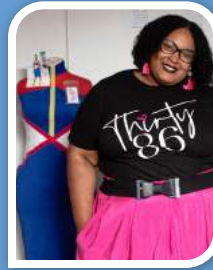




GOVERNMENT OF BERMUDA
Ministry of Economy and Labour

BERMUDA'S YOUTH EMPLOYMENT STRATEGY







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The Youth Employment Strategy was drafted by Ministry of Economy and Labour

In consultation with: *Ministry of National Security, Department of Corrections,
Department of Workforce Development, Bermuda College Student Union,
Bermuda Youth Connect, MIRRORS, DEOD and
Bermuda Hospitals Board (Vocational Rehab & Intellectual Disabilities)*



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Bermuda's Youth Employment Strategy

Say Y.E.S. to the future of Bermuda.

Aim:

The Youth Employment Strategy aims to address unemployment by facilitating greater opportunities and educational pathways for all young Bermudians between 18 – 26 years old. In an effort to address the current and future demands of the labour market, the Ministry of Economy and Labour has developed a strategy to ensure that our young people are prepared for the current and future world of work. The Youth Employment Strategy aims to support:

- Young people in education
- Underemployed youth
- Unemployed youth
- Vulnerable Youth
- Youth requiring additional support (including persons with physical and mental disabilities)

It is our goal to provide a comprehensive strategy to support Bermuda's youth and to create pathways to employment opportunities. To achieve this goal, we will:

- Facilitate access to training and employment opportunities for Bermuda's youth;
- Provide career guidance and resources for Bermuda's youth;
- Support access to work experience opportunities such as internships, traineeships and apprenticeships;
- Motivate Bermuda's youth to develop the highest level of proficiency in their chosen field;
- Ensure that qualified and competent young people are provided opportunities for development, mentoring, coaching and growth to support promotion within their chosen career; and
- Remove entry level barriers for young persons seeking employment.

The Youth Employment Strategy will leverage existing mechanisms in place to prepare our young people for successful careers and gainful employment.

Background:

Youth unemployment has been an ongoing concern worldwide for several decades. Recent studies by the International Labour Organization (ILO) have shown that youth labour force participation is decreasing globally, despite tertiary education enrollment increasing. The trends in Bermuda have been no different, and were exacerbated during the Covid-19 pandemic.

As highlighted in the November 2020 Labour Force Survey, the unemployment rate amongst persons between the ages of 16 – 24 was reported at 32.1%, which is significantly higher than the national unemployment rate of 7.9%. While many young people are currently pursuing education full time, there is a large number of young persons that are seeking employment, but have yet to secure work for various reasons, including:

- Lack of job opportunities for young people
- Lack of experience required by employers
- Limited access to resources
- Lack of opportunities for less experienced job seekers.
- Career choice uncertainty
- Misalignment of qualifications and skill sets required in the current job market

Based on these factors, the Ministry of Economy and Labour, will work along with public and private stakeholder groups and youth organizations to strategically address the barriers faced by young persons and to preserve the future of Bermudians in the labour force. This is increasingly important in light of Bermuda's aging population which drastically affects the labour market landscape and the sustainability of Bermuda's economy.

Youth Employment Strategic Goals and Initiatives:

There are many organizations and Government departments that provide excellent training services and employment opportunities for young Bermudians. However, there is a need for a greater level of synergy between all stakeholders to achieve the best outcomes. This employment strategy seeks to support and expand on the existing catalogue of opportunities available to our young people. The following nine (9) goals will outline the Government's strategy to address the challenges facing Bermuda's youth unemployment.

GOAL #1.

Increase local training opportunities and promote pathways to securing employment.



Goal #1. Increase local training opportunities and promote pathways to securing employment.

PURPOSE: *To ensure that young Bermudians are suitably qualified and positioned to take advantage of job opportunities within the local labour market.*

Young job seekers may not be fully aware of how their skills, goals and interests align with the full spectrum of career options. By expanding the catalogue of local training opportunities available in Bermuda, young professionals will:

- Have the opportunity to refine the soft skills required to be successful in the workplace
- Undergo specialized occupational training
- Earn a salary while gaining relevant experience in their desired field of work
- Improve employability
- Receive recognized qualifications
- Gain access to targeted support and expertise

This will also benefit employers as it will encourage the development of a highly-skilled workforce that will promote business growth. Improving productivity, profitability and reducing turnover rates are among the many other reasons why employers may want to hire interns and trainees. This goal will provide the research and market data required to expand training opportunities across various industries.

