

the CARIBBEAN YOUTH EMPOWERMENT PROGRAM presents

INVESTING *in the* FUTURE

empowering young people

PROGRAM

Gros Islet, Saint Lucia

June 25–26, 2013

SPECIAL THANKS

The Caribbean Youth Empowerment Program team would like to thank the following organizations for their generosity and support of this conference.

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WELCOME

Dear Participants/Colleagues,

On behalf of the International Youth Foundation, it is a great pleasure to welcome you to the *Investing in the Future: Empowering Young People* Conference.

As you know so well, young people across the Caribbean are facing significant barriers as they seek to find employment and create a better life. They also very much want to be active partners in developing solutions to these challenges and helping to shape their own futures.

This regional meeting offers a rich opportunity for all of us as key stakeholders, leaders, and decision makers in the public, private and civil society sectors to work together—and with the region's young people—to ensure youth have the skills and support they need to lead hopeful, productive lives.

In acknowledgment of the need to give particular and urgent attention to youth at risk and the challenges of successfully reintegrating this vulnerable population into our communities, the discussions over the next two days will build on shared knowledge, experience, and understanding around these tough social and economic issues, with a focus on developing effective and sustainable strategies to ensure more Caribbean youth find success in the workplace and in society.

To help guide these discussions, we have invited an outstanding group of leaders from the international and regional public, private, and civil society sectors—with the Honourable Dr. Kenny D. Anthony, Prime Minister of Saint Lucia, giving the keynote address. Other speakers and panelists will include top representatives from the Inter-American Development Bank, USAID, the International Labor Organization (ILO), Partners of the Americas, and the International Youth Foundation, as well as government, civil society, juvenile justice and youth leaders from Antigua and Barbuda, Barbados, Dominica, Grenada, Guyana, Jamaica, Saint Lucia, Saint Vincent and the Grenadines, Suriname and Trinidad and Tobago. We are particularly pleased that young people will be a real part of these conversations. This multi-sector, cross-generational dialogue is critical to our ability to make progress in the broader youth development field.

The combination of plenary and breakout sessions is aimed at allowing you to explore over-arching social and economic issues as well as share and learn about proven models and tools. This event is also designed to facilitate networking opportunities among those of you who feel so passionately about improving young lives in their communities.

I want to thank USAID for its ongoing commitment to expanding opportunities for and investing in young people here in the Caribbean and around the world. I also want express my appreciation to our conference sponsor Sandals and local supporters Bay Gardens Hotel and Saint Lucia National Youth Council.

We look forward to meeting and talking with you in the days ahead, as we work together to expand opportunities for the next generation of workers, leaders, and engaged citizens.

With best regards,

William S. Reese

President and Chief Executive Officer
 International Youth Foundation

AGENDA

Day 1: June 25, 2013

8:00–8:30 am

Foyer Area

Registration

8:30–9:15 am

Main Ballroom

Official Welcome

Remarks from conference hosts

Speakers:

- Mr. Peter Shiras, Executive Vice President, International Youth Foundation, United States
- His Excellency Dr Larry Palmer, U.S. Ambassador to Barbados and Eastern Caribbean

9:15–9:45 am

Main Ballroom

Keynote Address by the Honourable Dr. Kenny D. Anthony, Prime Minister of Saint Lucia

9:45–10:00 am

Main Ballroom

Youth Presentation

10:00–10:15 am

Foyer Area

Coffee Break

10:15–12:00 pm

Main Ballroom

Plenary Session—Youth Trends and Challenges in the Caribbean

A significant number of young people in the Caribbean face critical challenges that perpetuate a cycle of poverty and marginalization: a) low educational attainment levels b) high levels of unemployment c) a growing violent and insecure environment where they are both the primary perpetrators and victims and d) a juvenile justice system that focuses on punitive measures. This panel of experts will discuss the specific challenges in each of these areas and share their perspective on what needs to be done to ensure that youth, and in particular those at risk, are provided with the opportunities to live a decent, safe and productive life.

Speakers:

- Ms. Cynthia Hobbs, Senior Education Specialist, Inter-American Development Bank, Jamaica
- Mr. Reynold Simons, Senior Specialist in Employment and Labor Market Policies, International Labor Organization, Trinidad and Tobago
- Ms. Mary Wilfred, Program Officer, United Nations Development Programme, Saint Lucia
- Mr. Dwight Calixte, Coordinator of the Juvenile Justice Reform Project, Organization of Eastern Caribbean States, Saint Lucia

Moderator: Ms. Susan Pezzullo, Program Director for Latin America and the Caribbean, International Youth Foundation, United States

12:00–12:15 pm

Youth Poetry Reading

12:15–1:15 pm

Main Ballroom

Lunch

1:15–2:30 pm

Main Ballroom

Plenary Session—Youth Voices: Perception and Realities

Youth from the region will reflect on the issues and challenges identified by the morning’s panelists, and highlight the priorities and needs of youth at risk. They will share their compelling personal stories and experiences that illustrate the realities that young people in the Caribbean face today.

