

PN.ACP-467
1/04/97



ORIENTATION BOOKLET

Issue # 3
May 2000

UAP

UPLIFTING ADOLESCENTS PROJECT

The UAP is managed by Development Associates, Inc.
in collaboration with Hope for Children Development Company, Ltd.
under Contract No. 532-C-00-96-0234-00
on behalf of USAID/Jamaica
and the Youth Division of the Ministry of Local Government, Youth and Community Development, Jamaica.

A

UPLIFTING ADOLESCENTS PROJECT

Preface

This Orientation Booklet introduces the Uplifting Adolescents Project (UAP): its Goal, Purpose, Outputs, the Stakeholders and their Roles, and the Accomplishments to date. This is the third issue of the Orientation Booklet, following the inaugural document in June 1998, and an updated issue in April 1999. Since the UAP comes to an end in December 2000, this will be the final issue of this document.

The UAP is a five year (1995-2000) development project jointly sponsored by the Government of Jamaica and the USAID Mission to Jamaica (USAID/Jamaica). Under a grant provided by USAID/Jamaica, Development Associates, Inc. (DA), a firm of management and governmental consultants with head offices in Arlington, Virginia, was contracted in June 1996. Through its field office in Kingston, DA provides technical, training, and operational research assistance to eligible Jamaican non-governmental organizations (NGOs) for the implementation of the project, over the four and one half year period of July 1996 to December 2000.

The project's main strategy is to strengthen and support the work of Jamaican NGOs in implementing projects targeted at the 10-14 year old at-risk youth, and to enhance the capability in the Youth Division of the Ministry of Local Government, Youth and Community Development, to implement the National Youth Policy, and to provide broad-based information, communication and coordination regarding adolescent activities in the public and private sectors.

Key management personnel for the project include the DA Chief of Party, the USAID Project Officer, and the Director of the Youth Division. Contact data for these key project management personnel are as follows:

Francis Valva, Chief of Party
Development Associates
1 Holborn Road
Kingston 10, JAMAICA

Telephones: (876) 929-3574, 929-3024, 929-4779
Facsimile: (876) 926-1813

Sheila Lutjens, Chief, Office of General Development, USAID/Jamaica
USAID/Jamaica
2 Haining Road
Kingston 5, JAMAICA

Telephone: (876) 926-5001
Facsimile: (876) 929-9944

Director, Youth Division
Ministry of Local Government, Youth and Community Development
85 Hagley Park Road
Kingston 10, JAMAICA

Telephone: (876) 754-1039
Facsimile: (876) 754-0095

UPLIFTING ADOLESCENTS PROJECT

Table of Contents

	Page No.
Preface	i
Table of Contents	ii
Glossary	iii
1. THE UPLIFTING ADOLESCENTS PROJECT	1
a. Goal & Purpose	1
b. Project Indicators	1
c. Outputs	2
2. UAP ORGANIZATION & STAFFING STRUCTURE	4
a. UAP Implementation Stakeholders	5
b. UAP Staff Biographies	7
3. PROJECT STATUS	9
a. Summary of Achievements	9
b. Administrative and Preparatory Activities	10
c. Output 1: Strengthening the NGOs	11
d. Output 2: Designing & Delivering Services to Adolescents	18
e. Output 3: Strengthening the Youth Division	21
f. Other Accomplishments	23
4. REMAINING PROJECT PLANS	24
APPENDICES	25
<i>Appendix I:</i>	<i>Revised UAP Effectiveness Criteria (October 1998)</i>
<i>Appendix II:</i>	<i>Training Program Data & Schedules</i>
<i>Appendix III:</i>	<i>Summary Data on the Sub-Grants</i>
<i>Appendix IV:</i>	<i>List of Documents Produced by the UAP</i>
<i>Appendix V:</i>	<i>Publicity & Photographs: UAP & Sub-Grantee Activities</i>

UPLIFTING ADOLESCENTS PROJECT

Glossary

DA	Development Associates, Inc. , Institutional Contractor on the UAP
GARMEX	Academy operated by HEART/NTA to provide non-residential training to persons wishing to work in the garment industry.
HCDC	Hope for Children Development Company, Ltd., Jamaican NGO, sub-contracted to Development Associates under the UAP
HEART/NTA	Human Employment and Resource Training/National Training Agency, Jamaican training organization established by Act of Parliament in 1982.
JAMAL	Jamaican Movement for the Advancement of Literacy, established in 1973, as successor to the National Literacy Programme, to accelerate the eradication of illiteracy among adults in Jamaica.
LRE	Literacy and Remedial Education, one of four technical components of the UAP
NGO	Non-Governmental Organization
PFD	Personal and Family Development, one of four technical components of the UAP
RH	Reproductive Health, one of four technical components of the UAP
TVT	Technical and Vocational training, one of four technical components of the UAP.
UAP	Uplifting Adolescents Project, joint USAID/Government of Jamaica program
USAID	United States Agency for International Development, Mission to Jamaica

UPLIFTING ADOLESCENTS PROJECT

1. THE UPLIFTING ADOLESCENTS PROJECT

a. Goal & Purpose

The goal of the UAP, established in the Project Paper and Agreement, is to *promote smaller, better educated families, with particular emphasis on the poor*. The purpose, as elaborated in the same documents, is to *improve the social and job skills of Jamaica's at-risk youth on a sustainable basis so that they may become more responsible and productive citizens*.

In 1999, after nearly three years of implementation, USAID determined that the goal and purpose of the project, as applied to the Development Associates' contract, needed to be modified to reflect more closely what the contract would achieve, and also to establish revised indicators which will measure project outcomes and outputs more accurately. The modified goal and purpose, as currently applied to the Development Associates' contract are:

Goal: to promote better educated, socially adjusted families, with particular attention to the lower socio-economic sector of society.

Purpose: to improve the social, literacy and pre-vocational skills of at-risk youth offering them the opportunity to initiate a process towards becoming responsible and productive adults.

b. Project Indicators

Achievement of the project goal will be measured by a decrease in the general size of families, an increase in the percentage of children finishing vocational and primary school, and an increase in functional literacy. These indicators are not all directly influenced by the UAP. However, successful outcomes for the UAP will contribute to the achievement of the indicators for the overall goal.

In respect of the revised contract Purpose, the following are the revised indicators that the purpose has been achieved:

- i. Number of participating NGOs which have been strengthened in case management, accounting systems, personnel systems and are using the manuals developed;
- ii. Percentage of UAP at-risk youth who stay in school;
- iii. Percentage of UAP at-risk youth who are returned to an educational institution (formal school, vocational school, apprenticeship program, etc.);
- iv. Attendance rate (%) of at-risk youth at UAP NGO programs;
- v. Literacy levels of at-risk youth (as measured by the % performing at or above level 4 JAMAL), for both in-school and out-of-school populations; and
- vi. Attendance rate (%) for parents at UAP NGO parent activities (as measured by 1 parent for each adolescent participating).

UPLIFTING ADOLESCENTS PROJECT

c. Outputs

The project has three outputs:

- | |
|---|
| <ol style="list-style-type: none">1. <i>Strengthening the NGOs</i>2. <i>Designing and delivering Services to Adolescents, and</i>3. <i>Strengthening the Youth Division</i> |
|---|

Output # 1: Strengthening Jamaican NGOs: Successful accomplishment of this output will see the NGOs having: (a) improved their managerial capabilities; (b) improved or expanded their program capabilities and delivering packages of services to adolescents; and (c) successfully applied for UAP sub-grants.

This output is focused on the management capabilities of NGOs and aims to improve the sustainability of those organizations beyond the life of the UAP. An intensive training program, conducted locally for NGO leaders and trainers, and supplemented by technical assistance as necessary, is being utilized to deliver this output. The UAP has a target of 715 person weeks of training to be delivered to NGO leaders through the local training program.

In addition to the local training programs, the project has sponsored a total of 15 NGO leaders to *observational travel tours* in the United States. The leaders have had the opportunity, in these tours to visit similar organizations and programs for at-risk youth, to learn of the strategies used in these programs, to develop networks with the organizations and programs visited, and to identify ideas and program adaptations for use in Jamaica.

Output # 2: Delivering Services to Adolescents: Under this component, programs for adolescents are designed and delivered, entirely by Jamaican NGOs, to at-risk adolescents. The focus is on implementing a package of services, in the following four technical areas, which studies have shown to be the areas of greatest need for the at-risk adolescent in Jamaica:

- a. literacy and remedial education,
- b. personal and family development,
- c. reproductive health, and
- d. technical and vocational training.

Realization of this output will also see the completion of several operational research projects, the results of which will improve the overall understanding of the target population, and aid in refining the approaches to better deliver the intervention package to adolescents.

UPLIFTING ADOLESCENTS PROJECT

Some key activities being delivered to the adolescents under Output # 2 of the UAP include:

- ◆ Coordinated program to develop self-esteem, responsible decision making and leadership skills;
- ◆ Conflict resolution training;
- ◆ Peer and Group counseling;
- ◆ Parenting Skills and Adolescent-Parent workshops;
- ◆ Substance abuse prevention counseling;
- ◆ Comprehensive family life education, and sexually transmitted infection counseling;
- ◆ On-site testing to assess literacy skills;
- ◆ Remedial and literacy education classes, including homework assistance;
- ◆ Two or more skill courses made available to vocational training participants.

The revised (October 1998) UAP "Effectiveness Criteria", which detail the activities that successful UAP sub-grants have been implementing, are included at Appendix I.

Output # 3: Strengthening the Youth Division. The activities implemented in meeting this output are to assist the Youth Division to become more effective in performing its role as the central point in the Government of Jamaica for youth policy development, and coordination of continued implementation of initiatives targeted at youth, such as those which are implemented under Output # 2 of the UAP.

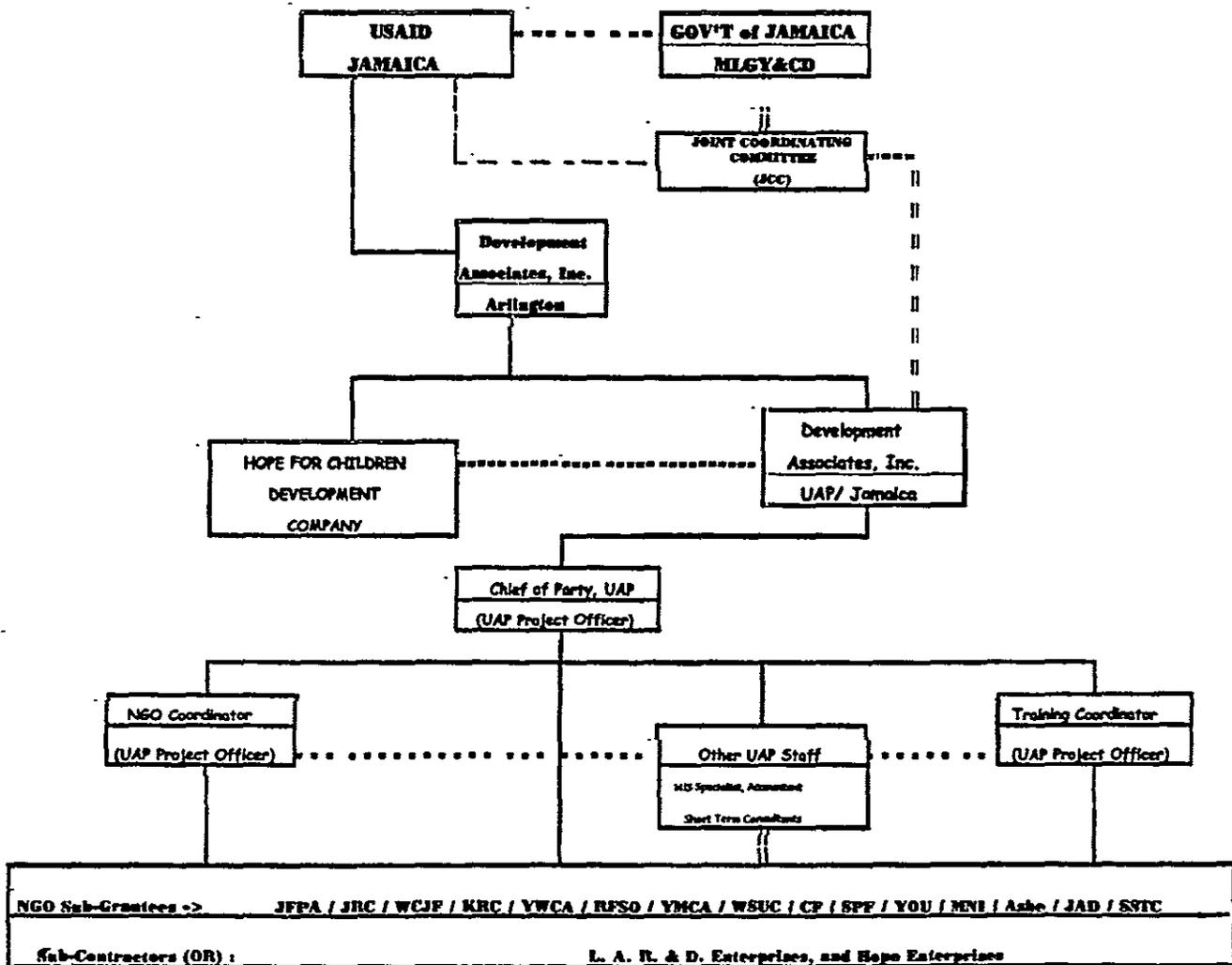
Main activities in pursuit of this output included assessments of the role and capability of the Division, and provision of training, technical assistance, and equipment support.

UPLIFTING ADOLESCENTS PROJECT

2. UAP ORGANIZATION & STAFFING STRUCTURE

The UAP includes many stake-holders, not the least of which are the adolescents who benefit from the program's activities. As a joint USAID and Government of Jamaica project, which is implemented by an institutional contractor in association with non-governmental organizations, the structure of implementation is complex. The actors include the donor agency, the cooperating government, the institutional contractor, and the NGOs. A graphical representation of the implementation actors and the institutional relationships is shown below:

INSTITUTIONAL INTER-RELATIONSHIPS



UPLIFTING ADOLESCENTS PROJECT

a. UAP Implementation Stakeholders

Key implementation personnel in the UAP are the USAID Program Specialist, the DA Chief of Party, the UAP Project Officers, the Director of the Youth Division, and the NGO Sub-Grant Managers. In the implementation of the sub-grants, specifically, the central personnel are the UAP Project Officer, and the NGO Sub-Grant Manager, with back-up support sporadically provided by the UAP Accountant and MIS Administrator to their role counterparts in the NGOs.

Summarized below in tabular form are the implementation actors in the UAP, and their correspondent relationships:

IMPLEMENTATION ACTORS

<i>STAKE-HOLDERS</i>	USAID/Jamaica	Government of Jamaica
<i>IMPLEMENTATION ORGANIZATIONS</i>	Development Associates, in association with Hope for Children Development Co.	Ministry of Local Government, Youth, and Community Development, and the NGOs
<i>KEY IMPLEMENTATION PERSONNEL</i>	1. Chief of Party, DA 2. UAP Project Officers	1. Director, Youth Division 2. NGO Sub-Grant Managers
<i>OTHER KEY PERSONNEL</i>	1. UAP Accountant 2. UAP MIS Administrator	1. Sub-Grantee Accountant 2. Sub-Grantee Activity Managers

The *Chief, Office of General Development, USAID/Jamaica* is the cognizant technical officer for the UAP, and in this role, provides overall guidance and supervision of the project and contract on behalf of USAID. This officer chairs the Sub-Grants Awards Committee, and accordingly has approval rights over which NGOs are awarded sub-grants. As a member of the Awards Committee, this officer ensures that the sub-grant proposals meet the minimum standards required for financing by USAID. This officer has also participated on the Joint Coordinating Committee of the UAP, which met quarterly for over three years, and on the USAID Committee which semi-annually rates the quality of performance by the institutional contractor, and recommends the level of performance award fee to be approved by the USAID Contracting Officer.

The *Director of the Youth Division* exercised responsibilities as the principal counterpart representing the Government of Jamaica from 1996 to 1999. The incumbent in this position proceeded on pre-retirement leave in January 2000, and the functions of the position have been absorbed into a new unit. No replacement has been named. As Chair of the Joint Coordinating Committee and as a Member of the Awards Committee, the officer played key roles in monitoring and approving project activities. In the latter role, the Director of the Youth Division reviewed recommended sub-grant proposals, and participated in the Committee's ranking of the proposals for award, based on the availability of funds.

UPLIFTING ADOLESCENTS PROJECT

The *Development Associates/UAP Chief of Party* is the principal officer in the institutional contractor's field team, and has overall responsibility for field operations. He is the Contractor's principal liaison with the Government of Jamaica and USAID, and also sits on both the Sub-Grant Award Committee and the Joint Coordinating Committee. He is the authorized signatory to all sub-grants on behalf of Development Associates, Inc., and consequently, is responsible for the interpretation of all provisions of the sub-grant agreement and for the resolution of questions which may arise in connection with financial or business matters.

The DA Chief of Party is assisted in his implementation roles by Hope for Children Development Co. Ltd, through a sub-contracting arrangement, and by two UAP key staff, the NGO Coordinator and the Training Coordinator.

Hope for Children Development Company Ltd. (HCDC), represented by its Chief Executive Officer, provides three support staff to the project (MIS Specialist, Secretary/Receptionist, and Driver), and from time to time, at the request of DA, seeks, contracts and deploys short term consultants to fulfill specific contract scopes of work. HCDC is a Jamaican NGO which was set up in 1992 for the purpose of promoting and improving the well-being of children in difficult circumstances in the four inner-city Kingston communities of Rose Town, Bennett Land, Greenwich Town and Whitfield Town.

