

## TC Abstract

### I. Basic project data

• Country/Region :	JAMAICA/CCB - Caribbean Group
• TC Name :	Support for the strengthening of Active Labor Market Policies in Jamaica.
• TC Number :	JA-T1124
• Team Leader/Members :	PAVON,FERNANDO YITZACK - Team Leader MUHLSTEIN,ETHEL ROSA - Project Assistant FERNÁNDEZ COTO,RAQUEL AUXILIADORA - Team Member HENNIG,BETINA TIRELLI - Attorney BLAIR, SUDANEY - Operational Analyst
• Indicate if : Operational Support, Client Support, or Research & Dissemination.	Client Support
• If Operational Support TC, give number and name of Operation Supported by the TC:	
• Reference to Request :(IDB docs #)	
• Date of TC Abstract :	01 Jul 2016
• Beneficiary (countries or entities which are the recipient of the technical assistance):	Government of Jamaica
• Executing Agency and contact name (Organization or entity responsible for executing the TC Program) (if Bank: Contracting entity) { if the same as Beneficiary, please indicate}	US-IDB - Fernando Yitzack Pavon
• IDB Funding Requested :	\$ 250,000.00
• Local counterpart funding, if any :	\$ 0.00
• Disbursement period (which includes execution period):	28 months
• Required start date :	
• Types of consultants (firm or individual consultants):	Firms
• Prepared by Unit :	Labor Markets
• Unit of Disbursement Responsibility :	COUNTRY OFFICE JAMAICA
• Included in Country Strategy (y/n):	No
TC included in CPD (y/n):	No
• GCI-9 Sector Priority	Social policy for equity and productivity, Addressing the needs of small and vulnerable countries

### II. Objective and Justification

The objective of this TC is to support the MLSS, the Ministry of Economic Growth and Job Creation, Ministry of Education, Youth and Information and private sector stakeholders in building capacity and development of key inputs required to establish a National Apprenticeship Programme and strengthen the Labour Market Information System (LMIS) in Jamaica.

The Government of Jamaica (GoJ) created a 10 Point Plan & Job Creation document. It entails the establishment of a Ministry of Economic Growth and Job Creation, which will be working in coordination with the Ministry of Labour & Social Security (MLSS) and the Human Employment and Resource Training Trust, National Training Agency (HEART Trust/NTA). According to the proposal, the new Ministry will ensure that investments are rapidly facilitated to avoid government obstacles and duplication or working at cross-purposes. This Ministry will cultivate public-private partnerships, to bring economic opportunities to life in the shortest possible time. It will ensure the coordination of resources to minimize red tape and maximize efficiency.

Specifically, the plan proposes investing in improving skills to attract higher-value investments and more meaningful jobs. To that end, young people who are not in a job or currently in school will have the opportunity to develop their knowledge, skills, and attitude through a National Apprenticeship Programme and a National Service Programme, where they will earn a stipend whilst gaining a skill, certification and work experience.

In order to better respond to the demands of current and potential employers, Jamaica needs to increase capacity and instruments to effectively and regularly collect process, analyze and disseminate relevant and reliable Labor Market Information (LMI). There is a strong need to develop an efficient employment service (ES) that can: (i) identify and anticipate the specific skills needs of the private sector; (ii) connect the unemployed with vacancies in the private sector; and (iii) integrate the ES with training programs targeted to employers' needs.

### **III. Description of activities and outputs**

Component 1. Building Effective Employer Engagement (US\$185,000). This component will finance the technical assistance required to establish the ground work with employers and government to identify skills issues in one selected industry and determine policy and strategy leading to an employer-led skills agenda. This will include: i) develop occupational standards within that map using a common format or utilize/adapt existing standards (or training specifications based on standards) either from the Ministries in Jamaica or from international best practice; ii) work with partners to develop some or all of the following: curriculum, delivery arrangements, assessment strategies and how the training and assessment will be quality assured; iii) deliver a training module to pilot the above and to evaluate this before making final recommendations. It will also finance the design of a National Apprenticeship Programme in Jamaica laying out the roles and responsibilities of the entities involved and strengthening of the National Council on Technical and Vocational Education and Training (NCTVET), National Qualifications Register . Finally, this component will also finance the participation of key players within national institutions and the selected industries to take part in the international skills seminars to draw from international good practices .

The activities will be closely coordinated with the British Council based on the agency's previous work with specific sectors in coordination with the Heart Trust NTA . The British Council will collaborate with in-kind contribution of experts, provision of materials and support to participate in the British Council-led seminars, study tours and policy dialogue on skills and employability.

Component 2. Capacity Building and Institutional Strengthening (US\$65,000). This component will finance the support for further improvements of the LMIS (Electronic Labour Exchange (ELE) portal) which include: (i) technical assistance to strengthen the Labour Market Information System (LMIS) team's technical capacity (including training activities for Government staff), (ii) capacity building of ELE teams with possible site visit to another public employment service.

#### **Outcomes**

Name: Government uses products financed with the TC for National Apprenticeship program design / implementation.

#### **Components**

Name: Building Effective Employer Engagement

Description: Technical assistance required to establish the ground work with employers and government to identify skills issues leading to an employer-led skills agenda.

Employer-led skills agenda in one sector designed  
National Apprenticeship Programme designed

Name: Capacity Building and Institutional Strengthening

Description: This component will finance the support for further improvements of the LMIS (Electronic Labour Exchange (ELE) portal)

#### IV. Budget

##### Indicative Budget

Activity/Component	IDB/Fund Funding	Counterpart Funding	Total Funding
Building Effective Employer Engagement	\$ 195,000.00	\$ 0.00	\$ 195,000.00
Capacity Building and Institutional Strengthening	\$ 55,000.00	\$ 0.00	\$ 55,000.00

#### V. Executing agency and execution structure

The Bank, through LMK/CJA, will execute this technical cooperation, to facilitate the execution, according to the official request of the GOJ. The Labor Markets and Social Security Division (SCL/LMK) will be responsible for the direction, supervision and coordination of this TC. The Bank will coordinate its work extensively with GOJ benefitting entities, most directly, MLSS, Ministry of Education (HEART Trust/NTA).

This execution scheme is proposed for the following reasons: (i) SCL/LMK has particular technical expertise in social development and labor market programs, specifically based on international best practices; and (ii) administrative burdens can be reduced on the government, particularly in the identification and contracting of international experts.

#### VI. Project Risks and issues

A possible risk is delays in project execution due to delays in the establishment of the Ministry of Economic Growth and Job Creation thus delaying any inputs that can be created for a National Apprenticeship Program. To mitigate this risk, the activities in the TC will be laid out with the collaboration of the British Council and their established work in regards to working with specific sectors and government in "skills agenda". The TC will provide funding to generate awareness with local "champions" to push the agenda forward and generate the sufficient integration, coordination and communication among government entities and strategic partners. To further this goal, the TC will finance the participation of key players in the process to attend skills seminars/study tours.

#### VII. Environmental and Social Classification

The ESG classification for this operation is [ C ]