Speakers:

- Mr. Michael Biscette, Saint Lucia
- Mr. Eric Charles, Antigua and Barbuda
- Mr. Kade Antoine, Grenada
- Ms. Margaret Charles, Saint Lucia

Moderator: Mr. Tevin Shepherd, UNDP Caribbean Youth Think Tank Member, Saint Lucia

2:30–2:40 pm

Foyer

Coffee Break

2:40–4:10 pm

Rainbow A

Concurrent Sessions

Session A—Vocational Training: Market-driven Approaches to Connecting Youth at Risk to the Labor Market

Employers frequently note that jobs are available but there are significant gaps between the skills youth have and those required in the marketplace. This session will explore ways to address the gap between education and employment by examining three program models for comprehensive vocational training and job placement for youth at risk in the Caribbean: Skills and Knowledge for Youth Employment, A Ganar, and *Caribbean Youth Empowerment Program*. The presentations will highlight the elements and practices of each model, which reflect a ‘dual-client’ approach to vocational training and job placement in order to ensure that the needs of both youth and employers are met.

Speakers:

- Mr. Jan Karpowicz, Chief of Party, Skills and Knowledge for Youth Employment, Education Development Center, Guyana
- Mr. Paul Teeple, Director, A Ganar, Partners of the Americas, United States
- Ms. Petula Nash, Program Director, *Caribbean Youth Empowerment Program*, International Youth Foundation, United States

Moderator: Mr. Henry Charles, Youth Specialist, Genesis Consulting, Trinidad and Tobago

2:40–4:10 pm
Rainbow B

Session B—Youth Entrepreneurship: Promoting Enterprise Development and Job Creation in the Caribbean

This session will explore challenges and opportunities in advancing youth entrepreneurship and job creation in the region. What obstacles impede youth entrepreneurship? What opportunities exist? How can programs and policies serve the needs of youth starting and growing micro enterprises? Speakers will present comprehensive models for preparing youth to start and run their own micro enterprises. They will also discuss the culture of entrepreneurship in the region, the services necessary for youth to launch their own ventures, and the key role the private sector plays in supporting entrepreneurship training and investing in business start-ups for young people.

Speakers:

- Ms. Karlene Gordon, Caribbean Centre of Excellence for Youth Entrepreneurship and Sustainability Development, Barbados
- Ms. Khesha Mitchell, Vice President of Business Development, Grenada Industrial Development Corporation, Grenada
- Ms. Mauricia Thomas-Francis, Country Manager and Head of Corporate Banking, First Caribbean International Bank, Saint Lucia

Moderator: Ms. Akarda Ventour, Program Officer for the Caribbean, Young Americas Business Trust, Grenada

Clinton Ballroom

Session C—Career Guidance: Preparing Youth to Navigate the World of Work in the 21st Century

Career guidance refers to the services and support that enables individuals to make informed educational and occupational choices about their career and professional future, and facilitate the successful transition to the world of work. However, such transitions are particularly challenging for youth who do not receive this support through their schools, families and personal networks. Without such support, youth have difficulties making career decisions and navigating the changing world of work. This session will present the key aspects of career guidance services and different models, including the establishment of a Career Guidance Center for youth as a “one-stop shop” and a mobile unit.

Speakers:

- Ms. Angela de Freitas, General Manager, CHOICES Career & Education Advice, Jamaica
- Dr. Karleen Mason, Executive Director, Centre for Adolescent Renewal and Education, Saint Lucia
- Dr. Patrice Parris-Searles, Research, Planning and Development Manager, National Training Agency, Trinidad and Tobago

Moderator: Mr. Sherlon Leon, Human Resource Development Officer, M&C Group of companies, Saint Lucia

4:10–4:45 pm
Main Ballroom

Report Out and Reflections on the Day

The moderators of the breakout sessions will briefly report on their respective sessions. Mr. Mansfield Blackwood, Senior Technical Specialist, U.S. Agency for International Development, Barbados and Eastern Caribbean Mission, will then lead a reflection on Day 1 and bring the day to a close.

5:30 pm
Bay Gardens Hotel

Networking Reception

Day 2: June 26, 2013

8:30–8:45 am

Main Ballroom

Opening Session:

Ms. Susan Pezzullo, Program Director for Latin America and the Caribbean, International Youth Foundation, United States, will frame the day's discussions.

8:45–10:15 am

Main Ballroom

Plenary Session—From Pilot to Scale: Alliance Building for Youth Employability

Throughout the Caribbean, there are successful pilot employability initiatives that prepare youth at risk for the world of work and to be engaged citizens. However, in light of the growing number of youth who join the ranks of those who are school leavers, unemployed or incarcerated, and the high demand for programs that respond to these challenges, there is a need and urgency to take these programs to scale. Yet studies have shown that this can only be achieved in a sustainable manner if the public, private and civil society sectors closely collaborate. Experiences in the Caribbean further highlight the potential and power of alliances to create an enabling environment that support the transition to scale. This session will examine the elements that are key to the creation and growth of sustainable public-private partnerships and share different alliance-based approaches that support positive youth development initiatives.

Speakers:

- Mr. Walter Doetsch, Director of General Development Office, U.S. Agency for International Development, Barbados and Eastern Caribbean Mission
- Ms. Imani Duncan-Price, Chief Strategy Officer, JMMB Group, Jamaica
- Ms. Juliana Alfred, Deputy Coordinator, National Initiative to Create Employment, Saint Lucia
- Dr. Stephen King, Co-founder RISE (Saint Lucia) Inc., Saint Lucia

Moderator: Mr. Peter Shiras, Executive Vice President, International Youth Foundation, United States

10:15–10:30 am

Foyer

Coffee Break

Rainbow B

Session D—Tailor-made Training: Meeting the Needs of Specific Industries

It is widely accepted that the engagement of businesses in the design and delivery of programs to increase youth employability and productivity is key to ensuring youth are well prepared for the world of work and are able to access quality jobs. Involving the private sector in meaningful ways, however, has proved challenging for many organizations and entities seeking to reduce youth unemployment and under-employment. Panelists will present three different examples of private sector engagement related to skills development: in-service training, company-tailored training; and industry-specific integrated training. The discussion will explore lessons learned, incentives for businesses to support youth, and what is required from the private sector to increase employment opportunities for youth at risk.

