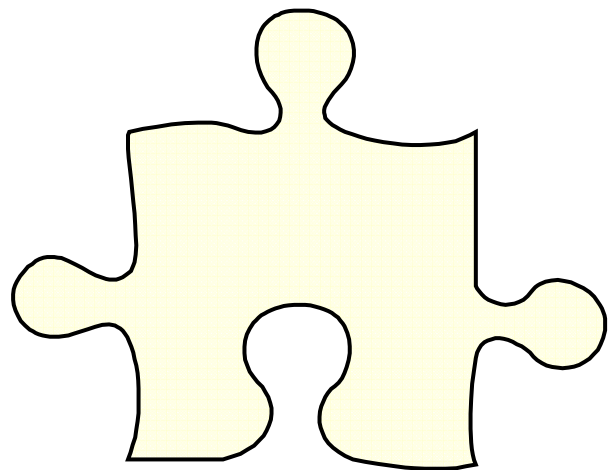
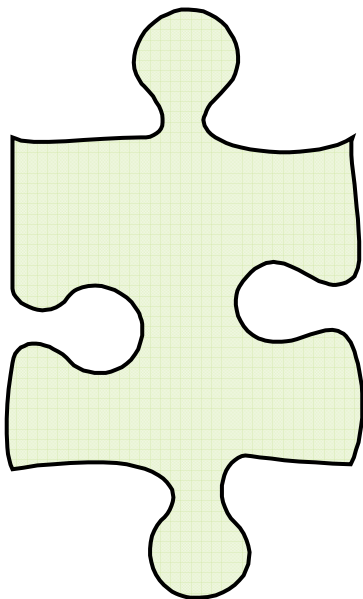


The HEART Trust-National Training Agency

UNATTACHED YOUTH IN JAMAICA



Planning & Project Development Division

February 2009

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The HEART Trust-National Training Agency

Unattached Youth in Jamaica¹

Overview

The HEART Trust was established in 1982 primarily to address youth unemployment through training aimed at enhancing access to employment opportunities. In 1991, HEART Trust was repositioned as the HEART Trust/National Training Agency (NTA) responsible for planning and coordinating the TVET system of Jamaica. With its expanded role, the agency continues to provide training largely to unemployed unattached youth 16 – 24 years of age island-wide, through 28 HEART owned institutions, on-the-job training in over 1,200 firms, and community based training partners at over 100 locations. The National Council on Technical and Vocational Education and Training (NCTVET), an offspring of HEART established in 1994, sets standards for training programmes, accredits training providers, provides the quality assurance services regarding assessment and certifies learners.

Since 1982, HEART has trained over 350,000 persons and enrolment in the last three years has averaged 91,871. About two-thirds of participants in HEART fall within the 16-24 years age group. Already, a large proportion of participants enter the HEART training programmes with a relatively low level of attainment in education (based on an admissions test pegged at Grade 9), unemployed, often lacking financial support, between the ages of 16 and 24 years, and with limited chances of being accepted in other institutions for training. Entrance test pass rates of applicants for its TVET programmes are low. Among the Level 1 applicants last year, 37% passed the test and 63% did not. Those not passing included 5,391 males and 7,237 females for a total of 12,628. This group is a good candidate for immediate outreach as they want to receive training.

Unattached Youth Defined

The international definition for youth usually starts at either 14 or 15 years of age and ends at 24 years of age. For the purpose of this research and given the definition used in the labour force survey of Jamaica, youth will be defined as persons who fall within the 14 to 24 years age group. Therefore, unattached youth will be defined as those who are in the age group of 14 – 24 years, unemployed or outside the labour force, and not in school or in training.

Given this definition and based on the 2007 Labour Force data provided by STATIN, analysis of the data shows an estimated amount of **127,000** youths in Jamaica are unattached.

¹ This document was prepared by the Planning & Project Development Division of HEART Trust-NTA by Kerron Lindo and Tom McArdle, December 2008.

NUMBER OF UNATTACHED YOUTH (14 – 24 years) IN JAMAICA - 2007

		Total
POPULATION (14 – 24 years)		549,910
Less:		
Employed	170,340	
In School full time/ Part time	251,438	
* In Training in 2007 (unemployed/outside the labour force)	1,132	
Total Attached		422,910
UNATTACHED (est.)		127,000

Source: Calculations based on 2007 labour force data provided by STATIN (2008)

N.B. * Persons who are unemployed or outside the labour force and indicated that they were trained in 2007 (at the time of the survey) were excluded as part of the unattached youth group. The assumption is that these persons may or may not still be enrolled in a school or training programme but certainly would have recently completed training in 2007 and they are unlikely to fall in the medium to high risk category of those considered to be unattached since they may need time as job seekers to obtain a job.

While discussing the term *unattached youth* we must also consider the concept of *at-risk youth*. Not all unattached youth are necessarily at-risk youth. An affluent housewife may be counted among the unattached, but is not necessarily at-risk. At-risk youth have a higher probability of poverty, crime and anti-social behaviour including drug abuse, premature parenthood, association with criminal gangs, and diseases such as HIV. This is a distinction to bear in mind. An Index developed in conjunction with the National Youth Policy aimed at rating at-risk youth is attached as an Annex to this report.

Labour Market Profile of Unattached Youth

Demographic Profile

A majority (63%) of the 127,000 unattached youths is female and this is most pronounced in the parishes of Hanover and Manchester (76% of all unattached youth in each), Trelawny and St. Thomas (75% each), St. Mary (70%), and Clarendon (67%). The two parishes in which the ratio of males to females is relatively high are in Kingston (52%) and St. Catherine (44%). It is interesting to note that the two parishes in which crime is a major problem are also where males among the unattached youths are strongly represented.

