

MERGER
WITH THE
MULTICARE
FOUNDATION

ACQUISITION
OF YOUTH OPPORTUNITIES
UNLIMITED

NEW
EMPLOYMENT
OPPORTUNITIES
FOR YOUTH IN
JAMAICA



SHANEL DRUMMONDS
YUTE BUILD II Graduate
NVQJ Level 2 Certificate in General Construction

**DYNAMIC
GROWTH
PHASE
CONTINUES**

**POLICE
COMMUNITY
RELATIONS
STRENGTHENED**

**GOVERNOR
GENERAL
ENDORSES
YUTE AS AN
'I-BELIEVE'
INITIATIVE**

ANNUAL REPORT
JANUARY - DECEMBER 2015



Participants in the YUTE BUILD II General Construction programme (Level 2),
from left: Phillip Hudson, Comarie Lewison, Chanvando Thompson, Kimalie Picton and Dwayne James.



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MESSAGE FROM THE
GOVERNOR-GENERAL



GG



His Excellency the Most Honourable
Sir Patrick Allen, ON, GCMG, CD
Governor-General



His Excellency, the Most Honourable Sir Patrick Allen, Governor-General and Joseph M. Matalon, Chairman of YUTE and The MultiCare Foundation discuss opportunities for youth in Jamaica during a courtesy call at King's House following the endorsement of YUTE as an I Believe Initiative.

MESSAGE FROM THE POLICE COMMISSIONER

The Jamaica Constabulary Force congratulates Youth Upliftment Through Employment (YUTE) on Phase II of its Strategic Focus. Our youth are vulnerable to and face high risks of violence and require constructive reinforcement to enable them inbuilding resilience against the negative influences of community, peers and sometimes social and familial encounters. It is on this that we laud the efforts of the Youth Upliftment Through Employment (YUTE) programme which has maintained a very real and relevant presence in Jamaica since 2010.

Since the inception of YUTE, participants have been exposed to technical and soft skills that help strengthened their interpersonal relationships, conflict resolution abilities and elevated their capacity to develop multi-faceted approaches towards social and economic challenges. We see ourselves mirrored in YUTE as we both engage young people in programmes designed to improve their quality of life and build safer communities across Jamaica.

Social programmes of this nature for youth in challenging circumstances offer not just a way out but also hope for this our blessed island home. The JCF firmly believes that each person, civic group and business organisation in Jamaica has a responsibility to help transform our society into a peaceful one.

As such we wholeheartedly support these types of interventions that assist our young people to build healthy relationships and facilitate their engagement in productive activities within their schools, homes, and communities.

It is through the strident efforts of organisations such as YUTE that we will one day confidently place the future of our country into the hands of young men and women. Your programmes have reinstated essential values and life skills integral in preparing young people to take their place in society as functional citizens and capable leaders.

Since the inception of YUTE hundreds of young unattached Jamaicans from marginalised communities have been empowered to move their lives in positive directions away from unemployment, crime and violence and towards productivity.

I wish to applaud the Director and the management team at YUTE, the public-private partnership and also the support from local and international partners for your meaningful involvement in the sustenance of this programme.



**Dr. Carl Williams, OD, CD, JP, PhD
Commissioner of Police**



Commissioner of Police, Dr. Carl Williams and Executive Director of YUTE Alicia Glasgow Gentles review the programme at the Launch of the JCF's Mobile Reserve's Adopt-A-School initiative at the Clan Carthy High School in Kingston on Friday, May 15, 2015. Mrs. Glasgow Gentles was invited by the Mobile Reserve to be the Guest Speaker at the event.

YUTE Jamaica has been a beacon of light in the lives of many and continues to be the fire of hope burning for many others. It is this promise of hope that continues to make the impossible possible for our youth. Bless You.

**Dr. Carl Williams, OD, CD, JP, PhD
Commissioner of Police**

COMMISSIONER'S OFFICE



Participants in the YUTE BUILD II programme, Tajae Williams (left) and Shaneka Maxwell (centre) are flanked by members of the Jamaica Constabulary Force's Project Management Unit, Sergeants of Police Winston Taylor (2nd left)and Glenford Henry (2nd right) and Assistant Superintendent of Police, Farenston McGowan. The Officers supervised more than 70 YUTE BUILD II participants who worked together with the Police on two JCF construction projects: the renovation of Harman Barracks at the Mobile Reserve (2014) and the new Office of the Police Commissioner on Old Hope Road (2015).

VISION

To improve technical employability and social skills of young people living in inner city communities, leading to life-changing experiences.

MISSION

To intervene in the lives of at-risk youth and produce citizens with the values, skills, education, and self-discipline necessary to succeed as adults.

VALUES

SERVICE

Helping others become their best selves

PASSION

Loving who we are and what we do

INTEGRITY

Being our word

INNOVATION

Creating without boundaries

EXCELLENCE

Exceptional by habit



IMPACT 2010 - 2015



INTEGRITY
2024
YOUTH SERVED



PASSION
713
MENTOR
RELATIONSHIPS



INNOVATION
1165
EMPLOYMENT
AND INTERNSHIP
OPPORTUNITIES



SERVICE
8096
INDIRECT
BENEFICIARIES



EXCELLENCE
768
SKILLS TRAINING
OPPORTUNITIES

MESSAGE FROM THE CHAIRMAN

EMPOWERING UNDERSERVED YOUTH NOW MORE CRITICAL THAN EVER: YUTE LEADING IN MAXIMIZING RESOURCES, INNOVATIVE STRATEGIES

As youth unemployment remains a major international challenge, Youth Upliftment Through Employment (YUTE) continues to provide dynamic leadership in forging effective strategies and positive solutions to empower the young people of Jamaica.

The International Labor Organization (ILO) points out in its World Employment Social Outlook – Trends for Youth 2016 that slowing of global economic growth in 2016 is adversely affecting hiring decisions, and therefore contributing to a youth unemployment rate that is on the rise worldwide. After falling by three million between 2012 and 2015, youth unemployment is now expected to rise by half a million in 2016, to reach 71 million, and to remain at this level in 2017. Percentage wise, the global youth unemployment rate is expected to reach 13.1% in 2015, up from 12.9% in 2015.

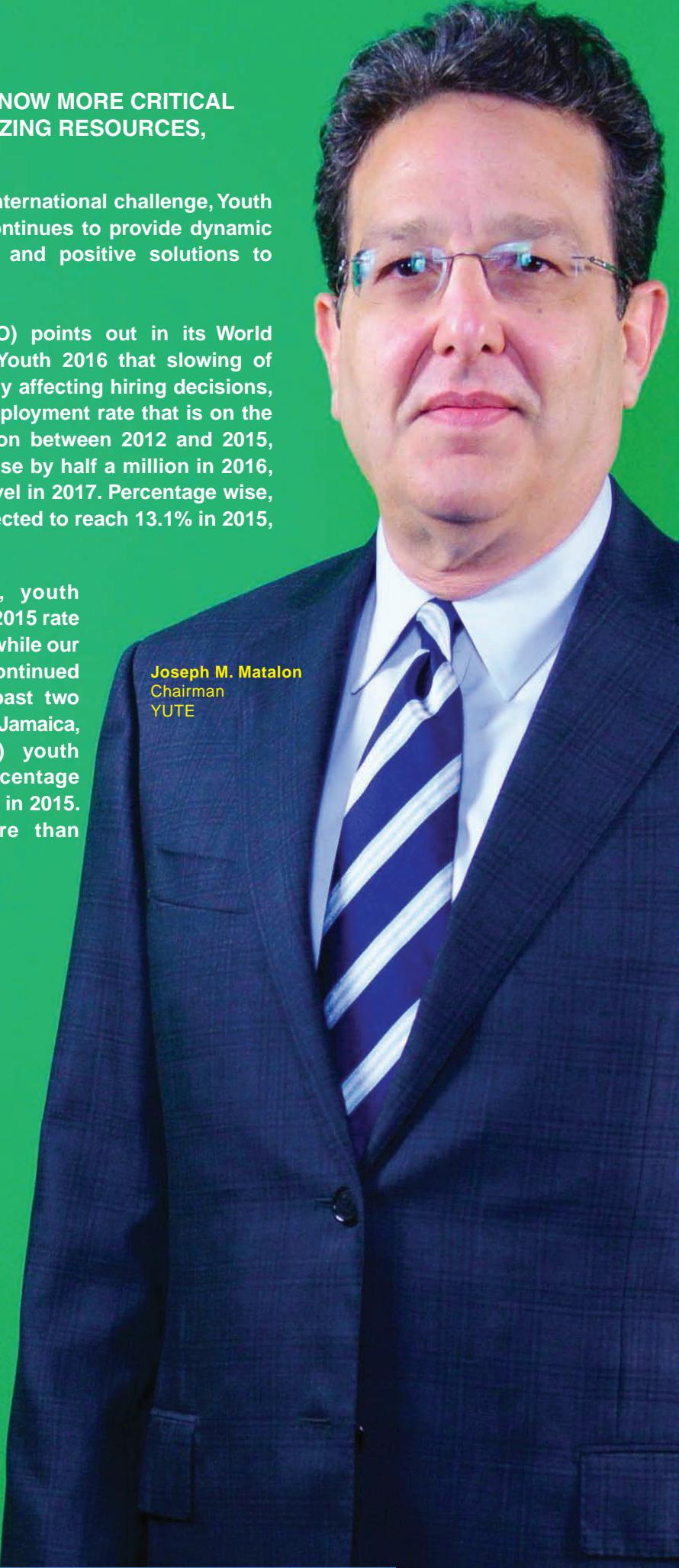
In Latin America and the Caribbean, youth unemployment is expected to rise from the 2015 rate of 15.7% to 17.1% in 2017. Here in Jamaica, while our rates are unfortunately much higher, we continued to record small improvements over the past two years. According to the Planning Institute of Jamaica, (ESSJ 2015 Overview: Labour Market) youth unemployment decreased by 1.4 percentage points, moving from 34.2% in 2014 to 32.8% in 2015. Youth unemployment still remains more than triple that of our adults.

The adult rate went down by 0.1%, decreasing from 10.1% in 2014 to 10.0% in 2015. Jamaica's overall unemployment rate improved by 0.2 percentage points during this time: it was 13.7% in 2014 and 13.5% in 2015.

The challenge these figures represent is even more daunting when we consider the old problem of “working poverty”, referring to those of all ages who are working at low paying jobs and are unable to lift themselves out of poverty, and the new twin challenges of Automation and Artificial Intelligence.

YUTE is keenly aware of the trap of working poverty, and we continue to upgrade the levels of training we offer, including offering leadership and entrepreneurial grooming, training in new and emerging sectors, and a strong emphasis on the basic groundwork necessary to progress to more sophisticated levels of professional work.

Joseph M. Matalon
Chairman
YUTE





YUTE ACQUIRES YOU

(L-R) Roger Graham, Programme Manager, YUTE; Georgia Lewis-Scott, Executive Director, YOU and Alicia Glasgow Gentles, Executive Director, YUTE witness the signing of YUTE's acquisition of YOU by (seated) Joseph Matalon, Chairman, YUTE and Betty-Ann Blaine, Founder at ICD Group Headquarters in Kingston on April 15, 2015.

We are also keenly aware that rapid and inevitable advances in Automation and Artificial Intelligence at a global level promise to bring major changes to the global economy, and to pose significant challenges to the young people of Jamaica, especially those underserved youth who are our main concern. A large group of the tasks now carried out by people will soon be done, far more cheaply, by machines. This has huge implications and promises the advent of what may be a totally different world, within just a few short years.

Many world economists and think tank members now foresee a future where people can enjoy more leisure, and some European countries are already considering revamping their economic structure to provide each citizen with a "basic income" from the government in light of the dwindling availability of jobs. Switzerland held a referendum about a "Basic Income" plan in June 2016, and Finland and the Netherlands are considering similar possibilities. The Swiss voters came up with a resounding "No" to the idea of income without jobs. However it seems a possible invasion of foreigners seeking this benefit was a big concern, so such a plan may one day become a reality with some amendments.

The Jamaica economy is a long way from being able to afford such a "Basic Income" measure at this time, and these cutting edge developments may take longer to materialise here. In any case, we must continue to equip our young people to the very highest standards possible, including qualifying them for better, higher paying jobs in the knowledge industries.

Failure to properly groom and train our youth would threaten the wellbeing of the entire nation, with predictable effects such as even higher unemployment, worsening crime and violence, social discontent, and heavier demands on health and social support systems. We must avoid this at all costs.

One of our most critical priorities, therefore, involves maximising all of our national resources, especially through the effective coordination of interventions in the youth development space. I am happy to note that our dedicated team is playing a dynamic leadership role in this important initiative. YUTE has been selected as the executing agency for the New Employment Opportunities (NEO) for youth in Jamaica project. During 2015, we have worked intensively to establish the headquarters for this US\$9 million development project, partly funded by the Multilateral Investment Fund of the Inter-American Development Bank (IDB). We have therefore been able to "hit the ground running" in early 2016, and this far reaching programme is now well underway.

