

# Phase 2

# Project Summaries

October 2012

## Program Overview

### Quick Facts

<b>Timeframe</b>	September 2008 - September 2013
<b>Location</b>	Eastern Caribbean - Antigua and Barbuda, Grenada and St. Lucia
<b>Focus Area</b>	Employability, Entrepreneurship and Career Guidance
<b>Goal</b>	Provide young people with positive development opportunities that include technical, vocational and life skills they need to be successful in pursuing sustainable livelihoods
<b>Beneficiaries</b>	Unemployed or under employed school leavers ages 17-25
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• 2,200 young people will have gained appropriate training that responds to the employment needs of selected high-growth industries</li> <li>• At least 40% of youth will be placed in quality jobs or in their own business start ups</li> <li>• 50% of participants who have not completed secondary school at baseline will be enrolled in an educational training program or will have gained additional schooling credentials at the time of follow up</li> <li>• 90% of employers will report satisfaction with their entry-level employees</li> <li>• Partners will have strengthened their organizational capacity</li> <li>• A sustainable network of stakeholders from the private and public sectors will be created</li> </ul>

### The Challenge

The majority of youth in the Caribbean face a future with limited prospects. With an educational system that fails to meet the needs of students for relevant skills suited to changing economies, many youth leave school without becoming functionally literate and with few opportunities to acquire the skills they need to secure employment. Growing social issues such as high unemployment, HIV/AIDS, and increasing prevalence of drug use and crime only add to the challenges facing the region's youth.

### The Initiative

In response, the International Youth Foundation (IYF) and the United States Agency for International Development (USAID) launched the Caribbean Youth Empowerment Program (CYEP) in 2008 as part of the global Youth:Work initiative. In addition to providing job training and placement services, the program supports youth in serving as positive agents of change in their community. Another important objective is to strengthen the capacity of youth-serving organizations to address the employability needs of vulnerable youth.

While CYEP was initially conceived as a two-year program, it was extended in 2011 in order to scale up the program through 2013 in Antigua and Barbuda, Grenada and St. Lucia. This second phase of the program is focused on expanding the menu of services offered, reaching an additional 1,100 youth, and forging alliances with public and private stakeholders.

## Antigua and Barbuda - GARD Center

### Quick Facts

<b>Timeframe</b>	Phase 1: July 2009 – November 2011 Phase 2: May 2012 – August 2013
<b>Focus Area</b>	Vocational Training & Job Placement
<b>Goal</b>	Train 230 vulnerable youth (ages 17-25) in market-relevant skills and ensure that at least 40% of graduates are working in wage or self employment and 50% increase their educational level
<b>Beneficiary Profile</b>	<ul style="list-style-type: none"> <li>• Unemployed or under employed youth ages 17-25</li> <li>• Have attained at least a ninth grade level of education but possess no more than 3 CXC certificates</li> <li>• From vulnerable communities and with a low socio-economic status</li> </ul>

### Local Partners in Antigua and Barbuda

#### Grantee

*Gilbert Agricultural & Rural Development Center (GARD Center)*

#### Alliance/Consortium Members

*Antigua and Barbuda Hospitality Training Institute (ABHTI)*

*Antigua and Barbuda Institute of Continuing Education (ABICE)*

*Directorate of Gender Affairs, Ministry of Education, Gender, Sports and Youth Affairs*

The project in Antigua and Barbuda builds upon the success of the Gilbert Agricultural & Rural Development Center's (GARD Center) CYEP Phase 1 project to provide vulnerable youth with comprehensive training and job placement services. The GARD Center is a leading training facility with over 20 years of experience. In Phase 1, the GARD Center trained 188 youth of whom 51% were employed six months after graduation. Under Phase 2, the project aims to train 230 youth in vocational and life skills (utilizing IYF's *Passport to Success*® curriculum) and ICT, and provide remedial education and internship opportunities. Youth will be trained in vocational areas including Food & Beverage Service, Carpentry, Masonry, Business/Office Administration, Tour guiding, Yacht Maintenance, and Computer Repair. The project aims for gender parity and offer courses that will attract both genders. In addition to training, the project will offer extra-curricular activities to further engage trainees, families and sponsors such as hosting a career fair and providing psycho-social support. The GARD Center also will reach out to employers, conduct a promotional campaign, and provide job placement services to project graduates.

