by Youth Business Trinidad and Tobago (YBTT) are another youth-targeted initiative that is well-designed to support young entrepreneurs at every step of the entrepreneurial cycle. Its reach, however, is ultimately small with just around 100 youth trained per year.

Training and business incubator services are also available from the National Enterprise Development Company (NEDCO) and the Caribbean Industrial Research Institute (CARIRI), two government-funded agencies, but these programmes are not mainly targeted nor marketed to young people and so youth may

⁶⁰⁴ 61% of those attempting Principles of Business were girls compared to girls comprising 56% of all CSEC entrants in 2011 as proxied by those attempting math and English. For boys, these figures were hence 39% and 44%, respectively.

⁶⁰⁵ Government of Trinidad and Tobago (2017). *Social Sector Investment Programme 2018*, p. 145.

⁶⁰⁶ Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, p. 56.

be unaware of these services. Further, young people may lack the know-how and foundation in entrepreneurship to take advantage of these opportunities relative to older entrepreneurs.

Special Access to Financial Services

Similar challenges arise with access to financial services as with access to training and business support for young entrepreneurs in Trinidad and Tobago. While the loan product offered by YBTT is tailored to youth, featuring lenient terms including no collateral requirements, its reach is limited with an average of ten loans per year. Financing through NEDCO is also a popular avenue for entrepreneurs that is equally accessible to youth in principle, but barriers exist such as the requirement of having a registered business prior to applying, in addition to lack of awareness. It should be noted that NEDCO has, in the past, administered the Youth Entrepreneurial Success Programme which features youth-targeted training and a loan product, however, this is currently under revision with discussions for making it fully operational expected in early 2018. It should equally be noted that NEDCO's financial sustainability is currently uncertain with problems of non-performing loans and debt leading to recent cuts to the organisation and the expectation of further restructuring in the future⁶⁰⁷. Finally, the Sowing Employment through Entrepreneurial Development (SEED) Grant Programme recently introduced by the government which targets the poor and vulnerable may be a channel for finance for disadvantaged youth to become entrepreneurs, but, currently, information on the extent to which youth access this grant is not available.

Special Market Shares

Although no youth-targeted programme exists to provide special market shares to youth for government contracts or other similar contracts, the government of Trinidad and Tobago's FairShare programme which reserves a portion of government contracts for SMEs may be accessed by young people with registered businesses. Again, the challenges of awareness and the ability to compete become an issue for youth who might potentially benefit from this arrangement. Data on the number of contracts awarded via the FairShare programme is also, as yet, unavailable.

Reintegration of Youth from Vulnerable Backgrounds

Services for Juveniles, First Offenders and Youth Emancipating from Crime

There are a number of efforts underway in Trinidad and Tobago to facilitate the reintegration of youth who have come into conflict with the law back into society.

Little information is available on one of the main channels, the programmes delivered at the Youth Training Center (YTC), the sole juvenile detention centre in the country, however, research by USAID concluded that the institution is focused on rehabilitation and reintegration with "a strong emphasis on education and training"⁶⁰⁸. Programmes focused on psychological counselling such as the Thinking for a Change programme and Family Remedial Therapy programmes are also promising in their design, but these appear to have limited reach with 60 and 47⁶⁰⁹ youth benefitting, respectively, for the year. Similarly, the

⁶⁰⁷ "Cuts at NEDCO after \$224m in bad loans", Trinidad Guardian, 15 November 2017. <http://www.guardian.co.tt/business/2017-11-15/cuts-nedco-after-224m-bad-loans>

⁶⁰⁸ USAID (2011). *Caribbean Basin Security Initiative Juvenile Justice Assessment*, p. 42

⁶⁰⁹ This figure is for a 6 month period; October 2016-March 2017.

Rehabilitating Inmates Through Training and Retraining (RITTR) Programme which focuses on skills training in all prison institutions in Trinidad and Tobago is holistically designed including life skills and entrepreneurial skills development, a stipend, and certification to regional occupational standards (CVQ) but prior evaluations assessing its quality and impact are not available.

It should be noted that in Trinidad and Tobago non-governmental organisations also play a large role in reintegration with the NGO Vision on Mission having a particularly sizeable reach of about 700-800 annually⁶¹⁰. While Vision on Mission does not operate at the YTC, its rehabilitative services including retraining, financial support and transition facilities are available to youth at adult prison institutions and delinquent youth who are out of the prison system.

One significant gap identified is the lack of services for juvenile females since Trinidad and Tobago is yet to establish a female juvenile detention centre. This group is held at the adult women's prison where they may benefit from programmes targeting all women at the institution. Programmes targeted specifically to them are, however, likely to be needed given that they may face challenges that differ from older women.

Services for Youth with Problematic Backgrounds

Again, there are a considerable number of programmes seeking to reintegrate youth with problematic backgrounds in Trinidad and Tobago. Most of these focus on technical and vocational skill development with components of character development, career guidance and preparation for the world of work. While the size and fine details of these programmes may vary, for example, some are residential, or run by NGOs, there appears to be a considerable amount of overlap. For example, residential programmes run by the army under the Ministry of National Security are almost identical to those run by the Ministry of Sport and Youth Affairs, although their locations and style may be different. Similarly, training programmes run by the NGO SERVOL and those run by the Civilian Conservation Corps appear to be similar. Further investigation would be needed to assess the extent of the differences between these programmes and, should they be found to be a duplication of effort, streamlining initiatives may be useful to make these programmes more effective.

It should also be noted that no programmes were identified which target exclusively female youth with problematic backgrounds which may be necessary given that the issues facing them may be different including teenage pregnancy and sexual health. In fact, many more programmes were identified which target exclusively males, such as the three residential programmes mapped, perhaps due to the incidence of criminal activity among this group. According to data from the Central Statistical Office, however, 43% of secondary school drop-outs are female⁶¹¹. Consequently, greater attention should be paid to this cohort.

Facilitation of Intra-Caribbean Migration through the Caribbean Vocational Qualification (CVQ)

Trinidad and Tobago has made much greater progress than other countries in the region toward full implementation of the regional occupational standards framework, the CVQ. One accomplishment that is particularly relevant for youth is the implementation of CVQ curricula and certification within the

⁶¹⁰ R. Seepersad (2016). *Crime and Violence in Trinidad and Tobago*. IDB Series on Crime and Violence in the Caribbean. Technical Note No. IDB-TN-1062, p. 86.

⁶¹¹ Data is for 2009. Central Statistical Office of Trinidad and Tobago. <http://cso.gov.tt/data/?productID=152-Dropouts-by-Administrative-Area-and-Type-of-School-For-all-Public-Secondary-Schools>.

secondary school system which has been a challenge for other countries. Consequently, youth trained in technical areas at this level leave school migration-ready and with greater opportunities for employment, at least in principle.

Although 14 TVET centres are approved to issue CVQs in Trinidad and Tobago and the number of CVQs issued annually is considerable⁶¹², the fact that there are thousands of graduates annually from skills training programmes out of the school system suggests that there may be a gap in the availability of CVQs. For example, graduates from the National Energy Skills Centre (NESC) receive an NESC diploma/certificate instead of a CVQ while many programmes at the Metal Industries Company (MIC) Limited do not offer a CVQ certificate upon completion. Youth graduating from these programmes, therefore, may find themselves with qualifications not recognised regionally, thus limiting their employment opportunities.

