

TECHNICAL COOPERATION PROFILE

MARCH 17, 2008

I. BASIC PROJECT DATA

Country: Jamaica
Program name: Impact Evaluation of National Youth Service's Corps Program
Program number: JA-T1035
Team members: Aimee Verdisco (SCL/EDU), Team Leader; Jennelle Thompson (EDU/CPE), co-Team Leader; Claudia Cox (SCL/EDU); and Diego Buchara (LEG/SGO)
Beneficiary: National Youth Service of Jamaica (NYS)
Executing agency: SCL/EDU
Financing plan: IDB (Social Fund-OC): US\$400,000
Local: US\$115,000
Total: US\$515,000
Technical responsibility: SCL/EDU
Tentative dates: Board: May 2008

II. BACKGROUND AND PROBLEM STATEMENT

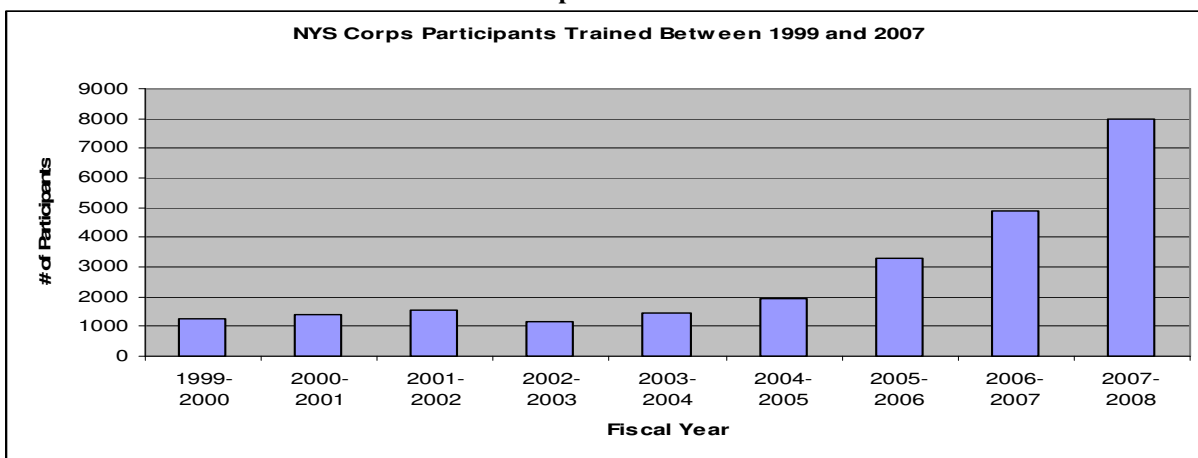
- 2.1 The National Youth Service of Jamaica (NYS) was introduced in 1973 in Jamaica for all secondary school leavers with the idea that each participant would receive a two-year job placement within the public sector. The program did not contain any intensive job training prior to placement. Reintroduced in 1995, the NYS today is an organization that provides a wider array of youth development programs than it did in the 1970s.
- 2.2 The most prominent program offered by the NYS is the Corps Program. Participants in this program represent all areas of Jamaica, males and females from ages 16-24 years, the majority of whom are unattached youth. Unattached youth are defined as those youth that are not employed, not enrolled in school, and not engaged in any other form of training, and estimates indicate that there are 140,000 unattached youth in Jamaica.
- 2.3 The Corps Program is the only program offered by the NYS that targets unattached youth; and also it is the longest-running program of the new NYS.¹ The Corps Program is an intensive entry-level job preparation program for 1 month followed by a 6-month internship/placement in a job. The program has

¹ Other apprenticeship programs targeted towards wider populations also exist in Jamaica. Among these is the Kingston Urban Renewal Project (also supported by the Bank; ATN/SF-7635-JA), which offers vocational training courses ranging in duration from one week to six months to non- and semi-skilled workers and entrepreneurs. The project then places some graduates in six-month apprenticeship programs in private businesses inside and outside Central Kingston.

been consistently offered since 2000, and a new version (the non-residential program) began in 2007 in order to accommodate more youth. It operates almost continuously throughout the year, and different subject matter is offered on a rotating basis so that participants are trained for different industrial/economic sectors of the workforce. During the 2007-2008 fiscal year the NYS will operate 27 Corps Programs with a target of 300 participants each.