Strategic Initiative 1.

Review labour market data and ensure training opportunities are in alignment with current and future demands.

Description: In order to strengthen the school to work transition, multiple steps must take place, such as:

- Using labour market data, we will perform analyses to identify high demand occupations and professions with low Bermudian participation to ensure relevant training and education opportunities are available locally;
- Identify the capacities across various industries to identify the need for entry level jobs to ensure youth services and programs are aligned.
- Explore non-traditional/conventional training opportunities; and
- Launch a talent drive/registration for Bermuda's youth to capture data on Bermuda's talent pool/school leavers, ages 18 – 26 (i.e. level of education, career interests, area of study, projected completion date, career goals, employment status). Each of these steps will help to strengthen the school to work transition.

Target Group: Young persons between 18 – 26 years old

Key Stakeholders: Department of Immigration; Department of Workforce Development; Department of Statistics; Department of Education; Bermuda College; Employer groups; training providers.

Strategic Initiative 2.

Engage in partnerships with Government and Non-government organizations to validate training programs and fill identified gaps across high demand occupations.

Description: Partner with relevant organizations to expand and realign training opportunities which are in high demand occupational categories. Both Government and non-government led programs will be required to provide a diverse catalogue of opportunities for young people. Some of the key occupational categories that have been previously identified as high demand include:

- Accounting
- Underwriting
- Actuarial
- Software engineers
- Chefs
- Masonry
- Teachers
- Healthcare workers
- Social workers
- Electrical, water supply and waste management
- Information Technology and communications professionals

Target Group: Employer Groups; Boards and Industry Associations

Key Stakeholders: Department of Workforce Development, Bermuda College, Employer groups, Training providers



GOAL #2.

Expand career support
services for young
people from high
school through to
early employment.



GOAL #2. Expand career support services for young people from high school through to early employment.

PURPOSE: *To increase access to support services for young people as they transition into the workplace.*

Career support services are an essential aspect of choosing a career path. By providing support services to young persons seeking employment, this will encourage young adults to undertake strategic and well informed steps to pursue viable career opportunities. Career support services can include services such as:

- Workplace Readiness Training
- Career Counselling
- Job Application Support Services
- Resume Review

These services will provide a strong foundation for young people in the early stages of their careers, which will enhance the success of both the employee and their chosen organization.

Strategic Initiative #3.

Ensure that workplace readiness training is provided to young persons from high school through to early employment.

Description: Ensure that high school, college/university students and recent graduates have access to webinars, information sessions, and training opportunities organized through the Department of Workforce Development and its' partners. Workforce readiness training includes but is not limited to:

- Developing your Brand;
- Emotional Intelligence and Communication;
- Diversity and Inclusion;
- Office Etiquette;
- Resolving conflict in the Workplace; and
- Building resumes and cover letters.
- Employability certification
- Personal Development
- Setting SMART Goals
- Creation of Career Pathways

Target Group: High school students and young adults under the age of 26 years old

Key Stakeholders: Department of Workforce Development, Ministry of Education, HR Professionals and recruitment agencies, Department of Education

Strategic Initiative #4.

Ensure career guidance is available to young people from high school through to early employment.

Description: Ensure that career information is procured and readily accessible for young persons. This includes:

- Relevant labour market data;
- Professional guidance on career pathways and education streams;
- Career guidance based on market data and individual interests;
- Open forum to submit general questions and information sharing; and
- Other industry specific events i.e. networking events, career fairs, and information sessions.

This will be achieved through providing career guidance through school career counselors (for high school students) and through the Department of Workforce Development (for young persons transitioning into the workplace.)

