

NATIONAL YOUTH POLICY
MONTserrat
(Second Revised Policy Draft)
April 2013

“Let no one despise your youth” (1 Timothy 4:12)

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EXECUTIVE SUMMARY

Youth Development is a multi-dimensional process through which young persons are assisted to meet their basic development needs and to build on their assets, competencies and potential which will cause them to thrive and become successful, productive, full participating citizens.

Montserrat's 2011 census report shows that **38% of its population is below age thirty (the largest of the "five-year age group" combinations of the population)**. Of this number, 1246 are youth between the ages of ten and twenty nine.

By definition, YOUTH in the policy refers to young person's between the ages of 10 and 30. In this regard, Montserrat has a challenge to facilitate the development of the youth in order to safeguard its future.

Since the National Youth Policy targets young people (ages 10-30) we recognize that a productive adulthood is the result of a process of development that passes through three major dependent phases: Childhood, Adolescence and Youth, in which there is an overlap between these three phases.

Positive youth development focuses on addressing the broad development needs of the young person, needs which are linked to cognitive, social, physical and moral growth.

The National Youth Policy represents an opportunity for Montserrat to facilitate the development of an environment that optimizes the potential for each young Montserratian.

METHODOLOGY

In an effort to develop the best framework for fostering positive youth development in Montserrat, the Ministry of Education, Youth Affairs and Sports utilized a broad consultative process in revising the 2004 National Youth Policy Draft in developing the current document.

Consultations involving youth, community groups and organizations, sectoral consultation with government, non-government agencies and the private sector were organized to review the

current situation and provide inputs for addressing same. The process facilitated dialogue, broad based feedback and so ensured the relevance of the resulting document. This document therefore represents the combination of views of a wide cross-section of Montserratians which has been supplemented by the existing research.

MISSION

The Policy aims at capitalizing on the dynamism, imagination and creativity of youth. It is based on a coherent set of ideas, values and proposals intended to promote the development of young people, and motivate and mobilize them for self-fulfillment and nation building within a conducive national environment.

VALUES AND PRINCIPLES

The underpinning values reflect traditional thinking as well as a progressive outlook and include: democratic participation, Christian morality, youth empowerment, sustainable development, cultural preservation, gender balance and fundamental rights.

Rights and Responsibilities

The youths endorsed the fundamental rights enshrined in the Montserrat Constitution and accept that there are attendant responsibilities including the obligation to:

- obtain a good education
- practice lifelong learning
- engage in a productive activity
- practice a positive work ethic
- serve in voluntary organizations
- abstain from illegal and anti-social behavior
- show respect for others

Policy Goals

The National Youth Policy aims broadly to:

- Establish mechanisms for youth participation in national development.
- Foster the development of self-reliance, self-fulfillment and self-esteem in the youth.
- Encourage national pride, patriotism and commitment to nation building.
- Develop and highlight role models among young men and women with family and community support and with focus on positive moral, social and spiritual values.
- Provide our youth with the necessary skills and values to meet the economic challenges and opportunities which exist in Montserrat and in the global environment.
- Support the development of youth as self-reliant persons through the governance of the youth movement.
- Encourage youth participation in the cultural life and political processes of Montserrat.
- Guarantee equal opportunity of all young persons regardless of gender, religion, race, ability or family background.
- Develop a formal system of national recognition of the outstanding contributions of youth to the development of Montserrat.

Strategic Areas

The priority areas of the policy take into consideration the many issues affecting youth. These issues were identified through existing research and consultations with youth and professionals on the subject. The youth identified unemployment and education-related issues as the most critical issues affecting them. It is from these and other suggestions that nine main areas for the policy were developed.

These are:

1. Economic Participation
2. Education and Training
3. Sports and Recreation

4. Youth and Culture
5. Health
6. Drugs, Violence and Crime
7. Youth and Religion
8. Youth participation in clubs and Organizations
9. Living Environments

The National Youth Policy provides for the development of each young Montserratian and also for service providers addressing this specific group.

The Purpose of the Policy

The purpose of the policy is to facilitate the development of an environment that optimizes the potential of each young Montserratian. Specifically, the policy seeks to do the following:

- Define a common vision for the Youth Development
- Articulate the framework for the local service providers and at the same time attract International Donors working in Youth Development
- Articulate the roles and responsibilities of youth in their personal and national development
- Serve as a tool for advocacy and the multi-sectoral approach to Youth Development.
- Guide the youth department in the development of its programmes.

Implementation Strategy

The Strategic Plan, which is the companion document to the Policy, will specifically outline the plans pertaining to the implementation of the National Youth Policy and will also be used as a significant tool in the process of monitoring our achievements throughout the life of the policy. The Ministry of Education, Youth Affairs and Sports will establish a representative steering committee to review the implementation of the policy and monitor and evaluate the implementation plan. The policy will facilitate a multi-sectoral approach to Youth Development, including the strengthening of mechanisms for coordination and collaboration among Youth-

serving organizations. The multi-sectoral approach requires services that are coordinated, meeting the COMPLETE needs of each person to the highest degree possible. This holistic approach to Youth Development generally produces the best outcome, a positive well rounded youth.

