



SSDF

St. Lucia Social Development Fund

Uplifting People, Transforming Communities



Annual Report

2022-2023

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ACRONYMS

BELFUND	JAMES BELGRAVE FUND
BNTF	BASIC NEEDS TRUST FUND
CARE	CENTRE FOR ADOLESCENT RENEWAL AND EDUCATION
CBO	COMMUNITY BASED ORGANISATION
CDB	CARIBBEAN DEVELOPMENT BANK
CDP	COMMUNITY DEVELOPMENT PROJECT
CVQ	CARIBBEAN VOCATIONAL QUALIFICATION
HOPE	HOLISTIC OPPORTUNITY FOR PERSONAL EMPOWERMENT
LUCELEC	SAINT LUCIA ELECTRICITY SERVICE
MEL	MONITOR AND EVALUATION AND LEARNING FRAMEWORK
MOU	MEMORANDUM OF UNDERSTANDING
NGO	NON GOVERNMENTAL ORGANISATION
PAP	PUBLIC ASSISTANCE PROGRAMME
PLA	PRIOR LEARNING ASSESSMENT
PMT	PROXY MEANS TEST
OBM	OUR BOYS MATTER
SAF	SOCIAL ASSISTANCE FUND
SSDF	SAINT LUCIA SOCIAL DEVELOPMENT FUND
STEP	SHORT TERM EMPLOYMENT PROGRAMME
YETTE	YOUTH ECONOMIC EMPOWERMENT THROUGH ENTERPRISE

CHAIRMAN'S MESSAGE

It gives me immense satisfaction to present this first annual report of the Saint Lucia Social Development Fund (SSDF). The preparation of this report is in keeping with the Board's and Management's commitment to a paradigm shift, as it relates to governance and accountability. During the 2022-2023 financial year, the Board and Management of the SSDF initiated the process of strengthening the governance and management framework of the organisation, in order to improve accountability, and the efficiency and effectiveness with which project cycles are implemented.

The focus on enhancing the ability of SSDF to deliver programmes which seek to provide social safety nets and empower the most socio-economically vulnerable among us, comes at a time of unprecedented invest by the Government of Saint Lucia in the social sector. The increased invest is a reflection of Government's firm commitment to

improving the quality of life of the most economically deprived. This focus on investing in the social sector comes at a time when a number of St. Lucian's are grappling with the effects of the socio-economic fall out of the Covid 19 pandemic and Russia's invasion of Ukraine.

As a Board we are committed to ensuring that the strategic direction, policies, and processes of the SSDF facilitates the optimal use of its resources with accountability as undergirding principle. We are confident that this approach will significantly improve outcomes in the effort to actualize the mandate of improving the quality of life of the most socio-economically vulnerable among us.

I must thank my fellow hard working board members for their support, and the commitment they have exhibited as stewards of the SSDF, as well as the agencies hardworking team of employees.

EXECUTIVE DIRECTOR'S MESSAGE

The 2022-2023 financial year served as the commencement period for a more deliberate and strategic approach to the strengthening of the governance and management framework of the Saint Lucia Social Development Fund. The ultimate aim of this drive to strengthen the organisation, is to enhance the efficiency and effectiveness of service delivery to both external and internal customers. The quest to achieve this, placed a number of initiatives into sharp focus during the financial year. One such initiative is the formulation and adoption of policies and procedures for key functional areas of the organisation and its projects and programs.

The commitment to sustainable improvement of organizational outcomes, drove the commencement of the process of building a performance management framework during the financial year. The initial stages of the process featured the redesigning of job descriptions, the reintroduction of performance appraisal, and the preparation of logical frameworks for the projects and programs of the SSDF. The appreciation for the fact that at the core of the performance management effort is the human resource of the organisation, led to the establishment of a Human Resource Unit during the financial year, along with the formulation and

adoption of a Human Resource Policy, which will serve as a guide for the operation of the Unit.

During the financial year, the SSDF also initiated the process of establishing a Monitoring and Evaluation framework, along with the necessary data management systems, integral components of the organisation's project and program performance management system.

On the programmatic side, the 2022-2023 financial year saw the introduction of a social stability program portfolio, which seek to reduce the vulnerabilities and risk factors which drive socially deviant behavior, in light of the trend, as it relates to crime and violence.

I thank the board for its vision, guidance, inspiration and direction. I also want to put on record my appreciation for the hard working team of the SSDF, for their unwavering support, commitment and perseverance in the endeavor to build an SSDF which effectively and efficiently delivers on its mandate of improving the quality of life of the most socioeconomically deprived.

1.0 STRENGTHENING THE MANAGEMENT FRAMEWORK OF THE SAINT LUCIA SOCIAL DEVELOPMENT FUND

The effort to strengthen the management framework of the Saint Lucia Social Development Fund (SSDF) during the reporting year, focused on improving the robustness of the organization's Human Resource Management practices and its Policy and Procedures Framework.

1.1 Human Resource Management

During the 2022-23 financial year, one of the areas of focus was the strengthening of the Human Resource Management approach of the SSDF through the establishment of tools, processes, policies and procedures that facilitates the process of integrating the decisions about people with the decisions about the mandate/established goals of the agency. In the endeavor to develop a framework to better facilitate human resource decisions aligning with organizational goals, management took the following actions during the reporting year::

- Drafted and adopted a Human Resource Policy and Procedures Manual
- Established a Human Resource Unit
- Updated the organisation's job descriptions
- Commenced the process of reintroducing performance appraisal

1.1.1 Adoption of a Human Resource Policy and Procedures Manual

The Board of the SSDF approved a Human Resource Policy and Procedures Manual during the month of November 2022. The Manual underpins the effort to improve the management of the SSDF's Human Resource. It provides general policies and procedures for the following Human Resource Management areas::

- Code of Conduct
- Recruitment and Selection
- Performance Management
- Training and Development
- Compensation, Allowances, and Rewards
- Terms of Employment
- Health and Safety
- Grievances
- Disciplinary Action
- Termination, Resignation, and Retirement



The policies stipulated in this manual that facilitate management of the aforementioned areas are based on the following principles::

- Selecting the right fit for the job.
- Training every employee for current and future employment to improve performance.
- Nurturing a team culture
- Managing the performance of employees in line with the SSDF's strategic direction.
- Creating better working conditions
- Providing job security, incentive, and recognition
- Ensuring proper and adequate supply of work tools and equipment '
- Ensuring the principle of equity and natural justice

The process of rolling out the policy and procedures will commence during the 2023-2024 financial year, and will feature a number of activities, aimed at effectively communicating the contents of the manual to staff. The enforcement of the procedures and policies will be supported by regular Monitoring and Evaluation.

1.1.2 Establishment of a Human Resource Unit

Recognizing the need to facilitate a deliberate and strategic approach to the management of staff performance, recruitment and selection, employee engagement and development, and the handling of staff wellbeing issues, especially in light of the increasing number of staff, a Human Resource Unit was established during the reporting year. A key step in the establishment of the Unit was the appointment of a Human Resource Officer to provide human resource management operational support to the Executive Director.

1.1.3 Updating of Job Descriptions

The SSDF initiated the process of updating its job descriptions during the reporting year. The updating process aimed to deliver on the following outputs;

- Updated responsibilities, duties and task that clearly stipulates what needs to be executed, along with how and why it should be executed.
- Updated conditions of work, required knowledge, skills and abilities, along with requisite qualifications, in accordance with the changes in the world of work and benchmark qualification adjustments.
- Inclusion of an evaluation criteria component.
- Inclusion of a sign off component, which the employee will have to sign off as having read, understood and agreed to the contents of the job description.

