





2014 YEAR IN REVIEW

ABOUT THIS REVIEW

The Jamaica National Foundation (JNF) Annual Report is a summary of the JN Group's corporate social responsibility strategy, priorities and results. It includes an overview of the JNF's programmes and projects, key performance indicators and examples of successes.

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JN Foundation: *Unleashing the Power of Possibility...*

Since its inception in 1990, the Jamaica National Building Society Foundation (JNBSF) has charted a dynamic course of corporate social responsibility, with its "Act!on" programmes and projects, dramatically changing the performance of community-based and other organisations; as well as, promoting the development of—social enterprises, financial literacy, education, the arts, community development, road safety, and youth advocacy.

I am proud of the achievements of the JN Foundation; and the ability of its management and team members to

accomplish during the past year some 63 community projects and seven internal programmes, which have changed the lives of more than 45,000 beneficiaries in parishes across Jamaica and countless others overseas.

The range and quality of the projects; as well as, their impact and reach are indeed tangible evidence that the JN Foundation continues to successfully ***"unleash the power of possibility..."*** as it contributes to "a skilled, educated workforce to support the sustainable growth and development of Jamaica."

Through its alliance with the United States Agency for International Development (USAID), to fund and implement a novel project, the Social Enterprise Boost Initiative (SEBI), the JN Foundation has facilitated improved business skills and technical capacity in ten local enterprises. And, already the leaders have demonstrated better management skills, increased sales and

employed additional staff members.

At the same time, administrators, educators and students in five high schools in the parishes of St. Mary, Portland and St. Thomas, who are currently participating in the iLead Programme, are reaping the rewards from quality leadership skills and a better school culture. In addition, more than 2,000 persons, young people and adults participated in some 33 seminars and workshops in financial literacy. And, the Member Advisory Councils (MACs), located in JN Branches across the island, continue to lend their support to numerous worthwhile projects, which enhanced the lives of many people in their respective communities.

And, in the same mode that JNBS has reached out beyond our national borders to serve its members in the Diaspora, the JN Foundation has also carried the messages of cultural heritage and national pride to emerging generations of Jamaicans

overseas, via its Resolution Project; and, mobilised Jamaicans at home to volunteer, and gain skills through its "Act!on" projects. The successful implementation of the wide range of activities outlined in this annual report, has in turn, facilitated the Society's on-going commitment to rural re-generation; empowerment of young people through the arts; influenced entrepreneurship and stimulated growth.

I sincerely commend Miss Saffrey Brown, General Manager, for her ability to innovate, inspire and lead with action. Her guidance of a brilliant team of young people, positions the JN Foundation, as part of the solution, in the implementation of projects, which make a difference in the lives of many people. Together, as agents of change, they have set the pace for the emergence of qualified, motivated citizens and a better society.

**Earl Jarrett, CD, Hon. LL.D, JP
Chairman
Jamaica National Building
Society Foundation**



JNBS Foundation: Driving Sustainable Growth

2014 was an important year for the Foundation as we sought to strengthen some key internal systems, most notably our Monitoring and Evaluation Framework. With the support of an economist volunteer provided through CUSO International, the JN Foundation was able to implement a robust monitoring framework for all internal and grant-funded projects so as to allow us to communicate our impact much more effectively.



Programme delivery continued to be an area of great innovation for us as we watched some of our Social Enterprises triple their revenue, whilst others were given opportunities to communicate on national platforms, which led to increased support. We launched the iLead project, a school transformation project focused on middle leaders; and we published a collection of works produced by youth photography advocates from the Resolution Project. The Foundation also co-hosted the National Youth Volunteer Symposium, and our Action Volunteers supported over 30 agencies throughout the year.

The Team at the JN Foundation was passionate and focused, and drove successes as though it was their own personal project. We also exceeded 50,000 friends on Facebook – and consider ourselves lucky to have such great supporters.

Our partnerships were essential to the successes we experienced, especially those with the United States Agency for International Development, CUSO International, The Council of Voluntary Social Services, Birmingham University, FIA Foundation, Inter-America Dialogue and SE UK.