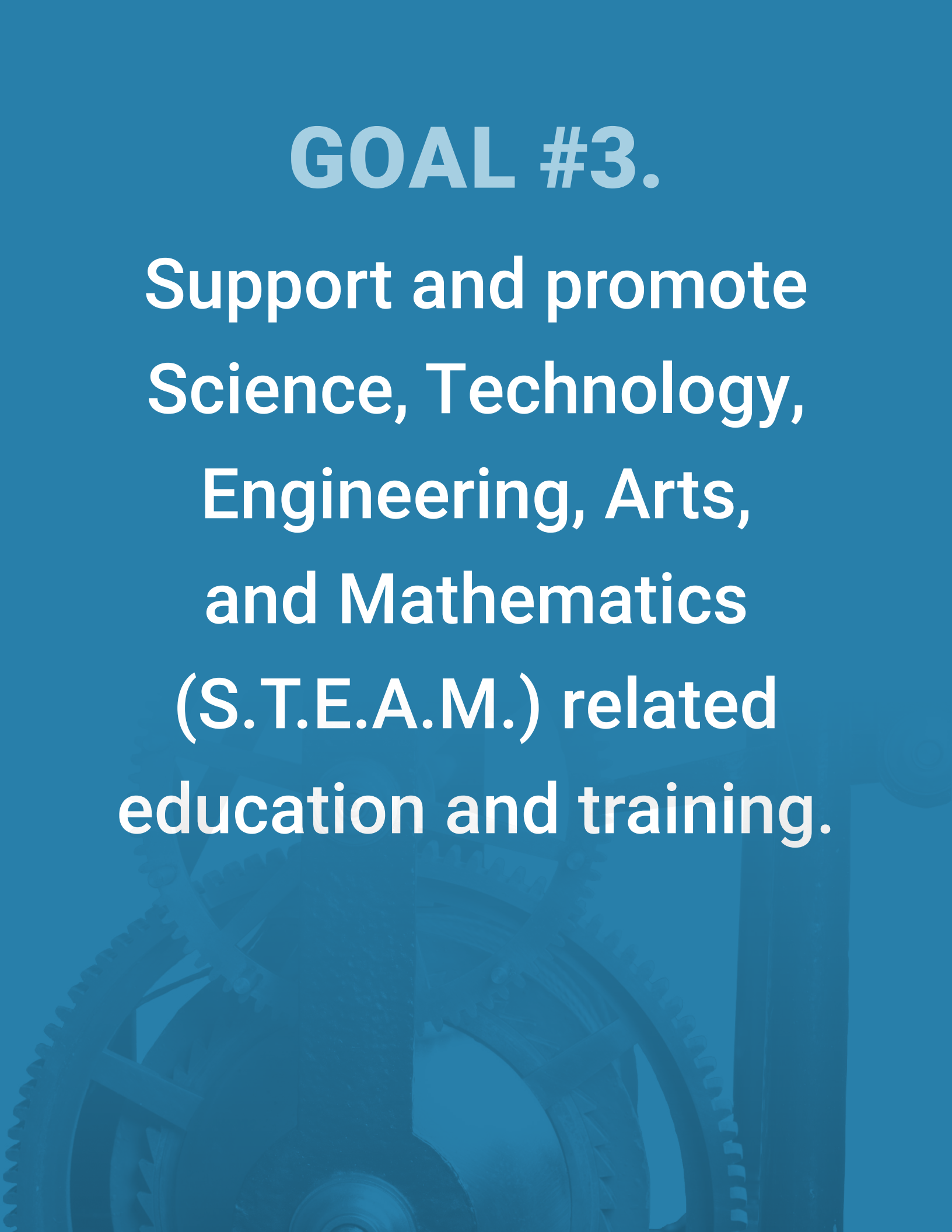
Target Group: High school and college/university students

Key Stakeholders: Department of Workforce Development, Department of Statistics, Ministry of Education, HR Professionals and Recruitment agencies



GOAL #3.

Support and promote
Science, Technology,
Engineering, Arts,
and Mathematics
(S.T.E.A.M.) related
education and training.

The background of the slide features a faint, blue-toned image of several interlocking mechanical gears. The gears are of different sizes and are positioned in a way that they appear to be part of a larger mechanical system, with some teeth visible and others partially obscured. The overall aesthetic is technical and industrial, complementing the theme of the goal which focuses on science, technology, and engineering.

GOAL #3. Support and promote Science, Technology, Engineering, Arts, and Mathematics (S.T.E.A.M.) related education and training.

PURPOSE: To enrich the pool of local talent, encourage Bermudians to pursue S.T.E.A.M related careers, and meet the rapidly changing demands of the labour market.