Significant progress has been made with the implementation of Prior Learning Assessment Recognition, however, this is still being rolled out with just seven approved centres in the country. Data is currently unavailable to gauge the actual number of CVQs issued via this channel or the number of applicants for PLAR.

(vi) CONCLUSION AND RECOMMENDATIONS

Based on the preliminary analysis presented above, the following recommendations are made to address some of the challenges and gaps identified under each intervention area:

General

- 1. Ad hoc establishment of a central coordinating agency for youth employment initiatives or strengthening of an existing unit or agency to perform this role*

Currently, youth employment initiatives are scattered across different ministries and agencies which hinders the implementation of a coherent strategy. An agency should be established to serve this function, or an existing unit or agency should be empowered to adopt this role more aggressively. This could include collecting all the opportunities available to youth and associated information into one location, for example, a youth employment website that can be readily accessed by youth across Trinidad and Tobago.

Interventions to Facilitate School to Work Transition

- 2. Revival of the National Apprenticeship Programme to expand apprenticeship opportunities*

The National Apprenticeship Programme was formerly intended to provide structured apprenticeships combining on-the-job training and classroom instruction for a skilled occupation. Currently, the National Training Agency is working toward reviving this programme, however, caution must be taken in the programme design to ensure quality and that market-demanded skill areas are focused on such as ICTs, in addition to avoiding duplication with the OJT programme. Alternatively, the two programmes could be collapsed together, with the programme structure being better tailored to the skill-level of the participants. Skills development should also be built into the short-term programmes run by the NES.

⁶¹² 1651 full CVQs awarded in 2016.

3. Possible revision of the On-the-Job training programme for greater fiscal sustainability

Given challenges of fiscal sustainability with reduced government revenues and high programme costs, programmes such as the OJT could be revised by considering (i) reducing the government wage subsidy, and (ii) narrowing the target age range for participants since persons aged 25-34 have much lower unemployment rates than youth⁶¹³.

4. Further shifting of job matching services online

The accessibility of job-brokering and job search assistance services offered by both the National Employment Service and the Jobs and Career Coach could benefit from further shifting their services online, including career guidance and interview and resume preparation workshops, since 80.1% of persons in Trinidad and Tobago use the internet⁶¹⁴. This figure is likely to be even higher among youth. Labour rights awareness could equally be boosted among young people via an electronic or online medium, in addition to conducting awareness sessions in schools. Such a shift would also lower operation costs and boost efficiency.

Interventions to Provide Job Opportunities to Youth

5. Research into the potential impact of directly creating job opportunities for youth via public employment schemes and employer subsidies if such research does not already exist

Although interventions in this area are lacking in Trinidad and Tobago, it does not follow that such interventions are automatically needed. Research must first be conducted to determine whether such interventions would work in the country context before they are introduced. Research would also be needed into the specific intervention design needed to ensure effectiveness.

Interventions to Promote Youth Entrepreneurship

6. Entrepreneurship training in secondary school

Possible avenues for achieving this may be via a government partnership with Junior Achievement to bring its Be Entrepreneurial training programme or the Secondary Early Entrepreneurial Development programme being piloted in Jamaica to all or most secondary schools and all the students in a given year group in those schools, or the implementation of an independent curriculum for entrepreneurship training such as the Know About Business curriculum developed by the International Labour Organisation (ILO).

7. Expansion of youth-tailored training and finance opportunities

At the secondary school level, existing programmes can be supported to expand to a larger number of schools and students, failing the direct introduction of entrepreneurship education. For youth outside of secondary school, a similar support effort to youth-targeted organisations to reach a larger number of youth may be a promising avenue, or alternatively the introduction of youth-targeted programmes as part of the offerings of existing business support and financing

⁶¹³ In 2017 Q1, the unemployment rate for persons aged 25-29 was 7.3% and for persons aged 30-34 the figure was 4.8%. Source: CSO, www.cso.gov.tt.

⁶¹⁴ Telecommunications Authority of Trinidad and Tobago (2013). *Digital Divide Survey 2013*.

organisations. This could also possibly be done in partnership with a youth-targeted organisation to make services more accessible to youth.

8. *Marketing of existing training, finance and market share opportunities to youth*

Marketing strategies could also be undertaken to increase awareness among youth of existing opportunities including those not exclusively targeted toward them. This should serve to correct information asymmetries where they exist.

Interventions to Facilitate Reintegration

9. *Assessment study to determine effectiveness and verify duplication if such a study does not exist*

Given that so many interventions exist in this area, research is needed to definitively assess the impact these are having in facilitating the reintegration of youth from vulnerable backgrounds. Further, while preliminary analysis in this study suggests that duplication exists, research is needed to verify the extent of this duplication and whether streamlining is necessary.

10. *Reintegration programme targeting young women from vulnerable backgrounds*

In addition to the need for a female juvenile detention centre, young women from problematic backgrounds need reintegration programmes targeted toward them which are cognisant and accommodating of the issues they may face including teenage pregnancy and sexual violence. For example, training programmes for teenage mothers exist in other countries which include nursery services to prevent parenting from being an obstacle to participation.

Interventions to Facilitate Intra-Regional Migration

11. *Continued expansion of CVQ and PLAR implementation efforts*

CVQ implementation must continue to ensure all centres offering skills training offer participants the opportunity of CVQ certification and, hence, better potential employment opportunities. PLAR implementation must be similarly expanded and awareness must be boosted to ensure those people including youth who stand to benefit, do in fact access this avenue for certification.

BIBLIOGRAPHY

GENERAL AND REGIONAL

Caribbean Development Bank (2015). *Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean*, <http://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>.

Caribbean Development Bank (2016). *Micro-Small-Medium Enterprise Development Strategy in the Caribbean: Towards a New Frontier*. Barbados: CDB.

ILOSTAT. <http://www.ilo.org/ilostat/>

Kandil, M. et al. (2016). *Labor Market Issues in the Caribbean: Scope to Mobilize Employment Growth*. IMF Working Paper, WP/14/115. <http://bit.ly/2DtjbKY>

M. Parra-Torrado (2014). *Youth Unemployment in the Caribbean*, World Bank Caribbean Knowledge Series, Paper No. 88362

OECS (2016). *Organisation of Eastern Caribbean States Educational Statistical Digest 2016: Statistics on Education for the Academic Year 2014-15*. Castries: OECS.

Tada, K. (2016). *Work-Based Learning Programmes: Selected Caribbean Country Experiences*. ILO Country Working Paper, Unpublished

The World Bank: World Development Indicators: Structure of Output. <http://wdi.worldbank.org/table/4.2>

United Nations, Department of Economic and Social Affairs, Population Division (2017). *World Population Prospects: The 2017 Revision*

USAID (2011). *Caribbean Basin Security Initiative Juvenile Justice Assessment*. <http://bit.ly/2BjWHKH>

USAID (2013). *Eastern and Southern Caribbean Youth Assessment*. Final Report. <http://bit.ly/2F4Trp0>

World Bank. World Development Indicators. <https://data.worldbank.org/data-catalog/world-development-indicators>

ANTIGUA AND BARBUDA

“Antigua and Barbuda: Challenges, Measures and Best Practices”. Presentation by Major Glynne Dunnah, Assistant Superintendent, Her Majesty’s Prison. *Presentations from the Second Regional Seminar on Best Prison Practices, Jamaica 2011*. Washington DC: Inter-American Commission on Human Rights.

“The Prisoners Rehab Programme Comes in for High Praise”, Government of Antigua and Barbuda, 5 May 2016. https://ab.gov.ag/media_page.php?page=124.