UAP Project Officers are the principal liaison between the NGO Sub-Grant Manager and the UAP. The UAP Project Officer role is fulfilled by all three key staff members of the Development Associates field team (the Chief of Party, NGO Coordinator, and the Training Coordinator). The UAP Project Officer is generally responsible for monitoring the performance of the sub-grantee, and to facilitate the attainment of sub-grant objectives.

Other than functioning as UAP Project Officers, more specific roles are played by the *NGO Coordinator*, and the *Training Coordinator*. The *NGO Coordinator* is responsible for preparing NGO grants, and evaluates the NGOs which apply for such grants for their managerial, programming and technical capabilities. The *Training Coordinator* is responsible for NGO organizational development and planning and implementing all in-country training under the project.

The *UAP MIS Specialist* administers a UAP-designed database which is used by sub-grantees for recording key monitoring data. This officer ensures that designated staff of the NGOs are trained in using the database, and monitors and facilitates the data input by the NGOs. The *UAP Accountant* assists in the pre-award verification visits to NGOs, at which time the accounting systems used by the NGOs are assessed. The Accountant also assists in the semi-annual financial reviews of the sub-grantees, which document the quality of accounting standards at the NGOs.

UPLIFTING ADOLESCENTS PROJECT

The *Sub-Grantees* implement the programs to adolescents, based on proposals which met UAP criteria for form and content. Through the awarded sub-grants, at-risk adolescents are recruited and the designed and approved program delivered.

b. UAP Staff Biographies

Chief of Party, Francis Valva

Frank has served two USAID Missions for over 8 years, and had more than 15 years' experience as a Chief of Party, prior to joining the UAP on July 1, 1996. He has had a strong background with vocational skills related education, and has had a working lifetime of involvement in and commitment to the international NGO/PVO community. In addition to his positions with USAID in Honduras and Nicaragua, Frank has held field assignments with Catholic Relief Services and the Pan American Development Foundation in Bolivia, Guatemala, Mexico, Honduras and the Dominican Republic. He holds Bachelors and Masters degrees in Management from the University of Arizona.

NGO Coordinator, Samuel Dowding

Sam's professional experience includes over 12 years as a Health Project Officer with the USAID Missions to Guyana, Belize and the Eastern Caribbean (Barbados). In addition, just prior to joining the UAP on July 1, 1996, he spent two years in Antigua as the Contracts & Grants Administrator on another USAID-funded regional project for the Eastern Caribbean. Sam has also served the Government of Guyana as an auditor, Administrator in a para-military organization, and as Health and Nutrition Planner. He is a graduate of the University of Guyana and the Tulane University School of Public Health.

Training Coordinator, Sandra Cooper

Sandra joined the UAP on March 15, 1999, succeeding Dr. Joyce Robinson, who had served in the position for over two and a half years. Sandra is a Human Resource Development specialist, with particular interest in organizational development and training. She has fulfilled roles as Training Manager at the Social Development Commission and Manager of Human Resources at the Insurance Company of the West Indies. Her experience also includes providing training in a variety of settings: at the Institute of Management and Production, in organizational behavior, and training methodology, at the UWI, in team building, group dynamics, and in curriculum development, and in several public and private sector organizations. Sandra has run her own training company in Jamaica for thirteen years. She possesses under-graduate and master's degrees respectively from the UWI, and the University of Cincinnati.

Management Information Systems Administrator, Craig Campbell

Craig joined the UAP in mid-September 1998. He has worked in the information systems and insurance industries since 1985. As a free-lance consultant in information systems, Craig has implemented accounting, payroll, personnel and general office systems for many clients. The holder of several

UPLIFTING ADOLESCENTS PROJECT

certificates in information technology, insurance, and accounting, Craig is currently completing professional level qualification with the Association of Accounting Technicians (AAT).

Accountant, Edmond Montague

Edmond assumed duties at the UAP in August 1996. He holds advanced level certificates in Accounting and Sociology, and a Diploma in Accounting and Financial Management from the Institute of Management Studies. His experience includes accounting and auditing in the service and manufacturing sectors, with jobs at Deeds Industries (1 year), Mair, Russell and Partners, Chartered Accountants (2 years) and Safety Supply and Manufacturing (4 years). Edmond recently completed a Bachelor's degree program in Accounting at the UWI, and plans to continue in the field by pursuing the Master's program also at the UWI.

Secretary, Marsha Hylton

Prior to joining the project in September 1997, Marsha held positions as Accounting Clerk at Bryad Engineering for two years, and at Crown Eagle Life Insurance company as Unit Secretary and later Cashier/Teller for three years. Marsha plans to pursue a degree in Human Resource Management.

Driyer, Rohan Wilson

Rohan's experience before joining the UAP in September 1998, has been in sales (at Home and Decorators' Center) and as an automat graphics technician (at CM Associates - a textile graphics firm). He is a graduate of Kingston College, and also possesses a diploma in PC Mechanics from the Infoserv Institute of Technology. Rohan also has basic auto-mechanic skills.

UPLIFTING ADOLESCENTS PROJECT

3. PROJECT STATUS

a. Summary of Achievements

The UAP is now in its final year of implementation, and has in almost four years of implementation made significant progress towards the project's goal and purpose. A comparison of achievements with the purpose level indicators is shown in the table below:

Indicator	UAP Achievement
1. <i>Number of participating NGOs which have been strengthened in case management, accounting systems, personnel systems and are using the manuals developed.</i>	<i>Of the 15 NGOs participating in the project as SGs, 13 participated in UAP Accounting training, 13 in Case Management training, and 11 in Personnel Management training.</i>
2. <i>Percentage of UAP at-risk youth who stay in school.</i>	<i>Of 10,120 in-school adolescents who have been registered as participants, 1,593 dropped out, for a drop-out rate of 15.7%. Accordingly, 84.3% of in-school at-risk youth have stayed in school.</i>
3. <i>Percentage of UAP at-risk youth who are returned to an educational institution (formal school, vocational school, apprenticeship program, etc.).</i>	<i>To date, 16.5% of out-of-school adolescents registered in the UAP have returned to a formal school, vocational school, or apprenticeship program.</i>
4. <i>Attendance rate (%) of at-risk youth at UAP NGO programs.</i>	<i>The attendance rate of all UAP participants in the quarter ending February 2000 was 50.4%.</i>
5. <i>Literacy levels of at-risk youth (as measured by the % performing at or above level 4 JAMAL), for in-school and out-of-school populations.</i>	<i>The combined literacy rate (JAMAL Level IV) as reported in November 1999 for all UAP registrants was 59.33%. For current (11/99) out-of-school program participants, the literacy rate was 25.46%</i>
6. <i>Attendance rate (%) for parents at UAP NGO parent activities (as measured by 1 parent for each adolescent participating).</i>	<i>The latest reported (Feb. 2000) attendance rate for parents at NGO activities was 11.5%.</i>

Other significant achievements of the project to date may be summarized as follows:

- i. *The SGs have registered 10,986 adolescents up to February, 2000 compared to the project target of 11,000 adolescents. This represents 148% of the regular target (13,803 vs 9,300) and 187% of the Special Population target (3,183 vs 1,700).*
- ii. *The training program had delivered up to May, 2000, a total of 561 person weeks of training. This represents 79% of the project target of 715 person weeks of training.*
- iii. *By the end of May 2000, 14 of a targeted 15 NGO leaders would have completed two weeks of observational training in the United States.*

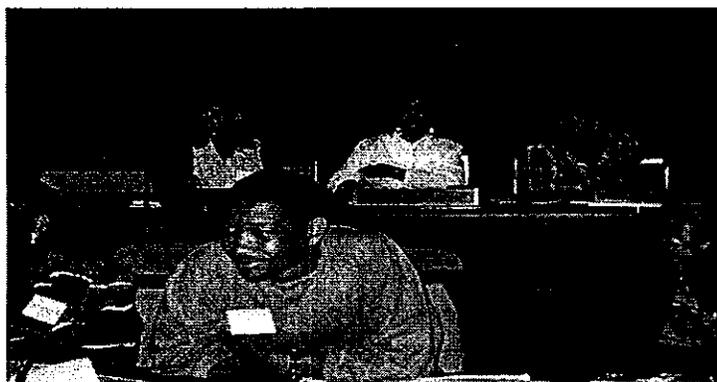
UPLIFTING ADOLESCENTS PROJECT

b. Administrative and Preparatory Activities

Implementation of the UAP started on July 1, 1996 with the establishment of the Development Associates' Field Office. The three key staff members all assumed duties on that date, and the five support staff were locally hired and in place within two months of that date.

The Field Office was fully established within the first two months, with the procurement and installation of furniture, equipment, and telephones by the end of August 1996. The sub-contract with the Hope for Children Company, through which three local staff are provided to the project, was also executed before the end of August.

On August 21, 1996, seven weeks after project start-up, an Orientation Seminar was held at the Jamaica Conference Centre to brief some 30 Jamaican non-governmental organizations (NGOs) on the project. The Seminar was also attended by officers of key implementation organizations such as USAID/Jamaica, Hope for Children Development Company, the Youth Division, the Jamaica Institute for Management, and the National Family Planning Board.



The NGOs which participated in the Orientation Seminar formed the core group which was the subject of the institutional and technical assessments that followed in September and October, an intense period of familiarization with the NGO community in Jamaica. These assessments provided the data for completion of four reports, including the first year's Work Plan, required as pre-conditions by USAID.

The start-up phase of the UAP therefore essentially comprised the first four months - July to October, 1996. The contract between USAID and Development Associates required that the contractor provide four reports, within 90 days after the Chief of Party began work in Kingston:

- ▶ **Diagnostic Report:** including inventory of NGOs likely to participate in the project, and identification of new NGO, GOJ and other donor initiatives which may influence or impact on the UAP;

UPLIFTING ADOLESCENTS PROJECT

- ▶ NGO Selection Report: including checklist for NGO eligibility, standard format for NGO proposals, standard format for sub-grants to NGOs, plan for soliciting proposals from NGOs, and modified "effectiveness criteria" for the UAP package of services;
- ▶ Work Plan: detailed first year's work plan, and broad life-of-contract work plan; and
- ▶ Training Plan: detailed first year's training plan, and broad life-of-contract training plan.

The terminal date for receiving these reports was adjusted by USAID to October 31, 1996 and Development Associates was able to complete and submit the four reports within the adjusted time-frame. With the completion and acceptance of these reports, implementation activities responding to the three outputs of the project, were put into high gear.

c. Output 1: Strengthening the NGOs

UAP has followed an intensive and varied training schedule over the 1996-2000 period, as befits the nature of the project. Forty four (44) training events have been implemented up to April 2000, with an aggregate of 1,153 participants at these training events. Average participation per workshop has been 26 persons. Most training events have been held over two to five days, except for the two training programs implemented in association with the Jamaican Institute for Management in 1997, which each utilized ten training days.

To date, 470 separate individuals (357 female and 113 male), representing staff and volunteers from 49 NGOs and other organizations, including the 15 UAP sub-grantees and the Youth Division of the Ministry of Education, Youth and Culture (and later Ministry of Local Government, Youth and Community Development), have benefitted from the training programs implemented by the UAP. The majority of these participants have attended multiple workshops. All workshops have been uniformly well received, with high praise coming from the participants. Development of teaching techniques has been a notable feature of the technical workshops, which has been well appreciated by the NGO instructors. The Schedules of Training Events implemented over the life of project, to date, are shown at Appendix I.

Formal delivery of the training program started in December 1996 with the first Proposal Development Workshop at which 8 NGOs participated. Two further Proposal Development workshops were held in April and October 1997. A total of 23 NGOs attended the three workshops, while three other organizations benefitted from one-on-one discussions in 1998, on the subject of proposal preparation. Fifteen of these NGOs are now approved Sub-Grantees of the Uplifting Adolescents Project.

The focus of the Training Program in the first year was on institutional development, and the effort to improve NGO management capability was launched in January 1997 with a six module course in Administrative Methods delivered by the Jamaica Institute for Management (JIM) over a ten day period stretching from January to April. The modules of this program included such topics as Administrative Management, Volunteerism, Financial Management for NGOs, Documentation Systems, and Program

UPLIFTING ADOLESCENTS PROJECT

Planning. The Training Program at this time was open to all the NGOs which had participated in the institutional and technical assessments done by the UAP in 1996, thus for this workshop and for all those implemented up to June 1997, some 20 organizations including the Youth Division, were regular participants. Most organizations were permitted to send two representatives to each workshop.



Part II of the Administrative Methods Course at JIM was held in October and November 1997, again over ten days, but with only the twelve (at that time) awarded UAP sub-grantees in attendance. Only three modules, instead of six, were implemented this time around. The three modules emerged from a consensus among NGOs that their weakest areas were in not having manuals in Personnel Policy, Accounting, and Case Management. These manuals were the output of the three modules, and reflected the guidance of the course instructors, and the input of the participants. NGOs now have basic templates of each manual which can be modified and customized to suit their own organizations.

Continuing the strategy of improving NGO management capability, UAP has also sponsored 43 NGO staff to attend computer proficiency classes, in 1998 and 1999. These courses have been conducted by independent training providers, in Kingston, Ocho Rios, May Pen and Montego Bay. These courses helped to ensure that a minimum capability would exist at each NGO to use the computer programs to be made available through the project. The courses were spread out over a period of three months to facilitate work and study without disruption to the normal NGO program. All participants successfully completed the courses, and received certificates of proficiency.

One of the most talked about training programs has been the "Fund-raising and Sustainability" workshop and consultations, held over four days in May 1999. The Florida Association of Voluntary Agencies for Caribbean Action (FAVA/CA) collaborated with the UAP in planning and implementing this activity. Two days were utilized for the workshop, attended by 15 NGOs and representatives from the Youth Division, and another two days used for one-on-one consultations between the three consultants and six NGOs. Through this activity, very useful linkages have resulted between the FAVA/CA volunteers and the UAP NGOs. In addition, several NGOs have already put in place some of the fund-raising strategies learnt at the workshop. Notable among these has been the establishment of two endowment funds, and a re-engineering of the fund-raising strategy, from one of "begging" to one of "pointing out the merits of the organization as a good investment" to potential donors.

UPLIFTING ADOLESCENTS PROJECT

In April 1997, an innovative training course, "Motivating Youth through the Performing Arts" was implemented over five days. Over 50 NGO representatives attended this intensive program, which went over the scheduled time on all five days, without complaint from the participants. This workshop culminated in a two hour presentation by the course participants, including skits, poems, dances etc which they had developed over the five day period. All of the material presented exemplified one or more aspects of the four UAP technical components.



Further support to the NGOs in this area was provided through the Drama and Theatrics workshops in June 1998, and February 2000. These workshops were very participatory. In the June 1998 workshop, the NGO instructors worked on and refined six scripts of skits in the four UAP technical components. On both days of the workshop, they performed these skits, which were video-taped, and participants were provided the opportunity to review their performances with the Course Facilitator, for areas of improvement. The NGO Instructors now have not only the six scripts, but a stimulated ability to develop and present quality and appropriate material in collaboration with their clients. The February 2000 workshop was a little longer, over two and a half days, and helped to further develop skills in the use of theatrics as a creative learning methodology, and to develop creative visual and written material for delivering UAP subject matter.

In June 1997, a collaborative relationship was forged between the UAP and JAMAL, the Jamaican Movement for the Advancement of Literacy. The first Literacy and Remedial Education workshop under the project was implemented jointly, with JAMAL providing the presenters/facilitators, the training rooms, equipment and some literature, while UAP financed the course materials, hospitality and administrative support. This workshop was directed at NGO trainers of trainers and focused on utilizing the JAMAL literacy and remedial education materials (a set of material comprising some 45 teachers' and students' manuals) developed specifically for the Jamaican situation. Two follow up workshops have since been implemented, strengthening the collaboration between JAMAL and the UAP. Consequently, a strong network between individual NGOs and the Field Operations Division of JAMAL has been established, a relationship which is likely to out-live the UAP.

The second product of the JAMAL/UAP collaboration was the Materials Development workshop in Literacy and Remedial Education in May 1998. This workshop was more hands-on than any other up to

UPLIFTING ADOLESCENTS PROJECT

UAP/JAMAL WORKSHOP Developing Teaching Aids for Literacy & Remedial

GAME NO. 7 - A NUMBER MATCHING GAME

APPENDIX X

This game follows the same principle as the domino and word matching games. In this case, however, numbers would be written on the cards instead of words. Addition facts may be used in addition to, or instead of numerals (See example below).

9	9
---	---

5 + 4
3

3 + 0
8

8	8
---	---

4 + 4
2

that time, since participants were required to bring tools and materials, and were guided to develop games and other interesting teaching materials over the two days. Each participant returned home with a portfolio of materials that he or she had personally made during the workshop.

The third workshop in this area was conducted over two days in December 1998. It focused on improving skills to teach numeracy at Grades I to IV. Participants were introduced to the latest editions of the teachers' and students' manuals in numeracy for Grades I to IV, and were afforded very valuable teaching practice in a variety of contrived situations. Guided by the expert presenter from JAMAL, participants were able to evaluate and learn from each other's accomplishments and mistakes in the various situations.

Beyond the collaboration through workshops, JAMAL has worked with the UAP, in December 1999, to develop a UAP Literacy Teaching Standard, and assigned a senior staff member as consultant, to assist UAP in assessing NGO literacy teaching sites. The assessment was done in January - February 2000, and resulted in 53% of NGO teaching sites being rated as meeting the desired standard.

