

PROJECT STATUS REPORT (PSR)

07/01/2022 - 12/31/2022 - PSR-09416

PROJECT SUMMARY

Operation number

HA-T1280

Suboperation number

ATN/ME-18613-HA

Project Name

Caribbean Tourism Career Accelerator

Team Leader

Jean Emmanuel Desmornes

Executing Agency

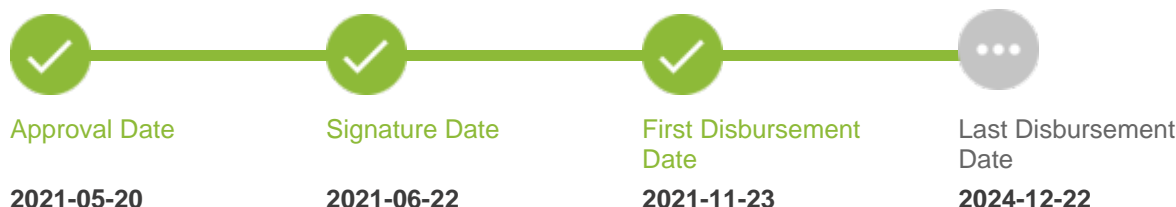
Global Startup Foundation

Purpose

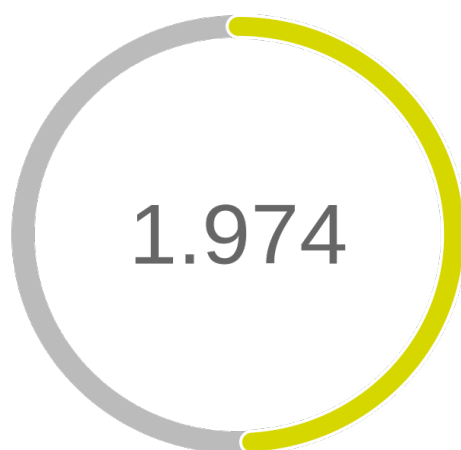
The objective of the project is to implement a remote career training program to address talent pipeline scarcity, industry development issues including data limitation on successful case studies on talent development and recruitment.



Project cycle



PSR SCORE



- 0 - 1 Red Flag
- 1 - 2 Yellow Flag
- 2 - 4 Green Flag

LEARNINGS

1. Risk and Lessons

1.1. Risk

1.1.1. What do you think is the biggest risk that threatens the achievement of the project objectives?

The biggest risk that threatens the achievements continues to center around civil unrest and security. Physical and live in person activities must be limited for safety. Another major issue was the constant relocation of on the ground partners who are fleeing the country due to civil unrest.

1.2. Greatest Achievement or Failure

1.2.1. What has been the greatest achievement or failure in the last semester that affected the implementation of the project?

Greatest achievement was to continue the project on schedule and support the matching of participants with internships despite the civil unrest on the ground.

1.3. Findings and Lessons

1.3.1. What are the most useful findings and lessons from this project that when taken into consideration could improve the execution and results of existing projects and the design of similar projects in the future? A finding describes an action, circumstance or decision that was critical in determining the positive or negative evolution of the project (for example, switching from the development of a blockchain platform to a web-based shared database reduced the cost and time devoted to implementing the traceability capabilities required by the project). A lesson is a concrete, actionable proposal based on a finding that, in similar circumstances, would facilitate problem solving, risk mitigation, and the achievement of results (for example, Develop guidelines and criteria to identify candidates that could benefit from the implementation of a blockchain platform, and assess during the design if the selected project satisfies the criteria before committing to develop one).

The top lessons include 1. Having multiple partners to help with sourcing candidates for the program 2. training participants on digital learning 3. having immense flexibility with the cohort needs- if there is civil unrest, we have to be mindful of program scheduling and adjusting agendas to prioritize safety. We also transitioned to varied communication platforms for those with low wifi bandwidth like leveraging whatsapp since many could not manage wifi support for slack.

2. Scalability and replicability

2.1. Scalability Plan

2.1.1. Now that the Project is in the execution phase, have you developed any concrete plan or action that will allow it to reach a greater number of users/clients/beneficiaries (or broader environmental or resilience to climate change and natural disasters impacts) in the future?

Our scalability plan is to leverage hybrid and digital formats for program training and providing remote working tools for participants. Traction also helps with scaling as it adds to credibility.

2.2. Costs and Partners to Scale

2.2.1. Now that the project is in the execution phase, do you know how much it costs to offer your product / service per user / client / beneficiary? Is this a factor that could affect reaching a greater number of users / clients / beneficiaries in the future? Has any public or private institution requested this information from you, looking for scaling or replicating the model / product / service?

We now know the average cost per beneficiary. Despite the relocation of vendors/partners we have a baseline on cost structure. At the moment, we have speakers and trainers request the cost structure so they can replicate the program as well as they are very fond of the impact and reach.

2.3. Facilitating or Hindering Factors

2.3.1. Has any of these factors affected the number of users/clients/beneficiaries (more/fewer) reached by the project compared to what was originally planned (or environmental or resilience to climate change and natural disasters impacts)?

