



Youth and Economic Participation in the Commonwealth Caribbean

**Preliminary review of provisions within
National Youth Policies on Youth Employment
and Employability**

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Scope of review

Sampling of Caribbean National was undertaken to assess:

- What salient provisions exist to facilitate Youth Employment and Employability.
- What special provisions if any are made to promote self-employment and entrepreneurship
- Are programmes targeted specifically to youth who need support.
- What could be general gaps to be managed in addressing youth employment and employability.

Status of Youth Policies

- Written National Youth Policies exist in Anguilla, Antigua and Barbuda, Belize Cayman Islands, Dominica, Jamaica, Montserrat, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago and Turks and Caicos.
- The Bahamas, Belize and Guyana are currently actively reviewing or drafting national youth policies are.
- The most recent policy document is the Barbados Youth Policy, which was completed in March 2011.
- Several countries and territories are due to review or update their youth policies.
- The status of four is not known. (Canada, St. Kitts and Nevis, Grenada, Virgin Islands)
- All policy documents referred to above contain provisions for youth employment and employability.

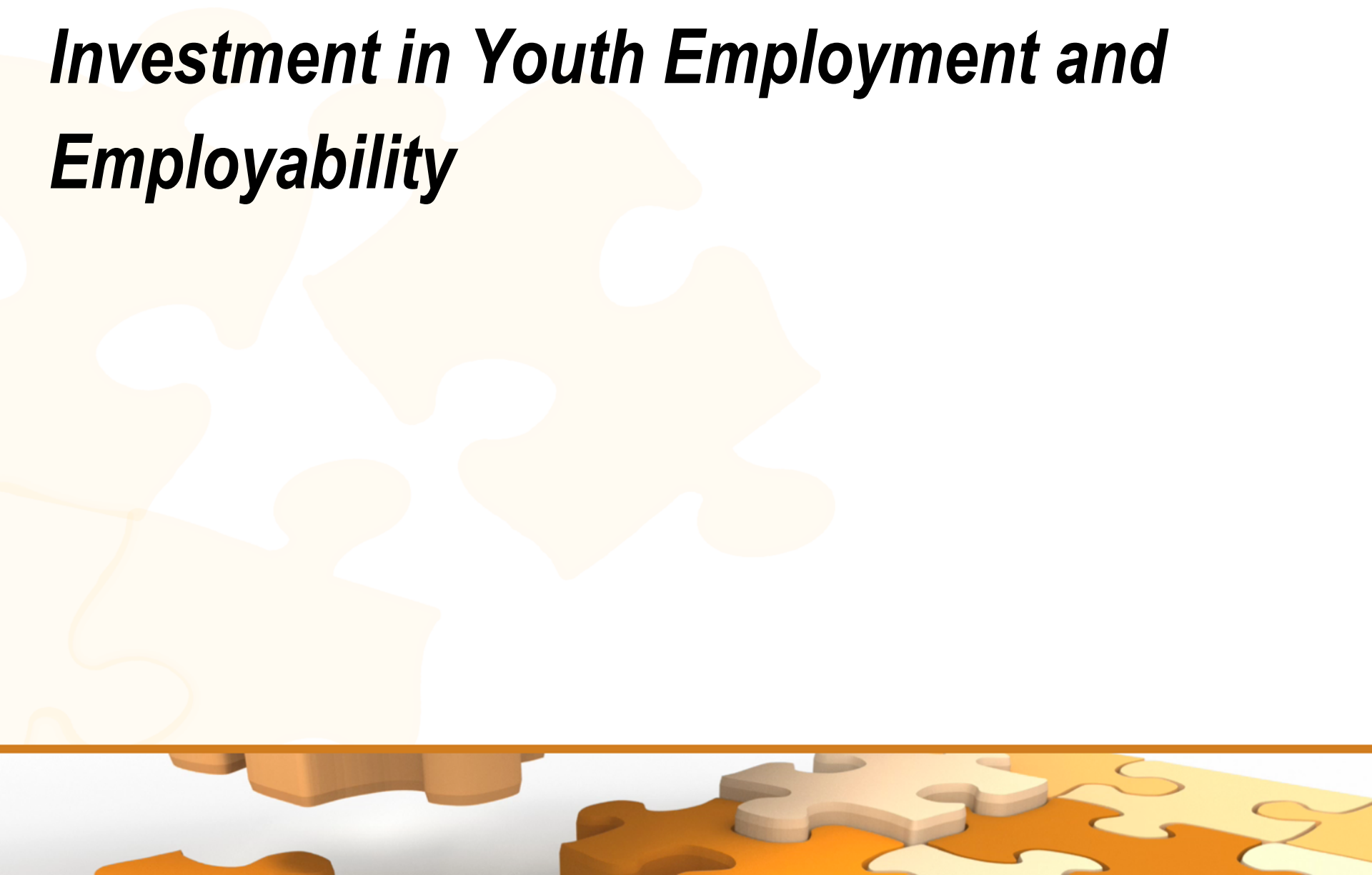
Salient provisions on Employment and Employability