Through several one-day workshops or roundtables implemented in 1997, the UAP elicited planning data from the NGOs, heightened their interest, and generally passed on essential information for improving NGO capability. These activities included the workshops on Operations Research (September), and NGO Management of UAP Sub-Grants (October), and the roundtables on Identifying and Planning for Skills Training Needs (July), and on Planning for Adolescent Reproductive Health Needs (December).

Over the years of implementing the Training Program, modifications have been made to the strategy to respond to emerging needs. For instance, in 1997, the training focused on "training of trainers" workshops. Having established that many of the trained NGO staff did not have the time, or capability to

UPLIFTING ADOLESCENTS PROJECT

return to their NGOs to train other staff adequately, it was decided to focus, in 1998, on directly training the NGO instructor staff, one level lower than the staff trained in 1997. Also in 1998, an assessment of the overall direction and content of the Training Program was conducted, consequent to which a revised Training Plan for 1999-2000 was prepared and submitted to USAID. Modifications to the training strategy included fewer workshops than the hectic pace set in 1998, when 8 were held, , and more packaged training by independent providers, such as for computer software training, where NGO staff could attend after working hours.

UAP has also continued to encourage "in-house" training which has a special value in monitoring and maintaining teaching standards. To this end, several NGOs have reported that their participants at training workshops are required, upon return after the training, to hold a mini-workshop, at which they share the workshop content and material, and insights gained, with other members of staff. Others have requested the support of the UAP Training Coordinator to conduct half-day briefings, which passed on to other staff members, the highlights of the workshops which they attended.

With the imminent completion of another year of training programs in 1999, and a recognition of the need to promote efforts at sustainability after the UAP grants to NGOs terminate, UAP decided to convene, in September and October 1999, three regional networking fora. These one-day meetings gave the Sub-Grantees the opportunity to share with each other the "best practices" which they had gained and adopted in the time they had collaborated with the UAP, and to identify potential future areas of collaboration. Each forum ended with a commitment by sub-grantees to collaborate more, and with a plan to develop joint project proposals for future funding.

The Training Program has also been responsive to immediate needs of the Sub-Grantees. During the first six months of implementation of the Sub-Grants it emerged that some NGOs had over-estimated their capacity to recruit at-risk adolescents to their programs. A few were clearly foundering in their attempts to reach their targeted recruitment levels. In response, a Recruitment Strategies workshop was found to be necessary to assist Sub-Grantees to focus their energies better in ensuring that their numbers of targeted adolescents were registered and retained in the programs. The workshop was facilitated by two NGO leaders who planned and implemented the program in association with the UAP. The evaluation showed the program to be extremely well received. This particular workshop also served to bond NGO staff in recognizing each other's strengths and weaknesses and to promote networking with their peers.

All four technical areas of the UAP have been addressed by the training program over the years. In addition to the literacy/remedial education workshops discussed above, technical training workshops were implemented, in 1998, in Adolescent Reproductive Health , Personal and Family Development and in Skills Training.

UPLIFTING ADOLESCENTS PROJECT

The Reproductive Health Workshop, held in March 1998 over four days, helped to break down certain psychological barriers which participants brought with them to delivering reproductive health training and counseling to adolescents. Most participants expressed how much of a change had been wrought in them by having had the opportunity to meet an HIV-infected person "in the flesh". Previously held perceptions of how to treat such persons, how they expected them to look, and how they became infected, were debunked in this single session. Other sessions in the workshop addressed sensitive areas such as sexuality, sexual orientation, and appropriate contraceptive methods for young adolescents. Equally well received areas of the program included communication, teaching techniques, and dealing with stress and burn-out among service providers.

Interaction and contacts made with special presenters and agencies who helped to develop material and deliver aspects of the workshop have been most valuable. Included in these agencies have been the National Family Planning Board, the Fertility Management Unit of the UWI, and the Guidance Counseling Unit of the Ministry of Education.

The first Personal and Family Development workshop was implemented over two days in April 1998. Issues covered included case management and counseling, mentoring, conflict resolution, substance abuse and addictions. Examples of training material shared with participants were comprehensive. Three NGO leaders assisted a consultant from the UWI Faculty of Education to present this workshop, which was highly praised by participants.

Continuing under the theme of personal and family development, a Parent Training workshop was implemented in September 1998. This workshop was the outgrowth of the Second UAP Observation Tour, held in May 1998, at which 5 NGO leaders and a representative from the Youth Division participated. UAP had agreed with the participants at their de-briefing, that they should share the fruits of their tour with the wider Sub-Grantee population. The training workshop was planned and implemented by the five NGO leaders and the Youth Division representative, in association with the UAP. Implemented over two days, the workshop shared the content and learning from Parent Training which the NGO leaders had received at Boys' Town in New York City in May 1998.

Other Personal Development workshops have been the Conflict Resolution & Mediation in November 1999, and Counseling Skills & Classroom Management in December 1999. In collaboration with the Disputes Resolution Foundation, the principal mediation organization in Jamaica, the conflict resolution workshop imparted skills in developing and reaching solutions to conflict, which would be owned by the participants. The program was implemented over five days, was very participatory and interactive, and equipped the NGO representatives with the Seven Stage Model of conflict resolution. The Classroom Management workshop, was a timely follow-up one month later. It reinforced conflict resolution skills, and offered techniques to manage, facilitate and improve classroom behavior. Counseling, relationships, and affirmations of self-esteem were some of the subjects covered in this workshop.

UPLIFTING ADOLESCENTS PROJECT

A workshop on Effective Communications for Development was commissioned in July 1999, and over two days, helped equip NGO staff, mainly seniors and executives with communication skills which would stimulate and sustain not only image-building efforts with the public, but also internal communication within the organizations. This workshop was a useful follow-up to the one on Fund-raising, since it reinforced many of the principles shared before.

In the technical area of Technical and Vocational Training, one training workshop on Skills Training was held in November 1998. This was in follow up to a one-day roundtable held in August 1997. The two day workshop, as the roundtable did, benefitted from the developing relationship between the UAP and HEART. One of the sessions was held at the HEART/NTA Training Centre at Rockfort, where participants had the opportunity to learn, at first hand, of the training methods used at the facility, and use of a wide variety of skills training equipment. The second day of the program moved to the HEART/NTA LEAP Training Centre at Duke Street, where the participants were again exposed to a different skills training environment. The importance of guidance and counseling in educating at-risk youth was stressed.

Other workshops have included sessions on implementing Tracer Studies, use of the Performance Tracking System developed by the UAP, and a joint review by NGOs and the UAP on the Rapid Appraisal of the UAP Effectiveness Criteria. These workshops all served to enhance networking, comprehension of the milieu within which the UAP sub-grants are implemented, and strengthen the capability of the sub-grantees in key areas.

Two one day sessions were held in June and September 1998 to respectively discuss the general area of conducting Tracer Studies on NGO participants, and to train the interviewers who conducted the Tracer Study in October 1998. The successful completion of the Tracer Study, for which 204 interviews were completed, exceeding the contractual target of 150, evidenced the effectiveness of the workshops. UAP also convened a one-day meeting in March 1999 to discuss the results of the project-wide and NGO-specific tracer studies. The reports on these studies have yielded significant information for the guidance of project managers at both the UAP and the NGOs. Another one-day session was held in April 2000 to prepare NGO staff for the May-June 2000 Tracer Study.

Upon the completion of the design for the management information system, called the Performance Tracking System (PTS), which tracks the performance of adolescents participating in Sub-Grant financed programs, a one day workshop was held in June 1998 to introduce the system to key personnel in the NGOs. The workshop was hands-on, as it allowed the participants to manipulate the system on computers during the afternoon session. This introductory session was followed up by an intensive round of visits to each NGO to trouble-shoot, and to improve the skills of NGO personnel in using the system. Given the slow response from the NGOs in completing all aspects of the database, a half-day workshop was convened to discuss current status and problems with the PTS. Several suggestions, for the firmer establishment of

UPLIFTING ADOLESCENTS PROJECT

the PTS as an integral management tool in NGOs, are being emphasized through further scheduled visits to NGOs by the UAP's Management Information Systems Specialist.

In May and June 1998, a UAP consultant completed a rapid appraisal of the implementation of the UAP Effectiveness Criteria by the Sub-Grantees since June 1997 when the first grants became effective. With the presentation of the report, the UAP took the opportunity to share it and to discuss its findings and recommendations with the Sub-Grantees. A one-day workshop was held in September 1998 for this purpose. Consequent to the workshop, UAP revised the Effectiveness Criteria, and with USAID's approval circulated these to all NGOs.

d. Output 2: Designing & Delivering Services to Adolescents

Under this output the activities include the Sub-Grants to NGOs for delivering services to both regular and special population at-risk adolescents, Operations Research Grants or Contracts to "stimulate innovation and more creative service models", and Management Assistance to improve the delivery of services to Adolescents.



The UAP has awarded and extended 14 sub-grants for regular and special populations activities, involving 15 NGOs. Appendix III b shows the life of each sub-grant awarded. The 12 sub-grants in Batches I and II have each been extended for a third year of operations, and the two in Batch III, for a second year. A further three month extension has been authorized by USAID/Jamaica for 11 of the 14 sub-grants. By July 31, 2000, the current termination date for all sub-grants, a total of over 40 grant years of service would have been delivered by the 15 NGOs participating in the UAP. When the 11 SGs are extended for a further three months

from August to October 2000, this figure will increase by another 33 grant months of implementation.

In addition to the awards for sub-grants to deliver services to adolescents, five (5) Operations Research activities have been financed, three of which are implemented as sub-grants, and the other two as sub-contracts. Due to the inadequacy of the Sub-Grants budget to finance 1999-2000 activities of the regular and special population sub-grants, it was decided by UAP and approved by USAID to forego the planned sixth Operations Research grant, and to utilize the OR funds for supporting implementation activity. The results of the five operations research programs are expected to provide useful guidance to the planning and implementation of programs for adolescents in subsequent years.

UPLIFTING ADOLESCENTS PROJECT

Two of the research projects have been completed to date - one was terminated prior to its planned completion date due to lack of sufficient progress, and the second completed its planned activities within the specified time-frame. While the completed research activity did not achieve its planned output, the hypothesis was nevertheless proven within a limited ambit, and the lessons learned from this activity have been shared with stakeholders and policy-makers from the Government of Jamaica.

The first sub-grants were awarded in June 1997, and as noted above, all currently have a termination date of July 31, 2000, which is expected to be extended for 11 Sub-Grantees. Authorized grants (including for operations research) have exceeded J\$113 million over the three years. In the first batch, the six sub-grantees obtained some J\$16 million for the first year. Based on the performance of the NGOs delivering the programs to adolescents, USAID/Jamaica approved, in mid-1999, an increase in the Sub-Grants Fund from US\$2.6 million to US\$3.065 million, of which US\$2.73 million has been disbursed to SGs.

NGOs get \$16m to save 'at risk' children

MORE than \$16 million was Wednesday handed over to six non-governmental organisations (NGOs) under the Uplifting Adolescents Project (UAP), to assist with programmes geared towards "at-risk" children in the 10 to 14 age group.

Children at risk include youngsters in danger of being a perpetrator or victim of certain crimes, pregnancy, drug abuse and delinquency.

The grants were handed over at the Terra Nova hotel on Waterloo Road, Kingston.

The recipients were the Jamaica Family Planning Association, which received \$1.4 million; Jamaica Red Cross Society, \$3.2 million; the Kingston Restoration Company, \$2.6 million; the Rural Family Support Organisation, \$2.9 million; the Woman's Centre Foundation, \$4.2 million; and the Young Women's Christian Association's National Council, \$2.3 million.

The UAP is a joint project of the governments of Jamaica and the United States.

Financed by a grant from the United States Agency for International Development (USAID), the project is to help several NGOs to improve the social and job skills of Jamaica's at-risk youth during the next four years.

Speaking at the signing ceremony, Francis Valva, chief of party of the UAP, noted that technical training and operational research assistance was being provided to the NGOs by Development Associates, a firm of management and governmental consultants hired by the USAID.

He said the UAP will strengthen the NGOs to improve managerial and technical capabilities and expanded services to at-risk adolescents. The goal of the UAP, he said, was to improve smaller, better educated families, with particular emphasis on the poor.

The programme was also seeking to ensure that 11,000 adolescents receive some assistance under the project within

the four years, he said. Director of USAID, Carol Henderson-Tyson, pointed out that a study commissioned by the agency in 1985, showed that 209,000 or 45 per cent of Jamaican adolescents were at risk.

"The UAP is attempting to reduce these risks," she said, adding that this was being done through several means, including literacy and remedial education, personal and family development, reproductive health and family life education and vocational and skills training.

"The 10-14 age group is the most underserved segment of the population," she noted, adding that the study showed that the NGOs would be able to reach these children and make an impact on their lives.

She cited a lack of funding to cover recurrent expenditure as a major limitation of the NGOs in fulfilling their role and called on the private sector to assist these organisations whenever possible.

Registration of participants by the sub-grantees surpassed the project target of 11,000 adolescents by November 1998. As of February 2000, some 13,803 regular population adolescents have been registered (148% of the 9,300 target) and 3,183 (187% of the targeted 1,700) special populations adolescents have been enrolled. Nearly 60% of the adolescents registered by the NGOs have been in-school. Of the 6,866 out-of-school adolescents registered up to February 2000, 1,136 (16.5%) have either returned to the formal school system, or moved onto apprenticeships or to a HEART/NTA program. Some 37% of all registrants to the NGOs have graduated from their programs, while 42% of total registrants to date are current participants. Some 21% of registrants to date are considered to have dropped out of the program, with the out-of-school population, not surprisingly, dropping out at double the rate as found in the in-school population (30.1 % drop out for out-of-school vs 15.7% for in-school adolescents).

UPLIFTING ADOLESCENTS PROJECT

Appendix III includes a one-page summary on each of the sub-grants and operations research activities, as well as a statistical and financial summary, and a map showing the locations of project activity throughout Jamaica.

The Performance Tracking System, discussed under Output 1 above, allows for the collection, storage, retrieval and analysis of data on each participant in the project, covering basic demographic information and the results of assessments done in the areas of literacy, personal development, reproductive health and vocational training. UAP has taken and continues to take steps to support the Sub-Grantees' implementation of the PTS, and use of the data for management of the programs.

The "NGO Management Manual for UAP Sub-Grants" was prepared and issued to all the NGOs which have received UAP sub-grants. This manual is a handy reference to the NGOs which, by and large, had not had a prior formal association with USAID, and were therefore unfamiliar with the rules and regulations applicable to USAID grants. A one day workshop was held in October 1997 to review the contents of this manual, in detail, with the then twelve sub-grantees. The two Batch III sub-grantees received dedicated sessions with the UAP NGO Coordinator over half a day each to review the manual. In December 1998, the Manual was revised in the light of new regulations and circumstances since May 1997, and the second edition was issued to all sub-grantees in January 1999.

The UAP Sub-Grantees do not submit detailed supporting documentation each month with their expenditure vouchers. Instead, they are required to ensure that their accounting systems meet generally accepted accounting standards, and that the supporting documentation is on file and available for review. Two financial assessments are conducted annually by the UAP on each sub-grantee's books. To date, six assessments have been completed for the Batch I sub-grantees, five for the Batch II sub-grantees, and four for those in Batch III. These will be the final financial assessments, since the next visits to review the accounting books and records will be for the purpose of conducting the final close out audits of those records. General improvement has been noted in the standard of accounting at all sub-grantees over the period that they have been associated with the UAP. The few minor issues which have been identified in these assessments have been readily resolved by the Sub-Grantees within the time-frames imposed by the Development Associates.

As part of its responsibility to ensure that the services provided by the sub-grantees are properly and appropriately directed, UAP conducted a rapid assessment of the "Effectiveness Criteria" in 1998. A consultant visited a selection of five sub-grantees, and conducted 100 interviews of Sub-Grantee clients. The results of this analysis were provided in a report in July 1998, which was the subject of a specially convened one-day meeting with all Sub-Grantees in September 1998. Consequently, the effectiveness criteria were revised in the light of the analysis and the feedback from the NGOs, and were re-issued to all Sub-Grantees in October 1998.

UPLIFTING ADOLESCENTS PROJECT

e. Output 3: Strengthening the Youth Division

Under this output, the Youth Division received technical assistance for a needs assessment, through which training needs were identified and a plan for equipment and furniture procurement was developed. USAID is financing the training of Youth Division staff directly, through its participant training program, while DA is contractually responsible for the procurement and delivery of the furniture and equipment.

Thirteen computers, including one laptop, along with corresponding furniture, software and printers were procured and delivered to the Division, in December 1997 and November 1998.

THE GLEANER

Monday, November 16, 1998

Youth division gets equipment from USAID

EQUIPMENT VALUED at approximately \$2 million has been given to the Youth Division of the Ministry of Local Government, Youth and Community Development by the United States Agency for International Development (USAID).

The items include six personal and two laptop computers, six printers, a fax machine, a public address system, a paper trimmer and a copying machine. They will be used to enhance the activities of the Uplifting Adolescents Project (UAP), a joint programme of Jamaica and the United States.

The handing over took place on Tuesday at the Ministry's Hagley Park Road offices.

The objective of the UAP is to promote smaller, better educated families, with special emphasis on the poor. The project strategy is to support the work of non-governmental organisations (NGOs) in implementing projects targeted at 10-14-year-old at-risk youth.

State Minister Colin Campbell accepted the equipment on behalf of the Ministry.

He said the equipment would be used to enhance the Ministry's capacity to focus on policy development and assist in institutional strengthening and building.

"Very soon, we will be able to really set up a kind of data base here, so that almost every Jamaican youth can call and get

information on projects," he added.

Pointing out that Youth and Community Month was currently being celebrated, Mr. Campbell said the presentation was timely as it was "perhaps one of the high points of the Month".