The demand for professionals with interests and academic backgrounds in science, technology, engineering, arts and mathematics is growing in Bermuda as more creative and tech-based job opportunities become available across various industries. In an effort to ensure the local labour force remains competitive, the Government encourages young person interested in S.T.E.A.M to explore the opportunities available locally.

Strategic Initiative #5.

Support and expand current S.T.E.A.M. training opportunities.

Description: Work in alignment with organizations providing S.T.E.A.M training and education to encourage young people to take advantage of the training available. Partner with employers of S.T.E.A.M occupations to provide career options and on the job training.

Target Group: 18 – 25 year olds

Key stakeholders: Department of Workforce Development, Employer groups

Strategic Initiative #6.

Ensure funding is made available to students pursuing S.T.E.A.M. related education.

Description: Ensure that support is provided to students pursuing education in Science, Technology, Engineering, Art, and Mathematics on the Graduate Trainee Program and Summer Internship Program.

Target Group: Students interested in pursuing S.T.E.A.M. related career paths; department of Workforce Development; NGOs

Key Stakeholders: DWD, Relevant Employers



GOAL #4.

Expand apprenticeships
and internship
opportunities.



GOAL #4. Expand apprenticeships and internship opportunities.

PURPOSE: *To ensure young people receive relevant work experience to better prepare them for gainful employment.*

Similar to Goal #1, the expansion of training opportunities across all sectors will benefit young people looking to boost their employability and learn more about their chosen industry. This goal focusses on encouraging employers across various job sectors to increase their recruitment of apprentices and interns.

Strategic Initiative #7.

Engage in consultation with relevant employers to expand apprenticeship and internship opportunities.

Description: To facilitate the expansion of training opportunities available, the government will:

Re-engage employers through focus groups to:

- understand the current capacity for entry level employment by industry,
- develop partnerships to address youth unemployment.
 - Appeal to employers to launch apprenticeship schemes; and
 - Provide additional incentives for employers within specific job categories to take on apprentices, focused
 - mainly on technical and vocational occupations (such as those mentioned in Strategic Initiative #2).
 - Organize internship opportunities to provide real work/value projects and mentorships.

Target Group: Persons 18 – 26 years old

Key Stakeholders: Department of Workforce Development; National Training Board, Industry Professionals

Strategic Initiative #8.

Expand apprenticeship and internship opportunities within the public service.

Description: Encourage departments across the public service to build internship and apprenticeships programs within their capacity.

Target Group: Public Service

Key Stakeholders: Department of Workforce Development, National Training Board

Strategic Initiative 9.

Launch a campaign to educate employers and human resource professionals on the benefits of trainee schemes and apprenticeships.

Description: Run radio ads, webinar sessions, and press releases to inform employers and HR professionals about the process to begin an apprenticeship scheme.

Target Group: Employers

Key Stakeholders: Department of Workforce Development, National Training Board

GOAL #5.

**Improve public access
to relevant labour
market information and
career opportunities.**



GOAL #5. Improve public access to relevant labour market information and career opportunities.

PURPOSE: To increase awareness of labour market trends and opportunities encouraging Bermudians to pursue education in alignment with current and future demands.

Labour market information includes a wide range of data which can help persons seeking employment as well as those looking to hire, to make more informed decisions. Improving the access to information can also assist training bodies and parents of young persons to prepare students for the current and future demands of the labour market.