Speakers:

- Mr. Ryan Matthew, Regional Manager for Training and Human Resources Development, Sandals, Saint Lucia
- Mr. Andrew Robinson, Managing Director, Woodstock Boatbuilders, Antigua and Barbuda
- Ms. Susan Pezzullo, Program Director for Latin America and the Caribbean, International Youth Foundation, United States

Moderator: Mr. Mansfield Blackwood, Senior Technical Specialist, U.S. Agency for International Development, Barbados and Eastern Caribbean Mission

Clinton Ballroom

Session E—Supporting Youth at Risk from Training to Employment: Meeting their Psycho-Social Needs

Disadvantaged young people face challenges that affect their ability to remain in training programs, perform well and move on with their lives, personally and professionally. Some of these youth come from fragmented families, live in violent communities or face various forms of abuse; others are economically disadvantaged. However, experience has demonstrated that when these youth receive the support they need, they are able to turn their lives around, including graduating from training, integrating into the workplace and making decisions that positively impact their future. This session will discuss the psycho-social support that key stakeholders provide to disadvantaged youth during training and employment, and which range from mentoring to coaching and counseling. We will hear from a professional counselor, an instructor and an employer on the critical role they play and the support that should be provided to youth at risk.

Speakers:

- Mr. Patrick Fearon, Senior Mental Health Counselor, Boys Training Center, Saint Lucia
- Ms. Monica Sifflet, Training Agent, National Skills Development Centre, Saint Lucia
- Ms. Deborah Barthley-Francis, Quality Systems and Human Resources Officer, Goddard Catering Group, Antigua and Barbuda

Moderator: Dr. Jacqueline Bird, Pediatrician, Community Child Health Service, Saint Lucia

Rainbow A

Session F—Monitoring & Evaluation: Creating an Evidence Base for Youth Employability

This session will make the case for the importance of investing in designing and managing Monitoring and Evaluation (M&E) systems for youth employability programs as well as present different methods, including those used by the *Caribbean Youth Empowerment Program*, to measure youth employability and promote learning among youth-serving organizations. Participants will hear from an NGO about the importance of having a good M&E system and the portal they developed to improve case management. A brief introductory lesson on designing and managing an M&E system will then be given by an M&E expert. Through this session, participants will learn first-hand how to conceptualize an M&E system and the key components that contribute to its effectiveness.

Speakers:

- Ms. Roberta Williams, Executive Director, Gilbert Agricultural and Rural Development Center, Antigua and Barbuda
- Dr. Moses Peart, M&E Specialist and Chairman of the HEART Trust/National Training Agency, Jamaica

12:00–1:00 pm

Main Ballroom

Lunch

1:00–2:40 pm
Main Ballroom

Plenary Session—Building Life Skills: A Foundation for School-to-Work Transition and Workforce Development

Employers across the region and around the world frequently note the challenge of finding employees who present themselves well, work successfully in teams, and show responsibility and initiative. They deem such life skills critical variables for hiring staff, knowing that with this foundation, new employees will be well positioned for success. To familiarize conference participants with life skills content and experiential instructional methodologies, facilitators will divide participants into groups to experience an interactive demonstration lesson of IYF's *Passport to Success*® life skills curriculum, adapted for and tested in the Eastern Caribbean. Following the lesson, a plenary panel will discuss the importance of incorporating effective life skills programming into training programs for youth and secondary education.

Life skills lesson facilitators: Mr. Lyndell Brown, Mr. Kerwin Stuart, and Ms. Caron Tobiere, Life Skills Trainers, Saint Lucia

Speakers:

- Ms. Joanna Ramos-Romero, Program Manager, International Youth Foundation, United States
- Ms. Virginia d'Auvergne, Guidance Counseling Coordinator, Ministry of Education, Saint Lucia
- Mr. Allen Chastanet, Founder and Managing Director, Coco Palm Hotel, Saint Lucia

Moderator: Mr. Kelvin Antoine, CARICOM Youth Ambassador, Saint Lucia

2:40–2:50 pm
Foyer

Coffee Break

2:50–4:10 pm
Main Ballroom

Plenary Session—Reintegrating Youth in Conflict with the Law into the Economy: The Saint Lucia Experience

The region is seeing a growing number of youth who are incarcerated or on probation. Yet studies and research have shown that with the right support, youth involved with the justice system can successfully reintegrate into society and become engaged citizens. In particular, and as highlighted in UNDP's 2012 Caribbean Human Development report, incarcerated youth who have access to adequate rehabilitative or reintegration programs not only have a greater chance of reintegrating into society but also have a lower probability of reverting to a life of crime and violence. This session will discuss the experience in Saint Lucia where IYF consortium members, working in close collaboration with the Bordelais Correctional Facility and the judiciary system, are supporting youth who are in conflict with the law and providing them with a second chance to successfully transition back into society.

Speakers:

- Ms. Victoria Alcide, Deputy Director, Bordelais Correctional Facility, Saint Lucia
- Mr. John Victorin, Program Coordinator, National Skills Development Centre, Saint Lucia
- His Honour Velon John, Magistrate, Saint Lucia

Moderator: Ms. Rachael Guzman De Vlught, Correctional Specialist, Trinidad and Tobago

4:10–5:00 pm:

Main Ballroom

Closing Remarks—Moving forward: Where Do We Go From Here?