Dr. Alex Dickie, acting mission director of USAID, who made the presentation, said the UAP was an important initiative which "will go a long way in preparing the youth, while opening new windows and opportunities within the world of work in Jamaica."

We feel sure that the activities

you are engaged in will bring tangible benefits to a most critical target group - the vulnerable and at-risk youth," he said.

Danny Gordon, project specialist of the USAID in Jamaica, gave an overview of the UAP. He said to date, the programme has assisted over 8,000 young people out of the 11,000 who were targeted. The project was started in 1996 and is envisaged to end in the year 2000.

Eight staff members of the Youth Division, including the Director, have participated in basic computer proficiency training, and the cost of these courses, held at a commercial training school in Kingston, was met by DA from the funds allocated to the contract for supporting this output.

One senior staff member of the Division joined five NGO leaders on the second observational tour conducted in New York in May 1998. Arrangements and coordination were made by DA, but expenses for this representative were met through the USAID's Participant Training Contractor, the University of Tennessee. Some thirteen staff and Youth Service volunteers from the Division have also benefitted from the local training programs run by the UAP, in areas such as Theatrics and Script-writing, Adolescent Reproductive Health, Administrative Development for NGOs, and Literacy/Remedial Education.

UPLIFTING ADOLESCENTS PROJECT

The Division also requested and was provided technical assistance by the project to develop a framework for recording and reporting counterpart expenditures on behalf of the Government of Jamaica. DA staff designed a series of spreadsheets to which the data for each month would be entered. With the agreed attribution of various portions of these expenditures as counterpart to the UAP, the spreadsheets would facilitate the Division's reporting to USAID when required.

DA served as the Secretariat for the Joint Coordinating Committee which was led by the Director of the Youth Division. In this role, DA provided all recording services for the work of the JCC, and coordinated annual field visits by JCC members to NGO sites in 1997, 1998 and 1999.

Finally, the Youth Division requested, in 1998, the assistance of the UAP in delivering responsibilities in social policy analysis, which had been recommended by the 1997 needs assessment. DA obtained USAID approval for financing the position for a year, and filled the position from April 1999 to April 2000, during which period the Social Policy Analyst completed several key policy research documents.

Outputs of the Social Policy Analyst during the one year assignment included:

- A. *Preparation of a policy document "A Definition of Youth in Jamaica".*
- B. *Collection and coordination of material for the Youth Division Resource Centre;*
- C. *Preparation of a policy document "Instruments which Address the Rights of Youth in Jamaica".*
- D. *Preparation of a document reviewing "Government's Commitment to Youth in Jamaica".*
- E. *Draft of a format, including indicators, for a database on Youth and youth programs in Jamaica.*

UPLIFTING ADOLESCENTS PROJECT

f. Other Accomplishments

Emerging from suggestions made at training workshops, UAP embarked in the last year on two activities, which are not directly related to the project outputs, but which are considered to have potential for improving the success of the program to adolescents, and to the eventual sustainability of the UAP. These activities are:

- ▶ The UAP Under-16 Football League, titled the "Jamaica Kidz Cup" and
- ▶ The UAP Web Site., titled *www.jamaica-kidz.com*.

UAP Under-16 Football League

After much coordination, involving the UAP sub-grantees, and with invaluable assistance from a U.S. Peace Corps volunteer, the League got under way in May 2000. Approval was obtained from USAID for the amount of US\$5,000 to purchase football gear: balls, nets, shoes, team trophies and personal medals/awards. Through sources in the US, these items were obtained at very low cost, and with the compliments of Air Jamaica, the gear was shipped to Jamaica.

The League consists of 13 teams divided into three groups, and 2 divisions. Photographs of the opening ceremony and other Football League events are included at Appendix V.

UAP Web Site

The web-site titled *www.jamaica-kidz.com* has been established as of October 1999. A copy of the home page is included in Appendix V. The web site provides information on each of the NGOs involved in the UAP, and its several pages allow the visitor to the site to determine ways in which he/she could participate with the NGOs, or contribute to the NGOs' work. The site has undergone significant design re-furbishment since it was initiated, to make it more attractive to the visitor, and to facilitate movement between the pages. Average monthly hits to the site since its establishment has been 21,000.

Notable outcomes of the site have been the donation of US\$150 , so far, from two visitors, and offers for voluntary assistance from 8 persons from England , the USA and Europe. All donations, or offers of assistance are channeled to the participating NGOs for follow-up action, which results in the creation of a direct linkage between donor and recipient.

Another direct consequence of the web-site is that DA and the NGOs have been contacted with offers of donations of various items, including knapsacks and shoes, and particularly with inquiries for contacts on youth development activities in Jamaica.

4. REMAINING PROJECT PLANS

In working towards completion of its contractual responsibilities by December 31, 2000, Development Associates, Inc. will be taking the following actions, which move the UAP closer to the achievements of its goal and purpose. These are outlined under the three project outputs:

a. Output # 1: Strengthening the NGOs

In the coming months, DA will continue to implement the revised Training Plan for 1999-2000. Workshops are contemplated in the areas of Reproductive Health (1), and Review of Operations Research project findings (3). Discussions will also continue with JAMAL to establish the collaboration on a firmer footing, so that Sub-Grantee staff can participate in and benefit from JAMAL training in the regions.

Technical on-site guidance will be continued to support the implementation of the Participant Tracking System. Support for the further development of the Web-site will be continued until December, with the expectation that the follow-on management agency for UAP2 will take up responsibility for its sustainability from 2001.

b. Output # 2: Designing and Delivering Services to Adolescents

With USAID's approval, eleven of the fourteen sub-grants targeting at-risk and special population adolescents are to be extended from August 1 to October 31, 2000. This short extension will allow for a sufficient time for the successor management agency for UAP2, which is still to be identified, to request and process grant proposals, and to award the grants under UAP2. DA project officer staff will be ready, during this period to provide technical guidance to the NGOs, in preparation of their proposals, and to the successor management agency in establishing project and financial management structures for the future.

The three sub-grants which have not been offered extension will terminate as scheduled on July 31, 2000. Close out audits will be conducted by the UAP, and final project reports obtained, in August. Refunds of all un-disbursed funds will be obtained from the affected sub-grantees, and returned to USAID. Similar procedures will be effected in November and early December for the 11 sub-grants which will be extended.

c. Output # 3: Strengthening the Youth Division

In view of the effective dissolution of the Youth Division, no further assistance or collaboration is contemplated. In fact, USAID expects to negotiate a new counterpart institution in the Government of Jamaica for UAP2, thus it is not expected that there will be any further linkage with the Youth Division, or the Ministry of Local Government, beyond the final meeting of the Joint Coordinating Committee in May.

APPENDICES

- Appendix I: Revised UAP Effectiveness Criteria (October 1998)
- Appendix II: Training Program Data
- Appendix III: Summary Data on the Sub-Grants
- Appendix IV: List of Documents produced by the UAP
- Appendix V: Publicity & Photographs: UAP & Sub-Grantee Activities

UPLIFTING ADOLESCENTS PROJECT

APPENDIX I

DETAILED EFFECTIVENESS CRITERIA

FOR

UAP-FINANCED PROPOSALS

PROGRAM CONTENT ELEMENTS

Revision No. 2
October 1998

UPLIFTING ADOLESCENTS PROJECT

PERSONAL AND FAMILY DEVELOPMENT

1. **Identification and Reinforcement of Basic Success Behaviors.** The basic rules to which all participants must adhere should be clearly identified to program participants. These rules should include attendance requirements, grooming restrictions, and required behaviors. Participants should be involved in determining the rules. The success behaviors that each participant is expected to exhibit (i.e. participate in group activities, cooperate when working with others, avoid insulting and criticizing others, etc.) should also be discussed with participants. It is desirable that, whenever possible and convenient at the service delivery premises, the rules and success behaviors should be posted in conspicuous locations.
2. **Coordinated Program of Activities to Develop Self-Esteem, Responsible Decision-Making and Leadership.** Staff members should look for areas of strength and improvement in participants and provide specific positive feedback on a regular basis. Achievements should be acknowledged both individually and during group sessions. Community members should be invited to give presentations on a regular basis in order to increase participants' exposure to positive role models. Participants should generally be assisted to more effectively assume responsibilities as adults by increasing self-knowledge, self-confidence, and decision making skills. Participants should receive information about the responsibilities of assuming a leadership role and the effectiveness of different leadership styles. Opportunity should be provided for participants to gain experience in various leadership roles with varying levels of responsibility. Role playing and audiovisual materials shall be utilized to help participants internalize the material and apply the information to every day situations.
3. **Conflict Resolution Training.** Participants should be trained in methods to effectively resolve inter-personal conflicts and to express negative and positive emotions. This training should be participatory and should include strategies for assessing the situation, identifying possible options and the likely consequences, and choosing the option that will produce the desired outcome.
4. **Careers Guidance and Counseling, Time Management and Setting Personal Goals.** Possible job options and the training and education required for each job should be explored with participants. Community members in various career areas should be invited to talk with participants. The importance of self-presentation (i.e. projecting your voice, maintaining good eye contact, using complete sentences, etc.) in social inter-actions, especially in job seeking and performance, should be reviewed with participants and staff should give participants regular feedback on their self-presentation skills. Role playing opportunities for introduction and exploration of all related concepts should also be provided for participants to practice self-presentation. The importance of setting short-term and long-term personal and vocational goals and the strategies necessary for achieving these should be explored. The importance of budgeting time and effective time management strategies should also be covered.
5. **Organized peer and group counseling program.** A comprehensive peer counseling training program should be encouraged as far as possible to get youth involved with the objective of making the program more organized and improved. Peer counselors should be trained to provide basic information regarding the NGO's youth interventions in a supportive environment. Peer counselors should also assist with facilitating group sessions, focusing on topics of interest or concern to participants, and which should be conducted on a weekly basis. At least one staff member should be a trained facilitator in individual and family counseling, who has training and experience in assessing emotional disturbances. Individual counseling should be available as needed to participants who are in crisis or are struggling with issues that require a more in depth approach than group counseling sessions. NGOs should also arrange for off-site counseling for participants, when appropriate, or desirable.

UPLIFTING ADOLESCENTS PROJECT

6. **Organized Program of Activities to Promote Community and Social Responsibility** Participants should have a variety of opportunities to positively impact their community by working with local organizations to provide community service or increase community awareness about various issues. Activities may include working with the elderly, tutoring younger children, or providing environmental awareness programs for community members.
7. **Parenting Skills and Adolescent-parent Workshops to Improve Family Relationships.** Parenting skills workshops should be held as often as possible, and tied to demand, need and resource availability. Workshops should include basic information about children's and adolescents' needs at different developmental stages, effective methods for handling behavior problems, and group sharing of common problems and effective solutions. Joint adolescent-parent workshops should also be held as often as needed and as resource availability allows, to promote open discussion and assist family members in understanding each other better and in negotiating mutually acceptable solutions.
8. **Regular Program of Recreational and Cultural activities, including for example, organized drama, music and dance.** Participants should have the opportunity to engage in a variety of sporting or recreational activities on a regular basis. An instructor who is responsible for providing training on a regular basis should be identified. Dance, music, and drama club performances should provide information on topics of interest to adolescents or provide participant with guidance on how to handle difficult situations.
9. **Substance Abuse Prevention Counseling and/or Referral.** A comprehensive presentation regarding substance abuse prevention should be provided to all participants. On-going education regarding the consequences of substance abuse and effective ways to respond if pressured by peers to use drugs or alcohol should also be provided. At least one staff member should be trained in substance abuse counseling or a substance abuse counselors from another organization should be available to participants on an as needed basis.

The following content criteria should be included in the Personal and Family Development component of NGO program proposals when other aspects of the proposal do not provide similar content.

10. **Reproductive Health Counseling and/or Referral.** Comprehensive presentations should be provided to participants regarding reproduction, sexual health, and contraception. Program content should also include effective ways to respond to peer pressure, and pressure from partners to have sexual relations before the adolescent is ready. Referrals should be made when necessary to more qualified or specialized agencies for participants whose needs exceed the program content.
11. **Established Mentoring Program** As appropriate, the mentoring program should ensure that each participant has regular contact with a caring adult who can offer support and guidance and model appropriate behavior. A standard training program, a minimum time commitment, and approved activities should be clearly outlined. Procedures for monitoring mentoring relationships should also be developed.

UPLIFTING ADOLESCENTS PROJECT

REPRODUCTIVE HEALTH

- a. **Comprehensive Family Life Education (FLE)** is provided to all program participants in a structured format . Over five (5) year project, NGOs will be expected to use the standard curriculum of the Ministry of Education, as a guide.
- b. **Sexually Transmitted Infection Counseling** is provided for both females and males. Clients are provided with both written and verbal information on the mode of transmission, treatment modalities, follow-up instructions and ways to prevent re-infection.
- c. **Direct Access to or Referrals for Clinical Services** including gynecological exams, pregnancy testing, and sexually transmitted diseases screening, treatment and follow-up is provided.
- d. **Comprehensive Family Planning Services** are available to program participants either on-site or through outreach . Services include reproductive health and sexuality counseling, gynecological exams, pregnancy testing and contraceptive education and methods are available.
- e. **Pre-and Post-natal Counseling** are available to pregnant and parenting adolescents. This includes counseling on nutrition, child growth and development, hygiene, immunization, and standard well-baby and safe motherhood care, and parenting skills.

Program Strategies: The following program strategies should, as far as practicable, be followed in implementing the Reproductive Health program:

- ▶ Individual Case Management is optional, and provided to program participants if the NGO has the capability, and when the need arises. Case management includes intake counseling and needs assessment on reproductive and sexual health, referrals to other types of services that are not provided on-site, and follow-up care. Individual files should be maintained for those participants, especially in cases referred for clinical treatment, pre- and post-natal counseling, and those accessing family planning services.
- ▶ Group and Peer Counseling/education activities are provided on an on-going and regular basis. Youth are involved in the design, implementation and evaluation of all reproductive and sexual health program interventions.
- ▶ Gender-appropriate program interventions target both young women and men. The FLE curriculum of the Ministry of Education, for example, uses gender-appropriate exercises and addresses issues such as gender roles, sexual pressures and violence.

UPLIFTING ADOLESCENTS PROJECT

LITERACY / REMEDIAL EDUCATION

- i. **On-site Testing** is available to all program participants to assess literacy and numeracy skills. It is also desirable, when facilities are available either on-site or through referrals to another organization close by, that testing is conducted to assess possible learning disabilities and vision problems.
- ii. **In-Depth Needs Assessment and Service Plan** is developed for each client based on test results. Individual files to show a history of the client are developed and maintained.
- iii. **Remedial and Literacy** lessons are available to all participants. These should use a structured format with clearly identified goals and activities and a curriculum that is sensitive to students' attention spans. Specialized instruction is provided by tutors or teachers in specific remedial subject areas.
- iv. **For In-School Youth**, structured homework programs are offered on a consistent and regular basis. Individually-tailored homework assistance and tutoring in remedial education are provided.
- v. **For Out-School Youth**, structured programs are provided on a consistent and regular basis to assist participants to re-enter the formal educational/technical system or to complete a non-formal technical skills or entrepreneurial course.
- vi. **Teaching Capability** and instructional materials should meet the standards of the formal education system, but should be appropriate to motivate out of school youth to learn, and where possible, to return to the formal school system. Teachers must demonstrate a solid understanding of the needs of out-of-school youth and have experience working with remediation activities that encourage individuals to re-enter the education system.
- vii. **Student Instructional Materials** are delivered in formats appropriate to reading comprehension levels. Materials are designed according to student interests, and should include career options, life and parenting skills, preventative health care and community issues among the topics discussed.

Program Strategies: The following program strategies should, as far as practicable, be followed in implementing the Literacy and Remedial Education Program:

- ▶ Student gains in numeracy and literacy should be rewarded in creative ways, which should not require large cash outlays.

UPLIFTING ADOLESCENTS PROJECT

VOCATIONAL/TECHNICAL TRAINING ELEMENTS

1. Programs should provide **two or more skill courses** or have access to courses to two or more through another organization that has the capability.
2. **Instructional Materials and Equipment** are applicable to the skill area, and are age and stage appropriate.
3. When deemed necessary, program should include **remedial instruction**. Instructional material should be representative of students' literacy/numeracy skills, age, life situation and the technical/vocational skills being learned.
4. Programs include **job preparation and placement**. Placement for participants should be to schools and institutions which have the skill programs built into their programs. Where practical, and within the capability of the NGO, follow-up of these participants should be structured into the program.

Program Strategies:

Approved Proposals should include the following strategies in implementing the vocational and technical training component.

- ▶ Programs are conducted in a safe, clean nurturing environment that is easily accessible to students.
- ▶ Programs offer flexible hours. Programs for out-of-school youth are built around student availability with a recognition of time constraints due to income generating and parenting activities that are unavoidable.
- ▶ Programs are age-appropriate and are designed with the recognition that students operate at varying learning levels with different skill- and literacy-levels. Classes and/or group work recognize these different levels.
- ▶ Programs account for the fact that students have different and specific learning needs based on the causes of school difficulties or dropout, the length of school absences and the level of education assimilated while in school.
- ▶ Instructors are trained or have considerable experience in the skill area being taught.
- ▶ Lessons are structured with clearly identified goals and defined activities.
- ▶ The NGO has links with the private sector when the private sector is willing to assist with providing skill resources.
- ▶ Students' instructional materials are delivered in formats appropriate to the level of literacy and reading comprehension in participants.

