

DOCUMENT OF THE INTER-AMERICAN DEVELOPMENT BANK

THE BAHAMAS

SKILLS FOR CURRENT AND FUTURE JOBS

(BH-L1037)

PROJECT PROFILE

The project team consisting of prepared this document: Laura Ripani, team leader (SCL/LMK); Fernando Yitzack Pavon, alternate team leader (LMK/CJA); Maria Victoria Fazio (SCL/LMK); Camille Davis-Thompson (CCB/CBH); Bettina Hennig (LEG/SGO); Mario Castaneda (FMP/CBH); Rene Herrera (FMP/CJA); and Ethel Muhlstein (SCL/LMK).

Under the Access to Information Policy, this document is subject to Public Disclosure.

PROJECT PROFILE

THE BAHAMAS

I. BASIC DATA

Project Name:	Skills for Current and Future Jobs in The Bahamas		
Project Number:	BH-L1037		
Project Team:	Laura Ripani, team leader (SCL/LMK); Fernando Yitzack Pavón, alternate team leader (LMK/CJA); María Victoria Fazio (SCL/LMK); Camille Davis-Thompson (CCB/CBH); Bettina Hennig (LEG/SGO); Mario Castañeda (FMP/CBH); René Herrera (FMP/CJA); and Ethel Muhlstein (SCL/LMK).		
Borrower:	The Commonwealth of The Bahamas		
Executing Agency:	Ministry of Labour and National Insurance		
Financial Plan:	IDB (fund):	US\$	20,000,000
	Local:	US\$	<u> 0</u>
	Total:	US\$	20,000,000
Safeguards:	Policies triggered:	B.01. Environment and Safeguards Compliance Policy (OP-703); B.01. Access to Information Policy (OP-102); B.02; B.06; B.07; B.17.	
	Classification:	C.	

II. GENERAL JUSTIFICATION AND OBJECTIVES

- 2.1 Despite the ability of The Bahamas to consistently attract foreign direct investment (FDI)¹, the global economic crisis in 2008 revealed structural weaknesses that have limited economic growth and increased vulnerability, especially in the labour market. The Bahamas is currently experiencing a high level of overall unemployment (14.8% in 2015)² and double that level of youth unemployment (30% for the same period for people ages 15-24).³ Moreover, the country's economic performance has historically depended on a narrow productive base, with tourism and financial services accounting for 70% of output. Finally, labour productivity – measured as output per worker relative to

¹ According to the latest World Development Indicators from the World Bank, FDI net inflows as a percentage of GDP reached a peak high of 11% in 2010, even after the crisis. Even though net inflows have decreased ever since, FDI continues to be an important pillar of The Bahamas' economic development strategy. In this regard, developing the skills of the labour force becomes critical for the country's capacity to maximize investment attraction.

² Department of Statistics Labour Force Survey data corresponding to November 2015. Unemployment levels are higher for women (17% unemployment rate equivalent to 17,640 unemployed persons) than for men (12.7% unemployment rate equivalent to 13,735 unemployed persons).

³ Idem. High youth unemployment is a worldwide phenomenon to which the region is not immune, but according to the most recent World Bank Development Indicators 2014 data, four Caribbean countries (Jamaica, the Dominican Republic, the Bahamas and Barbados) are the ones that face the region's highest youth unemployment rates (30.5%, 31.4%, 30.1% and 26.8%, respectively). This compares to 14% for the Latin American and Caribbean region.

US values – is low and has decreased 1% on average between 2000 and 2011,⁴ significantly impacting the country's competitiveness. From a labour markets perspective, there are three main binding factors that need to be addressed in order to promote economic growth and higher employment creation.⁵

2.2 Misalignment between supply and demand of human resources (skills mismatch). According to the results of the 2012 Wages and Productivity Survey, analysis of Labour Force Surveys, and consultations with private sector employers and training providers,⁶ most employers in The Bahamas report difficulties in finding the right set of skills for their jobs. More precisely, employers report the lack of specific skills as the most important barrier to recruit workers (34%), followed by applicants' lack of experience (29%) and applicants' lack of soft skills (28%). Skills gaps are also perceived by 24% of firms as a main barrier to productivity, while problems with soft skills are the main cause of dismissals and turnover in firms. This reality suggests a misalignment between the skills acquired by Bahamians through the skills and training system⁷ and the needs of employers. There is an urgency, therefore, to simultaneously: (i) create a skills development and training ecosystem that systematically takes into account the productive sector's demands; and (ii) provide, in the short-term, specific demand-driven and on-the-job training opportunities for Bahamians so that they can gain the necessary skills to find employment.