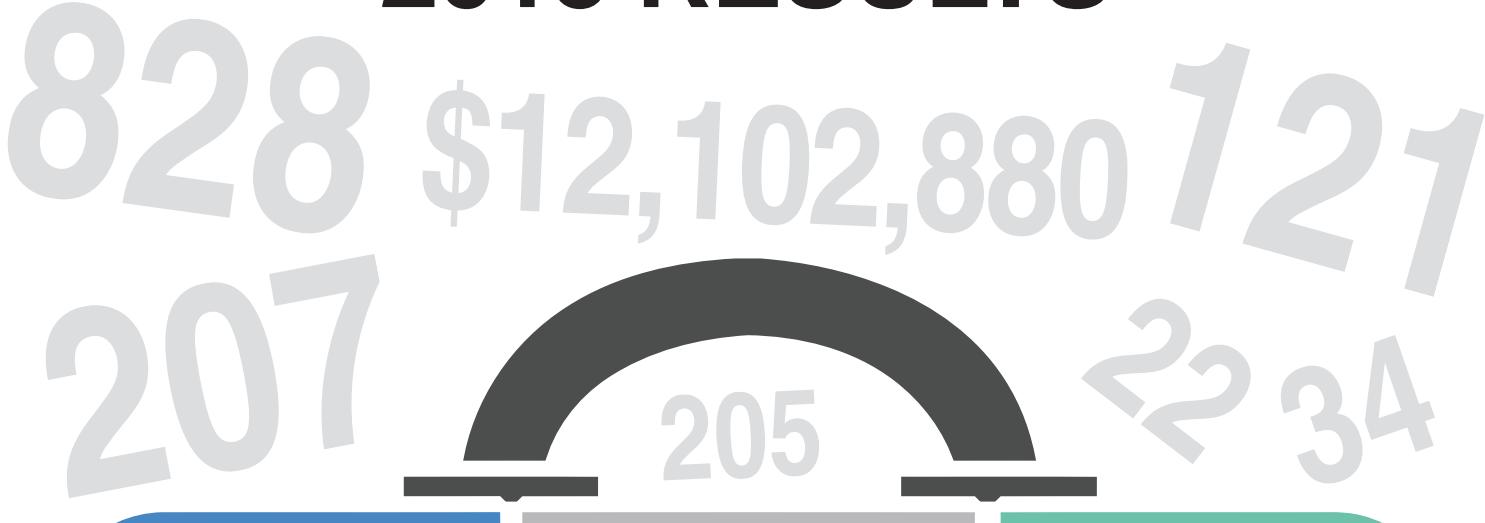
Two strategic mergers have also strengthened our work for at-risk Jamaican youth during 2015: the acquisition of the outstanding mentoring organisation Youth Opportunities Unlimited, and the merger of YUTE and the MultiCare Foundation. The first offers award winning mentoring strategies to young people in every YUTE programme, and the second consolidates administrative functions similar in these two charities, under one Board of Directors. We provide the inspiring details of these initiatives, and our Programmes and Projects, within this Report. YUTE will continue to use every means possible to hone our own efforts, collaborate with like-minded associates at home and abroad, and inspire, motivate and train at-risk Jamaican youth, as we work to open up a welcoming new world for them.

I sincerely thank our generous supporters, dedicated Directors and our hard working team members for their efforts, without which the dream of Youth Upliftment Through Employment would not be possible.

Joseph M. Matalon, CD
Chairman, YUTE Limited



2015 RESULTS



ENGAGE

207
PARTICIPANTS SERVED
828
INDIRECT BENEFICIARIES
33
COMMUNITIES

EMPOWER

205
RECEIVED SKILL TRAINING
12-MEMBER
YUTE COUNCIL ESTABLISHED
21
PARTICIPATED IN FIGHT FOR PEACE
BOXING PROGRAMME

EMPLOY

121
INTERNSHIPS PROVIDED
34
ORGANISATIONS HIRED
YUTE PARTICIPANTS
22
PARTICIPANTS EARNED
FULL-TIME JOBS
\$12,102,880
EARNED BY ACTIVE YUTE
PARTICIPANTS IN 2015

EDIFY

22
PARTICIPANTS NCVET CERTIFIED (LEVELS 2 AND 3)
59
MENTORS AND MENTEES TRAINED, MATCHED AND SUPPORTED
57
PARTICIPANTS VOLUNTEERED IN COMMUNITY ACTIVITIES
15
PARTICIPATED IN THE CONVERSATIONS FOR GREATNESS WORKSHOP

YUTE CONTINUES DYNAMIC GROWTH PHASE

IMPACTING 2,024 DIRECTLY; 8,096 INDIRECTLY OVER SIX YEARS

2015 was a momentous year for YUTE. The organisation forged local and international partnerships, developed innovative new training initiatives and continued to provide unattached Jamaican youth with quality employability training and internship opportunities. Our team worked assiduously to ensure YUTE's growth, reach, offerings and long-term sustainability. This included shouldering the mantle of leadership in establishing a major regional initiative to benefit 10,000 poor and vulnerable youth under the New Employment Opportunities for Youth (NEO) Programme.

We are proud to note that during the six years since YUTE was launched (2010 – 2015), the organisation has provided direct services to 2,024 at-risk young Jamaicans, as well as indirectly impacting a total of 8,096 beneficiaries. This has included providing skills training opportunities for 768 youth and employment/internship opportunities for 1,165, while 713 young men and women were nurtured in mentoring relationships.

In 2015, YUTE served 207 participants directly, with wider, indirect benefits reaching 828 persons. Our positive impact reached a total of 33 communities in three parishes. World class skills training was provided for 205 youth. Twenty-one participants took part in the pilot of the Fight for Peace Boxing programme, and a 12 member YUTE Council was established by our young beneficiaries.

During the review period, 22 YUTE participants in our YUTE BUILD II programme earned NVQ-J certification in General Construction at Levels 2 and 3. A total of 59 mentors and mentees were trained, matched and supported, and 57 YUTE protégées volunteered in community activities. Fifteen of them participated in a Conversations for Greatness leadership workshop hosted by The Joan Duncan Foundation as part of the YUTE Microwork pilot.

Our Greeting Card Project, a veteran fund-raiser established by Youth Opportunities Unlimited, brought in additional income over November and December 2015. Many thanks to our supporters who purchased cards with beautiful designs contributed by generous Jamaican artists over the years.

MESSAGE FROM THE EXECUTIVE DIRECTOR

A NEW DAWN FOR YUTE

In reviewing the twelve months of 2015 to compile this report, I was reminded of the many progressive moves undertaken by Youth Upliftment Through Employment (YUTE) during the year to strengthen capacity and fortify its position as a leading charitable organisation in Jamaica. On many levels, 2015 was the dawn of a new era.

YUTE&YOU

At the organisational level, in April 2015, YUTE acquired Jamaica's premier mentoring organisation, the 24-year-old Youth Opportunities Unlimited (YOU). This permanent strategic partnership has built organisational and programmatic capabilities, successfully combining and maximising the limited resources of the two NGOs. The result is that we are now able to deliver even more cohesive and impactful mentorship training, matching and support across all YUTE programmes and to multiply the benefit to other eager organisations and groups.

We are extremely grateful to Ms. Betty-Ann Blaine, Founder of YOU and Mrs. Georgia Lewis-Scott, former Executive Director, for entrusting us with the immense task of continuing the legacy of YOU, and for their unwavering guidance and support as we move forward as one, YUTE&YOU.

THE MULTICARE FOUNDATION

Another notable feat at the organisational level was the approval and finalisation of an administrative merger between YUTE and The MultiCare Foundation. With a common mandate to serve vulnerable youth from marginalised inner-city communities in and around Kingston, St. Andrew and St. Catherine, the merger has already produced improved governance, leadership and management through the establishment of a joint board of directors and common executive director.

For some 22 years, The MultiCare Foundation has provided enrichment programmes in Sports and the Visual and Performing Arts, as well as personal development for thousands of children attending 31 primary and secondary schools across the Kingston Metropolitan Area.

Founded collaboratively by Cable and Wireless Jamaica Limited (now FLOW), ICD Group and Caribbean Cement Company of Jamaica in 1993, the Board of Directors of The MultiCare Foundation continues to have the active participation of members from each of its endowment partners.



Alicia Glasgow Gentles
Executive Director
YUTE & The MultiCare Foundation

As separate charitable entities, both supported by a common major benefactor in the ICD Group, YUTE & YOU and The MultiCare Foundation are now one family. We will continue to develop and create synergies to move the children and youth of Jamaica forward to become well-adjusted and productive citizens.

In July 2015, YUTE was selected as the executing agency for the New Employment Opportunities (NEO) for Youth in Jamaica project, funded in part by the Multilateral Investment Fund of the Inter-American Development Bank (IDB). NEO is a pioneering US\$9 Million development project, which will establish a multi-sectorial stakeholder alliance to provide skills training and employment placement for 10,000 Jamaican youth over three years (2016-2018).

The year under review also saw YUTE delivering a number of our flagship skills training and internship programmes, including YUTE BUILD II and YUTE Lens Support II to more than 200 young people. We also supported the placement of more than 20 youngsters in full time job opportunities.

A NEW DAWN FOR YUTE cont'd

In 2015, we launched the pilot of our YUTE Microwork programme, and continued our five-year partnership with Restaurant Week Jamaica. As special projects, we supported the launch and Labour Day activities of Jamaica Constabulary Force's Adopt-a-School Initiative at Clan Carthy High School; and called on the assistance of our participants to give voluntary service at Christmas to spruce up the facilities of the Possibilities Programme in Half-Way-Tree, which offers vulnerable youth a second chance.

Also of note in 2015, was the launch of the YUTE Council, a voluntary body of selected youth leaders and ambassadors for our programme. YUTE's new website yutejamaica.com was launched this year as well.

We are happy to note that during 2015 YUTE was formally endorsed by the Governor General's inspiring "I Believe Initiative", which shares YUTE's mandate to provide opportunities for Jamaicans, especially young people, to realise their God given potential through education and youth development. With all the newly established mergers, acquisitions and partnerships, there is still much work left to be done.

As a new and united organisation, we the leadership and team are up for the challenge in 2016.

It is with sincere gratitude that we thank YUTE's committed sponsors without whom our work would not be possible: the ICD Group, Jamaica Money Market Brokers and the Joan Duncan Foundation, the National Housing Trust, CitiFoundation and Northeastern University's Social Enterprise Institute. We also thankful to our donors, partners and other stakeholders who supported our work in 2015.

I thank our amazing Chairman and Board of Directors for continuing to volunteer their time, expertise and guidance, and the members of my team for working tirelessly to achieve our goals. Last but certainly not least, I thank all of the YUTE participants, YUTE Ambassadors and YUTE Council in whose growth and achievements we share. We look forward to your continuing support in 2016 and beyond.



Alicia Glasgow Gentles
Executive Director
YUTE and The MultiCare Foundation

YUTE APPLAUDS CHAIRMAN'S WELL DESERVED AMCHAM HONOUR

The Directors, staff and beneficiaries of Youth Upliftment Through Employment (YUTE) have long been awed by the sterling, yet down to earth qualities of our Chairman, Joseph M. Matalon, and by the amazing number of achievements he manages to pack into one day. We also appreciate his love of people, especially youngsters, his deep patriotism, outstanding philanthropy, and his genuine kindness.

So it was with great pleasure and pride that we learned that he had been honoured by the American Chamber of Commerce (AMCHAM), with their prestigious Civic Leadership (Individual) Award, for his outstanding contributions to Jamaica. The presentation ceremony took place on October 13, 2015, at the Jamaica Pegasus Hotel in Kingston. Mr. Matalon, who was selected from a slate of seven nominees, received his award from Jamaica's Ambassador to the United States, Audrey Marks.

The AMCHAM awards recognise businesses, individuals and non-profit organisations that have been positively affecting economic and social progress in Jamaica through good leadership, and community building activities.

We at YUTE know we have the best possible Chairman, not only because he is so committed to the development of our young men and women, but because he has a true appreciation of what it takes to reach and impact those who are at risk, while juggling all the other challenges an organisation like ours faces.



Yet in addition to these duties, and those of his own business group, he is also involved in an incredibly large number of organisations, private sector businesses, public sector entities, and a host of charitable and/or service organisations.

He is able to give so much of himself in lending his wide expertise, time and effort as well as financial resources. However it is not surprising, because this man is so committed to the ideal of service – as he himself put it recently, "Public service is in the genes of the Matalon family, so you could say I am simply following an imperative in my own genetic makeup." He is an extraordinary individual, leader, business man, philanthropist and citizen of Jamaica.

BOARD OF DIRECTORS



JOSEPH M. MATALON, CD
BSc. (Hons.) Econ.,
Chairman



VIKRAM DHIMAN
MBA, BSc, CA, CPA



KEITH DUNCAN
CFA, BA, Econ.



SANDRA GLASGOW
MBA, BSc



ERROL K. MILLER
CD, BSc. (Hons.) Econ.,
JP



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Hon. LL.D. (UWI), CLU



ALEJANDRO VARES LEAL
MBA, BA



CHRISTOPHER ZACCA, CD
JP, MBA, BSc



ALICIA GLASGOW GENTLES
MBA, BA
Executive Director



CRISTINA MATALON
MBA, BSc
Company Secretary

THE YUTE TEAM



SHARLENE BROOKS

Community Engagement Officer

The personal touch: Key to our positive interventions. My love of community outreach: Key to my love for my work.

According to Confucius, "Choose a job you love, and you will never have to work a day in your life." This quote speaks volumes to me because this is how I feel about my work at YUTE.

Our participants are treated as individuals and therefore we strive to tailor our interventions and support on that basis. I know each participant by name and share in their individual stories.

I take the time out to understand where they are coming from so that I can help them to get where they need to be. Our work supports their desires of becoming upstanding citizens who contribute positively to the society.

My love for community outreach inspired my decision to pursue a Bachelor of Arts degree in Community Development at the International University of the Caribbean.

Now in my final year, I believe that the knowledge I have gained has better prepared me to assist in the development of the youth we serve.



CADEISHA CAMPBELL

Accounting Clerk

As a former YUTE protégée, I wish for more support for YUTE, so more youth can break down barriers and strive for excellence.