APPENDIX II

TRAINING PROGRAM DATA

- ▶ Schedule of Training Events Implemented, 1996 & 1997
- ▶ Schedule of Training Events Implemented, 1998
- ▶ Schedule of Training Events Implemented, 1999 & 2000
- ▶ Schedule of Remaining Planned Training Events, 2000

**UPLIFTING ADOLESCENTS PROJECT
TRAINING EVENTS: 1996 & 1997
SCHEDULE OF TRAINING EVENTS IMPLEMENTED**

Item	Description	Implementing Agency	Training Period	Jan 97	Feb 97	Mar 97	Apr 97	May 97	Jun 97	Jul 97	Aug 96/97	Sep 96/97	Oct 96/97	Nov 96/97	Dec 96/97	Person Weeks Delivered
96/1	UAP Orientation Workshop/Seminar	UAP	1 day								21					8.6
96/2	Proposal Development Workshop I	UAP	1 day												17	3.6
97/1	Administrative Management for NGOs - 6 modules	JIM	10 days	14-15	11, 18, 19	4, 5, 18	1									40.0
97/2	Motivating Youths through the Performing Arts	Independent Contractors	5 days				7-11									53.0
97/3	Proposal Development Workshop II	UAP	1 day				30									3.4
97/4	Training of Trainers in Literacy and Remedial Education	JAMAL & UAP	2 days						11-12							17.5
97/5	Identifying & Planning Skills Training for Trainers	HEART & UAP	1 day								20					3.0
97/6	Operations Research	UAP	1 day									9				2.2
97/7	Computer Proficiency Education	Independent Instructors										27	4,6-11 13-18 20-25 27-31	1,3-8 10-15 17-22 24-29	1-3	27.5
97/8	Administrative Management Part II (3 modules)												14-16			
	Personnel Management	JIM	3 days													
	Accounting Techniques	JIM	3 days											4-6		
	Case Management	JIM	4 days											18-20, 25		41.6
97/9	NGO Management of UAP Sub-Grants	UAP	1 day										10			4.8
97/10	Proposal Development Workshop III	UAP	1 day										15			1.4
97/11	Reproductive Health Roundtable	UAP	1 day												9	1.2
TOTAL																207.8

Summary by Semester, 1996-7:

July to December, 1996	12.2 person weeks of training delivered
January to June, 1997	113.9 person weeks of training delivered
July to December, 1997	81.7 person weeks of training delivered

UPLIFTING ADOLESCENTS PROJECT

TRAINING PLAN: January to December 1998

SCHEDULE OF TRAINING EVENTS & PERSON WEEKS OF TRAINING DELIVERED

Item	Description	Implementing Agency	Training Period	Jan-98	Feb-98	Mar-98	Apr-98	May-98	Jun-98	Jul-98	Aug-98	Sep-98	Oct-98	Nov-98	Dec-98	Number of Participants	Training Person/Wks
1	Recruitment Strategies (Trainers and Instructors)	UAP	1 day		11											49	9.8
2	Reproductive Health (Instructors)	Dr. Barbara Dicks	4 days			3-4 10-11										55	44.0
3	Personal and Family Development	Dr. Monica Brown	2 days				1-2									41	16.4
4	Literacy and Remedial Education (Instructors)	JAMAL and UAP	2 days					5-6								46	18.4
5	Motivating Youths through Drama Scriptwriting and Performing	Jean Small	2 days						2-3							41	16.4
6	Vocation & Technical Skills	HEART/NTA & UAP															
7	Performance Tracking System	UAP/Mr. Palmer	1 day						23							23	4.6
8	Tracer Studies	Dr. Diana Davis	1 day						24							19	3.8
9	Parent Trainers	UAP/NGOs	2 days									15-16				32	12.8
10	Tracer Study Interviewers	P. Hamilton	1 day									23	1			24	4.8
11	Effectiveness Criteria Progress Review	C. Chambers	1 day									29				25	5.0
12	Skills Trainers for At-Risk Populations	L. Stanley, HEART	2 days											3-4		19	7.6
13	Literacy/Numeracy	J. Chang, JAMAL	2 days												9-10	29	11.6
TOTAL TRAINING PERSON WEEKS																	155.2

UPLIFTING ADOLESCENTS PROJECT
PERSON WEEKS OF TRAINING DELIVERED: 1999

PROGRAM	Month Training Started	# Persons attending	# of Training Days	TOTAL Pers/Trg/Days	TOTAL Person Weeks
Onsite Training: PTS Input, System Management	Jan-99	15	10	150	30.0
Tracer Study I Review W/S	Mar-99	49	1	49	9.7
Fund-raising & Sustainability W/S	May-99	27	2	54	10.8
Fund-raising & Sustainability post W/S Consultations	May-99	18	1	18	3.6
Computer Proficiency : Word cum Windows Application	May-99	2	10	20	4.0
Computer Proficiency : Excel	May-99	11	4	44	8.8
Computer Proficiency : PowerPoint	May-99	1	2	2	0.4
Computer Proficiency: Intro to DOS/Windows	May-99	7	10	70	14.0
Computer Proficiency : Excel cum Windows Applications	May-99	2	10	20	4.0
Computer Proficiency: Access	May-99	4	4	16	3.2
Computer Proficiency : Word	May-99	12	3	36	7.2
Communications Techniques W/S	Jul-99	31	2	62	12.4
Onsite Training: NGO Accounting	Jul-99	2	5	10	2.0
Regional Networking Forum: Montego Bay	Sep-99	18	1	18	3.6
Regional Networking Forum: May Pen	Sep-99	18	1	18	3.6
Regional Networking Forum: Kingston	Oct-99	25	1	25	5.0
Mediation and Disputes Resolution	Nov-99	21	5	106	21.2
Counseling & Classroom Management	Dec-99	29	2	58	11.6
TOTAL PERSON WEEKS DELIVERED					155.1

LOP Target for Training 715 person weeks

Portion of LOP Target reached 1996-1998	363 person weeks	50.77% of LOP target
Portion of LOP Target reached, 1999	155 person weeks	21.69% of LOP target
TOTAL LOP Target reached to Dec. 1999	518 person weeks	72.46% of LOP target
TOTAL REMAINING LOP TARGET FOR 2000	197 person weeks	27.54% of LOP target

**UPLIFTING ADOLESCENTS PROJECT
PERSON WEEKS OF TRAINING DELIVERED: 2000**

PROGRAM	Month Training Started	# Persons attending	# of Training Days	TOTAL Pers/Trg/Days	TOTAL Person Weeks
Onsite Training: PTS Input, System Management	Jan-2000	10	3	30	6
Drama & Theatrics 2000	Feb-2000	29	3	73	15
LARD OR Findings	Mar-2000	19	1	19	3.8
Tracer 2000 Interviewers	Apr-2000	25	1	25	5
Mentoring & Peer Counseling	May-2000	28	2.5	70	14
Ashe OR Findings	Jun-2000			0	0
Reproductive Health 2000	Jun-2000			0	0
LRE training with JAMAL	Jul-2000			0	0
HOPE Enterprises OR Findings	Sep-2000			0	0
K-YMCA OR Findings	Sep-2000			0	0
TOTAL PERSON WEEKS DELIVERED					43.3

<u>LOP Target for Training</u>	715 person weeks	
Portion of LOP Target reached 1996-1998	363 <i>person weeks</i>	50.77% <i>of LOP target</i>
Portion of LOP Target reached, 1999	155 <i>person weeks</i>	21.69% <i>of LOP target</i>
Portion of LOP Target reached, 2000 to date	43 <i>person weeks</i>	6.06% <i>of LOP target</i>
TOTAL LOP Target reached to date	561 <i>person weeks</i>	78.52% <i>of LOP target</i>
TOTAL REMAINING to meet LOP TARGET	154 <i>person weeks</i>	21.48% <i>of LOP target</i>

APPENDIX III

SUMMARY DATA ON SUB-GRANTS

- ▶ Map of Jamaica with showing Project Sites
- ▶ Summary of Sub-Grants' Obligations, Disbursements, Targets and Accomplishments
- ▶ Sub-Grantee Summary Data Sheets

UPLIFTING ADOLESCENTS PROJECT

APPENDIX III a



MAP OF JAMAICA

showing LOCATIONS OF UAP SUB-GRANT ACTIVITY

Code	PARISH	LOCATIONS	SUB-GRANTEES
A	Kingston & St. Andrew	Kingston, Portmore	JRC, KRC, YWCA, YMCA, SPF, MNI, YOU, ASHE, JAD
B	St. Thomas	Yallahs	JRC
C	Portland	Buff Bay, Port Antonio, Boston	WCJF
D	St. Mary	Exchange, Annotto Bay, Seafield, Carron Hall	JFPA, MNI
E	St. Ann	St. Ann's Bay	JFPA, WCJF
F	St. James	Montego Bay, Granville, etc	JRC, WCJF, YWCA, WSUC, SSTC
G	Westmoreland	Savanna la Mar	WCJF
H	Manchester	Mandeville	WCJF
I	Clarendon	May Pen	JRC, RFSO
J	St. Catherine	Central Village, Spanish Town, Watson Grove	JRC, CF, YWCA

UPLIFTING ADOLESCENTS PROJECT

APPENDIX III b

STATUS OF SUB-GRANT OBLIGATIONS, DISBURSEMENTS & RECRUITMENT

SUB-GRANTEE	Grant Amount Authorized	Cumulative Obligations 30-Apr-2000	Cumulative Disbursement 30-Apr-2000	Disbursement as a %age of Grant	Life of Project (In Years)	Elapsed LOP 30-Apr-2000 (%age)	SG Recruit Target LOP	Recruited as of 28-Feb-2000	Target Reached %
BATCH I SUB-GRANTEES									
FAMPLAN Jamaica	\$4,735,000	\$4,735,000	\$4,214,464	89.01%	3.17	92%	760	971	124.5%
Red Cross	\$7,820,000	\$7,820,000	\$6,925,049	88.56%	3.17	92%	1600	1519	94.9%
Women's Centre	\$13,700,000	\$13,700,000	\$12,729,294	92.91%	3.17	92%	2300	2585	112.4%
KRC	\$6,800,000	\$6,800,000	\$6,558,259	96.44%	3.17	92%	970	684	70.5%
YWCA	\$7,050,000	\$7,050,000	\$6,605,335	93.69%	3.17	92%	925	1085	117.3%
Rural Family Support	\$8,900,000	\$8,900,000	\$8,392,089	94.29%	3.17	92%	930	1389	149.4%
BATCH I TOTALS (Ja\$)	\$49,005,000	\$49,005,000	\$45,424,490	92.69%	19.00		7,505	8,233	109.7%
BATCH II SUB-GRANTEES									
Kingston YMCA	\$6,160,000	\$6,160,000	\$5,299,290	86.03%	2.88	91%	546	658	120.5%
WSUC	\$9,480,000	\$9,480,000	\$8,482,149	89.47%	2.88	91%	1060	1451	136.9%
St. Patrick's Foundation	\$7,280,000	\$6,926,000	\$6,328,087	86.92%	2.88	91%	1600	1661	103.8%
YOU	\$6,650,000	\$6,650,000	\$6,184,143	92.99%	2.88	91%	1130	1528	135.2%
Mel Nathan Institute	\$8,800,000	\$8,800,000	\$8,392,429	95.37%	2.88	91%	1205	1692	140.4%
Ashe	\$7,730,000	\$7,730,000	\$7,190,563	93.02%	2.88	91%	1200	1051	87.6%
BATCH II TOTALS (Ja\$)	\$46,100,000	\$45,746,000	\$41,876,661	90.84%	17.26		6,741	8,041	119.3%
BATCH III SUB-GRANTEES									
Jamaica Assoc. for the Deaf	\$4,570,000	\$4,570,000	\$3,875,450	84.80%	2.08	88%	200	231	115.5%
Sam Sharpe Teachers' College	\$4,600,000	\$4,600,000	\$3,894,571	84.66%	2.17	88%	540	481	89.1%
BATCH III TOTALS (Ja\$)	\$9,170,000	\$9,170,000	\$7,770,021	84.73%	4.25		740	712	96.2%
Operations Research Sub-Grants									
Ashe: Counting Our Assets	\$1,800,000	\$1,800,000	\$1,709,406	94.97%	2.38	89%	NA	NA	NA
LAR&D Enterprises	\$1,800,068	\$1,800,068	\$1,800,068	100.00%	1.50	100%	NA	NA	NA
WCJP	\$1,615,000	\$1,615,000	\$1,591,541	98.55%	1.50	100%	NA	NA	NA
Hope Enterprises Ltd.	\$1,818,119	\$1,818,119	\$1,020,000	56.10%	2.04	79%	NA	NA	NA
Kingston YMCA	\$1,773,250	\$1,773,250	\$960,000	54.14%	1.42	70%	NA	NA	NA
OR Grants TOTALS (Ja\$)	\$8,806,437	\$8,806,437	\$7,081,015	80.41%	8.34				
ALL GRANTS TOTALS-Ja\$	\$113,081,437	\$112,727,437	\$102,152,187	90.34%			14,986	16,986	113.3%

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

Jamaica Family Planning Association

Project Title:

Young Adolescents Empowerment Project

Brief History of Organization

Jamaica Family Planning Association (FAMPLAN), established in 1957, has for over forty years been the NGO in Jamaica providing a high standard of family planning services, at first island-wide and since 1967 in the parishes of St. Ann, Trelawny, St. Mary and Kingston. FAMPLAN is the Jamaican affiliate of the International Planned Parenthood Federation, the leading family planning organization in the world. One of FAMPLAN's purposes is "to educate the Jamaican public in methods of voluntary family planning and child spacing compatible with the particular religious and moral beliefs of different individuals".

Sub-Grant Amount: Ja \$4,735,000

Amount Disbursed
to 4/30/2000 Ja \$4,214,464

Period of Sub-Grant:

June 1, 1997 to July 31, 2000

Locations of Activity

4 deprived communities and one primary school in St. Ann's Bay (St. Ann), and two all age schools and two communities in St. Mary.

Sub-Grantee Contacts

1. Peggy Scott, Chief Executive Officer
2. Flo George, Program Coordinator

UAP Project Officer

Sam Dowding, NGO Coordinator

Project Goal or Purpose

to improve the quality of life for young male and female adolescents in the parishes of St. Ann and St. Mary by providing them with the education and services which will enable them to become healthy and productive members of their communities.

Status Update:

FamPlan is currently serving 706 adolescents (481 in-school and 225 out-of-school). The in-school program is delivered at 5 schools, 3 in St. Ann and 2 in Annotto Bay in St. Mary. There has been an increase of 115 clients added to the register in the last quarter.

FamPlan held a two-day workshop for Community Leaders and Peer Educators in January, and covered the topics of Community Development, Sexual Abuse, Sex and Sexuality (including the reproductive systems, and sexually transmitted infections), Pre & Post Natal Care, Domestic Violence, and Better Parenting. The workshop was attended by participants from Mansfield Heights Mount Edgecombe, Steer Town and Seville Heights in St. Ann, and from Retreat Content in St. Mary. In addition to FamPlan staff, resource persons were also drawn from Social Development Commission, Police Rape Investigating Unit, and Jamaica AIDS Support (JAS).

The Homework program in Annotto Bay has been started, with 18 Grade 6 children participating 2 evenings per week. Classes are held at the JAS office, and a HEART trainee teacher provides additional support to FamPlan staff. A parenting class is now being conducted at the Annotto Bay Health Centre on Tuesday and Wednesday mornings conducted by FamPlan staff. Those attending these sessions have included 13 recent teenage mothers. Fam Plan hopes to obtain assistance from the business community in St. Mary for a community skills training program in Annotto Bay. HEART is expected to provide staff for this venture.

Sixteen peer educators have completed their training in St. Mary. Nineteen other youth have commenced training at the Gospel Chapel Educational Centre. In addition, a presentation on AIDS during Safe Sex Week attracted 39 Grade 9 students from Annotto Bay All Age.

School sessions continue to progress satisfactorily in general. However, at Exchange All Age, the shift sessions have affected the program. The afternoon shift is particularly affected, as some adolescents come late to school, and others feel stigmatized that only "dunce" children attend the FamPlan sessions. It is disappointing to note the number of non-readers in Grade 9 at this school.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

Jamaica Red Cross

Project Title:

Adolescents and Family Outreach

Brief History of Organization

Established in 1948 as a branch of the British Red Cross, and in 1964 as the National Organization, the JRC has as its mission "to prevent and alleviate human suffering, protect life and health, and ensure respect for the human being". It has branches in each parish of Jamaica, and primarily operates programs in Disaster and Emergency Management, First Aid, HIV/AIDS prevention, Health promotion, Youth Training and Development and Meals on Wheels. It has reached over 15,000 youth over the 1993-1996 period with its HIV/STD and other Youth Education/Counseling programs.

Sub-Grant Amount: J\$7,820,000
Amount Disbursed to 4/30/2000: J\$6,925,049

Period of Sub-Grant:
June 1, 1997 to July 31, 2000

Locations of Activity

Central Village (St. Catherine); Kingston, Maypen (Clarendon), Montego Bay (St. James - 1997-98 only), and Yallahs (St. Thomas)

Sub-Grantee Contacts

1. Yvonne Clarke, Director-General
2. Lois Hue, National Youth Director

UAP Project Officer

Sam Dowding, NGO Coordinator

Project Goal or Purpose

to improve the sexual behavior pattern of youth by empowering them through the provision of literacy, numeracy, and marketable skills, and enabling them to become more responsible and productive citizens.

Status Update:

Numeracy and literacy continued to take center-stage this period, although other activities such as home management, art & craft, computer-aided learning, and apiculture continued to be important. Home management included clothing & textiles, and food & nutrition. One center embarked on making pillows, which it is hoped may become an income generating activity for the adolescents.

