**Determinants of the main binding factors for shortage of skilled people**

**Skills shortages**

Previous to the 2012 WPS, evidence on skills shortages was collected in a survey conducted in the Hospitality industry by The Bahamas Hotel Association (2005). Another document providing information about the challenges in education system for providing the right skills is presented in The Coalition for Education Reform (2005), “Bahamian Youth, The Untapped Resource”. According to the latest World Bank Enterprise Survey (2010), 33% of companies surveyed in the Bahamas, (23% of small companies, 40% of medium companies and 50% of larger companies), identify “an inadequately educated workforce as a major constraint” to doing business.

Additionally, data shows that the education system has over 5,000 school leavers each year, 50% of young people do not graduate High School and BGCSE success rates remain low, with only 922 of 6,793 candidates (14%) achieving a C Grade or above in 5 BGCSEs, including English and Math (National Youth Policy Report, 2014). In terms of quality, employers point to the lack of specific skills for the job as the most important recruitment obstacle (34%). Moreover, the recent consultation for the Private Sector Assessment Report (PSAR) for The Bahamas by Alborta (2013) also highlights as one of the main priorities of the private sector the fact that there is an inadequately skilled labour force: large private employer associations and private businesses maintain there is a lack of skilled workers and most private sector representatives believe this negatively impacts their business prospects and production. Finally, in terms of quantity, an analysis of BTVI graduates indicates that there is also a numbers challenge, as compared to enrollment numbers of 1,798 students in BTVI in November 2015, only 253 people graduated in 2014/15 including 56 in construction and out of these, 30 were in electrical installation, 7 were carpenters and 6 were plumbers. No one graduated with masonry skills (National Education Census, 2015). This is worrisome given the number of work permits granted to foreign workers, as between 2012-2014, 24,000 permits were issued, of which more than 16,000 were for low skilled work, including those in construction (DoS data).