

Launching the Team Programme in Saint Lucia

A Report for Kestrel Liner Agencies Ltd.

July 2023



Prince's Trust
International



Since 2015, Prince's Trust International has piloted and established its full portfolio of employability and entrepreneurship programmes in the Caribbean to offer young people the opportunity to develop their skills, explore a variety of career paths and find sustainable employment. With thanks to the Kestrel Liner Agencies, we have been able to successfully pilot the programme with The Royal Saint Lucia Police Force. We are now supporting young people in Vieux Forte, Saint Lucia to gain employment. We are delighted that two young people from the programme secured employment during the pilot programme as a result of their hard work and dedication to the Team programme activities. Thank you for making this happen.

Prince's Trust International has been supporting young people worldwide since 2015. Founded by HM King Charles III, formerly HRH Prince of Wales, we work to tackle the global crisis of youth unemployment, building on over four decades of experience in the UK.

Our mission is to empower young people to learn, work and thrive. We provide opportunities to develop the skills and confidence to succeed and deliver tangible employment outcomes. By blending our expertise with a global network of local partners, we develop programmes and interventions to help young people to build their own futures.

Prince's Trust International has been on an incredible journey since launching, having supported over 70,000 young people to date. We are now looking to build a global network who can help scale our support of young people across Africa, Asia, the Caribbean, Europe and Middle East.

Youth Employment Crisis in Saint Lucia

Young people make up around one seventh of Saint Lucia's population, and youth unemployment remains stubbornly high at 44% with the expectation that this number is significantly higher due to the impact of Covid-19 on the country's key industries.

The crime situation in Saint Lucia remains an area of concern of the increase of gang and violent crime and high unemployment rates making young people more vulnerable to participating in gang activity. The prime minister has bolstered police support to combat these issues to promote safety and is increasingly invested in the promoting crime deterrent activities for the young people of Saint Lucia.

Climate Crisis in the Caribbean

This year we are launching 'Sustainable Team' where the programmes will be themed around environmental sustainability and food security. This is in response to the growing climate crisis affecting young people, especially in the Caribbean, and related food supply issues that affect small island states. We recognise the need to implement programmes across the Caribbean which support SDG 15 Climate Action. In our recent report [An Upskill Struggle](#) 73% of young people said they wanted to help the environment but were not sure how to do it.

The TEAM Programme

TEAM is a 12-week full time personal development programme. Team in Saint Lucia targets young people aged **18-30**, which aims to increase confidence, motivation and skills and as a result enables those young people to move in a positive direction towards employment, education, training or volunteering. The programme combines outdoor and community challenges with classroom-based learning. Team is delivered by our network of delivery partners ranging from NGOs, to Further Education Colleges to the Uniformed Services. Delivery Partners such as the Royal Saint Lucia Police Force, employ 'Team Leaders' who are specifically trained and supported by Prince's Trust International.

Following the success of the delivery of PTI's team programme in Barbados through the Barbados Police Service (BPS), formerly the Royal Barbados Police Force, PTI were approached by the Royal Saint Lucia Police Force (RSLPF). RSLPF They felt that they were experiencing similar challenges as Barbados, with growing concerns around youth crime and youth unemployment and wanted to better the relationship between the community and the police. The RSLPF maintain an ambitious plan to use the launch of Team in Saint Lucia to springboard the launch of Team throughout the region, leveraging the memberships of the Caribbean Regional Community Policing Organisation. In March 2022, we began work with RSLPF to deliver the Team programme, as this was the first time in six years that Team was set up with a uniformed service, we focused our efforts on two key areas:

- **Ensuring we have sufficient buy-in within the senior ranks of the RSLPF to ensure we can support the programmes' growth past the pilot stage.**
- **Ensuring that we had strong capacity strengthening activities to support the RSLPF to deliver the team programme effectively, as this was their first time delivering a structured programme on this scale.**

Capacity Strengthening

Since March last year, we have been working very closely with RSLPF to support the set up and ultimate delivery of the team programme. Having identified areas to focus our capacity strengthening work and developed a detailed plan to deliver our training efforts. Working with our safeguarding lead, we delivered an activity-based safeguarding and risk management sessions to foster an understanding of safeguarding best practice for young adults and to develop our own safeguarding and risk management processes. This process supported our development of strong reporting mechanisms.