The St. Catherine center reactivated computer-aided literacy. Non-reading students were able to advance much faster in word recognition, compared to the usual classroom methods. Apiculture continued to be set back by the disease which has affected the industry locally. Most affected is the St. Catherine center.

Registration at the St. Thomas center considerably increased, and had to be curtailed so that the numbers could be kept within manageable limits. It is clear here that the need for UAP-type intervention is dire, especially among the children who are over 18.

In the reproductive health program, students now display less reluctance to discuss sexuality in the presence of their elders. This was most readily observed during Safer Sex week in February. Peer education training has accordingly been conducted in a more relaxed atmosphere with the adolescents.

A staff development seminar under the theme "Never Give In" was held in February for staff from all centers. Staff asserted, in sharing their experiences, that communication was critical for enhancing the learning experience with adolescents. Some suggested that teachers should utilize an "Open Forum" at which the adolescents would be free to address anything of concern to them.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:
Project Title:

Women's Centre of Jamaica Foundation
Youth Activity Program

Brief History of Organization

Started in 1978 as the Program for Adolescent Mothers in Kingston, the organization has grown to a national one with centers in 7 parishes, and an additional 14 outreach stations nation-wide. In 1991, the WCJF was incorporated as a private company. Several evaluations have validated the effectiveness of the internationally heralded "Women's Centre" model for rehabilitating pregnant teens. The WCJF implements several programs targeted at adolescents, including Walk-in Counseling and referral, Counseling and referral for young baby fathers and parents of the teen mother, and coaching towards CXC exams for eligible teen mothers.

Sub-Grant Amount: Ja\$13,700,000
Amount Disbursed to 4/30/2000: Ja\$12,729,294

Period of Sub-Grant:
June 1, 1997 to July 31, 2000

Locations of Activity

Port Antonio and Buff Bay (Portland), Mandeville (Manchester), St. Ann's Bay (St. Ann), Montego Bay (St. James), and Savanna-la-Mar (Westmoreland).

Sub-Grantee Contacts

1. Mrs. Pamela Mc Neil, National Director
2. Mrs. Jacqueline Anderson-Robinson, YAP Coordinator

UAP Project Officer

Sam Dowding, NGO Coordinator

Project Goal or Purpose

to improve the sexual behavior pattern of youth by empowering them through the provision of literacy, numeracy, and marketable skills, and enabling them to become more responsible and productive citizens.

Status Update:

Centers were able to increase their enrolment this quarter from 579 last period to 740. Much of the increase has been due to the home visits which have resulted in some of the former drop-out from the program, resuming their participation. Absences have been blamed on financial difficulties which families are experiencing.

The mentoring program is now operating at all five centers. Mentors have been selected from the communities, and are engaged in professional groups and skill areas such as carpentry, cabinet-making, upholstery, teaching, Police, cosmetology and religion. Mentor training has included discussions on subjects such as sexually transmitted diseases, road safety, decision making and conflict resolution. The mentoring program is expected to have a significant impact on reducing indiscipline among the adolescents.

Human sexuality was a main topic addressed this period, including condom demonstrations and exposure to other contraceptive methods. Through individual counseling, it has been established that some participants are sexually active. They have been counseled and provided contraceptive methods. Technical and vocational training has continued with items being made including hats, towels, woolen toys and art work.

Drama, music and role play have been used to illustrate and reinforce learning especially in the literacy area.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

Kingston Restoration Company

Project Title:

Uplifting Adolescents in Inner Kingston and Jonestown

Brief History of Organization

KRC was established in 1990 primarily to assist in projects for the repairing or restoration of dilapidated, derelict or damaged buildings in Kingston, and to provide infrastructure amenities, parks and recreation areas to improve the overall appearance of the capital city. As part of this mission, KRC established a "Neighborhood Initiatives Program" which targeted social conditions in the inner-city communities in Kingston. The Youth Educational Support Systems (YESS) project, homework and scholarship programs have resulted from this initiative. KRC has also been instrumental in creating jobs in the manufacturing sector.

Sub-Grant Amount: Ja\$ 6,800,000

Amount Disbursed to 4/30/2000: Ja\$6,558,259

Period of Sub-Grant:

June 1, 1997 to July 31, 2000

Locations of Activity

Highborn Street and Jonestown, (Kingston)

Sub-Grantee Contacts

1. Morin Seymour, Chief Executive Officer

2. Sheron Lawson, Project Manager

UAP Project Officer

Frank Vaiva, Chief of Party

Project Goal or Purpose

to develop a group of new leaders with the skills necessary for spear-heading the regeneration of their communities and the development of a new downtown.

Status Update:

Some 23 of the students in the Necessary Educational Training were tested psychologically by Mico Care this quarter. The report was not yet available at the end of the period. Additional teachers in leather-craft, needle work and dance and drama have been recruited this quarter for this program.

Students from the YESS program performed several drama pieces at the University of Technology's Black History Month celebrations. With the assistance of Air Jamaica, the environmental lab has been re-opened. Skills training is also progressing satisfactorily, especially in needle craft and leather-work.

Given poor attendance by some students at the Central Kingston center, a "buddy" system has been instituted to assist. One hundred and one students have been assisted with scholarship (school fees) assistance through the program this quarter. A mentoring program has also been started, with several matches made between mentors and adolescents.

Family Life Ministries and the Lion's Club of Downtown Kingston have been assisting with resources, and counseling services. Disruptive students are separated and lectured to by policemen from the Gold Street Station and the Family Court.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

YWCA National Council

Project Title:

"Y" Adolescent Development

Brief History of Organization

Founded in Jamaica in 1923, the YWCA is an affiliate of the World YWCA. Its mission is "to promote the well being of women and girls and unite them in a worldwide fellowship which seeks fullness of life through physical, mental, social, spiritual development and through service to others and the nation". The YWCA has branches in Kingston, Montego Bay, Spanish Town, Christiana (Manchester) and Darliston (Westmoreland), in addition to Y-Teens clubs in over 24 schools. The YWCA operates programs such as the Early School-leavers' Institutes, a Basic School, After-School Care and Literacy and Continuing Education evening classes.

Sub-Grant Amount: Ja 7,050,000

Amount Disbursed to 4/30/2000 Ja\$6,605,335

Period of Sub-Grant:

June 1, 1997 to July 31, 2000

Locations of Activity

Kingston, Spanish Town & Watson Grove (St. Catherine) and Montego Bay (St. James)

Sub-Grantee Contacts

1. Mildred Dean, General Secretary
2. Violet Jones, Spanish Town YWCA
3. Ariadne Collier, Kingston YWCA

UAP Project Officer

Sandra Cooper, Training Coordinator

Project Goal or Purpose

to improve the social and job skills of at-risk adolescents in Kingston, Spanish Town and Montego Bay on a sustainable basis so that they may become more responsible and productive citizens.

Status Update:

The three YWCA centers currently serve 506 students. A greater commitment to learn and achieve has been noted among the students, an attitude which is likely attributable to the dedication, creativity and concern of the teachers. The teacher complement includes several volunteers, including sixth form students from prominent girls' and boys' high schools in Kingston and Spanish Town. Places are being sought in the formal school system for those students who have improved to the minimum required standards.

Based on the responses of the students, the Montego Bay center placed some emphasis this quarter on reproductive health, including human sexuality. Culinary skills, including food preparation and food decoration have also been emphasized at this location.

At Kingston center, much progress has been achieved in flower arranging, catering and baking, and sewing skills. The adolescents at the three reading levels were exposed to personal development classes in presentation of self, public image, appropriate dress, choosing friends and study groups. Undisciplined behavior continued to be a challenge at this location. It has been observed that learning and discipline improved when computer-aided instruction was introduced. The implication, that more computers need to be deployed in the learning environment, will be pursued with vigor in future project plans.

The Spanish Town location has improved its accommodation, primarily due to the assistance of the Jamaica Social Investment Fund, which financed the reconstruction of a building on the premises. More parents meetings, and Saturday seminars are planned for the next quarter.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

Rural Family Support Organization

Project Title:

Clarendon Youth Development Program

Brief History of Organization

Established in 1986 as the May Pen Women's Centre, and subsequently as the Teenage Mothers' Project, the evolution of this organization culminated in October 1996 with the Rural Family Support Organization being launched. Significant and continuing support has been received from the Bernard van Leer Foundation, and the UWI Centre for Early Childhood Education. In keeping with its mission to "undertake child care training programs for families and care givers, and to provide guidance and counseling to male and female adolescents in Jamaica's rural communities", the program has addressed the needs of the adolescent mother, their families and babies. Concerted efforts to include adolescent males, resulted in the establishment of the Male Adolescent Program in 1995.

Sub-Grant Amount: Ja \$ 8,900,000

Amount Disbursed to 4/30/2000: Ja \$ 8,392,089

Period of Sub-Grant:

June 1, 1997 to July 31, 2000

Locations of Activity

Denbigh, May Pen, and five schools in Clarendon.

Sub-Grantee Contacts

1. Joyce Jarrett, Director
2. Utealia Burrell, Counselor

UAP Project Officer

Sandra Cooper, Training Coordinator

Project Goal or Purpose

to improve the self-esteem of adolescents by helping them to see themselves as worthwhile individuals, capable of setting goals and working towards reaching such goals; and to support the achievement of economic independence by adolescents through providing vocational and technical training, literacy and remedial work and counseling.

Status Update:

The students who are continuing from the 1998-99 program year are being prepared for the Grade Nine Achievement Test. 17 males and 4 females have been entered for this exam through one of the RFSO feeder schools. 585 students, including 494 in-school and 91 out of school, are currently attending sessions.

Two parents meetings were held in the quarter, and those attending in December approved a field trip for the adolescents to visit the People's Museum of Craft and Technology, and Anglican Cathedral in Spanish Town. This being the first time many were leaving Clarendon, the trip proved to be most informative. The opportunity was taken to point out other landmarks such as the Innswood Sugar Estate, Experimental Agricultural Station, Caymanas Race Track and the District Prison. The children demonstrated much discipline during the entire trip. The second parents meeting in March viewed the film "Puberty" and discussed "Adolescence".

The students in the Male Adolescent Program continue to show highest aggregate scores on the Rosenberg Self Esteem scale, compared to the in-school and female programs. The male students' literacy scores also show greater improvement than the female students' thereby proving the correlation between self-esteem and learning performance.

Late-coming, absenteeism and occasional indiscipline continue to occur. A motivational system whereby "Stars" and "Points" are awarded seems to be working, to improve punctuality, attendance and behavior.

The students' work in pre-vocational skills has been exemplary. The males are working on belts, key rings and bags in leather work, and making cushioned stools, picture frames, toothbrush holders and plant stands in woodwork. These are selling very well, as the quality of work is excellent. The females are working on hand embroidered cushions, sun visors and house dresses. Students participated in the Clarendon 4H Achievement Exhibition.

Certain individual improvements stand out. One female who entered in September with no literacy skills whatever now is doing simple addition and subtraction using the abacus, her writing has improved, and her personality and confidence transformed. Similar progress has been noted with one male at Hazard Primary School.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:
Project Title:

Kingston YMCA
Kingston Youth Development Programme (YDP)

Brief History of Organization

The YMCA in Jamaica was founded in 1920, with separate branches all over Jamaica. The Kingston YMCA has a mission "to promote the welfare of young people through spiritual, social, intellectual and physical activities geared to development of spirit, mind and body." Kingston YMCA is the largest and oldest of the YMCA branches in Jamaica, and has been in existence since 1940. It has a similarly long history in community and youth development, with several notable projects such as the "Star" boys, Street Corner Boys, and Car Wash programs in the 70s. Main features of these programs to assist those special populations have been basic education, mental, physical and spiritual development, and skills training.

Sub-Grant Amount: Ja 6,160,000
Amount Disbursed to 4/30/2000: Ja\$5,299,290

Period of Sub-Grant:
September 15, 1997 to July 31, 2000

Locations of Activity
Hope Road and Rosedale Avenue, Kingston

Sub-Grantee Contacts
1. Sarah Newland Martin, General Secretary
2. Anthony Brodber, Coordinator

UAP Project Officer
Sandra Cooper, Training Coordinator

Project Goal or Purpose
to promote the achievement, by special population adolescents, of their potential to contribute positively to the social and economic development of Jamaica.

Status Update:

Additional applicants continued to seek admission to the YMCA programs especially at Hope Road and Rosedale. Only ten new entrants were accepted this period due to space limitations. Volunteers continue to be the backbone of the remedial program, with up to 22 assisting weekly.

Five students from Hope Road sat the Grade Nine Achievement Test in March and 25 more are being prepared to sit the National Assessment Test in June. Students participated in the UWI Careers Expo and the PACT Expo in February.

Rosedale continues to enjoy commercial success with its catering program, thereby earning not only income for the center, but very valuable experience for the students. Basic computer skills are being introduced to the students at this location. With the assistance of fund-raising by the St. Andrew Rotary Club, refurbishment of the vocational building at Rosedale is contemplated, as well as some new kitchen equipment.

The 21 students at Caymanas were exposed to the other YMCA facilities to promote their identification with the program. It is hoped that most of this group will be able to pass the Grade 9 test in June and gain entry to a HEART program. YMCA also hopes to provide a skills training program at this location to complement the academic training.

The program is cooperating with the National Initiative for Street Children to provide a residential and academic setting for unsettled adolescents. Much volunteer time at the centers is utilized in counseling the troubled adolescents.

Computer classes for the teachers ended in December, but they will continue to practice to improve their skills. The internet is to be connected to the computers at both Hope Road and Rosedale.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

Western Society for the Upliftment of Children

Project Title:

High Risk Children - Education Project

Brief History of Organization

The Western Society for the Upliftment of Children and Children First, its co-Grantee in this project, are new NGOs established in April 1997 upon the reformation of the Save the Children (UK) program in Jamaica. Both organizations formerly operated as branches of SCF(UK) in Montego Bay and Spanish Town respectively. The two programs have in recent years successfully implemented projects targeted at high-risk children, financed by the World Food Program, under the Skills 2000 Poverty Alleviation program. The programs have enjoyed significant success in returning at risk adolescents to school and motivating them to remain there.

Sub-Grant Amount: Ja \$9,480,000

Amount Disbursed to 4/30/2000: Ja\$8,482,149

Period of Sub-Grant:

September 15, 1997 to July 31, 2000

Locations of Activity

Montego Bay: WSUC Office and 4 schools

Spanish Town: Children First HQ and 2 schools

Sub-Grantee Contacts

1. Glenda Drummond, Coordinator, WSUC
2. Claudette Pious, Coordinator, CF

UAP Project Officer

Frank Valva, Chief of Party

Project Goal or Purpose

to enable street/working children and at-risk adolescents to have access to and benefit from a comprehensive program that will assist them to realize their potential as more responsible and productive citizens of Jamaica.

Status Update:

Thirty one of the Special Population adolescents left the program this period: 6 to regular schools, 7 to a HEART program, 16 in skills training/apprenticeships, and 1 each migrated and died. A total of 741 students, including 317 in the special population have attended the WSUC/CF program this quarter.

December test results saw several WSUC students being promoted from their previous grades. It was as a result of these tests that the students who returned to regular schools were able to gain admission. Another round of examinations was administered in March. Personal Development training concentrated on conflict resolution this period, and with the addition of a new Guidance Counselor, compliments of the Environmental Foundation of Jamaica, this aspect of the program is developing, with both classes and individual counseling now available.

A careers guidance week in March exposed the students to a variety of professionals, including a plumber, teacher, social worker, nurse, cosmetologist, and a teacher who had lost his sight as a youth, but who had persevered and accomplished his degree with first class honors from UWI. These sessions, including with parents, were very inspiring.

CF students in the photography program have also been exposed to videography. UNICEF assistance for this program, as well as for the cosmetology and barbering programs ceases in April, and other support sources are being sought. More than 50 students sought entry to the program in January, but only 5 could be accepted due to space.

Parent Training and Staff Development were conducted this period. The UAP training program is proving very useful to these sessions. Minister Portia Simpson, and Ambassador Marjorie Taylor visited the program, and a donation of \$40,000 was made by the Minister. 10 students have received basic training in TV/VCR repairs from a volunteer and the performing group did presentations at D&G's product launch and at 3D's Health Fair, among others.

Space continues to be the main problem facing both programs, and efforts are being made with Members of Parliament and other influential persons to try to resolve this main problem sometime in the near future.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

St. Patrick's Foundation

Project Title:

Educational & Training Programme Enhancement and Development

Brief History of Organization

St. Patrick's Foundation is a non-profit organization serving the Western Kingston inner city communities of Olympic Gardens, Tower Hill, Seaview Gardens and Riverton City. The Foundation was established in 1983, and currently boasts 5 resource centers and a home for the abandoned elderly. Its mission includes "to alleviate human suffering and to better the quality of life with emphasis on the human person". In 1995, it placed students in over 650 jobs, and had a direct benefit on the lives of at least 2,000 inner city residents. The foundation was honored in 1995 for outstanding National Service.

Sub-Grant Amount: Ja \$7,280,000
Amount Disbursed to 4/30/2000: Ja\$6,328,087

Period of Sub-Grant:
September 15, 1997 to July 31, 2000

Locations of Activity

Olympic Gardens, Riverton City, Seaview Gardens, and Calaloon Mews (all in Kingston)

Sub-Grantee Contacts

1. Roxiline Spence, Chief Executive Officer

UAP Project Officer

Frank Valva, Chief of Party

Project Goal or Purpose

to empower at-risk adolescents through educational and skills training programs, with tools that will allow them to transcend the constraints of their socio-economic environments in order to become more productive and responsible citizens.

