



49%

The number of students entering the workforce without a high school diploma.

(Ministry of Education, 2019)

\$3,328

The per person cost to replace low-skilled employees

(PeopleKeep, 2016)

53%

Increased percentage of high school diploma completions from job-readiness program.

(Project Bootstrap, 2014)

## Program Overview

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### Program Mission:

To increase educational opportunities and job-readiness through empowerment and interventions designed to facilitate socioemotional learning, improve self-efficacy, promote diversity awareness, and introduce skill development in underserved youth.

### Program Vision:

To create opportunities and alternative pathways for education and employment in youth underserved by a traditional education system.

### Program Goals

1. Recruit and maintain a cohort of 30 students over three years to high school graduation.
2. Educate program participants on their intrinsic strengths (behaviors, motivators, and skills)
3. Administer program interventions to improve academic engagement through self-efficacy improvement and emotional intelligence (measured through resilience, stress management, and self-confidence).
4. Introduce participants to skill opportunities through apprenticeships with business community members.

## History and Context

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Youth job training and alternative pathway programs have been growing in the developed and developing world in response to needs for the mobilization and positive development of youth — with special emphasis on those at greatest risk. The Bahamas has made strides and plans for progress toward education reform and youth development in its national development plan, citing the need for innovation in the engagement at-risk youth in order to curb crime — Strategy 3.2: Youth at Risk, ensuring inclusive education, strengthened education programs with nontraditional methods, strengthening and increasing after school programs, and strengthening and continuing initiatives which prevent youth from “falling through the cracks” — Strategy 6.5.1 – 6.5.4 (National Development Plan 2040, 2016).

It is in alignment with these goals that we have designed a youth Apprenticeship program with interventions designed to meet the needs of high schools students at risk for not completing high school and whose socioeconomic context do not best position them for thriving as adolescents or adults.

The Apprenticeship program is a 25-week, asset or strengths based approach to improving outcomes in underserved high school youth. The program is designed to be delivered over three years, from tenth grade to the end of high school with the overarching goal of increasing educational opportunities



# Budget

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As a policy program, the Apprenticeship program aims to improve overall outcomes and opportunities for students not on-track for high school graduation. The intervention program is a reactive approach to improving the emotional intelligence, self-awareness, self-efficacy, literacy, numeracy, skill and employability of undeserved youth.

The program's framework and evaluation measures have been designed, but still requires the development of its core curriculum, stakeholder engagement, partnership-building, and greater fundraising. Based on these needs, the budget is scaffolded four four phases — design, implementation evaluation, and continuation. This budget is also estimated with the engagement of a single cohort of 30 participants over three years.

## Pilot Budget

1. Design Phase – This one to three month period involves curriculum and activity planning, school, local business, government, NGO, and donor community engagement, staff recruitment and training. Time frame: August – October 2019.
2. Implementation Phase: The pilot program isn't initiated and facilitated through the 2019-2020 school year. Time frame October 2019 – June 2020.
3. Evaluation Phase – An international evaluation will be conducted using the outlined program evaluation measures



Design-phase Budget (August – October 2019)		
Type of Expenditure	Amount Budgeted	Notes
<b>Staffing</b>		
Program Manager	16,250.00	25% of annual salary of \$65,000
Program Facilitators/tutors/counselor (3)	2,250.00	Two tutors and one counselor for ten days of training during this period @\$75/day
Phone and gas stipend	450.00	Phone and gas stipend for facilitator @\$150 x 3 months
<b>Subtotal</b>		<b>18,950.00</b>
<b>Capital Expenditures</b>		
Computers	3000.00	Ten Chromebooks
Printer	100.00	Monochrome laser-jet printer
<b>Subtotal</b>		<b>3,100</b>
<b>Materials and Supplies</b>		
Meals for training and team meetings	300.00	Ten training and meeting sessions
Stationary and supplies	500.00	Stationary and other office supplies
Program facilitator training	4,500.00	DISC and SEL training through the XQ
<b>Subtotal</b>		<b>5,300.00</b>
<b>Total Design phase</b>		<b>\$28,150.00</b>

Implementation Phase Budget (November 2019 – May 2020)		
Type of Expenditure	Amount Budgeted	Notes
<b>Staffing</b>		
Program	11,250.00	25 weeks at \$150/per tutor each week
<b>Subtotal</b>		<b>11,250.00</b>
<b>Program Operation</b>		
Enrollment Events	450.00	<ul style="list-style-type: none"> <li>Social media campaign</li> <li>Information and application session event</li> </ul>
Participant work stipends	22,500.00	Work stipend of \$30/week for each participant for 25 weeks
Program Materials and resources	1000.00	<ul style="list-style-type: none"> <li>Emotional Intelligence Curriculum Materials and resources</li> <li>Math and reading intervention materials and resources</li> </ul>
DISC and SEL Assessments (XQ Bahamas Project)	26,750.00	Participant assessments, program dashboard and debriefing
Stakeholder Engagement Event	2,000.000	End of first year stakeholder engagement event
<b>Subtotal</b>		<b>52,150.00</b>
<b>Total</b>		<b>\$63,400.00</b>

Evaluation Phase Budget (June 2020)		
Type of Expenditure	Amount Budgeted	Notes
<b>Staffing</b>		
Internal Evaluator – Program Facilitator	5,417.00	1/12 <sup>th</sup> Annual Salary @\$65,000
Meta Evaluator	500.00	External Reviewer
<b>Subtotal</b>		<b>5,917</b>
<b>Materials and Supplies</b>		
Evaluation meeting	50.00	
<b>Subtotal</b>		<b>50.00</b>
<b>Total</b>		<b>\$5,967.00</b>
<b>Total Budget for 2019-2020</b>		<b>\$97,517.00</b>