- The creation of mechanisms to increase the level of youth employment and employability as well as the promotion of life-long learning and self development.
- Advocacy for an education system that is relevant to the needs of youth, to potential employers, emerging employment markets and global technologies.



National Youth Policy Provisions:

Investment in Youth Employment and Employability



Employability: Addressing Technical Skills Mismatches

“Offsetting the mismatch of technical skills among youth entails facilitating access to vocational training, creating an enabling environment for the development and expansion of competitive job training and providing effective active labour market programmes to unemployed youth and youth living in isolated areas where the market does not reach. It may also involve workplace training schemes, the creation or improvement of apprenticeships/internships systems, the promotion of subsidized training programmes that provide financial incentives to employers for in-service training and the delivery of entrepreneurship skills training for youth seeking self-employment options.” (ILO, 2010)

	Through Access to Vocational Training Programmes	In-Classroom, In-School Training	On-the-Job Training
Anguilla			*
Antigua and Barbuda			
Barbados		*	*
Belize	*		*
Cayman Islands	*		*
Dominica	*		
Jamaica			
Montserrat			
St Lucia		*	*
St Vincent and the Grenadines			
Trinidad and Tobago	*		
TOTAL	4	2	5

Employability: Addressing Non-Technical Skills Mismatches

“Non-technical skills comprise insufficient numeracy and literacy skills. A mismatch at this level creates significant disadvantages in the labour market and requires the active participation of governments in improving the standards and facilitating access for youth to general education and skills training within and outside the formal education system. Non-technical skills also involve soft and life skills (which go to the core of behaviours and attitudes of youth towards the work environment) and require training on communication, leadership, capacity to work in teams, motivation and discipline”. (ILO, 2010)

	Soft and Life Skills Training	Teacher Training	Guaranteeing Programme; Curricular performance standards; Strengthening of technical/vocational curriculum	Institutional Capacity, Accessibility and Performance (Academic)
Anguilla	*	*		*
Antigua and Barbuda	*	*		*
Barbados		*	*	*
Belize				
Cayman Islands	*	*	*	
Dominica	*			
Jamaica	*			
Montserrat	*		*	*
St Lucia	*		*	
St Vincent and the Grenadines				
Trinidad and Tobago	*			
TOTAL	8	4	4	4

Employment Creation: Addressing slow job growth barriers

“The lack of labour demand prompted by insufficient growth has a significant impact on involuntary unemployment and discouragement, particularly among youth. It remains the toughest barrier to tackle, particularly in developing economies. While there are other macroeconomic and investment climate aspects that play a role in addressing employment growth, active labour market measures such as wage and training subsidies as well as public works programmes can motivate employers to hire young people as well as to counteract the excess labour supply of young workers in times of crisis” (ILO, 2010)