2.3 Limited coverage and effectiveness of public employment services. The Bahamas provides public employment services (PES) under the Ministry of Labour and National Insurance. The operation of these services should aim to reach international best practices: its limited capacity – in terms of personnel, soft and hard infrastructure,⁸ and articulation with the private sector – does not facilitate an adequate response to the demands of current and potential employers. It also forces workers to search jobs through inefficient informal channels, which reinforce inequality of opportunities.⁹ Currently, the PES capture vacancies of about 12% of listed businesses¹⁰ and place about 2% of registered job-seekers.¹¹ The strengthening of the PES is thus critical in ensuring a labour intermediation system that facilitates better employment opportunities for

⁴ Samuel, W (2013) based on World Economic Outlook. In the Caribbean, St. Lucia and Jamaica have also experienced negative productivity growth rates over the same period, but other comparator countries like Belize, Barbados, Trinidad and Tobago, and Suriname have experienced positive average growth rates.

⁵ This operation is limited to labour market interventions. There are a variety of other factors related to education, investment attraction, productive development, etc. that are outside of the scope of the loan.

⁶ See Fazio, M.V. and E. Pinder. (2014). "In Pursuit of Employable Skills: Understanding Employers' Demands Analysis of The Bahamas' 2012 Wages and Productivity Survey". IDB MG- 236.

⁷ The employability of youth hinges critically on the level of education and skills attained to match demands from employers. Even though most students complete secondary education, only half of them actually graduate (i.e. pass a final examination). Available data shows that 35% of 20-24 year olds from the poorest decile have not completed Secondary Education, compared to 6% of the rest of the population of that age (2006 Household Expenditures Survey).

⁸ The Department of Labour (DoL) currently resides in a building that is not consistent with the 21st century public employment services environment that it envisions, whereby the unemployed can have access to high quality and well-targeted services that can help them find formal and productive job opportunities.

⁹ In this scenario, job opportunities do not necessarily go to the better prepared or the ones that better match the vacancy but to the well connected, lowering the quality of the matches worker-jobs and with it, labor productivity.

¹⁰ This compares to 20% for 40% of public employment services in Europe that are in a similar stage of development as those of The Bahamas.

¹¹ The Bahamas' placement rate of 2% compares to the Latin American and Caribbean regional average of 27.1% corresponding to an average of 2013 figures for Honduras, Jamaica, Peru, The Bahamas, Mexico, Brazil, Nicaragua, Barbados, Guatemala, Guyana, and Ecuador. Comparator countries include Jamaica (11%) and Barbados (25.7%).

everyone. Therefore, there is a need for institutional strengthening and modernization of its services.

