

YUTE

YOUTH UPLIFTMENT THROUGH EMPLOYMENT

ANNUAL REPORT

JANUARY 2014 - DECEMBER 2014

**MORE
STREAMLINED**
AND TARGETED
TRAINING

FACILITATING
**CREATIVE
SELF**
EMPLOYMENT

EMBRACING
TRADITIONAL
& NON-TRADITIONAL
S E C T O R S

DYNAMIC
NEW STRATEGIC
DIRECTION

NEW
INTERNATIONAL
PARTNERS

ADOPTION
BY ICD GROUP

TAJAE WILLIAMS
YUTE BUILD II participant and student
of General Construction, Level 3 at the
HEART College of Construction Services



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Pleased with the level of growth and impact of the programme

Youth Upliftment Through Employment (YUTE), established in 2010 to fulfil a need in inner-city communities has grown into a successful national programme.



The Most Honourable
Portia Simpson Miller ON, MP

With the full support of the Government of Jamaica and the private sector, YUTE has expanded into a public-private partnership initiative that is stimulating the sustained development of our country.

As the saying goes, “you give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime” - I am heartened that the YUTE programme is enabling our youth to fend for themselves and to achieve their greatest potential.

As we look back on the achievements attained over the last year, I am pleased to see the level of growth and impact the programme has had on young lives.

Through mentorship and skills training, our young people are being suitably prepared for a competitive job market.

They are being armed with the requisite knowledge and confidence to venture into entrepreneurship as a means of meeting the demands in the marketplace and creating financial security for themselves and their families.

I am delighted to note that the Government's injection of \$32 million, through the National Housing Trust (NHT), into phase two of the YUTE Build Programme, has benefitted many young Jamaicans.

It is our duty to ensure that our young people are employable and this public-private sector partnership programme is achieving this by giving them a meaningful opportunity to upgrade their existing skills set, in response to the demands in the labour market. Indeed, we are empowering them to become productive members of society.

During the last year, a total of 311 young men and women benefitted from various initiatives implemented by YUTE. This is a positive step and a testament to the success of the programme so far.

I therefore commend everyone who has contributed to YUTE including the private sector, non-governmental organisations, faith-based organisations, the NHT, and other state agencies, for working together to make the programme a success. I look forward to the further strengthening of the initiative in 2015 and to seeing hundreds more of our young people empowered and employed.



**Most Hon. Portia Simpson Miller, ON, MP
Prime Minister**

Immeasurable Contributions to National Development

We are profoundly grateful for the efforts of the YUTE programme to improve the literacy, numeracy and employability of our young people in underserved communities and vulnerable situations through education and skills training.

The programme was born out of the recognition by the private sector in Jamaica that we must never allow the tremendous potential of our youth to lay idle or be consumed in unwholesome pursuits.

It is important that all stakeholders who can, in whatever way, intervene to ensure that our young people are engaged in knowledge, skills and character building programmes to make them productive citizens.

In order to achieve our developmental aspirations as a nation, the education and training of our youth must be a priority. Education has the immense power to transform. On its foundation rest the cornerstones of national development, real growth and prosperity.

I want to commend the Jamaican private sector for conceiving and funding this initiative along with other partners.

This is more than enlightened self-interest, it is an acknowledgement that the society has a duty to ensure that every single Jamaican can truly access education and training regardless of financial constraints and social background.

It demonstrates the understanding that education and training is the vaccine to poverty, the catalyst for growth, and panacea for violence and crime.

It is in this regard that I applaud the YUTE organization for its unstinting efforts and immeasurable contributions to national development.

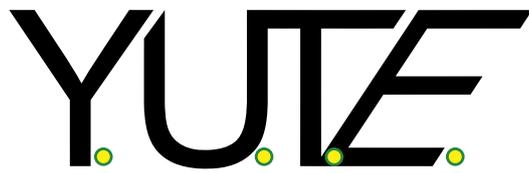


Andrew Holness, MP
Leader of the Opposition

We wish you continued success in your efforts to move Jamaica from poverty to prosperity and create a more secure and hopeful future for our young people.



Andrew Holness, MP
Leader of the Opposition



YOUTH UPLIFTMENT THROUGH EMPLOYMENT

YUTE VISION

As a result of YUTE's interventions, young people living in inner city communities improve their numeracy, literacy, technical, employability and social skills that lead to life-changing career experiences and help them become more secure and hopeful about their future as Jamaican citizens

YUTE MISSION

YUTE's Mission is to intervene in the lives of at-risk youth and produce graduates with the values, skills, education, and self-discipline necessary to succeed as adults

YUTE 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





311

**UNEMPLOYED
YOUTH SERVED**

90%

**AVERAGE
PARTICIPANT
RETENTION**

290

**YOUTH RECEIVED
SKILLS AND
EMPLOYABILITY
TRAINING AND
LIFE SKILLS**



58

**BENEFITED
FROM REMEDIAL
EDUCATION**

33

**UNDERSERVED
COMMUNITIES**

"Divonne is a very good student. He is ready for the wider work world."

SGT. GLENFORD HENRY
PROJECT MANAGEMENT UNIT,
MOBILE RESERVE
JAMAICA CONSTABULARY FORCE

Giovanni is a team leader, team player and motivator"

GREVILLE SMITH
SHARE CON LIMITED



124

**PARTICIPANTS GIVE
BACK THROUGH
VOLUNTARY SERVICE**

1244

INDIRECT BENEFICIARIES

155

**YOUTH RECEIVED
PAID INTERNSHIPS
AND ON-THE-JOB
EXPERIENCE**

17

**YOUTH GAINFULLY
EMPLOYED IN
PERMANENT JOBS**



78%

**OVERALL
EMPLOYER
SATISFACTION**



CHAIRMAN

MESSAGE FROM THE

“Mission possible” despite gloomy forecasts, challenging odds

The Mission of Youth Upliftment Through Employment (YUTE) may seem an impossible one when we consider the challenges of youth unemployment in our underserved Jamaican communities, across the Caribbean and indeed worldwide. We have undertaken to intervene in the lives of at-risk youth and to produce graduates with the values, skills, education and self-discipline necessary to succeed as adults – including earning an honest, productive and rewarding living. We are doing so with determination, ingenuity and strong partnerships, in the face of major challenges, which we refuse to allow to daunt us. These include gloomy predictions by experts at the International Labour Organization (ILO), and alarming statistics about the Caribbean region.

The ILO publication **World Employment and Social Outlook: Trends 2015** points to “Renewed turbulence over the Employment Horizon” and a deterioration in the global employment outlook over the coming five years. The ILO publication notes: “Youth, especially young women, continue to be disproportionately affected by unemployment. Almost 74 million young people (aged 15-24) were looking for work in 2014.” The global youth unemployment rate is approximately three times higher than that of adult unemployment, and is common to all regions notwithstanding the trend improvement in educational achievement, thus stirring social disgruntlement.

While noting that global economic trends continue to be challenging, fueling increasing income inequalities and serious vulnerability to social unrest, the ILO report actually validates the YUTE mandate by pointing out that this outlook can be improved, “providing that the main underlying weaknesses are tackled.”

This glint of optimism, and focus on the urgent need for positive intervention is echoed by the Caribbean Development Bank (CDB), in its recently published study **Youth Are The Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean**.

The Study notes that youth unemployment rates in the Caribbean are among the highest in the world – averaging nearly 25% in 2013, compared with the adult rate of 8% (for countries with available data). Also, that youth unemployment in the region accounts for over 35% of total unemployment, while female youth unemployment is over 40% of male unemployment. The ILO warns of a “scarred” generation of young workers facing a dangerous mix of high unemployment, increased inactivity and precarious work in developed countries, as well as persistently high working poverty in the developing world.

The CDB declares our current high levels of youth unemployment is not just a concern for parents and organisations serving young people, but “a critical development concern that requires urgent attention and durable solutions”. It is no secret that high levels of youth unemployment impede economic development, with adverse social consequences, including poverty, risky behaviours and attendant consequences such as psychological wounding, crime, unplanned pregnancy and diminished future earning capacity. In Jamaica, both adult and youth unemployment rates have improved over the past year, though we are far from being out of the woods.

According to the Planning Institute of Jamaica’s **2014 Economic and Social Survey**, total unemployment declined by 1.5%, from 15.2% in 2013 to 13.7% in 2014; unemployment

among adults (25 years and over) fell by 1.0% from 11.1% in 2013 to 10.1% in 2014, and unemployment among youth (14-24 years) was down by 3.5 percentage points, from 37.7% in 2013 to 34.2% in 2014.

While we are encouraged by this progress, we at YUTE are cognizant of the urgent need to maximise on these improvements. We are passionate about this at the macro as well as at the personal and community levels. The CDB Study identifies national outcomes of high youth unemployment such as high youth crime rates, poor health, poverty, community degradation, lost revenue from taxes and lost national output.

Then there are the costs of special remedial programmes, social support, increased expenditure on crime prevention, enforcement and imprisonment, additional strains on health services and lost investments in education and training. Many of these were the very challenges which galvanized concerned Jamaican citizens to unite in the establishment of YUTE in 2010, under the leadership of the Private Sector Organisation of Jamaica. We were also deeply moved by the personal challenges faced by those youngsters growing up in our inner cities – the cruel realities of grinding poverty, lost lives, broken families, lost or non-existent opportunities, the negative influences of drug dealers, gang leaders, oppressive community “dons”, and a hopelessly “un-level” playing field.

During YUTE’s first phase, we saw what a difference positive, targeted interventions could make to young lives and troubled communities. We also learned important lessons about how to take into account a number of realities not immediately obvious to those not personally involved in the challenges of inner city life. Nevertheless, we are proud to have made a positive impact on a total of 1,616 young lives over that three-year period.

At the conclusion of Phase 1 in December 2013, the ICD Group was pleased to “adopt” YUTE, and we have been gratified with the continuing support of many of our fellow PSOJ members, as well as other valued supporters and partners from both public and private sectors, and from the international community.

We launched YUTE Phase 2 in January 2014, with a new Board and management team, a more effective, streamlined structure and a dynamic new strategic direction. Successful existing programmes and innovative new ones are now more targeted to produce skilled workers for specific labour market needs. These focus on both traditional and non-traditional local sectors, and new opportunities in the high tech global marketplace; they also encourage and facilitate effective self-employment. These achievements are detailed in our section on Highlights of Impact in the following pages.

Our Growth Phase continues into 2015, when we have finalised a merger between YUTE and the veteran mentoring organisation Youth Opportunities Unlimited and an administrative merger between YUTE and the MultiCare Foundation - all designed to offer the young people and communities we serve a better, more effective overall programme.

So despite the gloomy global forecasts regarding youth unemployment and the expected repercussions of it, and regardless of the very serious challenges facing us in Jamaica and the Caribbean, YUTE is not daunted. Indeed, we consider our Mission neither easy nor simple, but definitely very possible!

Joseph M. Matalon, CD
Chairman
YUTE Limited



YUTE Chairman Joseph M. Matalon shares a moment with five year old Tahalia McCool of Gold Street in Downtown Kingston. They are seen at the Parade Park, established by ICD on company property.

Hats off to YUTE participants staying the course!

I would like to take this opportunity to pay a very sincere tribute to the young men and women enrolled in YUTE programmes and projects, as well as those who have completed their courses and moved on to do us proud in jobs, self-employment, higher education or the challenge of finding work.

Looking back over my first year with the organisation, I am truly proud of the way our young people have, for the most part, thrown themselves into the skills training, work experience, personal development and the other learning opportunities we work so hard to provide.

We at YUTE recognise only too clearly that this learning process is anything but easy for our beneficiaries. In addition to very serious financial constraints, life in a marginalised community carries with it a daunting complex of other harsh realities.

Many of these youngsters have lost loved ones to criminal violence, some have actually seen family members and friends killed or wounded.

Home itself is a high-risk territory. Drug lords, gang bosses and community 'Dons' wield unsavoury power and proffer dangerous temptations. Some have not escaped the temptations.

Access to quality education and training is often non-existent, and even when a young person does excel, getting a job is often extremely difficult with an inner city address or background. In addition, many of the young men and women who enroll in YUTE programmes have serious responsibilities to shoulder at the same time they are in training.

These can include caring for small children – their own or younger siblings – or looking after ageing family members.

In some cases, the young person may also be the sole breadwinner for his or her extended family.

Yet, the large majority of our participants put out the required effort, somehow manage to juggle the responsibilities and overcome the challenges. I am really happy to note that over 90% have stayed the course during 2014.

I have been delighted with the steady progress of so many of our participants, and I have been amazed by some really dramatic turnarounds, when extra counseling and encouragement has been provided in cases where difficulties have arisen.

These types of "in kind" returns make my job an absolute pleasure and a privilege and so I acknowledge and recognise our courageous and resilient YUTE participants, for making my own contributions so very rewarding!

At YUTE, we are in the business of changing lives...but we cannot do it alone.

I take this opportunity to humbly and gratefully thank our sponsors, supporters and partners from home and abroad for their invaluable assistance, especially in these harsh economic times.

Know that because of your critical partnership, our young people are able to positively change the trajectory of their lives. Together, we can, one young Jamaican life at a time.

We look forward to your continuing support, to pursue our shared vision for Jamaica: the place of choice to live, work, raise families and do business.

Alicia Glasgow Gentles
Executive Director
YUTE Limited



YUTE Executive Director Alicia Glasgow Gentles in the mix at an Art Workshop

THE DIRECTORS



YUTE Company Secretary Cristina Matalon, Chairman Joseph Matalon and Director Vikram Dhiman visit with youngsters in the refurbished Parade Park provided by ICD Group on Harbour Street. Enjoying the facilities are, from left, Ashanti Brown, Marian Hall, Bianca Beswick and Prisann Viadal.

JOSEPH M. MATALON CD, B.Sc.(Hons.) Econ.

Chairman

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.

I am very passionate about Jamaica and Jamaican people and our potential for greatness; what better place to focus my philanthropic efforts than on our youth who are the embodiment of that potential?

CRISTINA MATALON MBA, B.Sc.

Company Secretary

I have been associated with YUTE as Company Secretary since its inception, when the Chairman asked me to contribute my time to this worthy cause. Over the years I have seen the organisation grow and adapt to changing times in a way that allows it to fulfill its mandate of providing job-specific training and employment to young persons in at-risk communities.

On a daily basis, I see the work and enthusiasm of YUTE's management, staff and volunteers, and hear about the many lives that YUTE touches and makes better. I am proud to serve the organisation alongside a very committed and hard-working Board of Directors, led by a Chairman who has the vision, expertise and generosity of spirit to make a change.

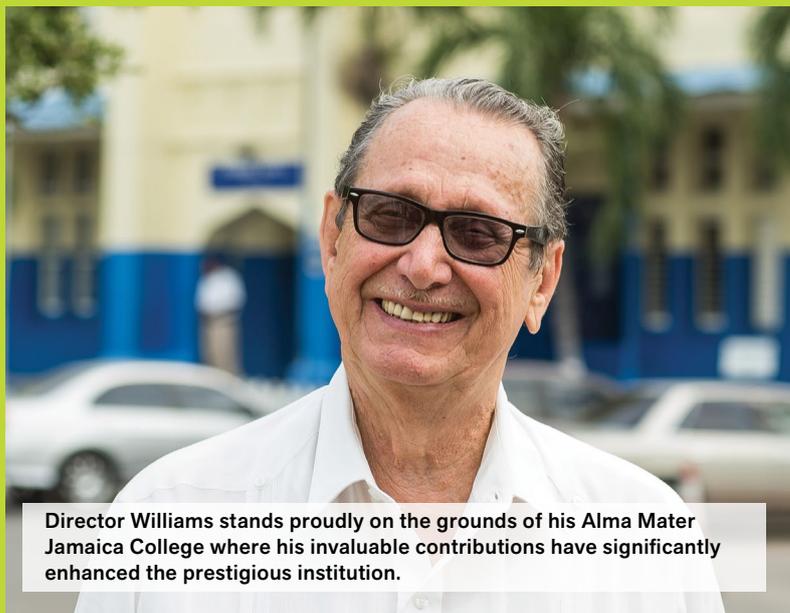
VIKRAM DHIMAN MBA, B.Sc, CA, CPA

Young people are our future, particularly those that are underprivileged or don't have access to resources, education and tools to make their lives better.