As expected, males among unattached youths are more likely to be participating in the labour force than females. The majority of both sexes in this group however, are outside the labour force and not attending any form of school nor participating in any training programme (54% males and 66% females). Unattached males outside the labour force are predominantly high in the parishes of Hanover (89%), Kingston (83%), St. James (73%), St. Andrew (66%), and Manchester (60%) while on the other hand unattached females are predominantly represented with high percentages of non-participation in the labour force in all except five parishes namely St. Thomas (51%), St. Mary (51%), Portland (55%), Manchester (56%), and St. Elizabeth (57%).

Interestingly, in four of the parishes identified where a majority of unattached males are outside the labour force, crime is noted to be high (i.e., Kingston, St. Andrew, St. Catherine, and St. James). According to the PIOJ's Economic and Social Survey publication (2007), 75% of major crimes committed (murder, shooting, rape, carnal abuse, robbery, larceny and breaking) occurs in the parishes of Kingston (12%), St. Andrew (25%), St. Catherine (17%), St. James (12%) and Clarendon (9%). Approximately 50% of those arrested are males between the ages of 12 and 25 years old compared to approximately 1% of those arrested being females in that age group. Only 12% and 11% of males and females, respectively, between the ages of 15 and 24 years are victims of major crime.

From all indications, if we can engage among the youth more males to participate in productive and meaningful socio-economic activities then we could achieve a significant dent in crime. Pivotal then to HEART's intervention must be to target unattached youths, particularly males, in parishes cited where crime is most prevalent. Therefore as a matter of priority and given HEART's limited resources, the agency needs to target the five parishes mentioned where crime is most prevalent and where training interventions are expected to be most effective.

Table 1: Gender breakdown of unemployed and outside the labour force, ages 14-24

Parish	Gender				Total		Percent Male
	Male		Female		Male	Female	
	Unemployed	Outside	Unemployed	Outside			
Kingston	514	2478	678	2032	2992	2710	52%
St Andrew	2804	5542	2316	11913	8346	14229	37%
St Thomas	920	442	2036	2107	1362	4143	25%
Portland	1553	387	1249	1529	1940	2778	41%
St Mary	859	914	2018	2123	1773	4141	30%
St Ann	2047	1153	1903	2986	3200	4889	40%
Trelawny	594	426	967	2150	1020	3117	25%
St James	833	2309	1181	3070	3142	4251	42%
Hanover	105	826	847	2074	931	2921	24%
Westmoreland	1968	1430	1656	3222	3398	4878	41%
St Elizabeth	1556	1753	2357	3119	3309	5476	38%
Manchester	723	1086	2524	3262	1809	5786	24%
Clarendon	2231	2514	2811	6764	4745	9575	33%
St Catherine	4866	4020	4468	6784	8886	11252	44%
Total	21573	25280	27011	53135	46853	80146	37%
Percentage	46%	54%	34%	66%	37%	63%	

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Unattached youths in the five targeted parishes represent 55% or 70,124 of the 127,000 unattached youths identified with males representing 40% or 28,111 in these parishes. Interestingly, the number of males in these five selected parishes represents 60% of total males identified as unattached youths. The female/male ratio stood at approximately 2:1 in these five parishes and so, relevant training programmes are also required to address the needs of women in this group, especially since it is empirically known that the majority of households are headed by

women and the more trained and educated women are, the greater the impact on the health, education and social stability of children (including males) in these households.

Another important factor to consider in identifying the agency's target group is the minimum entrance age at which learners are accepted in the HEART financed training programmes. This minimum entrance age is set at 17 years of age. Table 2 shows the distribution of unattached youths by parish and age and the results revealed that 96% falls in that targeted age group 17 to 24 years and this does not vary significantly by parish except in St. Elizabeth (88%) and Westmoreland (100%). Therefore, in further refining the target numbers for HEART in the five selected parishes, the total would be reduced by 2,063 persons or to 68,061.

Table 2: Unattached Youth by Age Grouping: 96% are between 17 and 24

Parish	AGE						Total	17 Yrs & Over (%)
	14 – 16		17 – 19		20 – 24			
	Unem- ployed	Outside L.F.	Unem- ployed	Outside L.F.	Unem- ployed	Outside L.F.		
Kingston		183	209	1792	984	2536	5704	97%
St Andrew		518	1473	5561	3646	11376	22574	98%
St Thomas		194	944	1048	2012	1306	5504	96%
Portland	77	197	648	1171	2077	547	4717	94%
St Mary		140	300	1281	2577	1616	5914	98%
St Ann	259		1113	1401	2578	2738	8089	97%
Trelawny		117	674	1358	888	1101	4138	97%
St James		297	751	2441	1263	2642	7394	96%
Hanover		134	246	1619	705	1146	3850	97%
Westmoreland			1776	1927	1848	2726	8277	100%
St Elizabeth	85	993	1740	1043	2089	2836	8786	88%
Manchester		327	854	2270	2393	1752	7596	96%
Clarendon	90	182	799	3187	4153	5909	14320	98%
St Catherine		798	2601	4325	6732	5681	20137	96%
Total	511	4080	14128	30424	33945	43912	127000	96%
% by Age	3.6%		35.1%		61.3%		100.0%	

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 3: Work Experience and Parish

41% of the unemployed have never worked and 65% of those outside the labour force have never worked