Antigua and Barbuda Development Bank. <http://abdbank.com/site/>

Antigua and Barbuda Development Bank. <http://www.abdbank.com/overview.html>

Antigua and Barbuda Investment Authority. Small Business Act Brochure.
http://new.investantiguabarbuda.org/wp-content/uploads/2017/10/ABIA_Brochure_Small_Business_Act.pdf

Antigua State College. *Antigua State College Student Handbook, 2013-2015*. http://www.asc.edu.ag/wp-content/uploads/2015/01/ASC-Student-Handbook-upd-11_24_2014.pdf

Gilbert Agricultural Rural Development Centre (2015). *GARD Center Annual Report Sept. 2014 - August 2015*. <http://www.gardc.org/wp-content/uploads/2016/05/GARD-Center-Annual-Report-SEP-2014-to-AUG-2015-Final.pdf>

Government of Antigua and Barbuda (2007). *Antigua and Barbuda National Youth Policy*. http://www.youthpolicy.org/national/Antigua_Barbuda_2007_National_Youth_Policy.pdf

Government of Antigua and Barbuda (2008). *Antigua and Barbuda National Household ICT Survey*. <http://bit.ly/2mZPJGy>

Government of Antigua and Barbuda (2016). *2017 Budget Statement*. <http://bit.ly/2DYhVRu>

Government of Antigua and Barbuda, Government Assisted Technology Endeavour. <http://gateantigua.ag/components.php>

Government of Antigua and Barbuda. *The Small Business Development Act, 2007*. <http://laws.gov.ag/acts/2007/a2007-24.pdf>

Inter-American Development Bank (2013). *Private Sector Assessment Report of Antigua and Barbuda*. Bridgetown, Barbados.

Ministry of Education, Sports, Youth and Gender Affairs (2012). *Antigua and Barbuda Educational Statistical Digest 2012*.

BARBADOS

“Apply now for Barbados Youth Service”, Government Information Service, 7 June 2016. <http://gisbarbados.gov.bb/blog/apply-now-for-barbados-youth-service/>

“Barbados: Prison service embracing change”, Association of Caribbean Heads of Corrections and Prisons, 21 October 2017. <http://www.achcps.com/2017/10/barbados-prison-service-embracing-change/>

“BVTB only able to accommodate five per cent of applicants”, Barbados Today, 19 November 2017. <https://www.barbadostoday.bb/2017/11/19/bvtb-only-able-to-accommodate-five-per-cent-of-applicants/>

“Camp cuts remain”, Barbados Advocate, 21 June 2017. <https://www.barbadosadvocate.com/news/camp-cuts-remain>.

“Employment bureau to be rebranded”, Nation News, 23 May 2017. <http://www.nationnews.com/nationnews/news/97075/employment-bureau-rebranded>.

“Help for Youth Seeking Employment”, The Barbados Advocate, 28 June 2017. <https://www.barbadosadvocate.com/news/help-youth-seeking-employment>

“Hospitality students praise Elegant Hotels internship”, Loop News Barbados, 15 August 2017. <http://www.loopnewsbarbados.com/content/hospitality-students-praise-elegant-hotels-internship>

“Prisoner rehabilitation needs public support”, Government Information Service, 7 June 2016. <http://gisbarbados.gov.bb/blog/prisoner-rehabilitation-needs-public-support/>

“Skills training for youth”, Government Information Service, 26 May 2016. <http://gisbarbados.gov.bb/blog/skills-training-for-youth/>

“Young people need more job attachment, internship programmes”, Barbados Advocate, 13 October 2017. <https://www.barbadosadvocate.com/news/young-people-need-more-job-attachment-internship-programmes>

Barbados Community College, Fine Arts – Course Information. <http://bit.ly/2DYlDui>

Barbados Community College, Technology/Architecture Studies. <http://bit.ly/2G7ThhW>

Barbados Entrepreneurship Foundation. \$20 Challenge.
<http://www.barbadosentrepreneurshipfoundation.org/20-dollar-challenge/>

Barbados Entrepreneurship Foundation. Agriculture Enterprise Programme.
<http://www.barbadosentrepreneurshipfoundation.org/agriculture-challenge/>

Barbados Entrepreneurship Foundation. Classroom to Boardroom Programme.
<http://www.barbadosentrepreneurshipfoundation.org/classroom-to-boardeoom/>

Barbados Entrepreneurship Foundation. Trident Angels.
<http://www.barbadosentrepreneurshipfoundation.org/trident-angels/>

Barbados Investment and Development Corporation (2015). *Barbados Investment and Development Corporation Annual Report 2014-2015*. <http://bit.ly/2rsh1Kn>

Barbados Investment and Development Corporation. <http://www.bidc.org/>

Barbados Technical and Vocational Education Training Council (2015). *Technical and Vocational Education Training Council 2015 Annual Report*. <http://bit.ly/2n0ebqr>

Barbados Vocational Training Board, http://bvtb.gov.bb/apprenticeship_programme/

Barbados Youth Business Trust. <http://www.youthbusiness.bb/process/>

Barbados Youth Business Trust. <https://www.facebook.com/pg/BarbadosYouthBusinessTrust/about/>

Dance4Life Barbados. <http://www.dance4lifebarbados.com/vulnerable-youth>

Enterprise Growth Fund Limited. <http://egfl.bb/>

Fund Access Barbados. <https://www.fundaccess.org/>

Government of Barbados (2014). *National Employment Policy of Barbados*.

Government of Barbados (2017). *A National Policy Framework for the Development of Micro, Small and Medium-Sized Enterprises (MSMEs)*. <http://bit.ly/2DWVTOI>

Government of Barbados. *National Youth Policy 2011*. <http://bit.ly/2DuORE2>

Inter-American Development Bank (2011). Skills for the Future Loan Proposal BA-L1016. <http://idbdocs.iadb.org/wsdocs/getdocument.aspx?docnum=36962708>

Ministry of Labour. https://labour.gov.bb/employment_services

Samuel Jackman Prescod Polytechnic Internship website and Internship Booklet.
<https://sjppinternship.weebly.com/> and <http://bit.ly/2G6E7ZZ>

TVET Council of Barbados. <https://www.tvetcouncil.com.bb/>

BELIZE

“Belize Labour Department Conducts Education Session Campaign”, 26 February 2015. CTV 3 Belize.
<http://bit.ly/2rwZ2II>

“Beltraide hosts certificate ceremony at the central prison”, Belize Invest, <https://belizeinvest.net/2016/04/25/beltraide-hosts-certificate-ceremony-at-the-central-prison/>

“Beltraide wants to find you a job”, <http://bit.ly/2G4Bjgc>

“BTEC trainings aim to prepare the young for work and how to care for the old”, Belize Training and Employment Centre. <https://belizeinvest.net/2016/07/18/btec-trainings-aim-to-prepare-the-young-for-work-and-how-to-care-for-the-old/>

“CDB Launces Youth Resilience Inclusive Social Empowerment Project in Belize.” Caribbean Development Bank, 3 May 2017. <http://www.caribbank.org/news/cdb-launches-youth-resilience-inclusive-social-empowerment-project-belize>

“The Belize National Youth Apprenticeship Programme”, Caribbean Leadership Project, 20 March 2014. https://www.caribbeanleadership.org/news_publisher/news/view/the-belize-national-youth-apprenticeship-program

