



<b>1. Project Data :</b>
<b>OEDID:</b> L3328
<b>Project ID:</b> P008101
<b>Project Name:</b> Youth Training and Employment Partnership Project (YTEPP)
<b>Country:</b> Trinidad and Tobago
<b>Sector:</b> Vocational / Teacher Training
<b>L/C Number:</b> L3328-TR
<b>Partners involved :</b> None
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<b>Date Posted :</b> 05/24/1999

<p><b>2. Project Objectives, Financing, Costs and Components :</b></p> <ul style="list-style-type: none"> <li>To assist the Government to improve the design, delivery, and effectiveness of YTEPP .</li> </ul> <p>Objectives:</p> <ol style="list-style-type: none"> <li>To improve the quality and relevance of education and training for employment and self -employment provided by the Youth Training and Employment Partnership Project (YTEPP).</li> <li>To increase the opportunities offered to youth to acquire work experience in private enterprises or public agencies which will facilitate their first entry into the labor market .</li> <li>To promote self-employment initiatives of youth through self-employment and small business training and the linking of a network of credit institutions capable of providing loans for small businesses .</li> <li>To strengthen the management of YTEPP to enhance the effectiveness of its training activities and capacity to program, monitor and evaluate training and post-training support operations and their impact on youth employment .</li> </ol> <p>Components:</p> <ol style="list-style-type: none"> <li>Assist YTEPP in improving the design of its education and training courses, upgrading the quality of its teaching staff, and providing supplementary instructional equipment and materials .</li> <li>Support, with parallel co-financing by the private sector, work experience placements for trainees .</li> <li>Strengthen management of YTEPP's training programs, establish project monitoring and evaluation systems and support a labor market information system to assist with planning of training .</li> </ol> <p>Costs. Appraisal estimate: \$31.9 million Actual: \$25.0 million</p>
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<p><b>3. Achievement of Relevant Objectives :</b></p> <p>Despite the disruption of three government changeovers and unpredicted negative economic growth, public support and interest in YTEPP was retained and the program continues today with less dependency on government financing. The Borrower's contribution to the ICR states that the quality and relevance of YTEPP's education improved. Customized training syllabi and curriculum materials for instructors and trainees were developed with experts from the industrial, business, and governmental agencies to reflect changing labor market trends . Literacy and numeracy scores of trainees rose over pre-program levels. Research and evaluation capacities were strengthened. A financial management system was developed and staff were recruited to perform the necessary accounting and auditing functions.</p>
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<p><b>4. Significant Achievements :</b></p> <p>The project should be commended for the completion of an impact evaluation and its strengthening of M &amp; E systems. Discussions with the Region confirmed that these systems are currently in use and the program is able to make improvements based on M &amp; E feedback . Four tracer studies were conducted under the project which linked a higher labor-market absorption rate of YTEPP graduates than those of a control group and a higher percentage of</p>
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YTEPP graduates opting for self-employment than those of a control group. The tracer study also revealed that YTEPP training had a positive effect on trainee morale, motivation, and attitudinal development. An unexpected turn of events (see 5 below) which led to the dissolution of two key agencies forced the Borrower to create alternative strategies for assisting program graduates in seeking job placement. In setting up an Employment Bureau, YTEPP created its own means for seeking linkages with public and private agencies to place graduates. YTEPP added three professional posts; A Business Development Officer to assist graduates in preparing business plans for use in seeking credit, a Support Services Officer to facilitate workshops and lectures on relevant topics, and a Field Project Officer to visit and monitor the status and progress of graduate entrepreneurs.

In response to these changes and in support of YTEPP's initiatives, the Bank relaxed the enforcement of related covenants which were no longer appropriate.

### 5. Significant Shortcomings :

In 1992, a government changeover led to delays in disbursement of counterpart funds and subsequent delays in implementation. The discontinuation of key governmental support systems designed to assist the YTEPP's graduates seeking wage and self-employment adversely affected the project's achieving success in the Post-Assistance Training Component. The early demise (10 months after implementation) of the Youth Enterprise and Support System eliminated the only support mechanism specifically set up to address graduates of YTEPP and other programs. The Labor Market Information System was designed to collect, analyze, and disseminate information needed by training and employment organizations in planning their education and training activities in light of labor market conditions and prospects. This was also discontinued. Negative economic growth significantly decreased the numbers of graduates who would have been placed through the National Training Board for work experience or internships.

6. Ratings :	ICR	OED Review	Reason for Disagreement /Comments
<b>Outcome :</b>	Satisfactory	Satisfactory	
<b>Institutional Dev .:</b>	Substantial	Substantial	
<b>Sustainability :</b>	Likely	Likely	
<b>Bank Performance :</b>	Satisfactory	Satisfactory	
<b>Borrower Perf .:</b>	Satisfactory	Satisfactory	
<b>Quality of ICR :</b>		Satisfactory	

### 7. Lessons of Broad Applicability :

#### ICR

The expansion of linkages with private industry, government departments, and public companies is key for project sustainability, both in terms of hiring YTEPP graduates, and in contracting YTEPP services.

#### OED

The project was an early demonstration of a new approach to public and private sector roles and involvement in vocational training programs.

### 8. Audit Recommended? Yes No

**Why?** To ascertain the use of M& E systems and the extent of private /public linkages in the long term.

### 9. Comments on Quality of ICR :

The ICR should have made a clear distinction between YTEPP achievements that were made as a result of Bank involvement and those that the Borrower had already made. The Borrower cites results of tracer studies carried out before project implementation which cast some doubt on the extent of value -added of Bank involvement. The ICR did not fully explain the context underlying the demise of the two key agencies dissolved during implementation or the implications of the political changes on the future of YTEPP; however, follow -up discussions with the Region provided some helpful insights. The ICR does not include the Aide-Memoire of the Completion Mission.