Parish	Have you Ever Worked?						Percent Never Worked
	Unemployed		Outside L.F.		Total		
	Yes	No	Yes	No	Yes	No	
Kingston	820	373	1383	3128	2203	3501	61%
St Andrew	4017	1103	9930	7525	13947	8628	38%
St Thomas	2329	626	1212	1336	3541	1962	36%
Portland	2226	576	779	1137	3005	1713	36%
St Mary	1781	1096	143	2893	1924	3989	67%
St Ann	798	3152	360	3778	1158	6930	86%
Trelawny	781	781	797	1780	1578	2561	62%
St James	1674	341	2435	2945	4109	3286	44%
Hanover	247	704	757	2143	1004	2847	74%
Westmoreland	2905	719	1812	2840	4717	3559	43%
St Elizabeth	1369	2544	1409	3464	2778	6008	68%
Manchester	2072	1175	1375	2973	3447	4148	55%
Clarendon	3501	1540	2874	6404	6375	7944	55%
St Catherine	4303	5030	2322	8482	6625	13512	67%
Total	28823	19760	27588	50828	56411	70588	56%
Row %	59%	41%	35%	65%	44%	56%	

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 4: Unemployed Actively/Inactively Seeking Work: 90% are actively seeking work

Parish	Actively Seeking Job (Less than 6 Months)	Inactively Seeking Job (6Mths. & Over)	Never Tried	Total	Percent Actively Seeking
Kingston	867		326	1193	72.7%
St Andrew	4243	455	309	5119	82.9%
St Thomas	2519	286	151	2956	85.2%
Portland	2802			2802	100.0%
St Mary	2719		158	2877	94.5%
St Ann	3717	233		3950	94.1%
Trelawny	1411		151	1562	90.3%
St James	2014			2014	100.0%
Hanover	951			951	100.0%
Westmoreland	3503		120	3623	96.7%
St Elizabeth	3179	85	650	3914	81.2%
Manchester	3247			3247	100.0%
Clarendon	4032	393	616	5041	80.0%
St Catherine	8642	119	572	9333	92.6%
Total	43846	1414	3053	48582	90.3%
Total Row %	90.3%	2.9%	6.3%	100.0%	

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 5: Number Outside Labour Force Willing or Available to Work in the Next 12 Months: Only 12.2% say they are willing or available to work in the next 12 months

Parish	Yes	No	Don't Know	Total
Kingston	165	2973	1372	4510
St Andrew	1609	9890	5956	17455
St Thomas	405	1087	1057	2549
Portland	672	680	564	1916
St Mary	243	2554	239	3036
St Ann		3398	740	4138
Trelawny	602	1874	101	2577
St James	472	2985	1923	5380
Hanover	241	2591	68	2900
Westmoreland	695	3226	731	4652
St Elizabeth	662	3333	878	4873
Manchester	1100	2281	967	4348
Clarendon	1650	5562	2067	9279
St Catherine	1012	7301	2491	10804
Total	9528	49735	19154	78417
Total Row %	12.2%	63.4%	24.4%	100.0%

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 6: Means of Financial Support Obtained by those Outside of the Labour Force

Parish	Overseas Remittance	Parent/Guardian	Spouse/Partner	Other Relative	Friend	Savings	Other	Total
Kingston	104	2746	674	769		322		4615
St. Andrew	288	8977	4921	2763		229		17178
St. Thomas	115	1423	296	301	435		93	2663
Portland	96	825	631	364			96	2012
St. Mary	235	1003	848	766	83		337	3272
St. Ann		2080	517	1541				4138
Trelawny	165	1330	538	101	609			2743
St James	121	2327	1213	1047	408		167	5283
Hanover	105	1045	939	355	311	117		2872
Westmoreland	112	1813	1501	447	428	293	170	4764
St. Elizabeth	123	2380	1542	264		439	162	4910
Manchester	141	2231	922		1195			4489
Clarendon	287	3610	3079	1867	503	130		9476
St. Catherine	174	4884	2519	1655	840			10072
Total	2066	36674	20140	12240	4812	1530	1025	78487
% of Males	2.9%	69.5%	1.0%	21.5%	0.3%	3.5%	1.3%	100.0%
% of Females	2.5%	35.9%	37.3%	12.8%	8.9%	1.2%	1.3%	100.0%
Total Row %	2.6%	46.7%	25.7%	15.6%	6.1%	1.9%	1.3%	100.0%

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Education & Training Profile

Table 7: Unemployed and Received Training From HEART

Parish	Yes	No	Total	Percent HEART Trained
Kingston	80	1112	1192	6.7%
St Andrew	523	4596	5119	10.2%
St Thomas	776	2180	2956	26.3%
Portland	162	2640	2802	5.8%
St Mary	486	2391	2877	16.9%
St Ann	690	3260	3950	17.5%
Trelawny	264	1298	1562	16.9%
St James		2014	2014	0.0%
Hanover	231	721	952	24.3%
Westmoreland	1059	2565	3624	29.2%
St Elizabeth	479	3435	3914	12.2%
Manchester	458	2789	3247	14.1%
Clarendon	636	4405	5041	12.6%
St Catherine	997	8336	9333	10.7%
Total	6841	41742	48583	14.1%

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 8: Outside Labour Force and Received Training from HEART