A panel of representatives from different entities and sectors will share their recommendations and highlight the priorities and opportunities for moving forward the youth employability agenda to ensure that Caribbean youth successfully transition from school to work and from inactivity to sustained involvement in the workplace and society.

Speakers:

- Mr. Walter Doetsch, Director of General Development Office, U.S. Agency for International Development, Barbados and Eastern Caribbean Mission
- Ms. Dwynette Eversley, Acting Regional Director and Program Manager for the Youth Program, Commonwealth Secretariat, Guyana
- Mr. Christian Husband, Board Member, Chamber of Commerce, Industry and Agriculture, Saint Lucia
- Mr. Dwayne Gutzmer, Dean, CARICOM Youth Ambassador Programme, Jamaica

Moderator: Ms. Susan Pezzullo, Program Director for Latin America and the Caribbean, International Youth Foundation, United States

5:00 pm

Adjourn

KEYNOTE SPEAKER

HONOURABLE DR. KENNY D. ANTHONY was elected Prime Minister of Saint Lucia in 2011, a position he also held from 1997 to 2006. A noted scholar and attorney, he was previously Special Advisor to the Ministry of Education and Culture and then Minister of Education. Dr. Anthony served as Lecturer and Head of Teaching Department of Law, University of the West Indies, Cave Hill, Barbados; and General Counsel, Caribbean Community Secretariat, Georgetown, Guyana.

SPEAKER BIOGRAPHIES

MS. JULIANA ALFRED is President of the Saint Lucia Crisis Centre, the Vice President of the Saint Lucia Planned Parenthood Association and the Caribbean Family Planning's Regional Representative of the International Planned Parenthood Association. She started her career as a secondary school language and social sciences teacher. A graduate of the University of the West Indies, where she earned bachelor's and master's degrees in social sciences, she has for the last 11 years served in management positions at the Saint Lucia Social Development Fund and the National Community Foundation. Ms. Alfred currently serves as the Deputy Coordinator of the National Initiative to Create Employment.

MR. KADE ANTOINE is a graduate of the *Caribbean Youth Empowerment Program* (CYEP). He attended the St. Matthew R.C. School followed by the Grenville Secondary School on the tri-island state of Grenada, Carriacou and Petite Martinique. After completing secondary school he worked for LL. Ramdhanny & Co LTD as a sales clerk and store room manager for five years and then spent six months at the Goddard Catering Group of Grenada as a store room clerk. Mr. Antoine, whose passion for cooking was heightened during an internship at the True Blue Bay Resort, is currently studying commercial food preparation while working towards a Level 1 CVQ. He plans to use the knowledge gained during his training with CYEP to further his education.

MR. KELVIN ANTOINE is Founder and Owner of Antoine's Construction Services, a company he started in Saint Lucia in 2011. The company has employed 60 young men in the East Castries community. Mr. Antoine attended the Marchand Combined Primary School, the Leon Hess Comprehensive Secondary School and studied construction engineering at Sir Arthur Lewis Community College. He was inducted into the CARICOM Youth Ambassadors Program in Paramaribo, Suriname in June 2012 and was recipient of the 2013 "Most Outstanding Youth in Social Development" award in the Saint Lucia National Youth Awards. Mr. Antoine is active in the sports community and was President of the East Castries Youth, Sports and Cultural Council.

MS. VIRGINIA D'AUVERGNE has worked with the Ministry of Education in Saint Lucia since 1975, beginning as a Mathematics and Science secondary school teacher. After she graduated from St. Thomas University in Florida with a master of science degree in counseling in 2001, she was the first school counselor appointed by the Ministry of Education. She was subsequently promoted to District Counselor and assigned as the local Coordinator overseeing the training of 25 school counselors by Lynchburg College of Virginia. Currently she supervises the school and district counselors as the Coordinator for Guidance and Counseling in the Ministry of Education Human Resource Development and Labour.

MS. DEBORAH BARTHLEY-FRANCIS is Quality Systems/Human Resource Officer with the Goddard Catering Group (Antigua) Ltd. She is a trained food safety specialist and oversees the food safety of the operation and is equally responsible for human resources. Mrs. Barthley-Francis has a background in the culinary field with an associate in applied science degree from Bergen Community College, New Jersey, USA in hotel and restaurant management. Additionally, she holds a diploma in human resource management as well as an executive master of business administration, both from the University of the West Indies, Cave Hill Campus in Barbados.

DR. JACQUELINE BIRD is the pediatrician in charge of Saint Lucia's Community Child Health Service—the service hub of child and adolescent health care. She was the first president of the Caribbean College of Pediatricians. Dr. Bird is also the Founding Director of RISE (Saint Lucia) Inc., an NGO founded in 2007 and dedicated to healthy youth development. RISE is a consortium member in the *Caribbean Youth Empowerment Program* (CYEP). Dr. Bird is a graduate of the University of the West Indies with bachelor's of medicine and surgery in internal medicine and obstetrics/gynecology (1982), a diploma in child health (1985), and a doctorate in pediatrics (1989).