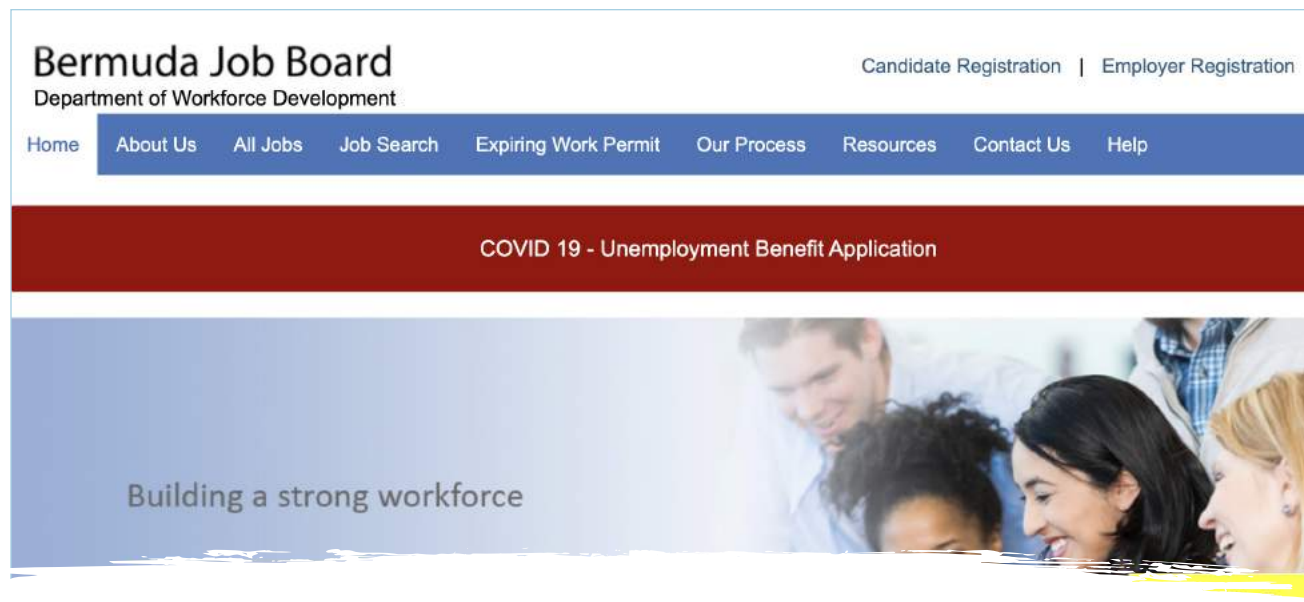
Strategic Initiative #10.

Broadcast relevant labour market data in clear digestible formats to the public through marketing ads, social media, employment agencies and other communications.

Description: Utilize various forms of media to broadcast relevant labour market statistics to the public informing the public of the current labour market landscape. This will promote strategic and informed decisions when choosing a career path.

Target Group: Parents of young persons; Young people transitioning into the workplace

Key Stakeholders: Department of Statistics, Department of Communications; Department of Workforce Development, Ministry of Education.



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GOAL #6.

Support and Promote
Youth Entrepreneurship.



GOAL #6. Support and Promote Youth Entrepreneurship.

PURPOSE: To encourage positive engagement with entrepreneurship throughout the community, especially amongst young people.

Entrepreneurship is a great alternative employment opportunity, especially in the instances where there is a lack of sufficient jobs to absorb young people into the labour market. Young entrepreneurs create jobs for themselves and set about achieving their personal goals. Increasing the access to resources for these persons will promote the sustainability and success of their start-up businesses by offering training, mentorship and technical assistance.

Strategic Initiative #11.