	Wage and/or training governmental subsidies	In-School Counseling and Job Search Advice	Public Works/Temporary Employment Programmes/Youth Job Corps	Investment in Alternative Sectors
Anguilla	*	*		
Antigua and Barbuda	*			*
Barbados		*	*	*
Belize				*
Cayman Islands		*	*	*
Dominica				
Jamaica			*	*
Montserrat			*	*
St Lucia		*	*	
St Vincent and the Grenadines				
Trinidad and Tobago			*	*
TOTAL	2	4	6	7

Equal Opportunities: Addressing youth-discrimination/deficiencies in the labour market and Inadequate Job Matching

A number of measures to counteract discrimination towards youth include affirmative action programmes and employee mentoring. Matching failures occur frequently among youth who often lack relevant information and access to networks that can help them find the right job for their skills. (ILO, 2010)

	Affirmative Action/ Youth Economic Participation Programmes	Employee mentoring/ Use of retirees for training	Employment and intermediation services, direct Job-Search Assistance	Skills Certification Systems/ competency Based Certification and Skills, Quality Assurance	Inclusion of vulnerable groups
Anguilla	*		*	*	*
Antigua and Barbuda	*				*
Barbados					*
Belize				*	*
Cayman Islands	*	*			*
Dominica	*				*
Jamaica					*
Montserrat			*		*
St Lucia		*	*		*
St Vincent and the Grenadines			*		*
Trinidad and Tobago			*		*
TOTAL	4	2	4	1	11

Facilitating Entrepreneurship: *Addressing lack of access to start-up capital and deficiencies in preparing youth for successful and innovative business ventures*

	Comprehensive entrepreneurship programmes	Demand-Driven Skills Training	Mentoring	Financial Support; Access to and Provisions for accessing Financial Capital	Promoting Self Employment and Youth Innovation
Anguilla		*		*	
Antigua and Barbuda		*		*	
Barbados		*	*	*	*
Belize	*			*	
Cayman Islands			*		*
Dominica	*			*	*
Jamaica	*	*		*	*
Montserrat					
St Lucia			*		
St Vincent and the Grenadines				*	
Trinidad and Tobago		*			
TOTAL	3	5	3	7	4

New things and more of old

- Sports as an industry that creates employment
- Cultural Industries, which are the fastest growing industries in the world. They currently represent 7% of the world's GDP.
- Youth labour laws, rights as workers, preparing for markets

