

PROJECT STATUS REPORT

JULY 2017 - DECEMBER 2017

SECTION 1: PROJECT SUMMARY

PROJECT NAME: New Employment Opportunities for youth in Jamaica (NEO JAMAICA)

Project Number: JA-M1036 - Project Num.: ATN/ME-15283-JA

Purpose:

The expected results are to broaden the quality and relevance of training programs and employment systems for vulnerable young people in the country.

Country Admin

JAMAICA

Country Beneficiary

JAMAICA

Executing Agency:

Youth Upliftment Through Employment

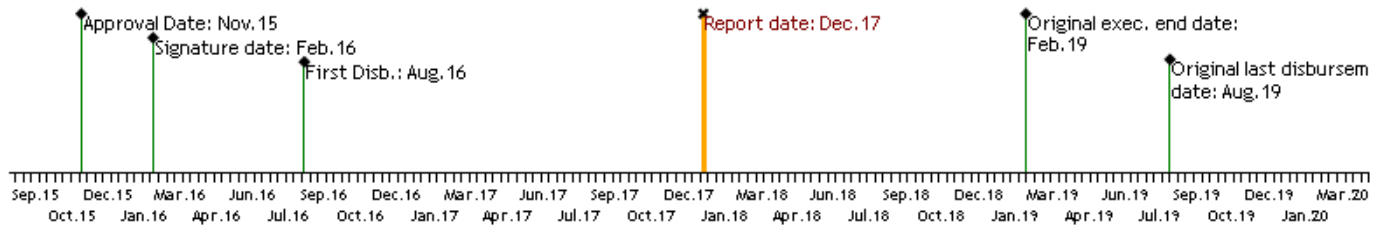
Design Team Leader:

ELENA HEREDERO RODRIGUEZ

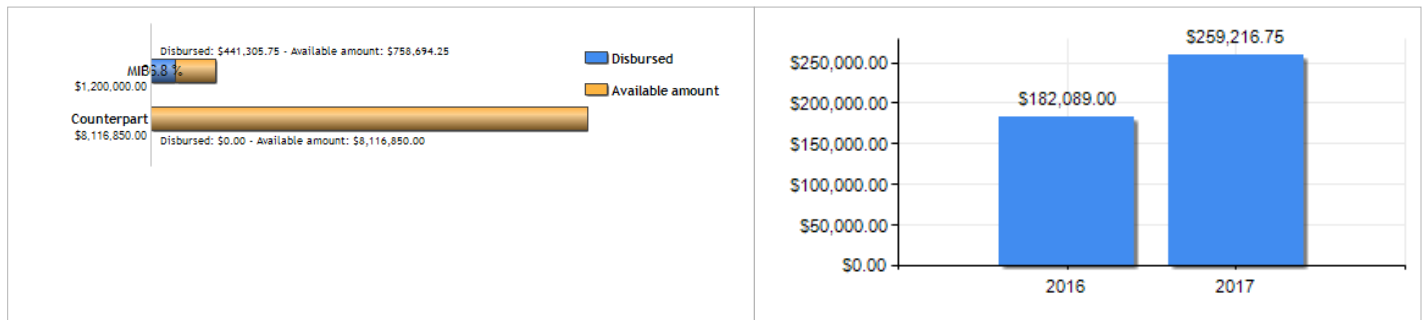
Supervision Team Leader:

SEGREE TERRY-ANN SHARLENE

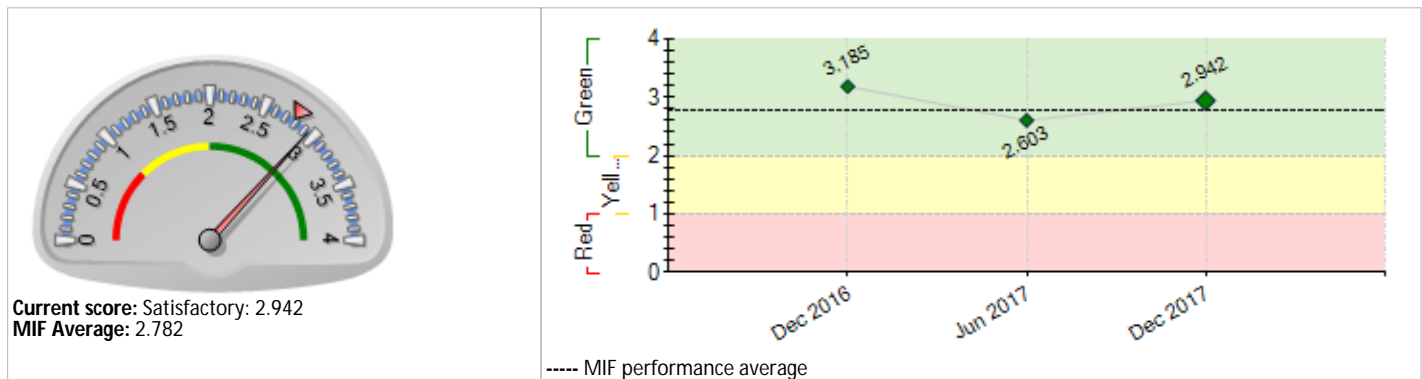
PROJECT CYCLE



FUNDS



PERFORMANCE SCORE



EXTERNAL RISKS

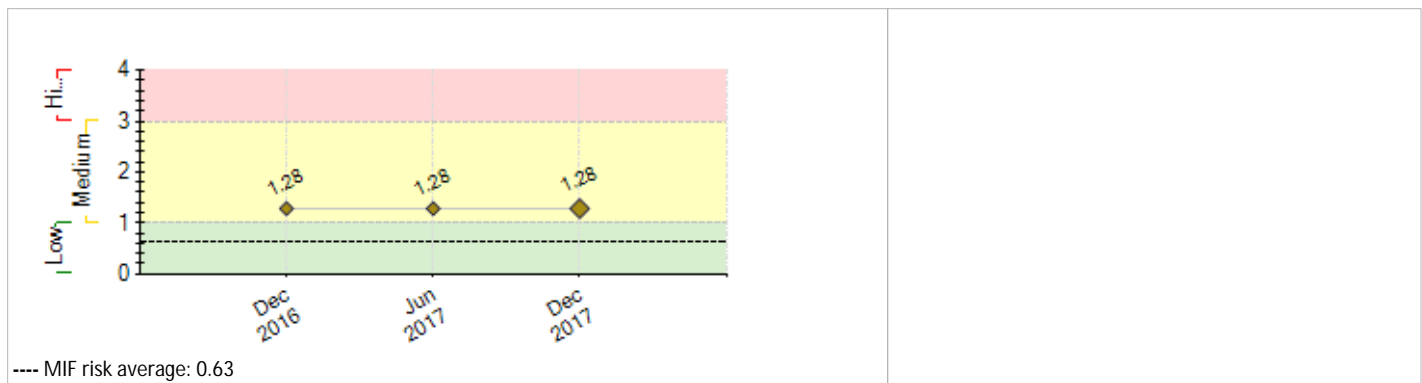
INSTITUTIONAL CAPACITY

Risk

Financial Management: Low

Procurement: Low

Technical Capacity: Low



SECTION 2: PERFORMANCE

Summary of project performance since inception

1. The milestones completed thus far include: (i) conditions precedent to first disbursement; (ii) organizing a taskforce to analyze the youth ecosystem fragmentation; (iii) developing 3 technical proposals; (iv) the development of a communication strategy; 11 training centres evaluated; all improvement plans completed; 58 professionals trained; 1 strengthening activity for the NEO Jamaica Alliance organized; draft sustainability plan developed.
2. The merger of service providers has caused delays in the training of the professionals. Actions already taken included engaging the Ministry of Education on a regular basis to gain understanding of the merger process, and maintain buy-in of top officials.
3. The most important risk includes competing initiatives out of the Office of the Prime Minister. The action to taken to mitigate this risk is to highlight the relevance of NEO by disseminating recommendations developed by the taskforce and work closely with the initiatives to improve coordination of the youth ecosystem
4. The project is moderately likely to achieve its final objectives as all centers have developed improvement plans and 58 professionals have been trained under PTS.
5. The EOU efforts through the end of the project are: (i) training professionals; (ii) placing youth; (iii) launching new LMIS platform and mobile app; and (iv) finalizing case studies.

Comments from the Supervision Team Leader

Agree with the Executing Agency comments

Based on documents reviewed, I agree with the cumulative performance of the Project.

A portfolio review is being scheduled during the month of April to discuss the progress of the Project implementation and challenges being faced in the execution. The EA has been meeting all its milestones so far and is working toward achievement of impact indicators.

Summary of project performance in the last six months

1. The main achievements for this semester include: (i) 11 training centres evaluated; (ii) all improvement plans completed; (iii) 58 professionals trained; (iv) 1 strengthening activity for the NEO Jamaica Alliance organized; and (v) draft sustainability plan developed.

2. There are no significant delays however, the merger of HEART, the National Youth Service and the Jamaica Foundation for Life Long Learning has caused delayed the training of the professionals. All training will be completed by July 2018.

3. The EOU efforts for the semester are: (i) training professionals; (ii) placing youth; (iii) launching new LMIS platform and mobile app; and (iv) disseminating policy recommendations.