- 2.4 **Limited generation and use of labour market intelligence to inform decision-making.** Currently, The Bahamas relies upon three main instruments to capture labour market intelligence: (i) the Labour Force Survey, conducted every 6 months; (ii) the Occupations and Wages Survey (OWS), conducted every two years; and (iii) the Wages and Productivity Survey (WPS),¹² a more comprehensive version of the OWS developed in 2012 with technical support from the IDB, and whose analysis captures firms' demands for skills, difficulties in hiring, training needs and training practices. In terms of data generation, however, there is a clear opportunity for improvement in terms of: (i) more agile instruments that allow for a systematic tracking of the country's labour markets; (ii) strengthening and continued production of the 2012 WPS at least every two years; and (iii) greater coordination among national entities that gather independent statistics, which can also contribute to a better understanding of the country's current labour market situation. In this regard, the Department of Immigration collects worker permit data that can help deepen the Government of The Bahamas' (GoBH)'s understanding of the country's skills gap.¹³ In terms of data use, on the other hand, there is a need to strengthen the Department of Statistics' (DoS) capacity to communicate the generated labour market intelligence to different stakeholders, from individuals and employers to policy-makers. The availability of labour market intelligence can help individuals to take active measures to ensure their own insertion into the labour market (e.g. choosing a career path, accessing education and training, seeking support), employers to provide and access information on demand and supply of human resources, and policy makers to design policies and programs that can contribute to reducing unemployment levels in the country.
- 2.5 Active labour market policies (ALMPs), which seek to achieve the rapid and efficient workforce integration or re-integration of unemployed workers or hard-to-employ vulnerable persons, are widely used by countries around the world to address the aforementioned challenges (IDB, 2013). These AMLPs include, for example: (i) skills training programs that aim to increase beneficiaries' employability and thus their probability of employment;¹⁴ and (ii) labour intermediation services (LISs)¹⁵ like public employment services, which reduce job search costs for job seekers and recruitment costs for employers as they help close the information gap between what the supply and demand of skills is at any given point in time. In this sense, LISs benefit from strong labour market information systems that collect robust and systematic intelligence with which different stakeholders can make evidence-based decisions.¹⁶
- 2.6 **Justification.** The GoBH has identified the reduction of youth unemployment as a top national priority. Additionally, the private sector development priority area of the IDB's Country Strategy 2013-2017 with The Bahamas supports

¹² The Wages and Productivity Survey was conducted collaboratively between DOS and the IDB. It is the first survey to collect information on critical issues from the perspective of the employers in The Bahamas and for most economic sectors. It is the first to quantify data on skills needs and training practices for most industries in the country.

¹³ According to the 2012 WPS, 34% of surveyed firms from different industries hire foreign labour.

¹⁴ See Annex VI for empirical evidence on youth training interventions.

¹⁵ See Annex VI for empirical evidence on labour intermediation.

¹⁶ See Annex VI for empirical evidence on labour market information systems.

transformative initiatives of the GoBH to ensure employment. More specifically, to improve alignment between the labour supply and the needs of employers and increase integration of private sector needs to training programs (either in the curriculum and/or through on the job training) and job placement services.

2.7 **Objectives.** This operation will contribute to the reduction of unemployment by increasing and improving access to quality jobs.¹⁷ The program will have the following specific objectives: (i) increase employability and productivity¹⁸ of program beneficiaries; (ii) improve the effectiveness of public employment services; and (iii) enhance the capacity of the labour market's intelligence and monitoring and evaluation systems. The expected results respond to the specific objectives through the following three components:

2.8 **Component 1: Pre-apprenticeships + apprenticeships program + sector skills councils (US\$6.4–US\$9.4 million).**¹⁹ This component is targeted to the unemployed and school leavers between the ages of 16-29 years.²⁰ The component will seek to fulfil two main objectives: firstly, to increase the employability, and thus the probability of youth employment in three strategic sectors²¹ for the economy; and second, to promote formal and systematic feedback mechanisms between training providers²² and employers in these three sectors, so as to ensure the development of programs that promote higher labour market productivity. Specifically, the component will finance the following: (i) a job-readiness **pre-apprenticeship program**, making use of the existing capacity of the National Training Agency (NTA),²³ to provide remediation (basic numeracy and literacy) and soft skills²⁴; (ii) an **apprenticeship program**²⁵ that will consist of on-the-job (80%) plus off-the-job (20%) training for 1,500-3,000 beneficiaries that either have: (a) successfully completed the pre-apprenticeship program; or (b) proven to already have the necessary skills to enter the apprenticeship program; (iii) the establishment of employer-led sector skills councils²⁶ that will facilitate the provision of relevant training curricula and the development of training quality standards; and (iv) the operation of a Matching Grant Facility as a tool for the GoBH to establish a mechanism to put in place an apprenticeship

¹⁷ Quality jobs in this context refers to formal jobs that are regulated by a written employment contract through which employees, under the Bahamian Law, receive benefits and protections such as social security, paid annual leave and sick leave.

¹⁸ Measured through wages.

¹⁹ Cost estimates for each component are in the process of being defined. Range estimates are presented given different scenarios regarding resources to be allocated to the institutional strengthening of the Department of Labour under Component 2.