The process of updating the job descriptions is 95% in progress, with the vast majority of job descriptions for the various positions at the SSDF completely updated. The updating of the job descriptions has increased the relevance of these tools in relation to performance appraisal and ultimately the performance management process.

1.1.4 Performance Appraisal

The management of the SSDF has commenced the process of reintroducing performance appraisal. This is driven by management's profound appreciation for performance appraisal as an integral process in the organisation's performance management framework. The following initiatives were executed as part of the performance appraisal reintroduction process;

- Preparation, and approval of a performance appraisal process and tool by the SSDF's Board.
- Hosting of two Performance Appraisal Training Workshops. The first workshop was organized for managers/supervisors, to equip them with the skills required to perform an effective job as an appraiser, while the second workshop focused on furnishing line staff with the requisite information for them to comprehend the process.
- Conducting of pilot appraisals

The first cycle of performance appraisal will be rolled out during the first quarter of the 2023-2024 financial year.

1.1.5 Human Resource Training and Development

In order to optimize the potential of its staff by equipping them with the skills required to better perform their assigned duties, the management

of the SSDF has taken the decision to prioritize employee training and development. As a result, management intends to invest more resources in team members training and development or explore the necessary networks that would make training and development opportunities available to its team members. During the year 2022-23, SSDF team members participated in a number of training initiatives which are highlighted below;

Project Proposal Writing Course

The programmatic nature of the work of the SSDF dictates that team members possess the ability to prepare sound project proposals in order to secure funding for its initiatives. As a result, the SSDF took advantage of an opportunity provided by the Ministry of Equity, Social Justice and Empowerment through the Training Department of the Division of the Public Service to participate in a University of the West Indies Certificate level Project Proposal Writing Training Programme. Four (4) members of the SSDF's team participated in this training exercise over a five (5) week period.

Procurement Training

Given the integrality of a structured procurement process to the SSDF, the organization exposed its Procurement Officer, the Deputy Project Manager BNTF and its two Community Liaison Officers to training in this specialized area. The training workshop which the members of the team participated in during April 2022, focused on procurement for projects. The workshop was organized by the Caribbean Development Bank. The SSDF's Procurement Officer also participated in another procurement workshop which focused on the procurement of consultancy services during March of 2023.

Environmental Conservation Training

The need to ensure that the necessary environmental conservation strategies are given due consideration during the implementation of the projects of the Basic Needs Trust Fund, led to the organizing of a virtual Environment Conservation Strategies Training Workshop. The Project Engineer and the Community Liaison Officers participated in this workshop which was organized by the Caribbean Development Bank.

Parenting Training

The Support Services Officers of the SSDF participated in a train the trainer workshop which was hosted by the Holy Trinity Anglican Church, under the theme "Strengthening Families through Parenting Skills." The workshop was held over a Three (3) day period during the month of November, 2022. The skills and knowledge assimilated by the officers will be used to facilitate parenting workshops for the clients of the SSDF.

1.2 Policy and Procedures Framework

In order to streamline the operations of the SSDF, and to develop its operational blue print, management embarked on a process of establishing policies and procedures for key aspects of its operations and its key programmes. This process led to the formulation of the following policies and procedures during the year 2022-2023;

- Job Placement Programme Policies and Procedures
- Micro-enterprise Programme Policies and Procedures
- Educational Assistance Policies and Procedures
- Housing Assistance Policies and Procedures
- Homecare Programme Policies and Procedures

- Traveling and Subsistence Policies and Procedures

The management of the SSDF will continue the effort to strengthen the management framework through the formulation of policies and procedures, with one of the major goals in this regard, being the compilation of these policies and procedures into an SSDF Operations Manual during the upcoming operational year.

2.0 ADDRESSING THE GAPS IN THE SSDF'S MONITORING, EVALUATION AND LEARNING (MEL) FRAMEWORK

During the reporting year, work commenced on addressing the gaps in the Monitoring, Evaluation and Learning framework of the SSDF. This is absolutely critical, as management seeks to improve data management, in order to facilitate its evolution into a dynamic data centric organisation. This change will lead to the use of data analytics in order to guide strategic and operational decision making, and the conceptualization and control of projects and programmes, rather than intuition, experience or the external environment. In order to achieve this management initiated the following::

- The preparation of detailed result frameworks for all major projects and programmes.
- The establishment of a system of integrated databases for the SSDF's major projects and programmes.

2.1 Preparation of Result Frameworks

Management prepared the results framework for a number programmes and projects in 2022-2023, in order to provide a program-level framework for programme/project teams to monitor and evaluate the achievement of established results and in

order to learn lessons and make adjustments when necessary. These frameworks provide the basis for the monitoring and evaluation of the key projects and programmes of the SSDF such as Housing and Educational Assistance, Job Placement, Micro-enterprise, and Our Boys Matter.

2.2 Establishment of Database

One of the perennial challenges of the SSDF has been poor data management. While the organisation's processes avails it with the opportunity to collect significant data, the adhoc approach to collecting and storing data has led to a number of data inaccuracies and inconsistencies. In order to address this issue, management initiated in 2022-2023, the process of developing an integrated data base system for all



its programmes and projects, which will be complemented by policies and procedures to guide data collection, storage, and analysis. The establishment of this integrated data base along with the enforcement of the accompanying data collection policies and procedures will improve the quality of the data emanating from the SSDF, and as a result, make available relatively accurate data for analysis to guide decision making.

3.0 SSDF Programmes

3.1 Support Services Unit

The Support Services Unit is responsible for implementing key social safety net programmes of the SSDF, namely, housing and educational assistance, the Our Boys Matter (OBM) programme, and food supplies support. The unit continued its effort to explore the possibility of making its service more accessible to the poor, indigent and vulnerable by establishing an office in Laborie. At present the Support Services Unit has officers stationed in satellite offices in Dennery North, Micoud, Vieux Fort, Laborie, Soufriere and Anse-La-Raye. These officers who are also engaged in significant field work are stationed at the aforementioned offices at least once a week. The drive for the unit to make a deliberate effort to use the 3.0 Proxy Means Test (PMT) as the main tool for determining who qualifies for assistance was rekindled during the reporting year and is expected to be entrenched as a key assistance qualification tool during the next year.

3.1.1 Educational Assistance

This programme seeks to provide students from socio-economically deprived, and vulnerable households with the support required to take advantage of the opportunity to attain a sound education (academic or technical vocational). Government is cognizant of the fact that while education has been recommended as the panacea for poverty, poor households simply can't afford to cover the cost of some key requirements that would better position their child/children to take advantage of educational opportunities. It is with this in mind that government allocated the unprecedented amount of 3. Million during the 2022-2023 financial year, to provide educational assistance to socio-economically deprived, and vulnerable households. Two approaches were used to provide those households in need with educational assistance,

one featured prospective beneficiaries applying for assistance through the Support Services Unit, and the other through the various constituency offices.

