

TC ABSTRACT

I. Basic Project Data

▪ Country/Region:	BARBADOS/CCB - Caribbean Group
▪ TC Name:	Roadmap for Skills Development in Strategic Sectors in Barbados
▪ TC Number:	BA-T1070
▪ Team Leader/Members:	RIPANI, LAURA A. (SCL/LMK) Team Leader; BOYCE, NATASHA (CCB/CBA); GRECO, MARIA SOFIA (LEG/SGO); GARCIA VALERO, ANDREA CAROLINA (SCL/LMK); DAVIS, TIMYKA ANISHKA (SCL/LMK); GONZALEZ HERRERA, BEATRIZ MARIA (SCL/LMK); HERNANDEZ-CARTAGENA, CAROLINA L. (SCL/LMK); PENAHERRERA PROANO, SEBASTIAN (SCL/LMK)
▪ Taxonomy:	Operational Support
▪ Number and name of operation supported by the TC:	Strengthening Human and Social Development in Barbados - BA-L1032 Building capacity for public policy enhancement in Social & Labor Intermediation - BA-T1038 Strengthening Human and Social Development in Barbados - BA-T1054
▪ Date of TC Abstract:	23 Sep 2020
▪ Beneficiary:	Ministry of Labor and Social Partnership Relations (MLSP)
▪ Executing Agency:	INTER-AMERICAN DEVELOPMENT BANK
▪ IDB funding requested:	US\$100,000.00
▪ Local counterpart funding:	US\$0.00
▪ Disbursement period:	30 months
▪ Types of consultants:	Individuals
▪ Prepared by Unit:	SCL/LMK - Labor Markets
▪ Unit of Disbursement Responsibility:	SCL - Social Sector
▪ TC included in Country Strategy (y/n):	Yes
▪ TC included in CPD (y/n):	No
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Productivity and innovation

II. Objective and Justification

- 2.1 This Technical Cooperation will seek to identify and analyze the most strategic sectors of the economy that could create the largest number of jobs in Barbados. It will create a roadmap and action plan to generate the skills that are necessary to support those sectors with well-prepared employees.
- 2.2 The objective of this TC is to identify strategic sectors with high growth potential to create jobs after COVID-19. As priority will be given to training packages developed for sectors with potential for job creation, it is important for the Government of Barbados to identify strategic sectors with high growth potential to create jobs after COVID-19. It is also important for the Government of Barbados to identify the occupations and skills that will be most demanded by employers in post-COVID recovery. Skills development is increasingly more demand-driven and reflective of the needs and requirements of industries. A key element of successful skills development systems is the active role of employers in the design and delivery of skills development programs, specifically in identifying skills needs of particular industries, developing relevant curricula based on those needs, establishing the quality assurance mechanisms for assessment and verification of standards. It is important for the Government of Barbados to engage private sector stakeholders as well as public sector and civil society in designing relevant

and high-quality interventions in high priority industry sectors with economic growth perspective aligned with the country's post-COVID growth strategy. This will also provide support to the Government of Barbados to further facilitate the execution of the Loan BA-L1032 (3542/OC&CH-BA), especially in terms of the execution of component 2.

III. Description of Activities and Outputs

- 3.1 **Component 1: Action Plan Development.** It includes: (i) assessments of the state of labour market and skills development systems; and (ii) the design of Action Plans and Roadmaps. The assessments will be concentrated in understanding how pertinent the labour market and skills development systems are in reaching the needs of the productive sector with in-country dialogues to understand the potential cooperation between the public and private sectors with regards to vocational training.
- 3.2 **Component 2: Virtual action plan feasibility and validation workshops.** This component will include a more focused dialogue with delegates from the public sector and representatives from the private sector and civil society. The objective of this dialogue will be twofold: (i) to validate the findings from the assessments described in Component 1; and (ii) to evaluate the feasibility and timing of the aforementioned Action Plans and Roadmaps and their associated policy options.
- 3.3 **Component 3: Others.** Communications, Monitoring and Incidentals.

IV. Budget

Indicative Budget

Activity/Component	IDB/Fund Funding	Total Funding
Component 1: Action Plan Development	US\$80,000.00	US\$80,000.00
Component 2: Virtual action plan feasibility and validation workshops	US\$15,000.00	US\$15,000.00
Others	US\$5,000.00	US\$5,000.00
Total	US\$100,000.00	US\$100,000.00

V. Executing Agency and Execution Structure

- 5.1 At the request of the Government of Barbados (see Annex 1), the IDB, through the Labor Markets Division (SCL/MK) will execute this TC given (i) the Bank, through SCL/LMK has technical expertise in labor market programs, based on international best practices, (ii) administrative burdens can be reduced on the government, particularly in the identification and contracting of international experts, and (iii) the Bank is better positioned to provide execution and oversight of the consultancies that will be carried out under this TC. The supervision of this TC will be carried out by the project team. The results of these activities are intended to bring key and timely execution inputs to the loan (BA-L1032). SCL/LMK will be responsible for the direction, supervision, and coordination of this TC. The Bank will coordinate its work extensively with the Government of Barbados and other benefitting ministries/entities.
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VI. Project Risks and Issues

- 6.1 This TC will support the Government of Barbados in assessing the skills demanded in strategic and growth sectors given the impact of the coronavirus pandemic on its economy and society. The success of the project will depend on significant levels of engagement and participation by private and public sector stakeholders, as well as civil society. Insufficient integration, coordination and communication among government agencies may also lead to delays in project execution. To mitigate this risk, the TC will finance a technical, operational, and administrative consultant, with project management experience to support the EA with execution.

VII. Environmental and Social Classification

- 7.1 The ESG classification for this operation is "undefined".