- 2.4 The approach implemented by the NYS towards unattached youth is one of positive youth development. This is a conceptual shift from older models of trying to fix youth problems, to one of providing positive opportunities for youth to develop across a broad range of capacities that prepare them for life as a productive adult.
- 2.5 Corps Program growth has quadrupled over the four years since 2002-2003, and further growth is expected over the next decade (see Graphic II-1). As the NYS prepares to accommodate the ever-growing demand for its Corps Program, there is considerable interest in evaluating the impact of this program on its participants.

Graphic II-1



- 2.6 **Justification for use of resources from the Social Fund.** The proposed Project lays out an innovative design to evaluate the impact of positive youth development programs. The findings will be an important input for the NYS as it expands its Corps Program and should provide insights to other countries adopting similar strategies. This proposal is in line with the Social Fund's objectives (GN-2426-3) insofar as it will enhance upstream investment lending in Jamaica and go beyond to improve the quality and relevance of programs targeted towards unattached youth.

III. PROGRAM OBJECTIVE AND DESCRIPTION

A. Objectives

- 3.1 The objective of this operation is to establish an evaluation framework for the NYS Corps Programs. More specifically, it will provide for a randomized evaluation, from which a baseline for the Project JA-L1005, currently under preparation, will be drawn and a framework for monitoring and evaluation over the life of the project will be created.

B. Description

- 3.2 Three main components are envisioned: (i) an impact evaluation of the NYS Corps Program; (ii) a survey of employers to better structure NYS Corp Program offering and increase the participation of the private sector in hiring NYS graduates; and (iii) dissemination of results.

C. Components

- 3.3 **Component 1. Impact evaluation of the Corps Program** (US\$405,000). In order to evaluate the impact of the NYS, a comparative study will be undertaken that examines participant outcomes over time with an equivalent group of subjects that do not participate in the program. To this end, three test groups will be created: (i) Group A, comprised of NYS applicants accepted to the program; (ii) Group B, comprised of NYS applicants accepted to the program but who will not participate in the program for one year (entry is deferred); and (iii) Group C, comprised of NYS applicants that do not meet criteria for admittance to the program under the current operating guidelines. Groups A and B will be randomly assigned and stratified by parish. This TC will provide resources to support the NYS in recruiting all participants, constructing Groups A, B, and C, and ensuring the sustained participation of subjects throughout the study.
- 3.4 Six separate instruments will be applied to subjects in each group to determine the overall impact of the Corps Program. Each instrument will be adapted and validated to the Jamaican context and to unattached youth. These same instruments will be used to construct an evaluation framework for future NYS programs, including the Corp Programs, as well for JA-L1005. These instruments will include: (i) a single form to capture information relevant to socio-economic status, behavioral history, educational attainment, employment history; (ii) a youth asset instrument; (iii) an employability skill instrument; (iv) a personality profile instrument; (v) a cognitive ability instrument in reading; and (vi) a cognitive ability instrument in math. This Technical Cooperation (TC) will provide resources for the acquisition of these instruments, their adaptation and validation, and any equipment necessary for their implementation. It will also provide resources for the collection, systematization, interpretation and analysis of all data collected, as well as for the preparation of a technical report summarizing results, drawing lessons learned, and providing concrete policy recommendations and guidance for the NYS. Additional resources will be provided to support the NYS in recruiting participants and ensuring their sustained participation throughout the study.
- 3.5 **Component 2. Employer study** (US\$60,000). This component will support a study of employers throughout Jamaica to determine their level of satisfaction with NYS programs, particularly the Corps Program, and to open new possibilities for internships for NYS graduates. More specifically, this component will include the creation and validation of an instrument to survey employers and its application to a nationally representative sample. This component will also

provide resources for the collection, systematization, interpretation and analysis of all data collected, as well as for the preparation of a report summarizing results and providing clear policy guidance for the NYS.