Conclusion

The document concludes by re-emphasizing the purpose of the National Youth Policy which is to facilitate the development of an environment that optimizes the potential of each young Montserratian so that they can thrive and become successful, productive, full participating citizens, significantly contributing to the Sustainable Development of Montserrat.

Success will be realized as we utilize a monitoring and evaluation process and when our youths are:

- Equipping themselves to be highly productive citizens in a variety of fields necessary for the personal success and National Sustainable Development
- Developing a strong sense of Montserratian identity,

Section 1: INTRODUCTION

1.1. Socio-Economic Background

The eruption of the Soufriere Hills volcano in 1995 has radically altered the course of Montserrat's development. The island lost two thirds of its habitable space of 103 square kilometers although volcanic deposits have added to the total area by pushing back shorelines, especially on the south-eastern coast. More critically, the resultant outreach migration has robbed the island of nearly 60% of its pre-eruption population of over 10000. The 2011 census report place it at 4,922 of which **38% are under the age of 30** and 408 persons migrated between 2001 and 2011. This presents serious implications for commercial activity and indeed any enterprise which requires economy of scale for viability.

The loss of material resources has had an even greater negative impact that the loss of physical space. The devastated south and center of the island were more fertile agricultural areas and therefore supported the more productive farmers. The other thriving economic sectors – tourism (especially of the residential type) and assembly – type manufacturing – which employed young people collapsed, triggering an exodus to England, North America and neighboring Caribbean countries.

A survey report published by the Montserrat Tourist Board as part of its Tourism Development Program II covering the period June 2010 to May 2011 revealed significant improvement in Montserrat's tourism industry. Over the period under consideration, 870 surveys were fully completed, covering 11107 respondents. Of the visitors surveyed, 35.97% came from the United States, followed by 25.4% from the Caribbean, 24.6% from the United Kingdom and 7.5% from Canada. 48.2% of the respondents listed their main purpose of visit as vacation, 19.6% coming for business and 15.2 % visiting friends and relatives. 35.4% were visiting Montserrat for the first time with a whopping 61.6% being repeated visitors. In terms of visitors spending, on average the persons surveyed spent \$68.72USD or \$221.50 ECD. A whopping

89.2% of the visitors surveyed said that they would definitely come back to Montserrat and 91.7% indicated that they would definitely recommend Montserrat.

Government services which were also a main pillar of the economy and avenue of employment, contracted, and this also fed the flight of young people. Many of the young people continue to face the obstacle of unemployment, especially in an island where school leavers depended heavily on government and business community for employment.

Fundamental to the government of Montserrat's national development efforts, are the plans for advancing youth development. This is especially significant, since the response to youth development needs are shared among ministries and agencies within the government as well as among non-government organizations, private and volunteer sectors.

The National Youth Policy presents an opportunity for Montserrat to facilitate the development of an environment that optimizes the potential for each young Montserratian.

1.2. Towards a Youth Policy

Although there has been promising rhetoric about the role of youth, a comprehensive national youth policy has never been formulated. A National Youth Council has been the only formal institution affecting youth. A Youth Council was established around 1966 for it was alluded to in the 1966-70 Montserrat Development Plan as being 'recently formed'. One does not know whether young persons were represented on this Council whose purpose was merely to help and encourage youth clubs and their leaders.

The emergence of this National Youth Council provided some impetus for a youth movement and an embryonic National Youth Policy (NYP). The latter was set out by the Minister of Education, Health and Welfare, during Youth Week in 1975, and took account of a 'pattern of unrest and discontent among a section of the island's youth. It emphasized the need for employment opportunities, leisure activities geared to physical, social and cultural development and interestingly, the participation of youth in all activities for their benefit.

Since then political manifestos, especially in 1987 and 2001, have referred to the need to plan for youth and also to involve them in the decision-making process of governance. These have not however resulted in any formal policy statement or action plan. Evidently, thoughtful concern for youths has not been lacking and initiatives for youth involvement have been implemented by several public service departments.

The new drive for a NYP came from a decision made at a meeting of Commonwealth Ministers of Youth held in Trinidad and Tobago in 1995. The formulation of national youth policies by the year 2000 was one of three strategic actions that they agreed on. The Department of Community Development actually started the process in Montserrat in 1997 only to be halted in that same year by serious social upheavals stemming from volcanic eruptions.

The time is now appropriate to resume the task of establishing a national youth policy. A favourable historical background and environment exist and the country is in a rebuilding mode following the volcanic eruptions. The need to retain young people on island and to cater to their development as a critical sector of national human resources is more compelling than ever. In bringing a creative perspective to this rebuilding mode, there has to be a premium on boldness, that same quality of boldness which characterises youth. But who and what is a Montserratian youth? We seek to answer that question in the next section.