Parish	Yes	No	Total	Percent HEART Trained
Kingston	165	4345	4510	3.7%
St Andrew	601	16854	17455	3.4%
St Thomas	94	2455	2549	3.7%
Portland	125	1791	1916	6.5%
St Mary	156	2881	3037	5.1%
St Ann	312	3827	4139	7.5%
Trelawny		2576	2576	0.0%
St James	609	4770	5379	11.3%
Hanover	133	2767	2900	4.6%
Westmoreland	463	4189	4652	10.0%
St Elizabeth		4873	4873	0.0%
Manchester		4349	4349	0.0%
Clarendon	322	8956	9278	3.5%
St Catherine	827	9977	10804	7.7%
Total	3807	74610	78417	4.9%

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 9: 70 percent of the unemployed have no academic qualification and probably need remedial education

Parish	Highest Academic Examination Passed (Unemployed)						Total	not stated	
	none	CXC basic, JSC 5 SSC, 3rd JL	CXC Gen, GCE 'O'			Degree			other
			1 - 2	3 - 4	5 +				
Kingston	968		225				1193		
St Andrew	2773	152	269	907	327	293	145	4866	253
St Thomas	2332		224	400				2956	
Portland	2131		366	195	110			2802	
St Mary	2061			571	158	86		2876	
St Ann	2112	158	250	653				3173	776
Trelawny	1086		113		363			1562	
St James	894		359	312	268	87		1920	94
Hanover	453	243					151	847	105
Westmoreland	2820	594		90	120			3624	
St Elizabeth	2332	124		882	293			3631	283
Manchester	2156	194		254	296	123	224	3247	
Clarendon	3216	206	120	612	121	431	216	4922	120
St Catherine	6140		227	1066	456	450	413	8752	581
Total	31474	1671	2153	5942	2512	1470	1149	46371	2212
	67.9%	3.6%	4.6%	12.8%	5.4%	3.2%	2.5%	100.0%	4.8%

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 10: 76 percent of youth outside the labour force have no academic qualification and probably need remedial education

Parish	Highest Academic Examination Passed						Total	not stated		
	none	CXC basic, JSC 5 SSC, 3rd JL	CXC Gen, GCE 'O'			CAPE/ GCE 'A' 3+			Degree	other
			1 - 2	3 - 4	5 +					
Kingston	3810	367	75		183			4435	75	
St Andrew	11437	200	1681	1801	1173			16413	1043	
St Thomas	1548		128	564	128			2368	180	
Portland	1326		104	254				1809	107	
St Mary	2369		234	318				2921	115	
St Ann	2067	836	222	211	348			3684	454	
Trelawny	2286			125			165	2576		
St James	3645		395	587	119			4746	633	
Hanover	1898	744		125				2767	133	
Westmoreland	3763	280	311	208			90	4652		
St Elizabeth	3598	232	327	123	274	106		4660	214	
Manchester	3462	163	436		288			4349		
Clarendon	7306		693	293	257			8549	730	
St Catherine	7759		1015	437	879			10243	561	
Total	56274	2822	5621	5046	3649	106	255	74172	4245	

Total Row %	75.9%	3.8%	7.6%	6.8%	4.9%	0.1%	0.3%	0.5%	100.0%	5.4%
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Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 11: Approximately 70 percent of unemployed youth have no skills training

Parish	Type of Training Received (Unemployed)						Total
	Vocational		Prof/Tech with Certificate	On-the-Job	Learnt from more Experienced Person	None	
	Without Certificate	With Certificate					
Kingston		80			272	840	1192
St Andrew	63	392	394	112	523	3634	5118
St Thomas	203	514			311	1666	2694
Portland	158	93		96	228	2227	2802
St Mary		911	86			1879	2876
St Ann		991			259	2512	3762
Trelawny		264		246		1052	1562
St James	194		87		587	1147	2015
Hanover		231	151			570	952
Westmoreland		1059		195		2370	3624
St Elizabeth	230	352		103	390	2839	3914
Manchester	141	542	123			2441	3247
Clarendon		762	431		848	2999	5040
St Catherine	161	1024	651	236	449	6813	9334
Total	1150	7215	1923	988	3867	32989	48132
Total Row %	2.4%	15.0%	4.0%	2.1%	8.0%	68.5%	100.0%

Not stated = 449; Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 12: Almost 90 percent of youth who are outside the labour force have no skills training

Parish	Training Type Received (Outside L.F.)						Total
	Vocational		Prof/Tech Degree/Diploma with Certificate	On the Job	Learnt from more Experienced Person	None	
	Without Certificate	With Certificate					
Kingston		165				4270	4435
St Andrew	169	933		99	319	15815	17335
St Thomas		94				2455	2549
Portland		125				1791	1916
St Mary		271				2766	3037
St Ann		491				3648	4139
Trelawny		209	165		197	2005	2576
St James	349	381	117	224	119	4189	5379
Hanover		267			124	2509	2900
Westmoreland		463	90			4099	4652

St Elizabeth		141		123		4610	4874
Manchester	481	467				3400	4348
Clarendon		599			126	8554	9279
St Catherine		1609			83	9113	10805
Total	999	6215	372	446	968	69224	78224
Total Row %	1.3%	7.9%	0.5%	0.6%	1.2%	88.5%	100.0%

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 13: 68% of unemployed youth completed grade 11

Parish	Highest Grade Achieved in Secondary School (Unemployed)				Total
	none	7 - 8	9 - 10	11 - 12	
Kingston			475	717	1192
St Andrew		293	1125	3700	5118
St Thomas		74	664	2136	2874
Portland		164	1144	1494	2802
St Mary			790	2087	2877
St Ann			806	3144	3950
Trelawny			263	1298	1561
St James	94	151	649	1120	2014
Hanover			207	744	951
Westmoreland			1155	2469	3624
St Elizabeth	120	564	920	2310	3914
Manchester			961	2285	3246
Clarendon	201		1262	3578	5041
St Catherine	120	289	2834	6090	9333
Total	535	1535	13255	33172	48497
Total Row %	1.1%	3.2%	27.3%	68.4%	100.0%