In addition, we received support both from The Prince's Trust's PTUK uniformed services team in the UK and the Barbados Police Service (BPS), to aid in the development of the Saint Lucian Team programme and developed knowledge share sessions with the respective organisations and the RSLPF. These knowledge shares have helped to support our process of ensuring investment in the programme and its success by senior ranked officers in RSLPF and to build upon the institutional knowledge of over 20 years of delivery between the two organisations. This was crucial to the programme's sustainability and growth because it provided:

- A unique opportunity to build peer to peer learning
- Strengthening relationships among our existing network of programmes
- Developing a delivery focused understanding of the programme before the RSLPF had the opportunity to deliver it

“

We had so much fun during the programme... having conversations in the kitchen and playing football as a team.
Team Participant, Saint Lucia Pilot



I would tell them [a young person interested in the programme] how I started off being shy going into the programme and how it changed me.

Team Participant, Saint Lucia Pilot



[Answering as to whether they had accomplished their goals]

Yes, by being a responsible person, increasing my confidence, working with others and being punctual.

Team Participant, Saint Lucia Pilot

The capacity strengthening process allowed us to reflect upon best practice and make informed decisions on the best approach to take to adapt the programme to a Lucian audience. As a result of these knowledge shares, RSLPF opted to utilise the same delivery schedule as Barbados, which has the work placement towards the end to enable young people to accept potential job offers, without sacrificing programme completion.

In November 2022, we delivered team leader training in partnership with the BPS in Saint Lucia to the southern community relations branch and the delivery team. We made the decision to offer training to a wider cross section of officers than the delivery team to continue to build the institutional knowledge of the programme within the RSLPF, which will support our aims for strong delivery and programme expansion. We were fortunate enough to have Sgt. Hallam Jemmott from the BPS, who has been with the programme in Barbados since its inception, in person to deliver this training with us.

Pilot Delivery

The programme launched in January 2023, in Vieux Fort. The programme was held at the La Ressource Innovation and Career Development Centre. The programme ran for the full **12** weeks with no interruptions and welcomed an inaugural cohort of **11** young people and 9 graduates. We were delighted that **2** young people secured employment opportunities through our work placement partners part-way through the programme.

The residential week was held at the Saint Lucia Fire Training school and young people went through a variety of physically challenging activities including an emergency simulation and a hike, where they tested their endurance and teamwork to complete the trail. The emergency simulation was supported by the Special Services Unit, Police Marine Unit and Saint Lucia Fire. In the simulation, young people under the guidance of their professional counterparts, coordinated a response to a vessel being overtaken by criminals before running aground. They also benefitted from sessions on entrepreneurship from the Inter-American Institute for Cooperation on Agriculture and a First Aid Training course, where they received certification in EMS Safety CPR, AED & First Aid.



For the community project, they chose to repaint a pedestrian crossing near a school in the Vieux-Fort area and the team project was to support a special education school in the area. During the work placement, the young people were placed at Saint Lucia Fire Service, True Value Building & Hardware Supplies Ltd and Builders Choice Ltd. The employers gave positive feedback to the young people and were especially pleased with their level of professionalism and engagement. The young people were motivated by the work placement and enjoyed the coaching and mentoring, they received. One young person was offered a job during the work placement stage and is currently employed with True Value & Hardware Supplies Ltd.

The community project really helped boost my confidence

Team Participant, Saint Lucia Pilot





“

It [the team programme] helped me by being a team player and managing feelings.

Team Participant, Saint Lucia Pilot

The programme was supported by the partnerships of the following businesses and agencies:

- ① **True Value Building & Hardware Supplies Ltd** who assisted with Next Steps Week, Work placement, and Community projects.
- ② **Sir Arthur Community College** who assisted with Next Steps week
- ③ **Inter-American Institute for Cooperation on Agriculture** who assisted with Next Steps week
- ④ **Saint Lucia Fire Service** who assisted with the venue for residential, providing support with the next steps week, simulation exercise, and work placement.
- ⑤ **Builders Choice** who assisted with work placement.

The celebration event was held in a garden setting where invited guests got the opportunity to celebrate the accomplishments of the young people. They received two certificates for the First Aid training and a program certificate. The young people astonished the guests with their individual speeches and a group presentation which displayed huge leaps in their confidence and self-development.

Future Cohorts

Team Saint Lucia will continue its delivery in this year, with thanks to the financial support of Kestrel Liner Agencies and Sandals Foundation. We will be delivering two cohorts of team in the 23/24 period and piloting a sustainability focused Team programme. We look forward to updating you on our progress.

Thank You For Your Support



**Prince's Trust
International**

Prince's Trust International
8 Glade Path
London, SE1 8EG
United Kingdom

Arabella Langley
Fundraising Manager
arabella.langley@princestrustinternational.org