1.3. Defining Youth

Youth is one of those untidy concepts which is defined variously by different persons and even countries. It is not only about age, but also about developmental characteristics. One study involving Caribbean youth revealed a wide range of perceptions, with five years at a lower end and 35 years at the other.⁴ in the context of youth policy, Caribbean national definitions are closer but the disparity is still marked. For Barbados it is 15 to 29, Guyana is 14 to 25, Jamaica 14 to 29, Trinidad and Tobago 15 to 25, Dominica 15 to 30, Cayman Islands 10 to 25 and St. Lucia is 10 to 35. The cut-off point for both the United Nations and the Food and Agriculture

Organisation (FAO) is 24 but for the former youth begins at 15 in contrast to the latter which is 10. So the lack of uniformity is also evident in international organisations.

In Montserrat, a variety of ages have been used to define youth. At the age of 18, youths can vote and marry without parental consent, and can legally give sexual consent earlier, at age 16. Children enter primary schools at age 5 with 16 as the school leaving age.

Youth, which is a transition period from childhood to adulthood, is defined by characteristics other than chronological age. Referred to as adolescence, it is a period of physical and emotional changes and also the period of abstract thinking, and may begin at any time between 9 and 13. The youth policy of 1975 targeted the age group 14 to 25, but the trend now is to extend the range at both ends.

For the purpose of this Youth Policy, the term Youth refers to young persons between the ages of 10 and 30. This is based generally on the views of the youths in the survey and on the relevant literature. This does not mean that the Government and other agencies will not intervene to assist older adults where this is warranted.

Section 2: PURPOSES AND PRINCIPLES

2.1. Mission

The purpose of the National Youth Policy is to provide a framework for development initiatives for the benefit of the youths of the country. It is expected to guide the interventions and activities of government, the private sector voluntary organisations and the youths themselves. A major aim is the active involvement of youths in planning and development processes that would facilitate the achievement of personal and national goals.

2.2. The Vision

The policy, based on the expressed vision of the youths themselves, is a coherent set of ideas, values and proposals intended to promote the development of young men and women. The empowerment of youths as self-directing persons in policy formation and action is at the heart of the vision. The policy is therefore intended to provide a basis to motivate and mobilise them for self-fulfilment and nation building within a supportive national environment.

2.3. Principles and Values

The NYP is rooted in and guided by a number of principles and values generated by wide consultation. They reflect traditional thinking and basic values as well as a progressive outlook:

- **Democratic Participation:** The same strategy of consultation which is an element of democracy and which generated the NYP should be evident at every stage. This means involving young men and young women in societal problem-solving and policy formulation and having them address the needs and challenges which they identify. The policy should stimulate more proactive youths who have correctly insisted on their rights to be heard.
- **Christian Morality:** The policy must promote the holistic development of young men and young women including their moral and spiritual lives. The lurking shadow of HIV/AIDS gives added moment to this value. The island is predominantly Christian and such other faiths as exist share fundamental principles such as the equal worth of individuals and respect for God, self and fellow persons.

- **Youth Empowerment:** This ideal goes beyond democratic participation and focuses on building and enhancing the skills, capabilities and sensitivities which youths need to participate in social and economic development.
- **Sustainable Development:** The NYP proposes respect for the environment and its judicious use to ensure that short-term development expedients do not place in danger the development programmes and policies of future generations.
- **Cultural Preservations:** There is a realisation that Montserrat's distinctive culture and identity must be preserved especially in light of its fluid population, characterised by immigration on the one hand and emigration of local persons on the other.
- **Gender Balance:** It is recognised that to advance one sex to the detriment of the other is to *underdevelop* the country's human resource and to erect artificial social divisions and inequities. A policy of inclusiveness, does not, however, preclude the recognition of gender differences and the need to build on the differing strengths of each sex.
- **Fundamental Rights:** Our youths are not just tomorrow's adults. They are conscious of themselves as persons with present entitlements to necessities such as housing, health care and the means to earn. The entire policy reflects the right to be heard, which is the one they seem to cherish most.

2.4. Rights and Responsibilities

The Montserrat Constitution Order 1989 states that every Montserratian is entitled to the fundamental rights and freedoms of the individual; that is to say, the right, whatever his race, place of origin, political opinions, colour, creed or sex, but subject to respect for the rights and freedoms of others and for the public interest, to each and all of the following:-

- (a) life, liberty, security of the person and protection of the law;
- (b) freedom of conscience, of expression of assembly and association; and
- (c) protection of the privacy of his home and other property and from deprivation of property without compensation.

In addition, the United Kingdom has extended to Montserrat the United Nations Conventions on the Rights of Children and Young People, including that of the Rights of the Child. Accordingly, the National Youth Policy of Montserrat re-affirms its endorsement of these rights of children and young people including, but not limited to, the following rights:

- freedom of expression
- freedom of association
- freedom of religious practice
- satisfaction of basic needs such as food, shelter, healthcare and employment
- love, affection and respect
- education and training
- protection (from abuse, violence and exploitation)
- legal services and social security
- individual decision-making
- personal choice of a career
- participation in decision-making especially in respect of youth
- participation in national policy formation
- a promising future based on progressive policies which support sustainable development
- representation of the island at home and abroad

The youths accept that rights are usually related to responsibilities and are therefore prepared to endorse the following responsibilities. They accept the obligation to:

- obtain a good education
- practise lifelong learning
- engage in productive activity
- practise a positive work ethic
- serve in voluntary organisations
- take the necessary action for their personal development
- abstain from illegal and anti-social behaviour
- show respect for others
- respect the rights of others
- work towards a society that is free of violence, abuse, exploitation and crime

2.5. Policy Goals

The policy goals were derived from a broad survey of the youths themselves as well as of strategically placed persons and organisations in the society.

