

PROJECT STATUS REPORT

JANUARY 2018 - JUNE 2018

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

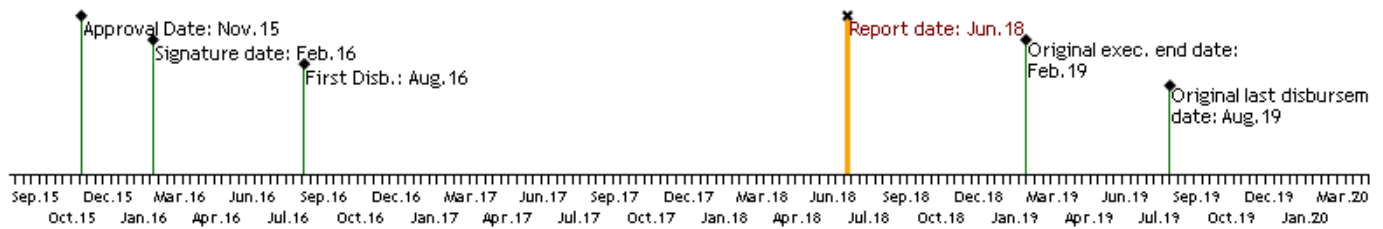
Design Team Leader:

ELENA HEREDERO RODRIGUEZ

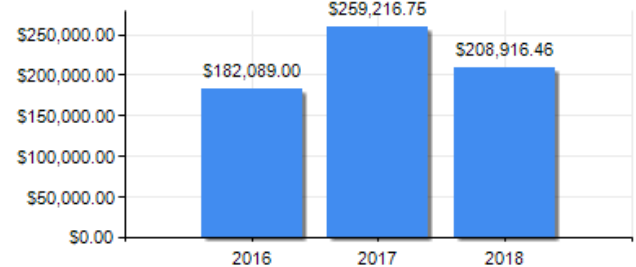
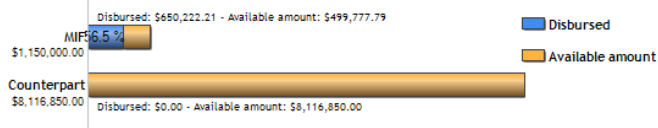
Supervision Team Leader:

SEGREE TERRY-ANN SHARLENE

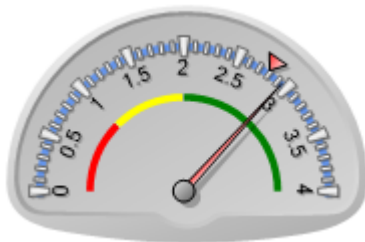
PROJECT CYCLE



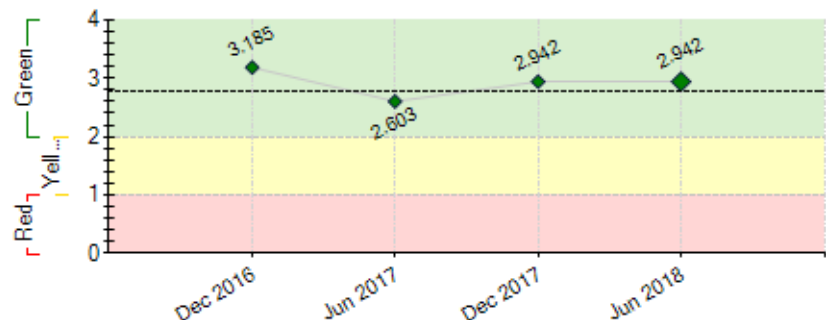
FUNDS



PERFORMANCE SCORE



Current score: Satisfactory: 2.942
MIF Average: 2.789



----- MIF performance average

EXTERNAL RISKS

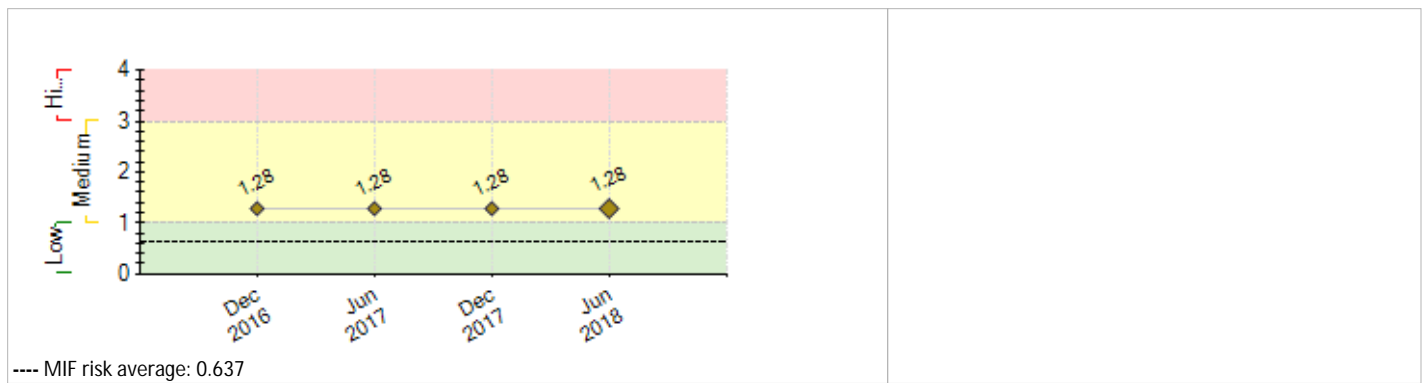
INSTITUTIONAL CAPACITY

Risk

Financial Management: Low

Procurement: Low

Technical Capacity: Low



SECTION 2: PERFORMANCE

Summary of project performance since inception

1. The main results achieved thus far include: (i) organizing a taskforce to analyse the youth ecosystem fragmentation; (ii) developing 4 technical proposals; (iii) the development of a communication strategy; (iv) 11 training centres evaluated and improvement plans completed; (v) 125 professionals trained; (vi) 1 strengthening activity for the NEO Jamaica Alliance organized; (vii) draft sustainability plan developed; (viii) LMIS platform developed; (ix) 118 employers mobilized; and (x) 81 youth reached.

2. The merger of service providers has caused delays in the training of the professionals and collecting information on youth reached. The constant change in leadership at HEART and NYS has been detrimental to the project. Actions already taken included engaging HEART and to provide support to collect data on youth trained.

3. The most important risk includes inability to collect information on youth trained. We know that youth are being trained but not reported. The action to taken to mitigate this risk is to constantly engage centres, especially HEART and NYS and provide technical and administrative support where necessary

4. The project is moderately likely to achieve its final objectives as most activities have been completed and 125 professionals have been trained.

5. The EOU efforts through the end of the project are: (i) training professionals; (ii) placing youth; (iii) facilitate the collection of youth data; and (iv) finalizing case studies.

Comments from the Supervision Team Leader

Agree with the Executing Agency comments

The challenges faced by the EA has been numerous and ongoing, however, the EA has found ways to circumvent the issues or resolve the problems, where possible. It is critical that the data on youths can be documented to determine the success of the initiatives under the project.

Summary of project performance in the last six months

1. The main achievements for this semester include: (i) 67 professionals trained; (vi) 1 strengthening activity for the NEO Jamaica Alliance organized; (iii) draft sustainability plan developed; (iv) LMIS platform developed; (v) 118 employers mobilized; and (vi) 81 youth reached.

2. There are no significant delays however, the merger of HEART, the National Youth Service and the Jamaica Foundation for Life Long Learning caused delays in the training of the professionals.

3. The EOU efforts for the semester are: (i) training professionals; (ii) placing youth; (iii) facilitate the collection of youth data; and (iv) finalizing case studies.