²⁰ The Department of Statistics defines youth as people ages 15-24. However, the target population for the project, defined through consultations with stakeholders, includes youth and young adults (25-29) to broaden the scope.

²¹ These sectors will include tourism and financial services given their importance for the country's economic structure. Based on consultation workshops carried out with the private sector, the third sector may include any of the following: (i) construction; (ii) information technology (web-design); (iii) logistics; and (iv) energy.

²² Vocational skills development in The Bahamas relies primarily on two public institutions, the College of the Bahamas (COB) and the Bahamas Technical and Vocational Institute (BTVI). These are supplemented by the NTA, the University of the West Indies (UWI) - which offers a range of distance learning programs - and a number of small private colleges which tend to focus on business, law and administration skills. Large employers from the hotel and tourism industry, like Atlantis, also have their own training institutes that cater to the needs of the industry.

²³ The NTA, established in 2013, provides short-term job preparation skills for persons aged 16 to 26 by means of a 14-week program that includes 4 weeks of mandatory soft skills training plus 10 weeks of practical workforce training in select companies. The program, certified and assessed by City and Guilds, has presence in New Providence, Grand Bahama, Exuma and Eleuthera.

²⁴ See Annex VI for empirical evidence on the impact of soft, non-cognitive skills on employability.

²⁵ See Annex VI for empirical evidence on apprenticeships.

²⁶ See Annex VI for an explanation of international experiences with sector skills councils.

program directly linked with the productive sectors. The apprenticeships program will help consolidate a network of training providers, using the existing capacity of well-established institutions such as the Bahamas Technical and Vocational Institute (BTVI)²⁷ and other public and private training bodies. Some of the costs related to the on-the-job training portion will be covered directly by participating firms, while the loan will provide support in the form of differentiated amounts for small and medium enterprises vs. for large firms. The off-the-job training, on the other hand, will be financed by the GoBH within the context of the loan. The combination of the pre-apprenticeship and apprenticeship program will contribute to the development of true career paths for job seekers, with both job-readiness training and relevant job experience with on-the-job training. This component will also finance a communications strategy to engage stakeholders throughout the implementation of the pre-apprenticeship and apprenticeship demand-driven training program.

2.9 Component 2: Promoting better job matching (US\$8.3–US\$11.3 million).

This component will support the modernization of labour intermediation services. Improvement in software, hardware, infrastructure and training of personnel will help to provide targeted quality services to the unemployed (with special emphasis on youth services) and more closely engage with employers within a 21st century setting. Currently, the DoL is promoting the concept of one-stop-shops,²⁸ where its clients receive centralized information about the array of services available to improve their prospects of employment. This component will finance: (i) purchase of hardware and software, based on technical assessments of the IT environment of the country and the computer resources of ministries and related agencies involved in the process; (ii) the re-furbishing or construction of a new building to house the DoL, the country's "flagship" one-stop-shop centre that will serve as the national standard for other islands' one-stop-shops, and to provide a new modernized environment best suited to the needs of job-seekers,²⁹ and (iii) the development of a human resource management scheme.³⁰

2.10 Component 3: Labour markets information system (US\$1.5 million). This component will seek to strengthen the Department of Statistics' (DoS) capacity³¹ to generate and make use of labour market intelligence to (i) collect significant information on both the demand side (through employers' surveys and data on work permits from the Department of Immigration) and supply side (through information on training provision and number of graduates); and (ii) process and disseminate it in ways that will be useful for evidence-based decision-making for job seekers, employers, and the GoBH. These efforts will complement those of an existing project financed by the IDB³² that aims to strengthen the institutional

²⁷ The BTVI is the country's main technical and vocational training provider whose facilities are located in Nassau and Grand Bahama. It delivers occupational training to young high school graduates, non-completers, and adults. The bulk of students fall between 19-23 years of age and the institute enrolls about 1,700 students each year during the Fall and graduates about 150 to 440 persons a year on average.

²⁸ See Annex VI for an explanation of the one-stop-shop model.

²⁹ Contingent upon a needs assessment, this sub-component may also finance the institutional strengthening of the DoL's satellite offices in islands outside of New Providence, where the central office is located.