The National Youth Policy aims to:

- Establish mechanisms for youth participation in national development.
- Foster the development of self-reliance, self-fulfilment and self-esteem in the youth.
- Encourage national pride, patriotism and commitment to nation building.
- Develop and highlight role models among young men and women with family and community support and with focus on positive moral, social and spiritual values.
- Provide our youth with the necessary skills and values to meet the economic challenges and opportunities which exist in Montserrat and in the global environment.
- Support the development of youth as self-reliant persons through the governance of the youth movement.
- Encourage youth participation in the cultural life and political processes of Montserrat.
- Guarantee equal opportunity for all young persons regardless of gender, religion, race, ability or family background.
- Develop a formal system of national recognition of the outstanding contributions of youth to the development of Montserrat.

2.6. Strategic Areas

In order to achieve these goals, the following strategic areas are targeted:

1. Economic Participation
2. Education and Training
3. Sports and Recreation
4. Youth and Culture
5. Health
6. Drugs, Violence and Crime
7. Youth and Religion
8. Youth Participation in Clubs and Organisations
9. Living Environments

Some of these areas share common title with other regional policies but they are employed to address issues and concerns that are of special interest to Montserrat. In addressing them, the methods will be guided by the need for youth involvement. In other words, a democratic approach will be adopted throughout.

Section 3: The Method of Consultation

The 2013 effort to produce a National Youth Policy is a revision process of the 2004 National Youth Policy document produced in August 2004 but was not presented to the Cabinet for approval. The data on which the policy document was developed resulted from a highly participatory and consultative process.

A number of youth leaders were consulted at the onset as to the approach to the formulation of the National Youth Policy. To publicise and generate national interest in and support for the process, media personnel were engaged at every stage.

The 2013 consultative review utilize relevant data collected from the previous process and also conducted recent discussions with an approved steering committee, focus groups, youth groups and organizations, interviews with influential professionals, persons in key positions in public and private sectors, religious leaders, community leaders, law enforcement officers and stakeholder organizations.

Using the data collected, a consultant has written the first revised draft of the National Youth Policy. This document will be posted on Montserrat's Government Website and a meeting open to the public will be announced. Comments from the public will be noted and adjustments to the Policy Draft will be made as warranted.

A second Policy Draft reflecting the warranted public comments will be produced and a final Policy Document will be produced and delivered to the Ministry of Education, Youth Affairs and Sports.

(This section on the method of consultation will be revised to reflect the final processes of the Policy Document).

Section 4: Strategic Framework

Promoting Positive Youth Development: Montserrat's Priorities

Montserrat's priorities for positive youth development are identified as "Strategic Areas". The strategic areas of the policy take into consideration the many issues affecting youth. These issues were identified through research and substantiated by the critical input of the young people, who participated in consultations which took place in a variety of settings including focused group discussions.

The youth identified unemployment and education related issues as the most critical issues affecting them. Some of the education related issues are: insensitivity of teachers dealing with problems and issues challenging students, including unfair termination; disrespect for students – example, derogatory names, discrimination between national and non-national students; relevance of what is taught – example, substandard delivery of what is taught, class management, inadequate resources for delivering lessons/programs; inappropriate screening of teachers including minimal teacher training; and the need for more opportunities to access tertiary education. Other commonly sighted issues were the lack of youth centres and athletic training facilities, a diminished value of heritage and national identity, limited knowledge of Montserrat's culture, the need for more career opportunities and more interactive, social events.

It is from these and many other suggestions that nine strategic areas for the Youth Policy were developed, these are:

1. Economic Participation
2. Education and Training
3. Sports And Recreation
4. Youth And Culture
5. Health
6. Drugs, Violence And Crime
7. Youth and Religion

8. Youth Participation in Clubs and Organizations
9. Living Environments

Section 5: Implementation of the Policy

A multi-sectoral approach will be applied to the National Youth Policy implementation. A National Strategic Plan for the Youth Development is being developed to accompany this policy. The Strategic Plan will propose a plan of action for Adolescents Development which will cover the 10-18 age groups (school age students) and out of school youth, ages 19-30.

The National Strategic Plan will define how the policy goals, will be realized, establish monitoring and evaluation mechanisms, provide estimates of the costs associated with the policy implementation, the sources of the funding, and the time frame within which each aspect will be achieved.

Implementation of the National Strategic Plan will require full support of the Government Ministries and Agencies, Non-Government Organizations, Youth Service Organizations, the Private Sector and other Stakeholders. This process should include the formation of adequately resourced and empowered committee fostering the active participation of youth at all levels.