Comments from the Supervision Team Leader

Agree with the Executing Agency comments
I agree with the performance update.

SECTION 3: INDICATORS AND MILESTONES

Indicators		Baseline	Intermediate 1	Intermediate 2	Intermediate 3	Planned	Achieved	Status
Goal: The desired impact of NEO Jamaica is to increase job placement opportunities for poor, vulnerable and low-income Jamaican young people ages 17 to 29	I.1 NEO graduates placed in jobs	0				3200 Feb 2019	0	
	I.2 NEO graduates placed in jobs remained in their jobs for at least two (2) months after the program	0				2400 Feb 2019	0	
	I.3 NEO graduates that continue studying or go back to schools.	0				1280 Feb 2019	0	
	I.4 NEO graduates who are working, have an income higher than or equal to the national minimum wage.	0				2400 Feb 2019	0	
	I.5 Satisfied employers with NEO graduates	0				80 Feb 2019	0	
	I.6 NEO graduates obtained formal employment	0				1600 Feb 2019	0	
Purpose: • The expected results are to broaden the quality and relevance of training programs and employment systems for vulnerable young people in the country.	R.1 Companies offering internships and jobs opportunities to NEO youth.	0				100 Feb 2019	0	
	R.2 Number of NEO graduates of training offered by NEO	0				6400 Feb 2019	0	
	R.3 Number of youth that have access to training, vocational orientation and job placement (enrolled) because of the program	0				10000 Feb 2019	0	
	R.4 Job service providers evaluated and strengthened by NEO increase the quality of their services, on average, in one of the NEO Dimensions	0				9 Feb 2019	0	
	R.5 Participant institutions increase their services and access to youth	0				9 Feb 2019	0	
Component 1: Coordination of the youth employability ecosystem Weight: 1% Classification: Satisfactory	C1.1 Taskforce organized to analyse the fragmentation of the youth ecosystem in the country.	0				1 Feb 2018	1 Sep 2016	Finished
	C1.2 Technical proposals related to institutional framework for youth employability, a common metric system and recommendations for public policy developed	0				1 Feb 2019	1 Dec 2016	Finished
	C1.3 Strengthening workshops organized for the NEO Jamaica Alliance	0	1 Feb 2017	2 Feb 2018		4 Feb 2019		Delayed
	C1.4 Institutions M&E capacity strengthened	0				5 Feb 2019		
Component 2: Implementation of a more effective vocational training programs system Weight: 79% Classification: Satisfactory	C2.1 Systematized documents from the demand-supply alignment process developed to provide HEART with improvement proposals to assure training provided are labour market driven.	0				1 Feb 2018		
	C2.2 Job training centres evaluated in accordance with the NEO quality standards guide and having them develop their comprehensive improvement plans	0				4 Feb 2017	11 Sep 2017	Finished
	C2.3 Teachers trained in best practices in teaching methods for youth	0				40 Feb 2018		
	C2.4 Professionals trained in Passport to Success: Life Skills program (PTS)	0				40 Feb 2018	58 Nov 2017	Finished
	C2.5 Professionals trained in best practices in career counselling	0				10 Feb 2018		
	C2.6 Youth enrolled and trained in job-training courses	0	2000 Feb 2018			8000 Feb 2019		
	C2.7 Youth placed in internships opportunities, mentorship programs, apprenticeships or on the job training	0	500 Feb 2018			4000 Feb 2019		
Component 3: Strengthening of youth employment services Weight: 17% Classification: Unsatisfactory	C3.1 Job placement and Vocational Orientation centres evaluated in accordance with the NEO quality standards guide and having them develop their comprehensive improvement plans	0				7 Feb 2017	7 Sep 2017	Finished
	C3.2 Professionals trained in best job placement practices	0				30 Feb 2018		
	C3.3 Professionals trained in best practices in career counselling	0				10 Feb 2018		
	C3.4 Government's employment digital portal to offer information adapted to poor and vulnerable youth strengthened	0				1 Feb 2019		
	C3.5 Youth attended in vocational orientation centres, employment centres and offered information through the platform and the job fairs.	0	500 Feb 2018			2000 Feb 2019		
	C3.6 Employers using the platform and offering job opportunities	0				100		

						Feb 2019		
Component 4: Knowledge management and strategic communication Weight: 3% Classification: Satisfactory	C4.I1	Communication strategy developed	0			1	1	Finished
	C4.I2	Public institutions have access to the knowledge products of the project	0			Feb 2017	Dec 2016	
	C4.I3	Private institutions have access to the knowledge products of the project	0			5		
	C4.I4	Academia/ education institutions have access to the knowledge products of the project	0			Jan 2019		
	C4.I5	NGOs institutions have access to the knowledge products of the project	0			5		
						Jan 2019		