As a graduate of Phase I of the YUTE programme, I was humbled to be the candidate selected to work as the Administrative Assistant at YUTE in early 2014.

I was later promoted to Accounting Clerk in line with my strengths and my career goals and I am currently pursuing a Bachelor of Science degree in Accounting at The University of the West Indies Open Campus.

YUTE is an organisation that lives up to its core values of service, passion, integrity, innovation and excellence.

Our management and team members are close knit, and we are passionate about inspiring and empowering our beneficiaries.

My desire is to see more partnerships in support of the YUTE cause.

So many youth from the inner city, like myself, have broken down the barriers and continue to strive for excellence.



MARGARET DENTON

Mentorship and Placement Officer

Promoting positive and healthy human interactions through Mentoring, as a proud YUTE team member.

It is my duty to recruit, arrange training for and match each mentor and mentee in our programme; to monitor all mentor-mentee pairs and provide the support necessary to foster rich and lasting relationships.

Additionally, I assist with creating partnerships with private and public sector companies to place YUTE participants who have completed their employability skills training in temporary and full time jobs related to their vocational course of study.

We also offer job placement to young people outside of our programme, depending on their qualifications and the availability of jobs. I feel very proud to be a part of the YUTE team.

What we do helps young people to become employable and opens the door for them transition into productive citizens. Our mentorship programme facilitates individual guidance by caring adults and promotes healthy human interaction, changing the lives of our young people for the better.



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...the key to your home

Citi Foundation



FLOW

KEY STAKEHOLDERS



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FACTORY 75

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HEART TRUST MULTIMEDIA

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TRUCK STOP

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BIG JOB. DIFFERENCE

UPLIFTING JAMAICA'S YOUTH IS OUR RESPONSIBILITY

The ICD Group believes in their potential and aims to reduce the risk of losing young people to crime in volatile communities by supporting the efforts of Youth Upliftment Through Employment (YUTE).



Committed to



PROJECTS



Jason Grant, graduate of the YUTE BUILD II programme, seen in front of his handiwork in a dormitory at the Maxfield Park Children's Home in Kingston. Jason, who gained his NVQ-J Level 2 in General Construction in 2015, was one of more than 30 YUTE BUILD II participants who assisted in the refurbishing of four dormitories for the children. Their efforts were part of an extended Labour Day 2015 project funded and managed by the National Housing Trust.

YUTE BUILD II ACHIEVES DYNAMIC OUTCOMES

YUTE BUILD II, the second phase of YUTE's flagship programme, drew to an impressive close in 2015, with participants closing the gaps in their basic educational and life skills, gaining valuable general construction skills and internship opportunities, and contributing very creditable voluntary service.

YUTE BUILD is an innovative programme that provides training, certification (NVQ-J Levels 2 and 3) and work experience in General Construction, as well as personal development and employability to young people 18 to 29 years old, from more than 30 vulnerable inner city or underserved communities.

YUTE BUILD continues to provide a positive example of the benefits that can be produced by a dedicated partnership between public and private sectors. In this case, between YUTE, the National Housing Trust (NHT), its major funder; HEART Trust, the National Training Agency, which provides training and certification, and the Jamaica Emergency Employment Programme (JEEP).

A key element in YUTE's current critical three-year growth phase, YUTE BUILD II was launched in February 2014. With \$32 million of government funding through the NHT, it represents a strengthened, streamlined and expanded version of the original YUTE BUILD initiative, strategically re-positioned to meet present and future labour market needs. Participant intake was more than doubled (from 43 in Phase I to 100) and the training period was expanded from 12 to 18 months.

The programme was bolstered and enriched by remedial basic education where this was needed, and grooming in workplace ethics and entrepreneurial approaches. Where participants had trouble staying with the programme, extensive efforts were made by the YUTE team to counsel and guide them into "getting back on track", and where this was successful, catching up on their studies and training.

GRADUATION, CERTIFICATION AND INTERNSHIPS

At the end of 2015, the project achieved an overall 82% participant retention of the 100 at-risk young Jamaicans who enrolled in YUTE BUILD II. A total of 86 youth or 86% of the cohort received 3-months of work experience and 25 participants were certified - 22 at NVQ-J Level 2 and seven at NVQ-J Level 3.

Four proud participants took part in the November 19, 2015 Graduation Ceremony. It should be noted that assessments for certification were not completed at the end of 2015. Final certification figures are expected in mid 2016.

Additionally, at the end of 2015, 18 personal development workshops were held and 20 youth participated in the Fight for Peace Boxing programme. There were also five voluntary 'pay-it-forward' events held as well as three motivational events.

POLICE-COMMUNITY RELATIONS STRENGTHENED

Another major outcome of the programme was the continuation and strengthening of a very positive relationship between YUTE protégés and members of the Jamaica Constabulary Force. This is especially significant as most YUTE participants live in communities with traditionally troubled interactions with the security forces.

Twenty YUTE BUILD II participants joined members of the Jamaica Constabulary Force's Mobile Reserve on Labour Day, May 23, 2015 to beautify the campus of the Clan Carthy High School in Vineyard Town. This followed the launch of the Mobile Reserve's Adopt-A-School Initiative at the school earlier in May, when YUTE Executive Director Alicia Glasgow Gentles presented the keynote address.

Additionally, during 2015, 21 participants assisted with the refurbishing of office space at the Central Police Station, and 29 were engaged in the construction project for the Police Commissioner's new offices.

YUTE's innovative and rewarding collaboration with the Police was forged during Labour Day 2014, when more than 80 of YUTE BUILD II participants helped the JCF's Project Management Unit and other members of the Mobile Reserve to renovate Harman Barracks at the Mobile Reserve's headquarters. There were several positive off-shoots of this collaboration: more than 30 YUTE BUILD II participants were hired over several months to complete this NHT funded project.

In another happy follow-up to the collaboration, one Level 3 graduate, Shaneka Maxwell, has gained full time employment through the JCF's project management unit and eight YUTE BUILD II participants were recommended by members of the Force, to apply for the position of District Constable with the JCF.

YUTE BUILD II ACHIEVES DYNAMIC OUTCOMES CONT'D

COMMUNITY SERVICE ON LABOUR DAY

In addition to the Labour Day 2015 exercise at the Clan Carthy High School, YUTE BUILD II protégés also participated in two other simultaneous Labour Day projects.

Upgrading the ICD Parade Park

The students joined management and staff of the ICD Group Holdings Limited and its subsidiaries, to renovate and upgrade Parade Park. This is a children's playground located on ICD land at the corner of Harbour and Gold Streets in Downtown Kingston. The joint teams repaired the fence, painted existing play equipment, installed gates, benches and additional swings, as well as play structures made from recycled materials.

A new backboard and net were put up for the baseball court, trees were pruned, and garbage bins were installed. Parade Park serves thousands of children living in Parade Gardens or Southside, who now have a safer, healthier play environment.

Big Face Lift for Maxfield Park Children's Home

A team of YUTE Build II participants and YUTE staffers joined volunteers from the National Housing Trust to bring about a major facelift at the Maxfield Park Children's Home in St. Andrew. Assisted by staff and children at the Home, they renovated four dormitories and planted flowers and other plants. The Labour Day activity was part of a larger project being undertaken at the home by the NHT, involving carpentry and electrical work, painting, termite treatment, and landscaping close to the dormitories. Happily, the extended project then facilitated internship placement for YUTE BUILD II students.

SPORTS DAY

The pressures of studying at the HEART Academies which provide the training, and taking part in the extensive grooming sessions, were relieved by an energetic but light hearted Sport Day for participants. This was held at the Boys Town football field in Trench Town on Sunday April 24.

YUTE BUILD II CERTIFIED GRADUATES



KWASI DALHOUSE



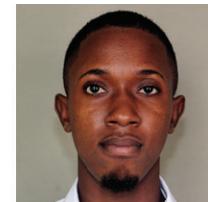
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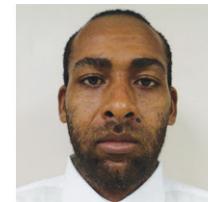
SHANEKA MAXWELL



SHANE NEILSON



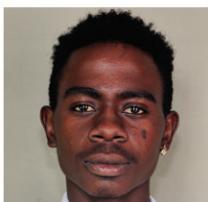
AKEEM TRUSTY



EMILIO WALKER



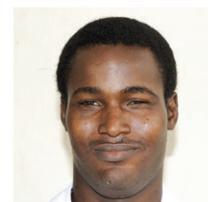
JASON WILLIAMS



RODRICK BROWN



MAURICE BYFIELD



MARK CAMPBELL



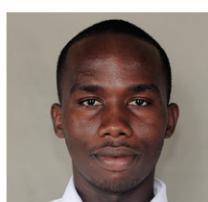
DEVRO DAWKINS



SHANEIL DRUMMOND



CHRISTOPHER EVANS



JASON GRANT



SASHA-GAYE JENNINGS



DAMAINE LAWRENCE



DANEIKA LEE



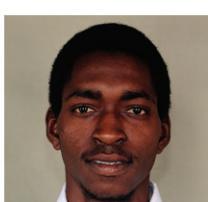
LATHAN LOWE



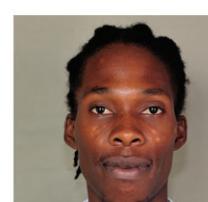
ERIC MCNAB



TISSAN MOODY



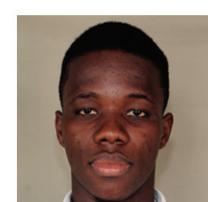
RUSHANE PERRY



DAVIE PETERS



CASSANDRA TAYLOR



TAJAE WILLIAMS

Y.U.T.E.

YOUTH UPLIFTMENT
THROUGH EMPLOYMENT

BUILD



PROJECTS





National
Housing Trust

TEAM WORK MAKES THE **DREAM** **WORK!**

The National Housing Trust is pleased to have partnered with Youth Upliftment Through Employment (YUTE) Limited as a sponsor of the YUTEBUILD Initiative to prepare young Jamaicans for work in the construction industry.

By providing training for Jamaica's young people in designated areas, YUTE Limited has helped to create a skilled and confident workforce, which is ready to play its part in nation building.



Y.U.T.E.
YOUTH UPLIFTMENT THROUGH EMPLOYMENT

CITI FOUNDATION SUPPORTS INNOVATIVE YUTE LENS SUPPORT PROGRAMME

One of YUTE's most exciting programmes, YUTE Lens Support trained 29 young Jamaicans interested in a high tech, non-traditional growth area, during its second phase. The four-week, hands on training began in February 2015 after an intensive recruitment and screening drive, and was followed by six weeks of practical experience working in the field. Major sponsor for YUTE Lens Support II was Citi Foundation.

The programme, which was piloted in 2014 with support from Australian Aid, offers theoretical and practical training in a range of skills in film, television and media production. It is designed to provide trained technical specialists for Jamaica's growing multi-media sector, in a situation where paradoxically, such training is difficult to access in this country.

During the second phase of this programme, in 2015, YUTE continued its successful partnership with eMedia Interactive, which carried out the training. eMedia Interactive, a team of creative young entrepreneurs personally familiar with the challenges faced by inner city youngsters, also designed the curriculum. This introduces participants to all areas of production including scripting, direction, production editing and cinematography. It also grooms them in the production and programming of advertisement, news, reality and documentary features. It features a ratio of 30 percent theory to 70 percent practical learning.

All 29 YUTE Lens Support 2 participants completed the training satisfactorily and 18 were placed on internships, three of whom, Raven Reid, Ricardo Hay and David Newland have been engaged on a full time basis with eMedia Interactive. Due to difficulties securing internships for the graduates, other participants had returned to formal studies or were able to find employment in other fields, before their practical experience had been finalised.

Fine-tuning of the still new programme has included a decision to confirm internships in advance, which will be undertaken by eMedia for future cohorts, as well as reducing intake numbers for more effective management of the programme. A portfolio building component, entrepreneurship and financial literacy training are also being planned, and equipment grants are to be sought for the two most outstanding participants.



SUPPORTING DREAMS
CHANGING LIVES
IMPACTING COMMUNITIES



The Joan Duncan Foundation, the philanthropic arm of JMMB, is dedicated to building our nation through transformational leadership, education, institutional advancement and entrepreneurship.

It is who we are. It's in our DNA.



A part of the  family

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RICH SUPPORT COMPONENTS, KEY TRAINING, BOOST NEW YUTE MICROWORK PROGRAMME

The 45 young men and women from vulnerable communities in the Corporate Area enrolled in the innovative YUTE Microwork Programme are enjoying a unique opportunity to access self-employment through the internet. The benefits go much further, however, as any professional activities they undertake now and in the future will be significantly enhanced by a powerful combination of enrichment components offered by the programme. These include mentorship, leadership training, financial education and life skills training in a dynamic series of Transformational Workshops. The technical aspects of their training, meanwhile, equips them to perform a range of online tasks for international clients.

Following preliminary training in 2014, YUTE launched the full one year pilot of this innovative new venture in August 2015, with major sponsorship, including enrichment training, by the Joan Duncan Foundation, the philanthropic arm of the JMMB Group, and funding from Northeastern University's Social Enterprise Institute. Key partnership at the community level is being provided by the Rise Life Management Services, which hosts the YUTE Microwork Computer Laboratory at its East Street Centre in downtown Kingston. This facility is being sponsored by the Boston based Social Enterprise Institute, which inspired the Microwork programme. The Lab not only facilitates technical training sessions, it also provides internet access to participants without their own computers. Internet access is being provided free of cost to participants for the first year.

The YUTE Microwork programme is one of the cutting edge new thrusts of YUTE's growth oriented second phase. It offers unique earning opportunities to Jamaican school leavers who have been unable to find jobs, while tapping into two strong traits among our people, a spirit of entrepreneurship and a love of technology. The urgent need for such opportunities was highlighted by the fact that over 200 youth applied for the 50 available places in the pilot.