The National oversight of the implementation of the Policy should be the Ministry of Education, Youth Affairs and Sports. The Ministry of Education Youth Affairs and Sports should facilitate the formation of a National Youth Development Steering Committee comprising of youth, critical government ministries, select youth development organizations and not-government organization. This committee will have the responsibility for:

1. Facilitating the design of the National Strategic Plan for the youth development.
2. Monitoring and evaluating the implementation process
3. Ensuring coordination and collaboration among the stakeholders
4. Advocating for resources needed to implement the Policy

Budgetary Support

The Government's commitment to the implementation of the National Youth Policy is crucial. The Government's contribution to the implementation of the policy should be supplemented by other stakeholders reflecting their roles and responsibilities as outlined in Matrix II

Monitoring and Evaluation

The National Youth Policy shall be reviewed annually for the first five years. This process should take place at the same time as the evaluation of the National Strategic Plan for youth development. The goals will be reviewed to ensure relevance to issues and conditions affecting young people. The National Development Steering Committee will report to the Permanent Secretary of the Ministry of Education Youth Affairs and Sports on the Strategic Framework outcomes.

STRATEGIC FRAME WORK MATRIX

National Youth Policy Strategic Areas, Goals, Priority Groups and Strategic Objectives

Strategic Areas: 1 Economic Participation		
Goals	Priority Groups	Strategic Objectives
The creation of employment and entrepreneurship opportunities.	<ul style="list-style-type: none"> • Out of School Youth • Teen Parents • Youths with Disabilities • Youth with Certification from the HYPE (Helping Youth Prepare for Employment) Training Course 	<ul style="list-style-type: none"> • Increase the employment of youth with more skills training in new and traditional areas. • Continued support for the HYPE Programme. • New and traditional Agricultural Technologies introduced to youths and established farmers. • Increased and improved Entrepreneurship including Business Management training specifically designed for youth. • Establish Apprenticeship Programmes which utilizes the transferring of experience and skills of retirees to youths. • Employment of retirees I the Public Sector be restricted to the necessary minimum – this should be linked with train and successful planning. • Establish a minimum wage • Establish a Public/Private funding programme for youth entrepreneurship. • Equip the Labour Department to be a more efficient employment agency.

Strategic Areas: 2 Education and Training		
Goal	Priority Groups	Strategic Objectives
<p>All youth enrolled in Montserrat Secondary School and Montserrat Community College completing their level of education and acquiring the skills to empower them to thrive and become productive, participating citizens</p>	<ul style="list-style-type: none"> • School Age Youths • Pregnant Teens and Teen Mothers • Youths with Disabilities • Students with Special Needs • Out of School Youth • Youth in Institutional Supervision and/or Care 	<ul style="list-style-type: none"> • Improve the quality of education; Primary, Secondary and College levels. • Develop and implement programmes for Special Needs youth. • To advocate for an Educational System that is relevant to the needs of youth and potential employers. • Establish a comprehensive curriculum to include Technical Subjects, Pre-Vocational and vocational training. • Establish an on-going Teacher's Training Programme for new teachers and a re-certification course for experienced teachers. • Deploy specialist teachers in the areas of English and Mathematics at the Primary level; compensate them for their expertise and results. • Offer all students equal opportunity to pursue academic subjects. • Offer students the opportunity to select relevant subjects in light of their career choice. • More promotion of the Arts: music, dance, fine arts, literature and theatre beginning at the early childhood level. • Establish an Educational and Professional Support System including mentoring.

Strategic Areas: 3 Sports and Recreation		
Goal	Priority Groups	Strategic Objectives
<p>To identify and develop athletes to perform at international levels and also develop healthy bodies and healthy minds, mould good character, build important social skills such as; Leadership, Interpersonal Relationships, Self-Discipline and Good citizenship.</p>	<ul style="list-style-type: none"> • School age youth • Out of school youth • Youth with disabilities • Youth with special needs 	<ul style="list-style-type: none"> • Identify and recruit more professional coaches for Athletics, Cricket, football, Netball, Basketball, Lawn and Table Tennis, Volleyball and Water Sports. • Develop and Implement a comprehensive sports programme at the Secondary School Level which includes systematic coaching for the range of athletic and sporting activities. • Enhance the range of sports at the Primary School Level and provide more resources for the coaching activities already in place. • Establish well equipped Athletic/Sports training facilities and a number of multi-purpose playgrounds with suitable facilities in various communities through Public/Private partnerships. • Develop a “National Sports Policy” for Montserrat. • Develop a Junior Basketball League. • Ensure a fair distribution of funding among the Sports Associations. • Organize and have several beach picnics especially on holidays such as Labour day and Easter Monday • Conduct nature walks and hikes coordinated with the mountain rangers.

