

ACP-EU Development Minerals Programme Implemented in partnership with UNDP

Programme Partners:



RETURN TO WORK PLANS (RWP)

An initiative of the African, Caribbean and Pacific Group of States, financed by the European Union and United Nations Development Programme, and implemented by UNDP.



I. RETURN-TO-WORK PLANS

Return to Work projects are a valuable mechanism for workshop participants' personal and professional development. As part of your sponsorship, you are required to develop a return-to-work plan on a project you will undertake on your return, applying the knowledge and skills gained from workshop to influence change.

Periodic follow-up on the progress of implementation of the plan will be undertaken by UNDP.

II. REPORTING STRUCTURE FOR RETURN-TO-WORK PLANS

To facilitate ease of reporting and follow-up on your return to work project, the structure below outlines the key project elements that need to be covered in the reporting. **Please submit a draft Return to Work Project (RWP) using the structure provided below.**

GENERAL INFORMATION

Name(s): Wazari johnson

Position: Manager

Email: wazarijohnson@gmail.com

Phone no (office + mob):

Brief Description of the project:

The purpose of this plan is to introduce to you our return to work program that will take the form of training persons in the area of ceramics. Our return to work program involves short term, medium and long term goals.

Our short term goal is to initiate a training program in ceramics for three main target groups:

- (1) Unemployed young people between ages 18-35 years old.
- (2) Involuntary returning migrants (formerly known as deportees).
- (3) Persons interested in exploring ceramics as an additional source of income or persons who have been made redundant from their jobs and are seeking new ways to earn an income

Our medium term goal is to launch a tableware and decorative ceramic line in an effort to make the venture self-sustaining.

The long term goal is to provide a platform for training, developing and encouraging new entrepreneurial aspirants to become creative professionals. This will be additionally supported by Advocate Industries' "Island Art and Design Expo" which will enhance their prospects for visibility, marketability and a rewarding career in the Arts. The expo has been staged for two years now with Advocate Industries being the primary sponsor.

Over time we aim to form a guild of artists, working in close association with Advocate Industries. Having a guild of artists and designers working in close collaboration with us, ensures that the expo will always have a core group of participants. We intend to make the expo one of the Caribbean's largest visual art and design expos. This event is intended to arrest people's attention and will serve as a very good platform for business development, creating opportunities to engage and educate the public as to the importance of art and craft.

Expected Outcomes:

- (1) We expect that at least 50% of who we train will continue to work in the ceramics industry either as self – employed persons or will work in the Advocate Industries studios, or other studios.
- (2) We are interested in increasing the viability of this venture to make it self-sustaining, beyond the project duration as outlined by the United Nations Development fund. This we intend to do with the production of the following items: ceramic face basins, tableware, lamps, clocks, water jars, liquid soap dispensers and other utilitarian items. We plan on significantly utilizing molds to achieve the increase in production levels. Due to the economic conditions in Jamaica, a ceramic manufacturing entity has greater viability as a successful business when its primary line of products is of a utilitarian nature as opposed to focusing its manufacturing solely on decorative items.
- (3) Far more investors will be attracted to ventures of this nature once the success of this venture is realized.

Expected Outputs:

The objective of this project is to create employment and income generation opportunities in the creative industries.

There is an issue of unemployment in Jamaica that needs to be addressed, and we intend to play our part at Advocate Industries in mitigating this problem. Jamaica has experience saturation in the number of enterprises available to



provide employment in the typical job market arenas. Alternative means of income generation through small businesses in untapped or under tapped markets will be key to the country's development.

There are many Jamaicans who would explore generating an income via involvement in the creative industries, but the chief challenges they experience are a lack of training and lack of access to the necessary equipment which would be used to create art and craft related products.

Our aim is to provide persons with; (1) access to equipment and (2) training so that they can gain the necessary skills in the area of ceramics and (3) social and business development skills as well as to (4) provide a form of incubator support for those starting out in ventures in the ceramics industry.

There is also a component of our plan that takes into consideration the involuntary returning migrants (previously referred to as deportees). There are many such migrants being returned to Jamaica on a monthly basis. It is often the case that they are not returning to a scenario where they can obtain a job and earn an honest income. Many of them being without resources and support from family and friends, turn to criminal activity as an attractive option for income generation.

We believe in taking proactive measures in dealing with this issue, to as far as is possible, avoid creating the type of social environment that contributes significantly to crime.

Please describe how you plan to implement the return to work project: (outline key partnerships and collaborations across sectors in your country as well as any joint collaboration with other countries)

Advocate industries aims to undertake training of thirty persons by utilizing a facility owned by the New Horizons Christian Outreach Ministries in Winter's Pen St. Catherine. My personal studio space is not adequate to accommodate/undertake the training exercises. Therefore, the New Horizons facility will be used as it has ample space for training and the building is well suited for this endeavour as it was designed for training sessions of this nature.