“Youth Business Trust a bust?”, Channel 5 Belize, 12 July 2013. <http://edition.channel5belize.com/archives/87987>

Belize Development Finance Corporation (2017). *Development Finance Corporation Annual Report 2016*. <http://www.dfcbelize.org/download/dfc-annual-report-2016/>

Belize Development Finance Corporation. <http://www.dfcbelize.org/financing-small-business/>

Belize Enterprise for Sustainable Technology. <http://bit.ly/2DZybSf>

Belize National Youth Apprenticeship Programme, <http://bit.ly/2n0SsPb>

Belize Training and Employment Centre. <http://www.belizeinvest.org.bz/btec.html>

Beltraide (2014). *National Entrepreneurship Strategy – Belize*. https://issuu.com/beltraidemarketing/docs/national_entrepreneurship_strategy

Beltraide Small Business Development Centre. <http://www.belizeinvest.org.bz/sbdcbelize.html>

Department of Youth Services, <http://www.dys.bz/>

Fight for Peace. <http://fightforpeace.net/kolbe-foundation-belize-central-prison/>

Government of Belize (2013). *National Youth Development Policy 2012*. <http://bit.ly/2DZ2ybd>

Inter-American Development Bank (2014). *Private Sector Assessment Report of Belize*. Washington DC: IADB.

Inter-American Development Bank (2016). *Community Action for Public Safety Programme – Project Completion Report*.

Ministry of Human Development, Youth Hostel, <http://bit.ly/2DWvjFs>

Peirce, J. (2017). *Gap Analysis Report: Citizen Security in Belize*. Inter-American Development Bank Discussion Paper No. IDB-DP-513, May 2017.

Presentation by E. Pinelo of the Ministry of Education, Youth and Sports, and M. Almendarez of the Ministry of Natural Resources and Agriculture at the Launch and Policy Dialogue of the Regional FAO-IFAD Project, Strengthening Decent Rural Employment Opportunities for Young Women and Men in the

Caribbean. 7-9 September 2015, Bridgetown, Barbados. <https://www.slideshare.net/FAOoftheUN/14-faoifad-youth-employment-in-belize>

PriceWaterhouse Coopers, Project Belize. <https://www.pwc.com/projectbelize>

Statistical Institute of Belize. <http://sib.org.bz/>

University of Belize. <https://www.ub.edu.bz/>

DOMINICA

“11 graduate from Adolescent Skills Training Programme”, Dominica Vibes, 20 July 2017. <https://www.dominicavibes.dm/featured-234118/>

“12 Graduate from Life Skills Programme”, Government of the Commonwealth of Dominica, 6 July 2016. <http://news.gov.dm/index.php/news/3782-12-graduate-from-life-skills-programme>

“CDB funds development programme for male youth in Dominica”, Caribbean Development Bank, 13 July 2016. <http://www.caribank.org/news/cdb-funds-development-programme-young-men-dominica>

“Portsmouth-based non-profit organisation celebrates 20 years”, Dominica News Online, 10 October 2014. <http://dominicaneonline.com/news/homepage/news/educationyouth/portsmouth-based-non-profit-organization-celebrates-20-years/>

Dominica State College. <http://dsc.dm/new/entrepreneurship/>

Dominica Youth Business Trust. <http://dybt.gov.dm/>

Government of the Commonwealth of Dominica (2004). *National Youth Policy*. <http://youthdivision.gov.dm/images/doc/NationalYouthPolicyofDominica2004.pdf>

Government of the Commonwealth of Dominica (2017). *Economic and Social Review for Fiscal Year 2016-2017*. <http://bit.ly/2DZ2wjI>

Government of the Commonwealth of Dominica. December 6 – Press Briefing: Update from the Prime Minister. <http://www.opm.gov.dm/?p=2445>

Ministry of Commerce, Enterprise and Small Business Development. <http://www.dominica.gov.dm/ministries/commerce-enterprise-and-small-business-development>

National Employment Programme of Dominica. <http://www.nep.gov.dm/national-employment-programme>

Social Center Dominica.

https://www.facebook.com/pg/socialcentre/community/?ref=page_internal&mt_nav=0

UNICEF Statistics: Dominica. https://www.unicef.org/infobycountry/dominica_statistics.html

Youth Development Division, Government of Dominica, Youth Skills Training Programme. <http://youthdivision.gov.dm/programmes/4-h-programme-4>

GRENADA

“Applications Open for Youth Entrepreneurship Tech Incubation Programme”, Caribbean Development Bank, 23 January 2017. <http://www.caribank.org/news/ctep>

“Diageo Connects with TAMCC Students”. 23 July 2014. <http://thenewtoday.gd/local-news/2014/07/23/diageo-connects-with-tamcc-students/#gsc.tab=0>

“GG Says Junior Achievement Programme Invaluable”, 15 May 2014. <http://www.nowgrenada.com/2014/05/gg-says-junior-achievement-programme-invaluable/>

“Grenada Youth Enterprise Initiative Small Business Fund”, The New Today, 1 October 2012. <http://thenewtoday.gd/local-news/2012/10/01/grenada-youth-enterprise-initiative-small-business-fund/#gsc.tab=0>

“HOPE Programme Finally Launched”. <http://grenadachronicle.com/hope-programme-finally-launched/>

“How does the JA Company Program Work?”, Grenada Chamber of Industry and Commerce. <http://bit.ly/2DCIXkq>

“MAREP Graduates Second Vocational Skills Training Group”. 27 April 2017. <http://www.nowgrenada.com/2017/04/marep-graduates-second-vocational-skills-training-group/>

“New Imani Programme Graduates 50”, 13 October 2014. <http://www.nowgrenada.com/2014/10/new-imani-programme-graduates-50/>

“Over 350 Receive Certifications from New Imani Programme”. 8 November 2017. <http://www.nowgrenada.com/2017/11/over-350-receive-certifications-from-new-imani-programme/>

“Productivity Problem with New Imani Programme”. 9 January 2017. <http://thenewtoday.gd/local-news/2017/01/09/productivity-problem-with-imani-programme/#gsc.tab=0>

2nd Chance programme, Grenada. <http://2ndchance.cxc.org/page-where-to-go-grenada.php>

Caribbean Development Bank (2016). Technical Assistance - “Awakening Special Potential by Investing in Restoration and Empowerment (Aspire) Of Youth Project – Grenada”. Paper BD 148/16. <http://bit.ly/2rvST9t>

Caribbean Tech Entrepreneurship Programme. <http://www.ctep.tech/>

Central Statistical Office of Grenada. *2016 National Labour Force Survey*. Supplied by the CSO.

Government of Grenada (2017). Budget 2018. http://www.gov.gd/egov/docs/budget_speech/budget-2018.pdf

Government of Grenada. Ministry of Labour and Cooperatives. <http://www.gov.gd/ministries/labour.html>

Grenada Business Development Centre. <http://grenadabdc.com/>

Grenada Chamber of Industry and Commerce (2016). *Grenada Chamber of Industry and Commerce Annual Report 2015*.

Grenada Development Bank (2016). *Grenada Development Bank 2015 Annual Report*.

Grenada Development Bank, Small Business Development Fund. <http://grenadadevelopmentbank.com/products-services/small-business-dev-fund/>

Grenada National Training Agency (2016). *Annual Report 2016*.

GRENCODA. <http://grencoda.org/projects/>

Inter-American Development Bank (2013). *Private Sector Assessment of Grenada*. Washington DC: IADB.