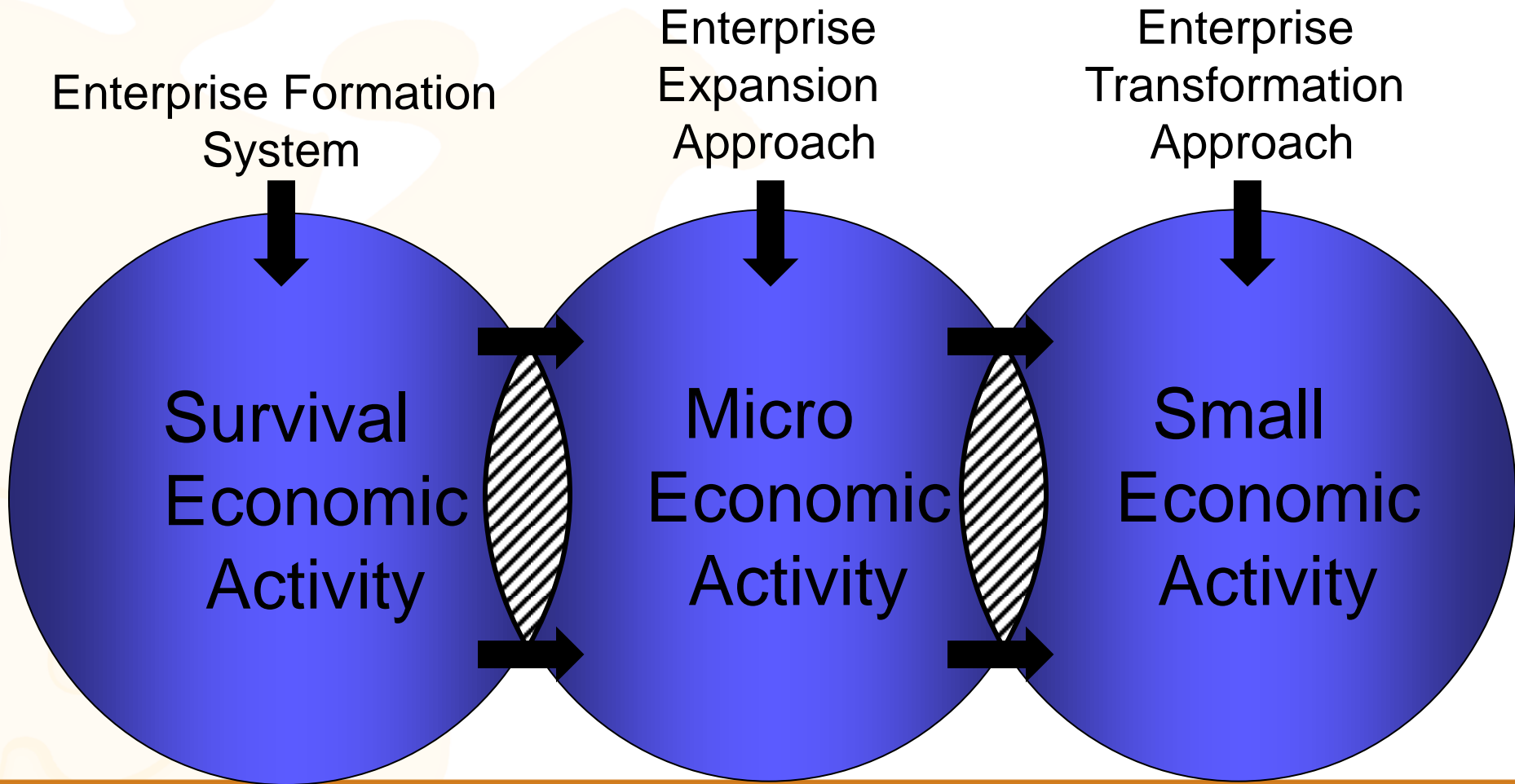


Culture of entrepreneurship

- Expanding enterprise development
- Access to information on entrepreneurship start up and assistance to young entrepreneurs.
- National micro and small enterprises boards/ youth entrepreneurship associations
- Making YED high-profile, desirable
- Linking unemployed young men and women to employment related information, job access and opportunities.



Expanding enterprise



Green is the colour

Green entrepreneurship
and involving youth in
environmental public
environment schemes

Agriculture, and agri-
business with implications
for enhancing land access
for youth.



Everything is going 'green'

Green buildings

Green products

Green tourism

Green ICT

Green
investment

Green energy

Green cities



R&D and knowledge banks

- More research and planning for training and qualifications relevant to the job market
- More focus on science and technology and innovation in entrepreneurship.
- Integrating science and technology-based institutions and innovations with the youth business sector.
- Developing infrastructural support services such as Incubators/ Business Development Centres.