Our team of Facilitators/Instructors will consist of myself Wazari Johnson, Tarretto Newman and Don Newman.

Tarreto Newman has been with us since August of 2016. He has a well-rounded grasp of the Principles of Ceramics and he has been honing his skills over the last twenty-five (25) years. His brother Don Newman is proficient in ceramics and demonstrates a high aptitude for its various technicalities.

We will be offering courses in (1) Throwing on the potter's wheel (2) Mold Making and slip casting (3) Fettling (4) Surface design and glazing (5) Product design. We will also be offering business development training courses and this will be done in Association with The Jamaica Business Development Corporation.



We also intend on soliciting the support of the Heart Trust NTA which will assist us to acquire additional material to be used in the training on an ongoing basis. This would exceed the one-year period designated for this return to work program.

RETURN TO WORK PROGRAM BUDGET			
Cost of Materials			
No.	Item	Quantity	Cost (\$ U.S)
1	Casting Slip	20,000 lbs	\$ 6,880.00
2	White Earthenware Clay	40,000 lbs	\$ 13,560.00
3	Plaster	10,000 lbs	\$ 1,200.00
4	Frit	5,000 lbs	\$ 19,500.00
5	Mason Stains	5000 lbs	\$ 36,700.00
6	Alumina Oxide	5,000 lbs	\$ 12,950.00
7	Chrome Oxide	5,000 lbs	\$ 74,250.00
8	Iron Oxide	5,000 lbs	\$ 11,250.00
9	Borax powder	5,000 lbs	\$ 13,350.00
10	Bottled glazes	1496 bottles (16oz)	\$ 16,615.00
	Sub Total		\$ 206,255.00
Other Related Costs			
	Stipend Cost (30) Trainees	U.S.\$47.69 (Each) Weekly	\$ 74,396.40
	Lead Instructors Salary	One (1) U.S.\$230.77 Wkly	\$ 12,000.00
	Instructors Salary	Two (2) U.S.\$153.85 (Each) Wkly	\$ 16,000.00
	Training Facility Rental	Monthly U.S.\$680.77	\$ 8,169.23
	Sub Total		\$ 110,565.63
	TOTAL		\$ 316,820.63

What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation)

The following indicators of success will be employed for the duration of the project:

1. Weekly Verbal and written quiz / test

2. Weekly and monthly practical demonstration test
3. Weekly assessment of the development / Preparation of a business plan
4. Weekly and monthly progress reports

What other strategic opportunities have you identified that will contribute to the success and sustainability of your project? (include linkages to sub-regional and regional agenda)

We have identified the following regional and sub-regional trade/promotional events that we believe will provide the opportunities for business exposure and expansion: Carifesta held annually in Barbados; My Caribbean One World Festival held annually in Boston, Mass. U.S.A; Liguanea Arts Festival, Jamaica and the Montego Bay Art Festival to name a few possible options.

What aspects of the training will be most useful in implementing your project? Explain

The aspects of the training I received which will be most useful in the implementing my project will be mold making and slip casting. These manufacturing methods are two of the easiest methods to learn and if a trainee was supposed to consider starting a ceramic venture, these methods would provide them with a relatively inexpensive means to start producing items for market.

This means from beginning to end the trainees can readily identify how the program will affect their lives significantly in a positive and real way.

What are your future plans? (Include any additional capacity building needs for your professional development that you have identified during the course of the workshop).

My future plans involve expanding my training program to various territories in Jamaica. Obtaining additional information in the area of glaze formulation would be of great benefit to the expansion endeavor. My time spent at the African Minerals and Geo-Sciences Centre (A.M.G.C) afforded me the realization that to create a sound ceramic industry a less rudimentary and more scientific approach to glaze formulation would be required to ensure that your products are of the highest international standards.

ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1:	Mold Making	Mold Making	Mold Making	Mold Making	Mold Making	Mold Making	Mold Making
Activity 2:	Slip Casting	Slip Casting	Slip Casting	Slip Casting	Slip Casting	Slip Casting	Slip Casting
Activity 3:	Wheel Throwing	Wheel Throwing	Wheel Throwing	Wheel Throwing	Wheel Throwing	Wheel Throwing	Wheel Throwing
Activity 4:	Product Design	Product Design	Product Design	Product Design	Product Design	Product Design	Product Design
Activity 5:	Social & Business Development	Social & Business Development	Social & Business Development	Social & Business Development	Social & Business Development	Social & Business Development	Social & Business Development
Etc.							

III. SUBMISSION DATE OF THE DRAFT RETURN-TO-WORK PLAN

Submission Date: May 30, 2017

The draft Return to Work plan should be sent to development.minerals@undp.org