To successfully implement the project, the GARD Center will collaborate closely with three key organizations, using a consortium approach: the Antigua and Barbuda Institute of Continuing Education (ABICE), the Antigua and Barbuda Hospitality Training Institute (ABHTI) and the Directorate of Gender Affairs.

## Grenada - NEWLO

### Quick Facts

<b>Timeframe</b>	Phase 2: June 2012 – August 2013
<b>Focus Areas</b>	Vocational Training & Job Placement
<b>Goal</b>	Develop lasting, cross-sectoral partnerships that will provide 180 youth at risk with market-relevant skills and job placement services and ensure that at least 40% of the graduates are placed in jobs
<b>Beneficiary Profile</b>	<ul style="list-style-type: none"> <li>• Unemployed or under employed youth ages 17-25</li> <li>• Have basic numeracy and literacy skills but possess no more than 4 CXC certificates</li> <li>• From rural areas, particularly vulnerable youth</li> <li>• Priority will be give to single mothers and those at risk of juvenile delinquency due to their residence in communities with high crime rates</li> </ul>

### Grantee

*New Life Organization (NEWLO)*

The New Life Organization (NEWLO), a non-profit skills training center, has 28 years of experience as the leading life skills and vocational training institution in Grenada. It offers disadvantaged youth competency-based training in market-relevant areas and life skills, giving its beneficiaries the reputation of being well trained. NEWLO is well connected to the private sector and has received funding from the Ministry of Youth.

As a partner in CYEP Phase 2, NEWLO will provide employability skills to 180 youth with a focus on young males and youth from rural areas. The training program will run in two phases, each lasting eight months. Each participant will receive training in the following areas: vocational, life skills (utilizing IYF's *Passport to Success*® curriculum), job readiness and ICT. The trainees will also have access to remedial education classes, and an internship. Once they graduate from the program, NEWLO will provide them with job placement services so they can secure employment.

Working in partnership, NEWLO and GIDC, the other CYEP partner in Grenada, will increase their institutional capacity and improve their services, thereby preparing them to secure additional funding to replicate and expand the validated models. The further development of partnerships with the private and public sectors will contribute to the creation of a network of multi-sectoral stakeholders that are committed to addressing the employability needs of vulnerable youth.

## Grenada - GIDC

### Quick Facts

<b>Timeframe</b>	Phase 2: June 2012 – August 2013
<b>Focus Areas</b>	Entrepreneurship
<b>Goal</b>	Develop lasting, cross-sectoral partnerships that will provide 120 at-risk youth with the entrepreneurial skills and business services needed to facilitate business start-ups and employment creation for at least 40% of the graduates
<b>Beneficiary Profile</b>	<ul style="list-style-type: none"> <li>• Unemployed or under employed youth ages 17-25</li> <li>• Have basic numeracy and literacy skills but possess no more than 4 CXC certificates</li> <li>• From the poorest parishes of Grenada: St. Mark, St. Patrick, St. Andrew and St. George</li> </ul>

### Grantee

***Grenada Industrial Development Corporation (GIDC)***

The Grenada Industrial Development Corporation (GIDC) has five years of experience training youth in entrepreneurship through a skilled cadre of full time staff. It benefits from an existing partnership with governmental agencies that provide access to financing for graduates of its program. GIDC provides ongoing business support services throughout the loan term which is a critical element of success for start-ups.

Through this project, GIDC will develop the entrepreneurial skills of 120 vulnerable youth in Grenada and support them in starting micro-businesses. The project will target poor and un- or underemployed youth from the most impoverished parishes. Using experiential and interactive instructional methods, GIDC will train youth in entrepreneurship, life skills (utilizing IYF's *Passport to Success*® curriculum), basic ICT and business plan development. The trainees will also have access to remedial education. Trainees with approved business plans will access financing through sources such as the Grenada Youth Enterprise Initiative (GYEI) of the Ministry of Youth Empowerment and Sports.