Strategic Areas: 4 Youth and Culture		
Goal	Priority Group	Strategic Objective
To increase our youth's knowledge of their national culture, increase awareness of other cultures present on Montserrat, and develop cultural sensitivity and tolerance	<ul style="list-style-type: none"> • School age students • Out of school youth • Youth with disabilities • Students with special needs • Teen parents • Youth in institutional supervision/care 	<ul style="list-style-type: none"> • Consistent referral to and promotion of "Montserrat National Cultural Policy". • Encourage youth to learn more about their culture and maximize the benefits of our National Culture Policy provision. • Promote and encourage participation in our National Culture Activities and Events. • Recognize, promote and market our National Culture internationally as a "Comparative Advantage", heightening awareness of its economic value. • Teach and demonstrate cultural difference sensitivity and tolerance beginning at the early childhood level. • Encourage and re-enforce the development of our youth's national identity beginning at the early childhood level.

Strategic Areas: 5 Health		
Goal	Priority Group	Strategic Objectives
To ensure that all young people in Montserrat develop and practice healthy lifestyles and benefit from optimum physical, emotional, and mental health.	<ul style="list-style-type: none"> • School age students • Out of school youth • Youth with disabilities • Students with special needs • Pregnant teens • Parents including teen parents • Youth infected with HIV/AIDS • Youth at risk of early pregnancy and sexually transmitted diseases • Youth in institutional care • Adults influential in young people's lives and who are responsible for supervising their health care needs 	<ul style="list-style-type: none"> • Create a supportive health network that will improve access to quality health services and ensure positive health outcomes. • To improve knowledge and influence attitudes about good health practices, responsible behaviours and healthy lifestyles. • Improve facilities and health care for mentally-ill and other youth with disabilities and special needs. • Provide medical testing for Primary School students after their second year of enrolment. • Continue the effort to attract Montserrat Doctors residing overseas to come home, share their expertise and provide service. • Strengthen the health education offered in schools and community-based institutions.

Strategic Areas: 6 Drugs, Violence and Crime		
Goals	Priority Groups	Strategic Objectives
Provide for young people a drug, violence and crime free environment where they can live, learn and develop into productive citizens	<ul style="list-style-type: none"> • School age youths • Out of school youths • Students with special needs • Youth in intuitional care/supervision • Adults influential in young people’s lives 	<ul style="list-style-type: none"> • Implement the Drug Awareness Resistance Education (DARE) in the Secondary School and give it more prominence in the Primary Schools. • Strictly enforce laws established to protect minors from alcohol use/abuse and alcoholism. • Integrate conflict resolution and management into the Primary and Secondary School curriculum • Enhance the “Community Police” concept. • Develop and implement a continuing education programme which includes basic human rights for young offenders during and after incarceration. • Organize community based clubs with the purpose to work closely with the police to combat drugs, crime and violence in the schools and the communities. • Heighten the awareness of domestic violence, child abuse and negligence. • Implement Counseling Programmes for both victims and offenders. • Provide continuing education for young people to be law abiding and peace promoting citizens.

Strategic Areas: 7 Youth and Religion		
Goals	Priority Groups	Strategic Objectives
Empower youth to develop a belief system that embraces Godly values and principles with the intent to preserve Montserrat's heritage as a Christian Society	<ul style="list-style-type: none"> • School age youth • Out of school youth • Youth with disabilities • Students with special needs • Youth in institutional care/supervision • Adults influential in young people's lives 	<ul style="list-style-type: none"> • Integrate Biblical Studies into the school curriculum beginning at the primary level • Encourage young people to develop a Godly belief system understanding that one's belief is one's greatest strength. • Begin and end all organized activities with prayer. • Encourage adults (Parents, Clergy, Teachers, and Community Leaders, political leaders) to be exemplars, building on the Godly values and principles engraved in Montserrat's heritage. • Encourage church leaders to develop and implement programmes that appeal to the interest of contemporary youth while upholding spiritual values and principles. • Encourage Church Leaders to involve youth in their weekly worship services planning and activities. • Motivate the church to be wholeheartedly involved with the issues and concerns of youth. • Advocate healthy lifestyles • Advocate tolerance of other religions.

Strategic Areas: 8 Youth Participation in Clubs and Organizations		
Goals	Priority Groups	Strategic Objectives
Educate youth as to the important role that clubs and organizations have in the development of society as well as personal development and be creative in stimulating their interest to participate.	<ul style="list-style-type: none"> • School age youth • Out of school youth • Youths with disabilities • Students with special needs 	<ul style="list-style-type: none"> • Re-establish a National Youth Council • Re-establish the National Youth Parliament • Give more prominence to Student Councils at the Secondary School and the Community College. • Provide more resources for existing clubs such as the Boys Brigade and Girl Scouts. • Encourage the participation of church-based clubs such as the Seventh - day Adventist Pathfinders in the cross training with other clubs. • Conduct Leadership and Management training workshops for youth clubs • Implement a National Youth WEEK • Conduct special promotions to attract more male participants • Continue to train and empower youth to be representatives in National and International, Social and Economic Organizations.

