

## TC Abstract

### I. Basic project data

• Country/Region :	BAHAMAS/CCB - Caribbean Group
• TC Name :	Building capacity for Skills for Current and Future Jobs
• TC Number :	BH-T1051
• Team Leader/Members :	PAVON, FERNANDO YITZACK - Team Leader FAZIO, MARIA VICTORIA - Team Member MUHLSTEIN, ETHEL ROSA - Project Assistant DAVIS-THOMPSON, CAMILLE A. - Operational Analyst HENNIG, BETINA TIRELLI - Attorney RIPANI, LAURA A. - Alternate Team Leader
• Indicate if : Operational Support, Client Support, or Research & Dissemination.	Client Support
• If Operational Support TC, give number and name of Operation Supported by the TC:	
• Reference to Request :(IDB docs #)	40186724
• Date of TC Abstract :	11 May 2016
• Beneficiary (countries or entities which are the recipient of the technical assistance):	Ministry of Labor and National Insurance (MLNI) and the Bahamas Chamber of Commerce ( BCCEC)
• Executing Agency and contact name (Organization or entity responsible for executing the TC Program) {if Bank: Contracting entity} { if the same as Beneficiary, please indicate}	US-IDB - Fernando Pavon (LMK/CJA)
• IDB Funding Requested :	\$ 120,000.00
• Local counterpart funding, if any :	\$ 0.00
• Disbursement period (which includes execution period):	24 months
• Required start date :	
• Types of consultants (firm or individual consultants):	Individuals Firms
• Prepared by Unit :	Labor Markets
• Unit of Disbursement Responsibility :	SOCIAL SECTOR DEPARTMENT
• Included in Country Strategy (y/n):	Yes
TC included in CPD (y/n):	No
• GCI-9 Sector Priority	Institutions for growth and social welfare

### II. Objective and Justification

The objective of this TC is to support the Ministry of Labour and National Insurance (MLNI), and private sector stakeholders in building capacity and development of key inputs to establish the framework for a demand-driven apprenticeship program.

The Bahamas needs to strengthen its national employment system in order to better be able to respond to the demands of current and potential employers. There is a strong and urgent need to develop an efficient mechanism that can: (i) identify and anticipate the specific skills needs of the private sector; (sector and (ii) support the training of people in firms.

Specifically, this TC will finance the design of a Matching Grant Facility that will establish an online platform where firms within pre-selected sectors can submit their training proposals establishing their training plans and the associated on-the-job training costs.

### III. Description of activities and outputs

Component 1: Develop the Matching Grant Facility Platform (US\$120,000) to support an apprenticeship program that can align workers skills with skill demands.

To implement a formal and structured Apprenticeship Program that addresses the countries' skills needs in specific sectors, a Matching Grant Facility (MGF) is being proposed. The MGF will establish an online platform where firms within pre-selected sectors can submit their training proposals for apprentices, establishing their training plans and proposed co-financing. The MGF is geared at enhancing credibility and interaction in public-private programs, reducing bureaucracy by reducing response times. It seeks to establish a transparent, credible yet quick-response mechanism addressing firms' needs with clear financial management of IDB funds.

To be able to design and put in place the proposed Matching Grant Facility (MGF), it is recommended that the following steps take place:

- To establish the MGF, the government of The Bahamas through the Ministry of Investment (or similar agency determined by the GoBH) will select at least 3 supported sectors from which firms from these sectors will be able to submit proposals (apply) to the Matching Grant Facility based on their eligibility. Sector need to be selected by GoBH based on the investment projections for the next 4-5 years. These sectors will include tourism and financial services given their importance for the country's economic structure. Based on consultation workshops carried out with the private sector, a third sector may include any of the following: (i) construction; (ii) information technology (web-design); (iii) logistics; and (iv) energy.
- The government of The Bahamas will also establish a Project Execution Unit that works directly with private sector. In this process, it would also establish a MGF Review Committee for proposal review and approval. One of the products of the TC will be to elaborate guidelines and the operation manual to establish the structure under which the MGF Review Committee will function.
- The government of The Bahamas defines and establishes a quick disbursement mechanism to be considered into the modules to be designed for the MGF.

This component will finance the design and development of the Matching Grant Facility Platform taking into account different aspects based on a demand-led apprenticeship program with an efficient public sector monitoring mechanism. In the design process, any recommendations to enhance the use of the MGF platform feasibility should be provided. This process will involve (but not be limited to):

- 1) Design of an e-platform that has a number of features such as a demand-led application process, and a public sector monitoring mechanism.
- 2) Establishment of criteria to define proposals' content
- 3) Establishment of a transparent mechanism to define approved (winning) proposals.
- 4) Establishment of a monitoring and evaluation mechanism for the implemented proposals.
- 5) Communications & dissemination activities.

#### Outcomes

Name:

#### Components

Name: Component 1: Develop the Matching Grant Facility Platform

Description: Develop a Matching Grant Facility Platform to develop a demand-driven apprenticeship program that can align workers skills with skill demands.

### IV. Budget

#### Indicative Budget

Activity/Component	IDB/Fund Funding	Counterpart Funding	Total Funding
Component 1: Develop the Matching Grant Facility Platform	\$ 120,000.00	\$ 0.00	\$ 120,000.00

#### V. Executing agency and execution structure

Inter-American Development Bank (IDB), through the Social Sector, Labor Markets and Social Security Unit (SCL/LMK).

Fernando Pavon (fernandop@iadb.org), team leader.

The IDB, through the Labor Markets and Social Security Unit (SCL/LMK), will execute this technical cooperation, to facilitate the execution, according to the official request of the Government of Bahamas. The Labor Markets and Social Security Unit (SCL/LMK) will be responsible for the direction, supervision and coordination of this TC. The Bank will coordinate its work extensively with GoBH benefitting entities, most directly, MLNI. This execution scheme is proposed for the following reasons: (i) SCL/LMK has particular technical expertise in social development and labor market programs, specifically based on international best practices; and (ii) administrative burdens can be reduced on the government, particularly in the identification and contracting of international experts.

#### VI. Project Risks and issues

A possible risk is delays in project execution due to insufficient integration, coordination and communication among government entities and strategic partners. To mitigate this risk, the team as part of the activities associated with TC (RG-T2611) with private sector stakeholders, will embark in a consultation process with key players to identify "champions" and garner support to establish the Matching Grant Facility platform.

#### VII. Environmental and Social Classification

The ESG classification for this operation is [ C ]