International Fund for Agricultural Development (2015). Grenada: MAREP Supervision Report. <https://operations.ifad.org/documents/654016/f63f556c-22f0-4f0a-9067-51adaa00d926>

International Fund for Agricultural Development (2017). Grenada: MAREP Supervision Report. <https://operations.ifad.org/documents/654016/6073ce6a-f6d3-441b-b4d7-8e56b594c1e4>

Ministry of Finance. Press Release No. 66/2017 “Aide Memoire SAEP April 2017”. <http://finance.gd/docs/PR66AideMemoireSAEPApril2017.pdf>

Programme for Adolescent Mothers. <http://programmeforadolescentmothers.webs.com/>

StartUp Grenada. <http://startupgrenada.com/#faq>

GUYANA

“\$1.7 billion for youth programmes – Budget 2018”, Department of Public Information, 28 November 2017. <http://gina.gov gy/1-7-billion-for-youth-programmes-budget-2018/>

“25 innovative projects awarded grants by MoE”, Guyana Times, 16 September 2017. <https://guyanatimesgy.com/25-innovative-projects-awarded-grants-by-moe/>

“379 students graduate from YEST programme”, Guyana Information Agency, 15 July 2016. <http://gina.gov gy/379-students-graduate-from-yest-programme/>

“505 Graduate from the GTI”, Guyana Chronicle, 9 December 2016. <http://guyanachronicle.com/2016/12/09/505-graduate-from-gti>

“BIT’s training geared to meet future industry needs, but more resources needed – Chairman”, Department of Public Information, 18 July 2016. <http://gina.gov gy/bits-training-geared-to-meet-future-industry-needs-but-more-resources-needed-chairman/>

“Board of Industrial Training”, Guyana Chronicle. 20 July 2016. <http://guyanachronicle.com/2016/07/20/board-of-industrial-training>

“Brief analysis of CSEC 2011 results”, Ministry of Education, 12 August 2011. <http://educationgy.org/web/index.php/about-moe/item/233-brief-analysis-of-csec-2011-results>

“Caribbean level vocational qualification to be offered at secondary schools”, Department of Public Information, 2 February 2017. <http://gina.gov gy/caribbean-level-vocational-qualification-to-be-offered-at-secondary-schools/>

“CDB, Guyana boosting TVET to improve workforce”, Caribbean Development Bank, 17 November 2017. <http://www.caribank.org/news/cdb-guyana-boosting-tvet-improve-workforce>

“Close to 400 students to receive CVQ certificates”, GINA, 7 April 2017. <http://gina.gov gy/close-t0-400-students-to-receive-cvq-certificates/>

“CRMA host seminar to benefit the unemployed”, Guyana Information Agency, 5 October 2017. <http://gina.gov gy/crma-host-seminar-to-benefit-the-unemployed/>

“CRMA is collaborating to ensure all Guyanese are employed gainfully”, Department of Public Information, 8 June 2017. <http://gina.gov.gy/crma-is-collaborating-to-ensure-all-guyanese-are-employed-gainfully/>

“CSEC 2016 Results: Marginal increase in overall pass rate”, INews Guyana, 17 August 2016. <http://www.inewsguyana.com/csec-2016-results-marginal-increase-in-overall-pass-rate-see-list-of-schools-with-60-or-more-pass-rate/>

“Eighty Percent of Applicants Fail GITC Entrance Exams”, Kaieteur News Online, 20 December 2009. <https://www.kaieteurnewsonline.com/2009/12/20/eighty-per-cent-of-applicants-fail-gitc-entrance-exams/>

“GRA bids farewell, best wishes to students as Work Study attachment ends”, Guyana Revenue Authority, 30 August 2016. <http://www.gra.gov.gy/publications/press-releases/509-gra-bids-farewell-best-wishes-to-students-as-work-study-attachment-ends>

“GTI’s 2014 graduation ceremony finds the institute brimming with optimism”, Starbroek News, 12 May 2014. <https://www.stabroeknews.com/2014/business/12/05/gtis-2014-graduation-ceremony-finds-institute-brimming-optimism/>

“Guyana taps into US\$64M fund to tackle youth crime, violence”, Guyana Times, 12 May 2017. <https://guyanatimesgy.com/guyana-taps-into-us64m-fund-to-tackle-youth-crime-violence/>

“Guysuco Apprenticeship Programme Providing Training for Some 70 Years”, Ministry of Agriculture, 17 July 2017. <http://agriculture.gov.gy/2017/07/17/guysuco-apprenticeship-programme-providing-training-for-some-70-years/>

“More Empowerment Training for Youth in 2017”. Ministry of Education, Guyana. <http://educationgy.org/web/index.php/mediacenter/external-sources/item/2493-more-empowerment-training-for-youth-in-2017>

“Ministry plans massive extension of hinterland youth skills programme”, Starbroek News, 17 January 2016. <https://www.stabroeknews.com/2016/news/stories/01/17/ministry-plans-massive-extension-hinterland-youth-skills-programme/>

“NOC on verge of transformation”, Guyana Chronicle, 17 September 2017. <https://guyanachronicle.com/2017/09/17/noc-on-verge-of-transformation>

“One hundred and forty students gained Work-study experience with the GDF in 2014”, Guyana Defence Force. <http://www.gdf.mil.gy/index.php/read-more/365-one-hundred-and-forty-students-gained-work-study-experience-with-the-gdfin-2014.html>

“Over 1500 youths acquire jobs via Central Manpower and Recruitment Agency”, Kaieteur News Online, 18 August 2016. <https://www.kaieteurnewsonline.com/2016/08/18/over-1500-youths-acquire-jobs-via-central-manpower-and-recruitment-agency/>

“Over 200 jobs to be created through SLED Initiative in the medium term -160 youths from the 10 Regions graduated from the programme”, GINA, 16 August 2016. <http://gina.gov.gy/over-200-jobs-to-be-created-through-sled-initiative-in-the-medium-term-160-youths-from-the-10-regions-graduated-from-the-programme/>

“Recruitment Agency secured jobs for 2,385 persons in 2014”, Inews Guyana, 14 January 2015.
<http://www.inewsguyana.com/recruitment-agency-secured-jobs-for-2385-persons-in-2014/>

“SBB signs MoU with 12 organisations to train young entrepreneurs”, Guyana Information Agency, 28 July 2016. <http://gina.gov.gy/sbb-signs-mou-with-12-organisations-to-train-young-entrepreneurs/>

“Sixty students attending Work Study at Banks DIH Limited”, Banks DIH Limited, 30 July 2014.
<https://www.banksdih.com/?q=publication/sixty-students-attending-work-study-banks-dih-limited>

“Skills training programme launched for at-risk youths”, Guyana Times, 22 April 2017.
<https://guyanatimesgy.com/skills-training-programme-launched-for-at-risk-youths/>

“SLED projects well underway -10 funded thus far”, Department of Public Information, 29 September 2017. <http://gina.gov.gy/sled-projects-well-underway-10-funded-thus-far/>

“Small Business Bureau approved US\$1M in loans for budding entrepreneurs in 2016”, Inews Guyana, 22 December 2016. <http://www.inewsguyana.com/small-business-bureau-approved-us1m-in-loans-for-budding-entrepreneurs-in-2016/>

“Small Business Bureau Expanding to Hinterland Areas”, Guyana Information Agency, 15 December 2016.
<http://gina.gov.gy/small-business-bureau-expanding-to-hinterland-areas/>