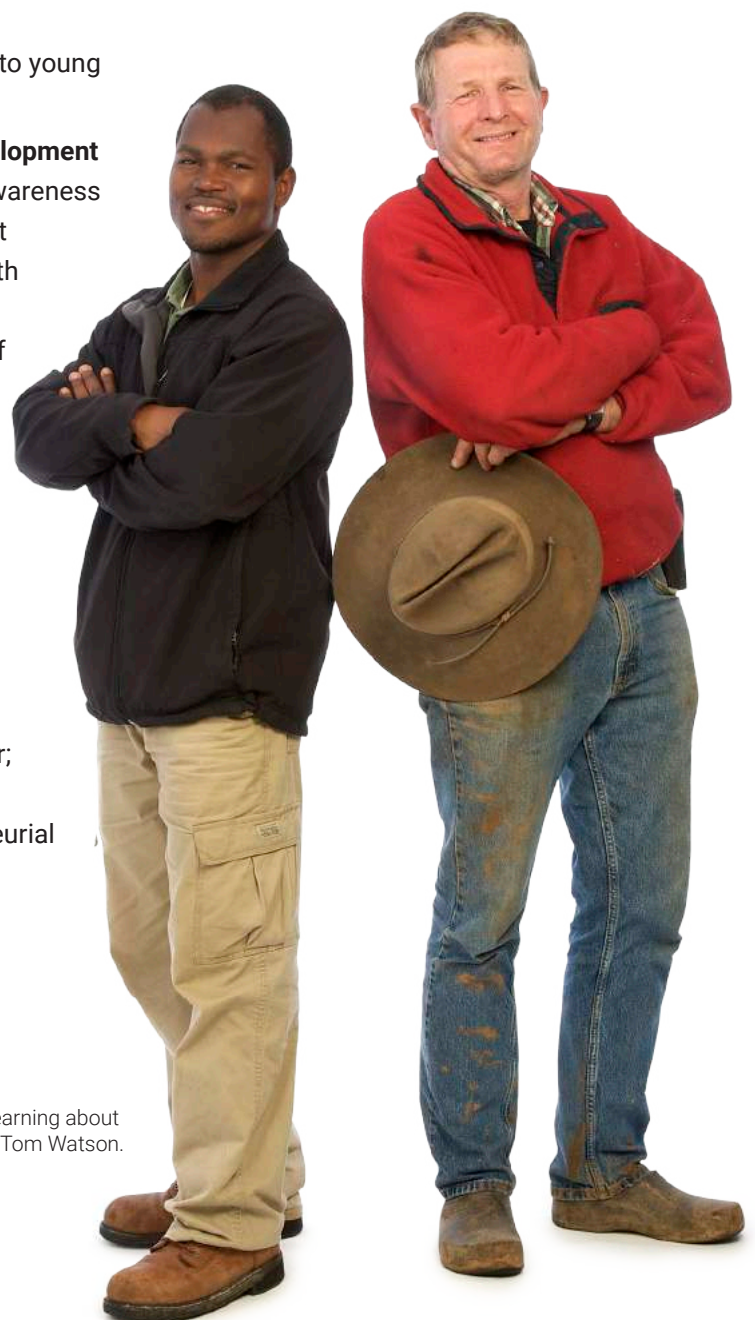
Support organizations currently providing services to young entrepreneurs.

Description: Partner with **Bermuda Economic Development Corporation** and other organizations to increase awareness of entrepreneurship as a viable path to employment and the number of youth entrepreneurs. Engage with organizations that offer entrepreneurial support services to young persons to ensure the success of programs that provide:

- Start-up funding
- Training and support
- Building business plans
- Competitions and prizes
- Incubators

Target Group: Persons 16 – 26 years old

Key Stakeholders: Ministry of Economy and Labour; BEDC; Employer Groups; Department of Workforce Development, Department of Education, Entrepreneurial Incubators



Apprentice Quincy Burgess learning about Sustainable Agriculture from Tom Watson.

Strategic Initiative #12.

Expand programs to promote entrepreneurship amongst young Bermudians.

Description: Incentivize entrepreneurial activity amongst young people through competitions, funding, and information. Create a register of Bermudian owned businesses.

Target Group: Persons 18 – 25 years old

Key Stakeholders: Bermuda Economic Development Corporation;

Strategic Initiative #13.

Provide business mentorship opportunities for young persons participating in entrepreneurial endeavors.

Description: Provide guidance and mentorship for young persons interested in or pursuing entrepreneurship. Engage business owners to participate in a mentorship program which will afford young entrepreneurs with relevant insight and advice.

Target Group: Entrepreneurs, young person aged 18 – 26 years old considering alternative career paths

Key Stakeholders: Bermuda Economic Development Corporation;



Young entrepreneur Maya Palacio showcasing her designs.

GOAL #7.

Promote support for
vulnerable youth.



GOAL #7. Promote support for vulnerable youth.

PURPOSE: *To improve pathways to employment and support services for vulnerable youth.*

Many vulnerable young people, who are not employed or pursuing education, would benefit from opportunities which could help them to overcome barriers to employment and accessing the labour market. Some young people from vulnerable backgrounds often face multiple obstacles to successfully entering the workforce. Enhancing the support for this group of young people will ensure a greater level of preparedness for each individual while also benefitting the greater community.

Strategic Initiative #14.

Provide specialized services for youth requiring additional support.