³⁰ The development of a human resource management scheme entails the following: (i) characterization of the employee profiles; (ii) entry requirements for employees; (iii) types of contracts and career plans; and (iv) training schemes at induction and for career progression.

³¹ See Annex VI for an explanation of the relationship between statistical capacity and government effectiveness.

³² Public Financial Management and Performance Monitoring Reform (BH-L1035). Component II of the loan operation, amounting to US\$3 million, intends to respond to increased demand from the government to plan, budget, monitor and

capacity of the National Statistics System (NSS) and provide the DoS with the technical and institutional tools to coordinate, direct, and regulate the NSS. Finally, the component will also finance the development of a labour markets monitoring and evaluation system.

- 2.11 The program aligns with: (i) the social exclusion and inequality and the productivity and innovation areas of the Bank's update to the Institutional Strategy 2010-2020; (ii) the private sector development priority area of the IDB Country Strategy with The Bahamas (2013-2017) (GN-2731); (iii) the lending priorities of the Ninth General Increase in the Resources of the IDB (AB-2764) (GCI-9) for small and vulnerable countries and poverty reduction and equity enhancement, and specifically, the sector priorities of 3.14(a) of social policy for equity and productivity and 3.14(c) institutions for growth and social welfare; and (iv) the IDB Sector Framework Document for Labour (GN-2741-3). It also takes into account the IDB's mandate of creating a new generation of social programs that foster equality of opportunities between genders.

III. TECHNICAL ISSUES AND SECTOR KNOWLEDGE

- 3.1 The Executing Agency (EA) will be the Ministry of Labour and National Insurance (MLNI), through a Project Executing Unit. The executing arrangements will be defined during project preparation.³³ At the design stage, the potential risks include: (i) limited generation of formal employment opportunities to absorb trained beneficiaries; (ii) lack of engagement from the private sector to participate in the apprenticeship program; (iii) limited capacity, both in terms of staff and infrastructure, of current training providers (i.e. NTA, BTVI) to incorporate new students into its programs; (iv) lengthy processes involved in adapting training providers' curricula to fit employers' needs that may affect the timing of the program; (v) lack of cooperation among employers at the sector-level within the context of the proposed sector skills councils; and (vi) challenges in the coordination among multiple government entities, particularly with respect to the labour market information system component. During the analysis phase, these risks, as well as mitigating measures, will be analyzed with stakeholders. The MLNI will undertake activities within the Citizen Security and Justice Programme (BH-L1033) that will enable to pre-establish the PEU to execute the BH-L1037.
- 3.2 The sector work conducted so far in The Bahamas has included the generation of evidence and consultations with private sector representatives such as the Chamber of Commerce and Employers' Associations (small and large firms), government entities, and public and private training providers that will help garner support in mitigating the aforementioned risks. Any pending risks will continue to be analyzed with stakeholders during the design and analysis phases. Moreover, further engagement - through focus groups and use of other communication materials (i.e. videos) - with potential employers is particularly necessary to

evaluate priority projects and programs by strengthening the capacity of the DoS and other agencies that collect data to produce quality statistics.

³³ Options under consideration include project implementation aspects via inter-agency agreements with the MoL. For Component 1, the decision regarding the institution that will execute the Matching Grant Facility will aim to maximize private sector participation and could include an inter-agency agreement with the Bahamas Chamber of Commerce or another employer-led association. For Component 3 it is planned that the DoS will execute certain activities, namely the labour markets information system sub-component, through an inter-agency agreement with the MoL.

obtain buy-in for the creation of the sector skills councils and for active participation in apprenticeship program.

- 3.3 The IDB plans to support the GoBH in this respect through investment programs such as the Citizen Security and Justice Programme (BH-L1033), whose labour market component intends to increase employability of the at-risk youth population focused in disadvantaged communities in New Providence only, and strengthen the country's public employment services to serve young people; and through several technical cooperation operations. This aim to: (i) identify training and skills needs (BH-T1021); (ii) design a roadmap and action plan for skills development by part of firms (RG-T2611),³⁴ and (iii) support labour markets and skills development with a special emphasis on capacity and institution (BH-T1035).