“Small businesses are being equipped to bid for gov’t contracts”, GINA, 11 April 2017.
<http://gina.gov.gy/small-businesses-are-being-equipped-to-bid-for-govt-contracts/>

“Small Businesses critical to Guyana economy – Deputy Governor, Bank of Guyana”, DPI Guyana, 13 September 2017. <http://gina.gov.gy/small-businesses-critical-to-guyana-economy-deputy-governor-bank-of-guyana/>

“Some 300 Berbice youths to benefit from Tech/Vocational Training”, GINA, 22 September 2017.
<http://gina.gov.gy/some-300-berbice-youths-to-benefit-from-techvocational-training/>

“Sophia, Angoy’s Avenue youths benefit from SBB’s entrepreneurship programme”, GINA, 24 March 2017. <http://gina.gov.gy/sophia-angoys-avenue-youths-benefit-from-sbbs-entrepreneurship-programme/>

“USAID SKYE Program in Guyana Successfully Concludes”, US Embassy in Guyana, 30 November 2016.
<https://gy.usembassy.gov/usaid-skye-program-guyana-successfully-concludes/>

“Young, educated, employed and enterprising”. Address by His Excellency David Granger at the Sustainable Livelihood and Entrepreneurial (SLED) Initiative Award Ceremony. Ministry of Communities, 21 August 2016. <http://moc.gov.gy/young-educated-employed-and-enterprising/>

“Youth business trust aims to double loans”, Starbroek News, 13 March 2009.
<https://www.starbroeknews.com/2009/business/03/13/youth-business-trust-aims-to-double-loans/>

“Youth Graduate from Successful Entrepreneurship Program in Guyana”, YouthBuild, 27 June 2017.
<https://www.youthbuild.org/update/youth-graduate-successful-entrepreneurship-program-guyana>

“Youth Link Apprentices Complete 7 Month Programme”, Republic Bank Guyana.
<https://www.republicguyana.com/news/youth-link-apprentices-complete-seven-month-programme>

Bureau of Statistics Guyana (2012). *Census 2012 Compendium III: Economic Activity*. <http://www.statisticsguyana.gov.gy/census.html>

Bureau of Statistics Guyana (2018) *Bulletin Guyana Labour Force Survey Third Quarter 2017*. <http://www.statisticsguyana.gov.gy/surveys.html#csurveys>

Government of Guyana (2016). *National Youth Policy of Guyana 2016*. (Provided by the Ministry of Labour, Guyana).

Government of Guyana (2017). *Budget 2018: The Journey to the Good Life Continues*. <https://finance.gov.gy/minister-of-finance-budget-speech-for-budget-2018/>

Government of Guyana, Small Business Act (2004). http://sbb.intellectstorm.com/wordpress/wp-content/uploads/2016/10/Small_Business_Act_2004.pdf

Government Technical Institute, Ministry of Education. <http://www.education.gov.gy/web/index.php/allied-arts-unit/item/879-the-government-technical-institute>

Guyana Industrial Training Centre, Ministry of Education. <http://www.education.gov.gy/web/index.php/allied-arts-unit/item/875-guyana-industrial-training-centre>

Guyana Sugar Corporation Inc. <http://guysuco.gy/index.php/en/careers/training/item/66-work-study>

Institute of Private Enterprise Development Ltd (2014). *Annual Report 2014*. http://ipeddev.socialrankmedia.com/wp-content/uploads/2017/07/IPED_Annual_Report_2014.pdf

Inter-American Development Bank (2014). *Private Sector Assessment of Guyana*. Washington DC: IADB.

Ministry of Education. "Youth Innovation Project of Guyana – YIPoG." <https://education.gov.gy/web/index.php/projects/yipog>

Ministry of Education. Statistical Digest - Examinations 2011. https://education.gov.gy/web/index.php/downloads/doc_details/761-examinations-2011

Ministry of Indigenous Affairs, "Hinterland Employment and Youth Service". <https://moipa.gov.gy/hinterland-employment-and-youth-service/>

Republic Bank Guyana, Youth Link Programme. <https://republicguyana.com/about/youth-link-programme-criterion>

Small Business Bureau (2013). *Small Business Bureau Annual Report 2013*. <https://sbb.gov.gy/wordpress/wp-content/uploads/2016/12/SMALL-BUSINESS-2013-AR.pdf>

Small Business Bureau of Guyana. <https://sbb.gov.gy/>

UNDP Development Reports – Country Profile - Guyana. <http://hdr.undp.org/en/countries/profiles/GUY>

USAID (2014). *Evaluation of the Guyana Skills and Knowledge for Youth Employment Program: Mid Term Performance Evaluation*. Task Order No. AID-538-TO-14-00001. Washington DC: USAID.

JAMAICA

“DBJ to Upsize IGNITE Programme”, Jamaica Gleaner, 17 December 2017. <http://jamaica-gleaner.com/article/business/20171217/dbj-upsize-ignite-programme>

“Department of Correctional Services to expand Rehabilitation Programme”, Jamaica Gleaner, 17 March 2017. <http://www.jamaicaobserver.com/news/Department-of-Correctional-Services-to-expand-rehabilitation-programme>

“Government announces programme to rehabilitate youth offenders”, Jamaica Information Service, 16 March 2017. <http://jis.gov.jm/govt-announces-programme-rehabilitate-youth-offenders/>

“Grade Nine Students to Learn Entrepreneurship”, Jamaica Information Service, 29 April 2017. <http://jis.gov.jm/grade-nine-students-learn-entrepreneurship/>

“Schools ready to offer entrepreneurship training”, Jamaica Information Service, 2 June 2017. <http://jis.gov.jm/schools-ready-offer-entrepreneurship-training/>

Caribbean Development Bank (2014). *Country Strategy Paper Jamaica 2014-2016*. Paper BD 23/14.

Citizen Security and Justice Programme, <http://www.csjp.gov.jm/about>

Department of Correctional Services. http://www.dcs.gov.jm/juvenile_services.php

Development Bank of Jamaica. <http://dbankjm.com/about-us/>

Government of Jamaica (2015). *Green Paper: National Youth Policy 2015-2030*. http://jis.gov.jm/media/Final-Green-Paper-2015_April-9.pdf

Human Employment and Resource Training (HEART) Trust/ National Training Agency (2016). *HEART Trust/NTA Annual Training Report 2015-2016*. <http://lmp.heart-nta.org/Publications.aspx>

HEART Trust/NTA (2009). *Unattached Youth in Jamaica*.

https://www.mona.uwi.edu/cop/sites/default/files/Unattached%20youth_0.pdf

Human Employment and Resource Training (HEART) Trust/ National Training Agency (2006). Jamaica National Report on Technical and Vocational Education and Training. http://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/---sro-report_of_spain/documents/meetingdocument/wcms_306332.pdf

Human Employment and Resource Training Trust/National Training Agency. <https://www1.heart-nta.org/>

Inter-American Development Bank (2014). *Private Sector Assessment Report of Jamaica*. Washington DC: IADB.

Jamaica Business Development Corporation. <https://www.jbdc.net/>

Ministry of Education, Youth and Information. *Inter-ministerial Committee: Implementation of the LEGS (Learning, Earning, Giving, Saving) Programme*. February 1, 2017. Document supplied by the Government of Jamaica.