Description: Introduce a skills development program for unskilled, unemployed, disadvantaged youth, ages 18 – 26 years old, which provides work experience, career readiness training and a personal development plan. This will position participants to participate in a formal apprenticeship or trainee program upon completion. Work with external organizations to support the population of young person requiring additional support, including:

- Young persons exposed to gang violence
- Young persons with disabilities
- Young people leaving residential care
- Young mothers
- Early school leavers

It is recognized that each of these groups require unique services offerings, therefore, support will entail specialized work readiness workshops and training programs specifically for young persons requiring additional support, including:

- Job Search Tips;
- Interview Skills Coaching;
- Resume Development;
- Computer Literacy Courses;
- Positive ways to navigate and communicate in the workplace;
- Access to work trades job placements and job trainings with current programs offered by Workforce Development;
- Build partnerships with local businesses to create specific pathways for suitable successful job trainings.
- Access to therapy and counseling services

Target Group: Young person requiring additional support between the ages of 18 – 26 years old.

Key Stakeholders: Ministry of National Security; Department of Workforce Development; Employer Groups, Bermuda Hospitals Board MWI – Intellectual Disabilities & Vocational rehab; MIRRORS, Tomorrow's Voices

GOAL #8.

Revise policies
to improve social
protections for
young people.



GOAL #8. Revise policies to improve social protections for young people.

PURPOSE: *To support and protect young workers to realize their social and economic potential.*

There are various protections to be enhanced to support young adults in Bermuda. While some of the aforementioned aspects require an increase in support services, there is also financial support that is required by persons within this group. As a result, this Government is working to:

- Address racial and gender disparities;
- Provide protections against abuse of volunteer work
- Implement a statutory minimum wage
- Ensure financial support services are available to those in need

Strategic Initiative #15.

Review labour legislation to ensure young people are protected in the work place.

Description: The policies currently in place are designed to protect the entire workforce. In order to address the needs of young workers, legislation should include provisions that specifically address the economic, labour market and social challenges facing young people today.

Financial Assistance

Ensure that young people have access to income support services offered by the Department of Financial Assistance. This is particularly targeted to support those young people who are unemployed, parents and recently departed from residential care.

Livable Wages

Currently, there are approximately 1,728 persons in gainful employment between the ages of 16 – 24, with a median gross annual income of \$31,032. The reality is that many young people are underemployed or working in low income occupations.

The Ministry of Economy and Labour is in the process of implementing a minimum and living wage in Bermuda, which will establish a wage floor. This will promote livable wages for all persons within the workforce, but especially young persons, who as a group, have maintained the lowest median annual income for several years. Improving the opportunities, benefits and education for this demographic will have a positive impact on the greater economy.

Target Group: Persons 18 – 25 years old; persons recently entering the labour force; new employees

Key Stakeholders: Ministry of Labour

GOAL #9.

Facilitate the
repatriation of young
Bermudians.



Goal #9. Facilitate the repatriation of young Bermudians.

PURPOSE: *To encourage Bermudians to return home to work, live, and participate in the local economy.*

Over the past few decades, Bermuda has seen a number of Bermudians emigrate to reside in other parts of the world in search for job opportunities and lower cost of living. While a portion of this exodus is normal across the world, there are ways to minimize this to prevent the 'brain drain' which means educated locals leaving the island to live and work elsewhere. The Government would like to welcome back Bermudians who have left for financial and occupational reasons to return home as soon as it is feasible to do so. In this regard, we are working to encourage the repatriation of Bermudians overseas.

Strategic Initiative #16.

Incentivize young Bermudians to return home to live and work.

Description: Identify challenges currently being faced by young persons overseas, such as:

- Lack of local opportunities
- Cost of living
- Limited resources available on island

Once these challenges have been identified, work towards incentivizing voluntary repatriation through building the policies and programs necessary for Bermudians to return home through strategic planning and communications, including but not limited to:

- Strategic marketing of the opportunities available
- Frameworks to encourage lower cost of living
- Promoting new opportunities across all occupational sectors

Target Group: Persons 18 –26 years old

Key Stakeholders: Ministry of Economy and Labour, Department of Workforce Development, Labour Relations Section, Bermuda Government London Office, Local Employers

Say Y.E.S. to the future of Bermuda!





Published by: Government of Bermuda
Ministry of Economy and Labour



Government Administration Building,
3rd Floor, 30 Parliament Street,
Hamilton HM 12, Bermuda



Tel: (441) 297-7714

www.gov.bm

Design and pre-press production: Department of Communications

Printed in Bermuda by Bermuda Press Digital ~ May 2022