Through YUTE, we as a board are able to bring together skills, resources, tools and funds to help these young people.

My contribution provides meaning to my life as an individual and I am happy to give my time and skills to helping others who need that assistance.

THE DIRECTORS



Director Williams stands proudly on the grounds of his Alma Mater Jamaica College where his invaluable contributions have significantly enhanced the prestigious institution.

DR. THE HON. R. DANVERS 'DANNY' WILLIAMS

O.J., C.D., HON. LL.D., J.P, C.L.U.

I serve as a Director of YUTE because I wish to see my country progress and this can only happen if all the people who live in Jamaica have a chance to develop and help themselves. This will only happen when education and training are available to all who want it. To this end, throughout my lifetime, I have not only given financial assistance but I have also shared my knowledge and skills with others.

Over the years I have encountered many youngsters who once given an opportunity, have made themselves into productive citizens of our country. If all of us who have opportunities get involved, we will succeed in making Jamaica the place of choice to live, work, raise families and do business.



YUTE Directors Senator Imani Duncan Price and Keith Duncan interact with children at the JMMB Employee Nursery.

KEITH DUNCAN

CF BA Econ.

No one who is part of the JMMB Group, the Joan Duncan Foundation or my own extended family could fail to be inspired by and excited about the Vision, Mission and work of YUTE.

As a co-founder of YUTE, its objective of intervening in the lives of at-risk youth to equip them to succeed in life, personally, professionally and otherwise, is truly dear to my heart.

As a son of the late Joan Duncan, who broke traditional barriers in the Jamaican financial sector to achieve what was deemed impossible – offering ordinary Jamaicans access to investment opportunities – I laud the determination of the YUTE team in tackling momentous odds, and am happy to add my efforts and the support of the JMMB Group and the Joan Duncan Foundation towards those goals.

SENATOR IMANI DUNCAN PRICE

BA (Hons) Econ. MA

As someone who is passionate about Jamaica, young people and positive community development, and as a member of a family deeply devoted to service at all levels, it has been my great joy to be associated with YUTE from its inception. I indeed, it has been quite a learning experience.

As I continue to contribute as a Board Member today, I am proud and energized about the new strategic direction that YUTE is taking in its dynamic second phase – enhancing existing programmes launching out into exciting non-traditional areas at home and globally. Working alongside my fellow Directors to ensure that the YUTE vision of providing positive, life-changing interventions in the lives of young women and men living in inner city communities is achieved, is a goal to which I am deeply committed.

THE DIRECTORS



Sandra Glasgow with her mentee and YUTE Graduate Lascelles Page

SANDRA GLASGOW MBA, BSc.

It has been my absolute pleasure to have been part of the team which initiated the YUTE programme. I am elated to be now serving on the organisation's Board of Directors, lending my skills and experience to helping raise awareness of YUTE's vision, mission and programmes, and enlisting support from the community for this important work.

My passion is in helping to provide opportunities for young people in our inner city communities, who, having benefitted from life skills and employability training, mentorship and care, can take their rightful place in society, improve their lives and those of their family members and make this little island a better place.

CHRIS ZACCA CD, MBA, BS

Over the years, there have been many efforts to assist marginalised individuals, especially young people, to take their rightful place in national development. The beauty of the YUTE model is not only that it is one of the largest such initiatives, but that it is designed to meet the actual needs of the individual participants. Today, YUTE is striving to be even more flexible and proactive in fitting skills training to rapidly changing market demands.

It is this inspired level of effective problem solving, empowered by the true spirit of partnership, that makes my work with the YUTE team most rewarding. Although I was involved in the latter part of Phase 1 of the YUTE programme as the President of the Private Sector Organisation of Jamaica, I decided to offer to remain as the PSOJ's representative on the YUTE Board of Directors even after demitting office in December 2014. With the blessing of the new PSOJ President, I, the PSOJ and its members continue to support the efforts of YUTE in helping to provide positive life changing experiences for at-risk Jamaican youth.



YUTE Director Chris Zacca (centre) Immediate Past President of the PSOJ with proud YUTE success stories (from left) Giovanni Dennie, Devro Dawkins, Cary-Lee Williams, Thyiesha Smith and Cassandra Taylor.



YUTE Executive Director Alicia Glasgow Gentles and a few smiling dancers

ALICIA GLASGOW GENTLES MBA, BA

Executive Director

My work has long been guided by a desire to empower and make a difference in the lives of young people. I genuinely feel that one can have critical and powerful influence, and provide positive guidance in a person's life during their youth. It is the period that often determines the trajectory of adult life – whether a young person becomes a happy and productive citizen, or falls into negative patterns. It is an honour and privilege for me to do the work I love – to facilitate opportunities for young people, especially those at-risk. My objective is to help them develop and pursue the visions they hold for themselves; to believe in, encourage and assist them to strive for success and thrive at learning at work, in relationships with others, at life in general.

YUTE - A HIGHLY MOTIVATED TEAM

All Dedicated
to Empowering
At-risk Youth



Executive Director Alicia Glasgow Gentles (3rd left) hosts the weekly YUTE team meeting at the Life Yard Community Garden/Restaurant in Fleet Street, Downtown Kingston. With her, from left, are Roger Graham, Sharlene Brooks, Cadeisha Campbell, Margaret Denton and Kirk Rhoden.

ROGER GRAHAM

MBA, BSc.

Programme Manager

Passionate About Affecting Positive Change in Marginalised Communities

As the Programme Manager of YUTE my position has given me the opportunity to direct and coordinate YUTE's work by designing and managing projects focused on youth employability, livelihood and economic strengthening, education, mentorship and youth development. I am passionate about seeing and affecting positive change in Jamaican communities, especially through the engagement of young people living within marginalised communities.

I wholeheartedly believe that there is great untapped potential among our youth to create an environment where young people in underserved communities can not only thrive, but develop into the future leaders of our country.

SHARLENE BROOKS

DIP. SOCIAL SERVICES

Community Engagement Officer

Creating Opportunities for the Vulnerable: Not a Job But a Way of Life

As a Community Engagement Officer, I work alongside youth in communities to help build relationships with key people and organisations, and to identify common concerns.

At YUTE, I assist in creating opportunities for unattached young people from vulnerable and underserved communities to learn new skills, which will allow them to be employable.

YUTE is in the business of changing lives and fostering social inclusion and equality.

Working with at-risk youth is a passion of mine; it does not feel like a job, but more like a way of life.

CADEISHA CAMPBELL

DIP. BUS ADMIN

Administrative Assistant and Accounting Clerk

Ensuring YUTE Runs Smoothly: Proud to See Others Like Her Succeed & Overcome

I am an assiduous professional, likened to a rubber tree: I am flexible and resilient. I live in a community plagued by poverty and I was once told that I would never amount to anything.

I have proven my naysayers wrong, earning a Diploma in Business Administration from HEART NTA. As the Administrative Assistant/Accounting Clerk at YUTE Ltd, I ensure that the organisation runs smoothly and effectively. My work is very critical because it is the heart of the organisation.

I look forward to work every day, to see the opportunities being created for the young men and women of this country. I am proud to see others, like myself, succeed and overcome.

MARGARET DENTON

Mentorship, Counseling and Placement Officer

Using Mentoring to Help Create Positive Balance in the Lives of Young Persons

Throughout my life I have experienced the harshness of being brought up as an orphan. As the Mentorship, Counseling and Placement Officer at YUTE, it is critical that I provide mentorship training and proper management of relationships.

I think my job is important as through this medium I can help to create a balance in the lives of young persons.

I enjoy doing this type of work as it gives me great pleasure when someone has achieved his/her fullest potential, which reflects in society.

KIRK RHODEN

Community Engagement Officer

Helping to Provide Vital Second Chances in Academics

As a Community Engagement Officer with YUTE, my role is to recruit for and manage participant relations with more than 100 students enrolled in the General Construction Programme dubbed YUTE Build 2.

My goal is to help create literacy and vocational training opportunities for unattached youths who may have dropped out of the traditional school system and need a second chance to become productive citizens of our country.

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.

Joan Duncan
Foundation

A part of the  family

998-5662 (jmmb) • www.joanduncanfoundation.org



YUTE
YOUTH UPLIFTMENT THROUGH EMPLOYMENT

1 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



YUTE

YOUTH UPLIFTMENT THROUGH EMPLOYMENT

MAJOR SPONSORS

YUTE is deeply grateful for the very practical support, partnership and encouraging faith shown in us that we continue to enjoy from all of our stakeholders. We say a very special "Thank You" to those who have been with us since our inception, and an equally warm "Welcome" to those who have come on board during our second phase. We are fully committed to putting your sponsorship and assistance to the best possible use for the benefit of the inspiring young Jamaicans we serve.



National Housing Trust



Citi Foundation



KEY STAKEHOLDERS



international youth foundation



HIGHLIGHTS OF IMPACT



Daudi Brown, YUTE BUILD II participant assists in the NHT's renovation exercise at Harman Barracks of the Jamaica Constabulary Force's Mobile Reserve in Kingston.

YUTE PHASE 2: LAUNCHING A DYNAMIC NEW GROWTH PHASE

NEW STRUCTURE, NEW STRATEGY

At the beginning of 2014 YUTE embarked upon a dynamic two year Growth Phase, complete with a new governance and leadership structure: a new Board of Directors, management team and an exciting new Strategic Direction. The new structure featured the adoption of YUTE by the ICD Group, and its housing in the Group's Corporate Headquarters, with continued support from both private and public sectors and from international partners. Our new strategy has been designed for enhanced effectiveness in today's competitive, high-tech, globally integrated world. It is critically aligned to specific labour market demands, and embraces both traditional and non-traditional sectors. It features effective strengthening and streamlining of our most successful existing programmes, as well as a number of new initiatives and pilot programmes.

GROUNDBREAKING INCEPTION

YUTE Phase I, 2010 – 2013, featured the inception of one of Jamaica's largest and most creative initiatives to empower unattached youth in troubled communities, and to tackle both high youth unemployment and high levels of crime. This was a collaborative effort by members of the Jamaican private sector, led by the Private Sector Organization of Jamaica (PSOJ), headed by its then President Joseph M. Matalon. YUTE's holistic goals were, and still are:

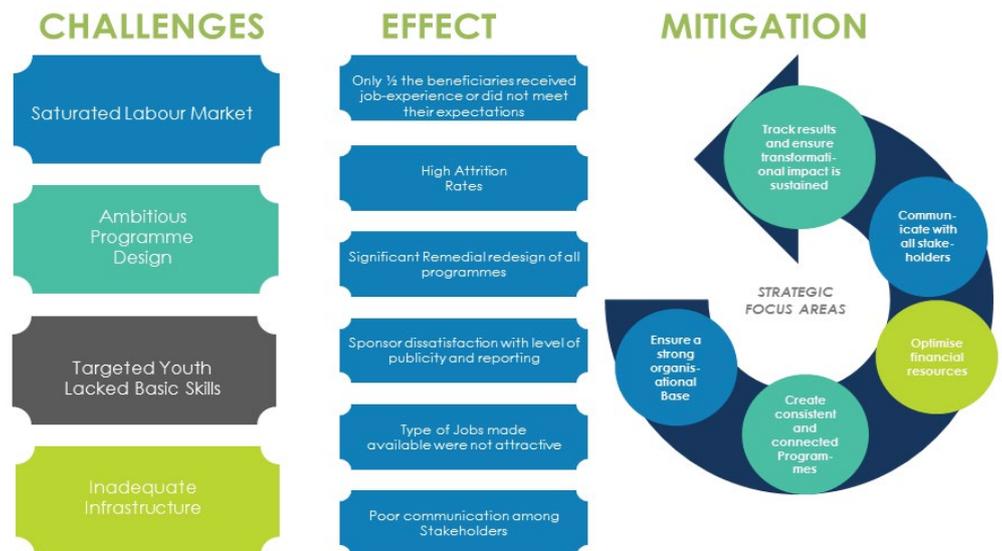
- Improving employability for young men and women ages 16 – 29 years through skills training and education;
- Increasing life skills through mentorship and counselling, and
- Providing opportunities for gainful employment through work experience and job placements

By December 2013, a total of 1616 participants had been enrolled and impacted over the three-year life of Phase 1, 2011 – 2013. During that Phase, more than 2,600 training, coaching and/or job placement opportunities were provided, as well as 850 employment opportunities.

Meanwhile, 514 young people received remedial or pre-skill training and 383 received skills training. In addition, 470 participants received entrepreneurship training, and 80 at-risk youth received intensive social intervention. A key element of the YUTE Programme is Mentorship, and during Phase I, more than 600 volunteer mentors were trained and matched with participants. Of these, 533 mentor/protégé relationships were managed.

PHASE 2: CAREFUL ANALYSIS, CREATIVE SOLUTIONS

The design of the new Strategic Focus for YUTE's current Phase 2 has been informed by critical lessons learned during the Inception Phase. Careful analysis identified eight serious challenges; relevant strategic solutions have been formulated and are now being put into action. The following chart, "Lessons Learned From Phase I", details YUTE's creative responses to these challenges.



Under the dedicated leadership of ICD Chairman and Past PSOJ President Joseph Matalon, the new YUTE Directors and team members have spent the past year honing and enhancing existing YUTE programmes while developing and delivering a unique blend of innovative new programmes. The focus has been on providing training, internship and job opportunities in both traditional and non-traditional industries, and facilitating creative self-employment opportunities as opposed to entrepreneurship formats. This has included exciting new forays into the burgeoning Jamaican film and multi-media sector, a pilot project focusing on the international multi-tasking industry, innovative expansion of our flagship YUTE Build Programme, and a number of special projects and meaningful new international partnerships. During 2014, a total of 311 young Jamaican men and women residing in more than 30 marginalised communities and districts in Kingston, St. Andrew and St. Catherine benefitted from YUTE Phase 2 initiatives. Of these, 290 received skills training, life skills and employability training and 58 benefited from remedial education. Paid internships were arranged for 155 participants, and 17 gained permanent employment.