Status Update:

The program is now limited to the St. Margaret's Center, which now has 261 students (98 G and 163 B) attending full time. Seven new students were admitted. The remedial classes have been re-organized to better accommodate the learning requirements for those who will sit the Technical Entrance and Grade Nine Achievement Tests in June.

The Mico Diagnostic Test was applied to 198 students (76% of the total population) and only 11.1% were graded at Grade 6. A whopping 40.4% were graded at Primer or Pre-Primer, with 25.3% at Grades 1 and 2, and the remaining 23.2% at Grades 3 to 5. These scores exemplify the enormity of the task ahead.

SPF teachers attended training in Floral Arranging and Drapery making, as well as the UAP Theatrics in Teaching workshop. These training are to be used in upgrading the skills and achievements of the students. The computer center is being made more user friendly, and additional software have been procured to enhance the literacy classes.

The Breakfast and Lunch programs continue to be mainly responsible for improved attendance and punctuality at the Center.

The Activity Day, recently instituted on Tuesdays, has seen the students selecting to participate in areas of interest to them, including floral arranging, Home Economics, Computer applications, Art & Craft, Wood Craft and Drama. Plans are also afoot to re-start the Out-of-School Remedial Reading program, for two hours each afternoon.

A significant proportion of the students are expected to graduate in June, and a recruitment drive will be put in place to register at least one hundred and fifty more students for the next school year.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

Youth Opportunities Unlimited

Project Title:

Advancing the Opportunities of In-School Youth

Brief History of Organization

Established in 1991, YOU is a non-profit organization promoting mentoring as its primary means of opening the world of opportunity to at-risk youth. YOU aims to assist high school students to achieve their potential in school by providing career guidance, emotional support, positive role models and counseling, and to ensure that through the mentoring relationship every adolescent is provided with the emotional support in order to build self-confidence and self esteem. YOU enjoys significant private sector support, and also earns about 60% of its operating revenue from its Christmas card program.

Sub-Grant Amount: Ja \$6,650,000

Amount Disbursed
to 4/30/2000: Ja \$6,184,143

Period of Sub-Grant:

September 15, 1997 to July 31, 2000

Locations of Activity

Twelve schools in Kingston and Portmore: e.g. St. Hugh's, Merl Grove, Kingston Secondary, Kingston College, Excelsior and Clan Carthy

Sub-Grantee Contacts

J. Betty Ann Blafie, Executive Director

UAP Project Officer

Sam Dowding, NGO Coordinator

Project Goal or Purpose

to motivate at-risk adolescents who participate in the project to complete their post-primary education, and to embark on a path to becoming responsible and productive citizens.

Status Update:

YOU continues to receive requests from several organizations in civil society for expanding the mentoring program nationally. The frequency of these requests is leading to YOU's establishment of a national mentoring consultancy program. During the period, 3 new mentees were recruited, and 42 additional mentors. Three workshops were held for mentees and two for mentors.

The innovation in group mentoring is progressing well, with marked improvement being seen in mentees' behavior and communication, both with peers and teachers. 26 sessions were held this period with the participating mentees at Kingston Comprehensive. Remediation continues to be the greatest need for the group involved here. The latest batch of Peer Counselors at Excelsior High graduated in March, and have joined the first group which continues to impress with its work. YOU is convinced that Peer Counseling must now remain a vital part of its training and interventions with youth.

The parenting education program in four high schools progressed, with the development of a more intensive small group program. YOU has produced and will shortly distribute its laminated, pocket-sized booklet on "Questions Parents Must Ask Teachers". The Homework program at Merl Grove High School averages 60 students participating each day, and attracts not only Merl Grove students, but also from Excelsior and Calabar High. Of note is that the Calabar students are male, and they attend the sessions at the all-girl Merl Grove voluntarily. Parents, teachers, and the students continually articulate their appreciation for the Homework program.

So far, 18 mentees have completed the Career Development Assessment, and this has allowed YOU to recognize the limited knowledge of available careers which adolescents have. 5 students have applied for entry to a HEART program, one is in a fashion designing apprenticeship, and one other is working on a modeling portfolio.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:
Project Title:

Mel Nathan Institute for Development and Social Research
Partnership for Mature Personhood

Brief History of Organization

MNI is a human and community development agency of the United Church in Jamaica and the Cayman Islands. Established in 1978, it has a history of assisting young people in depressed inner city communities. The mission of the organization includes "to promote the advancement of deprived communities in both urban and rural areas, to provide educational opportunities, including basic, preparatory and vocational facilities, and to facilitate human development, as an integral part of community development." MNI operates several programs, some of which are commercial, including catering, auto repair, woodworking, and garment manufacturing. The social programs include the Hannah Town community development program, a Preparatory School, and a Community College.

Sub-Grant Amount: Ja \$8,800,000
Amount Disbursed to 4/30/2000 Ja\$8,392,429

Period of Sub-Grant:
September 15, 1997 to July 31, 2000

Locations of Activity

Hannah Town, North Street and Pretoria Road (all in Kingston) and Seafield/Carron Hall in St. Mary.

Sub-Grantee Contacts

1. Jane Dodman, Associate Executive Director
2. Aidin Bellinfantie, Manager, Consulting Services
3. Michelle Bennett, Coordinator

UAP Project Officer

Sandra Cooper, Training Coordinator

Project Goal or Purpose

to equip adolescents for mature personhood through a holistic program targeting inner-city and rural at-risk youth.

Status Update:

Music and drama continue to be integral to the program at Hannah Town. The art program suffered a blow when the Peace Corps volunteer left over the Christmas holidays. Involvement of the adolescents in sports, the boys in football, and the girls in netball, is seen as vital for improving their self-esteem and participation in academic work. Several students from all locations were prepared for the Grade Six Achievement Test in March. The boys in the Hannah Town and North Street locations are looking forward to the start of the UAP Football League.

Extra efforts have been made to improve attendance through home visits and follow-up by staff members. These activities seem to be bearing fruit in the Pretoria Road community.

Participation in Computer education has been enthusiastic by the students. The Chetolah Park children had a field trip in February to the Bank of Jamaica. This was a first for many of the students. The program is being implemented at Kingston Comprehensive High School (KCHS) due to escalating violence in the Chetolah Park area, and this has benefitted the children, since the adolescents at KCHS are more consistent in attendance and this is showing in their achievements. Students are preparing to participate in the Jamaica Cultural Development Commission Festival of Arts competitions, with entries in the speech, drama and music categories.

The special population students at Edith Dalton-James Community College have focused on practical work this period, and will be going on work experience in April for about 6 weeks. They were also exposed to human development classes, including inter-personal relationships, health and sexuality discussions.

Several meetings have been held with parents and Senior citizens in the Seafield -Carron Hall area. The Christmas Social at this location, postponed from December, was held in January.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

Ashe Caribbean Performing Arts Foundation

Project Title:

SOLID YOUTHS - Through the Performing Arts

Brief History of Organization

Ashe is a non-profit performing arts company and school which was started in 1992, with 80 members. Ashe's mission is "to foster development of youth in Jamaica and the Caribbean region through the Performing Arts by developing disciplined, creative individuals in achieving excellence thereby preserving the rich cultural heritage of the region in nation-building". It has won 7 international acting awards, and 4 Jamaica Music awards for excellence in the performing arts. Currently, Ashe has over three hundred members on roll, in two groups: the Ashe Ensemble (a professional company) with 35 members, and the Ashe Academy with over 275 members. Ashe serves mainly inner-city youth in Kingston.

Sub-Grant Amount: Ja \$7,730,000

Amount Disbursed
to 4/30/2000: Ja \$7,190,563

Period of Sub-Grant:

September 15, 1997 to July 31, 2000

Locations of Activity

Ashe Academy (Nannyville) and Hanover Street, Kingston

Sub-Grantee Contacts

1. Joseph Robinson, Director

UAP Project Officer

Frank Valva

Project Goal or Purpose

to create, through the use of the performing arts, confident, disciplined Jamaican adolescents who have the capacity to contribute positively to the society and economy.

Status Update:

Ashe has developed and is using the "Rhythmic Phonic" method to teach literacy. This method teaches use of African chants to sing sounds of words. From there the students learn to make word sounds and then sentences. This method is being used with the 45 students in Ashe's football program, who are drawn from Nannyville and the surrounding communities. Members of the Ashe Academy who have reading problems also are being trained, using this method.

Students' self-esteem, awareness, knowledge and behavior have all shown improvement over this period. Ashe is in the process of producing audio and video-tapes to teach the Rhythmic Phonic method to other interested parties.

Ashe's annual season will run from May 10 to June 30, and this year is a musical titled "Lift Up Jamaica". This musical will reinforce the principle that to succeed one must employ discipline, hard work, persistence, love of culture and respect for each other.

Of the many students who have graduated from Ashe's program, approximately 30% of these return to the formal school system, while the remainder seek employment. Four graduates succeeded this last quarter in obtaining employment at Trelawny Beach Hotel, and at Hedonism II as Entertainment Coordinators. The high level of training in the performing arts, and the discipline acquired at Ashe, put these persons in high demand.

Ashe is actively seeking follow-on support from various sources for continuing the program after the UAP assistance terminates. The marketing program for its CDS, audio and video tapes and other educational material has been put into higher gear, and proposals have been made to Futures Group, FHI, Green Fund and the Ministry of Education.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:

Jamaica Association for the Deaf

Project Title:

Youth Theatre Workshops

Brief History of Organization

The Jamaica Association for the Deaf was founded in 1938, and is the oldest voluntary agency of its kind in the Caribbean. It currently operates three rural and five urban schools to provide early stimulation, vocational and academic education to the deaf. Clinical services such as hearing assessment, educational placement of deaf children in schools, dispensing of hearing aids are also provided, in addition to in-service training for teachers in the JAD schools, and social services such as adult deaf clubs and interpreting services in courts of law.

Sub-Grant Amount: Ja \$4,570,000

Amount Disbursed
to 4/30/2000: Ja \$3,875,450

Period of Sub-Grant:

July 1, 1998 to July 31, 2000

Locations of Activity

Kingston

Sub-Grantee Contacts

1. Iris Soutar, Executive Officer
2. Shirley Reid

UAP Project Officer

Sandra Cooper, Training Coordinator

Project Goal or Purpose

The creation, development, execution evaluation and sustainment of a permanent Youth Theatre Workshop for Deaf Youth in Jamaica

Status Update:

Plans went into full swing in December for the first major production of the Youth Theatre Workshop. The production, titled "Street Signs" was successfully staged to critical acclaim in March. The participants' enthusiasm sky-rocketed during the rehearsal period, and contact times almost doubled this period for those who were directly involved on stage.

A full dress rehearsal was held in December for friends and family of participants, and this provided a good opportunity for many who had never been on stage before, to overcome their stage fright. The production had themes of sexuality, education and expressive language skills inter-woven.

Preparation and rehearsals did not dim the delivery of literacy and remedial education training, or in personal and family development. The Deaf Culture Facilitators-Counselors visited the JAD's primary schools and High School this quarter and provided some 72 hours of interaction with students at these schools. Unfortunately, the proposed training in reproductive health, and parent education had to be postponed due to the intensity of the rehearsals. However, a parent/guardian support group has been formed with current participation of 10 persons, consequent to two meetings in February. Much cooperation has been forthcoming from the parents/guardians and other friends, with in-kind contributions and other forms of support.

The expected replacement of the Peace Corps Volunteer, Lyla Brown, who was instrumental in the design and start up of this project, opted to go to another location. JAD will continue to pursue this issue with the Peace Corps Jamaica Administration.

UPLIFTING ADOLESCENTS PROJECT

Sub-Grantee:
Project Title:

Sam Sharpe Teachers' College
Sam Sharpe Centre for Child and Adolescent Development

Brief History of Organization

The Sam Sharpe Teacher's College is one of only two major tertiary educational institutions in Western Jamaica. Started in 1975, it prepares teachers for work in the primary and secondary schools. SSTC will be associated with the Montego Bay Community Home for Girls, which was founded in 1978, in the implementation of this project.

Sub-Grant Amount: Ja \$4,600,000
Amount Disbursed
to 4/30/2000: Ja\$3,894,571

Period of Sub-Grant:
June 1, 1998 to July 31, 2000

Locations of Activity
Granville, St. James and adjoining communities

Sub-Grantee Contacts
1. Cecile Walden, Principal
2. Alma Williams, Coordinator

UAP Project Officer
Sam Dowling, NGO Coordinator

Project Goal or Purpose
to enable at-risk adolescents with special needs to become literate and skilled, and thus employable, positive individuals and leaders within their families and communities.

Status Update:

The many and varied activities of the project continued this quarter. Classes were held in Reading, Guidance and Counseling, Home Management, Art & Craft, Social Studies, Food & Nutrition, Mathematics, English, Science, Information Technology and of course, Music and Marching Band. Students continue to show commendable progress, with many recently meriting promotion, consequent to the tests administered.

Guidance and Counseling sessions have covered topics such as Sexually Transmitted Infections, Personal Hygiene, Importance of Loving Others, and Peace and Love in Schools. The participants are usually given the opportunity in these sessions to express themselves freely, and to demonstrate how they can transfer knowledge gained in one academic class to another and to life in general. Home management has included sessions on meal planning and preparation, use of the metric system and caring for the home.

Students in the Art & Craft classes are at the stage where they can independently make garments and soft toys for the market. The leather craft class was put on hold in February due to inadequacy of space to hold these classes. Other activities of the Arts & Craft classes have included tie & dye, and printing. Civics, responsibilities of citizens and National Heroes have been covered in the Social Studies classes. Once weekly Information Technology classes have attracted a regular attendance of between 18 and 20 students. Despite the limited facilities, the classes, which are divided by ability and aptitude, have proceeded well. 4 older students will be targeted for the CXC technical proficiency exam in June 2001.

The Marching Band continues to gain plaudits for its performances. The band director has added rap sessions and games, jazz instrumentation, drilling, and music theory to the activities. 4 members will write the Royal Schools of Music exams in November.

UPLIFTING ADOLESCENTS PROJECT

APPENDIX IV

LIST OF MAJOR DOCUMENTS PRODUCED BY THE UAP

1. Report on UAP Orientation Seminar for NGOs, August 1996
2. UAP Quarterly Report: July to September 1996
3. Report on NGO Institutional Assessments: Diagnostic Report, October 1996
4. Report on NGO Selection Procedures, October 1996
5. Uplifting Adolescents Project Work Plan, October 1996
6. Training Plans - General Life of Project & Year One (1996-97), October 1996
7. Guidelines for Proposal Development (First Issue), December 1996
8. UAP Quarterly Report: October to December 1996
9. UAP Quarterly Report: January to March 1997
10. Institutional Assessment of the Youth Development Services Division, Ministry of Education, Youth & Culture, April 1997
11. Guidelines for Proposal Development (Second Issue), April 1997
12. Management of UAP Sub-Grants - UAP Project Officers' Manual, May 1997
13. NGO Management Manual for UAP Sub-Grants, May 1997
14. UAP Quarterly Report: April to June 1997
15. Final Report, UAP/JIM Administrative Management Training for Non-Governmental Organizations, April 1997
16. Report on UAP Workshop "Motivating Youth through the Performing Arts", May 1997
17. Report on Training of Trainers Workshop : Literacy & Remedial Education for At-Risk Adolescents, UAP/JAMAL , June 1997
18. UAP Quarterly Report: July to September 1997

UPLIFTING ADOLESCENTS PROJECT

19. Guidelines for Proposal Development (Third Issue), October 1997
20. Final Report, UAP/JIM Administrative Management Training for Non-Governmental Organizations, November 1997
21. Accounting Policies & Procedures Manual for Non-Governmental Organizations, UAP/JIM, November 1997
22. HRD - Personnel Management Manual for Non-Governmental Organizations, UAP/JIM, November 1997
23. Case Management & Procedures Manual for Non-Governmental Organizations, UAP/JIM, November 1997
24. UAP Quarterly Report: October to December 1997
25. Roundtable on Adolescent Reproductive Health for the Uplifting Adolescents Project, Consultant's Report, January 1998.
26. Report on the Recruitment Strategies Workshop, UAP, February 1998
27. Workshop Report "Reproductive Health for Adolescents Aged 10-14", UAP, April 1998
28. Workshop Report, "Personal & Family Development for Non-Governmental Organizations", UAP, April 1998
29. UAP Quarterly Report: January to March 1998
30. Workshop Report "Developing Teaching Aids for Literacy & Remedial Education" for Non-Governmental Organizations, UAP, May 1998
31. Workshop Report "Motivating Youth through Drama - Use of Theatrics in Teaching" for Non-Governmental Organizations, UAP, June 1998
32. Project Orientation Booklet, June 1998 Issue, UAP
33. Workshop Report "Tracer Studies for UAP NGOs", UAP, June 1998
34. UAP Quarterly Report: April to June 1998
35. Workshop Report "Parent Trainers", UAP, September 1998
36. Workshop Report "Effectiveness Criteria - Progress Review for Future Action", UAP, September 1998