Microwork is a series of small tasks that have been broken out of a larger project, which can be completed via the internet by any worker anywhere. The tasks are varied and flexible, and the skills needed range from basic to complex. They can serve sectors such as market research, data input, data verification, copywriting, graphic design or software development. This offers our young people, as well as deep rural residents and other underserved populations the chance to take part in a multi-billion dollar global industry which continues to grow.



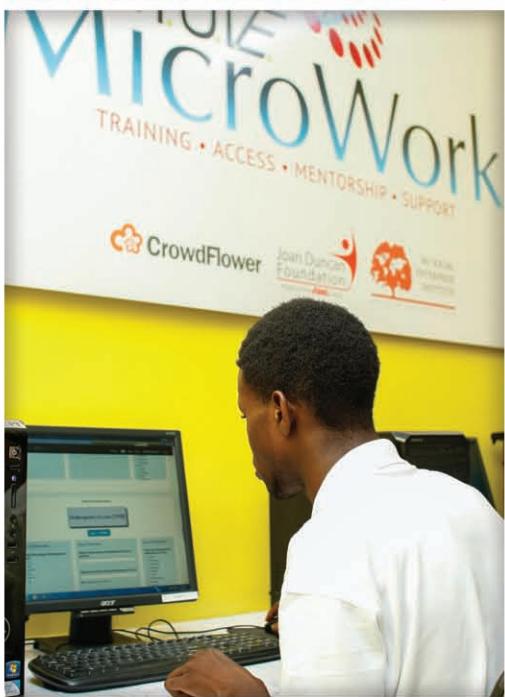
Initial training was provided in August by leading US work management platform Crowd Flower, which also facilitates linkages between workers and the company's clients, including world corporate leaders such as Apple, Microsoft and Twitter. In November, the pilot programme expanded access to online work opportunities for 20 of its beneficiaries, in the use of other online-based freelance job-sites, including Fiverr and Upwork. This featured an intensive two-day training session, facilitated by Internet Income Jamaica, a partner of YUTE.

The dynamic enrichment programme has been carried out through stimulating interactive workshops, led by motivational/training professionals contracted to the Joan Duncan Foundation. Topics so far have included Transformational Leadership and Financial Literacy. Mentors have been recruited and trained, participants have had mentorship related training, and mentorship matches have been established to provide positive support, career guidance and meaningful friendships.

Although some participants have found the earning process slow, those who have been able to dedicate significant time to the process, in a disciplined way, have reported positive results. As a pilot programme, YUTE Microwork continues to be dynamic and flexible. When it was realized that participants needed credit cards to access their microwork earnings, a facility few at-risk youngsters enjoyed, YUTE set up a banking facility to overcome this challenge.

Establishing the YUTE Microwork Computer Lab was another important early innovation. Providing additional work management platforms was also a response to concerns of some participants for whom the first option was not a comfortable "fit."

"My greatest desire is not to make a lot of money for myself, but to have a clean heart and a pure spirit.
Joan Duncan



SPECIAL PROJECTS

Distinguished Endorsement for YUTE

In August 2015 the Youth Upliftment Through Employment team was honoured to have our programme formally endorsed by the distinguished I Believe Initiative (IBI), an arm of the Governor General's Programme for Excellence.

With the inspiring motto "There's nothing wrong with Jamaica that cannot be fixed by what is right with Jamaica", the Initiative is a values-based programme launched by His Excellency the Most Hon. Sir Patrick Allen in 2011 to focus on youth development. With a mission closely aligned with that of YUTE, it seeks to give youth a voice on issues affecting them, and to encourage adoption of core values, through personal and professional development, mentorship and training programmes.

After receiving the prestigious endorsement, YUTE Chairman Joseph M. Matalon led the YUTE team in a courtesy call to King's House, at the invitation of His Excellency. YUTE looks forward to a long and rewarding partnership with the I Believe Initiative.

YUTE Continues Positive Partnership with Restaurant Week

Eighteen YUTE protégés trained in food preparation, mixology and related skills provided valuable manpower support to seven restaurants taking part in Restaurant Week 2015, while gaining part time jobs, work experience and in some cases, ongoing employment. This was the fifth year of this positive partnership between YUTE and the operators of the popular culinary event. During that time, YUTE has trained and placed more than 90 of its protégés in temporary Restaurant Week jobs, with approximately 50 of them gaining full time jobs with these employers.

The 2015 participants attended a one day refresher workshop prior to the start of Restaurant Week, which took place November 13 – 21. They received an intensive briefing on interview techniques, customer service and deportment, as well as tips on food presentation. Positive motivation was enhanced by a visit from Stephanie Scott, Managing Director of SSCO Event Management and Conceptualiser of Restaurant Week in Jamaica, and a pep talk by YUTE Executive Director Alicia Glasgow Gentles.

Mrs. Scott assured the young culinary professionals that their input was vital to the success of the Week, when restaurants had to cope with greatly increased patronage, and reminded them that service was just as important as the food. Mrs. Glasgow urged her protégés to put their best foot forward and reminded them of the importance of the "soft" skills which YUTE provides in addition to technical skills. She noted the value of positive attitudes, punctuality, work attire and deportment.



The November 6 training, provided by professionals from HEART Trust NTA, took place at the Garmex Heart Academy on Marcus Garvey Drive in Kingston Restaurants offering placement to YUTE applicants during the 2015 event were: Alhambra Inn & Restaurant, Abar Restaurant and Lounge, Red Bones Blues Café, Sea Deck Restaurant, Cuddyz Ultimate Sports Bar, Brick Oven and C&C South Beach Restaurant and Sports Bar.

New Youth Leadership Council Spreads Practical Christmas Cheer

The YUTE "Family" was happy to welcome the YUTE Council in 2015, a new voluntary body of selected youth leaders and ambassadors who are past and current beneficiaries of the YUTE programme. Council members are nominated by YUTE participants and staff, and are elected to serve for one year, during which period they receive leadership and advocacy training. In turn, they advocate for the rights of young people and support YUTE's efforts in the designing and implementing of projects for unattached and at-risk young people.

One of their first projects was a Christmas outreach to the Possibilities Programme, which provides unattached youngsters from Kingston, St. Andrew and St. Catherine with skills training and other support. The YUTE Council provided vital assistance by carrying out much needed renovations to the sister organisation's training centre in Half Way Tree.

Council members mobilised beneficiaries of the YUTE Build programme to carry out the repairs, including painting the interior and exterior of the building, some landscaping and a general clean up of the area. West Indies Home Contractors (WICON) very kindly provided 15 gallons of paint, while YUTE provided other materials and tools. The project was completed over the weekend of December 11, 2015.

YUTE Council Vice President Lascelles Page offered sincere appreciation to YUTE and WICON for their help, and noted that the Council's two main objectives for the project had been achieved: "Primarily we wanted to ensure that the environment was conducive to learning, and secondly we wanted to ensure that the staff and participants who utilise this centre could be proud of their training facilities." Well done all!



FEATURES



(L-R) YUTE BUILD II graduate Tissan Moody and YUTE Lens Support graduates Kenrick Johnson and Makalia Mitchell are three of the 12 YUTE participants who are giving voluntary service to the youth leadership body, the YUTE Council, which was established in late 2015.

FEATURE

EMILIO WALKER

DETERMINED TO ACHIEVE

by Trishauna Brissett Daley

Having a dream is a good thing, but being determined to make that dream a reality is what really counts. Twenty-six year-old Emilio Walker who hails from the community of Rockfort in Kingston, dreamed of becoming a construction worker from a young age. During his high school days at Dunoon Technical High School, he would pursue subjects like Technical Drawing that he knew would assist him in making his dream a reality.

After high school, Emilio was privileged to work on construction sites but only for short periods. He didn't feel as if he was reaching his full potential. He understood that earning a qualification would allow for better work opportunities and he wanted more out of life. The change he desired was about to happen when a community engagement officer at Youth Upliftment Through Employment (YUTE) introduced him to the YUTE BUILD programme. YUTE BUILD is a collaborative initiative of YUTE funded by the National Housing Trust, with partners Heart Trust NTA and the Jamaica Emergency Employment Programme.

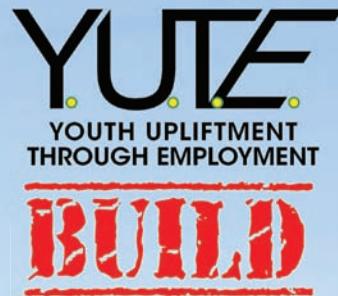
In 2013, Emilio was successfully enrolled in the programme where he pursued Level 1 NVQJ accreditation in General Construction. The course lasted for nine months. He then enrolled in the 18-month long second phase of the programme, YUTE BUILD II, pursuing Levels 2 and 3. He successfully completed Level 3 along with seven others in December 2015. When Emilio earned his certificate, he was grateful to YUTE as he said his achievement was only possible because of the charitable organisation. "The experience was very good. I learned a lot and it feels good to have my certification," he expressed.

During the programme, Emilio gained on the job experience at three different construction sites where he learned practical skills and broadened his knowledge about the field. One of three companies he was placed on internship was the family-run Matalon Homes. Joseph Matalon, YUTE Chairman has helped to make the YUTE mission possible, providing young people like Emilio with a second chance. Emilio is currently employed at Matalon Homes as a supervisor. "I went there and did my best during my internship. After that, I went back to seek a job and I got it as I was determined to be successful," Emilio explained.

He is thankful for the YUTE BUILD II programme as it paved the way for the position that he now holds. Other than providing employment, Emilio said that the personal development sessions in the programme helped him to develop himself into a better individual. It aided him in being more focused and finding purpose in life. "The personal development classes taught me to be a man. Instead of idling, it taught me to set goals and work towards them," Emilio said. He expressed that he is proud to be a part of an initiative that creates change for youth in inner-city communities.

His family is also very happy about the person he has become. "It gives my family great joy to see my picture on the cover photo of YUTE Facebook page. I hope that my story will inspire others and encourage other youths to join the programme."

Trishauna Brissett Daley is a YUTE Summer 2016 Intern with the National Youth Service



FEATURE

SASHA-GAYE BLAKE

PAYING IT FORWARD

by Nekeyah Martin

Twenty-six year old Arnett Gardens Resident, Sasha-Gaye Blake was one of 30 young people exposed to skills training in film and television production through the second cohort of the YUTE Lens Support Programme in 2015. Funded by the CitiFoundation, the programme was aimed at assisting unattached youth gain employment opportunities within this burgeoning non-traditional growth sector.

Sasha-Gaye says she was introduced to the YUTE programme by a close friend back in 2013 when she was unemployed and had difficulties taking care of herself and her child. The YUTE programme was an open door through which she could escape her struggles. She enrolled in the programme and worked assiduously throughout the intensive 10-week course, which included one month of classroom instruction and six weeks of internship. Later on in 2015, she landed a job at a leading television production agency, "The Lab" and remains there today, as the company's receptionist and administrative assistant.

"Going to the classes helped me to become a better person and develop positive traits that were taught to me by my very supportive teachers. They motivated me right throughout the course," Sasha-Gaye beamed. "The instructors pushed me to my full potential as well as encouraged me to do well in the programme. It was all worth it in the long run," Blake continued.

Young Sasha-Gaye also believes her personality, character, resilience and quality of being a hard worker helped her to become who she is today. Growing up in the inner-city community of Arnett Gardens in Kingston was rough, as crime and violence was rampant. She was fearful of having her young son exposed to these traumatic experiences.

This motivated Sasha-Kaye to work hard and earn a good living to be able to move out of what she calls, a brutal environment. Sasha-Gaye sees her self as fortunate to have gained skills and employment as most of her friends, family and neighbours remain unemployed and are subjected to 'hustling' in an attempt to make ends meet.

Now seen as a role model in the community, Sasha-Gaye has inspired others like herself as well as those belonging to the older generation, to hope for a better future.



"Giving back is important and helping the less fortunate," said Ms. Blake, explaining that as a Christian, she often helps others in the community when she has a little extra. This, she says, is because God has blessed her and, "to whom much is given, much is expected."

Now that she is employed full-time to The Lab, her life and lifestyle has changed for the better. Sasha-Gaye says she can take her son out, save toward a house and car, put away money for her son's future as well as her own retirement. She also plans on going to college to earn a degree and to travel. Sasha-Gaye encourages her friends to join the YUTE programme and better themselves. She believes it was what opened the door to her current achievements.

By Nekeyah Martin is a YUTE Summer 2016 Intern.

FEATURE

JODI-ANN SPENCER

FOR MY DAUGHTER

by Karim Campbell

Due to an inherent thirst for knowledge and major push from her family, it is not surprising that Jodi-Ann Spencer decided to enroll in the YUTE programme in 2013. At the time, the 27-year-old had been unemployed and at home in her residential community of Manley Meadows in Kingston, when she realised that through the YUTE programme (phase I), she would be able to study Commercial Food Preparation. It was an easy decision for her to make; as a little girl Jodi-Ann had assisted her grandmother with baking and fell in love with the craft.

Admitted to the programme, Jodi-Ann pursued one year of training at Jan's School of Catering, one of YUTE's training partners. She is also grateful to YUTE for having provided a stipend which assisted her with meals and transportation. As part of a five-year partnership with Restaurant Week Jamaica, YUTE placed Jodi-Ann on an internship during the one-week food festival in November 2015. She impressed the owners and was subsequently kept on at the Brick Oven. She admits that her job has challenged her to become more persistent but is one that she enjoys.