- 3.6 **Component 3. Dissemination** (US\$30,000). This component will support a series of activities to disseminate the results of Components 1 and 2. It will support a national seminar with authorities from the NYS, the Ministries of Education and of Labor, as well as the private sector. All results from Components 1 and 2 will be posted on the NYS website. A series of activities will also be held in the parishes to disseminate results.

IV. COST AND FINANCING

- 4.1 The total cost of the TC is US\$515,000 (see [Annex I](#)). Of the total amount, US\$400,000 will be financed with resources chargeable to the Special Program for Employment, Poverty Reduction and Social Development in Support of the Millennium Development Goals (Social Fund) on a non-reimbursable basis, and US\$115,000 will be local contribution in kind, largely consisting of NYS staff time.

V. EXECUTING AGENCY AND EXECUTION STRUCTURE

- 5.1 The government of Jamaica has requested that the Bank execute this operation. It will do so in close collaboration with the National Youth Service and the Planning Institute of Jamaica.

VI. MAJOR ISSUES

- 6.1 There are no major issues associated with this project.

VII. ACTION PLAN

- 7.1 The Bank will hire a consultant to provide technical oversight and supervision for the project. This consultant will be responsible for a number of tasks required to start the overall impact evaluation. Included here are tasks related to the generation of the sampling matrix; coordination with the NYS regarding issues of subject recruitment and continued participation throughout the life of the study; procurement, adaptation and validation of instruments; recruitment and training of enumerators; and issues related to data collection, storage and interpretation.
- 7.2 SCL/EDU will have the technical and operational responsibility for this operation. NYS will collaborate with SCL/EDU to prepare a Plan of Operations and all corresponding Terms of Reference. The Board is expected to approve the TC by May 2008.

VIII. ENVIRONMENTAL AND SOCIAL STRATEGY

- 8.1 This TC was reviewed by the Environmental and Social Impact Review (ESR) Committee on March 7, 2008. No negative environmental or social effects were

identified and the TC has been classified as a “C” according to the Safeguard Classification Tool.

(ORIGINAL SIGNED)

Vo. Bo. _____

Marcelo Cabrol
Chief SCL/EDU

(ORIGINAL SIGNED)

Approval: _____

Kei Kawabata
Manager SCL/SCL

(ORIGINAL SIGNED)

Dora Currea
General Manager CCB/CCB

**IMPACT EVALUATION OF NATIONAL YOUTH SERVICE'S CORP PROGRAM
(JA-T1035)**

DETAILED BUDGET

Description	IDB	Local	Total
Component I	<u>305,000</u>	<u>100,000</u>	<u>405,000</u>
Technical oversight	50,000	-	50,000
Administrative and logistical support	20,000	-	20,000
Sample preparation	14,500	-	14,500
Adaptation of instrumentation	6,300	10,000	26,300
Measurement instrument technology	10,000	15,000	35,000
Instrumentation acquisition	7,200	-	7,200
Training of enumerators	10,000	15,000	25,000
Administration of instrumentation	52,000	50,000	102,000
Participant incentives	125,000	-	125,000
Data collection and interpretation/report	10,000	10,000	20,000
Component 2	<u>50,000</u>	<u>10,000</u>	<u>60,000</u>
Employer survey	30,000	-	30,000
Data collection and interpretation/report	20,000	10,000	30,000
Component 3	<u>25,000</u>	<u>5,000</u>	<u>30,000</u>
Dissemination	25,000	5,000	30,000
Contingencies	<u>20,000</u>	<u>-</u>	<u>20,000</u>
Total	<u>400,000</u>	<u>115,000</u>	<u>515,000</u>