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Table 14: 65.5% of those outside the labour force completed grade 11

Parrish	Highest Grade Achieved in secondary school				Total
	none	7 - 8	9 - 10	11 - 13	
Kingston		104	1468	2938	4510
St Andrew	636	697	3654	12162	17149
St Thomas	325	0	569	1655	2549
Portland		91	1040	784	1915
St Mary		0	911	2125	3036
St Ann		0	500	3638	4138
Trelawny	312	86	747	1431	2576
St James	227	714	1202	3237	5380
Hanover	100	0	1047	1753	2900
Westmoreland	416	368	1581	2288	4653

St Elizabeth	260	736	1254	2624	4874
Manchester	166	0	1778	2404	4348
Clarendon	225	139	2251	6574	9189
St Catherine	482	407	2387	7528	10804
Total	3149	3342	20389	51141	78021
Total Row %	4.0%	4.3%	26.1%	65.5%	100.0%

Source: Calculations based on the April 2007 data provided by STATIN (2008)

Tables 15 and 16 speak to the occupational interests of the unemployed and those outside of the labour force.

Table 15: Occupational Areas Sought After by the Unemployed Unattached Youth

Occupational Areas	Numbers	Numbers Never Trained	Percent Trained	Percent Certified	Percent HEART Trained
Demonstrators (Sales)	6891	6168	7.8%	6.0%	2.2%
Waiters, Waitresses & Bartenders	3949	2744	30.5%	23.3%	18.0%
Building Construction Labourers	2883	2594	10.0%	0.0%	2.2%
Receptionists & Information Clerks	2597	1630	37.2%	32.9%	21.0%
Cashiers & Ticket Clerks	2467	1594	35.4%	16.7%	10.9%
Hand Packers & Other Manufacturing Labourers	2149	1796	16.4%	0.0%	0.0%
Bricklayers & Stone makers	1798	729	59.5%	7.9%	7.9%
Cooks	1754	1059	39.6%	34.5%	29.4%
Tellers & Counter Clerks	1601	1323	17.4%	7.7%	6.1%
Salespersons (Wholesale/Retail)	1330	1174	11.8%	11.8%	11.8%
Building & Related Electricians	1227	432	52.4%	23.4%	35.7%
Housekeeper & Related Workers	1197	400	66.6%	28.4%	34.2%
Nursing Associate Prof	1022	212	79.3%	69.2%	24.1%
Car, Taxi & Van Drivers	948	723	23.7%	16.1%	16.1%
Security Guards	936	257	72.5%	7.9%	20.0%
Other Clerks	923	782	15.3%	15.3%	15.3%
Child-Care Workers	787	556	29.4%	11.4%	11.4%
Accounting & Book-keeping Clerks	779		100.0%	82.9%	43.0%
Hairdressers/Barbers/Beauticians & Related Workers	772	614	20.5%	10.4%	10.4%
Motor Vehicle Mechanics & Fitters	760	397	47.8%	47.8%	47.8%
Domestic Helpers & Cleaners	523	523	0.0%	0.0%	0.0%
Sweepers & Related Labourers	515	515	0.0%	0.0%	0.0%
Filing & Library Clerks	502	502	0.0%	0.0%	0.0%
Police Officers	494	494	0.0%	0.0%	0.0%
Secretaries	487	353	27.5%	27.5%	27.5%
Gardeners, Horticultural & Nursery Growers	486	486	0.0%	0.0%	0.0%
Helpers & Cleaners in Offices, Hotels & Other Establishments	424	424	0.0%	0.0%	0.0%
Record/Personnel Clerks	404	284	29.7%	29.7%	29.7%
Messengers, Package & Luggage Porters &	310	114	63.2%	0.0%	0.0%