Strategic Areas: 9 Living Environments		
Goals	Priority Groups	Strategic Objectives
<p>Ensure that all youth live in an environment that is safe, supportive and conducive to their positive development and wellbeing.</p>	<ul style="list-style-type: none"> • School age youth. • Out of school youth. • Youth with disabilities. • Students with special needs. • Youth in institutional care/supervision • Youth exposed to domestic violence • Single-Parent households headed by youth • Parents and guardians of youth 	<ul style="list-style-type: none"> • Advocate that Child Safety and Protection must be a top priority at home, school and in the community. • Prompt reporting to the Police and Social Services of all incidence of child abuse or neglect. • Prompt reporting to the Police of any and all Domestic Violence incidents • Provide adequate professional counselling for victims and offenders. • Provide parenting and anger management programmes for families. • Promote the strengthening of families to provide a supportive environment for youth development. • Develop and promote community-based programmes to support families. • Advocate for a culture with zero tolerance for domestic violence and/or child abuse.

Matrix II: Stakeholder Roles and Responsibilities	
Stakeholders	Roles and Responsibilities
Government	<ul style="list-style-type: none"> • Promote the multi-sectoral approach to implementation of National Youth Development. • Monitoring • Provide technical assistance in development and implementation of youth programmes. • Youth Development Advocacy .
Non-Government Organizations, Church and Community-Based Organization	<ul style="list-style-type: none"> • Moral and Spiritual Guidance • Integrate youth in programmes • Youth Development Advocacy • Resource for youth programmes • Life Skills Training • Promote and support Entrepreneurship
Private Sector	<ul style="list-style-type: none"> • Employment Opportunities • Finance and Business Management Training • Career Training • Entrepreneurship Opportunities.
Parents, Families, Adults	<ul style="list-style-type: none"> • Promote Responsible Parenthood • Provide basic needs; Care, Financial Support, Protection • Provide Guidance, Role Modeling, Mentoring, Counseling. • Participating in youth activities at all levels
Donors	<ul style="list-style-type: none"> • Financial and Logistical support • Technical Support • Youth Development Advocacy
Montserratians in the Diaspora	<ul style="list-style-type: none"> • Technical and Financial Support • Youth Development Advocacy • Goodwill Ambassadors for Montserrat

NATIONAL YOUTH POLICY

Montserrat

“NATIONAL STRATEGIC PLAN for YOUTH DEVELOPMENT”

SUMMARY

I --- Introduction

II --- Goals

III --- Methodology

Figure 1 --- NSPYD OUTCOME INDICATORS

I --- Introduction

The action plan for the implementation of Montserrat's National Youth Policy is called the **National Strategic Plan for Youth Development (NSPYD)**.

A multi-sectoral approach is used for planning and implementing programmes for Montserrat's young people. It requires full support of the government which is the foundation of the Institutional Framework, a public-private sector collaborative, where the services are primarily the responsibility of the government and budgetary allocations made through the Ministry of Education, Youth affairs and Sports.

The public-private sector collaborative is called **Montserrat's Youth Development Collaborative (MYDC)**.

MYDC's management team will ensure that co-ordination between the government ministries and non-government service providers be efficient so that there is no waste of resources, no overlap, nor duplication of services. MYDC will be headed by a Youth Policy Implementation Director, appointed by the Ministry of Education, Youth Affairs and Sports.

MYDC will be guided by a set of Outcome Indicators (see **Figure 1**) specific to the youth policy, as well as those which will be developed in youth programmes selected in the implementation process.

II ---Goals

- (1) Immediately identify and secure at least two permanent sites to house the youth development programmes. The sites will be called **Youth Empowerment Centers**.
- (2) Furnish and equip the Youth Empowerment Centers to facilitate at least one hundred young people participating in activities daily.
- (3) Immediately identify and enroll one hundred young people within the "**Priority Groups**" classification to participate in the development programmes.
- (4) Identify and pursue sources of funding to supplement the government's budgetary contribution to the youth policy implementation process by utilizing the professional grant writing skills available to the government.

III --- Methodology

The core methodology for the National Strategic Plan for Youth Development (NSPYD) is the application of the multi-sectoral (collaboration) approach, with Montserrat's Youth Development Collaborative as the Lead Agency.

The NSPYD has four parts for its programmes design;

Part 1 --- Action Plan for pre - adolescents development (10-12 age group)

Part 2 --- Action Plan for adolescents development (13-17 age group)

Part 3 --- Action Plan for Out of School youth development (18-24 age group)

Part 4 ----Action Plan for Out of School youth development (25-30 age group)

The NSPYD has its purpose, developing **Skills** or **Knowledge** or **Emotional Strengths** while attending to the needs of the young people within the "Priority Groups" classification, so that they can develop, thrive and become full participating citizens.