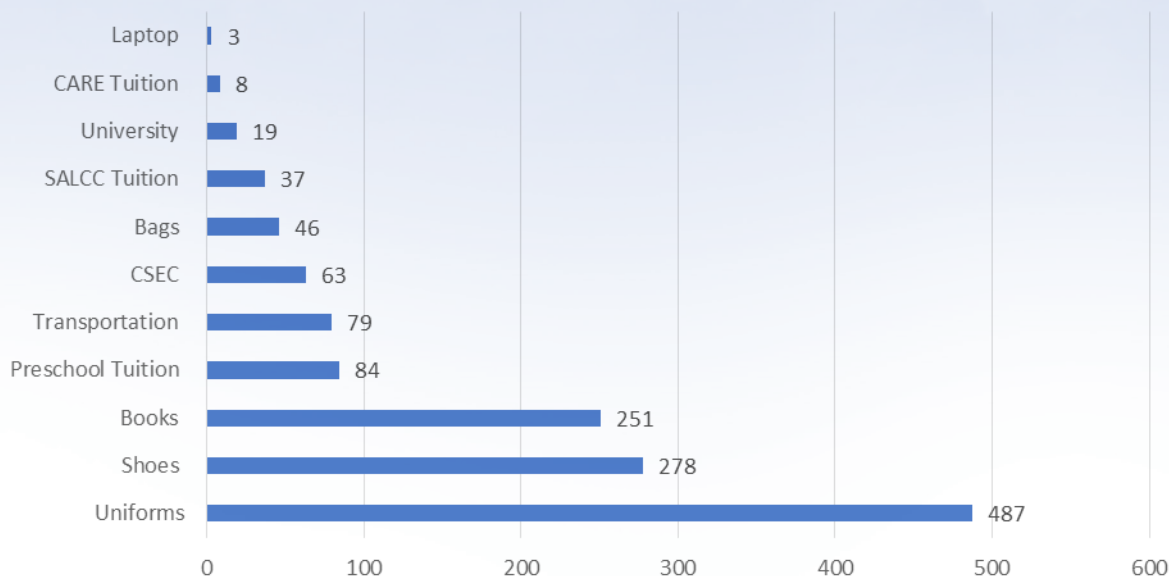
3.1.1.1 Direct Education Assistance

In order to have accessed support through the Support Services Unit, applicants would have participated in a Proxy Means Test (3.0) and attain the qualifying score in order to receive assistance. A total of eight hundred and forty-two (842) households received assistance from the Support Services Unit during the 2022-2023 financial year with in excess of sixty-five percent (65%) of the households which received assistance being beneficiaries of the Public Assistance Programme (PAP).

Table 1: Direct Education Assistance

Assistance	Students
Uniforms	487
Shoes	278
Books	251
Preschool Tuition	84
Transportation	79
CSEC	63
Bags	46
SALCC Tuition	37
University	19
CARE Tuition	8
Laptop	3

Direct Education Assistance



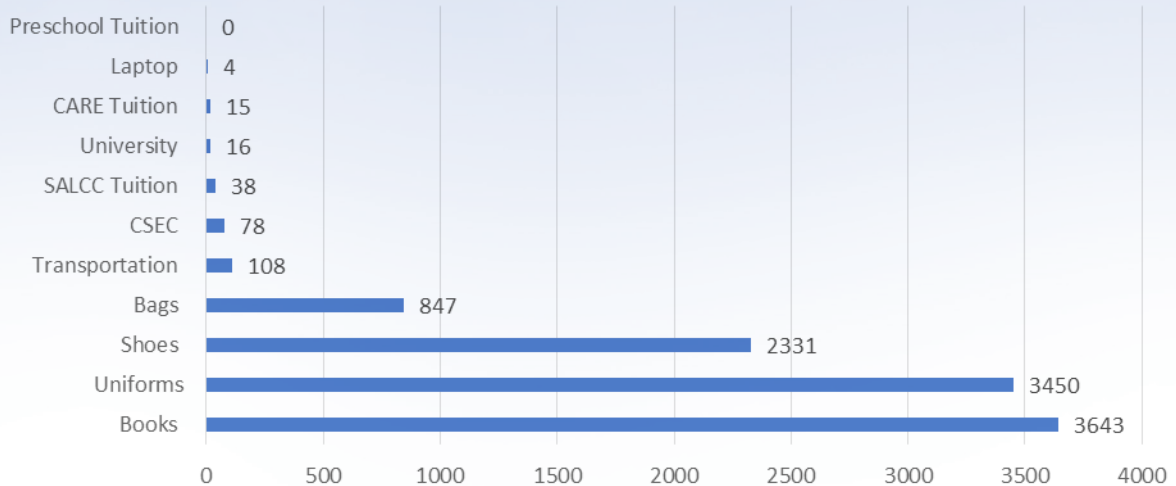
3.1.1.2 Parliamentary Representatives Educational Assistance Stimulus Programme

This programme can be accessed by applying for educational assistance at the Offices of the Parliamentary Representatives. This programme is mainly administered through the office of the Parliamentary Representative. A total of four thousand four hundred and eleven (4411) households benefited from the programme throughout the island. The break-down of the assistance from the Parliamentary Representative:

Table 2: Parliamentary Representatives Educational Assistance Stimulus Programme

Assistance	Students
Books	3643
Uniforms	3450
Shoes	2331
Bags	847
Transportation	108
CSEC	78
SALCC Tuition	38
University	16
CARE Tuition	15
Laptop	4
Preschool Tuition	0

Parliamentary Representatives Educational Assistance Stimulus Programme



A total of **two million and eight thousand two hundred and forty-two (\$ 2,008,232.13)** dollars was expended.

3.1.2 Housing Assistance

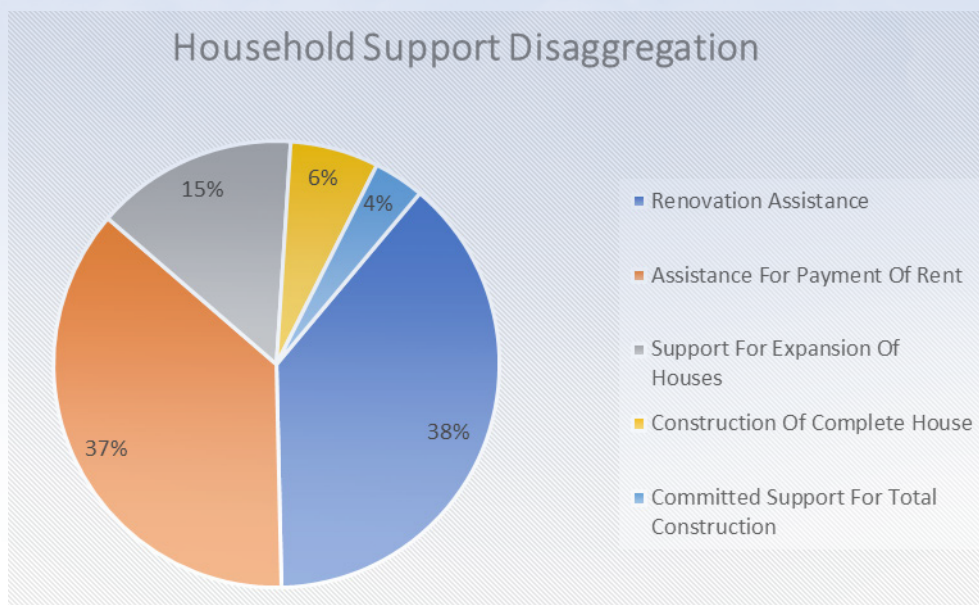
The health and other social implications of poor housing conditions are well documented, and is a reality for a significant number of poor and indigent St. Lucians who live in deplorable conditions. The Government of Saint Lucia is committed to improving the living conditions of the poor and indigent, and seeks to deliver on this commitment through the SSDF's Housing Assistance Programme. A total of one million and three hundred thousand dollars (\$ 1,300,000.00) was

allocated for the housing assistance programme during the 2022-2023 financial year. The housing programme targets the most socioeconomically vulnerable. The beneficiaries of the programme came from throughout the island, with approximately 65% of the beneficiaries being single mothers. The assistance offered through the programme included rental, renovation, and expansion support, and the construction of new dwelling structures. The graph below depicts the number of households that received support from the programme and the nature of the support.