Occupational Areas	Numbers	Numbers Never Trained	Percent Trained	Percent Certified	Percent HEART Trained
Deliverers					
Floor Layers & Tile Setters	286		100.0%	0.0%	44.3%
Social Worker Prof	285	285	0.0%	0.0%	0.0%
Legislators	268	154	42.5%	42.5%	42.5%
Data Entry Operators	268	158	0.0%	0.0%	41.0%
Plumbers & Pipe Fitters	258		100.0%	100.0%	100.0%
Glass & Ceramics Kiln & Related Workers	258	120	53.3%	0.0%	0.0%
Salespersons-Markets	236	236	0.0%	0.0%	0.0%
Welders & Flame Cutters	203	90	55.4%	55.4%	55.4%
Decorators & Commercial Designers	201		100.0%	100.0%	100.0%
Painters & Related Workers	199	199	0.0%	0.0%	0.0%
Bus & Tram Drivers	196	196	0.0%	0.0%	0.0%
Technical & Commercial Sales Rep	194	194	0.0%	0.0%	0.0%
Poultry Producers	185	185	0.0%	0.0%	0.0%
Primary Ed. Teaching Prof	182		100.0%	47.3%	0.0%
Computer Assist	173		100.0%	0.0%	0.0%
Sculptors, Painters & Related Artists	166		100.0%	100.0%	0.0%
Secondary Ed Teaching Prof (Degree)	165		100.0%	100.0%	0.0%
Electronic & Telecom Engineering Tech	164	164	0.0%	0.0%	0.0%
Computer Systems Designers & Analysts	161		100.0%	100.0%	0.0%
Street, Night-Club & Related Musicians, Singers/Dancers	157	157	0.0%	0.0%	0.0%
Electrical Mechanics & Fitters	157		100.0%	0.0%	0.0%
Hand Launderers & Pressers	157	157	0.0%	0.0%	0.0%
Postal Clerk	155	155	0.0%	0.0%	0.0%
Mining & Quarrying Labourers	146	146	0.0%	0.0%	0.0%
Draughts Person	145		100.0%	100.0%	100.0%
Apiarists & Sericulturists	144	144	0.0%	0.0%	0.0%
Building Frame & Related Trades Workers N.E.C.	139		100.0%	0.0%	0.0%
Customs & Border Inspectors	138		100.0%	100.0%	0.0%
Meat & Fish Processing Mach. Operator	130	130	0.0%	0.0%	0.0%
Stock Clerks	118	118	0.0%	0.0%	0.0%
Teletypist, Telex Operator	111	111	0.0%	0.0%	0.0%
Veterinarians	108		100.0%	100.0%	100.0%
Electrical Engineers	105		100.0%	100.0%	0.0%
Electronics Mechanics & Services	105		100.0%	100.0%	100.0%
Home-Based Personal Care Workers	88	88	0.0%	0.0%	0.0%
Other Telephone & Telegraphic Operating Occupation	87		100.0%	100.0%	0.0%
Freight Handlers	85	85	0.0%	0.0%	0.0%
Business Prof N.E.C.	83		100.0%	0.0%	100.0%
Travel Guides	76		100.0%	100.0%	100.0%
Institution-Based Personal Care Workers	70	70	0.0%	0.0%	0.0%
Heavy Truck & Lorry Drivers	70	70	0.0%	0.0%	0.0%
Metal Wheel-Grinder, Polishers & Tool	63	63	0.0%	0.0%	0.0%

Occupational Areas	Numbers	Numbers Never Trained	Percent Trained	Percent Certified	Percent HEART Trained
Sharpeners					
Messenger, Mailmen	55		100.0%	100.0%	100.0%
Total	48584	32992	31.2%	18.8%	14.4%

Table 16: Occupational Areas to be pursued by Unattached Youths Outside the Labour Force Once They Re-enter the Labour Market.

Occupational Areas	Numbers	Numbers Never Trained	Percent Trained	Percent Certified	Percent HEART Trained
Hairdressers, Barbers, Beauticians & Related Workers	1515	253	83.30%	75.20%	18.60%
Waiters, Waitresses & Bartenders	942	700	25.80%	25.80%	15.50%
Cashiers & Ticket Clerks	795	353	55.70%	40.10%	0.00%
Welders & Flame Cutters	637		100.00%	25.50%	80.30%
Demonstrators	630	630	0.00%	0.00%	0.00%
Domestic Helpers & Cleaners	548	548	0.00%	0.00%	0.00%
Farm-hands & Labourers	539	539	0.00%	0.00%	0.00%
Tellers & Counter Clerks	389	389	0.00%	0.00%	0.00%
Cooks	330	245	25.80%	25.80%	25.80%
Salespersons-Markets	298	298	0.00%	0.00%	0.00%
G.M. in Wholesale & Retail	267	267	0.00%	0.00%	0.00%
Secretaries	225	100	55.60%	55.60%	55.60%
Building Construction Labourers	213	213	0.00%	0.00%	0.00%
Child-Care Workers	179	179	0.00%	0.00%	0.00%
Receptionists & Information Clerks	178	63	64.60%	64.60%	0.00%
Builders (Traditional Materials)	174	174	0.00%	0.00%	0.00%
Data Entry Operators	165		100.00%	100.00%	100.00%
Motor Vehicle Mechanics & Fitters	158	158	0.00%	0.00%	0.00%
Physiotherapists & Related Assoc. Prof	147		100.00%	100.00%	100.00%
Heavy Truck & Lorry Drivers	145	145	0.00%	0.00%	0.00%
Car, Taxi & Van Drivers	141		100.00%	100.00%	0.00%
Messengers, Package & Luggage Porters & Deliverers	122	122	0.00%	0.00%	0.00%
Other Clerks	113	113	0.00%	0.00%	0.00%
Pre-Primary Ed. Teaching Assoc Prof	96	96	0.00%	0.00%	0.00%
Salespersons (Wholesale/Retail)	94	94	0.00%	0.00%	0.00%
Total	9042	5679	35.30%	27.70%	16.20%

Some Highlights of Labour Market Data

- 68% of the unemployed youth and 65.5% of those outside the labour force completed grade 11.
- 68 percent of unemployed youth and 76 percent of youth outside the labour force have no academic qualification. 70-75% of all the unattached youth need remedial education as a first step.
- Approximately 70 percent of unemployed youth have no skills training.
- Almost 90 percent of youth who are outside the labour force have no skills training.
- 41% of the unemployed have never worked and 65% of those outside the labour force have never worked.
- 96.4 % of the unattached are 17-24; only 4,591 are in the 14-16 age group.
- 14% of unemployed youth or 6,841, and 5% or 3,807 of those outside the labour force received training from HEART.
- Kingston, St. Andrew, Hanover and St. James have high numbers of young men outside the labour force, contrary to the national patterns of primarily females.