GIDC will also provide business support services to youth to enhance their businesses' viability for the duration of the loans. Individualized advice and counseling will be provided during the start-up period followed by quarterly reviews to ensure that the businesses are operating on sound business principles and loans are being repaid

Working in partnership, GIDC and NEWLO will increase their institutional capacity and improve their services, thereby preparing them to secure additional funding to replicate and expand the validated models. The further development of partnerships with the private and public sectors will contribute to the creation of a network of multi-sectoral stakeholders that are committed to addressing the employability needs of vulnerable youth.

## St. Lucia - BELfund

### Quick Facts

<b>Timeframe</b>	Phase 2: June 2012 – August 2013
<b>Focus Areas</b>	Entrepreneurship
<b>Goal</b>	Develop the entrepreneurial skills of 120 vulnerable youth to facilitate business start-ups and employment creation by at least 40% of the graduates
<b>Beneficiary Profile</b>	<ul style="list-style-type: none"> <li>• Unemployed or under employed youth ages 17-25</li> <li>• Have basic numeracy and literacy skills but possess no more than 4 CXC certificates</li> <li>• Youth from rural areas, particularly vulnerable youth such as single mothers and those with a criminal record</li> <li>• Youth from the poorest communities in St. Lucia</li> </ul>

### Local Partners in St. Lucia

#### Grantee

***James Belgrave Micro Enterprise Development Fund Incorporated (BELfund)***

#### Alliance/Consortium Members

***Centre for Adolescent Renewal and Education (C.A.R.E.)***

***National Skills Development Centre (NSDC)***

***RISE Inc. Saint Lucia***

***St. Lucia Chamber of Commerce***

The James Belgrave Micro Enterprise Development Fund Incorporated (BELfund) is a microfinance institution that has, for the past twelve years, offered disadvantaged and unemployed St. Lucians access to low cost loans, enterprise training, technical assistance and other business support services. To date, the organization has provided a total of 685 loans in the amount of over EC\$8 million (US\$3 million).

BELfund will implement a holistic approach to enterprise development, with an emphasis on the provision of microcredit as part of an integrated training package that includes life skills (utilizing IYF's *Passport to Success®* curriculum), ICT, small business management training, and business plan development.

Business support services will also be offered to youth with approved business plans to access financing, start their businesses and contribute to their businesses' viability. Funds from the St. Lucian government have been allocated to provide youth with loans ranging from EC\$500 (US\$192) to EC\$20,000 (US\$7,692). Upon loan approval, youth entrepreneurs will receive business support services throughout the duration of the loan on a monthly basis.

Building on the successful Consortium management model developed in Phase 1, BELfund has joined NSDC, C.A.R.E., RISE (Saint Lucia) and the Saint Lucia Chamber of Commerce, the newest member. Through the project, the Consortium members will collaborate to support youth entrepreneurs as well as advocate for a national youth employment agenda focusing on youth at risk



## St. Lucia - NSDC

### Quick Facts

<b>Timeframe</b>	Phase 1: June 2010 - February 2012 Phase 2: October 2012 – September 2013
<b>Focus Areas</b>	Vocational Training & Job Placement
<b>Goal</b>	To train 150 “highly” vulnerable youth in vocational areas for which there is market demand and place at least 40% of the graduates in decent jobs.
<b>Beneficiary Profile</b>	<ul style="list-style-type: none"> <li>• Unemployed or under employed youth ages 17-25</li> <li>• Have basic numeracy and literacy skills but possess no more than 4 CXC certificates</li> <li>• Are incarcerated, on probation, have a criminal record, or are involved in illegal activities but have not been charged.</li> </ul>

### Local Partners in St. Lucia

#### Grantee

*National Skills Development Centre (NSDC)*

#### Alliance/Consortium Members

*James Belgrave Micro Enterprise Development Fund Incorporated (BELfund)*

*Centre for Adolescent Renewal and Education (C.A.R.E.)*

*RISE Inc. Saint Lucia*

*St. Lucia Chamber of Commerce*

The National Skills Development Centre (NSDC) is recognized as the premier vocational training agency of St. Lucia and has been training youth for the past 12 years. The center builds upon successful partnerships in phase 1 of CYEP in which 216 youth received vocational training, 41% of which were employed at the completion of the project.