Ministry of Industry, Investment and Commerce (2013). *Micro, Small and Medium Enterprise (MSME) and Entrepreneurship Policy*. <http://www.miic.gov.jm/sites/default/files/pdfs/Tabled%20MSME%20and%20Entrepreneurship%20Policy.pdf>

Planning Institute of Jamaica (2006). *The Transition of Jamaican Youth to the World of Work*. Kingston: PIOJ.

Statistical Institute of Jamaica (2013). *Labour Market Transition of Young Women and Men: Summary Report 2013*. <http://statinja.gov.jm/PressReleases/SWTS%20Summary%20Report.pdf>

Statistical Institute of Jamaica (2015). *ICT Indicators Report: Measuring Jamaica's Information Society 2015*. Kingston: STATINJA.

Statistical Institute of Jamaica. <http://statinja.gov.jm/>

University of Technology, Jamaica; Cooperative Education Unit.
<https://www.utech.edu.jm/academics/cooped/about-us>

ST. VINCENT AND THE GRENADINES

“Government launches support for education and training programme”, iWitness News, 16 March 2014. <https://www.iwnsvg.com/2014/03/16/government-launches-supportive-education-and-training-programme/>

“Integrating Juveniles”, Government of Saint Vincent and the Grenadines, 22 February 2017. <http://www.gov.vc/index.php/news/481-integrating-juveniles>

“Marion House Graduates Thirty”, the Vincentian, 22 January 2016. <http://thevincentian.com/marion-house-graduates-thirty-p9906-133.htm>

“Police Force Offers Summer Programmes for Students”, iWitness News, 18 July 2014. <https://www.iwnsvg.com/2014/07/18/police-force-offers-summer-programmes-for-students/>

Bank of Saint Vincent and the Grenadines. <https://www.bosvg.com/lending-services/micro-small-enterprise>

Caribbean Development Bank (2014). *Country Strategy Paper: St. Vincent and the Grenadines 2014-2018*, Paper BD 14/14. http://www.caribank.org/wp-content/uploads/2016/03/BD14_14_CSP_SVGFebruary_2014_FINAL.pdf

Caribbean Development Bank (2016). *Revised Loan/Grant and Project Summary for Technical and Vocational Education and Training Development Project - Revision in Scope and Additional Loan and Grant: St. Vincent and the Grenadines*. Extract from Paper BD 114/11 Add. 1. http://www.caribank.org/wp-content/uploads/2017/02/Loan-Grant-Project-Summary_TVET-Project-Scope-Revision_SVG.pdf

Division of Technical and Vocational Education (DTVE) of the St. Vincent and the Grenadines Community College, <http://www.svgcc.vc/about-dtve>

Government of Saint Vincent and the Grenadines (2013). *National Economic and Social Development Plan of Saint Vincent and the Grenadines 2013-2025*. <https://sustainabledevelopment.un.org/content/documents/1466vincentgrenadines.pdf>

Government of Saint Vincent and the Grenadines (2017). *Budget Address 2017: Fiscal Consolidation and Economic Growth, Job Creation and Sustainable Development in A Vulnerable Small Island Developing State in The Context of A Challenging Global Environment*. http://www.gov.vc/images/pdf_documents/budget_address_and_econ_review_combine_2017.pdf

Government of St. Vincent and the Grenadines, Department of Labour.
http://dol.gov.vc/dol/index.php?option=com_content&view=article&id=48&Itemid=39

Inter-American Development Bank (2013). *Private Sector Assessment Report of Saint Vincent and the Grenadines*. Washington DC: IADB.

Marion House. <https://www.facebook.com/MarionHouseSVG/>

National Development Foundation of Saint Vincent and the Grenadines. <http://www.ndfsvg.org/business-support-center.html>

Sector Skills Development Agency, St. Vincent and the Grenadines. <https://www.facebook.com/Sector-Skills-Development-Agency-279973708820127/>

St Vincent and the Grenadines approved to award the Caribbean Vocational Qualification, March 7, 2016. Ministry of Education, Reconciliation and Ecclesiastical Affairs of St Vincent and the Grenadines.
http://www.education.gov.vc/education/index.php?option=com_content&view=article&id=464:st-vincent-and-the-grenadines-approved-to-award-caribbean-vocational-qualification-cvq&catid=35:news&Itemid=84

St. Vincent and the Grenadines National Centre of Technological Innovation Inc.
<http://web.svgncti.org/business-incubator/>

Statistical Office, Government of Saint Vincent and the Grenadines.
<http://stats.gov.vc/Default.aspx?tabid=136>

World Bank (2017). *Project Appraisal Document – Saint Vincent and the Grenadines Human Development Service Delivery Project*, Report No: PAD1806.
<http://documents.worldbank.org/curated/en/508051496779690299/pdf/St-Vincent-PAD-Main-05082017.pdf>

Youth Business Trust St. Vincent and the Grenadines. <http://www.youthbusinesscaribbean.com/st-vincent-the-grenadines-info/>

TRINIDAD AND TOBAGO

“Cuts at NEDCO after \$224m in bad loans”, Trinidad Guardian, 15 November 2017.
<http://www.guardian.co.tt/business/2017-11-15/cuts-nedco-after-224m-bad-loans>

Central Statistical Office of Trinidad and Tobago. <http://cso.gov.tt/statistics/>

Government of the Republic of Trinidad and Tobago. *Budget Statement 2018 – Changing the Paradigm: Putting the Economy on a Sustainable Path*. <https://www.finance.gov.tt/budget-statement-2018/>

Government of Trinidad and Tobago (2017). *Social Sector Investment Programme 2018: Changing the Paradigm: Putting the Economy on a Sustainable Path*. <https://www.finance.gov.tt/wp-content/uploads/2017/10/SSIP-2018-for-web-revised.pdf>

Government of Trinidad and Tobago. *National Youth Policy 2012-2017*.
https://static.msya.gov.tt/images/pdf/policies/2012-2017_National_Youth_Policy.pdf

Inter-American Development Bank (2014). *Private Sector Assessment of Trinidad and Tobago*. Washington DC: IADB.

R. Seepersad (2016). *Crime and Violence in Trinidad and Tobago*. IDB Series on Crime and Violence in the Caribbean. Technical Note No. IDB-TN-1062.
<https://publications.iadb.org/bitstream/handle/11319/7772/Crime-and-Violence-in-Trinidad-and-Tobago-IDB-Series-on-Crime-and-Violence-in-the-Caribbean.pdf?sequence=4>

Telecommunications Authority of Trinidad and Tobago (2013). *Digital Divide Survey 2013*.