Montserrat Youth Development Collaborative (MYDC) will have the responsibility for:

1. Facilitating the design of the National Strategic Plan for Youth Development
2. Monitoring and evaluating the implementation process
3. Ensuring co-ordination and collaboration among stakeholders and;
4. Advocating for resources needed to implement the policy

Figure 1

NSPYD OUTCOME INDICATORS

STRATEGIC AREAS	FACILITATORS	OUTCOME INDICATORS
Institutional Framework (MYDC)	<ul style="list-style-type: none"> • Government Ministries • Non-Government Organizations • Private Sector • Professionals (e.g) accountants, architects 	Policy implementation score for coordination and collaboration in youth development
Economic Participation	<ul style="list-style-type: none"> • Ministry of Communications, Works and Labour • Ministry of Finance and Economic Affairs • Ministry of Agriculture, Lands, Housing and Environment • Funding Agencies • Financial Intuitions • Philanthropists 	1-Increased youth employment 2-Increased percentage of youth qualified for employment 3-Increased number of youth start-up business
Education and Training	<ul style="list-style-type: none"> • Primary/Secondary Schools • Montserrat Community College • Ministry of Education, Youth Affairs and Sports • Ministry of Finance and Economic Affairs • Ministry of Communication Work and Labour • Ministry of Agriculture, Lands, Housing and Environment • Student Support Unit • MYDC 	1-Improved completion rate in Secondary School 2-Improved completion rate in Community College 3-Improved enrollment rate in colleges/universities 4-Increased number of trained personnel in key areas.

Sports and Recreation	<ul style="list-style-type: none"> • Ministry of Education Youth Affairs and Sports • Ministry of Finance and Economic Affairs • All established Athletic/Sports Associations • MYDC 	<ol style="list-style-type: none"> 1-Development of a National Sports Policy 2-Implementation of a comprehensive sports programme at the Secondary School 3-Increase in professional coaches. 4-Establishment of well equipped athletic/sports training facilities .
Youth and Culture	<ul style="list-style-type: none"> • Ministry of Education Youth Affairs and Sports • Montserrat Tourism Department • MYDC • Montserrat Historians • National Entertainers • Ministry of Agriculture, Lands, Housing and Environment • Ministry of Finance and Economic Affairs • Religious Organizations/Churches 	<ol style="list-style-type: none"> 1-Increased participation in national cultural activities and events. 2-Marketing our national culture as a comparative advantage. 3-Improved culture difference tolerance. 4-Increased sense and value of national heritage and identity. 5-Improved morals/value system.
Health	<ul style="list-style-type: none"> • Ministry of Health and Social Services • Ministry of Finance and Economic Affairs • Ministry of Education, Youth Affairs and Sports • Primary and Secondary Schools • Montserrat Community College • Student Support Unit • Glendon Hospital • Medical Professionals in diaspora 	<ol style="list-style-type: none"> 1-Decreased rate of lifestyle diseases among youth population 2-Improved sexual and reproductive health behavior of youth population 3-Reduced rate of health-related absenteeism from school and work 4-Improved physical and mental health in youth population.

Drugs, Violence and Crime	<ul style="list-style-type: none"> • Ministry of Health and Social Services • Ministry of Communications, Works and Labour • Ministry of Agriculture, Lands, Housing and Environment • Ministry of Finance and Economic Affairs • Ministry of Education, Youth Affairs and Sports • Montserrat Royal Police Service • Magistrate Court • Churches • MYDC 	<p>1-Reduced rate of juvenile delinquency 2-Increased level of guidance counseling in schools. 2-D.A.R.E. implemented at the Secondary School 3-Established safe havens for victims of domestic violence. 4-Established rehabilitation residential programmes for young offenders. 5-Established alternative sentencing programmes for young offenders. 6-Established sobriety programmes for alcoholics and drug addicts.</p>
Youth and Religion	<ul style="list-style-type: none"> • Ministry of Education, Youth Affairs and Sports • Montserrat Tourism Department • Churches • Montserrat Christian Council • Clergy • Community Leaders • Parents and Adults • MYDC 	<p>1-Increased youth involvement in worship services. 2-Increased number of youth Pastors, Ministers, Evangelists and Missionaries 3-Biblical Studies integrated into schools' curriculum 4-Increased number of youth attending worship services and biblical studies.</p>
Youth Participation in Clubs and Organizations	<ul style="list-style-type: none"> • Ministry of Education Youth Affairs and Sports • Rotary Club • Other clubs registered with the Ministry of Education, Youth Affairs and Sports • Office of the Premier 	<p>1-Increased number of active youth organizations. 2-Increased programmes for social interaction 3-Noted changes in policy that involve more youth in decision-making.</p>

	<ul style="list-style-type: none"> • Churches • MYDC 	<p>4-Increased number of youth qualified to be representatives for national organizations.</p> <p>5-Increased number of youth qualified to be representatives of international organizations.</p>
Living Environments	<ul style="list-style-type: none"> • Ministry of Education Youth Affairs and Sports • Ministry of Communication Works and Labour • Ministry of Health and Social Services • Ministry of Agriculture, Lands, Housing and Environment • Schools and Parent Teachers Associations • Montserrat Police Service • Magistrate Court • Churches • Montserrat Christian Council • Clergy • Community Leaders • MYDC 	<p>1-Improved supportive family environment.</p> <p>2-Reduced incidents of domestic violence.</p> <p>3-Reduced number of youth exiting homes and entering institutional care.</p> <p>4-Reduced incidents of abuse/neglect of youth and improved quality of life for families.</p>