Overall Recommendations to HEART Trust for Unattached Youth

1. Advocate for improvements in primary education emphasizing basic literacy, numeracy and English language.
2. Advocate for and provide assistance to the secondary education system to enhance the basic employability and training readiness of high school graduates.
3. Advocate for and provide assistance to secondary schools to implement NVQ/CVQ programmes at grades 10, 11 and 12, with the idea of high school graduates having both CSEC certification and NVQ certification.
4. Develop a more specialised programme for HEART Trust/NTA financed programmes aimed at at-risk and unattached youth that combines:
 - a. remedial education emphasizing workplace competencies including language and communication, workplace and business maths, team work and problem solving
 - b. character and self esteem building activities,
 - c. skills training including ICTs, and entrepreneurship (for some), and
 - d. a longer work experience programme with more emphasis on final job placement.
5. Implement the “At Risk Index for Unattached Youth” developed by JASPEV (see Annex 2).
6. Reform the learner support mechanism referred to as “Stipends” paid to Level 1 learners in institutions. Devote the funds budgeted according to individual need using the Index above. Eliminate stipends for learners who cannot demonstrate need.
7. At Level 2, use the Index to implement a sliding scale fee calculation formula, where the poorest participants pay very little (fees average \$3,000) or nothing.
8. Use HEART’s residential facilities as a way to socialise unattached youth from around the island by increasing the amount and impact of residential programming. This was an original intention of residential facilities. Fill the residential programmes with a mix of learners from different socio-economic backgrounds, with the at-risk category of youth comprising about 20% of the residents.
9. Develop Work-Study programmes for members of this target group, especially those paying no fees to attend.
10. Develop and implement a new on-the-job training programme aimed at target youth with an improved incentive for employers, such as a 50-50 matching allowance that allows the youth to earn \$5,000 per week, and employers to earn an additional tax credit for their contribution. Careful consideration must be given, however, to the financing arrangements for present Apprenticeship and Traineeship (SLTOP) participants and their employers.
11. Work with the MOE to establish programmes for early school leavers that include basic education, career development activities, skills training and work experience activities.
12. Reform Lift-Up Jamaica to target at-risk unattached youth in urban areas and ensure an adequate work experience for the participants. Include Lift-Up Jamaica participants in career development and job placement activities. Provide remedial education for Lift-Up Jamaica participants.

Current Programmes aimed at Unattached Youth

The current capacity of government youth programmes is approximately 76,700 persons.

HEART-full time certification programmes are available for approximately 53,000, inclusive of programmes operated by the **SDC**. Last year about 13 thousand young applicants failed the HEART Grade 9 entrance test. This group presents a good opportunity as the applicants are motivated to come into training, but fail to find a space.

NYS-capacity for this year is about 4,200.

JFLL-capacity for this year is about 8,000.

Lift Up Jamaica- target for this year is 2,500.

Jamaica Business Development Centre-capacity is about 9,000 persons with training for 7,000, but targeting is not exclusively unattached youth.

This sounds like a large capacity, but it is leaving out about 68,000 young people who want to find pathways to employment.

New Projects in the Pipeline

Known new projects in the pipeline will only provide a modest increase in the number of spaces for youth. This proposal calculates about 4,300 next year and 6,000 in 2010-11 (if the IDB-NYS project is implemented).

New Projects	Location	Age Group	2009-10 Target
Special Youth Employment and Training	Island-wide	18-25	2,500
Steps to Work**	Island-wide	15-64	(2,000)
Youth Empowerment Strategy (YES)	Island-wide	16-30	200
IDB: NYS, JFLL, HEART*	Island-wide	16-24	400
JSIF	Inner City	any	100
Boys Town Foundation, NYS, HEART with CIDA	Trench Town and surrounding communities	15-18	60
Constituency Development Fund / HEART	Various constituencies ??	any	100*
ICT4D Jamaica/HEADSpace/Japanese Grass Roots Fund	Various communities		500
GOI-GOJ ICT Capacity Development Programme (HEART, EXED)	Kingston	17+	150
Entra 21: USAID/IDB	In discussion	17-25	200-300
TOTAL			4,210-4,310

*IDB project will be 400 in pilot in 2009-10, with up to 2,000 per year for the subsequent 3 years.

** Not included in total as training will be provided through HEART by absorption rather than expansion.

Special Youth Employment and Training

Launched in October 2008, by the Ministry of Labour and Social Security (MLSS), this on-the-job training programme will target 2,500 per year for 4 years totalling 10,000 young persons 17-25.

Steps to Work Project

Currently in a pilot phase the Steps to Work project operated by MLSS in partnerships with HEART, JFLL and others, seeks to target trainable members of households receiving government safety net assistance. The targets for the pilot phase are as follows:

	Age Group	Targeted Number
Steps to Work Project	15-64 years	12,000
Steps to Work Project/HEART	17-64 years	2,000

The STEPS to work project seeks to target 12,000 persons between the ages of 15 -64 years of age from 4,000 PATH households to give varied assistance.

HEART Trust/NTA will be supporting the programme by offering training to 2,000 of the targeted individuals at various HEART entities over the two-year pilot phase of the programme. Six hundred persons will be trained at level 2: 200 in the current year (2008-2009) and 400 in the next financial year (2009/2010), while the remaining 1,400 will be trained at level 1.

STW figures for training should not be included in calculating additional capacity from new projects, as the training is to be supplied by HEART and is included in HEART numbers, since HEART will absorb these applicants rather than expand to accommodate them.

Youth Empowerment Strategy (YES) is another programme of the Ministry of Labour and Social Security for 200 persons targeted next year.