IV. ENVIRONMENTAL SAFEGUARDS AND FIDUCIARY SCREENING

- 4.1 According to the results of the IDB Safeguards Policy Filter Report and the Safeguard and Environmental Policies (OP-703), this operation is classified as Category "C", given that it is not likely to have a significant negative environmental or social impact.

V. OTHER ISSUES

- 5.1 At this stage, no other issues have been identified.

VI. RESOURCES AND TIMETABLE

- 6.1 Annex V details the chronogram for preparation of this operation and establishes the milestones needed so that the Proposal for Operation Development (POD) is distributed to QRR (PODDD) on June 22, 2016. The resources needed for project preparation are estimated to be US\$79,408 (US\$43,408 for missions and US\$36,000 for consultancies). The staff time needed from project preparation will be 0.92 FTEs.

³⁴ A TransFormation "Skills for Work" high-level forum brought together stakeholders from different sectors to set a vision for the future of skills in The Bahamas. See <http://habilidadesyproductividad.org/en/>.

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SAFEGUARD POLICY FILTER REPORT

PROJECT DETAILS	
IDB Sector	SOCIAL INVESTMENT-VOCATIONAL AND WORKFORCE TRAINING
Type of Operation	Other Lending or Financing Instrument
Additional Operation Details	
Investment Checklist	Generic Checklist
Team Leader	Ripani, Laura A. (LAURARI@iadb.org)
Project Title	Skills for current and future jobs
Project Number	BH-L1037
Safeguard Screening Assessor(s)	Muhlstein, Ethel Rosa (ETHELM@iadb.org)
Assessment Date	2016-03-17

SAFEGUARD POLICY FILTER RESULTS		
Type of Operation	Loan Operation	
Safeguard Policy Items Identified (Yes)	The Bank will make the relevant project documents available to the public.	B.01 (Access to Information Policy– OP-102)
	The operation is in compliance with laws and regulations of the country regarding specific women’s rights, the environment, gender and indigenous peoples (including national obligations established under ratified multilateral environmental agreements).	B.02
	Consultations with affected parties will be performed equitably and inclusively with the views of all stakeholders taken into account, including in particular: (a) equal participation by women and men, (b) socio-culturally appropriate participation of indigenous peoples and (c) mechanisms for equitable participation by vulnerable groups.	B.06
	The Bank will monitor the executing agency/borrower’s compliance with all safeguard requirements stipulated in the loan agreement and project operating or credit regulations.	B.07
	Suitable safeguard provisions for the procurement of goods and services in Bank financed operation will be incorporated into project-specific loan agreements, operating regulations and bidding documents, as appropriate, to ensure environmentally responsible	B.17

	procurement.	
Potential Safeguard Policy Items(?)	No potential issues identified	
Recommended Action:	Operation has triggered 1 or more Policy Directives; please refer to appropriate Directive(s). Complete Project Classification Tool. Submit Safeguard Policy Filter Report, PP (or equivalent) and Safeguard Screening Form to ESR.	
Additional Comments:		

ASSESSOR DETAILS	
Name of person who completed screening:	Muhlstein, Ethel Rosa (ETHELM@iadb.org)
Title:	Operations Analyst, SCL/LMK
Date:	2016-03-17

COMMENTS
No Comments

SAFEGUARD SCREENING FORM

PROJECT DETAILS	
IDB Sector	SOCIAL INVESTMENT-VOCATIONAL AND WORKFORCE TRAINING
Type of Operation	Other Lending or Financing Instrument
Additional Operation Details	
Country	BAHAMAS
Project Status	
Investment Checklist	Generic Checklist
Team Leader	Ripani, Laura A. (LAURARI@iadb.org)
Project Title	Skills for current and future jobs
Project Number	BH-L1037
Safeguard Screening Assessor(s)	Muhlstein, Ethel Rosa (ETHELM@iadb.org)
Assessment Date	2016-03-17

PROJECT CLASSIFICATION SUMMARY

Project Category:	Override Rating:	Override Justification:
		Comments:
Conditions/ Recommendations	<ul style="list-style-type: none"> • No environmental assessment studies or consultations are required for Category "C" operations. • Some Category "C" operations may require specific safeguard or monitoring requirements (Policy Directive B.3). Where relevant, these operations will establish safeguard, or monitoring requirements to address environmental and other risks (social, disaster, cultural, health and safety etc.). • The Project Team must send the PP (or equivalent) containing the Environmental and Social Strategy (the requirements for an ESS are described in the Environment Policy Guideline: Directive B.3) as well as the Safeguard Policy Filter and Safeguard Screening Form Reports. 	