MR. MICHAEL BISCETTE is a graduate of the *Caribbean Youth Empowerment Program* (CYEP) in Saint Lucia, with a focus on massage therapy. He took the course at the National Skills Development Centre while serving almost four years at the Bordelais Correctional Facility. Mr. Biscette was released early on good behavior and worked and is now employed. An outstanding athlete, Mr. Biscette has been a member of the Saint Lucia Road Busters track club for 13 years and has traveled to compete in cross country competitions in Acapulco, Mexico and the Run Barbados Series. He continues to compete in track and field and hopes to use the lessons he has learned through his CYEP training to become a Track Coach.

MR. ERIC CHARLES is a graduate of the *Caribbean Youth Empowerment Program* (CYEP) Training conducted by the Gilbert Agricultural and Rural Development Center in Antigua. He completed one year of the Level 1 Plumbing training and graduated in 2011. He was born in Dominica and moved to Antigua at the age of three, where he attended the Pares Secondary School and completed 10th grade before being accepted into CYEP. As part of the program, he completed an internship at the Blue Waters Hotel, where he is now employed. Mr. Charles is an ardent football player and a member of his village team.

MR. HENRY CHARLES is a leading International Youth Development Specialist and Strategy Advisor with Genesis Consulting in Trinidad and Tobago. His areas of research include youth engagement and participation in development; youth as peace-builders and agents of citizens' security; youth governance and policy development; youth and active citizenship; professionalization of youth development work and youth economic empowerment strategy; and social auditing and transformational leadership development. Mr. Charles recently completed a tour as Regional Director of the Commonwealth Youth Programme Caribbean Centre and Acting Director of the Youth Affairs Division at the Commonwealth Secretariat.

MS. MARGARET CHARLES has been a community mobilizer with RISE (Saint Lucia) Inc. since February, 2009. Previously, she was Project Coordinator for the Inner City Small Enterprise Development Project, a collaborative effort of Saint Lucia Social Development Fund, RISE (Saint Lucia) Inc. and BELfund. She also assisted in the market assessment study commissioned by AED and Eco Ventures International. Ms. Charles has been mobilizing youth for the *Caribbean Youth Empowerment Program* at the National Skills Development Centre. She has also participated in the creation and presentation of the Youth Declaration for Road Safety.

MR. ALLEN CHASTANET is Founder and Managing Director of the award winning Coco Palm Hotel. He previously served as Saint Lucia's Minister for Tourism and Civil Aviation from 2006 to 2011. His other positions have included President and second Vice President of the Saint Lucia Hotel & Tourism Association, Vice President of Marketing and Sales at Air Jamaica and Director of Sales and Marketing for Island Outpost and its 11 hotels in Florida and the Caribbean. He also served as the Director of Tourism for Saint Lucia. In 2001, Mr Chastanet was named Travel Agent magazine's "Caribbean Destination Person of the Year." He holds a bachelor of arts degree in economics and political science, a master of science degree from Bishops University, Quebec and a degree in development banking from American University, Washington D.C.

MS. ANGELA DE FREITAS is General Manager of CHOICES Career & Education Advice, an educational publishing and career advice company she founded in Jamaica in 1997. CHOICES has become a recognized “brand” in career advice and information throughout the Caribbean. A former journalist and high school French teacher, she was awarded a national journalism prize for Outstanding Public Service for a series of career-related articles written while working at the *Daily Gleaner* newspaper in Kingston. A graduate of University of the West Indies, she strives to empower people with information to help them to make wise career decisions.

MR. WALTER DOETSCH is Director of the USAID Mission to Barbados and the Eastern Caribbean’s General Development Office, which oversees activities supporting vulnerable youth, adaptation to global climate change, reform of juvenile justice systems, workforce development and strengthening basic education. He provides technical inputs and strategic guidance and coordinates this portfolio’s activities with regional and local institutions and the donor community. Before coming to the Caribbean, Mr. Doetsch coordinated USAID assistance projects in northern Iraq and designed, managed and led emergency relief and democratic transition initiatives in the Republic of Serbia. He received a master of science degree in foreign service from Georgetown University, USA and a bachelor of arts degree in russian studies from the University of Virginia, USA.

MS. IMANI DUNCAN-PRICE is Group Chief Strategy Officer for the JMMB Group, a leading Caribbean financial services institution with operations in Jamaica, Dominican Republic and Trinidad and Tobago. Duncan-Price spent four years at the OTF Group in Boston and was Director of the Development Bank of Jamaica. A founding member of the Caribbean Policy Research Institute, Duncan-Price also presided as Miss Jamaica World 1995 focusing on sustainable environmental practices and violence reduction in schools. Appointed Senator in January 2012, Ms. Duncan-Price has a bachelor of arts degree in economics, philosophy, government and history, with a minor in environmental policy from Wesleyan University and holds a master’s degree in international development from Harvard University.

MS. DWYNETTE EVERSLEY is Programme Manager for the Commonwealth Youth Programme Caribbean Centre in Guyana. She began her career as a secondary school teacher and has been involved in development work in the Caribbean for many years, having worked in public sector management and strategic planning at the Caribbean Centre for Development Administration and as Technical Consultant to a maritime sector development project that covered 22 Caribbean countries. Ms. Eversley served with the Government of Trinidad and Tobago, most recently as the Acting Director of Maritime Services.

MR. PATRICK FEARON is Senior Mental Health Counselor at the Boys Training Centre, Saint Lucia’s residential facility for juveniles in need of care and protection and youth in conflict with the law. His clinical experience includes positions as a Mental Health Therapist/Counselor in residential and nonresidential youth treatment facilities in Saint Lucia, West Indies; Kent County, Michigan, USA; and Broward County, Florida, USA. Mr. Fearon also worked as a police officer for five years in Jamaica. Mr. Fearon holds master’s degrees in counseling and ministry leadership.