Milestones	Planned	Due Date	Achieved	Date of achievement	Status	
M0	Conditions Prior	1	Aug 2016	1	Aug 2016	Achieved
M1	Technical proposal drafted	1	Mar 2017	1	Jan 2017	Achieved
M2	Job training centers evaluated	4	Aug 2017	4	Aug 2017	Achieved
M3	Teachers, facilitators, and supervisors trained	40	Dec 2017	40	Nov 2017	Achieved
M4	Seven employment centers evaluated	7	Feb 2018	7	Sep 2017	Achieved
M5	100 employers mobilized	100	May 2018			
M6	Draft strategic communication and dissemination plan developed	1	Jul 2018	1	Mar 2017	Achieved
M7	Knowledge products conveyed to 20 interested institutions related to youth employment.	1	Dec 2018			
M8	Knowledge products conveyed to 20 interested institutions related to youth employment.	1	Dec 2018			

CRITICAL ISSUES THAT HAVE AFFECTED PERFORMANCE

- [X] National political changes
- [X] Lack of resources for the counterpart

SECTION 4: RISKS

MOST IMPORTANT RISKS AFFECTING FUTURE PERFORMANCE

	Level	Mitigation action	Responsible
1. Risks associated with project sustainability. Public-private partnerships are an essential part of the initiative, but with changeovers of institutional authorities, especially at public sector agencies, there is a risk that the members of the partnership will lose interest and stop being involved or making contributions over time.	Medium	To mitigate this risk, the NEO Jamaica partnership has prepared a governance agreement describing the responsibilities of the members and ensuring their participation. Additional responses are planned, such as: (i) spreading responsibilities between the public and private sectors, to ensure a certain level of implementation of activities; (ii) lobbying the incoming and outgoing authorities in sector groups and public authorities, informing them of the benefits and results of the initiative; and (iii) making the initiatives part of the government's long-run development plans that normally involve different sectors and civil society actors. Furthermore, project Component 1 provides for strengthening the NEO Jamaica partnership through specialized workshops on working in partnership, dispute settlement, and the standardization of processes, to mitigate the risks of dissolution.	Project Coordinator
2. Sector risks. Another risk is the inability to assemble a significant number of companies in the selected sectors willing to contribute by offering internships or employment opportunities coupled with the risk of the economy slowing down or not growing.	Medium	To mitigate this risk, the NEO Jamaica partnership, YUTE, and the MIF intend to use their network of contacts to reach out to these companies. Specifically, project Component 3 provide for making contacts with businesses for this purpose. Another way of getting companies involved will be through the communication campaign described in Component 4.	Project Coordinator
3. Macroeconomic risks. As it was mentioned in the justification section, the central problem of high youth unemployment is aggravated by a context of low job creation.	Medium	To mitigate this risk the team has identified certain sectors where there is a positive outlook for new jobs in the short to medium term, such as business process outsourcing, logistics, tourism, agro-processing, and animation (see paragraphs 2.5 and 2.6). Nonetheless, these sectors may be adjusted during execution in order to be responsive to local demands of the economy.	Project Coordinator

PROJECT RISK LEVEL: Medium **TOTAL NUMBER OF RISKS:** 3 **IN EFFECT RISKS:** 3 **NOT IN EFFECT RISKS:** 0 **MITIGATED RISKS:** 0

SECTION 5: SUSTAINABILITY

Likelihood of project sustainability after project completion: P - Probable

CRITICAL ISSUES THAT MAY AFFECT PROJECT SUSTAINABILITY

[None reported in this period]

Actions related to sustainability which have been taken in the reporting period:

A draft Sustainability Plan for NEO Jamaica was developed for review by the Alliance. The primary goal of the sustainability plan is twofold: to further extend the use, implementation and development of the NEO Jamaica platform and services, and to propose specific actions, which promote its further utilization. Based on their temporal projection, two approaches are considered for the sustainability strategy: (a) viability at a mid-term level and (b) sustainability at a long-term level. Furthermore, an interesting aspect to be investigated is the replication of services, such as Passport-to-Success (PTS) training, which will enable the implementation and application of the services in a greater variety of NGOs and service providers and will in turn ensure a greater youth base.

SECTION 6: PRACTICAL LESSONS

1. The increasing importance of stakeholders in project design, implementation, and evaluation requires mechanisms to ensure their effective participation to enhance project success, and perhaps a quadripartite project participation model (QPPM) should have been adopted to improve the participation of project stakeholders.	Relative to Design	Author Bryce, Barrington
2. The process of the selection of centers should be based on strict objective criteria and not be solely based on decisions of the Alliance members.	Design	Bryce, Barrington