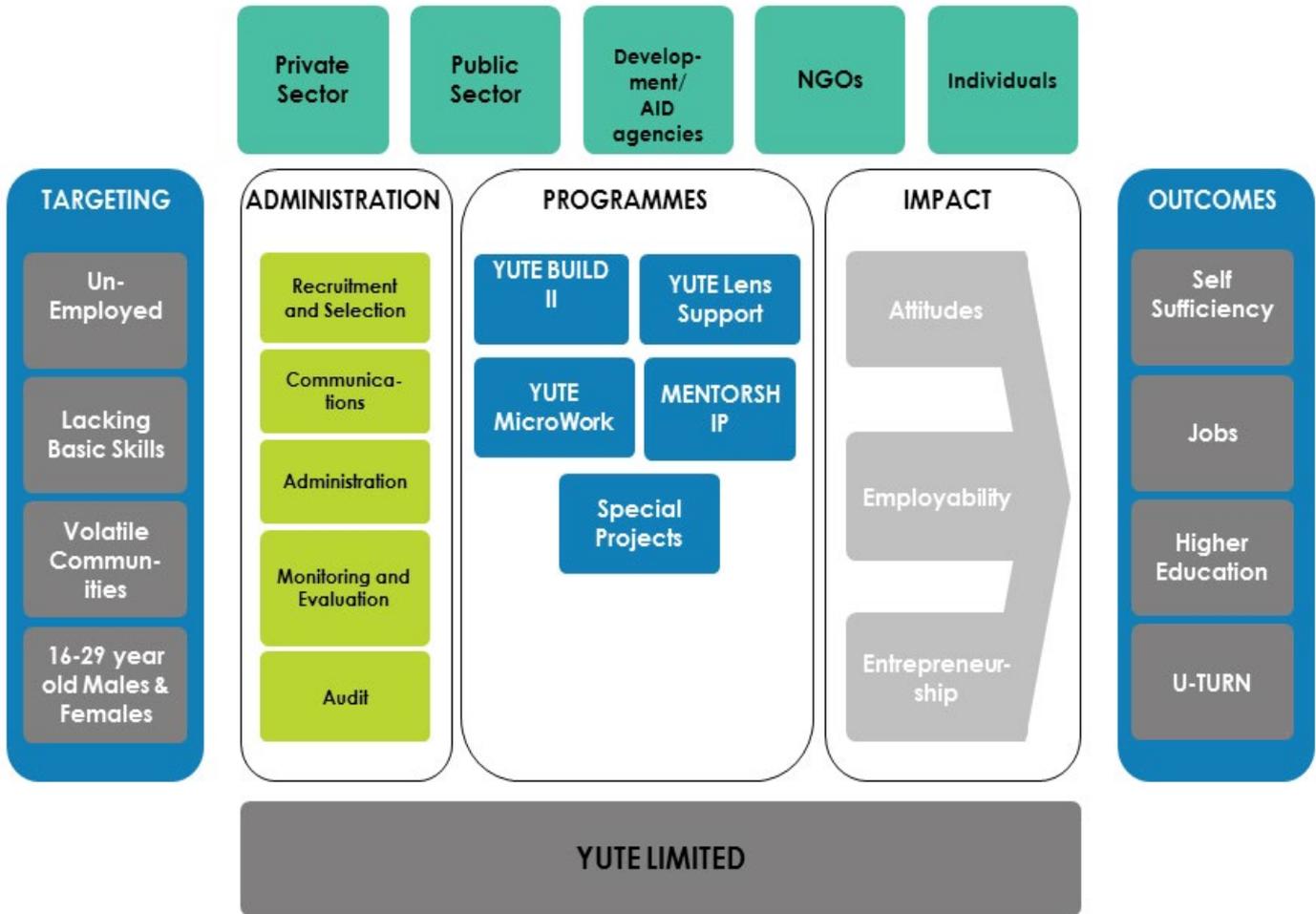
MERGERS AND ACQUISITIONS

A major boost to the vital additional support provided for all participants will be YUTE's merger with Jamaica's premiere Mentoring Programme, the 24-year-old Youth Opportunities Unlimited (YOU), formalised in early 2015. YUTE's merger with YOU, a process which took many months of legal and logistical work during 2014, saw YUTE acquiring the intellectual property and assets of YOU to be able to deliver the a very high quality mentoring programme to our protégés. The year 2014 also saw the team working on the upcoming administrative merger of YUTE with the MultiCare Foundation to build collaborative efforts to bolster the effectiveness, efficiency and viability of both organisations.

SPONSORS AND SUPPORTERS

Fundraising continued to be a critical "must" during the past year, as we continued to lobby for new and continued support for our life-changing programmes and projects. We are deeply grateful for ongoing major financial support from the ICD Group, the National Housing Trust, Jamaica Money Market Brokers Limited and the Joan Duncan Foundation, the Victoria Mutual Building Society, the Australian High Commission, CitiFoundation, and PetroCaribe Development Fund. We are also humbled by our many other sponsors and countless supporters, our dynamic partners at home and abroad, and the private and public sector employers who provide invaluable grooming for YUTE's protégés through apprenticeships and jobs.

PHASE II BLUEPRINT



YUTE PROGRAMME MAKES WIDE IMPACT OVER THREE PARISHES

Youth from 35 communities and districts benefiting

During the first year of its dynamic second phase, the YUTE programme continued to make a significant impact across three eastern parishes featuring major metropolitan areas as well as a number of remote rural areas. The 311 YUTE participants enrolled hailed from the following 27 communities and 8 districts:

KINGSTON & ST. ANDREW COMMUNITIES

August Town, Denham Town, Drewsland, Franklyn Town, Greenwich Town, Harbour View, Jones Town, Majesty Gardens, Maxfield Park, Mountain View, Olympic Gardens, Parade Gardens, Patrick Gardens, Rockfort, Rollington Town, Rose Gardens, Seaview Gardens, Stony Hill, Trench Town, Vineyard Town, Waltham Park, Waterhouse and Whitehall Gardens.

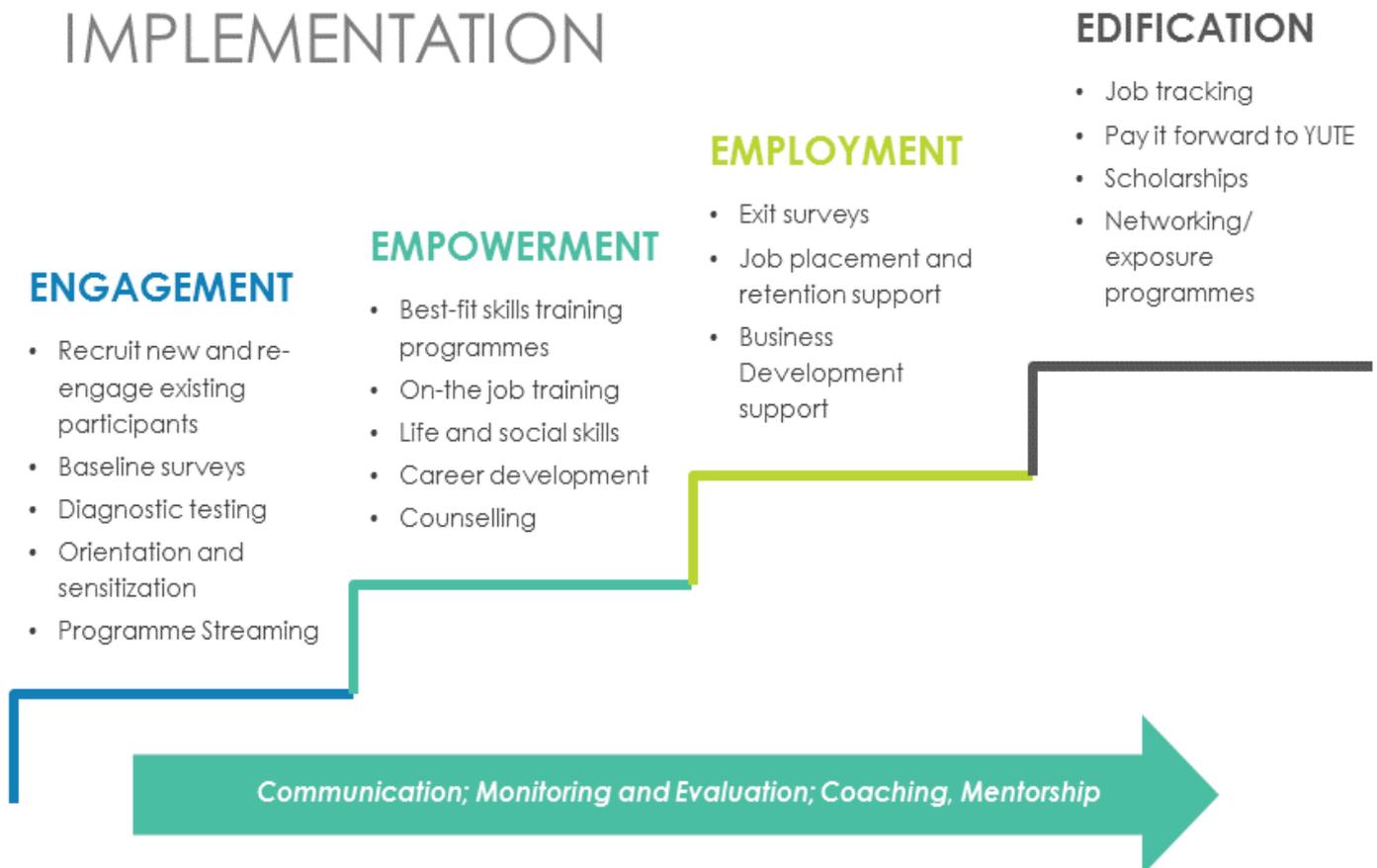
KINGSTON & ST. ANDREW DISTRICTS

Arnett Gardens, Brown's Town, Cassia Park, Greenwich Farm, Hagley Park Gardens, Nannyville, Rose Town and White Wing.

ST. CATHERINE COMMUNITIES

Old Harbour, Portmore, Sligoville and Spanish Town.

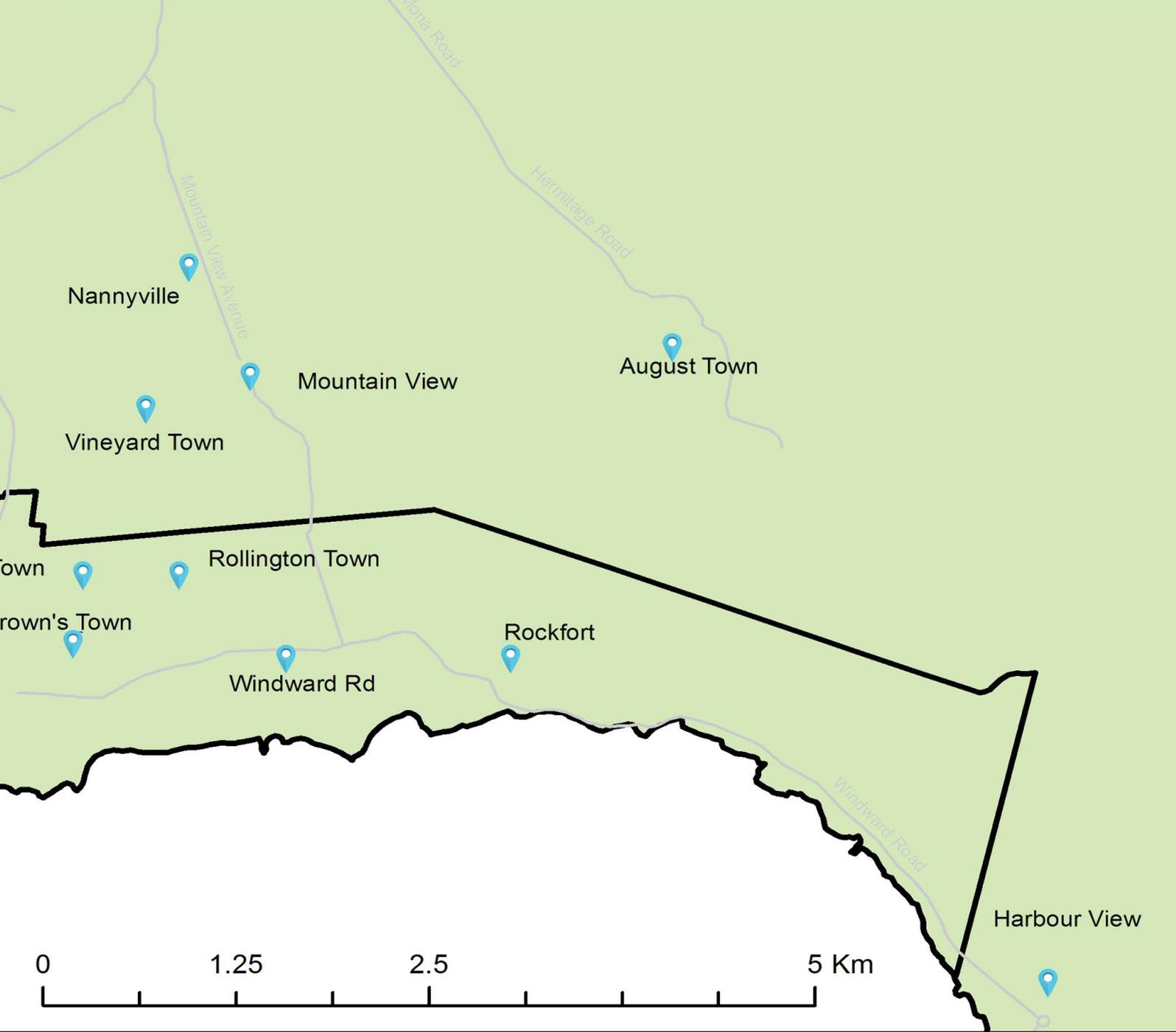
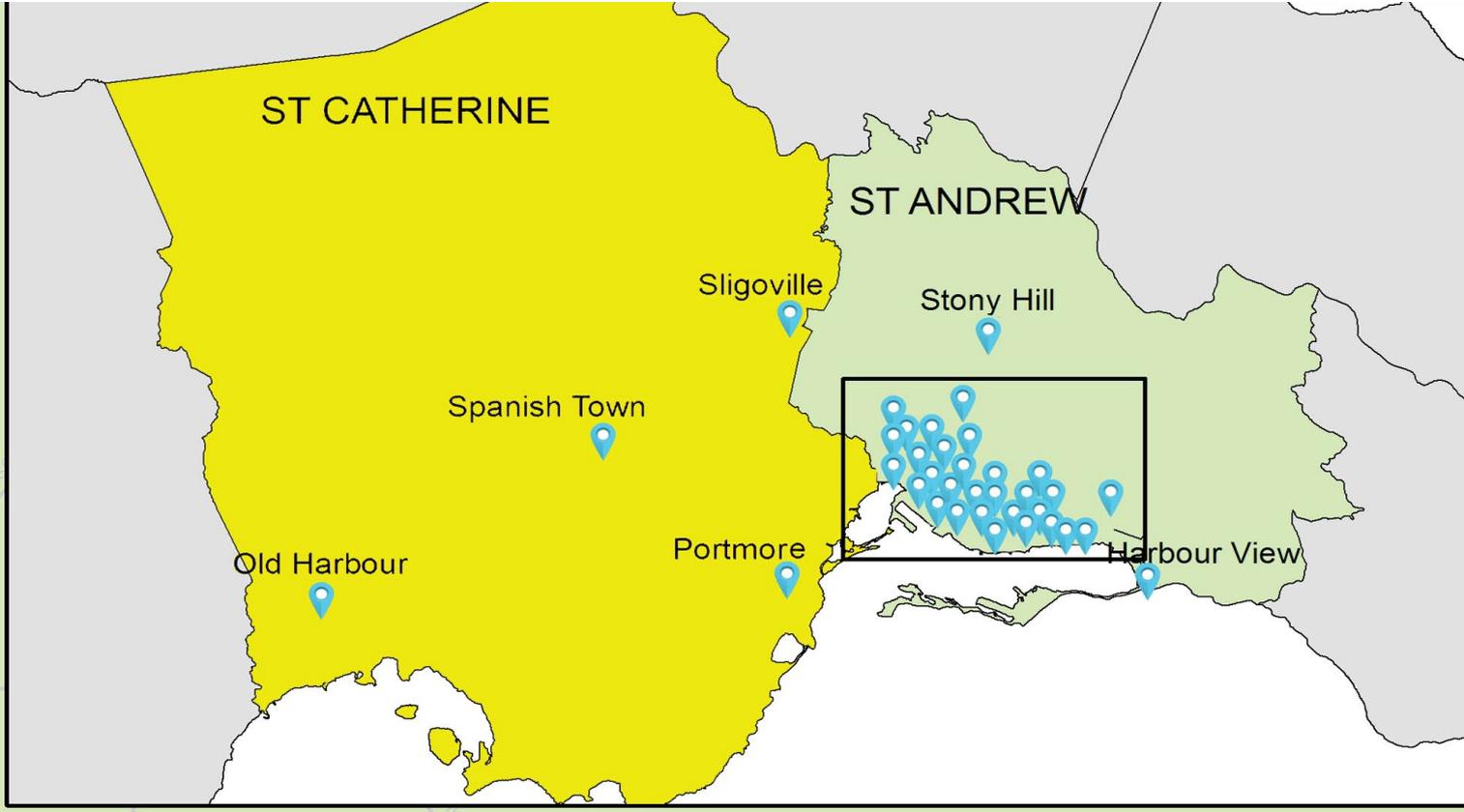
PHASE II STEP APPROACH IMPLEMENTATION



ST ANDREW



**Communities Served
by YUTE**





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.