MS. KARLENE GORDON is Regional Financial Specialist & Data Analyst at the Caribbean Centre of Excellence for Youth Entrepreneurship and Sustainability Development (CEYESD). A lifelong educator, she has taught at both the secondary and tertiary levels, holding various teaching assignments in Barbados and her home country of Jamaica. Prior to joining CEYESD, she designed and facilitated financial and business training sessions for young entrepreneurs and staff in her role as Program Financial Specialist at the Barbados Youth Business Trust. Ms. Gordon earned a master of business administration from the Nova Southeastern University, Florida, USA.

MR. DWAYNE GUTZMER is Project Manager for the Business Entrepreneurial Empowerment Programme at the Institute of Law & Economics in Kingston, Jamaica. His portfolio includes providing training and support services to Micro, Small & Medium Size Enterprises across Jamaica, assisting them in formalizing their businesses and implementing good business/entrepreneurial practices. Mr. Gutzmer is also the Dean of the CARICOM Youth Ambassador Programme and has been involved in youth development and empowerment with the National Centre for Youth Development, Jamaica for over six years. Mr. Gutzmer holds a bachelor of science in computing and information technology from the University of Technology, Jamaica and is presently completing his master of business administration (finance) with the University of Wales.

MS. CYNTHIA HOBBS is a Senior Education Specialist at the Inter-American Development Bank. She has worked for over 30 years in education, including 13 years in the Caribbean, and has lived in Jamaica since 2008. Her work includes discussions with Ministries of Education, Youth and Culture and Finance to develop policies and programs to provide equitable access to education and training opportunities. She is especially concerned about youth, and how schools and training programs engage them and prepare them for work. Ms. Hobbs has a degree in psychology and a master's degree from Harvard University in international education.

DR. JAN KARPOWICZ is Chief of Party of the USAID-funded Skills and Knowledge for Youth Employment project implemented by the Education Development Center in Guyana. After earning his doctorate in sociology at the University of Oxford (St. John's College) England, he has pursued a 30-year career in international development working in 11 countries. His areas of technical expertise include youth development, institutional capacity building and democracy and governance. Over the years, Dr. Karpowicz's work includes directing a youth and work readiness skills development project in Macedonia and a human and institutional capacity building project in Cyprus.

DR. STEPHEN KING is an independent senator in the Senate of Saint Lucia, a pathologist, and a Founding Director of RISE (Saint Lucia) Inc.—an NGO dedicated to healthy youth development. He is the Consultant Pathologist and Director of the National Ezra Long Laboratory, Victoria Hospital and the Owner/Director of Lab Services & Consultations Ltd., Tapion Hospital. Dr. King, who was formerly Chief Medical Officer in Saint Lucia, studied at the University of the West Indies Mona Heights, Saint Andrew, Jamaica.

MR. SHERLON LEON is Human Resource Development Officer at the M&C Group of Companies, responsible for training and development and career guidance. Prior to moving to M&C, Mr. Leon was a life skills counselor at the National Skills Development Centre where he provided counseling services to trainees and developed and delivered life skills and employability training modules. Mr. Leon also spent over four years as a guidance counselor at Miracle Meadows School in West Virginia, USA. He holds a bachelor of science degree in behavioral science from Andrew University, Berrien Springs, USA and master of science in the psychology of work (Merit) from the University of Leicester, UK.

DR. KARLEEN MASON is Executive Director of the Centre for Adolescent Renewal and Education in Saint Lucia, a position she has held since July 2006. At the Centre for Adolescent Renewal and Education, she ensures that marginalized youth receive a second chance at obtaining quality education. Dr. Mason has been an educator for over 28 years. She spent 15 years in the United States pursuing graduate studies and working. As an educational consultant with a technology-based company, she worked in several school districts across the country and also in Hawaii and Puerto Rico. Prior to going to the US, Dr. Mason was employed by the Ministry of Education in Saint Lucia as a graduate teacher. She earned a bachelor of science degree in natural sciences from the University of the West Indies, a master of science in education from Mansfield University, and a doctorate in instructional systems from Pennsylvania State University.

MR RYAN MATTHEW is Regional Human Resources and Training Manager for Sandals Resorts International. In this role, he is responsible for the Human Resources and Training portfolio for five resorts, three in Saint Lucia and two in Antigua encompassing over 2000 employees. His focus is on the resort chain's Corporate University, Hospitality Training Program, Student Internships and Apprenticeship programs. Mr. Matthew's career started in the airline industry where he spent 14 years starting with American Airlines and later with Air Jamaica. He has an associate degree in management information systems, a bachelor of science degree in business administration, is a certified associate in project management, a certified hospitality educator from the American Hotel and Lodging Educational Institute and a certified emergency first response instructor.

KHESHA MITCHELL is Vice President of Business Development at the Grenada Industrial Development Corporation (GIDC) where she manages projects funded by the World Bank, the EU, USAID, and the Caribbean Development Bank. Prior to joining the GIDC, Ms. Mitchell was a teacher. She holds a bachelor's degree in business administration from the St George's University in Grenada, several certificates and is currently pursuing a master's degree in business administration from the University of Wales.