Table 3: Household Support Disaggregation

Renovation Assistance	42
Assistance For Payment Of Rent	40
Support For Expansion Of Houses	16
Construction Of Complete House	7
Committed Support For Total Construction	4
Total Assisted	109





One of the challenges which affected the implementation of the programme during the financial year is the fact that approximately 60% of the individuals who applied and qualified for housing assistance were face with land tenure issues, which delayed the delivery of the much needed housing assistance. The programme is presently working in partnership with Invest St. Lucia and the Department of Crown Lands in order to ensure that prospective beneficiaries can legally access land for the construction of their dwelling structures. Another major challenge faced by the programme is the increasing cost of providing housing assistance which is driven by two factors, inflation (the ever increasing cost of building supplies), and the fact that increasingly the programme covers a 100% of the labour cost for most of the beneficiaries. In an effort to address the aforementioned challenge, the programme will revisit its procurement approach and will make a more concerted effort to explore the possibility of partnerships with private sector entities, NGOs and institutions such as the Sir Arthur Lewis Community College and the Centre for Adolescent Renewal and Education (CARE).

3.1.3. Our Boys Matter

Research has proven that youth who drop out from school are at increased risk of engaging in socially deviant behavior (defiant attitude, drug abuse and irresponsibility) and find themselves in conflict with the law. The demographic most at risk based on the research is young males. The Our Boys Matter programme seeks to afford boys who are on the verge of dropping out of school, boys with a record of irregular attendance due to lack of interest and/or financial constraints, or boys who regularly engage in deviant behavior, with the support to



continue pursuing their education whether it is the academic or technical vocational stream. The genesis of the programme was a discussion on programme support between Massy Stores and the Management of the SSDF. Massy Stores which

was the initial sponsor of the initiative continues to provide support, during the year 2022-23 the company donated fifteen thousand dollars (\$ 15,000.00) to the programme, which also received a donation of sixty thousand dollars (\$ 60,000.00) from Cabot Cares.

The management of the programme took the decision during the reporting year to embrace a more ecological approach as it relates to the programme, which meant that the focus of support would no longer be solely the boys but also their households. This meant that the scope of the support of the programme increased from simply educational support (provision of text books, uniforms, transportation and meal allowance, and the payment of tuition, extra lessons and exam fees)

and psychosocial support for the boys, to housing, livelihood and psychosocial support for the family. The commitment to adopt this new approach was driven by the recognition that improve behavior or performance by the boys is inextricably linked to improved household living conditions and a more positive outlook on life by the household, especially the head/s.

A total of **one hundred and thirty-seven (137) male students** participated in the program during the year reporting year, from communities around the island. The programme have participants in all of the secondary schools on island with the exception of one, along with CARE and Sir Arthur Lewis Community College.

Table 4: Level of Education Disaggregation of OBM

	Secondary School					CARE			SALCC	
	Form 1	Form 2	Form 3	Form 4	Form 5	1st Year	2nd Year	3rd Year	1st Year	2nd Year
	12	26	27	11	28	25	2	1	1	2
Total	104					28			3	

The following is a breakdown of the institutions, the participants attending, and the grade level or years;

Twenty-Five (25) beneficiaries of the programme graduated during the financial year. Nineteen (19) of the twenty-five (25) beneficiaries graduated from various secondary schools, while six (6) of

the beneficiaries graduated from the Centre for Adolescent Renewal and Education. Nineteen (19) (80%) of the beneficiaries that graduated during the financial year have moved on since graduation to further their education or secure full time employment.

Secondary School Graduates Nineteen (19) Boys	Seven (7) of the Boys moved to further their education at CARE
	Three (3) of the Boys moved to further their education at Sir Arthur Lewis Community College
	Three (3) of the Boys are moved on to secure full time employment
	Two (2) of the Boys are unemployed
	The team has not been able to confirm the status of five (5) of the boys after graduation.
CARE Graduates (6) Boys	Three (3) of the Boys are employed
	Two (2) of the Boys are unemployed

3.1.4 Food Supplies Support Programme

This initiative aims to assist the poor and indigent with one of their key physiological needs, food. The main beneficiaries of the food supplies support programme are walk in clients of the SSDF and participants of the SSDF key programmes. The food supplies support is offered in the form of hampers, and Massy Stores vouchers which can be redeemed at any Massy Store on island. During the reporting year approximately two hundred and fifty-three (253) households island wide benefitted from the direct SSDF Food Supplies Support Programme.

Another component of the Food Supplies Support Programme was implemented through the offices of the various parliamentary representatives. A total of One million and two hundred thousand dollars (\$ 1,200,000.00) was expended during the financial year, to provide thousands of St. Lucian families in need with food supplies support.

3.2 HOLISTIC OPPORTNITIES FOR PERSONAL EMPOWERMENT (HOPE) PROGRAMME

The HOPE programme was designed to address the immediate needs of the vulnerable population of St. Lucia, while simultaneously equipping them with the resources needed to assist in securing a more sustainable livelihood. The Pogramme is designed around five major pillars, employment, training, personal development, health, and community capacity building.

3.2.1 HOPE Sponsorship

This programme features an intervention mix that features social safety net initiatives, livelihood initiatives, support for community initiatives, and capacity building for CBOs and NGOs all aimed at providing support to vulnerable individuals and households/families experiencing poverty and destitution. Support through this programme is accessed through direct application or referrals.

During the financial year 2022-2023 a total of **\$ 1,014,209.00** was expended on sponsorship. The sponsorship resources were used to assist clients as follows;

Table 5: Hope Sponsorship Breakdown

Assistance	Count of Beneficiaries	Unit	Payout
Burial Assistance	35	Households	\$56,000.00
Community Initiatives	43	Communities	\$352,143.00
Business Assistance	37	Individuals	\$45,112.00
Employment Assistance	29	Individuals	\$47,809.00
Medical Assistance	94	Individuals	\$198,910.00
Micro Enterprise Support	36	Individuals	\$242,112.00
CBO/NGO Sponsorship	43	Organisations	\$72,123.00

\$1,014,209.00

3.2.2 HOPE Job Placement

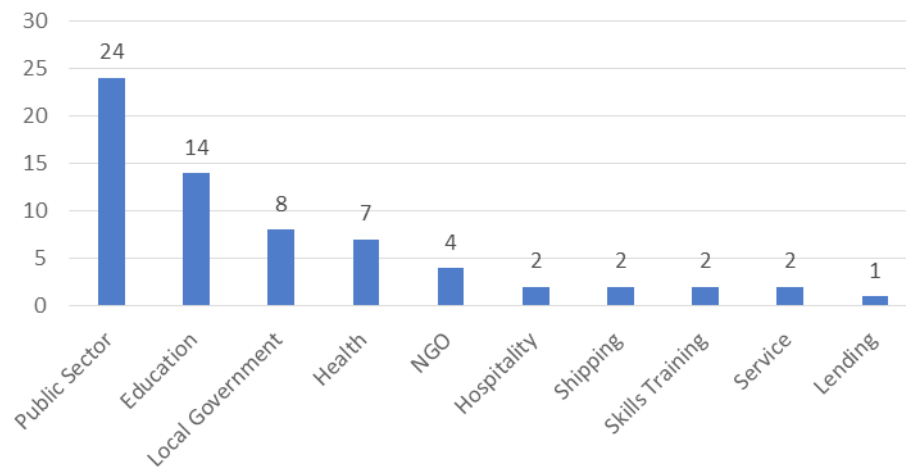
One of the major challenges which have negative implications for St. Lucia's drive to achieve a level of sustainable development, is a relatively high level of unemployment and its consequences. The