YUTE
YOUTH UPLIFTMENT THROUGH EMPLOYMENT

NHT BUILDS THE NATION WITH YUTE

“Success is not final, failure is not fatal: it is the courage to continue that counts,” words of Winston Churchill, could summarize the YUTE programme, which continues to make a positive impact in the Jamaican society.

As a charitable organisation, YUTE’s continued success cannot be achieved without strategic partners, who guide and provide critical support to this groundbreaking initiative. The National Housing Trust (NHT) is one such organisation, which has contributed generously and tangibly to the YUTE initiative.

“NHT as an organisation, is invested in building Jamaica, and that is not limited solely to our mandate to provide affordable solutions to the housing sector,” says Donald Moore, Senior General Manager of NHT.

Since 2012, through their joint programme, YUTE Build, more than 150 youth between the ages of 18 and 29 who reside in vulnerable communities across Kingston, St. Andrew and St. Catherine,

have benefitted from vocational and life skills training, certification and work experience in General Construction. The programme is implemented in collaboration with HEART NTA and the Jamaica Emergency Employment Programme (JEEP). This association has not looked back since as NHT, to date, remains one of YUTE’s major benefactors.

The agency provided \$32 million in financial support for Phase 2 of the YUTE Build programme, launched by Prime Minister Portia Simpson Miller in February in 2014. That phase is scheduled to be completed in December 2015. “The NHT is incredibly proud of its many successes over the last few years,” Mr. Moore continued.

“It is a most coherent mix, to build the capacity of the youth of this country, who deserve a chance to prove their worth, and then witness the same youth contribute in the most meaningful way to the development of Jamaica.”

“By imparting new skills to our youth, we are seeking to engage them in the national productivity drive.

Equally important, we want them to develop and maintain a sense of self-worth which is essential to their physical, mental and social well-being,” Mrs. Simpson Miller said, at the signing of the YUTE Build Memorandum of Understanding, in February 2014.

NHT has a multipronged engagement with YUTE – from identifying deserving youth from inner city communities, aiding in their screening and recruitment process, to providing placement of participants in work opportunities that are identified in collaboration with NHT’s contractors and builders. Additionally, YUTE participants have assisted the NHT’s team with a number of special projects, including its Annual Labour Day Project at the Mobile Reserve of the Jamaica Constabulary Force in 2014.

“We are beyond grateful for the unwavering support and encouragement provided to the YUTE Build programme by the Prime Minister and the leadership, management and staff of the NHT,” said Joseph Matalon, Chairman of YUTE, “It has achieved noticeable and measurable impact created in part, by all of the heart, team work and multi-stakeholder commitment that is required to effectively create change and sustainable impact at the community level.

“Critically,” he added, “The strategic partnership with the NHT, has given the much needed impetus to strive to achieve higher goals, to reach out to more communities and contribute tangibly in building Jamaica, one youth, and one building block at a time.”



PROJECTS



SIGNIFICANT GROWTH, ACHIEVEMENTS FOR YUTE BUILD PROGRAMME

While 2014 was a breakthrough year for the overall YUTE programme, it was especially significant for our flagship initiative, YUTE Build. As the organisation entered a critical two-year growth phase, YUTE Build was strengthened, streamlined, expanded and strategically re-positioned to meet changing labour market needs.

This innovative programme provides training, certification and work experience in General Construction, as well as personal development, employability, and counseling to young people between the ages of 18 and 29, from more than 30 vulnerable inner city or underserved communities. In its second phase, YUTE Build was expanded to train more than double the number of participants originally facilitated – 100 compared to 43. The duration of the programme has been extended from 12 to 18 months. This included four months of remedial literacy and numeracy instruction at the onset for those participants in need, as well as four months on-the-job experience, which ran concurrently with vocational training. In addition, the most basic level of training (Level 1) was discontinued due to an over-supply of entry-level skills in the construction industry. Participants in that stream have been facilitated in upgrading their qualifications to enter the Level 2 training programme, while participants who completed Level 1 certification in the first phase of the programme, matriculated to Levels 2 and 3.

YUTE Build is a dynamic public-private sector partnership between YUTE, the National Housing Trust, HEART NTA and Jamaica Emergency Employment Programme (JEEP). Its mandate to provide youth development through training and employment is especially relevant to national development in light of the skills which will be required very shortly to build the country's planned Logistics Hub.

These need to be in place to facilitate the major infrastructural investment which will see Jamaica becoming the transshipment and air cargo logistics hub of the Western Hemisphere. According to HEART NTA's most recent Report on Skills Areas in Demand, Jamaica's Logistics Hub will be the Caribbean's strategic handling point for bulk commodities, as well as the Latin American and Caribbean centre for aviation-related maintenance repair and overhaul and ship repair and dry docking.

FEBRUARY LAUNCH

YUTE Build 2 was officially launched by Prime Minister Portia Simpson Miller on Friday February 7, 2014, when she was one of the signatories to the second Memorandum of Understanding (MOU) between the NHT, the Ministry of Transport, Works and Housing, the Ministry of Education, HEART Trust NTA, and YUTE.

Major Government funding through the NHT amounted to \$32 million. The HEART Trust NTA continued to provide vital training and certification for YUTE Build participants at its Academies, while the Government's JEEP undertook to arrange apprenticeship posts for participants.

The Prime Minister commended YUTE on the expansion and improvements in YUTE Build 2. She acknowledged the Government's duty to ensure young people are adequately prepared, and congratulated the private sector, non-governmental organisations, faith-based organisations, the NHT and other state agencies for working together to make the programme a success. She added: "By imparting new skills to our youth, we are seeking to engage them in the national productivity drive. Equally important, we want them to develop and maintain a sense of self-worth which is essential to their physical, mental and social well-being.

YUTE Chairman Joseph Matalon pointed out that the YUTE programme has become an important case study for the success that can be achieved through public/private partnerships in leveraging resources and management skills to optimize the impact of national and community development programmes and interventions. He stressed: "It is time that we all, the private sector, public sector and non-governmental organisations, forge greater synergies to strategise and cooperate on initiatives geared to adjust the skills sets of the unemployed to meet the demands of the labour market. In turn, we can reduce the cultural and socio-economic susceptibility of Jamaica's inner-city youth to the attractions of crime."

PROGRAMME HIGHLIGHTS

YUTE Build 2 recruited 100 young men and women, assessed their skill levels and provided remedial instruction for those whose academic skills were in need of upgrading. Once they passed HEART NTA entrance examinations, they were placed for specialised training at the HEART College of Construction Services, and HEART NTA's Garmex and Rockfort Academies. Personal development, counseling and other areas of support have been provided at five workshops throughout the year, including an initial residential orientation camp, and a special Christmas outing to the Holywell Recreation Park for 40 outstanding participants. During 2014 on the job placements were arranged for a total of 53 participants: 10 with Food For the Poor, five each with Telfi Construction and WHCON, 30 with the Mobile Reserve of the Jamaica Constabulary Force and three with the Kingston & St. Andrew Corporation. Attrition continued to be a significant challenge facing the YUTE Build programme, with a number of participants withdrawing for personal reasons including getting a job, losing interest, and in one case, becoming pregnant.

A smaller number were dismissed for disciplinary reasons, after an attempt at counselling. By the end of 2014, a total of 85 participants – 68 males and 17 females – were enrolled in the 18 month YUTE Build 2 programme. Those in Level 2 were scheduled to graduate in mid-2015, and those in Level 3 at the end of 2015.

HARMAN BARRACKS EXTENDED LABOUR DAY PROJECT

All YUTE Build 2 students were invited to take part in the National Housing Trust's annual Labour Day project, which for 2014 was a \$9 million initiative to fully renovate five of the barracks serving the Mobile Reserve of the Jamaica Constabulary Force (JCF). More than 80 participants contributed voluntary service on Labour Day itself (May 23), and 30 of them were able to take part in the extended project, which lasted over three months.

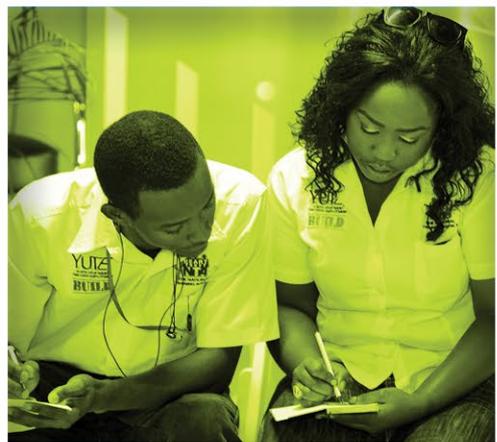
This served as valuable on the job training, and provided welcome income earning opportunities as the NHT paid the youngsters. They were guided and supervised by the Project Management Unit of the Mobile Reserve, playing an active part in all aspects of the project. It included almost completely rebuilding the barracks, treating them, installing new furniture and fittings, and landscaping the front of the compound.

The positive working relationship established has also resulted in five YUTE Build participants being recommended to apply for District Constable positions. Even more far reaching is the fact that friendships have been forged between young people from communities often at odds with the security forces, and many members of the JCF, helping to build positive police community relations.



YUTE

YOUTH UPLIFTMENT THROUGH EMPLOYMENT



“Through it all I can say it has been a wonderful experience. I have grown so much as an individual and I would implore others to give the programme a try. I look forward to making great strides with the knowledge I have gained and I thank YUTE, NHT and HEART for giving me the opportunity to broaden my horizons.”

Shaneil Drummonds
YUTE Build II Participant



"I wish to see my country progress and this can only happen if all the people who live in Jamaica have a chance to develop and help themselves... If all of us who have opportunities get involved, we will succeed in making Jamaica the place of choice to live, work, raise families and do business."

Hon. R. Danny Williams, Director, Youth Upliftment Through Employment

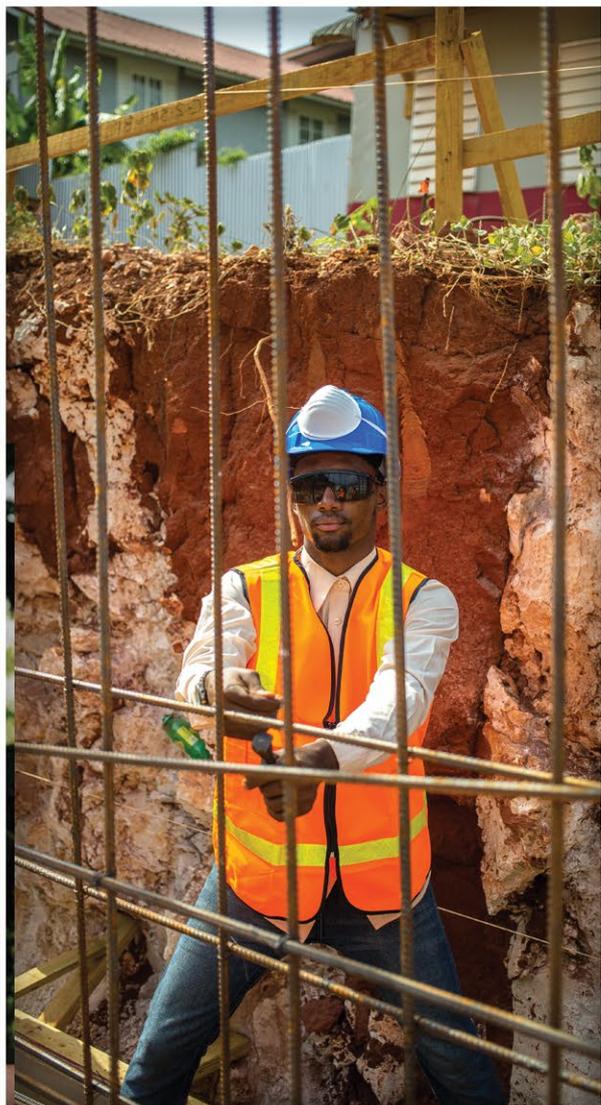
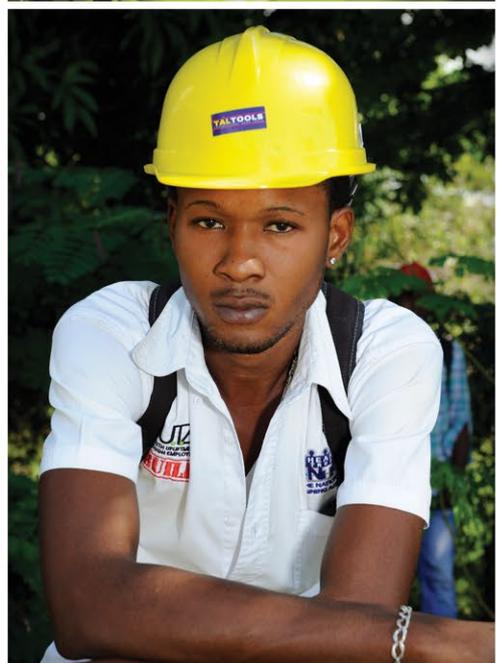
YUTE
 YOUTH UPLIFTMENT THROUGH EMPLOYMENT



YUTE
 YOUTH UPLIFTMENT THROUGH EMPLOYMENT



“The strategic partnership with the NHT has given the much needed impetus to strive to achieve higher goals, to reach out to more communities and contribute tangibly in building Jamaica, one youth, and one building block at a time.” Joseph M. Matalon, Chairman, YUTE



YUTE
YOUTH UPLIFTMENT THROUGH EMPLOYMENT



YUTE
YOUTH UPLIFTMENT THROUGH EMPLOYMENT

“The NHT is incredibly proud of its many successes over the last few years. It is a most coherent mix, to build the capacity of the youth of this country, who deserve a chance to prove their worth, and then witness the same youth contribute in the most meaningful way to the development of Jamaica.”

**Donald Moore, Senior General Manager
National Housing Trust**

YUTE
YOUTH UPLIFTMENT THROUGH EMPLOYMENT

YUTE Lens Support

OPENING UP THE EXCITING WORLD OF FILM, TV AND MEDIA PRODUCTION

A total of 43 YUTE participants received theoretical and practical training and work experience during 2014, in a range of skills in film, television and media production, as part of YUTE's new strategy of targeting employment opportunities within non-traditional growth sectors. These youngsters were excited to be enrolled in the first cohort of the YUTE Lens Support programme. A pilot project, it was supported by a grant from the Australian High Commission to Jamaica, through its Direct Aid Programme (DAP).