Jodi-Ann describes herself as being down to earth, helpful, understanding and jovial, even though reality seems to give her little to laugh about. Jodi-Ann's seven year-old daughter, Taleitha Moore, suffers from epilepsy and cerebral palsy.

As a single parent, Jodi-Ann has faced many challenges and struggles due to her daughter's illnesses. These struggles however, she admitted, have made her stronger and she plans to open her own restaurant within five years, which will be named in honour of her daughter.

Jodi-Ann takes pride in being a loving mother who hopes that her daughter will always feel loved, cared for and be strong, healthy and happy in spite of her medical conditions. Jodi-Ann recently completed studies in practical nursing and wants to give back to society by working in this field.

She appreciates the role that YUTE has played in her life, describing it as an uplifting process. She stated that she has acquired more knowledge, interacted with new persons and been able to move forward in the workworld. Jodi-Ann shared a bit of advice to other young persons, she says "Knowledge is power, and the fact that YUTE is giving you a chance to make you better than you are, take heed and run with it."

By Karim Campbell is a YUTE Summer 2016 Intern with the National Youth Service

SUCCESS DOESN'T COME EASY

by Karim Campbell

Rollington Town Resident, Monique Williams was a student at Camperdown High School between 2004 and 2011. She had been accepted to study dentistry at the University of Technology, Jamaica but found the fees and full-time structure of the programme to be a deterrent. A full time programme, she reasoned, would not allow her the opportunity to work and earn money to assist in paying her tuition and supporting herself.

After completing secondary school, Monique was in a situation similar to that of more than 245,000 Jamaicans between the ages of 14 and 24, according to the youth unemployment data published by the Statistical Institute of Jamaica in October 2015. She was unemployed despite submitting several applications for employment.

Monique recalls coming across an advertisement for the Youth Upliftment through Employment (YUTE) programme in the Jamaican Observer and applied in late 2011. In March 2012, she says she received a telephone call from YUTE advising her that she had been selected for a job interview. The interview was with Jamaica Money Market Brokers (JMMB), a major sponsor of YUTE.

After receiving the call she was quite excited and thought YUTE to be very serious about the work they did, having the best interest of others at heart. This, she said, was primarily because the call was made at about 9 in the night. Monique went to the interview, was successful and started working as a Utility Officer at JMMB on April 3, 2012. In this role, she did not interact with customers and clients; she worked behind the scenes doing tasks such as filing.

As a result of her hard work, Monique was promoted to the post of Administrative Support Officer to the Branch Manager and Financial Solutions Manager, later that year. It was a job she liked very much, being able to handle transactions for corporate accounts and high net worth clients thus becoming more involved in the customer's domain, having to meet and interact with them.

"You don't have to rush things. When it's your time, it's your time, and God's time is the right time," she confidently advised. Monique found the working environment at JMMB to be great. She believes that her experience with the company for approximately 3 years has assisted her in becoming independent and more mature. She credits JMMB for providing a foundation for her to determine where she wanted to go, and YUTE for facilitating the opportunity.



SUCCESS DOESN'T COME EASY (CONT'D)

When her contract ended at JMMB in 2015, Monique worked as a data entry intern at YUTE for one month. Commenting on Monique's performance, YUTE Executive Director, Alicia Glasgow Gentles said, "Monique is a driven young lady who has a clear vision for her life. In her work with YUTE, she was efficient, thorough and she approached all of her tasks with a positive attitude." At the end of the internship period, the YUTE staff was so determined to assist her in finding permanent employment that in the latter part of 2015, she was offered a job as a Customer Service Representative with Advantage Communications Inc. (Jamaica.)

Advantage Communications, a member of the ICD Group, proved to be a very different and work environment for Monique. Due to the nature of her job, she had to interact with persons from other countries. This led her to do a lot of reading on how to mimic accents so that she could better relate to the clients. Success is indeed not uncommon to Monique and she struck gold again receiving a certificate for outstanding customer service.

Monique described herself as mature, organised, disciplined, productive, flexible, and a strong individual. Her family has been there to support her as well. A mother of a toddler daughter, Monique has overcome many trials and doesn't even think of them now. It is a goal of hers to continue to provide for her daughter and give her a better life than she had. She plans to go back to school to do a degree in Business Administration or Marketing.

The 23 year-old says that she encourages persons to be self-confident and positive - to be the best of what they are. She also shared a quote from Marcus Garvey which she learned in grade seven, "Never forget intelligence rules the world, and ignorance carries the burdens, therefore remove yourself as far as possible from ignorance and seek as far as possible to be intelligent." Monique believes in giving back, having received assistance from YUTE. As a YUTE Ambassador and a voluntary member of the YUTE Council, she is happy to help others benefit from the programme.

Monique's success story is not completely written. She hopes that her journey thus far will inspire others and be a testimony to the positive impact which YUTE has on Jamaican youth.

Karim Campbell is a YUTE Summer 2016 Intern with the National Youth Service



FEATURE

THYEISHA SMITH & MELISSA DEHANEY EMPLOYMENT

MAKING STRIDES AT MDS

by Karim Campbell

Twenty-seven year old Melissa Dehaney completed grade 11 at Maggotty High School and had no idea of the next step to take. Having moved to Kingston from rural St. Elizabeth, Melissa sent out many job applications. Discouragingly, she received no responses, which she suspects was due to her current home address being in the inner city community of Waterhouse.

She was able to land a couple of temporary jobs, working at a restaurant as well as assisting her best friend with her small business. She also worked at summer jobs with the National Youth Service. However nothing seemed long-term, stable or sustainable. Then a friend referred her to the YUTE programme to help her pave a path toward employment. She saw it as a great opportunity.

She began the programme in 2011, and pursued a course in Business Administration at Heart Trust NTA, YUTE's training partner. Two years later, she gained certificates in Business Administration (NCTVET Levels 1 and 2). A month after she completed her course in November 2013, she was given an opportunity to gain three months' work experience at the office of a Justice of the Peace in Cross Roads.

Melissa's next experience took her to Medical Disposals and Supplies (MDS) Limited where she was placed by YUTE in 2014 as a filing clerk. Her time at MDS was satisfying. She felt the warmth of the employees at the small family-run business. However, after only a few months on the job, Melissa's life changed significantly, as she discovered she was pregnant with her first child. Despite this, she remained committed to doing a good job and worked until her time for delivery. While on maternity leave, MDS asked YUTE to recruit another young person to fill the temporary three-month post. A young woman from Rose Town by the name of Thyeisha Smith was granted the opportunity.

Melissa and Thyeisha were not strangers to each other. They had met as participants in Phase 1 of the programme. What they didn't know was that their paths would cross again, at MDS.



MAKING STRIDES AT MEDICAL DISPOSABLES LIMITE (CONT'D)

Thyeisha has said that she would recommend the programme to young persons in her community; in fact, she had previously served as a YUTE Ambassador. She was happy to be called to fill a position in the Warehouse Department at MDS.

Both Melissa's and Thyeisha's job placements at MDS were facilitated by YUTE Director Sandra Glasgow, who also serves as a mentor to the pharmaceutical company. Mrs. Glasgow often uses her significant influence in the private sector to assist YUTE participants to gain employment.

Melissa and Thyeisha had become friends while training together in the YUTE programme. So when Melissa was on maternity leave, Thyeisha would check on her from time to time to ensure that she was in good health. When Melissa returned to work from maternity leave, the management team at MDS made a decision to keep both of the ladies on as employees.

It was a "highly commendable move" on the part of the company said Mrs. Glasgow. "It is a testament to the great outcomes that can be achieved when our young people make good use of the opportunities provided to them.

It also augurs well for innovative and progressive companies like MDS that are open, supportive and willing to give young people a chance. We are proud of both ladies, and grateful to MDS," she concluded.

Melissa and Thyeisha now work alongside each other, performing their different duties for the company. Thyeisha explains that she thinks of Melissa as one of her closest co-workers. Both of these inspiring young women have done YUTE proud, and have earned high commendations from their employer.

They both thank YUTE for making this possible and for the impact the organisation has had on their lives.

YUTE graduates Melissa Dehaney (3rd left) and Thyeisha Smith who are now employed fulltime at Medical Disposables Limited are seen with MDS Company Secretary Nadine Banton (left) and General Manager, Kurt Boothe (right). They are joined by YUTE's Administrative Assistant, Cadeisha Campbell (2nd left) and Community Engagement Officer Sharlene Brooks (3rd right) at the company's headquarters on Hagley Park Road in Kingston.



FEATURE

RAVEN REID, RICARDO HAY AND DAVID NEWLAND

EMPLOYMENT



YUTE “GRADS” SHINE IN EXCITING NON-TRADITIONAL JOBS

by Sandy McIntosh

A particular focus on training for non-traditional sectors is among the strategic features of YUTE's innovative second phase, launched in 2014. Among the 1,000 plus young Jamaicans who have gained employment after completing skills training, support programmes and internships through YUTE, a number of them are working in such exciting new enterprises. Three of these are YUTE Lens Support I and II graduates Raven Reid, Ricardo Hay and David Newland.

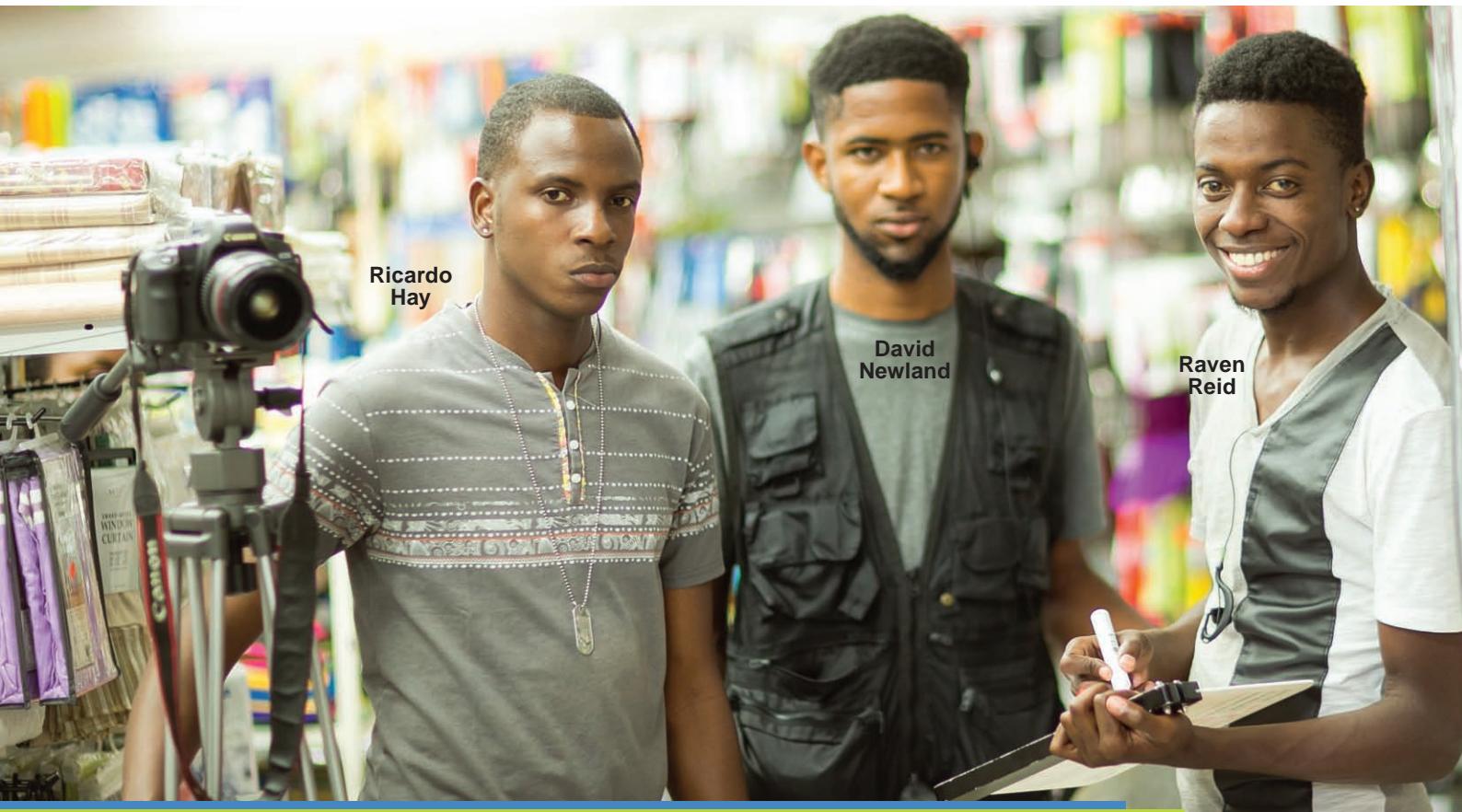
These three young men are doing YUTE proud, according to their employer, Tyrone Wilson, CEO of eMedia Interactive, a multi-media production firm operated by dynamic young Jamaican entrepreneurs who have overcome the challenges of growing up in the inner city. In fact, eMedia is the valued YUTE partner organisation responsible for the design and implementation of the YUTE Lens Support Programme. Mr. Wilson says:

“We trained about 75 individuals, in the YUTE programme. We made the decision to hire three full time, which has really turned out to be a good decision by the company.

You know, these individuals, they really didn't get the opportunity like some, and really they got a second chance to develop a certain skills set for themselves, and really they took it very seriously.

“YUTE has done well in terms of finding these young people who need a second chance. And I think maybe because I share the same background as them, it's easier for me to understand the struggles that they face, the fact that most times there are some external circumstances that make it difficult for them to be successful in life. So you know they need companies like eMedia, people like myself to believe in them, and give them another shot.