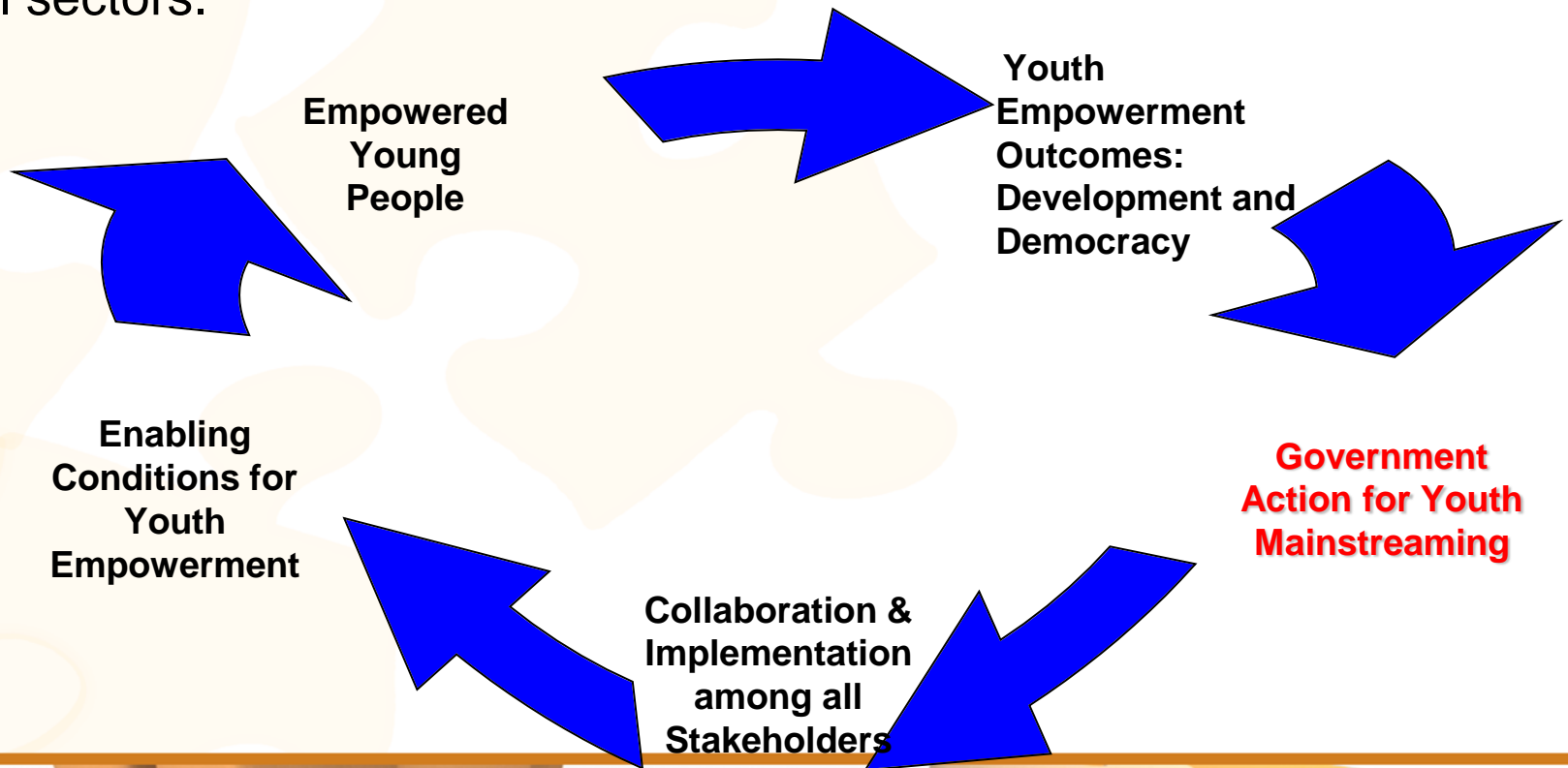
Quality and relevant training

- TVET programmes at schools to cater to new job market needs and innovative industries.
- Quality control and certification for TVET programmes.
- Quality control for entrepreneurship education



Mainstreaming

- Implementation of innovative youth friendly financial schemes
- Integrating youth in national manpower planning.
- Mainstreaming youth employment – working with key stakeholders in all sectors.



Good practice for building the MSE capacity in youth policies



Where are we?

- The extent to which policy provisions are successfully mitigating employment and employability concerns.
- The implications for new evidenced-based provisions to meet employment and employability issues- what's lacking, how do we address the gaps?
- Is there merit in developing specific youth employment action plans?
- What are the critical inter-sectoral linkages to produce success outcomes in youth employment and employability?



Where are we?

- Revamping skills programmes and unleashing creativity and innovation-how?
- Good practice in employment and employability that can be used as benchmarks for replication.
- Capacity development and institutional strengthening issues- who needs what?
- M&E- role of oversight



Together we can

"There is a need for education, training, skills development, mentoring and enterprise creation to create a self-employed generation" – Commonwealth Secretary-General