HOPE job placement programme was established in order to facilitate vulnerable and poor individuals in their effort to secure full time employment, through partnerships with private and public sector organisations. The following are the broad sectors clients have been placed in;

Table 6: Sector Disaggregation of HOPE Job Placement

Sector	Count of Beneficiaries
Public Sector	24
Education	14
Local Government	8
Health	7
NGO	4
Hospitality	2
Shipping	2
Skills Training	2
Service	2
Lending	1
TOTAL	65

Sector Disaggregation of HOPE Job Placement



New programme documentation requirements were rolled out during the final quarter of the 2022-23 financial year. This was done in an effort to provide greater role clarity for all parties involved in the placement arrangement and to strengthen the monitoring of the performance of individuals who have been placed. The new tools which are expected to facilitate the attainment of the aforementioned aim, are the Job Placement Tripartite Agreement and the Job Placement Performance Assessment Form.

3.2.3 HOPE Micro Enterprise

The HOPE Micro Enterprise is implemented in partnership with the James Belgrave Fund. Under the partnership arrangement the HOPE programme makes the funds available to finance the programme, selects clients for participation in the programme and assist in providing general oversight. In the collaborative arrangement, the BELFund is responsible for providing micro enterprise training, implementing the lending process, providing business support and collections.



In November 2022, the BELFund and the SSDF signed an MOU for the establishment of a revolving loan fund, that provides the most socio-economically vulnerable individuals with the opportunity to access loans of up to \$ 10,000.00, at an interest rate

of 3 % per annum without the requirement of co-makers or any form of collateral.

3.2.3.1 Vulnerable Single Mothers Micro-Enterprise Project

This project was conceptualized in order to create the opportunity for vulnerable single mothers on the Public Assistance Programme to engage in a sustainable livelihood through micro-enterprise. A total of thirty-three (33) participants from throughout the island were engaged in the life skills and micro-enterprise training component of the programme. On completion of the training, participants were required to prepare business plans for the micro enterprise venture of their choice, with the support of the project’s Business Support



Officers. These business plans would be submitted to BELFund for vetting as part of the loan approval process. The composition of the amounts accessed by beneficiaries upon approval of their loans, is 20% grant funds and 80% is loan funds. The beneficiaries benefit from very favorable terms, a 3 % interest rate, a repayment grace period of three (3) months and flexible repayment periods. To date, loans have been approved for seventeen participants of the programme.

Loan disbursement (approved loans) per sector breakdown;

- Agriculture - Five (5)
- Hospitality - Three (3)
- Retail - One (2)
- Service - Four (4)
- Small Manufacturing - Three (3)

Sector Disaggregation of Businesses Assisted Under the Micro Enterprise Project

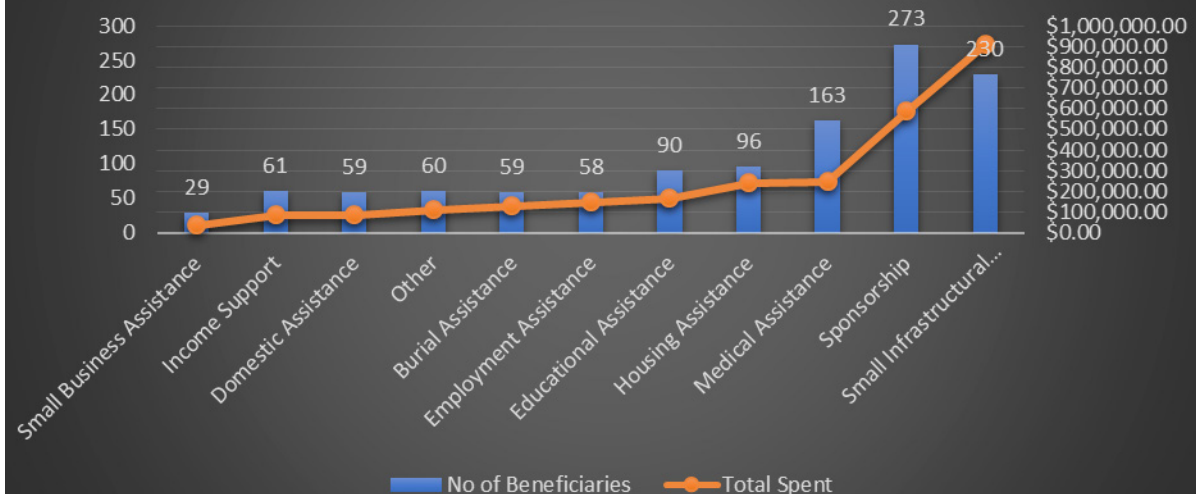


3.3 COMMUNITY DEVELOPMENT PROJECT (CDP) SOCIAL ALLOCATION

The economic fallout of the Covid 19 pandemic and the high rate of inflation has exposed the fact that a significant number of St. Lucians live below the poverty threshold, along with the fact that a significant segment of the population still has to cope daily with increased hardship as a result of acute socioeconomic deprivation. Cognizant of

these facts, the Government of Saint Lucia agreed to allocate a percentage of the Community Development Project for the implementation of interventions which seek to provide support to the most vulnerable, build capacity at the community level and support livelihood initiatives. The funds were allocated on a constituency basis, and applications for support/assistance under the CDP Social Allocation can through the various constituency offices.