[Coordination with third parties, Other]

Others, Which?

Civil unrest on the ground.

2.4. Scalability Scope

2.4.1. How feasible it is that the organization could reach a number of users/clients/beneficiaries 5, 10 or 100 times the number originally planned in the project design, five years after the project ends?

[It could reach between 10 times and 100 times the number of users/clients/beneficiaries originally planned in the project design five years after its closure]

2.4.2. How likely is the organization to reach that number five years after the project ends?

[Probable (more than 50% but less than 90% chance)]

2.5. IDB Group business relation

2.5.1. Has a business relation been created with another part of the IDB Group different from IDB Lab?

As of now, we have maintained our IDB relationships.

2.6. Replicability Partners

2.6.1. Are you aware of any other entity at a national or international level that has copied / replicated completely or partially the business model of the project? Did you collaborate in the process with that entity?

[No]

2.7. Replicability Scope

2.7.1. Number of users / clients / beneficiaries reached by entities that have fully or partially replicated / copied the business model / products / services implemented with the support of the project?

[At least 5 times but less than 10 times the number of users / clients / beneficiaries planned in the original project design]

2.7.2. Have you experienced, in the last year, significant expansion (50% or more) of the reach of the business model of the project beyond what was expected in the original project design (due to increasing of the organizational size, operational scope or geographic spread)?

[No]

2.7.3. Number of users / clients / beneficiaries reached as of the end of the year?

[At least 5 times but less than 10 times the number of users / clients / beneficiaries planned in the original project design]

2.8. Sustainability

2.8.1. How do you think the project will continue once the IDB Lab financing ends? Examples: it has identified external financing sources to continue operating, it has reached the breakeven point through the sale of services and products, it has obtained the support of public institutions or the private sector, it will adjust the business model to remain viable (via franchises, etc.)

Due to traction and impact- we will be able to finance through corporate sponsorship and company exhibitor showcase sales- many of our company partners this year were open to

marketing their services to our newsletter community when sending updates about the cohort as a CSR visibility. We will not charge participants as they are the target beneficiary.

3. Implementation

3.1. Facilitating or Hindering Factors

3.1.1. What specific aspects have (positively or negatively) affected the implementation of the project the most?

[Coordination with third parties, External shocks that affect the economy in general (natural disasters), Other]

Others, Which?

Civil unrest

3.1.2. Explain in detail how these factors that you identified have made the implementation of the project easier or more difficult

Lack of a president, Global inflation and civil unrest limited live in person activities. We still persisted through due to a committed cohort but at times we had to reschedule due to civil unrest on the ground.

3.2. Novel Technologies Factors

3.2.1. If the project makes use of novel technologies or methodologies, what factors have facilitated or hindered the implementation of the technological solution initially proposed by the project?

[Availability of suppliers / consultants]

4. Development Outcomes (Quantitative)

4.0 Has your project contributed to any of the following indicators in the last 12 months (last year)?

[4.1. Number of companies benefited]

4.1. Number of companies with improved business performance or productivity

Total

40

Companies Owned/Led by Men

18

Companies Owned/Led by Women

22

4.1.2. Indicate which indicator in the results matrix is related to your answer, or how did you calculate this number?

22

4.1.3. What type of services did the companies receive?

[Non-Financial]

4.1.4. Please select how the project is benefiting these companies

[Improved productivity or business performance (e.g. improved sales/reduced costs/improved profitability/return on capital/yields/labor productivity, Improved capacity to address the needs of under-represented groups (e.g. afro-decedents/indigenous populations/people with disabilities/LGBTQ+)]

4.5. Data Source

4.5.1. What kind of verification sources have you used to report the data you provided in this section? (Please select all that apply)

[Administrative information, Surveys]

5. Development Outcomes (Qualitative)

5.1. Target population identified in the design

Is the target population that was identified in the design being reached by the project? Select the target population actually reached by the project that was originally identified in the project design.

[Afro-descendants, Poor/vulnerable/low income population, Women]

5.2. Population served NOT identified in the project design

5.2.1. Select if there are Groups that were NOT originally identified in the project design but are being reached in the execution phase?

[People with disabilities, LGBTQ+]

5.3. Facilitating or Hindering Factors

5.3.1. Factors that have affected (facilitated or hindered) reaching these groups, or the resilience/environmental impacts, in the numbers/dimensions that the project had originally planned.

[Interest of clients/users/beneficiaries, Difficulties or advantages related to the adoption of technology]

5.3.2. Explain in detail how these factors that you have identified have affected the ability of the project to reach the groups (achieve resilience/environmental impacts) in the numbers/dimensions originally expected

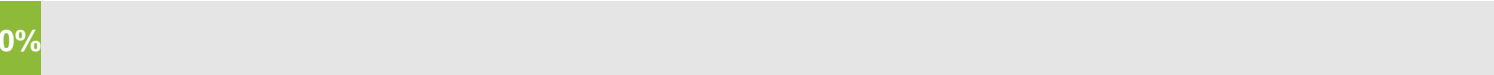
Some beneficiaries really struggled with engagement depending on where they were located in Haiti. Those close to the kidnappings, civil unrest were not as engaged as those who were further from it like those in the North.