“They haven't let me down, I don't think they will. We are very satisfied with their work. So I would like to encourage other companies across Jamaica to really take a deep look at the YUTE programme, and see if you can find anybody that you are willing to work with, to give them an opportunity to make something of themselves.”



YUTE “GRADS” SHINE IN EXCITING NON-TRADITIONAL JOBS CONT'D



RAVEN REID

Twenty two year old Raven Reid, now a proud lighting and production assistant at eMedia Interactive, has high praises for the YUTE programme, from the perspective of a successful beneficiary.

“The YUTE programme did a really great job for me, you know. If it wasn’t for the YUTE programme I probably wouldn’t be in a job right now. Because of YUTE I have found a career that I want to pursue. They are really helping the youth, I am proud of what they are doing!”

Raven grew up in August Town, which he says was not easy: “We had lots of challenges, people look down on you a lot, and there were wicked financial challenges.” He lived with his father, a barber, and four younger siblings, now all grown, whom he hopes can also access career opportunities through YUTE. Raven had been out of a job for a year. He had previously worked at a restaurant for a couple of months, then got a short term contracted job at Wray and Nephew’s bottling plant. There was also personal heartbreak as his son, born with heart problems, died as a young baby.

However, Raven says, “I don’t really look at the challenges because I don’t want them to get on my head. I want to think and look forward to what I want.” What he now knows he wants is to progress in the multimedia industry.

He has been with eMedia for over a year, and finds all areas of the business equally intriguing. “I like this work very much, my aim is to be the best at what I’m doing right now.”



RICARDO HAY

Ricardo Hay, who does cinematography (operating the camera) and editing at eMedia, agrees with Raven, adding, “It has been a wonderful experience. I am very happy at eMedia. We travel a lot (around Jamaica) doing corporate ads as well as media work, like the show The Innovator. Doing commercials for Sagicor, for example is a mind blowing experience, going up and down, meeting the people, preparing the whole thing, being there!”

Ricardo, 24, lives in Rollington Town and attended Vauxhall High School. An inspiring person in his community, he is a member of the Eastern Jamaica Youth Upliftment Benevolent Society – well known for its basket ball team The Camperdown All Stars – and is a member of its Marching Band. He has been working since school days, part time and later full time at the Society’s Datawise internet café, and after that in his mother’s restaurant. Although his mother wanted him to run the business when she left for the US, he says “She knew my heart wasn’t in it, as I’m not that interested in the food business.”

Instead, he heard about YUTE from a friend, and found the career area that really appealed to him through the YUTE Lens Support programme. Like his friends and co-workers Raven and David, he served his six week internship at eMedia, and was offered full time employment by that firm.

“For the future,” Ricardo declares, “I’m looking forward to continuing working here, improving my skills and to being the best cinematographer this island has!”



DAVID NEWLAND

Twenty one year old David Newland, who works in video production, is also thrilled with his job at eMedia, not only the fascinating technical aspects of it, but the opportunities to go out and meet new people, see new places and learn about his country. “I like to go out there and explore,” he enthuses, “to go on different production shoots. You meet a lot of people this way.”

David grew up in Braeton Phase 3 in Portmore, which he feels is inaccurately classified as an inner city, but which he says is not volatile: “It’s not a difficult community, it’s just that most of us in the community are unemployed and we just want to seek something good out of life.”

He attended Kingston Technical High School, and grew up with both parents and a sister who later separated. He now lives with his mother and stepfather. He had wanted to be a computer engineer, but after leaving school found himself working part time in construction, and wanting to return to his studies. That’s when a friend who had joined the YUTE programme told him about the opportunities it offered. He completed the three week YUTE Lens Support II training and was placed with eMedia Interactive for his internship. Then he was offered a full time job.

“I have got a lot of exposure out of my work in video production,” he says, “I meet new people every day, and it helps me improve individually. I am looking forward to improving my skills professionally, so I can get more exposure. Because I pretty much like the whole field of video production.”

FEATURE

ONIKEY PEART AND CLAUDE COX MENTORSHIP

OUR SIMILARITIES MADE IT POSSIBLE: A PERFECT MENTORSHIP MATCH

by Trishauna Brissett

Giving back is an important means by which individuals can participate in nation building. This is the belief of Claude Cox, a volunteer YUTE mentor since 2011. Mr. Cox explained that assisting young people to realise their potential was his sole purpose for joining the YUTE mentorship programme.

He had been trained and matched with a YUTE participant and supported by Youth Opportunities Unlimited, then an NGO partner of the YUTE programme. Unfortunately, Mr. Cox said, the relationship did not last due to a lack of commitment to the process on the part of that particular participant.

Luckily, he did not give up. In 2015 Mr. Cox approached YUTE about mentoring another participant and was re-trained and matched with Onikey Peart. Onikey, a 20-year-old living with his mother and sisters, joined the YUTE Microwork programme in 2015 after being referred by his aunt. Although Onikey considers himself driven, he still yearned for external motivation and guidance.

He saw the mentorship programme as the means by which he could receive the support he needed, especially due to his limited interaction with his father. Initially Onikey dreamed of becoming a member of the Jamaica Defence Force but later drifted from that dream as he wanted to spend more time with his family. His interest was now in the field of business. A few months before the YUTE Microwork programme commenced, he received a job offer with Guardsman Limited to work as a teller.

In working to develop their relationship Claude and Onikey discovered that they shared many common values and characteristics. They are both family oriented and have an interest in music. Claude plays an instrument and Onikey dabbles with music production.

These became central to the regular discussions they had. They also realised that although they had different career goals, the ways by which both are striving to reach their goals are similar. This allowed Onikey to be more open to sharing with Claude.



OUR SIMILARITIES MADE IT POSSIBLE: A PERFECT MENTORSHIP MATCH (CONT'D)

"Mostly, we text and call each other," Claude said, noting that he has created numerous networking opportunities to assist in Onikey's growth and development. Claude describes Onikey as "a person with a firm sense of what he wants. He has a good head on his shoulders and is a bright young man." That, he says, makes mentoring Onikey very easy.

A year into the programme, they still maintain a good relationship. Although not a Christian by any of its varied and formal definitions, Onikey now regularly attends a church at which Claude is a pastor.

Onikey thanks YUTE for the opportunity to be mentored by Claude. He has now been promoted to vault officer at Guardsman Limited ensuring the security of ATM machines and other duties. He is also now financially stable to provide for his family. He desires that someday, he too can be a YUTE mentor so that he can assist others in creating change in the society.

Trishauna Brissett Daley is a YUTE Summer 2016 Intern with the National Youth Service



FEATURE

ANN-MARIE BAKER & NICK ABBOTT

YUTE MENTORING A LIFE CHANGER FOR YOUNG MOTHER

by Sandy McIntosh

In 2010, Ann-Marie Baker was the mother of an eight year old daughter and two sons, aged one and three years. She was unemployed, unqualified and one of so many inner city youngsters facing a bleak future.

Though she had completed high school, her mother – also a single mother – could not afford the exam fees, so Ann-Marie was not able to sit her CXC examinations.

Only one of the three fathers of her children was helping to support his child. Her only other income was from her occasional “hustling” (selling) in downtown Kingston.

Today, thanks to skills training provided through the Youth Upliftment Through Employment (YUTE) programme, and the critical additional support of her dedicated YUTE mentor, business executive Nick Abbott, Ann Marie is in a very different place in her life.

Describing his mentee's advancement, Mr. Abbott notes: “I have been working with Ann-Marie for four years and I can see real progress. As a YUTE participant, she completed Levels 1 and 2 in Food Preparation at HEART Trust NTA and while not working in that field, she has been employed for two years by a small business which manages short-term rental apartments.” Initially hired to provide cleaning services to the company, “she now looks after purchasing consumable supplies, manages the petty cash budget and checks in guests. All three of her children now attend school regularly with the eldest having just started her first year at a traditional high school,” Abbott said.

Mr. Abbott sees further positive possibilities of this YUTE success story as significant for not just one but four lives, adding, “I see the biggest benefit being...if as a result of acquiring skills, earning a living and being mentored, her children can break the vicious cycle of poverty which entraps so many of our people.”

According to Ann-Marie, “the YUTE programme has been a very big life-changer for me. You know, we inner-city kids, with no help, we're going to fall back. My relationship with Mr. Abbott has been very great. He would encourage me, and I would use him as a strength, just watching how he goes along every day.”



Ann-Marie believes the YUTE Mentoring programme should be a national programme. “A lot of kids need someone like Mr. Abbott to look up to. In the inner city, you don't have many people who give you the drive to do anything- someone who gets up every day and goes out there. So you want to be like him; this gives you the drive to get up every day knowing that you want something out of life, because you have someone to look up to, and you don't want to displease this person,” she explains.

Originally from England, Mr. Abbott came to Jamaica nearly a decade ago, after living for many years in Canada. Now Country Manager for the Jamaican subsidiary of a Swedish insurance company, he was recruited as a YUTE mentor while he was Director of Customer Care at FLOW (Columbus Communications).

Regarding Ann-Marie's progress, he points to improved inter-personal skills as a particular success, which he attributes to her meeting a variety of people through his introductions and through her job.

“She was very focused when we first met, but I think she has now translated that focus into better discipline, in terms of being punctual, getting jobs completed effectively, and not just meeting targets but trying to go beyond what is required.

She has also gained technical skills, the ability to do basic work in Microsoft Excel and Word. “Mentoring Ann-Marie has been a great experience for me,” Mr. Abbott concludes, “I certainly agree with those who say that if you don't get a lot from it yourself, you are probably not doing it right.”

FEATURE

LASCELLES PAGE & SANDRA GLASGOW

MENTORING STRENGTHENS YUTE'S SKILLS TRAINING DRIVE

by Sandy McIntosh

Learning a skill is only one of many important requirements for gaining and retaining a job. The 'soft skills', which enhance personal development are therefore a vital part of the YUTE programme. Mentoring, internationally recognised as a powerful tool for youth development, is one of the most dynamic of the support services offered by YUTE to its beneficiaries.

Sandra Glasgow, Founder & Managing Director, BizTactics Limited, Board Director for YUTE and the MultiCare Foundation and dedicated mentor, is a strong proponent of this mentorship support strategy. "Mentoring, especially for a young person, is a very important way of learning critical skills, that one might not learn on one's own. The target group for YUTE is young people who have not had very many opportunities for education or further learning, and have not, in many cases, been well socialised. The objective is to make them employable and to improve their life skills, so that they can take their rightful place in society," she notes. Mrs. Glasgow feels she "hit the jackpot" with her mentee, Lascelles Page. Not only did he have a positive attitude when she met him, but he has gone on to become one of the most impressive "graduates" of the YUTE programme.

It was in 2010 when Glasgow was the Chief Executive Officer of the Private Sector Organisation of Jamaica (PSOJ), that she recruited Page as her administrative assistant. As an early YUTE participant, he had been trained in data entry but had yet to gain employment, and Mrs. Glasgow was impressed by the fact that he was volunteering at the YUTE office. She was further impressed when she interviewed him for the job, and not only hired him on the spot, but decided to mentor him as well. Their continuing relationship, which Lascelles describes as "more than mentor-mentee, almost like mother-son," has seen Sandra Glasgow providing a listening ear, plus critical grooming.

"We have a very strong friendship," she says, "In the early days I would take him with me to corporate and other events, so that he would become comfortable in those kinds of environments. Part of mentoring is helping the youngster to build their self confidence, exposing them to the kinds of situations in which they are going to find themselves, in the world of work." She soon discovered that Lascelles had been an Information Technology (IT) student at the University of Technology, Jamaica, but had dropped out for financial reasons. She has encouraged and provided assistance for him to complete the BSc course.



He gained international qualifications through the Vector Technical Institute Jamaica (VTI) and was promoted to the IT department at the PSOJ, earning a further promotion there, and later moving on to his present job. Twenty nine year old Lascelles, now Press Operator/IT with Label Craft Jamaica Limited, has been deeply moved by the multifaceted support provided by his mentor. "I used to be very shy," he remembers, "but all that has passed and gone." The eldest of six brothers, sisters and cousins raised in Trench Town by a single mother, he explains that the YUTE Mentoring programme is even more critical than many realise because life in the inner city is like a totally different world compared to other communities in Kingston and St. Andrew.

"There were a whole lot of challenges," he reflects, "because I was actually limited in the Trench Town community itself. I didn't know many places outside the area; I didn't know how working in an office felt because I read water meters when I was with the Water Commission. In these communities, young people are limited to specific careers. For example, if they want to be a doctor or a lawyer, they don't even know what is required; it is not only financial." Asked where he got the excellent attitude which first impressed his mentor, he says this came from his family – "Because I have a good family, all we need is the help. Being there with Mrs. Glasgow, she exposed me to a lot of people and experiences. It built my confidence and helped to get me where I am today."

Mrs. Glasgow and Lascelles still continue their mentoring relationship, though it has matured into more of a friendship now. And Lascelles, a devoted father of two young sons, continues to shine in his career, which he hopes will eventually see him entering the field of networking in the telecommunications sector.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

FINANCIAL STATEMENTS

31 DECEMBER 2015

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

FINANCIAL STATEMENTS

31 DECEMBER 2015

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INDEPENDENT AUDITORS' REPORT

To the Members of
Youth Upliftment through Employment Limited (YUTE)

Report on the Financial Statements

We have audited the financial statements of Youth Upliftment through Employment Limited (YUTE) set out on pages 2 to 19, which comprise the statement of financial position as at 31 December 2015, and the statements of comprehensive income, changes in reserves and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards and the Jamaican Companies Act, and for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the company's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

INDEPENDENT AUDITORS' REPORT (CONT'D)

To the Members of
Youth Upliftment through Employment Limited (YUTE)

Opinion

In our opinion, the financial statements give a true and fair view of the company's financial position as at 31 December 2015, and of its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and comply with the requirements of the Jamaican Companies Act.