Constituency Development Fund Beneficiary Breakdown



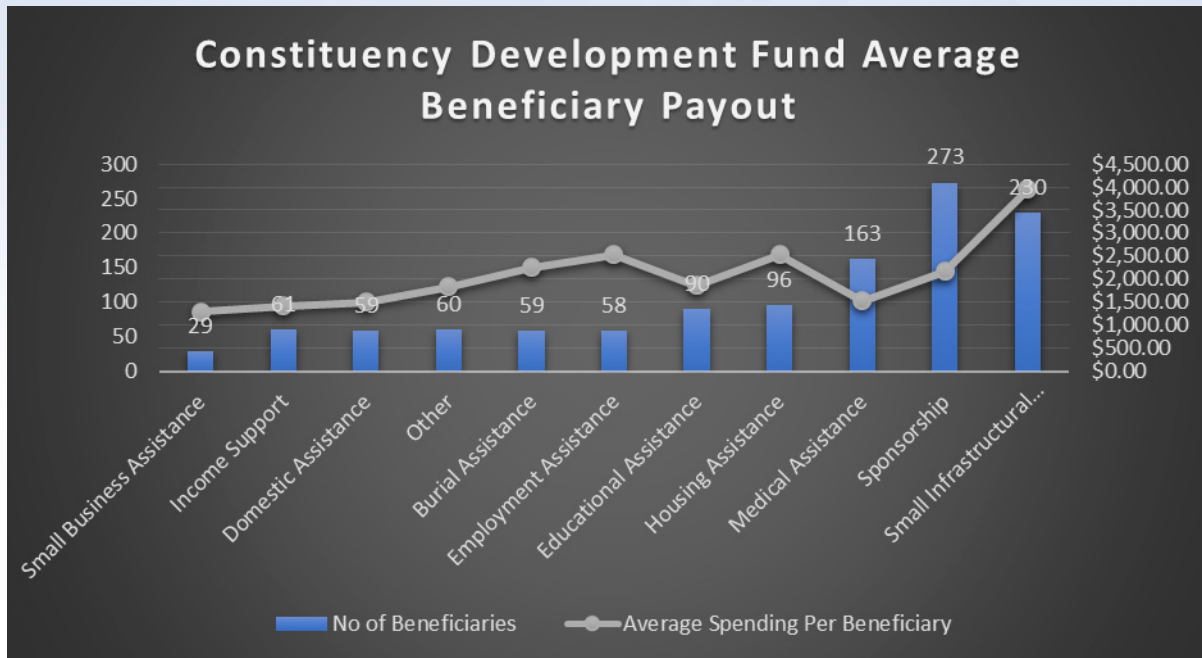


Table 7: Constituency Development Fund Breakdown

Category	No of Beneficiaries	Total Spent	Average Spending Per Beneficiary
Small Business Assistance	29	\$37,659.55	\$1,298.61
Income Support	61	\$87,500.00	\$1,434.43
Domestic Assistance	59	\$89,785.22	\$1,521.78
Other	60	\$110,145.36	\$1,835.76
Burial Assistance	59	\$132,949.72	\$2,253.39
Employment Assistance	58	\$147,070.72	\$2,535.70
Educational Assistance	90	\$167,909.65	\$1,865.66
Housing Assistance	96	\$244,880.04	\$2,550.83
Medical Assistance	163	\$250,833.75	\$1,538.86
Sponsorship	273	\$591,477.15	\$2,166.58
Small Infrastructural Projects	230	\$910,369.24	\$3,958.13
TOTAL		\$2,770,580.40	

3.4 Basic Needs Trust Fund

The BNTF Project seeks reduce poverty and vulnerability through enhanced access to basic and economic infrastructure and human resource services, consistent with the Country's Poverty reduction strategy. The BNTF 10 program focuses on three (3) core priority areas; education and human resource development, water and sanitation and basic community access and drainage. BNTF has expanded its areas of support



to include productive livelihoods including agriculture with assets, skills and knowledge products, market information and entrepreneurial development with a focus on youth entrepreneurship.

The Basic Needs Trust Fund Implementing Agency is presently in the process of implementing its 10th cycle projects, under the four core priority areas highlighted above. The sub projects are as follows:

1) Education and Human Resource Development

1. **Rehabilitation of the Vieux Fort Comprehensive School Food and Nutrition Lab** - The Consultant submitted the Bid Evaluation Report which is now being reviewed by the BNTF Tenders Committee.
2. **After School Music Program in Choiseul** - MOU has been drafted and await signing.
3. **Rehabilitation of Pre-K Classroom at**

Babonneau Combined - The Consultant submitted the Bid Evaluation Report which is now being reviewed by the BNTF Tenders Committee.

4. **Rehabilitation of Pre-K Classroom at Bishop Gachet Primary School** - The Consultant submitted the Bid Evaluation Report which is now being reviewed by the BNTF Tenders Committee.
5. **Rehabilitation of Pre-K Classroom at La Croix Maingot Combined School** - The Consultant submitted the Bid Evaluation Report which is now being reviewed by the BNTF Tenders Committee.
6. **Entrepot Day Care Centre including supply of furniture and equipment** - A No Objection letter was transmitted to CDB for the award of Contract. Awaiting feedback from CDB.
7. **Rehabilitation of the Soufriere Primary School** - A No Objection letter was transmitted to CDB for the award of Contract. Awaiting feedback from CDB.
8. **Construction of Belair Early Childhood Development Centre** - Procurement of consultant to prepare preliminary designs and estimates.
9. **Rehabilitation of Labayee Early Childhood Development Centre** - Procurement of consultant to prepare preliminary designs and estimates.

Livelihoods

10. **Greening Opportunity for Life Development (NSDC)**: A training and Agro processing project which will be housed at the NSDC Mon Repos Centre. The MOU is prepared and awaiting signing. The BNTF Implementing Agency is in the process of procuring a consultant to prepare preliminary designs and estimates.
11. **ARTS Business Strengthening Capacity for Economic Viability in the Creative Industry**: To train cultural practitioners who

already have products and services at some level of readiness for market distribution in research and market development and coaching. The National Cultural Foundation is the responsible agency for this sub project. The MOU is prepared and awaiting signing.

12.Arts Scape - Building Capacity through the creation of multifunctional performing space. The National Cultural Foundation is the responsible agency for this sub project. The BNTF Implementing Agency is in the process of procuring a technical consultant to prepare preliminary design and estimates.

13.Aquaponics for Sustainable Food Production: Introduction of Aquaponics for sustainable food production - (Training of Trainers and some residents) - La Resource Development Committee - MOU has been drafted.

14.Music Studio Phase 3: Tuning, furnishing and operationalization. In the process of securing consultant to install equipment.

Basic Community Access and Drainage

15. Construction of Road and Drain Goodlands East - A No Objection letter was transmitted to CDB for the award of Contract. Awaiting feedback from CDB.

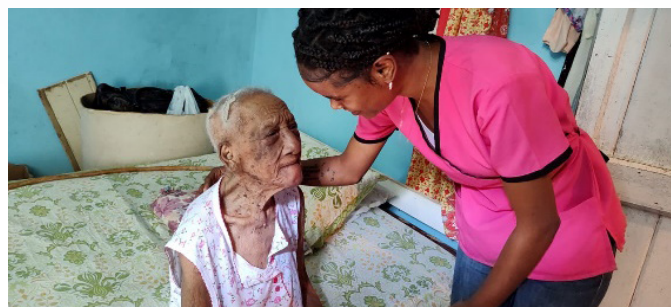
16.Construction of Road at Crown Lands Bexon - The Consultant submitted the Bid Evaluation Report which is now being reviewed by the BNTF Tenders Committee.

Sanitation and Water

17.Installation of Water Tank at Victoria Choiseul - Contract signed with WASCO on 17th April 2023.

3.5 Homecare Programme

The Homecare Programme has been embraced nationally as one of the most benignant social interventions of the Government of Saint Lucia, because of the comprehensive nature of the care provided to older adults, and individuals with functional limitations and chronic health conditions in the comfort of their homes. The programme features a person-centered integrated care approach that has primary health care as its central tenet. Seven hundred



and sixty-six (766) clients who resides in communities throughout the length and breadth of St. Lucia benefit from the services offered through the team of five hundred and fifty-one (551) employees, which comprises of a programme coordinator, an administrative secretary, zonal supervisors, constituency supervisors, assistant constituency supervisors and caregivers. The decision was taken during the 2022-23 financial year to expand the programme's capacity to provide care and its support offerings. This is as a result of the increased demand for care which has led to a significant increase in the workload of the present team, since some caregives have two and three clients to provide care to, along with the need to provide greater support to the poor and indigent clients of the programme. The actioning of this decision resulted in the employment of seventy-one (71) caregivers and the identification of clients which required additional support such as food and other basic household supplies. In total one hundred and twelve (112) caregivers and eight one (81) new clients during the 2022-23 financial year.