INDICATORS

 Overachieved  Achieved  Pending  In process  Overdue

C1: Ecosystem Building and Call to Action

Weight: 30% Qualification: Satisfactory



Indicators	Planned	Achieved	Status
I1 Number of GSF and GSE partner companies in the tourism sector who will accept work placements under the Program (cumulative)	100 (2024-06-22)	52 (2023-03-01)	
I2 Diverse partners in the tourism sector (NGO, schools, public entities, private sector, etc.) identified for supporting the Tourism Acceleration Ecosystem	200 (2024-06-22)	30 (2022-10-06)	
I3 Number of speakers, trainers and mentor commitments, their profiles, their topics and tenure of commitment (1st session and future sessions) confirmed and committed to the Program	125 (2024-06-22)	72 (2023-03-01)	
I4 Percentage of women speakers, trainers and mentor confirmed and committed to the Program	50 (2024-06-22)	31 (2023-03-01)	
I5 Annual ecosystem map of actors in the tourism sector and the changes in the gaps that need to be filled to improve the industry published for public viewing	1 (2024-06-22)		

C2: Inclusive Recruitment and Workforce Development

Weight: 40%

Qualification: Satisfactory

0%				
Indicators		Planned	Achieved	Status
I1	Number of modules / courses developed for the Career Accelerator Program	3 (2024-06-22)	1 (2023-03-01)	
I2	Number of local Universities that integrate modules / courses developed under Career Accelerator Program	2 (2024-06-22)		
I3	Number of cohorts completed in the Career Accelerator Program	3 (2024-06-22)	1 (2023-03-01)	
I4	Number of participants registered in the Career Accelerator Program (disaggregated by gender	1000 (2024-06-22)	350 (2023-03-01)	
I9	Number of Program Interns receiving a stipend	50 (2024-06-22)		
I5	Share of women (% of participants)	50 (2024-06-22)	25 (2023-03-01)	
I8	Number of Program graduates placed in internships	300 (2024-06-22)	51 (2023-03-01)	
I6	Share of low-income (% of participants)	75 (2024-06-22)		
I7	Percentage of registrants completing the program	80 (2024-06-22)		

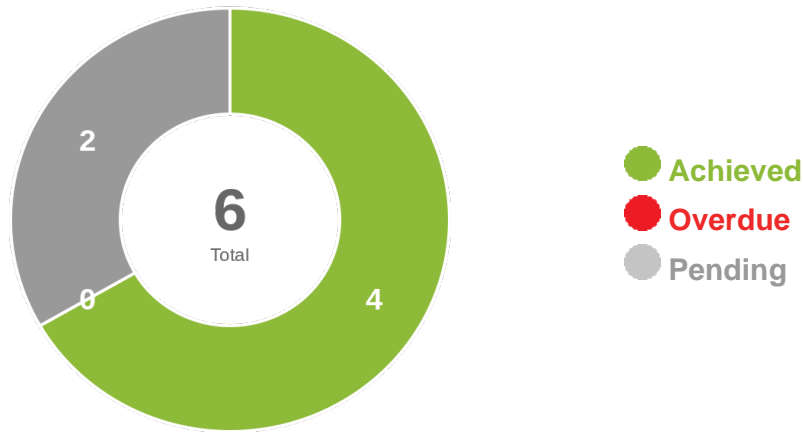
C3: Sustainability and Scale Up

Weight: 30%

Qualification: Satisfactory

0%				
Indicators		Planned	Achieved	Status
I1	Success stories of partners in the Caribbean replicating the program	2 (2024-06-22)		
I2	Share of operating expenses covered by program revenues (%)	75 (2024-06-22)		
I3	Number of businesses in the partnership network paying membership fees to have access to resources	100 (2024-06-22)		
I4	Business Plan Blueprint/Roadmap created for multiyear implementation (Yes/No)	1 (2024-06-22)		
I5	Project coordinator hired by the Ecosystem Partners to coordinate the partnership network (Yes/No)	1 (2024-06-22)		
I6	Number of partners paying stipend payment for remote interns for services (30 (2024-06-22)		
I7	Percentage increase in partner/sponsor participants over time	10 (2024-06-22)		
I8	Number of countries where partners/sponsors are located	2 (2024-06-22)		

MILESTONES



Milestones	Achieved Value	Due Date	Achieved Date	Status
*Haiti Tourism Career Accelerator – 1st cohort	100	2022-06-30	2022-06-30	✓
*Haiti Tourism Remote Internship - Hybrid Live	50	2022-12-31	2023-02-28	✓
*Haiti Tourism Career Accelerator – 2nd cohort	100	2023-06-30	2023-01-31	✓
*DR Tourism Career Accelerator & Remote Internship	25	2023-12-31		...
*Ecosystem Map- Partners Updated for Haiti, DR, Barbados	50	2024-06-30		...
*Condiciones Previas / Prior Conditions	1	2021-12-22	2021-11-24	✓

KNOWLEDGE PRODUCTS

Pitch deck

[Program brochure for part 1- accelerator program.](#)