The intensive 10-week course included hands-on experience during the six-week internship segment, and a number of graduates are now working part or full time in the wider multi-media industry. According to Jamaica Trade and Invest (JAMPRO), Jamaica's creative industries generated \$267 million in local capital expenditure during the 2012-2013 financial year, creating more than 5,000 temporary and permanent jobs. Jamaica's reputation as the cultural powerhouse of the Caribbean has positioned the island as a major producer of creative products for global consumption. In addition, Jamaica's local film industry is currently experiencing a renaissance with a number of feature films released in recent years, led by a dynamic crop of young Jamaican filmmakers and producers. In fact, Jamaican film and television content is being screened in cinemas and distributed on television and online in the US, UK, Europe, South Africa and Japan.

However, although Jamaica's film and television industry is on a growth path, there are few opportunities for young people to become formally trained in the range of skills needed in the industry. YUTE has therefore partnered with eMedia Interactive Limited to carry out the training for YUTE Lens Support.

eMedia Interactive is the creator of iVutv, which is run by a team of young, creative entrepreneurs who share YUTE's vision of empowering at-risk Jamaican youth. Members of the iVutv team live in some of the most troubled communities in Kingston and St. Catherine and therefore have the unique opportunity to connect with youth from these communities while giving them an opportunity to improve their employability and gain valuable professional skills and experience.

The curriculum for YUTE Lens Support, designed by eMedia Interactive, introduces participants to all areas of production including scripting, direction, producing, editing and cinematography, and also equips them in the production and programming of advertisements, news, reality and documentary features. It is delivered as 30 per cent theory and 70 per cent practical, hands-on learning.

YUTE LENS SUPPORT TESTIMONIALS

Trace Lynch, Age: 22

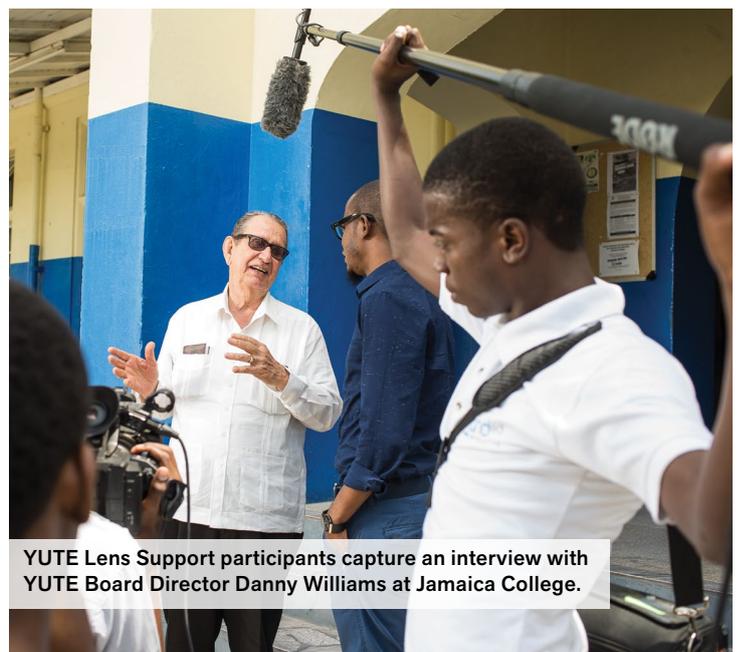
"This programme was or rather is a lot more informative than I originally thought it would be. I personally think it's a great field to venture in and I honestly am considering doing filmmaking as a Director / Producer / Visual effects professional, as a main career choice."

Devon Mason, Age: 19

"The YUTE Lens Support programme has offered an extensive depth into film making and what it takes to make it in the film industry. It has enlightened my interpersonal skills when it comes on to working in a team or crew. Our trainers are like family; Rachel, O'raine, Ashleigh, Tyrone. I afford countless gratitude. The main goal or vision that I want to achieve from this cohort, is to become an animation director and to create a Jamaican based animated film."



Marjory Kennedy (left) Honorary Consul to Australia and YUTE Chairman Joseph Matalon (2nd right) show a keen interest as Terri-Ann Carnegie, participant in the first YUTE Lens Support programme demonstrates a feature on a video camera. They are seen at the launch of the pilot programme on April 25, 2014 at the Technology Innovation Centre, University of Technology. With them is Tyrone Wilson, President and CEO of eMedia Interactive.



YUTE Lens Support participants capture an interview with YUTE Board Director Danny Williams at Jamaica College.





An interview with Peter Melhado, President & CEO of ICD Group Holdings, is captured by a team from YUTE Lens Support.

Film students (from left) Trace Lynch, with boom, Shana-Kay Lewis and Devon Mason take part in a mock interview, as participants in the pilot YUTE Lens Support programme.



Latecha Barracks directs a shoot while Kymani Davis films, as the two YUTE Lens Support participants learn valuable skills for one of Jamaica's burgeoning non-tradition industries.

Trace Lynch Age: 22
 "This programme was or rather is a lot more informative than I originally thought it would be. I personally think it's a great field to venture in and I honestly am considering doing filmmaking as a Director/ Producer/visual effects professional, as a main career choice."



Graphic portrayal of the YUTE Lens programme by Trace Lynch, a successful participant in the Pilot project.

Trace is currently a HEART NTA student, studying animation.



PARTNERS



KEY COLLABORATION ON CHALLENGES TO YOUTH DEVELOPMENT

Existing links between YUTE and the International Youth Foundation (IYF) were upgraded to an even more meaningful partnership during 2014, with significant positive results.

IYF is a leading international youth-serving organisation, based in Maryland, USA. Since its establishment in 1990, it has provided effective interventions for millions of young people in more than 86 countries, with its strongest presence being in Latin America. It has partnered with a number of successful social programmes in Jamaica.

The July 15 reception at the YUTE Chairman Joseph Matalon's Jack's Hill residence provided valuable networking opportunities, with over 40 guests including government ministers and representatives of major stakeholders in the Jamaican youth development sector.

It also achieved the important objective of fostering a sense of unity among invitees, who share a mission of delivering interventions that create positive change among youth.

In welcoming the guests, Mr. Matalon commended the IYF on its work in Jamaica and worldwide, and encouraged continuing positive collaboration among all present, in what he termed a "time of grave significance". He noted: "The harsh realities we face as a Jamaican society today are no secret, but as we all know well, our young people, especially those within marginalized and vulnerable communities in the inner-cities and rural Jamaica, are at significantly higher risk.

"We grapple with educational underachievement and a mis-match of training with labour market demands. Youth unemployment is now estimated at some 38.5%, which is nearly triple the national unemployment rate. Crime and violence rates are high with young men being most affected – as both the victims and the perpetrators. And, most damaging is a sense of hopelessness among many young people who are unavoidably idle, unattached and unable to see a way out of their economically, socially and environmentally challenged situations.

international
youth
foundation®



"For many of those youth, the work being done by the organisations you all represent, may be the only opportunity for change, the difference between hope and hopelessness, between empowerment and bewilderment and in some cases, between life and death."

The impactful Stakeholders' Luncheon took place two days later at the Knutsford Court Hotel in Kingston, with 35 invitees from the major youth-serving organizations coming together for a structured programme of short presentations and a panel discussion and key collaboration.

This allowed the attending NGOs, donors and corporate foundations – including GraceKennedy Foundation, JN Foundation,

Digicel Foundation and MultiCare Foundation – to address some of the key issues they face as organisations.

Youth leaders, activists and young beneficiaries of existing programmes also had their say in the programme.

The event was, fittingly, chaired by Master of Ceremonies Kemesha Kelly, youth leader and Youth Information Officer with the Ministry of Youth and Culture.

- Issues addressed included:
- Current youth interventions
 - Challenges to youth interventions
 - National strategies and policies
 - Good practices and experiences in addressing youth challenges,
 - Recommendations



William Reese (left), President & CEO, International Youth Foundation (IYF) with Joseph M. Matalon



(L - R) Milverton Reynolds, Hon. R. "Danny" Williams, Hon. Peter Phillips, William Reese, Sandra Glasgow, Joseph Matalon and Hon. Peter Bunting.



Dennis Bouillion, Kelly Thompson, Hon. Peter Bunting and Mark Connolly



Dennis Bouillion and Kelly Thompson



Cristina Matalon, Peter Shiras, Coleen Falconer, Anne Astwood and Jeannette Vail



William Reese, Alicia Glasgow Gentles, Mark Connolly and Andre Wilson



William Reese, Alphie Aiken, Sen. Imani Duncan-Price, Joseph Matalon, Scarlett Gillings and Rev. Hon. Ronald Thwaites

International Youth Foundation Welcome Reception

In honour of the visiting IYF Team, a cocktail reception was hosted by YUTE Chairman Joseph Matalon and his wife Tracy at their St. Andrew residence in July.

Members of the YUTE organisation, stakeholders in the Youth Development space as well as leaders of related Government ministries and agencies, were also in attendance.



Chris Zacca, Sonita Abrahams, Hon. R. "Danny" Williams and Tracy Matalon

Youth Development Stakeholders Luncheon

JULY 17, 2014 | THE KNUTSFORD COURT HOTEL



The Bashi Bus Kru, the dynamic and versatile performing peer educator group from Children First, present the perspectives of young people the Youth Development Stakeholders' Luncheon.



Saying Thanks: three outstanding young Jamaicans who have benefited from critical intervention programmes for at-risk youth presented testimonials thanking the agencies involved, at the Youth Development Stakeholders' Luncheon. Seen with young Master of Ceremonies Kemesha Kelly (second left), they are Jermaine Williams (left), former protégé of Rise Life Management Services and later a Youth Development Officer with that agency, and YUTE Build II participants Danette Lawrence and Maurice Byfield, who were voted Most Outstanding Female and Male Participants in the first part of their programme.



Ann Astwood (2nd right), then Director, MultiCare Foundation makes a point during a panel discussion. With Mrs. Astwood, from right, are Noel Esty, Senior Manager, International Youth Fellowship; Georgia Scott, then Executive Director, Youth Opportunities Unlimited; Sonita Abrahams, Executive Director, Rise Life Management Services; Novia McKay of the United Nations Development Programme (UNDP); and Grace and Staff Community Development Foundation's Deputy General Manager Tanketa Chance-Wilson, and General Manager, Frances Madden.

YUTE JOINS FIGHT FOR PEACE GLOBAL ALUMNI PROGRAMME



Fight For Peace International, one of YUTE's new international partners, uses the discipline and skill of this sport to make a positive impact on youth affected by high levels of crime and violence. YUTE Build protégées are taking part in this unique special project. From left are Coach Barrington Graham and YUTE BUILD participants, Tissan Moody; Garfield Foster and Shane Neilson.

In September 2014, YUTE was pleased to become a partner of Fight For Peace International (FFP), and a member of that organisation's Global Alumni. The Fight For Peace Global Alumni is a charitable youth development programme replicated in more than 30 countries. It uses boxing and martial arts, combined with personal development and education, to realise the potential of young people living in communities affected by crime and violence. Fight for Peace targets the most at-risk youth, seven to 29 years old, in volatile communities, and offers its partner organisations training, financial and other resources, to carry out its programme. YUTE's partnership with FFP is to benefit the organisation in excess of UK£10,000 of in-kind support. Critically important assistance in organizational development, including building capacity in monitoring and evaluation, are among the key additional benefits.

YUTE was among 11 Jamaican organisations to take part in an intensive one-week FFP training

course in Rio de Janeiro, Brazil in October 2014. YUTE Executive Director Alicia Glasgow Gentles attended along with representatives from the Jamaica Boxing Board of Control, Jamaica Defence Force, BREDS Treasure Beach Foundation, RISE Life Management Services, Joy Town Community Development Foundation, Boys Town, Fletchers Land Management Benevolent Society, Peace Management Initiative, Agency for Inner-city Renewal and Capoeira Alafia.

On their return, YUTE joined the other participants in establishing a Jamaican Alliance and initiated preparations to plan the rollout of the FFP programme through their organisations. YUTE is set to launch a small pilot Fight for Peace programme in Kingston in 2015, as added-value programming to benefit 15 existing participants in the YUTE Build programme.

THE FIGHT FOR PEACE STORY

This unique global programme is the brainchild of British sociologist Luke Dowdney. As a post graduate student of Social Anthropology at

Edinburgh University in Scotland during the 1990s, he travelled to Brazil to do research for his Masters degree. His dissertation focused on the violence suffered by street children in Brazil, specifically in the north eastern city of Recife. During his research, he lived with young people in high risk situations there, and was deeply moved by their plight. Returning to Brazil from Scotland following his graduation, he was invited in 1997 to do volunteer work with Viva Rio, a non government organization in Rio.

A former captain of his university boxing team and 1995 British Universities Boxing Champion, Dowdney's love of that sport inspired him to use its discipline and confidence building potentials to provide an alternative to the armed violence and drug trafficking that often formed part of the life of disadvantaged youngsters. By 2000 he had founded a small boxing club called Luta pela Paz (Fight for Peace) in Complexo da Maré, a deprived area of Rio de Janeiro. It developed into a holistic programme featuring five "Pillars".

These are: Boxing & Martial Arts, Youth Support Services, Youth Leadership, Education and Work Access.

The success of this approach has been phenomenal, and continues to provide life-changing positive interventions to youngsters in violence torn communities worldwide. By 2007 Fight for Peace became independent of Viva Rio and was established as an NGO in Brazil (Associação Luta pela Paz). Also in 2007, it replicated its methodology with the opening of the Fight for Peace Academy in London.

By 2014, Fight for Peace had transformed from a small project with 10 young people to a dynamic group of international NGOs, based in Rio de Janeiro and London, supporting over 2700 young people annually. YUTE is proud to join this extraordinary fraternity – and sorority – as the Jamaican FFP Alliance takes shape to benefit our own communities of at-risk youth.



Fight For Peace Global Alumni Learning Conference, Brazil: YUTE Executive Director Alicia Glasgow Gentles (standing, 4th right) was among representatives from 11 Jamaican organisations to take part in a one-week Fight for Peace training course in Brazil in October 2014. With her in Rio de Janeiro are, standing, from left: Stephen “Bomber” Jones, President, Jamaica Boxing Board of Control; Trevor Spence, Programme Coordinator and Volunteer, Boys Town Foundation; Shawn McGregor, Programme Manager, Rise Life Management Services.; Andrew Williams, then Assistant Project Officer, Joy Town Community Development Foundation; Major Garth Anderson, Jamaica Defence Force; Barrington Graham, (behind Mrs. Glasgow Gentles), Coach with Agency for Inner-city Renewal and National Boxing Coach; David Allen, Community Development Practitioner, Fletcher’s Land Benevolent Society; Pete Beeley, Alumni Consultant, Fight For Peace International and Jason Henzel, Founder and Chairman, BREDS Treasure Beach Foundation. Seated, from left are: Luke Dowdney, Group Director & Founder of Fight For Peace; Carolina Velasquez, Columbia; Camille Jackson, then Community Gang Psycho-Social & Mediation Specialist, Peace Management, and James Baderman, Programme Manager, Fight For Peace London.



International Partners: CAN BUSINESS SOLVE WORLD PROBLEMS?



This group of YUTE Phase One graduates and students of Northeastern University's Social Enterprise Institute collaborated at a cultural and business related exchange in March 2014 in Kingston. The event was the brainchild of Jamaica's Ali Matalon, honour student at Northeastern, and arranged in collaboration with YUTE at the home of YUTE Chairman Joseph Matalon.