Report on additional requirements of the Jamaican Companies Act

We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purposes of our audit.

In our opinion, proper accounting records have been kept and the financial statements are in agreement therewith, and give the information required by the Jamaican Companies Act, in the manner so required.



Chartered Accountants

21 June 2016

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

STATEMENT OF COMPREHENSIVE INCOME

YEAR ENDED 31 DECEMBER 2015

	<u>Note</u>	<u>2015</u> \$	<u>2014</u> \$
INCOME:	6		
Grants		13,546,256	21,248,369
Contributions - PSOJ Members		12,361,796	18,057,424
Contribution - Other		703,469	282,852
Gifts in kind		<u>3,599,807</u>	<u>782,330</u>
		30,211,328	40,370,975
Interest		14,293	470
Foreign exchange gain		70,960	42,299
Other		<u>217,107</u>	<u>5,026</u>
		<u>30,513,688</u>	<u>40,418,770</u>
EXPENSES:			
Project expenses		23,802,374	20,274,818
Special projects		130,035	934,383
Programme Management Office		11,627,571	4,368,704
Administrative and other expenses		<u>3,333,227</u>	<u>4,085,515</u>
		<u>38,893,207</u>	<u>29,663,420</u>
TOTAL COMPREHENSIVE (LOSS) /INCOME		(<u>8,379,519</u>)	<u>10,755,350</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

STATEMENT OF FINANCIAL POSITION

31 DECEMBER 2015

	<u>Note</u>	<u>2015</u> \$	<u>2014</u> \$
ASSETS			
NON-CURRENT ASSETS:			
Property, plant and equipment	8	2,167,650	474,584
Intangible assets	9	597,116	-
		<u>2,764,766</u>	<u>474,584</u>
CURRENT ASSETS:			
Receivables	10	11,098,366	5,313,716
Taxation recoverable		231,359	211,496
Other assets	11	168,599	-
Cash and cash equivalents	12	<u>3,894,795</u>	<u>13,126,008</u>
		<u>15,393,120</u>	<u>18,651,220</u>
		<u>18,157,886</u>	<u>19,125,804</u>
RESERVES AND LIABILITIES			
RESERVES:			
Accumulated surplus		<u>5,268,636</u>	<u>13,648,155</u>
CURRENT LIABILITY:			
Payables	13	<u>12,889,250</u>	<u>5,477,649</u>
		<u>18,157,886</u>	<u>19,125,804</u>

Approved for issue by the Board of Directors on 21 June 2016 and signed on its behalf by:

Joseph M. Matalon - Director

Sandra A. C. Glasgow - Director

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

STATEMENT OF CHANGES IN RESERVES

YEAR ENDED 31 DECEMBER 2015

	<u>Accumulated Surplus</u> \$
Balance at 31 December 2013	2,892,805
Total comprehensive income	<u>10,755,350</u>
Balance at 31 December 2014	13,648,155
Total comprehensive loss	(<u>8,379,519</u>)
Balance at 31 December 2015	<u>5,268,636</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

STATEMENT OF CASH FLOWS

YEAR ENDED 31 DECEMBER 2015

	<u>2015</u> \$	<u>2014</u> \$
CASH FLOWS FROM OPERATING ACTIVITIES:		
(Deficit)/surplus for the year	(8,379,519)	10,755,350
Item not affecting cash resources:		
Depreciation	374,488	269,097
Loss on disposal	<u>-</u>	<u>6,112</u>
	(8,005,031)	11,030,559
Changes in operating assets and liabilities -		
Receivables	(5,784,650)	(5,313,716)
Other assets	(168,599)	-
Taxation recoverable	(19,863)	1,247,958
Payables	<u>7,411,601</u>	<u>918,312</u>
Cash (used in)/provided by operating activities	<u>(6,566,542)</u>	<u>7,883,113</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(2,067,554)	(309,548)
Intangible assets	(597,116)	-
Proceeds of disposal	<u>-</u>	<u>193,129</u>
Cash used in investing activities	<u>(2,664,670)</u>	<u>(116,419)</u>
NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS		
Cash and cash equivalents at beginning of year	(9,231,212)	7,766,694
	<u>13,126,008</u>	<u>5,359,314</u>
CASH AND CASH EQUIVALENTS AT END OF YEAR/PERIOD	<u>3,894,796</u>	<u>13,126,008</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

1. IDENTIFICATION AND PRINCIPAL ACTIVITIES:

- (a) Youth Upliftment Through Employment (YUTE) Limited is a company limited by guarantee without share capital and incorporated in Jamaica. Its registered office is 7 Harbour Street, Kingston. YUTE Limited is an Approved Charitable Organisation under Section 2 and Section 17 of the Charities Act, 2013.
- (b) YUTE was established in 2010 by a coalition of private sector companies led by The Private Sector Organisation of Jamaica (PSOJ) in response to the sustained levels of antisocial behaviour, violence and crime within inner-city communities, and consistent with the national agenda to roll out an aggressive programme of inner-city renewal.

Since January 2014, YUTE has operated as an independent charitable organisation closely associated with ICD Group Holdings Limited, chaired by Joseph M. Matalon. ICD Group along with other corporate funders provide invaluable financial, in-kind and technical support to assist YUTE in furthering its commitment to delivering development projects and programmes benefitting young persons in more than 35 inner city communities in the Kingston Metropolitan Area (KMA).

YUTE's mandate is to intervene in the lives of at-risk youth with a view to improving their numeracy, literacy, technical, employability and social skills leading to life-changing experiences; and producing graduates with the values, skills, education, and self-discipline necessary to succeed as adults.

Over the past six years (2010-2015), the YUTE programme has directly and positively impacted 2024 young people. Of the youth served, 768 received skills training; 1165 benefitted from employment/ internship opportunities; and in excess of 713 mentorship relationships were established and fostered. Indirect beneficiaries of the YUTE programme are estimated at more than 8000 persons.

During January to December 2015, 207 young people from 35 communities were enrolled in various YUTE projects and programmes. Of them, 205 participants received skills training. Internship opportunities were provided for 121 participants while 22 earned full-time jobs from among 34 organisations that hired YUTE participants. Participants recorded earnings of J\$12,102,880 for the year from paid internships and full time jobs.

Additionally, 59 mentors and mentees were trained, matched and supported during 2015; and a 12-member YUTE Council was established to support leadership development among high achieving participants. More than 57 YUTE participants also volunteered in community activities and 21 young people benefitted from the pilot of the Fight for Peace Boxing programme.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

1. IDENTIFICATION AND PRINCIPAL ACTIVITIES (CONT'D):

YUTE significantly strengthened its strategic partnerships in 2015. Firstly, with the acquisition of Jamaica's premier mentoring organisation, Youth Opportunities Unlimited (YOU) and again through an administrative merger with The MultiCare Foundation, another youth-serving NGO renowned for its schools enrichment programmes in Sports and the Visual and Performing Arts.

The partnerships bolstered YUTE's flagship programmes and projects that were implemented in 2015. These included:

YUTE BUILD II - an 18-month programme which provides skills training and work experience in General Construction, as well as personal development, employability and mentorship to 100 young people. YUTE BUILD II continued in 2015 having been launched in 2014 as a strategic partnership between YUTE and the Government of Jamaica, acting through the Office of the Prime Minister and the National Housing Trust, along with other key collaborators, the HEART TRUST NTA and Jamaica Emergency Employment Programme (JEEP). At the end of 2015, 22 YUTE BUILD II participants were NCTVET certified at Levels 2 and 3 in General Construction.

YUTE Lens Support is a training programme in film, TV and media production delivered across two cohorts in collaboration with eMedia Interactive Limited, the creator of iVu TV, for the benefit of 70 'at-risk' young people. The programme was aimed at developing the competences of YUTE participants in media production while giving them an opportunity to improve their employability and gain valuable professional skills and experience. The 10-week training and internship programme was funded in part by the Australian High Commission through its Direct Aid Programme (Cohort I) and by the CitiFoundation (Cohort II).

The YUTE programme is built on the premise that for young people living in inner city communities who are deemed "at risk", successful transformations require a tailored approach and multiple layers of interventions and support throughout the life of the programme.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

2. REPORTING CURRENCY:

These financial statements are presented in Jamaican dollars which is considered the currency of the primary economic environment in which the company operates ("the functional currency").

3. SIGNIFICANT ACCOUNTING POLICIES:

The principal accounting policies applied in the preparation of these financial statements are set out below.

(a) Basis of preparation -

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs), and have been prepared under the historical cost convention. They are also prepared in accordance with provisions of the Jamaican Companies Act.

The preparation of financial statements in conformity with IFRSs requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. Although these estimates are based on management's best knowledge of current events and action, actual results could differ from those estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 4.

Amendments to published standards effective in the current year that are relevant to the company's operations

Annual improvements to IFRS, 2010-2012 and 2011-2013 cycles contain amendments to certain standards and interpretations and are effective for accounting periods beginning on or after 1 July 2014. The main amendments applicable to the company are as follows:

- IAS 24, 'Related Party Disclosures', has been amended to extend the definition of 'related party' to include a management entity that provides key management personnel services to the reporting entity, either directly or through a group entity. For related party transactions that arise when key management personnel services are provided to a reporting entity, the reporting entity is required to separately disclose the amounts that it has recognized as an expense for those services that are provided by a management entity; however, it is not required to 'look through' the management entity and disclose compensation paid by the management entity to the individuals providing the key management personnel services.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(a) Basis of preparation (cont'd) -

Amendments to published standards and interpretations effective in the current year that are relevant to the company's operations (cont'd)

- IFRS 13, 'Fair Value Measurement', has been amended to clarify that issuing of the standard and consequential amendments to IAS 39 and IFRS 9 did not intend to prevent entities from measuring short-term receivables and payables that have no stated interest rate at their invoiced amounts without discounting, if the effect of not discounting is immaterial.

Standards and amendments to published standards that are not yet effective and have not been adopted early by the company

IAS 1, 'Presentation of Financial Statements', (effective for accounting periods beginning on or after 1 January 2016), has been amended to clarify or state the following (cont'd):

- specific criteria is now provided for presenting subtotals on the statement of financial position and in the statement of profit or loss and OCI, with additional reconciliation requirement for the statement of profit or loss and OCI; and
- the presentation in the statement of OCI of items of OCI arising from joint ventures and associates accounted for using the equity method follows IAS 1 approach of splitting items that may, or that will never, be reclassified to profit or loss.

IAS 16, 'Property, Plant and Equipment', (effective for annual periods beginning on or after 1 January 2016). The amendment explicitly states that revenue-based methods of depreciation cannot be used for property, plant and equipment. This is because such methods reflect factors other than the consumption of economic benefits embodied in the asset.

IFRS 9, 'Financial Instruments', (effective for annual periods beginning on or after 1 January 2018), replaces the existing guidance in IAS 39, Financial Instruments: Recognition and Measurement. IFRS 9 includes revised guidance on the classification and measurement of financial assets and liabilities, including a new expected credit loss model for calculating impairment of financial assets and the new general hedge accounting requirements. It also carries forward the guidance on recognition and derecognition of financial instruments from IAS 39. Although the permissible measurement bases for financial assets - amortised cost, fair value through other comprehensive income (FVOCI) and fair value through profit or loss (FVTPL) - are similar to IAS 39, the criteria for classification into the appropriate measurement category are significantly different. IFRS 9 replaces the 'incurred loss' model in IAS 39 with an 'expected credit loss' model, which means that a loss event will no longer need to occur before an impairment allowance is recognized.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(a) Basis of preparation (cont'd) -

Standards and amendments to published standards that are not yet effective and have not been adopted early by the company (cont'd)

IFRS 15, 'Revenue from Contracts with Customers', (effective for periods beginning on or after 1 January 2018). It replaces IAS 11 Construction Contracts, IAS 18 Revenue, IFRIC 13 Customer Loyalty Programmes, IFRIC 15 Agreements for the Construction of Real Estate, IFRIC 18 Transfer of Assets from Customers and SIC - 31 Revenue - Barter Transactions involving Advertising Services. The new standard applies to contracts with customers. However, it does not apply to insurance contracts, financial instruments or lease contracts, which fall in the scope of other IFRSs. It also does not apply if two companies in the same line of business exchange non-monetary assets to facilitate sales to other parties. Furthermore, if a contract with a customer is partly in the scope of another IFRS, then the guidance on separation and measurement contained in the other IFRS takes precedence.

The directors anticipate that the adoption of the standards, amendments and interpretations, which are relevant in future periods, is unlikely to have any material impact on the financial statements.

(b) Foreign currency translation -

Foreign currency transactions are accounted for at the exchange rates prevailing at the dates of the transactions.

Monetary items denominated in foreign currency are translated to Jamaican dollars using the closing rate as at the reporting date. Non-monetary items measured at historical cost denominated in a foreign currency are translated using the exchange rate as at the date of initial recognition; non-monetary items in a foreign currency that are measured at fair value are translated using the exchange rates at the date when the fair value was determined.

Exchange differences arising from the settlement of transactions at rates different from those at the dates of the transactions and unrealized foreign exchange differences on unsettled foreign currency monetary assets and liabilities are recognized in comprehensive income.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(c) Property, plant and equipment -

Items of property, plant and equipment are recorded at historical cost, less accumulated depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on the straight-line basis at annual rates estimated to write off the carrying value of the assets over the period of their estimated useful lives. Annual rates are as follows:

Furniture and office equipment	10 years
Computers	3 years

(d) Intangible assets

Intangible assets which represent intellectual property are deemed to have an indefinite life and will be reviewed for impairment annually.

