

THE ROSE TOWN CONSTRUCTION INTERNSHIP PROGRAMME

A Mid-Term Evaluation (Jan 31 – Apr 20, 2022)



A PROJECT OF THE GORE FAMILY FOUNDATION (GFF)



ROSE TOWN
AN INNER CITY COMMUNITY
BORDERING TRENCH TOWN



Unemployment in inner city communities

At least 3 times higher:

- 13.5% - National overall unemployment rate in **2015**
- 41% Seaview Gardens
- 68% Denham Town

July 2021:

- 24% National **youth** unemployment rate
- 72% Rose Town

January 2022:

- 18% National **youth** unemployment rate
- 54% Rose Town

ROSE TOWN FOUNDATION FOR THE BUILT ENVIRONMENT



Give our young people a fighting chance, because they deserve it!



Young people raised in an inner city environment can be helped to sustainable high-paying employment in the construction industry through a combination of two opportunities:

- 1) Quality skills training; accompanied by
- 2) Effective life skills coaching.

GFF's Theory of Change



GFF'S FIVE PROJECT OBJECTIVES

**Objective #1:
Learning must take place in a comfortable, welcoming,
technologically effective environment.**



Objective #2: The Online Learning process is an appropriate learning process for these interns.

Orientation Courses

- **Coping Skills – Freedom from Stress and Pain**
- Introduction to Microsoft 2019/365
- Succeed With Learning (study skills)

Prerequisite Courses

- Everyday English 1
- Everyday English 2
- Business Etiquette and Professionalism
- Soft Skills for Professionals
- **Conflict Resolution in the Workplace**
- Develop Your Emotional Intelligence

Foundation Courses

- Outdoor Recreation and Land Management
- Productivity and Waste Management – Lean and Environmental Perspectives
- **Fundamentals of Project Management**
- Construction Safety and Health
- Safety in Construction: Fall Hazard
- **Customer Service Skills**
- Introduction to Project Management
- Introduction to Technical Drawing

Specialty Courses

- Diploma in Carpentry Studies
- **Introduction to Masonry**
- Diploma in Plumbing Studies
- Diploma in Electrical Studies
- AutoCAD: Beginner to Professional Training
- Critical Facility: Critical Infrastructure
- **Tiling**
- Painting
- **Diploma in Garden Design and Maintenance**

Objective #3

At the end of the course the trainee outcome should be a mature individual, ready for the working world.





HOW WAS OBJECTIVE 3
ACHIEVED?

It takes “incredible effort” because the odds are stacked against these youth

- **A poor education system** in most basic, infant & primary schools.
- **Poor Primary Exit Profile results.**
- **Most transition to non-traditional high schools,**
- **An “apartheid system”**

The inner city environment is one of stress

- Stress from gun violence, shootings, murders
- Stress from poverty
- Stress from other daily social problems

This is an environment in which civility and dignity are scarce.

“People never told them (when) they were doing something wrong”

Life Style of the inner city

- You do things your way
- You don't have to work today if you don't feel like it
- You don't think of others – there are no social graces

Work Life Style and Ethic

- You have to take instructions
- You get up every morning
- You have to be punctual
- You have to work long hours
- You have to think of others – customer service

How was this achieved?

- **Services of a psychologist**
- **Two Coordinators, both teachers, on site every day**
- **Rules and regulations.**
- **A Site Supervisor who also mentored**
- **The GFF Director mentored.**
- **Each trainee matched with a mentor - a former Gore scholar.**

Objective #4

At the end of the course the trainee should have mastered several construction skills.



Masonry



Steelwork



Carpentry

Objective #5

Within 6 months of graduation, trainees should be in a job or continuing their education.

- **2 Female Trainees - Accepted at University of Technology: degrees in pharmacy and real estate**
- **1 Female Trainee – Accepted at Mico University College: degree in education**
- **1 Male Trainee – accepted by JDF**
- **1 Female Trainee – completing CSEC exams for acceptance into JDF**
- **1 Female Trainee – Cosmetology at HEART School of Beauty**
- **2 Male Trainees – Employed by Gore Developments Ltd.**
- **3 Male Trainees – completing mastery of chosen construction skills to be employed by Gore Developments Ltd.**
- **1 Male Trainee – unwell, GFF seeking an at home job for him that he can do for several months. Also studying to take maths.**



PARTICIPATORY METHOD



MAJOR RECOMMENDATIONS

- 1. Establishment of a monitoring/follow-up process for graduates for 6-12 months, depending on individual need.**
- 2. Facilitation of NCTVET certification at the end of the programme.**
- 3. The Gore Family Foundation undertakes more documentation of its work.**



CONCLUSION OF THE EVALUATION

❑ **The Gore Family Foundation has run a successful 10 month construction training programme for inner city youth.**

The programme had a success rate of 80%

12 of the 15 trainees successfully graduated. 3 dropped out (20%).

HEART's dropout rate for inner city youth is 40 - 50%.

❑ **Stipend of \$1,000 per day**, paid fortnightly

❑ **They introduced 2 innovations:**

- 1) Ongoing dally psychosocial support
- 2) Online learning for 7 months, with minimal face to face teaching.

❑ **Their entire approach has been motivational.** They believed in the capabilities of inner city youth; they respected them.

THANK YOU!