MS. PETULA NASH is the Program Director/Chief of Party of the *Caribbean Youth Empowerment Program* at the International Youth Foundation (IYF). During her early years at IYF, she oversaw corporate-funded programs. Prior to joining IYF, Ms. Nash worked for Catholic Relief Services where she spent six years overseas in Senegal, Benin and Brazil. Previously, Ms. Nash worked as a consultant for the United Nations Development Programme. Ms. Nash holds a French Baccalaureate and a bachelor of arts in economics from Barnard College. She also holds a master's degree in international affairs from the School of International and Public Affairs, Columbia University.

HIS EXCELLENCY DR. LARRY L. PALMER has been Ambassador to the Caribbean island nations of Barbados and Eastern Caribbean since 2011. He graduated with a bachelor of arts degree in history from Emory University and earned a doctor of education in higher education administration and African studies at Indiana University. He served as a Peace Corps volunteer in Liberia before entering the U.S. Foreign Service. Dr. Palmer has served in diverse countries including the Dominican Republic, Uruguay and Sierra Leone, and started his first ambassadorship in Honduras in 2002. Up until June 2010, he was President of the Inter-American Foundation.

DR. MOSES PEART is an instructional systems designer and certified program evaluator in Jamaica. He is currently a Senior Lecturer in Instructional Systems & Technology at the School of Education, University of the West Indies, Mona Campus where he has designed and taught several graduate-level courses in using technology in education. He is Chairman of HEART Trust/The National Training Agency of Jamaica, Chairman of St. Joseph's Teachers' College, board member of Kingston-YMCA, and serves on the board of the Archdiocesan Education Board of Kingston. Dr. Peart has served as a consultant/designer and evaluator on a range of projects and programs and has designed Quality Assurance and Monitoring & Evaluation systems for such projects.

MS. SUSAN PEZZULLO is Program Director for Latin America and the Caribbean at the International Youth Foundation (IYF). She joined IYF in 1996, as Director of Technical Support for its Global Partner Network, and left five years later to serve as Country Director for Nicaragua for the Peace Corps. She returned to IYF in 2005 to lead IYF's efforts to develop a monitoring and evaluation system for its largest employability program, *entra21*, of which the first phase of the *Caribbean Youth Empowerment Program* was a part. Prior to joining IYF, Ms. Pezzullo worked for USAID and the Inter-American Foundation, among other international organizations. She holds a master's degree in public health planning from the University of North Carolina-Chapel Hill and a bachelor of arts degree from the University of Pennsylvania. Raised in Bolivia and Guatemala, she has traveled and worked in Latin America, Central Europe, and parts of Asia and Africa.

MS. JOANNA RAMOS-ROMERO is Program Manager for the International Youth Foundation's *Caribbean Youth Empowerment Program*. She joined IYF in 2007 as Program Manager responsible for work and citizenship projects in Latin America, under the Nokia-IYF *Global Youth Development Initiative* and *entra21*. Prior to IYF, Ms. Ramos-Romero worked for Catholic Relief Services (CRS) overseeing program quality and M&E of CRS's post-tsunami reconstruction program in Indonesia, and backstopping civil society and water and sanitation projects in the Dominican Republic. She holds a master of arts degree in international development studies from George Washington University and a bachelor's degree from the University of South Alabama.

MR. ANDREW ROBINSON is the Managing Director of Woodstock Boatbuilders in Antigua, which he founded in 1990 as a one man show. The company now employs up to 30 people, specializing in refitting yachts from around the world. Mr. Robinson is involved in all aspects of the business—from marketing to design to final finishing. Raised in England, he graduated from the International Boatbuilding Training College, UK, with a city and guilds in yacht and boat building and ship joinery. Mr. Robinson recently helped design and manage a twelve-week *Caribbean Youth Empowerment Program* training course that introduced 38 Antiguan youth to the skills required in the yacht service industry.

MR. TEVIN SHEPHERD is President of ProjectCan, a youth-based organization. He also serves as the second Vice President of the Saint Lucia National Youth Council and the Youth Think Tank Representative for Saint Lucia—a project coordinated by the United Nations Development Programme (UNDP) Barbados and the Organisation of Eastern Caribbean States. Last year, he served as the country coordinator for the Youth Talk Through Arts initiative funded by UNDP. He holds a bachelor's degree in information technology and is working towards a master of science degree in information technology. Mr. Shepherd works for St. Helen University as an Information Technology Specialist and a Social Media Strategist.

MR. PETER SHIRAS is the Executive Vice President of the International Youth Foundation (IYF), a position he has held since 2008. He joined IYF in 2005 as the Vice President for Employability. Mr. Shiras gained extensive international experience in Latin America and Africa while directing humanitarian and development programs for 13 years at Catholic Relief Services. He also worked in Washington, DC with InterAction and Independent Sector. Mr. Shiras serves on the Global Philanthropy Advisory Committee of the Council of Foundations and the board of Casa de Maryland. A graduate of Cornell University, with master and bachelor of science degrees in Agricultural Economics, Mr. Shiras has lived in Greece, Turkey and Israel and speaks Spanish.

MS. MONICA SIFFLET is a cosmetology training facilitator and a certified beauty therapist. A graduate of the Morne Fortune Technical College, her duties as a training agent at the National Skill Development Centre provide her an opportunity to interact directly with trainees using her life skills certification and to serve as a mentor to empower them and develop their skills.