UPLIFTING ADOLESCENTS PROJECT

37. Workshop Report "Tracer Study Training for NGO Interviewers", UAP, September/October 1998
38. UAP Quarterly Report: July to September 1998
39. Workshop Report "Training Skill Trainers for At-Risk Youth", UAP, November 1998
40. Workshop report "Literacy & Remedial Education - Part III - Numeracy", UAP, December 1998
41. NGO Management Manual for UAP Sub-Grants, Second Edition, UAP, December 1998
42. UAP Quarterly Report, October to December 1998
43. Workshop Report "Tracer Study Results & Performance Tracking System", UAP, March 1999
44. Orientation Booklet, Issue # 2, UAP, April 1999
45. UAP Quarterly Report, January to March 1999
46. Workshop Report "Fund-Raising & Sustainability", UAP, May 1999
47. "UAP Tracer Study Results: Implications & The Way Forward" UAP, June 1999
48. Workshop Report "Effective Communications for Development", UAP, July 1999
49. UAP Quarterly Report: April to June 1999
50. "A Study on the Definition of Youth in Jamaica", UAP, August 1999
51. Workshop Report: "Regional Networking Forum, Montego Bay", UAP, September 1999
52. Workshop Report: "Regional Networking Forum, May Pen", UAP, September 1999
53. UAP Quarterly Report: July to September 1999
54. Workshop Report: "Regional Networking Forum, Kingston", UAP, October 1999
55. Workshop Report: "Conflict Resolution & Mediation", UAP, November 1999
56. Workshop Report: "Counseling Skills & Classroom Management Strategies", UAP, December 1999
57. UAP Quarterly Report, October to December 1999

UPLIFTING ADOLESCENTS PROJECT

58. "Operations Research Project: Literacy & Remedial Education of Street and Working Children in Spanish Town and Montego Bay", UAP, February 2000
59. "A Look at Instruments which Address the Rights of Youth in Jamaica", UAP, February 2000
60. "Report on Youth Development Programmes in Jamaica", UAP, March 2000
61. "Setting Up a Data-base Social Indicators on Youth", UAP, March 2000
62. "A Brief Look at Youth Development Programmes in CARICOM Countries", UAP, March 2000
63. "Final Report on the Work of the Social Policy Analyst - Youth", UAP, April 2000
64. Workshop Report: "Mentoring & Peer Counseling", UAP, May 2000
65. Orientation Booklet, Issue # 3, UAP, May 2000

APPENDIX V

**Publicity & Photographs:
UAP & Sub-Grantee Activities**

PHOTOGRAPHS OF UAP & NGO ACTIVITIES



**Graduation: UAP/JAMAL Workshop
June 1997**



Children First Participants



**Joint Coordinating Committee Visit to Red Cross
December 1998**

PHOTOS OF UAP & NGO ACTIVITIES



Visit to Rural Family Support Org.
September 1997



NGO Participants at UAP Workshop
March 1999



Poster Presentation: Parenting Training Workshop
September 1998

Children First gets National Press Award



WELL DONE: *Claudette Richardson-Pious (2nd right), founder of Children First, accepts this year's National Press Award from Press Association of Jamaica (PAJ) executive member, Desmond George, while PAJ president, Desmond Allen, and Zol Barnet from Children First, look on. Occasion was yesterday's prayer breakfast held at the Terra Nova Hotel by the PAJ to launch National Journalism Week. Children First, a two-year-old Non-Governmental Organisation, is aimed at rehabilitating street children and reuniting them with their families. (Photo: Joseph Wellington)*

THE two-year-old Children First programme, a Non-Governmental Organisation aimed at rehabilitating street children and reuniting them with their families, is this year's recipient of the National Press Award.

Children First founder, actress Claudette Richardson-Pious, accompanied by one of her wards, Zol Barnet, accepted the award at yesterday's Prayer Breakfast at the Terra Nova hotel staged by the Press Association of Jamaica (PAJ), to launch National Journalism Week.

A citation accompanying the award hailed Children First for its outstanding contribution to community service.

With 613 children now in the programme, Children First - working with organisations such as HEART, Young Men's Christian Association (YMCA), and Young Women's Christian Association (YWCA) - focuses on issues such as school assistance, career guidance, environmental awareness, youth advancement and children rights education. The organisation helps to get children off the streets and provides them with a skill that would hopefully better their lives. So far, three members of the programme have been accepted to tertiary institutions in the United States.

"I am overwhelmed with this award," said Richardson-Pious, "the recognition given by the press only serves to encourage and motivate me to continue with what I consider important work in Jamaica."

Illustrating the importance of securing the young, Richardson-Pious allowed young Barnet to give the vote of thanks to the members of the PAJ.

A well-spoken, spirited Barnet thanked the press for the recognition and acknowledged the honour she felt at being able to work with and serve her community. She ended with a heart-felt "Big up, Press Association!"

It was perhaps fitting that Rev Father Gregory Ramkissoon of the Mustard Seed Community urged the members of the press in an inspiring and moving session to undertake 'action journalism'. Hailing the media as the new evangelizing power, he challenged journalists not to be merely mirrors of the society but to take responsibility in the developmental process of Jamaica.

Highlighting the many ills in the society and the breakdown of key institutions such as the family, the church and the government, Ramkissoon warned the media that the power they have in their hands "can carry us or bury us". He also warned against slipping into comfortable mediocrity, and urged journalists to respond to the fundamental issues facing Jamaica, and the region. Issues such as poverty, starvation and social injustice.

Desmond Allen, president of the PAJ, in his opening remarks, also urged members of the press to introspection and their role as journalists in Jamaica. Reminding them of the Association's

code of ethics that dictates fairness, accuracy and balance, he stressed the need for professionalism at all times. Noting the recent stand-off between the press and Trinidad and Tobago prime minister, Basdeo Pandey, Allen stated that the media in Jamaica were afforded the maximum freedom and it is a freedom that should not be taken lightly.

Together with Helene Coley-Nicholson, master of ceremonies of the event, the two called for a stance of unity and solidarity for the members of the media in Trinidad and Tobago.

The Observer's own associate editor, Vernon Davidson, accompanied by Patricia Rozborough on the piano, was also inspiring in his own right.

as he delivered a hauntingly beautiful rendition of God Bless The Child which earned him an encore. He then treated the full house of journalists, media personalities, friends and well wishers, to a lovely version of Babyface's Change The World.

Journalism week continues Wednesday with the Veterans' Luncheon at Wray and Nephew, and clinaxes on Saturday night with the National Journalism Awards Banquet to honour outstanding work during the past year. The banquet is scheduled for Le Meridien Jamaica Pegasus Hotel and the guest speaker will be chairman of the Gleason Company Ltd, Oliver Clarke.

Mandeville Women's Centre - YAP

- Violence in Schools by :
- Asheba Little
 - Gavin Tyndale
 - Emmanuel Little

Youngster - just cool
Stop the violence in our schools

MUSIC

Don't bring the guns and the knives
Don't take another's life

Stop the killing and the fighting
The violence and the crime

We no like the crime and the violence

Don't destroy our neighbourhood
We want to enjoy our child.

The above dub poem was written by the students named above and presented at our July end of term celebration.

B. Phillips (Mrs.)
Mandeville - YAP

The Sunday Gleaner 26, 1998



Contributed

Sarah Newland-Martin, (2nd left), General Secretary of the Kingston YMCA, gives Professor Rene Simoes (2nd right), Technical Director of Jamaica's National Football team, an update on the YMCA's rebuilding project. Sharing in the occasion are Dr. Joyce Robinson, Training Co-ordinator, Development Associates Ltd., and Francis Valva, Chief of Party of the "Uplifting Adolescence Project". Professor Simoes visited the YMCA's headquarters recently, as a part of the YMCA's Mentorship Programme. ■

YOU reaches out to teenagers

□ Mentor programme offers guidance

KEEL WOOD

STAFF REPORTER

WESTERN BUREAU
FOR MANY TEENAGERS, it is undesirable to communicate and get along with friends during their teen years. This is their own personal and other family members.



For the past eight years, Youth Development Unlimited (YDU), the national mentoring programme, has been running with voluntary mentors who receive training from YDU, with adolescents who are still in school and several "at risk".

The mentoring programme previously served more than 800 adolescents, mainly from single parent families in inner-city communities, from 15 schools in Kingston and Portmore, St. Catherine. According to the programme and their mentors, it has been successful.

Natalie Foster, an 18-year-old upper sixth St. Andrew High student, who has been a part of the mentoring programme since she was in third form, said it has helped to shape her life.

"The programme has to reach to all," she told *Conversation Today* last week. "I have learned that it is all about improving my self and then my relationship with others will also improve."

She has been inspired by the programme and her mentor, Mrs. Lillian Smith, that she one day wants to take her mentor's place as head of the organisation.

"I have asked her," she said with a laugh. "I respect her a lot, she added. "She is a mentor in the true sense of the word, somebody to live up to not somebody on the telephone or on TV. Somebody real."

Great influence

According to Natalie, she joined YDU, one of "above customer" as she really was not an "at risk" child. However, it has offered her so much, including the mentor-mentee programme, which she said was valuable this year.

"Everybody was so kind," she explained. "Similarly, 18-year-old Lillian Smith gives credit to the programme, which he said, has greatly influenced him.

"It has been real fun and uplifting to my life," he explained. "He said his mentor has been very like family to him and has taught him a lot. "He has become an older

mentor and has made me see the benefits of studying hard in school in order to be successful later on in life," he said.

Similarities

The mentors have a similar story to tell.

"It has been the best experience that I have had," said Rene Gault, daughter of a former of 18-year-old Charm.

She said she was first assigned to Charm in 1995 when the girl was just 17. The relationship "clicked" immediately.

"We hit it off with a bang," she said, admitting that she has heard of teenagers who didn't work out and was glad when they came out to be a life-long friendship.

"I feel we will be friends for a long time to come," the 21-year-old told of her relationship with Charm.

She said she would encourage parents to become mentors as it provides immeasurable personal satisfaction.

"The idea is to guide (the mentees), show your life with them and provide some moral exposure and most of all to be a friend," she explained. "I have known them there is a lot you can give of yourself without giving money."

Patrick McDonald, another mentor agreed. "YDU is telling you you can make a difference in somebody's life," the 26-year-old said.

He said he realised just how true this was after he met mentors of Dennis and Milton, then age 15, two of the youngest in whom he was mentored. He was told how much they had changed for the better since they joined the programme.

He explained that he has been their mentor since 1997 and that, although the relationship officially ended when the boys graduated from high school, he believes he and the boys will remain friends.

"I have tried to limit in their academic discipline, but to their lives with great interest, what my own life experiences to them and teach them the importance of ambition," he said.

Dennis, 17, has gone on to tertiary education and Milton, aged 18, is in lower sixth form at high school.

News

A10

Street kids to benefit from celebrity walk-a-thon

WESTERN BUREAU

STREET CHILDREN in Montego Bay are to benefit from a two-hour celebrity walk-a-thon today.

International cricket umpire Steve Beckner will join prominent city personalities, including Mayor of Montego Bay, Hugh Solomon; president of the Chamber of Commerce Josef Foreman; and former national footballer Paul "Tiger" Davis, on a two-pronged walk starting from the Sangre International Airport in one direction, and the Wenguan Plaza in the opposite direction.

The walk will culminate at the Amphitheatre behind the St. James Parish Library.

The "Million dollar celebrity walk-a-thon" is part of the week-long celebrations to mark the first anniversary of the Western Society for the Upliftment of Children (WSUC), which is dedicated to caring for disadvantaged and street children. So far, the Society has rescued more than 250 children, from 0 to 18 years of age, off the streets and placed them in schools. Some, at the age of 14, had never had any type of schooling, according to WSUC executive director, Glenda Drummond.

Among activities undertaken was a church service held at the Gleadeva Seventh Day Adventist Church last Saturday, and an Open Day display at the SDA Church Hall in Montego Bay. September 30, 1997 marked the

official launch of the WSUC as a non-governmental organisation. However, it began six and-a-half years ago when the UK-based Save the Children Fund (SCF) established a project for street-working children in Montego Bay, at a time when growing number of youngsters were either dropping out of school to work, or had lost families and had to live on the streets.

Over the six years, the SCF programme evolved into a kind of home for the children they rescued, sometimes providing physical assistance, as well as emotional support.

It was given over to local control last year and its current mandate is to become a "pioneer" in working with marginalised youth.

BEST AVAILABLE COPY

IN BRIEF**Group
lauded**

A JAMAICAN non-profit agency, Rural Family Support Organisation (RuFamSo), has received the United Nations Children's Fund's (UNICEF) highest honour. RuFamSo received the Maurice Pate Award for its work with children and adolescents in the poorest communities. Along with the award the agency also got a US\$25,000 donation from UNICEF. There were 19 nominations for this year's award from Africa, the Caribbean, Asia, the Middle East, Europe, the Commonwealth of Independent States and the Baltic.

Example of UAP Web-Site Home Page

www.jamaica.kidz.com

Uplifting Adolescents Project

NON-GOVERNMENTAL ORGANIZATIONS
OVERVIEW

YOUNG PERFORMERS

[ASHE]

CHILDREN FIRST



DEAF THEATRE



FAMILY PLANNING



ADOLESCENT OUTREACH



KIDS BOOT CAMP



KIDS AT RISK



TEEN-AGE MOTHERS



LEARNING DISABILITIES

MARCHING BAND



DISADVANTAGED YOUTH



STREET KIDS - MOBAY



PRENANT TEENS/BABY

FATHERS



STREET BOYS - KINGSTON



The UAP is financed by a grant from the U.S. Agency for International Development, Mission to Jamaica (USAID/Jamaica). Since July 1996, the program has assisted 15 non-profit Non-Governmental Organizations (NGOs) in Jamaica to deliver services in four technical areas to the at-risk youth in the 10-18 age group.

The program targets two populations of youth; a regular population of at-risk children and a special population of adolescents who have specific handicaps which may include learning disabilities, pregnant teens, the physically impaired, street children, etc. Over 13,000 youth, both in-school and out-of-school, are being assisted through this endeavor by participating NGOs as noted on this web site.



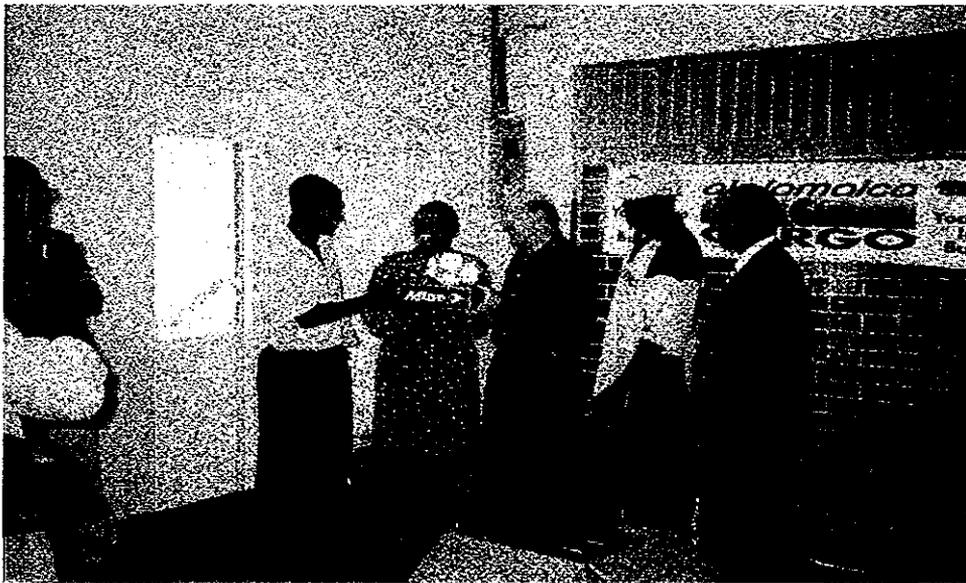
The focus is on implementing a full package of services to at-risk adolescents. These services consist of:

- Literacy and remedial education
- Personal and family development
- Reproductive health
- Technical and vocational training

UAP FOOTBALL LEAGUE



Opening Ceremony: UAP Football League Launch

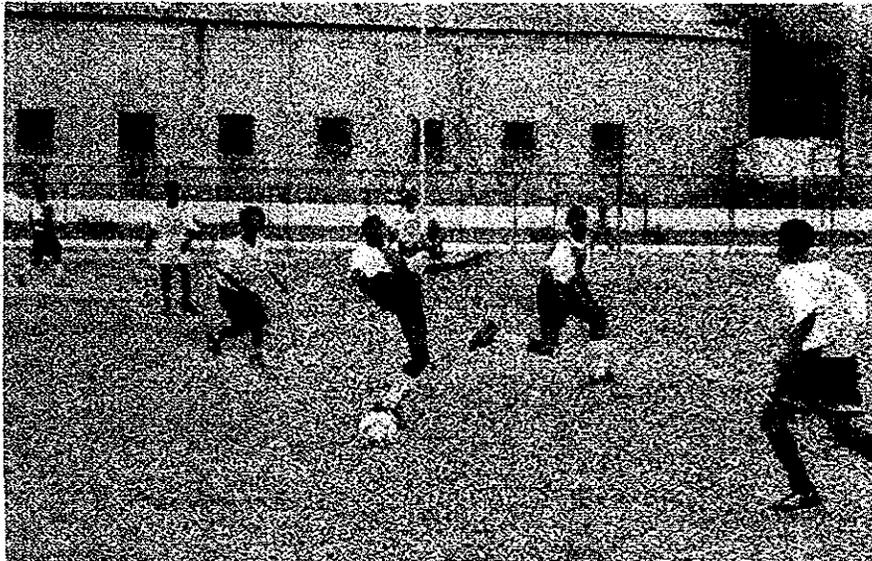


Presentation Ceremony: Air Jamaica-donated freighting of Football Equipment

UAP FOOTBALL LEAGUE



Opening Ceremony: UAP Football League Launch



UAP Football League: Opening Match in progress



The Uplifting Adolescents Project (UAP)
is managed by
Development Associates, Inc.
and its sub-contractor
Hope for Children Development Company, Ltd.

UPLIFTING ADOLESCENTS PROJECT
1 Holborn Road
Kingston 10, JAMAICA

Tel: 929-3574; Fax 926-1813

Web-Site: www.jamaica-kidz.com

E-mail: devassja@n5.com.jm