YUTE EXCHANGE VISIT WITH U.S. STUDENTS

The importance of strategic thinking, the concept of business as a powerful development tool, and universal similarities of the human experience highlighted a unique exchange enjoyed by 16 young Jamaicans and 30 students visiting from Northeastern University in Boston, USA, in March. The Jamaicans were participants in YUTE Phase 2, some of whom had benefitted from training in marketing and entrepreneurship during the first phase of the programme.

The visiting students, led by Associate Academic Specialist, Entrepreneurship and Innovation Professor Dennis Shaughnessy, were members of Northeastern University's Social Enterprise Institute and its Capstone programme. The cultural exchange was the brainchild of Jamaica's Ali Matalon, an honours student at Northeastern University, and led by YUTE Executive Director, Alicia Glasgow Gentles.

It was hosted by YUTE Chairman Joseph Matalon and his wife, Tracy, at their home in St. Andrew.

Highlights included discussions exploring innovative options for solving world problems, team building games focusing on business tools such as strategic thinking, planning and execution, and informal personal exchanges between the two groups.

The Social Enterprise Institute is a resource center housed in Northeastern's D'Amore-McKim School of Business. It empowers students to be socially motivated, global business leaders.

The Capstone programme is an advanced-level project course that can be interdisciplinary and requires students to integrate what they have learned through their academic coursework and their experiential learning experience.

Its social enterprise component is grounded in the belief that business can be a powerful development tool by utilizing enterprise-based solutions to solve some of the world's most pressing social problems.

The Social Enterprise Institute's practical approach to academics and business implementation has a lot in common with the objectives and approach of the YUTE programme.

Ali Matalon noted that she was interested in getting the two groups together so that they could "learn from each other and plant mutual seeds to explore options in reaching solutions to social and economic challenges". YUTE Chairman Joseph Matalon noted in his greetings that he was personally happy for the cultural and life experience exchange between the two groups.

This sentiment was echoed by Professor Shaughnessy, who noted that cultural exchange and the exploration of options were key to different and more effective ways of addressing social and entrepreneurial challenges.

YUTE Executive Director Mrs. Glasgow Gentles noted that the YUTE participants were excited with the opportunity to share their ideas with the Northeastern group, and by the possibility of collaborative efforts to help highlight the importance of training and application.



PARTNERSHIP WITH RESTAURANT WEEK 2014

RESTAURANT WEEK

WHEN EATING OUT IS IN

IN ASSOCIATION WITH **The Gleaner**



For the fourth consecutive year, YUTE renewed its partnership with Restaurant Week for its 10th annual staging held between November 14 and 22, 2014. Seventeen of our graduates enjoyed internships at 11 restaurants during the popular event, with eight of them gaining full time employment.

The internships were offered by Alhambra Inn, Asia's Café, Bars to Go, Brian Lumley, Brick Oven, Café What's On, Cuddyz, Fromage Restaurant, Jo Jo's Jerk Pit, Red Bones, and Sea Deck.

In preparation, YUTE, in partnership with Restaurant Week Jamaica and the HEART Trust NTA provided a one-day refresher course for participants from Phase I who had trained in food preparation, bartending & mixology.

Some 30 young men and women attended the November 7 training session.

Over 75 of Jamaica's best restaurants in Kingston, Montego Bay and Ocho Rios participated in Restaurant Week, offering specially selected three-course, fixed price dinner menus and lunch time specials at discounted prices.



YUTE partners with Restaurant Week for the fourth year: Stephanie Scott (centre) Managing Director of SSCO Event Management and Sharlene Brooks (right) YUTE Community Engagement Officer are seen with two graduates of YUTE's Phase I. Occasion was a one day refresher course for the young professionals, in preparation for Restaurant Week 2014.



Stephanie Scott (right), Managing Director of SSCO Event Management and Conceptualiser of Restaurant Week in Jamaica, briefs graduates of YUTE first Phase I courses in food preparation, bartending & mixology. The graduates were attending a one day refresher course, in preparation for Restaurant Week 2014.

International Coastal Clean Up Day 2014: YUTE VOLUNTEERS FOR A HEALTHIER ENVIRONMENT



Making an important contribution to the International Coastal Clean Up effort, 34 YUTE Build participant got down and dirty on the Downtown Kingston shoreline, in collaboration with the Jamaica Environmental Trust.

YUTE collaborated with the Jamaica Environmental Trust (JET) to participate in the International Coastal Cleanup (ICC) Day on September 20, 2014. Thirty-four YUTE Build participants and the YUTE administrative team took part in this initiative to clean up the Harbour side of Port Royal Street, across from the Breezy Castle Sports Centre and the ICD head office.

The aim was to raise awareness about trash harming our oceans and waterways, create a clean and healthy environment and foster volunteerism among our participants. The YUTE team filled 300 trash bags, with a total weight of 100 pounds, working a distance of about three quarters of a mile of coastline. An important part of the exercise was recording the types and amounts of trash collected, and providing this data to JET.

Among the most numerous of the wide variety of items collected by our volunteers were 1,906 plastic beverage bottles, 1,348 plastic bottle caps, 506 foam cups and plates, 355 other plastic or foam items of packaging, 225 food wrappers, and 103 non-beverage plastic bottles. The YUTE Cleanup team was among over 7,000 Jamaicans who removed over 85,000 pounds of trash from our beaches in 2014.

They in turn were among 561,000 volunteers worldwide who picked up more than 16 million pounds of trash from coastlines and waterways. The data such dedicated persons record about trash collected in the annual ICC Day is used to raise awareness, inspire recycling efforts and inform policy decisions locally and internationally.

International Coastal Cleanup Day was launched in 1985 by the Ocean Conservancy in the United States. It is the largest one-day volunteer event in the world, with more than 90 countries participating annually. JET is the National Coordinator of ICC in Jamaica, which has been participating since 2009.





YUTE-Plant Jamaica partnership: Andrew Bruce (left) Founder and Director of the community organization Plant Jamaica and his colleague Shane Morgan (right) consult with Roger Graham (left) Programme Manager and Kirk Rhoden, Community Engagement Officer, both of YUTE. They are seen at the "Life Yaad" on Fleet Street, a community park provided by the ICD Group adjacent to its corporate headquarters. The new partnership planned will see Plant Jamaica providing training and work experience for 50 YUTE protégés in community based projects.

IN THE WORKS

YUTE Microwork Pilots far reaching self-employment opportunities online

YUTE Microwork, one of the innovative new programmes implemented in 2014, offers at-risk young Jamaicans a chance to tap into self-employment opportunities around the world, via the Internet. A total of 90 YUTE participants benefited from a one-day training workshop in a pilot of this project in February 2014. This was in collaboration with two of the US's leading online work management platforms, CrowdFlower and Mobile Works. Hundreds more stand to gain when preparations to launch the full YUTE Microwork programme come on stream in 2015.

Microwork is a series of small tasks, which have been broken out of a larger project, that can be completed via the Internet by any worker anywhere in the world who has access to a computer and the Internet. The tasks are varied and flexible, catering to skills ranging from basic to complex, and can include tasks in sectors such as market research, data input, data verification, copywriting, graphic design and even software development. This is therefore a particularly promising area offering digital earning opportunities for YUTE participants.

A market study has also estimated that more than one million workers have earned US\$1–2 billion via microwork in the past 10 years worldwide and the market could be worth several billion US dollars within the next five years. Microwork can also contribute to the reduction of poverty in rural areas.

It can help narrow the urban-rural disparity and reduce relative poverty through improving market access, creating new employment opportunities for rural areas, strengthening information service delivery at local levels and helping to integrate new rural generations into modern society.

CrowdFlower boasts the largest on-demand workforce, of five million contributors from around the world, with clients including Apple, LinkedIn, Microsoft and Twitter. Mobile Works focuses on reinventing crowd sourcing as an engine for technological and social change. The 90 YUTE participants who took part in the workshop all had basic to intermediary computer skills. They were introduced to the world of Microwork and guided in the setting up of accounts with the CrowdFlower and Mobile Works websites.

YUTE - YOU Merger

Important preparatory work took place during 2014, towards the merger of YUTE and the veteran mentoring organisation Youth Opportunities Unlimited (YOU). The merger is designed to re-vitalise YUTE's mentoring outreach, currently being upgraded, and to ensure that the extensive expertise developed by YOU is maximised for the benefit of at-risk Jamaican youth. A voluntary organisation established in 1991, YOU is Jamaica's only fully structured mentoring organisation.

Through its expanded mentoring initiatives and a dynamic collection of related youth support and community programmes, it has now impacted the lives of thousands of Jamaicans. It offers One-To-One Mentoring, Peer Mentoring, Group Mentoring, Parent Mentoring and Business Mentoring.

Its Mentoring Consultancy Programme has trained 46 organisations, professional associations, churches and other groups and institutions. Recognising that mentoring is one of the most powerful tools for empowering the young, YUTE established mentoring as a key component of all its programmes when it was launched in 2010.

Once the YUTE-YOU merger is complete, we will be able to offer a new and dynamic mentoring product to all of our protégés.

YUTE-MultiCare Merger

Intensive work was carried out during the review period, to lay the groundwork for the innovative coming together of YUTE and the MultiCare Foundation. YUTE is dedicated to empowering at-risk, mostly inner city youth in Kingston & St. Andrew and St. Catherine, through programmes which enhance their employability.

MultiCare Foundation delivers social programming for inner-city youths in Kingston, St. Catherine and St. Thomas. Their merger is being planned in order to maximise on valuable resources, strengthen teamwork and enhance administrative efficiency. Also very important, an effective united entity will be able to make a more productive fundraising pitch both at home and abroad in the interest of the young people we both serve.

YUTE Teach

With the kind support of The American Friends of Jamaica, Inc. YUTE is planning to launch yet another innovative new project, one which promises to have positive outcomes for multiple categories of beneficiaries.

Called YUTE Teach, it is designed to train 40 young people from Kingston's underserved communities in early childhood care and development, and to provide on-the-job training opportunities at basic schools within their own communities. YUTE Teach therefore will have a critical "give back" component for the communities YUTE serves, as basic schools are traditionally short staffed and underfunded, especially in underserved communities, and will welcome much needed support from well trained interns.

YUTE will partner with HEART NTA which will help screen applicants, and provide training and certification. In addition to their academic training and internship opportunities, the YUTE Teach participants will benefit from life skills coaching, mentoring and employability training.

Passport to Success

A project soon to be piloted by YUTE in association with the International Youth Foundation (IYF), Passport to Success aims to train teachers and guidance counselors in 25 Jamaican schools in delivering soft skills to their students. These include those proficiencies so often lacking among at-risk school leavers – such as life skills, leadership abilities, interpersonal skills, communication and employability.

Passport to Success, which has had positive impact worldwide, is a 'train the trainer' IYF programme, and YUTE is in line to benefit from a capacity building component, to be qualified to deliver this training in Jamaica over the long term. In December 2014 an IYF representative and the YUTE leadership team met with the Chief Education Officer in the Ministry of Education about delivering the programme with a positive response from the Ministry.

Plant Jamaica

An exciting upcoming project involves collaboration between YUTE and Plant Jamaica, a non-governmental organisation transforming under-served communities through agriculture, arts, education & entrepreneurship. During 2014, the groundwork was laid for an innovative initiative through which Plant Jamaica will provide training and work experience for 50 or more YUTE participants in various community based initiatives, over a one year period.

Plant Jamaica was founded in Downtown Kingston by volunteer Andrew Bruce. It provides the materials and tools needed to inspire, teach and mentor communities into actively transforming their surroundings and shaping their future, while respecting the environment and caring for each other. Growing one's own food and the creation of sustainable farms in small inner-city communities are major objectives of the movement.

YUTE PARTICIPANTS BREAKING TRADITIONAL GENDER BARRIERS: TISSAN AND CASSANDRA MAKE THEIR MARK IN CONSTRUCTION

The construction industry is traditionally seen as symbolic of men and their mean machines: grinding gravel, drilling holes, mixing concrete, and perching precariously on scaffoldings as they put brick upon brick to build structures. The perceived gentle touch of a woman may not be associated with such rough tasks. It is this stereotype that some women choose to defy, breaking the mould, swinging jackhammers.

"A woman can do anything," says Tissan Moody, a participant in the YUTE BUILD II programme. She is learning the demands of this trade as a Level 2 student in General Construction at the HEART Trust NTA's Rockfort Vocational Training Centre. "It is hard work," she admits, "but hard work is always a part of life." Tissan, who wants to become a lawyer, delved into construction, "to check it out", as it was something that came naturally to her.

"I used to help my stepfather to paint fences and lay blocks," she reports, "The YUTE programme helped me to perfect my craft, specifically in calculation, laying blocks, mathematical skills and most importantly, people to people interaction."

Fellow Level 2 General Construction student Cassandra Taylor always wanted to work in an office. "I love secretarial work, writing letters, filing," she explains, "When the opportunity came to apply for the YUTE Build II programme, I wasn't too enthusiastic - but then I was sitting at home and decided to do it." It was not the expected profession to train for, and some might have said it was quite 'unladylike'... so the apprehensions.

"I felt weird at first," Cassandra recalls, as she went to attend the first class. She had to overcome more than the gender related perceptions: there was the hot sun beating down, for instance, and acrophobia - the fear of heights.

Despite her trepidation, Cassandra says "I somehow made it to the top of a building under construction!" She adds that it was encouragement from her Community Engagement Officer at YUTE, Kirk Rhoden, along with her own determination and self motivation that made her continue with the programme.

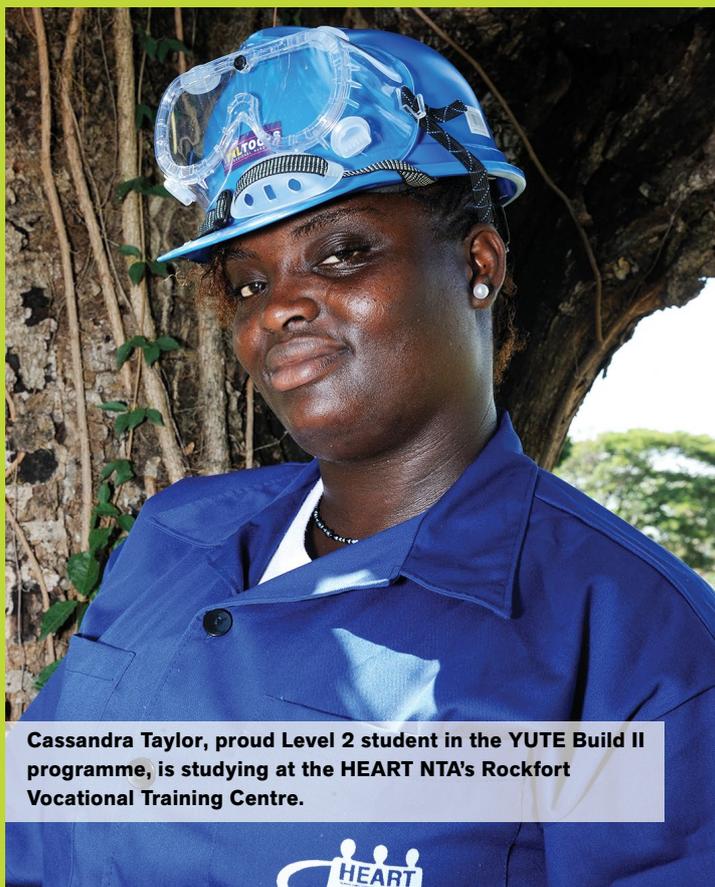
More of a traditionalist, Tissan says she is soft-spoken girl. "I wasn't a rude child, I am respectful and I always behave in the appropriate way." Yet she has learned to like the manual labour. As her construction classes are only a few days a week, she is able to work part time as a sales assistant in a store in Downtown Kingston.

