**CITIZEN SECURITY AND JUSTICE PROGRAMME - 3499/OC-BH (BH-L1033)**

**Youth employability and employment training and strengthening of the PES Brief**

**Component II. Youth employability and employment training[[1]](#footnote-1) and strengthening of the PES (US$4,080,000).** This component aims to increase employability and employment among at-risk youth[[2]](#footnote-2) (15-29 years old) in New Providence. Interventions include: (i) training for employability programme for at risk youth, focusing on the development of soft skills (responsibility, degree of commitment, teamwork-building, persistence, and self-control), training through community development projects and remedial education (literacy and numeracy skills)[[3]](#footnote-3) for 1,000 beneficiaries; (ii) comprehensive demand-driven training for employment[[4]](#footnote-4) with special emphasis in the Hospitality and Retail sectors[[5]](#footnote-5) for 1,600 at-risk youth;[[6]](#footnote-6) and (iii) capacity building of the PES[[7]](#footnote-7) under the Ministry of Labour, which will include enhancements to the Electronic Labour Exchange (employment portal), staff training, engagement of employers, refurbishing of PES offices, and development of youth targeted services (an initial assessment study of the existing PES services will precede these activities).[[8]](#footnote-8)

**Note 1:** Citizen Security and Justice Programme (BH-L1033), component II: youth employability and employment training and strengthening of the PES currently has an allocation of $499,000 for these activities. The cost to facilitate hardware and upgrading of the IT Network in the One Stop Shops will be financed in the amount of US$189,890.

**Note 2:** CSJP (3499/OC-BH) began implementation in 2016. It is hoped that the at-risk youth beneficiaries in the “training for employability” sub-program from the CSJP will continue on to the “training for employment” sub-program as established under that operation. However, if beneficiaries from the “training for employability” program are able to successfully pass the assessment necessary to obtain a certificate by the pre-apprenticeship program of the NTA and contingent upon their interest in participating in an AP in the maritime, medical and IT sectors, they would be eligible to participate in the AP program.

**Note 3:** At-risk youth in the CSJP is defined as those “individuals between 15-29 years of age who are not attending school and are either unemployed or discouraged and live in areas with high Crime & Violence rates.” Given the geographic limitation to specific areas within New Providence contemplated within 3499/OC-BH and its sector focus in tourism and hospitality; the probability of overlapping with this new operation is low given that the new programme is envisioned at the national level and a broader range of sectors.

1. Training for employability is a labor market intervention designed for those more at risk. It includes training and labour market experience, the development of a series of competencies in the areas of logical thinking, effective communication and self-esteem. Training for employment targets more job-ready youth with the objective of inserting them in an open vacancy in the productive sector. [↑](#footnote-ref-1)
2. At-risk youth includes youth who have or have not committed crimes. Training for employability could benefit young people who have committed crimes in the past and are now in the process of social and economic reintegration. In terms of placement of beneficiaries into the two treatment groups, an assessment test will be conducted as part of the program that will determine beneficiaries’ baseline relevant skill set (soft and technical) and evaluate other variables like previous work experience. [↑](#footnote-ref-2)
3. Studies have found that the soft, non-cognitive skills associated with self-esteem, perseverance and self-control (Cunha and Heckman, 2010; Carneiro and Heckman, 2003; Heckman et al., 2006) and those related to motivation, responsibility, and commitment (Bassi et al., 2011, and World Bank, 2011), have a significant impact on employability. An impact evaluation of the "Juventud y Empleo" employability training program for disadvantaged youth in the Dominican Republic, Ibarrarán et al (2014) found a positive impact on quality of employment (on job formality for men of about 17% and 7% increase in monthly earnings among those employed) as well as on the development of soft skills. On the other hand, comprehensive skills training programs for at-risk youth such as the programs developed by YouthBuild International include training on both basic and soft skills. One example for the region is the YouthBuild El Salvador Program (2012), which has achieved reinsertion results above the average of other programs: 85% of participants graduate, and, of those, 77% achieve reinsertion (35% obtain employment, 23% self-employment, and 19% returned to school). [↑](#footnote-ref-3)
4. Ibarrarán and Rosas Shady (2009), Gonzalez Velosa et al (2011), and Cunningham et al. (2008) review several youth interventions for social inclusion and labor market insertion of at-risk youth and highlight the promise of a comprehensive approach. The results suggest that employment effects range from modest to meaningful –increasing the employment rate by about 0% to 5% points—with impact of 6% to 12% points in the employment rate. [↑](#footnote-ref-4)
5. The hospitality and retail sectors have been selected as potential candidates for training due to their importance for the country´s economy: Tourism and tourism-related activities account for 60% of gross domestic product and directly or indirectly employ approximately 50% of the workforce – (WPS, 2014). [↑](#footnote-ref-5)
6. Training will combine soft and technical skills as well as follow-up and placement of graduates in jobs. [↑](#footnote-ref-6)
7. Intermediation has been empirically shown to be a cost-effective way of bringing job-seekers and jobs together (Card et al. 2011). In Latin America, several labor intermediation programmes have demonstrated the relationship between capacity building of national employment services and increased placement rates. González-Velosa, Rosas Shady, and Novella (2015) found that in Peru’s programme “Technical and Operational Foundations of the National Employment Services” led to an increase in the share of registered individuals who were registered as “placed” through one-stop shop services from 19% in 2012 to 53% in 2013. [↑](#footnote-ref-7)
8. This sub-component is complementary to the Technical Cooperation BH-T1035 (ATN/OC-14040-BH) “Advancing Skills and Employment in The Bahamas”, which seeks to provide support requested by the Ministry of Labour to engage in knowledge-sharing of international best practices, develop The Bahamas’ national skills bank and job exchange portal, and establish critical monitoring and information systems, to improve the Ministry’s execution capacities and its use of modern technologies and policy platforms. [↑](#footnote-ref-8)