



## ACP-EU Development Minerals Programme Implemented in partnership with UNDP

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### RETURN TO WORK (RTW) PLAN

### PROGRESS REPORT

*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 were required to develop a return-to-work plan on a project you would undertake on your return, applying the knowledge and skills gained from workshop to influence change.

This follow-up on the progress of implementation of the return-to-work plan will be used to determine the most successful projects; and subsequently offer a number of selected participants the opportunity to attend future training events.

## II. REPORTING STRUCTURE FOR RETURN-TO-WORK PLANS

To facilitate ease of reporting on the progress of your return to work project, the structure below outlines the key project elements that need to be covered. **Please submit the progress update on the Return to Work Project (RWP)** using the structure provided below.

GENERAL INFORMATION
<b>Name(s):</b> Wazari Johnson
<b>Position:</b> C.E.O Advocate Industries
<b>Email:</b> wazarijohnson@gmail.com
<b>Phone no (office + mob):</b> 876-388-9428
<b>Brief description of the project:</b> Advocate industries aims to undertake training of Ten (10) persons by utilizing a facility leased by Mr. Orette Thorpe at 32 Davidson Avenue Kingston 20. My personal studio space is not adequate to accommodate/undertake the training exercises. Therefore, this will be used as it can better accommodate the Trainees.
<b>Our team of Facilitators/Instructors will consist of</b> 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.
<b>We will be offering courses in</b> (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 have made contact with the Heart Trust NTA (Government Organization) and Tank Weld Metals Limited, Jamaica (local Corporate Citizen) to solicit their support of the project. We will be seeking their assistance to acquire additional material to be used in the training on an on-going basis. This would assist us in exceeding the one-year period designated for this return to work program, thus enhancing the longevity of the program.

**What were the expected outcomes and what outcomes did you achieve?**

**Our expected outcomes are as follows:**

- (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.

**These are our achievements thus far:**

- (1) Though our aim is to train 10 persons we have only started working with three persons thus far and a fourth as indicated that they want to start training with us shortly. At the moment we are trying to finance the project ourselves as far as we can but our financial resources are limited, we decided to do this though because we had pledged that we would not depend on the EU, the ACP and the UNDP 100%, so at this juncture we are putting our equity into the project.
- (2) We have acquired some additional equipment and resources to make the project viable beyond the tenure of the program done in association with on the EU, the ACP and the UNDP; we have acquired an additional kiln, kiln shelves, pottery tools, plaster moulds, glaze chemicals and seventy-seven bags of plaster.
- (3) We have attracted sponsorship of building materials from Tank Weld Limited to improve the studio facilities that we are leasing to have additional space for our training sessions, we have already started the repairs to the facilities and it is coming along well, we are also considering operating the facility long term as an incubator for potters/ceramists, especially ceramic students fresh out of the art school with limited or no access to ceramic equipment and tools.

**What were the expected outputs and what outputs did you achieve?** Please be specific. For example, if you held a workshop or presentation to share the knowledge you gained during the training workshop: Where was the workshop held? When? How many people attended? What was the gender balance? Please also attach as an appendix any photos or other media.

**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 experienced 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**
- (2) Training so that they can gain the necessary skills in the area of ceramics and**
- (3) Social and business development skills**
- (4) 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. Due to the lack of resources and support from family and friends, many 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.**

**Expected Outputs that we have Achieved:**

- (1) We have provided three potential potters /ceramists with access to equipment, we have also recently assisted the Sea Forth High School, in St. Thomas Jamaica, a neighbouring parish with access to equipment for the completion of their art department's exam projects for their art CSEC final exams, an exam that is used to determine who can advance to tertiary level education.**
- (2) We have started training persons in the area of fettling, sanding, glazing.**

- (3) We have started the process of operating as an incubator for ceramists who lack access to equipment and tools, and we are in the process of acquiring more tools and equipment to make the project run more efficiently.

Please describe the key partnerships and collaborations that you established in your country as well as any joint collaboration with other countries.

- (1) We are currently collaborating with the Seaforth High School in St. Thomas, Jamaica in terms of providing them with access to tools and equipment, we also desire to have a training session with them early next year.
- (2) We are also collaborating with the Montego bay crafters association in terms of promoting and selling items made by our students in the project so that they can start generating an income for themselves.
- (3) We are also collaborating with the New Horizons Training Institute in St. Catherine, Jamaica. They are desirous of having us use our trainees to aid in the production of ceramic items, and they are interested in over two thousand units of these items once we get the project going.
- (4) We also intend to collaborate with the Jamaica Business Development Corporation and the Heart Trust NTA.

**What indicators of success have you achieved since the start of implementation? (Describe the indicators of success in relation to the expected outputs and outcomes):** We have recently fulfilled orders from our customers which were made by utilizing the skills gained by our trainees and they have remarked that the quality is remarkable. That says to us that our trainees are applying themselves properly.

**What strategic opportunities have you acted upon that have contributed to the continued success of your project? (include linkages to sub-regional and regional agendas):** The Government of Jamaica created an opportunity via the Ministry of Labor and Social Security in which they have grants for small businesses valued at \$100,000, we accessed this grant to obtain some materials.

**What opportunities opened up for you personally as a result of your RWP?**

Advocate Industries was recently selected to appear on a television series called “The Innovators” which is produced by a Jamaican company but is aired in 18 countries worldwide. One of the main reasons we were selected is because each year they have a special focus or theme that they are working with, for the businesses selected and this year’s theme is “community impact”. They were quite impressed when they heard about the tenets of the return to work plan.

**Please explain any problems encountered during implementation of your project, highlighting any deviations from the project plans** (Describe the solutions sought for the problems and corrective actions undertaken for the deviations):

One problem that we have faced is that the funds that we were to have received for the project from the UNDP has not yet been disbursed, we are aware though that these things take time and we have opted to use whatever resources we have at hand to advance the project, we consider this our equity and we think it is of utmost importance that we do have some level of equity in the project.

**What specific actions have you undertaken to ensure sustainability of your project?**

The Advocate Industries team believes that to ensure self-sustainability of the project we have to be generating significant sales on a monthly basis. Right now we are in the process of increasing our sales and distribution networks so that the items made by our trainees can get a high level of exposure in the market place. We also have an annual expo called “Island Art and Design expo” that we stage every October, this is our third year and each year the amount

of participants increases by 100% and this year's confirmed number has already exceeded 100% from last years' number.

Please describe any future actions in the table below

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

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**NB:**

1. Please attach any evidence of commendation/award/certificate received as a result of implementing your return-to-work plan

**III. SUBMISSION OF THE PROGRESS UPDATE OF THE RETURN-TO-WORK PLAN**

The progress update of the Return to Work plan should be sent to:

[development.minerals@undp.org](mailto:development.minerals@undp.org).