"I work in the day, come back home and study from 7.30 pm to 10 p.m.," Tissan says, "I still have my dreams to become a lawyer, but I want to open my own construction business one day." Being in construction has not only given these young ladies the opportunity to flex their elbow grease, but it has also enhanced their overall development.

"YUTE has helped me to prioritise," Cassandra reports, "The experience has helped me to channel my energy. There were different workshops that helped me to build my self confidence and self esteem; I think more positively now. I was discouraged at times, but I found encouragement."

Tissan and Cassandra are among a group of young Jamaican women who are keen on challenging gender barriers, and are working one step at a time to make a mark in this 'brick and mortar' sector. They both see themselves climbing their professional ladders, and say they would like to settle down and have their families later in life.

These young ladies' endeavours will seek to groom a generation as they grow and develop, professionally and personally.



Cassandra Taylor, proud Level 2 student in the YUTE Build II programme, is studying at the HEART NTA's Rockfort Vocational Training Centre.



A woman can do anything according to Tissan Moody, Level 2 General Construction student in the YUTE BUILD II programme.

YUTE PARTICIPANT DEVRO DAWKINS, TOP PERFORMER

CHILDHOOD CHALLENGES ONLY MADE HIM MORE DETERMINED TO DO WELL

Devro Dawkins holds his head high; as one of the top performers in the YUTE BUILD II programme, he has a lot of be proud of.

'Tough times don't last, tough people do'. So goes the adage, which holds true for Devro, who has trod the path of life largely on his own and is determined to make the best of what it has to offer. "I grew up without a mother and father," Devro recalls. "It was challenging times growing up."

It was not the childhood one would ask for, a child with no parental support, left to the elements of the world and dependent upon siblings, extended family and friends.

"I grew up with my aunty, big cousins and big sisters. The only brother I had died when I was very young," the 25 year-old says, adding that he had to move around a lot; there was no place to call home. Rather than deterring him, he says, these challenges only made him more determined to do well. Devro wanted to make something of his life. However, there was little encouragement or guidance coming from anywhere.

"I had to push myself and motivate myself," he says. He worked odd jobs to make ends meet and attended school, but he could not afford to pay school fees from grades 9 to 11 and had to drop out. He continued his quest for learning, while working, and in 2014 he got acquainted with the YUTE programme.

"One of my aunts encouraged me to sign up," he remembers, "I applied for the programme, I went to do a test, and after that I got selected."

To be selected for the YUTE programme was a blessing and a life changing advantage. But he remembers he had butterflies in his stomach as he got ready to attend the first day of training:

"That morning...I would say...it was a feeling that told me I was going for a job for the first time...I was feeling nervous..."

It was a new environment, and new people; Devro did not know what was expected of him. "I was hoping I could live up to those expectations," he says. In fact, he found it to be an exhilarating journey, one that taught him skills critical to the trade. He remembers, "It was a very enlightening experience, it felt happy, I was learning anew and doing something new!

I learned things about the general construction business, from laying blocks to carpentry. I did level 1 in welding; I knew some carpentry but didn't know about the calculations in the trade."

The programme also helped in his personal development. "The stipend I got helped me to keep my balance. I tried to use the \$2000 per week that I got to buy groceries and put down in the house.

I learned time management skills. I am always on time, always try to be, and I also developed people skills," he reports.

All he wanted, Devro says, was to feel the joy of the outcome. When his first exam results were announced, he says he couldn't believe his ears...overcoming the challenges, he had come out on top: "I thought to myself...me...I didn't go with anything, with any parents, or any support...I surprised myself."

In addition, he received awards for Attendance & Punctuality, Initiative, Department and Leadership. Joel Bryan, Instructor at the HEART Trust/NTA's Rockfort Vocational Training Centre (VTC) where Devro is enrolled through the YUTE programme, has high praises for him, noting:

"Devro is a hard worker, always ready for the next challenge. Very punctual and displays a good work attitude. He always aims high. He may not be the most brilliant trainee, however, he puts the necessary work in to ensure that he will eventually be successful.

He is very dependable and needs little to no supervision. "He is a leader, however, he is humble enough to be led and to contribute to the success of the team as a whole. He is always willing to help others."

"He has also performed well in his other classes and to date I have not heard a negative comment from anyone at Rockfort about him."

Now studying Level 2 General Construction at the Rockfort VTC, Devro attributes his success so far to his devotion to his daughter. "I want to give her a home and not to (let her) suffer like I did, and I am sure I can do that with overall determination," he declares, adding, "I don't want to be working to make ends meet when I am 50."

For this young YUTE protégé, life has just begun a new chapter, in which he says he is determined to write the best story of his life.



Top performer Devro Dawkins, Level 2 General Construction student.

WHAT DREAMS ARE MADE OF

Dreams, they are the manifestations of one's thoughts, taking us through the surreal, the impossible and at times the improbable – some of us forget about them as the morning breaks, while some strive to make them a reality. Odeanio Johnson is one such person. Searching for chances in life, Odeanio was facing an uphill task - mired by financial constraints, lack of opportunities and compounded by limited work options.



Odeanio Johnson

Doing odd jobs as a labourer, the 24-year-old resident of Three Miles in Kingston, and a past student of the Tivoli and Clan Carthy High Schools, he wanted to do better with his life, to gain further skills and become a contractor one day. Having left school at grade 9, he had not sat any CXC examinations and had no hopes of post-secondary education or training. "I was too old for school," the father of one says. "I used to go on sites and work as a labourer and carpenter; I can do both of them."

Odeanio worked for three years, trying to seek a living from whatever jobs he could get. In 2014, his life took a turn when his mother told him about the YUTE programme and encouraged him to join. "She wanted me to go to school," Odeanio explains. The adage, learning is a lifelong phenomenon, holds true for Odeanio, who was a little perturbed because of his age, but the first day at YUTE dispelled all his apprehensions.

"They took us to an orientation camp, way up in the hills of Oberlin for over a week," he recalled. "All the students there, they were from different inner-city communities, it gave me the chance to meet new people." Odeanio was enrolled in the 18-month YUTE BUILD programme along with 104 other youth.

The programme, funded by the National Housing Trust, provides training and National Vocational Qualification of Jamaica (NVQ-J) certification in general construction (Levels 1, 2 and 3) in partnership with the HEART Trust NTA.

Core to the workforce development programme are substantial internships and soft skills training components to enrich the participants' personal and professional advancement.

Odeanio began classes at Operation Friendship following four months of remedial literacy and numeracy training at the Garmex HEART Academy. His tutor at Garmex, Orville Plummer, describes him as having an "excellent attitude" and being "very progressive".

More importantly, he demonstrated a vital trait, that of helping and assisting his colleagues "I like to see how I can help," he says.

This budding construction specialist soon took the role of a mentor and 'teacher' in his class. "We always used to go over the class notes, we didn't waste time," he recalls. In late 2014, Odeanio's positive merits were recognised by HEART, with the award of a certificate for 'Leadership'.

While Odeanio's helpful nature was encouraging others to be inspired, he reports that in turn, youth in his community stood by him and constantly pushed him to continue and excel.

"Sometimes when I used to get homework, there were other youth in the community who used to help me with it and they encouraged me to continue," he said. YUTE, according to him, came as a breath of fresh air, giving a chance for a change.

"I learnt a lot, I always loved constructing, and now I know everything about construction," Odeanio says.

Like many others, who just need a chance in life, Odeanio overcame negative stigmas and the stereotypes attached to his community, that of the inner city.

Kimalie Pichon, one of his classmates, used to be severely withdrawn, and did not speak with anyone. Odeanio took up the task to bring him out of his negative tendencies. "He was angry at everybody, and was about to be expelled from the programme after a second warning for missing classes," Odeanio said.



Kimalie Pichon

One day, he sat down with Kimalie and heard him out. "I told him that opportunity comes once, but in his case this was his second chance and he needed to make use of it."

And the rest is history, Kimalie not only had a drastic change in attitude, but he has excelled in his course and is now doing an internship on a construction project at the Police Commissioner's Office.

There, five other YUTE participants also on internship, have been recommended by the Police to apply to become District Constables in the Force. Odeanio's positive attitude and zeal to excel in life, despite the roadblocks, and most importantly setting an example for others, earned him kudos all around.

"Odeanio has had high performance since the beginning of the programme," says Alicia Glasgow Gentes, Executive Director of YUTE.

"He's a self motivating, unassuming young man who is well respected by his fellow participants. He is very polite and surprisingly quiet for someone whose name is always mentioned whenever our participants are reported to be doing well."

At the time of this interview, Odeanio was a Level 2 construction student, scheduled to complete his course in 2015.

He says he is thankful to YUTE for giving him the chance to prove himself: "It has done a lot for me, I am from the inner city, and we don't get a lot of opportunity, and YUTE has given me that opportunity."

"The YUTE programme is a good way for us to get away from the challenges of the inner city – not just who has been shot and who is dead," he believes.

"Such training is necessary for the youth to do something good in their lives." His journey does not stop here. Odeanio wants to further his training and become a contractor.

"I want to be in a position to employ a lot of young people," he said. "I want to help them to do something with their lives, and make a difference...all they want is an opportunity."

FROM MENTORSHIP TO FRIENDSHIP

By YUTE Mentor
Verona Dorman

It is never easy for anyone to make the decision to seek guidance (become a mentee) or to give guidance (become a mentor) and we were no different.

YUTE's mentorship programme placed together two strangers who would not have met under normal circumstances, to form a mentor-mentee relationship. It was with the use of training, tools, and hope that YUTE set out to bridge the gap between young persons living in inner city communities, and hundreds of volunteer mentors, sometimes from starkly different backgrounds.

I am a trained, full-time accountant, pursuing a Master of Business Administration degree in International Management. I am also a mother of a small child.

At the time of our matching, my mentee, Cadeisha Campbell, was an unemployed young lady living in Greenwich Town, Kingston 13, a community where many outsiders believe "nothing good exists."

We both opted to participate in the YUTE Mentorship programme in 2013 for two different reasons. I wanted to provide any type of guidance I could, and Cadeisha was seeking a fresh outlook on life.

The programme consisted of training (both for the mentees and the mentors) and a subsequent 'meet and greet' session to allow the mentees to select the person they wanted to mentor them.

The choice was given to the mentee, providing them with an advantage of assessing the mentors, identifying who they believed they would be most comfortable with, as well as having someone with similar interests.

This, I understood, was to remove or reduce many of the challenges that could arise. I was selected by an aspiring accountant.

This was a plus for me given my training and experience in accounting. We spoke in a relaxed manner without the usual barriers of getting to know each other. This might be unconventional to other mentee-mentor relationships, but we tried not to put any additional rules to govern our relationship, other than the ones demanded by the programme.

We met on several occasions during the first year of our relationship. In the beginning, we would meet in a comfortable public location and we communicated at least twice per week.

Later on, I traveled to Cadeisha's home to meet her mother and friends and similarly, she was invited to meet my family and friends, as well as to accompany me to a Toastmaster's Meeting.

The relationship grew from us having a mentor-protégé relationship to a genuine and abiding friendship. We found several common areas of interest that we consistently build upon. We are both Christians and therefore incorporate church, trips to Boone Hall Oasis, the movies, dinners etc. We have removed any constraints we might have in communicating with each other.

Cadeisha knows that she can call me about anything, and this goes both ways. The mentor-mentee relationship is a two way street requiring both parties to give and always to take.

We are thankful for the YUTE Mentorship programme that brought us together.

From our experience, it is important to communicate, even when you don't want to, about the good and the bad.

This is important as the mentee wants to know that he or she is helping too, so it is always good to tell not just about your success, but also about your failures.

We have renamed the relationship that joined us together (mentor-mentee) one of friendship, where we continue to be pushed, encourage, challenge and have fun with each other.

Now that Cadeisha has been employed as an Administrative Assistant with YUTE for more than a year, she too can lend her skills to empower other young people, and use her experience with mentoring relationships for those engaged in the YUTE programme.

YUTE's mentorship programme is a very good initiative to guide and motivate youth in the inner city who do not have any role models. Now Cadeisha and hundreds of others have mentors with whom they can identify--someone they can look up to. all it requires is for us to care for each other!



Verona Dorman and Cadeisha Campbell

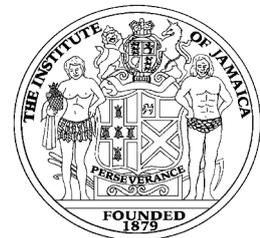


YUTE

YOUTH UPLIFTMENT THROUGH EMPLOYMENT

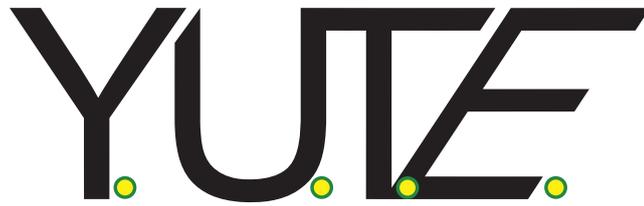
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Novar Patrick McDonald | C.S. and Jill Roberts
Start Up Jamaica (Incubated Businesses)
Laura and Dhiru Tanna**



YOUTH UPLIFTMENT THROUGH EMPLOYMENT

INTERNSHIP EMPLOYERS

- Alhambra Inn
- Bars to Go Group
- Brian Lumley
- Caribbean Maritime Institute
- Cuddyz Sports Bar & Restaurant
- eMedia Interactive
- Everett Fenton's Garage
- Food for the Poor
- Jamaica Constabulary Force
- High Holborn Basic School
- Jamaica-German Automotive School
- Jan's Catering
- Jamaica National Building Society
- Leap Centre, HEART NTA
- Mission Catwalk
- Plant Jamaica
- Red Bones Blues Café
- Sea Deck
- Stony Hill HEART Academy
- Telfie Construction
- West Indies Home Contractors Limited

FULL TIME EMPLOYERS

- Asia's Café
- British Caribbean Insurance Company
- BizTactics Limited
- The Brick Oven
- Café What's On
- CoreTalk Caribbean
- eMedia Interactive Limited
- Fromage Gourmet Market
- Hillel Academy
- Jo Jo's Jerk Pit & More
- Medical Disposables and Supplies Limited
- The University Hospital of the West Indies

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

FINANCIAL STATEMENTS

31 DECEMBER 2014

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

FINANCIAL STATEMENTS

31 DECEMBER 2014

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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 17, which comprise the statement of financial position as at 31 December 2014, 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 2014, 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.

A handwritten signature in black ink, appearing to be 'BDO'.