Comments from the Supervision Team Leader

Agree with the Executing Agency comments

Agree

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	0	
	I.2	NEO graduates placed in jobs remained in their jobs for at least two (2) months after the program	0			2400	0	
	I.3	NEO graduates that continue studying or go back to schools.	0			1280	0	
	I.4	NEO graduates who are working, have an income higher than or equal to the national minimum wage.	0			2400	0	
	I.5	Satisfied employers with NEO graduates	0			80	0	
	I.6	NEO graduates obtained formal employment	0			1600	0	
						Feb 2019		
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	0	
	R.2	Number of NEO graduates of training offered by NEO	0			6400	0	
	R.3	Number of youth that have access to training, vocational orientation and job placement (enrolled) because of the program	0			10000	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	0	
	R.5	Participant institutions increase their services and access to youth	0			9	0	
						Feb 2019		
Component 1: Coordination of the youth employability ecosystem Weight: 1% Classification: Satisfactory	C1.11	Taskforce organized to analyse the fragmentation of the youth ecosystem in the country.	0			1	1	Finished
	C1.12	Technical proposals related to institutional framework for youth employability, a common metric system and recommendations for public policy developed	0			1	1	Finished
	C1.13	Strengthening workshops organized for the NEO Jamaica Alliance	0	1	2	4		Delayed
	C1.14	Institutions M&E capacity strengthened	0	Feb 2017	Feb 2018	5	5	Finished
						Feb 2019	Apr 2018	
Component 2: Implementation of a more effective vocational training programs system Weight: 79% Classification: Satisfactory	C2.11	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		Delayed
	C2.12	Job training centres evaluated in accordance with the NEO quality standards guide and having them develop their comprehensive improvement plans	0			4	11	Finished
	C2.13	Teachers trained in best practices in teaching methods for youth	0			40	40	Finished
	C2.14	Professionals trained in Passport to Success: Life Skills program (PTS)	0			40	58	Finished
	C2.15	Professionals trained in best practices in career counselling	0			10	10	Finished
	C2.16	Youth enrolled and trained in job-training courses	0	2000		8000		Delayed
	C2.17	Youth placed in internships opportunities, mentorship programs, apprenticeships or on the job training	0	500		4000		Delayed
				Feb 2018		Feb 2019		
Component 3: Strengthening of youth employment services Weight: 17% Classification: Unsatisfactory	C3.11	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	7	Finished
	C3.12	Professionals trained in best job placement practices	0			30		Finished
	C3.13	Professionals trained in best practices in career counselling	0			10	10	Finished
	C3.14	Government's employment digital portal to offer information adapted to poor and vulnerable youth strengthened	0			1		
	C3.15	Youth attended in vocational orientation centres, employment centres and offered information through the platform and the job fairs.	0	500		2000		Delayed
	C3.16	Employers using the platform and offering job opportunities	0	Feb 2018		100	100	Finished
						Feb 2019	May 2018	
Component 4: Knowledge management and strategic communication Weight: 3% Classification: Satisfactory	C4.11	Communication strategy developed	0			1	1	Finished
	C4.12	Public institutions have access to the knowledge products of the project	0			5		
	C4.13	Private institutions have access to the knowledge products of the project	0			5		
	C4.14	Academia/ education institutions have access to the knowledge products of the project	0			5		
	C4.15	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	5	Jun 2016	5	Jun 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		
M6	Draft strategic communication and dissemination plan developed	1	Jul 2018	1	Mar 2017	Achieved		
M5	[*] 100 employers mobilized	100	Jul 2018	100	May 2018	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			
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[*] Indicate that the milestone has been reformulated

CRITICAL ISSUES THAT HAVE AFFECTED PERFORMANCE

- [X] Community/political opposition
- [X] Design of project/Components
- [X] National political changes
- [X] Lack of a tracking and evaluation System

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

Issue	Comments
[X] Relevant actor's opposition or lack of interest to continue with the project's activities or services	The project was designed with significant participation by HEART Trust /NTA, however HEART Trust/NTA objects to a study being conducted as they indicate that they already deliver programmes aligned to labour market research and intelligence and national priorities. The Trust through the Labour Market Research and Intelligence Department conducts labour market studies annually and it is the research that drives programme development and delivery.

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

During the reporting period, NEO Jamaica has been focused on building public-private partnerships as they are at the core of new models. Essentially, new funding streams and resources are created and leveraged as new and expanded partnerships are developed and nurtured. These partnerships are strengthened as leaders develop strategic infrastructures centered on improvement efforts. In addition, the Alliance will establish formal connections with Community Engagement NGOs and Service Learning, and develop relationships with external constituencies to generate internship and project opportunities.

SECTION 6: PRACTICAL LESSONS

	Relative to	Author
1. Mechanisms to collect data on youth should have been explored at the beginning or design stage of the project to ensure institutional idiosyncrasies are understood and addressed accordingly.	Design	Bryce, Barrington