Table 8: Gender Disaggregation of Home Care Beneficiaries

Gender	Count
Male	297
Female	469
Total	766

Gender Disaggregation of Home Care Programme

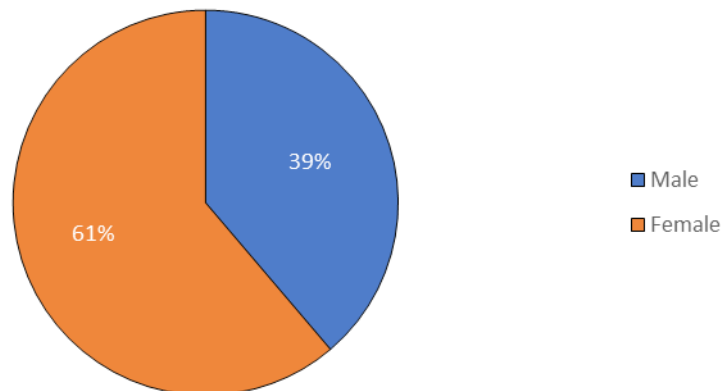


Table 9: Home Care Clients Health Condition and Gender Disaggregation

HEALTH CONDITION	MALE	FEMALE	TOTAL
BLINDNESS	5	13	18
DEMENTIA	2	17	19
MENTAL ILLNESS	10	17	27
AMPUTATION	25	38	63
STROKE	68	82	150
DIABETES	81	170	251
HYPERTENSION	123	260	383

Home Care Disease and Gender Disaggregation

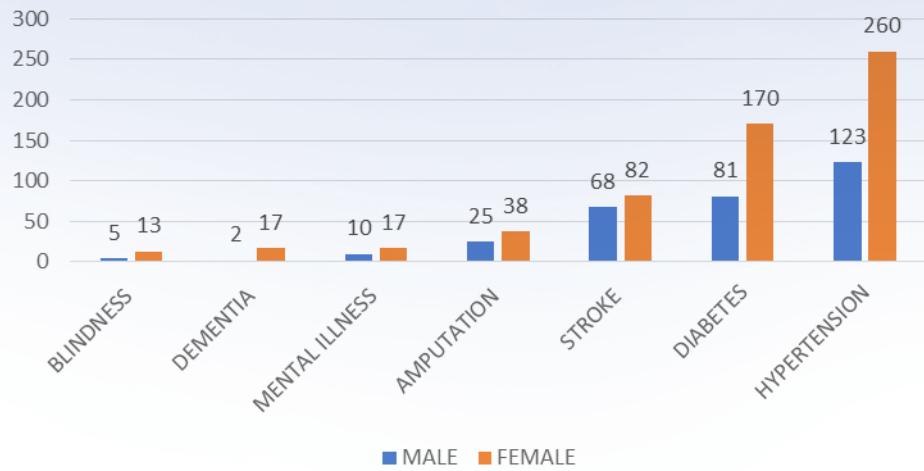
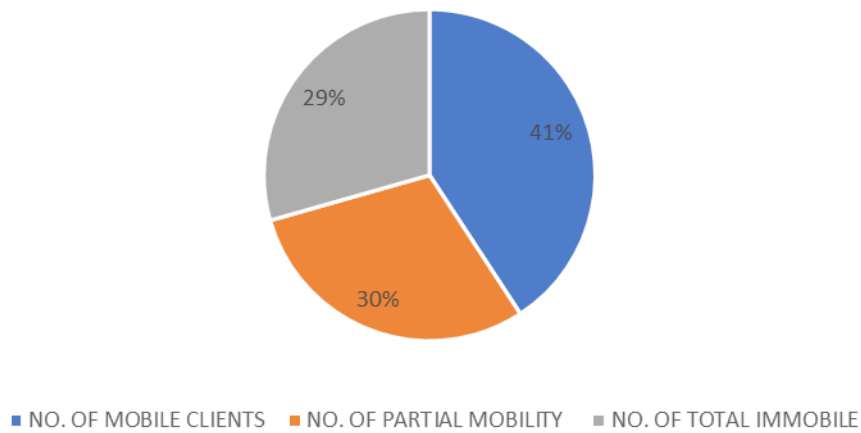


Table 10: Mobility Status Breakdown

NO. OF MOBILE CLIENTS	NO. OF PARTIAL MOBILITY	NO. OF TOTAL IMMOBILE
294	215	212

Mobility Status Breakdown



3.5.1 HOMECARE PROGRAMME HUMAN RESOURCE TRAINING

In an effort to facilitate an improvement in the ability of the programme's management team to execute their assigned duties, the programme's core management team, supervisors and assistant supervisors participated in two training workshops during the 2022-23 financial year. The first workshop was a five (5) day Effective Supervisory Skills Training Workshop which was held from the 7th to the 11th of June 2021. The workshop examined concepts that are key to effective supervision such as effective communication and management, the functions of leadership, evaluating and coaching of subordinates, motivational skills, effective team building. Employee development and the roles, qualities, and functions of an effective supervisor. On completion of the workshop participants received University West Indies. The second workshop was a database workshop which was held on the 6th of July 2022, during the workshop participants learnt how to use the programmes established database. The programme's management has initiated the process of ensure that every caregiver is certified in the area of Geriatrics at least at Caribbean Vocational Qualification (CVQ) level 2. The process of certifying care givers will feature two modalities, the Prior Learning Assessment (PLA) approach and class room training.

3.6 SHORT TERM EMPLOYMENT PROGRAMMES (STIMULUS)

A key social safety net programme of the SSDF is its Short Term Employment Programmes (STEP), which seeks to provide unemployed economically deprived St. Lucian's with the opportunity to generate an income during periods which normally dictate an increase in personal expenditure. These initiatives also aim



namely, the Pre Hurricane Clean Up, Christmas Clean Up and the Easter Clean Up. A total of six million eight hundred and forty-two thousand and twenty-six dollars and nineteen cents (\$6,842,026.19) were expended in order to implement the three programmes which created ten thousand and thirteen (10013) short term employment opportunities for unemployed economically deprived St. Lucians.

Please find below the gender disaggregation for the for the various Short Term Employment Programmes (STEP) implemented during the financial year 2022-2023.

Table 11: Gender Disaggregation of Pre Hurricane Clean Up STEP Employment

Pre Hurricane Clean Up (STEP - Stimulus)

Number of Males Employed	972
Number of Females Employed	1089
TOTAL	2061

Total Expenditure \$1,590,000.00

Gender Disaggregation of Pre Hurricane Clean Up STEP Employment

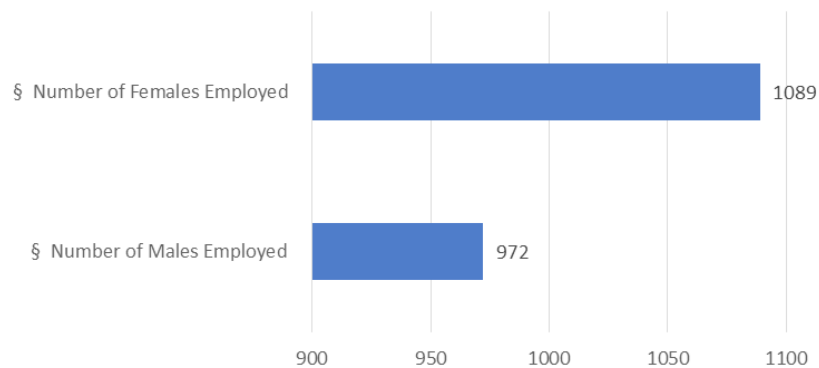


Table 12: Gender Disaggregation of Christmas STEP Employment

Christmas (STEP - Stimulus)