DISASTER RISK SUMMARY

Disaster Risk Category: Low

**Disaster/
Recommendations**

- No specific disaster risk management measures are required.

SUMMARY OF DISASTER IMPACTS/RISKS AND POTENTIAL SOLUTIONS

**Identified
Impacts/Risks**

Potential Solutions

ASSESSOR DETAILS

**Name of person who
completed screening:**

Muhlstein, Ethel Rosa (ETHELM@iadb.org)

Title:

Operations Analyst, SCL/LMK

Date:

2016-03-17

COMMENTS

No Comments

SOCIAL AND ENVIRONMENTAL STRATEGY

A. Environmental impact

The program does not include works of any kind and therefore, it will not produce negative environmental impacts. According to the directives of the Environmental and Safeguards Compliance Policy (GN-2208-20 and OP-703), this operation is classified as Category C.

B. Social impact

This operation is estimated to have favorable effects on equity and productivity. In particular, it will have the following positive impacts: this program is geared towards improving poverty alleviation and labor insertion, through the provision of training and employment services, as well as achieving improved coverage and targeting of beneficiaries.

Index for Completed and Proposed Sector Work

Theme	Description	Date	Reference	
Growth and Development	1. Labor Market Issues in the Caribbean: Scope to Mobilize Employment Growth. IMF Working Paper. Kandil et al.	2014	IMF	
	2. The Bahamas: Financial Sector Stability Assessment.	2013	IMF Country Report No. 13/101	
Labour	3. The Sector Framework Document (SFD) of Labor (GN- 2741-3)	2013	IDB Labor Markets and Social Security Unit	
	4. IDB Labor Market Sector Note for The Bahamas		37723607	
	5. Fazio, M.V. and E. Pinder (2014). "In Pursuit of Employable Skills: Understanding Employers' Demands Analysis of The Bahamas' 2012 Wages & Productivity Survey".	2014	IDB MG-236	
	6. González-Velosa, Ripani, Rosas-Shady. How can Job Opportunities for Young People in Latin America be improved? IDB, WAPES, OECD.	2012	Technical Note IDB-TN-345 https://publications.iadb.org/handle/11319/5539?locale-attribute=en&locale-attribute=es	
	7. The World of Public Employment Services: Challenges, capacity and outlook for public employment services in the new world of work.	2015	The World of Public Employment Services http://www.theworldofpes.org/	
	8. Alaimo et al. Jobs for Growth. IDB.	2015	Jobs for Growth	
	9. González-Velosa and Rucci. Methods to anticipate skills demands. IDB.	2016	Technical Note IDB-TN-954	
	10. Decent Work Country Programme The Bahamas. International Labour Office (ILO). IDB	2008	ILO	
	Education	11. Education Sector Note for The Bahamas	2012	Not available
	Private Sector	12. Private and Financial Sector Development Note	2013	Not available
13. Private Sector Assessment Report for the Commonwealth of The Bahamas. Compete Caribbean.		2014	Private Sector Assessment Report	
Country Strategies	14. The IDB Country Strategy with The Commonwealth of The Bahamas (2013-2017)	2013	IDB Vice-Presidency for Countries – Country Department Caribbean	
	15. Country Program Document 2015	2014	Not available	
	16. The National Youth Policy of The Commonwealth of The Bahamas, 2014-2021. The Ministry of Youth, Sports & Culture, Youth Division.	2014	Not available	
	17. Bahamian Youth The Untapped Resource, The Coalition for Education Reform	2005	Bahamian Youth The Untapped Resource	
Bank Strategies	18. Report on the Ninth General Increase in the Resources of the Inter-American Development Bank	2010	GCI-9	
	19. Update to the Institutional Strategy 2016-2019, Partnering with Latin America and the Caribbean to Improve Lives	2015	Update Institutional Strategy	

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