

TC ABSTRACT

I. Basic project data

▪ Country/Region:	Trinidad and Tobago
▪ TC Name:	Manpower Strategy for Trinidad and Tobago
▪ TC Number:	TT-T1058
▪ Team Leader/Members:	Carolina González-Velosa, team leader (SCL/LMK); Carmen Pagés-Serra (SCL/LMK); Diether Beuermann (CCB/CCB); Maria Eugenia de Diego (SCL/LMK); Betina Henning (LEG/SGO); and Ethel Muhlstein (SCL/LMK).
▪ Indicate if: Operational Support, Client Support, or Research & Dissemination:	Client Support
▪ If Operational Support TC	N/A
▪ Reference to Request:	Letter of Request
▪ Date of TC Abstract:	June 11, 2015
▪ Beneficiary:	Trinidad and Tobago, through the Ministry of Planning and Sustainable Development (MPSD).
▪ Executing Agency and contact name:	IDB, Social Sector, through the Labor Markets and Social Security Unit (SCL/LMK). Carolina González-Velosa (cagonzalez@iadb.org)
▪ IDB Funding Requested:	US\$400,000
▪ Donors providing funding:	Special Program for Employment, Poverty Reduction and Social Development in Support of the Millenium Development Goals (ORC/SOF).
▪ Local counterpart funding, if any:	0
▪ Execution period:	24 months
▪ Disbursement period:	30 months
▪ Required start date:	July 2015
▪ Types of consultants (firm or individual consultants):	Individual consultants, national and/or international, and firms
▪ Prepared by Unit:	Labor Markets and Social Security Unit (SCL/LMK)
▪ Unit of Disbursement Responsibility:	Social Sector, through SCL/LMK
▪ Included in Country Strategy (y/n)	No.
▪ TC included in CPD (y/n)	No.
▪ GCI-9 Sector Priority:	The current TC aligns with GCI-9 lending programs for small and vulnerable countries and poverty reduction and equity enhancement (sector) and regional development goals of social policy for equity and productivity

II. Objective and Justification

- 2.1 The Government of the Republic of Trinidad and Tobago (GoRTT) has requested the support of the IDB for the design and implementation of a Manpower Strategy. Such Manpower Strategy will be designed under the umbrella of “Action 25”, the Medium Term National Development Framework 2015-2025 for the country which has set specific goals in terms of GDP growth and economic diversification. In “Action 25”, the diversification objectives are to be attained via the development of seven prioritized economic clusters.

- 2.2 The objective of this TC is to support the Ministry of Planning and Sustainable Development (MPSD) in setting the foundations for the design and implementation of the Manpower Strategy. It is, therefore, aligned with GCI-9 lending programs for small and vulnerable countries and poverty reduction and equity enhancement (sector) and regional development goals of social policy for equity and productivity¹.

III. Description of activities and outputs

- 3.1 Component 1. Identification of manpower requirements (US\$275,000).** This component will finance activities that aim at the identification of human capital needs in at least three (3) prioritized sectors² as well as the assessment of the education system in terms of its capacity to graduate individuals with the required skills. These activities include the collection, standardization and processing of information on demographic and educational characteristics of the workforce, enrollment trends tertiary education and Technical Vocational Education and Training (TVET), and human capital requirements of the private sector. The component will also finance activities for local capacity building in manpower planning, such as: (i) the design of processes to identify and address skill needs in the prioritized clusters by leveraging on the country existing institutions; (ii) the transfer of technical knowledge on skill forecasting; and (iii) stakeholder involvement activities.
- 3.2 Component 2. Assessment of key social and education policies (US\$80,000).** This component will finance the analysis of key social and education public policies in terms of their effects on labor supply and workforce skills. These may include welfare programs which provide temporary employment to low-skilled workers as well as scholarship programs that fund tuition expenses for university and technical degrees. Examples of the former type of programmes are the *Community-Based Environmental Protection and Enhancement Programme (CEPEP)* and the *Unemployment Relief Programme*. Examples of the latter type are the *Government Assistance for Tuition Expenses (GATE)* and the *Scholarships for Advanced Training*.
- 3.3 Components 3 and 4 (US\$45,000).** Resources will also be allocated for training, communications and stakeholder involvement activities as well as unforeseen events.

- IV. **Budget** The estimated budget for the 24-months execution period (2015-2017) is US\$400,000.

¹ Building well-articulated safety nets, and improving the functioning of labor markets for higher productivity and increased social security coverage.

² The prioritized sectors should be selected from among the following: ICT-Based Services, Energy Services, Financial Services, Manufacturing (particularly Food Products) and Maritime Services

Indicative Budget (US\$)

Activity/ Component	Description	IDB/Fund Funding (TBD)	Local Funding	Total Funding
1 – Identification of manpower requirements		275,000	0	275,000
A1	Collection, centralization, standardization and processing of information to identify human capital requirements	275,000	0	275,000
2 – Assessment of key policies		80,000		80,000
B1	Review of welfare and education programs	80,000	0	80,000
3- Communication and Training		30,000		30,000
C1	Training, communication and stakeholder involvement activities	30,000		30,000
4-Other		15,000		15,000
D1	Incidentals	15,000		15,000
TOTAL		400,000	0	400,000

V. Executing agency and execution structure

- 5.1 As requested by GoRTT, the Bank will execute this TC (see [Letter of Request](#)). 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 GoRTT, particularly in the identification and contracting of international experts. The Labor Markets and Social Security Unit (SCL/LMK) will be responsible for the direction, supervision, and execution of this TC. No audits or evaluation reports will be performed. The Bank will coordinate its work extensively with GoRTT benefiting entities and most directly, with the MPSD.
- 5.2 **Procurement.** For the contracting of individual consultants, the IDB project team will observe Human Resources selection procedures (AM-650); and for consulting firms, as well as in the case of non-consulting services contracts, the Corporate Procurement Policy and Procedures (GN-2303-20). The Bank will consult with the GoRTT as it relates to the selection of these consultants.

VI. Project risks and issues

- 6.1 A potential risk could arise from delays in project execution due to insufficient integration, coordination and communication between government entities and representatives of the private sector. To mitigate this risk, the TC will finance activities to promote stakeholder's involvement.

VII. Environmental and Social Classification

- 7.1 There are no expected negative social and environmental impacts and this project received classification C. See [safeguard reports](#).