Number of Males Employed	3220
Number of Females Employed	1974
TOTAL	5194

Total Expenditure \$3,236,026.19

Gender Disaggregation of Christmas STEP Employment

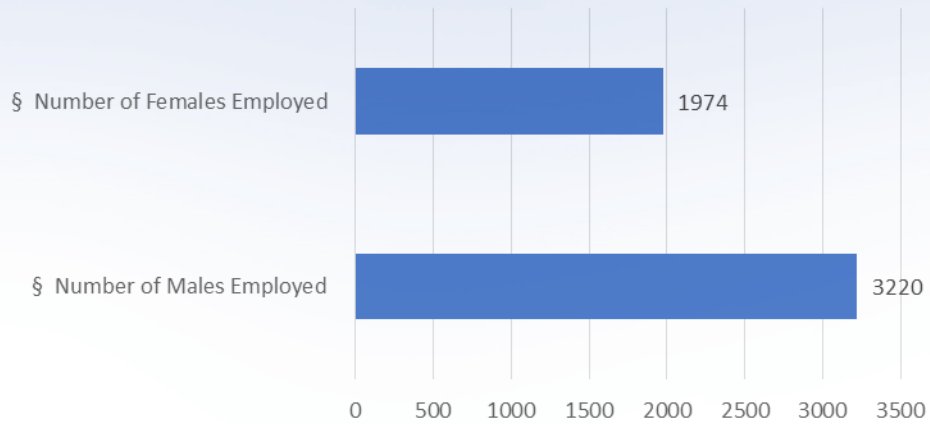


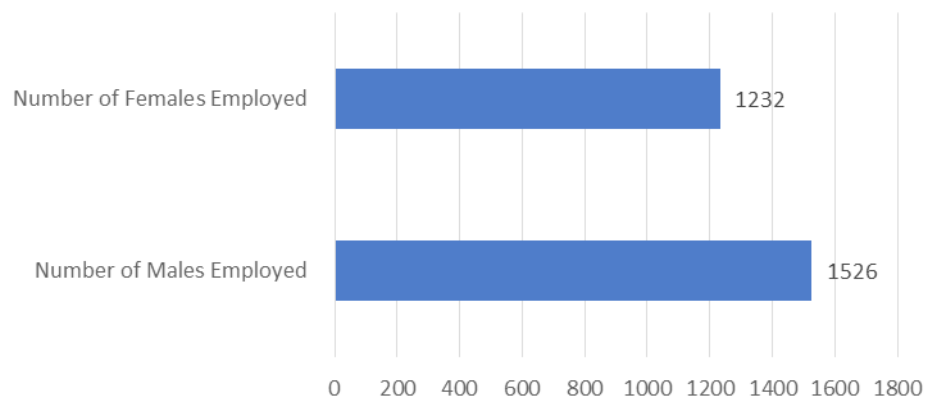
Table 13: Gender Disaggregation of Easter STEP Employment

Easter (STEP - Stimulus)

Number of Males Employed	1526
Number of Females Employed	1232
TOTAL	2758

Total Expenditure \$2,016,000.00

Gender Disaggregation of Easter STEP Employment



3.7 Social Stability Initiatives

In an effort to address the increase in socially deviant behavior that has spiraled into an increase in violent criminal activity, the leadership of the SSDF, driven by a mandate by the Prime Minister has moved to focus on conceptualizing and implementing programmes which seeks to reduce risk factors and vulnerabilities for socially deviant behaviors. An expression of the commitment to implementing these initiatives is the appointment of a Social Stability and Youth Resilience Consultant during the third



quarter of the 2022-23 financial year. A key mandate of the consultant is to work with the leadership of the SSDF and its key partners to establish a coordinating mechanism to implement initiatives which are featured as part of the social stability programme. The coordinating mechanism will minimize duplication and as a result facilitate optimum use of resources, and also facilitate the leveraging of the strengths of the various partners in order to maximize impact. The SSDF is in discussion with key grant awarding organisations, in order to secure funding for some of the programmes it has identified. It is anticipated that the initial social stability programmes will be rolled out in the framework of the coordinating mechanism during the 1st quarter of the 2023-24 financial year. The

suite of social stability programmes feature a Young Prisoner Reintegration Programme, Parenting Programmes, Afterschool Programmes, etc.

3.8 Assistance to Victims of the November 6th 2023 Flash Flood

On November 6th 2022, a number of St. Lucians mainly residence and business proprietors in the north of the island, experienced damage to property as a result of a flash flood caused by heavy rainfall. In order to provide a level of relief to individuals who were severely affected, government allocated the sum of \$ 680,000.00 which was disbursed through the SSDF. Two hundred and sixty-nine (269) households identified through the National Emergency Management Organisation (NEMO) post disaster assessment, received a sum of two thousand five hundred (\$ 2500.00) dollars each.

3.9 Saint Lucia Social Assistance Fund

St. Lucians existing socioeconomic vulnerabilities were accentuated by the Covid 19 pandemic. The socio-economic shocks caused by the pandemic has disproportionately affected the most vulnerable groups in St. Lucia's Society, with these individuals experiencing harsh socio-economic realities. Cognizant of that aforementioned fact, and its fiscal realities, the Government of Saint Lucia in its commitment to improve the quality of life of the most vulnerable, solicited the support



of the private sector. Government's commitment to ensuring that the partnership was undergirded by a framework which facilitates accountability led to the establishment of the Saint Lucia Social Assistance Fund, which is managed directly by the SSDF. On the 14th of February 2022, St. Lucia Electricity Services Limited (LUCELEC) made the first donation of four hundred and fifty thousand dollars (\$450,000.00) to the SAF, which was followed by a contribution of one hundred thousand dollars (\$ 100,000.00) by the Bank of Saint Lucia (BOSL). Three Hundred and fifty thousand dollars (\$ 350,000.00) out of the funds received to date, has been used as counterpart funding for the implementation of the Vulnerable Single Mothers Micro Enterprise Project, while two hundred and fifty thousand dollars has been allocated for the implementation of initiatives of the Youth Economy Agency which targets poor and indigent youth.

3.10 YEETE Project

The Youth Economic Empowerment through Enterprise Pilot Project (YEETE) commenced in 2021 and is financed by the Caribbean Development Bank Basic Needs Trust Fund Programme and the Government of Saint Lucia. YEETE's purpose is to enhance the school-to-work transition and decent work/entrepreneur



opportunities, with the ultimate aim of reducing unemployment. In order to achieve the desired

outcomes, the project will utilize a youth empowerment framework.

The project targeted 50 young people 18 to 35 years of age who were trained under the Basic Needs Trust Fund Cycle 7 & 8 livelihood programs. However, due to the Covid-19 pandemic, the call for participants was extended to those with interest. Components of the pilot project included the life skills training, business development support, mini-group practice grants, business mentorship, technical skills training in the business of music and fashion, contemporary design accelerator training, psycho social support and access to grant and loan funds for participants who won the pitch competition through a pass-through facility.

During the year 2022-2023 the pass-through facility agreement between the Saint Lucia Development Fund and CDB Caribbean Development Bank was signed. The Saint Lucia Coalition of Services Inc. partnered on the delivery of the Business of Music component. The call for participants for the business of music led to the selection of 37 participants; 13 more than what was prescribed for the cohort. Participants were instructed using a blended approach, which featured virtual and in person sessions. In order to facilitate effective virtual instructions, each participant was given a tablet. In order to prepare participants for key elements of the business aspect of music, the service of consultants was procured to instruct participants on how to access international markets, contract negotiations. The Business of music component was implemented over 5 months which culminated with pitching of business plans before a panel of judges. Pitch grants prizes of ECD 10,000.00 were awarded to 10 pitch participants in September 2022. All pitch grant awardees were fully paid through the Saint Lucia Development Bank as at 31st March, 2023.