Chartered Accountants

30 June 2015

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

STATEMENT OF COMPREHENSIVE INCOME

YEAR ENDED 31 DECEMBER 2014

	<u>Note</u>	<u>2014</u> \$	<u>2013</u> \$
INCOME:	6		
Grants		21,248,369	30,846,126
Contributions - PSOJ Members		18,057,424	34,587,500
Contribution - Other		282,852	-
Gifts in kind		<u>782,330</u>	<u>7,114,180</u>
		40,370,975	72,547,806
GCT recovered		-	9,070,712
Other		5,026	100,000
Foreign exchange gain		42,299	3,287,138
Interest		<u>470</u>	<u>86,307</u>
		<u>40,418,770</u>	<u>85,091,963</u>
EXPENSES:			
Project expenses		20,274,818	76,030,483
Special projects		934,383	-
Programme Management Office		4,368,704	30,474,732
Administrative and other expenses		<u>4,085,515</u>	<u>1,356,434</u>
		<u>29,663,420</u>	<u>107,861,649</u>
TOTAL COMPERHENSIVE INCOME/(LOSS)		<u>10,755,350</u>	<u>(22,769,686)</u>

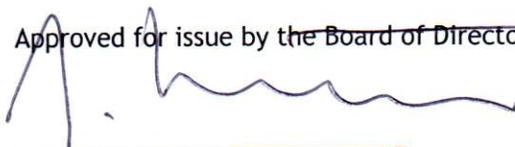
YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

STATEMENT OF FINANCIAL POSITION

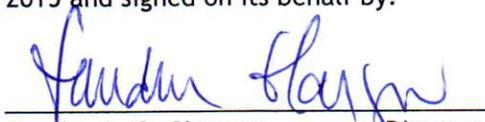
31 DECEMBER 2014

	<u>Note</u>	<u>2014</u> £	<u>2013</u> £
<u>ASSETS</u>			
NON-CURRENT ASSETS:			
Property, plant and equipment	8	<u>474,584</u>	<u>633,374</u>
CURRENT ASSETS:			
Receivables	9	5,313,716	-
Taxation recoverable		211,496	1,459,454
Cash and cash equivalents	10	<u>13,126,008</u>	<u>5,359,314</u>
		<u>18,651,220</u>	<u>6,818,768</u>
		<u>19,125,804</u>	<u>7,452,142</u>
<u>RESERVES AND LIABILITIES</u>			
RESERVES:			
Accumulated surplus		<u>13,648,155</u>	<u>2,892,805</u>
CURRENT LIABILITY:			
Payables	11	<u>5,477,649</u>	<u>4,559,337</u>
		<u>19,125,804</u>	<u>7,452,142</u>

Approved for issue by the Board of Directors on 30 June 2015 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 2014

	Accumulated <u>Surplus</u> \$
Balance at 31 December 2012	25,662,491
Total comprehensive loss	<u>(22,769,686)</u>
Balance at 31 December 2013	2,892,805
Total comprehensive income	<u>10,755,350</u>
Balance at 31 December 2014	<u>13,648,155</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

STATEMENT OF CASH FLOWS

YEAR ENDED 31 DECEMBER 2014

	<u>2014</u>	<u>2013</u>
	₹	₹
CASH FLOWS FROM OPERATING ACTIVITIES:		
Surplus/(loss) for the year	10,755,350	(22,769,686)
Item not affecting cash resources:		
Depreciation	269,097	388,678
Loss on disposal	<u>6,112</u>	<u>-</u>
	11,030,559	(22,381,008)
Changes in operating assets and liabilities -		
Receivables	(5,313,716)	20,000
Taxation recoverable	1,247,958	(197,718)
Payables	<u>918,312</u>	<u>4,559,337</u>
Cash provided by/(used in) operating activities	<u>7,883,113</u>	<u>(17,999,389)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(309,548)	(12,790)
Proceeds of disposal	<u>193,129</u>	<u>-</u>
Cash used in investing activities	<u>(116,419)</u>	<u>(12,790)</u>
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS	7,766,694	(18,012,179)
Cash and cash equivalents at beginning of year	<u>5,359,314</u>	<u>23,371,493</u>
CASH AND CASH EQUIVALENTS AT END OF YEAR/PERIOD	<u>13,126,008</u>	<u>5,359,314</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

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.

YUTE is committed to delivering development projects and programmes benefitting young persons in more than 30 inner city communities in the Kingston Metropolitan Area (KMA), focusing on building technical and social skills, increasing employability, providing long and short term economic and entrepreneurship opportunities for young persons between the ages of 16 and 29. In Phase I of the programme (2010-2013), approximately 2600 opportunities for training, coaching and employment/job placement were provided; in excess of 650 mentors were trained and more than 500 active mentor/protégé relationships fostered. Upon completion of the first phase, The PSOJ chose not to retain administrative or financial responsibility for the YUTE programme. Consequently, the Board of the ICD Group, chaired by Joseph M. Matalon, agreed that the company would assume responsibility for the sustainability of the YUTE programme. The contract with the former Project Management Office also came to a close on December 31, 2013 and was not renewed.

In February 2014, a Board of Directors for YUTE Limited was and ICD Group recruited an Executive Director to deliver the new strategic direction for Phase II of the programme. YUTE continues to fulfill its mandate to improve the numeracy, literacy, technical, employability and social skills of young people living in inner city communities leading to life-changing experiences; and to intervene in the lives of at-risk youth and produce graduates with the values, skills, education, and self-discipline necessary to succeed as adults.

As part of its re-organisation, two flagship programmes were implemented in 2014.

The YUTE BUILD II programme provides skills training and work experience in General Construction, as well as personal development, employability and mentorship to 100 young people between the ages of 18 and 29 years from 33 KMA communities who had a strong interest and commitment to working in the construction industry. YUTE Build is 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). To date, 140 youth have directly benefitted from the two phases of the programme.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

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

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.

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.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)**NOTES TO THE FINANCIAL STATEMENTS****31 DECEMBER 2014****3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):****(a) Basis of preparation (cont'd) -**

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

IAS 32 (Amendment), 'Financial Instruments: Presentation' (effective for annual periods beginning on or after 1 January 2014). Amendments relating to the offsetting of assets and liabilities.

The amendments did not result in any effect on the company's financial statements.

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

IFRS 9, 'Financial Instruments', (effective for annual periods beginning on or after 1 January 2015). IFRS 9 addresses classification and measurement of financial assets and liabilities and replaces the multiple classification and measurement models in IAS 39 with a single model that has only two classification categories: amortised cost and fair value.

Classification of financial assets under IFRS 9 is driven by the entity's business model for managing the financial assets and the contractual characteristics of the financial assets. IFRS 9 also removes the requirement to separate embedded derivatives from financial asset hosts. It requires a hybrid contract to be classified in its entirety at either amortised cost or fair value.

For financial liabilities IFRS 9 retains most of the IAS 39 requirements including amortised cost accounting for most financial liabilities and the requirement to separate embedded derivatives. The main change is where the fair value option is taken for financial liabilities, the part of a fair value change due to an entity's own credit risk is recorded in other comprehensive income rather than in comprehensive income, unless this creates an accounting mismatch.

IFRS 15, 'Revenue from Contracts with Customers', (effective for periods beginning on or after 1 January 2017). 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.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(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.

(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) 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.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

3. SIGNIFICANT ACCOUNTING POLICIES (CONT'D):

(d) Financial instruments (cont'd) -

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.

(e) 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.

(f) Payables -

Payables are stated at amortized cost.

(g) 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.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

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:

(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 amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction. 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 measurement of the company's financial and non financial assets and liabilities utilises market observable inputs and data as far as possible. Inputs used in determining fair value measurements are categorized into different levels based on how observable the inputs used in the valuation technique are.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

4. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (CONT'D):

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

(i) Fair value estimation (cont'd)

The standard requires disclosure of fair value measurements by level using the following fair value measurement hierarchy:

Level 1	Quoted prices (unadjusted) in active markets for identical assets or liabilities.
Level 2	Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices).
Level 3	Inputs for the asset or liability that are not based on observable market data (that is, unobservable inputs).

The classification of an item into the above level is based on the lowest level of the inputs used that has a significant effect on the fair value measurement of the item.

Transfers of items between levels are recognised in the period they occur.

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

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 and payables.

(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 comprehensive income through impairment or adjusted depreciation provisions.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

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\$1,648 (2013 - US\$6,303).

(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.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

5. FINANCIAL AND CAPITAL RISK MANAGEMENT (CONT'D):

(a) Financial risk factors (cont'd) -

(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.

(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 13(i)(g) of the Income Tax Act, and its income is exempted from tax under Section 12(h) of the Income Tax Act.

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

8. PROPERTY, PLANT AND EQUIPMENT:

	<u>Furniture & Office Equipment</u> ₤	<u>Computers Equipment & Software</u> ₤	<u>Total</u> ₤
Cost -			
1 January 2013	426,261	1,035,063	1,461,324
Additions	<u>-</u>	<u>12,790</u>	<u>12,790</u>
31 December 2013	426,261	1,047,853	1,474,114
Additions	-	309,548	309,548
Disposal	<u>(185,110)</u>	<u>(199,950)</u>	<u>(385,060)</u>
31 December 2014	<u>241,151</u>	<u>1,157,451</u>	<u>1,398,602</u>
Depreciation -			
1 January 2013	42,434	409,628	452,062
Charge for the year	<u>42,626</u>	<u>346,052</u>	<u>388,678</u>
31 December 2013	85,060	755,680	840,740
Charge for the period	24,115	263,977	288,092
Adjustments	1,911	(20,908)	(18,997)
Disposal	<u>(44,769)</u>	<u>(141,048)</u>	<u>(185,817)</u>
31 December 2014	<u>66,317</u>	<u>857,701</u>	<u>924,018</u>
Net book value -			
31 December 2014	<u>174,834</u>	<u>299,750</u>	<u>474,584</u>
31 December 2013	<u>341,201</u>	<u>292,173</u>	<u>633,374</u>

9. RECEIVABLES:

	<u>2014</u> ₤	<u>2013</u> ₤
NHT/YUTE MOU	4,783,756	-
Logistic Protocol Services Limited - (LAPS) overpayment	520,000	-
Other	<u>9,960</u>	<u>-</u>
	<u>5,313,716</u>	<u>-</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2014

10. **CASH AND CASH EQUIVALENTS:**

	<u>2014</u>	<u>2013</u>
	<u>₡</u>	<u>₡</u>
Citibank -		
United Way International - J\$- current account	-	1,505,439
National Commercial Bank Jamaica Limited -		
YUTE Main Account J\$- current account	-	218,511
YUTE Imprest Account J\$- current account	-	47,211
PetroCaribe - current account	-	471,029
YUTE Build J\$ - current account	-	2,418,995
IDB (US\$267) - savings account	-	28,262
AusAID (US\$6,035) - savings account	-	639,722
YUTE Build (US\$1) - savings account	-	145
Petty cash	<u>30,000</u>	<u>30,000</u>
	<u>30,000</u>	<u>5,359,314</u>
Bank of Nova Scotia Limited -		
YUTE AusAID (US\$311.66) - savings account	35,171	-
YUTE AusAID J\$ account	1,503,515	-
YUTE PetroCaribe J\$ account	107,052	-
YUTE Build - current account	3,379,638	-
YUTE Main (US\$1,336.11) - savings account	151,769	-
YUTE Main J\$ account	<u>7,364,267</u>	<u>-</u>
	<u>12,541,412</u>	<u>-</u>
NCB local key cash card	<u>554,596</u>	<u>-</u>
Total	<u>13,126,008</u>	<u>5,359,314</u>

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

11. **PAYABLES:**

	<u>2014</u>	<u>2013</u>
	<u>₡</u>	<u>₡</u>
Accruals	1,195,385	4,366,207
Deferred income	2,500,000	-
Other payables	<u>1,782,264</u>	<u>193,130</u>
	<u>5,477,649</u>	<u>4,559,337</u>

12. **IN-KIND TRANSACTIONS:**

In-kind contributions of \$782,330 comprise the value of services received from PSOJ members.



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Chartered Accountants
26 Beechwood Avenue
P.O. Box 351
Kingston 5, Jamaica

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INDEPENDENT AUDITORS' REPORT

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

The supplementary information presented on pages 19 to 21 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 2014.

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

30 June 2015

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

DETAILED STATEMENT OF INCOME

YEAR ENDED 31 DECEMBER 2014

	<u>2014</u>	<u>2013</u>
	\$	\$
INCOME		
Grants:		
AusAID	-	17,829,780
Citi Foundation	1,760,525	-
PetroCaribe	-	13,016,346
National Housing Trust	<u>19,487,844</u>	<u>-</u>
	<u>21,248,369</u>	<u>30,846,126</u>
Donations and Direct Public Support:		
Contributions - Private Sector Members	18,057,424	34,587,500
Contributions - others	282,852	-
Gifts in Kind - Jobs PSOJ Members	<u>782,330</u>	<u>7,114,180</u>
	<u>19,122,606</u>	<u>41,701,680</u>
GCT recovered	-	9,070,712
Foreign exchange gain	42,299	3,287,138
Loss on disposal	(6,112)	-
Interest	470	86,307
Other	<u>11,138</u>	<u>100,000</u>
	<u>47,795</u>	<u>12,544,157</u>
Total income	<u>40,418,770</u>	<u>85,091,963</u>
EXPENSES:		
Project expenses (page 20)	20,274,818	76,030,483
Special projects (page 20)	934,383	-
Programme Management Office (page 20)	4,368,704	30,474,732
Administrative and other expenses (page 21)	<u>4,085,515</u>	<u>1,356,434</u>
	<u>29,663,420</u>	<u>107,861,649</u>
SURPLUS/(LOSS)	<u>10,755,350</u>	<u>(22,769,686)</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

SCHEDULE OF EXPENSES

YEAR ENDED 31 DECEMBER 2014

	<u>2014</u>	<u>2013</u>
	£	£
PROJECT EXPENSES:		
Yute Phase 1		
Programme Marketing	-	1,526,297
Community Enrolment & Engagement	-	5,390,400
Employment Stream	-	7,010,853
Career Preparedness Workshop	-	32,000
Mentors	-	456,331
U-Turn	-	7,024,573
Entrepreneurship	-	1,619,182
Job Bank	-	39,190,231
Programme Baseline & Evaluation	-	564,929
YUTE Implementation Resource	-	<u>13,215,687</u>
	<u>-</u>	<u>76,030,483</u>
Yute Build 2		
Recruitment & sensitisation	211,975	-
Career preparedness workshop	4,078,177	-
Training and assessment	4,889,540	-
Work experience	4,750,640	-
Uniforms and protective gear	20,090	-
Programme marketing and communication	317,168	-
Community enrolment and engagement	<u>3,718,680</u>	<u>-</u>
	<u>17,986,270</u>	<u>-</u>
Yute Lens Support		
Training and assessment	1,566,381	-
Work experience	54,000	-
Uniforms and protective gear	56,000	-
Programme marketing and communication	130,000	-
Audit and reporting	250,000	-
Community enrolment and engagement	<u>212,167</u>	<u>-</u>
	<u>2,268,548</u>	<u>-</u>
Microwork		
Community enrolment and engagement	<u>20,000</u>	<u>-</u>
	<u>20,274,818</u>	<u>76,030,483</u>
SPECIAL PROJECTS	<u>934,383</u>	<u>-</u>
PROGRAMME MANAGEMENT OFFICE	<u>4,368,704</u>	<u>30,474,732</u>

YOUTH UPLIFTMENT THROUGH EMPLOYMENT LIMITED (YUTE)

SCHEDULE OF EXPENSES

YEAR ENDED 31 DECEMBER 2014

	<u>2014</u>	<u>2013</u>
	₹	₹
ADMINISTRATIVE AND OTHER EXPENSES:		
Bank charges	128,666	233,831
Facilities	-	46,100
Bearer service	41,330	10,325
Security	-	260,786
Printing, stationery and supplies	140,475	34,670
Telephone	120,772	43,975
Website hosting	28,559	36,169
Storage fees	50,370	-
Communication and PR	186,840	1,900
Professional fees	863,030	-
Asset declaration fee	150,000	-
Rent	557,424	-
Audit	1,390,317	300,000
Depreciation	269,097	388,678
Other	<u>158,635</u>	<u>-</u>
	<u>4,085,515</u>	<u>1,356,434</u>

YUTE

YOUTH UPLIFTMENT THROUGH EMPLOYMENT



@YUTEJamaica

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