(e) Financial instruments

A financial instrument is any contract that gives rise to both a financial asset for one entity and a financial liability or equity of another entity.

Financial assets

The company classifies its financial assets in the following categories: loans and receivables. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition and re-evaluates this designation at every reporting date.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market.

The company's loans and receivables comprise receivables and cash and cash equivalents in the statement of financial position.

Financial liabilities

The company's financial liabilities are initially measured at fair value, and are subsequently measured at amortised cost. These liabilities are classified as payables and included in current liability on the statement of financial position.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(f) Cash and cash equivalents -

Cash and cash equivalents are carried in the statement of financial position at cost. For the purposes of the cash flow statement, cash and cash equivalents comprise cash at bank, in hand, deposits and short term highly liquid investments with original maturities of three months or less, net of bank overdraft.

(g) Payables -

Payables are stated at amortized cost.

(h) Revenue recognition -

Contributions and grants are recognised when received.

Grants and contributions to specific programmes/projects are recorded in specific project fund accounts and bank accounts when received.

Interest income is recognised in the income statement for all interest bearing instruments on a cash basis.

4. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY:

Judgements and estimates are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

(a) Critical judgements in applying the company's accounting policies -

In the process of applying the company's accounting policies, management has not made any judgements that it believes would cause a significant impact on the amounts recognized in the financial statements.

(b) Key sources of estimation uncertainty -

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

4. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (CON'TD):

(b) Key sources of estimation uncertainty (cont'd) -

(i) Fair value estimation

A number of assets and liabilities included in the company's financial statements require measurement at, and/or disclosure of, fair value.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Market price is used to determine fair value where an active market (such as a recognized stock exchange) exists as it is the best evidence of the fair value of a financial instrument.

The fair value of financial instruments that are not traded in an active market are deemed to be determined as follows:

- (i) The face value, less any estimated credit adjustments, for financial assets and liabilities with a maturity of less than one year are estimated to approximate their fair values. These financial assets and liabilities include cash and cash equivalents, receivables, payables and related party balances.
- (ii) The carrying value of long and short term loans approximate their fair values, as these loans are carried at amortised cost reflecting their contractual obligations and the interest rates are reflective of current market rates for similar transactions.

(ii) Depreciable assets

Estimates of the useful life and the residual value of property, plant and equipment are required in order to apply an adequate rate of transferring the economic benefits embodied in these assets in the relevant periods. The company applies a variety of methods in an effort to arrive at these estimates from which actual results may vary. Actual variations in estimated useful lives and residual values are reflected in profit or loss through impairment or adjusted depreciation provisions.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

5. FINANCIAL AND CAPITAL RISK MANAGEMENT:

(a) Financial risk factors -

The Board of Directors has overall responsibility for the determination of the company's risk management objectives and policies and, whilst retaining ultimate responsibility for them, it has delegated the authority for designing and operating processes that ensure the effective implementation of the objectives and policies to the company's finance function. The Board provides principles for overall risk management, as well as policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk and investments of excess liquidity.

The overall objective of the Board is to set policies that seek to reduce risk as far as possible without unduly affecting the company's competitiveness and flexibility. Further details regarding these policies are set out below:

(i) Market risk

Currency risk

Currency risk is the risk that the value of a financial instrument will fluctuate because of changes in foreign exchange rates. The company manages its foreign exchange risk by holding foreign currency balances.

The Statement of Financial Position at period end includes net foreign assets of US\$9,333.42 (2014 - US\$1,648).

(ii) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument will fluctuate due to changes in market interest rates. As the company has no significant interest bearing assets or liabilities, the company's income and operating cash flows are substantially independent of changes in market interest rates. The company's interest rate risk arises from deposits and short term instruments.

(iii) Credit risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. The company has policies in place to ensure that transactions are made with clients/organisations with an appropriate credit history. Cash transactions are made with high credit quality financial institutions. The company manages its credit risk by screening its clients, rigorous follow-up of receivables/commitments and ensuring investments are low-risk or, are held with reputable financial institutions.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

5. FINANCIAL AND CAPITAL RISK MANAGEMENT:

(a) **Financial risk factors -**

(iv) **Liquidity risk**

Liquidity risk is the risk that an enterprise will encounter difficulty in raising funds to meet commitments associated with financial instruments. The company manages this risk by keeping committed donors interested in the activities of the company.

6. INCOME:

Revenue comprise the fair value of the consideration received in the ordinary course of the company's activities and is made up of cash and in-kind.

In-kind comprise goods received and jobs made available to youths participating in the programme. Goods are valued at the invoiced value of the items received. Jobs are valued at the rates at which payments are made to the participants.

7. TAXATION:

The company is an approved charitable organisation for purposes of Section 2 and Section 17 of the Charities Act, 2013 and as such is eligible for tax exemption or relief under the Income Tax, General Consumption Tax, Property Tax, Stamp Duty, Transfer Tax, Customs Acts and the Provisional Collection of Tax (Minimum Business Tax) order, 2014.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

8. PROPERTY, PLANT AND EQUIPMENT:

	Furniture & Office Equipment	Computers Equipment & Software	Total
	<u>£</u>	<u>£</u>	<u>£</u>
Cost -			
1 January 2014	426,261	1,047,853	1,474,114
Additions	-	309,548	309,548
Disposal	(185,110)	(199,950)	(385,060)
31 December 2014	241,151	1,157,451	1,398,602
Additions	<u>513,974</u>	<u>1,553,580</u>	<u>2,067,554</u>
31 December 2015	<u>755,125</u>	<u>2,711,031</u>	<u>3,466,156</u>
Depreciation -			
1 January 2014	85,060	755,680	840,740
Charge for the period	24,115	263,977	288,092
Adjustments	1,911	(20,908)	(18,997)
Disposal	(44,769)	(141,048)	(185,817)
31 December 2014	66,317	857,701	924,018
Charge for the period	<u>85,638</u>	<u>288,850</u>	<u>374,488</u>
31 December 2015	<u>151,955</u>	<u>1,146,551</u>	<u>1,298,506</u>
Net book value -			
31 December 2015	<u>603,170</u>	<u>1,564,480</u>	<u>2,167,650</u>
31 December 2014	<u>174,834</u>	<u>299,750</u>	<u>474,584</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

	<u>2015</u> \$	<u>2014</u> \$
9. INTANGIBLE ASSETS:		
Balance at 31 December 2015	<u>597,116</u>	<u>-</u>
10. RECEIVABLES:		
NHT/YUTE MOU and JMMB	10,920,550	4,783,756
Logistic Protocol Services Limited		
- (LAPS) overpayment	-	520,000
Other	<u>177,816</u>	<u>9,960</u>
	<u>11,098,366</u>	<u>5,313,716</u>
11. OTHER ASSETS:		
Christmas Cards and miscellaneous sports	<u>168,599</u>	<u>-</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2015

12. CASH AND CASH EQUIVALENTS:

	<u>2015</u> \$	<u>2014</u> \$
National Commercial Bank Jamaica Limited -		
NCB Fixed Deposit	<u>1,052,632</u>	-
Bank of Nova Scotia Limited -		
YUTE AusAID (US\$12) - savings account	1,398	35,171
YUTE AusAID J\$ account	21,209	1,503,515
YUTE PetroCaribe J\$ account	4,412	107,052
YUTE Build - current account	2,526	3,379,638
YUTE Main (US\$9,322) - savings account	1,117,959	151,769
YUTE Main J\$ account	1,474,092	7,364,267
Petty cash	<u>30,000</u>	<u>30,000</u>
	<u>2,651,596</u>	<u>12,571,412</u>
NCB local key cash card	<u>190,567</u>	<u>554,596</u>
Total	<u>3,894,795</u>	<u>13,126,008</u>

The average effective interest rate on savings account balances was 0.45%.

13. PAYABLES:

	<u>2015</u> \$	<u>2014</u> \$
Accruals	3,664,648	1,195,385
Deferred income	2,482,384	2,500,000
Other payables	<u>6,742,218</u>	<u>1,782,264</u>
	<u>12,889,250</u>	<u>5,477,649</u>

14. IN-KIND TRANSACTIONS:

In-kind contributions of \$3,599,807 comprise the value of services received from PSOJ members.



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INDEPENDENT AUDITORS' REPORT

To the Directors of
Youth Upliftment through Employment Limited (YUTE)

The supplementary information presented on pages 21 to 24 has been taken from the accounting records of the company and has been subjected to the tests and other auditing procedures applied in our examination of the financial statements of the company for the year ended 31 December 2015.

In our opinion, this information, although not necessary for a fair presentation of the company's state of affairs, results of operations, changes in reserves or cash flows is fairly presented in all material respects in relation to the financial statements taken as a whole.

Chartered Accountants

21 June 2016

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

DETAILED STATEMENT OF INCOME

YEAR ENDED 31 DECEMBER 2015

	<u>2015</u> \$	<u>2014</u> \$
INCOME		
Grants:		
Citi Foundation	-	1,760,525
North Eastern University	1,144,900	-
National Housing Trust	<u>12,401,356</u>	<u>19,487,844</u>
	<u>13,546,256</u>	<u>21,248,369</u>
Donations and Direct Public Support:		
Contributions - Private Sector Members	12,361,796	18,057,424
Contributions - others	703,469	282,852
Gifts in Kind - services provided by PSOJ Members	<u>3,599,807</u>	<u>782,330</u>
	<u>16,665,072</u>	<u>19,122,606</u>
Foreign exchange gain	70,960	42,299
Loss on disposal	-	(6,112)
Interest	14,293	470
Other	<u>217,107</u>	<u>11,138</u>
	<u>302,360</u>	<u>47,795</u>
Total income	<u>30,513,688</u>	<u>40,418,770</u>
EXPENSES:		
Project expenses (page 23)	23,802,374	20,274,818
Special projects (page 23)	130,035	934,383
Programme Management Office (page 23)	11,627,571	4,368,704
Administrative and other expenses (page 24)	<u>3,333,227</u>	<u>4,085,515</u>
	<u>38,893,207</u>	<u>29,663,420</u>
(LOSS)/SURPLUS	<u>(8,379,519)</u>	<u>10,755,350</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

SCHEDULE OF EXPENSES

YEAR ENDED 31 DECEMBER 2015

	<u>2015</u> \$	<u>2014</u> \$
PROJECT EXPENSES:		
Yute Build 2		
Recruitment & sensitization	-	211,975
Career preparedness workshop	159,450	4,078,177
Training and assessment	4,668,460	4,889,540
Work experience	9,566,000	4,750,640
Uniforms and protective gear	-	20,090
Programme marketing and communication	162,500	317,168
Community enrolment and engagement	3,595,657	3,718,680
Audit & reporting	<u>20,000</u>	-
	<u>18,172,067</u>	<u>17,986,270</u>
Yute Lens Support		
Training and assessment	-	1,566,381
Work experience	1,026,500	54,000
Uniforms and protective gear	75,530	56,000
Programme marketing and communication	47,800	130,000
Audit and reporting	121,974	250,000
Community enrolment and engagement	<u>256,700</u>	<u>212,167</u>
	<u>1,528,504</u>	<u>2,268,548</u>
Microwork		
Training and assessment	581,450	-
Work Experience	11,690	-
Mentorship	35,000	-
Uniforms and protective gear	189,471	-
Programme marketing and communication	301,100	-
Community enrolment and engagement	<u>1,090,751</u>	<u>20,000</u>
	<u>2,209,462</u>	<u>20,000</u>
Youth Action Net		
Community enrolment & engagement	<u>254,014</u>	-

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

SCHEDULE OF EXPENSES

YEAR ENDED 31 DECEMBER 2015

	<u>2015</u> \$	<u>2014</u> \$
PROJECT EXPENSES (Cont'd)		
YOU		
Training & assessment	553,900	-
Mentorship	572,900	-
Programme marketing & communication	28,000	-
Community enrolment & engagement	<u>55,380</u>	<u>-</u>
	<u>1,210,180</u>	<u>-</u>
Yute - Teach		
Community enrolment & engagement	<u>40,000</u>	<u>-</u>
Fight For Peace		
Training and assessment	139,500	-
Uniforms and protective gear	20,640	-
Programme marketing & communication	7,500	-
Community enrolment & engagement	<u>992</u>	<u>-</u>
	<u>168,632</u>	<u>-</u>
Yute Petro Caribe		
Work experience	<u>94,000</u>	<u>-</u>
NEO		
Community enrolment & engagement	<u>125,516</u>	<u>-</u>
	<u>23,802,375</u>	<u>20,274,818</u>
SPECIAL PROJECTS	<u>130,035</u>	<u>934,383</u>
PROGRAMME MANAGEMENT OFFICE	<u>11,627,571</u>	<u>4,368,704</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

SCHEDULE OF EXPENSES

YEAR ENDED 31 DECEMBER 2015

	<u>2015</u> \$	<u>2014</u> \$
ADMINISTRATIVE AND OTHER EXPENSES:		
Bank charges	222,403	128,666
Bad debt	360,000	-
Bearer service	38,804	41,330
Printing, stationery and supplies	193,515	140,475
Telephone	47,983	120,772
Website hosting	77,020	28,559
Storage fees	47,356	50,370
Communication and public relations	300,950	186,840
Professional fees	189,677	863,030
Asset declaration fee	150,000	150,000
Rent	918,691	557,424
Audit	328,000	1,390,317
Depreciation	374,488	269,097
Other	<u>84,340</u>	<u>158,635</u>
	<u>3,333,227</u>	<u>4,085,515</u>



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**YUTE BUILD II participant
Dwayne James receives guidance
from his tutor at HEART Trust NTA.**

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