This project will build on the lessons learned from Phase I and increase the percentage of youth who are on probation or been incarcerated. Specifically, this project aims to contribute to the creation of opportunities for youth in St. Lucia who have been in conflict with the law. These are young men and women who are considered “highly” vulnerable: they are incarcerated, on probation, have a criminal record, or are involved in illegal activities but have not been charged. NSDC will provide vocational training to 150 youth in a variety of vocational areas including auto mechanics, bartending/food and beverage services, computer maintenance and networking, culinary arts, and office administration. In addition to vocational training, trainees will have access to life skills (utilizing IYF’s *Passport to Success®* curriculum), job readiness, remedial education, ICT, an internship. Job placement services will also be provided to those who graduate.

Building on the successful Consortium management model developed in Phase 1, NSDC will continue to collaborate with C.A.R.E. and RISE (Saint Lucia) Inc, in addition to the two new Consortium members: the Saint Lucia Chamber of Commerce and BELfund. The consortium will collaborate to provide comprehensive training as well as advocate for a national youth employment agenda focusing on youth at risk.

## St. Lucia - C.A.R.E.

### Quick Facts

<b>Timeframe</b>	Phase 2: October 2012 – August 2013
<b>Focus Areas</b>	Career Guidance
<b>Goal</b>	To provide 515 vulnerable youth, between the ages of 17 and 25, with job readiness, life skills and career guidance.
<b>Beneficiary Profile</b>	<ul style="list-style-type: none"> <li>• Unemployed or under employed youth ages 17-25</li> <li>• From poor communities with household incomes below the national average</li> <li>• Have at least a primary education</li> <li>• Unclear about next steps or options available for pursuing education and/or securing employment.</li> </ul>

### Local Partners in St. Lucia

#### Grantee

*Centre for Adolescent Renewal and Education (C.A.R.E.)*

#### Alliance/Consortium Members

*National Skills Development Centre (NSDC)*

*James Belgrave Micro Enterprise Development Fund Incorporated (BELfund)*

*RISE Inc. Saint Lucia*

*St. Lucia Chamber of Commerce*

The Centre for Adolescent Renewal and Education (C.A.R.E.) is a community-based NGO that has been working with disadvantaged and marginalized youth for almost 20 years. In Phase 1, C.A.R.E. contributed to NSDC's project by providing intensive life skills training to youth on probation or incarcerated and assisting with job placement support, and monitoring & evaluation.

In Phase 2, C.A.R.E. will provide comprehensive career guidance services to assist 515 youth at risk in making and implementing informed educational and occupational choices. More specifically, the youth will develop their competencies in self-knowledge, educational and occupational exploration, and career planning through life skills training (utilizing IYF's *Passport to Success®* curriculum), life and career/educational plan development, career testing, and personalized career coaching and counseling. To best service the youth, the project will set up a Career Guidance Center in Castries, the first of its kind in St. Lucia, where participants will have access to career counseling and coaching sessions, life skills classes and a space where they will be able to use computers, make phone calls and peruse newspapers and resources for opportunities, as part of their job search. In addition, youth in the five communities will also have access to life skills classes and career counseling and coaching sessions.

Building on the successful Consortium management model developed in Phase 1, C.A.R.E.'s will collaborate with RISE (Saint Lucia) Inc., as well as NSDC, the St. Lucia Chamber of Commerce and BELfund. The consortium will collaborate to provide comprehensive career guidance services as well as advocate for a national youth employment agenda focusing on youth at risk.