MR. REYNOLD SIMONS is Senior Specialist in Employment and Labour Market Policies at the International Labour Organization (ILO). He holds a master's degree in sociology, with a specialization in industrial relations and social law and public administration from the University of Suriname. Mr. Simons was Minister of Labour from 1991 to 1993 and held posts in the Ministry of Labour including Permanent Secretary, Principal Researcher in charge of Labour Market Information, and Head of the Information and Training Department. He was the Coordinator of the General Bureau of Statistics of Suriname from 1985 to 1991 and served on various governmental Committees including the Suriname/ILO Social Debt Working Group and the Steering Group of the joint ILO/Suriname Employment Planning Project.

MR. KERWIN STUART is National Youth Director for the Pentecostal Assembly of the West Indies in Saint Lucia. Prior to this post, he served for over a decade as a Youth Development Officer with Caribbean Fellowship of Evangelical Students in Guyana and Saint Lucia. Mr. Stuart holds a diploma in computer science and a bachelor of arts in business management from the University of Guyana. In 2012, he was one of 26 delegates selected to attend the African Leadership Institute for Community Transformation held in South Africa. Mr. Stuart has also been trained by the International Youth Foundation as a *Passport to Success*® facilitator.

MR. PAUL TEEPLE leads Partners of the Americas' Sport for Development programs. Under his leadership, A Ganar has grown from a three-country pilot to an award-winning 16-country alliance. Described as "a youth workforce development program wrapped inside a football", A Ganar uses lessons from the field of play to help at-risk youth learn marketable job skills. Over 11,000 youth have participated in A Ganar activities. Mr Teeple has over 25 years of experience working in Latin America and the Caribbean focusing on youth, sport, leadership and agriculture. Mr Teeple is a graduate of the University of Tennessee. He speaks fluent English, Spanish and Portuguese.

MS. AKARDA VENTOUR is Program Officer for the Caribbean for the Young Americas Business Trust (YABT), coordinating and carrying out YABT activities in the Caribbean, including Youth-IN Entrepreneurship and the Caribbean Innovation Challenge. Her focus is on youth development with special interest in the areas of entrepreneurship and poverty reduction among Caribbean young people. Ms. Ventour is from the Spice Isle of the Caribbean, Grenada, and received a bachelor of science degree in management from the St George's University, Grenada.

MR. JOHN VICTORIN is Project Coordinator for the *Caribbean Youth Empowerment Program's* vocational training project in Saint Lucia. Previously, he was Centre Supervisor for the National Skills Development Centre (NSDC), Saint Lucia's main technical vocational training institution. Mr. Victorin also worked as the Programme Officer for the Saint Lucia National Youth Council, the legal representative body for the country's youth, where he was responsible for the formulation and implementation of the council's programme. He holds a Commonwealth certificate in youth work, and a certificate in community development.

MS. RACHAEL GUZMAN DE VLUGT is Lead Consultant for the implementation of the Trinidad and Tobago Youth Training Centre, Community Multimedia Training Centre, which is sponsored by the Government of Trinidad and Tobago, International Programme for the Development of Communication/UNESCO and the Commonwealth of Learning. This restorative justice initiative seeks to empower male juvenile offenders to become reintegrated into society by addressing their cognitive, psychological and educational needs while allowing them the opportunity to make amends to society. She is experienced in media, correctional management, social work and youth work. Ms. De Vlught received her post graduate certificate in mass communications from the University of Leicester.

MS. MARY WILFRED is Programme Officer for Saint Lucia for the United Nations Development Programme (UNDP) where she provides technical assistance to government institutions and NGOs for UNDP-funded projects and activities. Prior to joining UNDP, she was employed as a teacher and social researcher. As a youth development practitioner, she drafted Saint Lucia's National Youth Policy. Ms. Wilfred received a bachelor of science degree in sociology and social policy from UWI, Jamaica and a master of science degree in development studies from Waikato, New Zealand.

MS. ROBERTA WILLIAMS is Executive Director at the Gilbert Agricultural and Rural Development Center in Antigua and Barbuda, an agricultural and rural enterprise training facility targeting youth and women, under the auspices of the Methodist Church in the Caribbean and the Americas. She has over 20 years of experience as an administrator of a non-profit, and an additional 10 years of experience as an agriculturist working with the Ministry of Agriculture, the Environmental Awareness Group, and as a consultant with the Canadian International Development Agency. Ms. Williams, who holds a master of science degree in plant and soil sciences from the Tuskegee Institute in Alabama, USA, has received both national and international awards for her contributions in agriculture and youth development.

OUR FUTURE GENERATION

Where are they heading to?

The answer lies within me and you.

One thing that I know that is true,

Is that they carry not one single virtue.

Lying, cheating, stealing, robbing and killing,

Look, they show no regard to life.

Where did they adapt the concept that they follow?

In their homes, at schools, no one really knows.

Everyone seems to follow the things that are misleading.

It is no time to sit back and relax

And look upon while it grows.

Think about the future generation to come,

And really take a look at where they are coming from.

Achieving a successful future should be everyone's goal.

But to do so, we all would have to learn to take control.

So everything you do and everywhere you go,

Make it your prospective to create a brighter tomorrow,

Because time waits for no one and soon it would be the future.

So just bear in mind that time is the greatest revealer.

*N.A.J., age 21, a participant in the Caribbean Youth Empowerment Program
and former inmate at Bordelais Correctional Facility.*

LOCAL PARTNERS

The Caribbean Youth Empowerment Program is implemented by the following organizations:

ANTIGUA AND BARBUDA



GRENADA



SAINT LUCIA



Respect, Reality
Initiative, Industry
Social Health, Society Building, Service
Education, Enterprise