Appendix II

FOCAL POINTS – Youth Employment Mapping

ANTIGUA AND BARBUDA

Ms. Sandra Abbott
OSEC Manager
ONE STOP EMPLOYMENT CENTRE
Office of the Labour Commissioner
Tel: (268) 562-8533/4/5
Fax: (268) 562-8532
E-mail: sandra.abbott@ab.gov.ag
E-mail: osec@ab.gov.ag

BARBADOS

Mr. Ricardo Norville
Chief Research and Planning Officer (Ag.)
Manpower Research and Statistical Unit,

Ministry of Labour, Social Security & Human Resource Development
Tel. #: (246) 535-1421
Fax #: (246) 535-1573
E-mail: rnorville@labour.gov.bb

BELIZE

Mr Ivan Williams
Labour Commissioner
Tel. 828-4276 or 665-8832
Email:labour.comm@labour.gov.bz

DOMINICA

Dr Le Blanc
Labour Commissioner
Tel: 1 767 266 3553
Email: labourcommissioner@dominica.gov.dm

GRENADE

Brenda Bain
Planning Officer
Ministry of Labour
tel: 473-440-2532
Cell: 473-406-2417
Email: brendy49@hotmail.com

GUYANA
Charles Ogle,
Labour Commissioner
Ministry of Labour.
Email: mosp.losh@gmail.com; charlieogle@yahoo.com
Tel: 011 592 225 7302
592-223-7585/225-6545

JAMAICA
Mr. Damian Cox
Chief Technical Director, Labour Division
Ministry of Labour and Social Security
Tel: (876) 922-0349
Fax: (876) 922-6902
E-mail: dcox@mlss.gov.jm

ST VINCENT AND THE GRENADINES
Mrs Anthony-Browne
Director of Planning
Ministry of Labour
Tel: 1 784-457-1746
Email: cenplan@svgcpd.com

TRINIDAD & TOBAGO
Ms. Cherisse Coward
International Affairs Officer
International Affairs Unit
Ministry of Labour and Small Enterprise Development
Tel #: 625-8478 Ext. 1511
Email: cowardc@gov.tt

Appendix III

Extracts from the National Youth Policy of Guyana 2016⁶¹⁵

The Government of Guyana adopted a National Youth Policy in October 2016. Priority 2 of the policy is Youth Employment and Entrepreneurship, key elements of which are reproduced below:

- Youth Unemployment is hovering around forty percent (40%) and youth entrepreneurship is widely considered to be low and unsupported by adequate business development support.
- Key inputs such as incubators, skills and access to credit are inadequate.
- The Government of Guyana is committed to adapting a multi-pronged, integrated strategy towards boosting economic and livelihood outcomes for young people. This involves:
- Creating an enabling environment for youth employment and entrepreneurship;
- Strengthening vocational training and entrepreneurial services to address youth unemployment;
- Improving mechanisms for coordination on youth employment, innovation and entrepreneurship issues among government, private sector, civil society and donor agencies; and,
- Promoting better working conditions for youth, particularly in the informal business sectors.
- Apart from the foregoing, there is need for clear policy guidelines on boosting economic and livelihood outcomes for young people.
- The policy guidelines that follow are informed by the CARICOM Youth Development Goal on education and economic empowerment—"Enhance the quality of life and livelihood opportunities for all adolescents and youth"—and by policy recommendations from the Caribbean Development Bank (CDB) 2015 study, "Youth are the Future: The Imperative for Youth Employment for Sustainable Development in the Caribbean".
- **Policy Objective:** To create an enabling environment for the reduction of youth unemployment through self-employment, entrepreneurship, and demand-driven education and training.

Governance mechanisms to reduce unemployment:

- In collaboration with youth, private sector, civil society and other development actors, articulate a clear strategy and implementation framework to address youth unemployment.
- Establish a multi-stakeholder, youth-driven committee to oversee poverty reduction for youth through employment and entrepreneurship at the community, regional and national levels.
- Define clear roles for non-governmental bodies such as the private sector and civil society groups in unemployment reduction.
- Foster greater and deeper partnerships and linkages among government, training institutions, private sector, civil society and other development actors.
- Support youth representation and participation on the boards of economic agencies and other institutions.

Employment

⁶¹⁵ Government of Guyana (2016). National Youth Policy of Guyana 2016, p. 22-27, (Provided by the Ministry of Labour, Guyana).

- Increase awareness of and demand for National Vocational Qualification (NVQ) and Caribbean Vocational Qualification (CVQ) certification among private sector companies, and encourage the standardising and accredited certifying of on-the-job training in both the private and public sectors.
- Actively support the incorporation of internships, apprenticeships and other forms of applied learning in the secondary, tertiary and vocational curricula.
- Support the strengthening of physical and creation of virtual networks for the sharing and dissemination of information on employment opportunities within Guyana and across the Caribbean.
- Lead the charge to professionalise volunteer work to support youth entry into the formal job market.
- Introduce targeted programmes and incentives to promote the development of internship and apprenticeship programmes, and the hiring of unemployed and underemployed groups including young women, indigenous peoples, hinterland youth, and differently-abled and out-of-school youth.
- Provide incentives to attract youth to emerging sectors (including the oil and gas, creative, energy, technology, sustainable agriculture and agro-processing industries) and create opportunities to support their engagement beyond the entry level.
- Support evidence-based decision making and curriculum development/review through the collection and utilisation of Labour Market Information.
- Support 'job swaps' at the local, regional and international levels to enhance youth skills and expertise, expose young people to new ideas, and facilitate learning through the sharing of experiences and talents with persons from different cultural, economic, religious, ethnic, racial and social backgrounds.
- Make national youth employment a critical component of the macro-economic framework.

Work Conditions

- Promote, implement and monitor laws, policies and regulations which relate to occupational health and safety across key sectors, including the mining, construction, manufacturing and service industries.
- Ensure the strict enforcement of legislation and policy directives that guarantee equal opportunity employment and guard against discrimination based on age, ethnicity, gender, race, religion, physical ability, and sexual orientation and gender identity. Review the minimum wage and benefits provided to young people, and introduce targeted living wage programmes for young women, single parents, and disabled youth.
- Honour obligations under International Labour Organisation (ILO) and other national laws and international conventions to facilitate decent work opportunities for young people.
- Support the simplification of labour laws and policies so that they are youth-friendly.
- Support a national drive to educate youth on their labour rights and responsibilities as set out in existing laws and policies.

Entrepreneurship

- Encourage the adoption of strategies to attract youth in traditional sectors (such as mining, agriculture and construction) through the use of technology, innovation and mechanization.
- Create funding opportunities to support the work of young researchers in areas such as technology and applied research.

- Support the endowment of youth with better capital resources based on geographic development priorities and available resources.
- Promote and incentivise the mentoring and coaching of young entrepreneurs.
- Develop public-private partnerships that foster entrepreneurship and employment (including among the Diaspora in areas such as seed funding and angel investors for youth-owned businesses).
- Promote social entrepreneurship among young people, particularly among marginalised and disadvantaged groups.
- Advocate for the creation of regional marketing and distribution centres and networks, and the introduction of a virtual clearing house that enhances access to Caribbean, South American, and other markets.
- Introduce tax relief systems and advocate for affordable insurance products for youth entrepreneurs.
- Introduce youth protection schemes that increase government engagement of youth-owned businesses to at least 10% of annual government expenditure.
- Promote enhanced data availability and sharing for demand-driven business creation.
- Promote innovation and business competitions for youth to generate a critical mass of interest in entrepreneurship.
- Strengthen existing legislation to protect youth innovation and intellectual property rights.
 - Support a national effort to simplify and communicate patenting procedures and protections.
 - Advocate for the shift to cleaner, cheaper energy options to support the modernisation of the agricultural sector, the development and expansion of the manufacturing sector, and the constraining of a critical entry barrier for youth entrepreneurs.
 - Promote the reinvigoration and use of credit unions and cooperatives as alternative sources for low-interest loans for youth.
 - Advocate for a review of collateral requirements for loans to youth entrepreneurs, including the introduction and expansion of credit-guarantee and interest-payment support schemes.
 - Support the development and availability of business development and extension services and targeted financial products for youth across Guyana.
 - Support the introduction of business incubators for youth-owned businesses in all regions across Guyana.
 - Advocate for the provision of special incentives to encourage the development of youth businesses in emerging sectors, including the oil and gas, creative and leisure, green and technology industries.
 - Advocate for the streamlining and simplification of the business start-up and tax administration systems.