The IDB, NYS Youth Development Project includes the National Centre for Youth Development, JFLL, and HEART in a design intended to be piloted in 2009 for 400 individuals, with implementation phases calling for 2,000 participants per year in the NYS residential programme and six month internship.

The design of this project is similar to the design laid out in this proposal. An extensive report on using NYS as a vehicle for unattached youth was completed in August 2007 by the IDB.² However, the status of this project is unclear as the NYS mission is undergoing change which would re-focus the agency to the intended grades 12-13 programme in the schools.

² Inter-American Development Bank, Preparation of the Jamaican Youth Development Program, Report on the Institutional Assessment of the National Youth Service, Darrell M. Hull, Ph.D., August, 2007

Jamaica Social Investment Fund (JSIF) is intending to put additional social infrastructure in place that may create additional physical capacity for training, and which intends to use indigenous labour certified by HEART-NCTVET.

Boys Town Foundation, working with CIDA, Boys' Town, HEART/NTA and NYS have agreed to cooperate in piloting the programme of pre-vocational training, targeting 15-18 age groups. The relevant activities will be carried out at the Boys' Town facilities and off-site as the need arises.

This program is being designed as a two year programme for approximately 60 young persons in each recruiting stage. It should therefore directly impact on 180 persons in the 15-18 age groups during the three-year life of the project, with 120 of those completing the two year programme and have entered the job market or is registered to continue skills or academic development.

The Constituency Development Fund is working with HEART Trust/NTA to finance both facility and equipment development as well as new training programmes. The number of new spaces that may be developed has not yet been determined, although we have listed a modest 100 persons in the table.

ICT4D Jamaica/HEADSpace/Japanese Grass Roots Fund - Literacy and Numeracy, ages 17 and over with emphasis on 17-30. The project uses ICT an assisted methodology that is showing great promise target is 500 persons to be completed by March 31, 2009, this pilot can be extended given additional resources.

GOI-GOJ ICT Capacity Development Programme - ICT courses; targeting at risk and unattached youth in the beginners programme; about 150 in Year 1 (2009) and similar amount in Year 2.

Entra 21, a project of USAID and the IDB will target 200-300 participants beginning in 2009. There may be other projects for which information was not received.

Annex

National Youth Policy Definition for Unattached Youth

At Risk Youth Classification Quadrant

At Risk Youth		
<i>Level of Risk</i>	<i>Unattached</i>	<i>Attached</i>
<i>High</i>		
<i>Medium</i>		
<i>Low</i>		

At risk Descriptive Index

Indicator	Unattached	Attached
1. Level of education	Incomplete secondary + No CXC, 1-4 SSC	Completed Secondary +1-10 subjects 5-10 SSC, CXC, GCE, A level or above
2. Level of Training	Have no formal or informal training that can be translated into employment	Have some kind of formal training with certification, have some kind of informal training which can or have created job opportunities
3. Employment Status	Chronically unemployed, <i>ad hoc</i> periodic jobs unable to meet the basic needs on an ongoing basis	Employed to a formal institution in public, private or civil society sectors, and receiving salary or wages on a consistent basis, able to meet basic needs on an ongoing basis, Able to hold temporary contracts utilizing skills or education
4. Quality of Family Support and Social Support System	Not receiving support from either parents, parents unemployed, or single parent employed with low income, lives with grandparent(s) with low income, little network with other family members and relatives, Is a parent	Receiving support from both parents or a single parent with middle to upper income able to meet basic needs, strong support and networks with other family members and relatives, live with grandparent(s) able to meet basic needs
5. Quality and constructiveness of Social Networks	Knows of at least one gang that is or was in operation, most friends are unemployed, with low levels of education, Is not a member of any social club or group in the community	Most friends are employed with good levels of education and are possibly members of some kind of social club or group in community

Indicator	Index for At Risk Youth	Measures		
		Unattached	Attached	Weighting
Level of education	Completion Status of Primary or Secondary School	Incomplete/Complete	Post-Secondary-Tertiary	
	No. of CXC, GCE, A' Level	None -1 CXC	2 and over	
	Enrolled in or completed Post Secondary/Tertiary Ed.	No	Yes	
Level of Training	Received formal or informal vocational/technical training	No	Yes	
	Received certification for vocational/technical training received	No	Yes	
Employment Status	Unemployed	Yes	No	
	Employed in formal labour market i.e. Entrepreneurship, private, public, civil society	No	Yes	
	Ad hoc periodic job, unable to sustainably meet basic needs	Yes	No	
Quality of Family Support and Social Support System	Level of receipt of support from parent(s)	None-Little	Substantive	
	Parent(s) employment status	Unemployed-Memial Jobs	Permanent Employment	
	Income level of parents	\$0-15, 000 per month	\$16,000 +	
	No. of family members/relatives from whom financial support is received	0-3	3-10+	
	Parental Status of Applicant	Parent	Not Yet Parent	
Quality and constructiveness of Social Networks	Employment status of most friends	Unemployed	Employed	
	Level of education for most friends	Not beyond Secondary	Post-Secondary-Tertiary	
	Level of awareness of gangs in community	Very Aware	Unaware	
	No. of social groups or club in which applicant is a member	0	1+	

NB.

- A weighting from one to five (1-5) will be given to each indicator as a value of the extent to which it is a determinant of whether a youth is attached or unattached. Persons who score high on the more highly weighted indicators will be deemed to be the more attached or unattached youth as the case might be.
- After consensus is agreed on the indicators and their weightings, a questionnaire will be developed to capture this information each time a youth has signed up to be provided a service.

Different permutations of responses on the index will be agreed to determine the level of risk each youth presents.