As we enter 2015, the JN Foundation will continue its commitment to driving change as we seek to achieve our ultimate outcome, which is to build a skilled, educated, **and healthy workforce to support the sustainable growth and development of Jamaica.**

Saffrey Brown
General Manager
Jamaica National
Building Society
Foundation



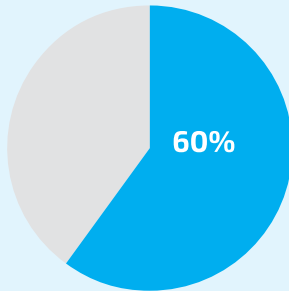
In 2014, the JN Foundation further strengthened its position as one of Jamaica's foremost corporate philanthropic organisations, reaching more than 45,000 beneficiaries in communities in every parish across the island through:

- Financial and technical support was provided or committed to 63 projects led by community-based and other local organisations in the areas of employability skills, entrepreneurship, education, health and safety, and arts and culture

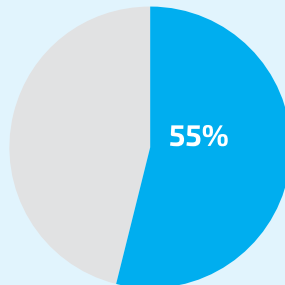
- The delivery of seven of its own internal programmes to promote skills development, social enterprise, financial literacy, educational achievement, road safety, the arts, community engagement and youth advocacy

The following infographics provide snapshots of the JNF's achievements over the past year. It is the product of an effort to apply more focus, rigour and results-driven orientation to our work.

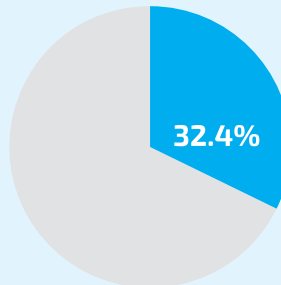
Key indicators & 2014 Results: Skills and Personal Development



% of social enterprises benefitting from business development and technical capacity support through **SEBI** that have increased their sales revenues since the start of the program



% of participants completing **grant-funded** basic skills or vocational training who go on to find secure employment

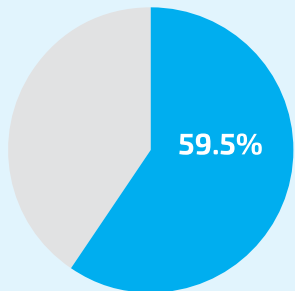


% of volunteers who develop job-related skills as a result of their participation in **Action Jamaica**

2,015

(33 training sessions)

of participants in **financial empowerment** training sessions



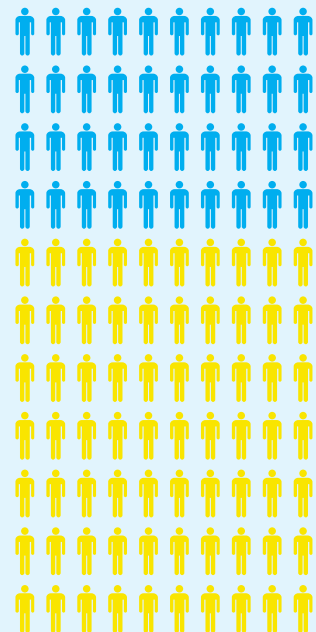
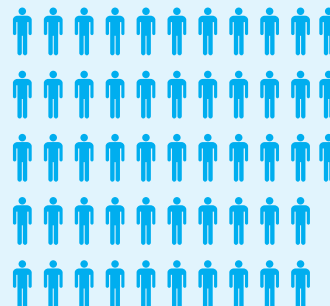
% of **financial empowerment** training participants with improved understanding of personal financial management concepts

of participants at **SEBI** capacity development workshops for social enterprises

488

of **grant-funded** project participants who successfully complete entrepreneurship training

53

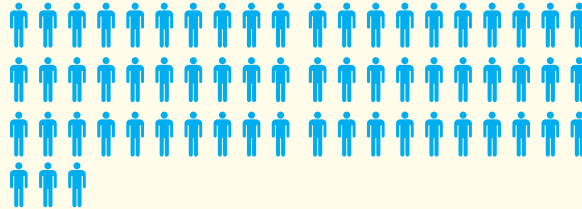


of participants completing or enrolled in **grant-funded** basic skills or vocational training projects

110 (70 in vocational training)

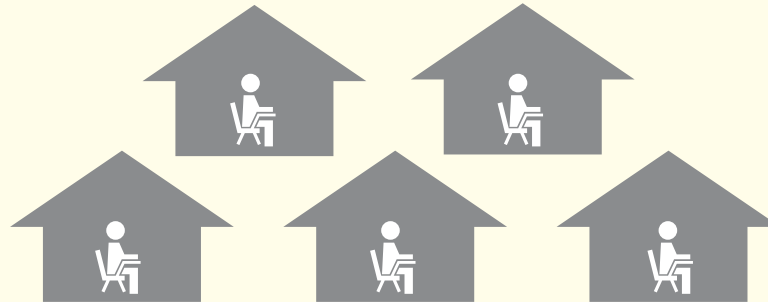
63
(in 5 schools)

of school leaders engaged by the **iLead** program to develop their skills in school leadership and management



5
(1 per school)

of completed **iLead** activities geared towards improving image and perception of Year 1 schools



12

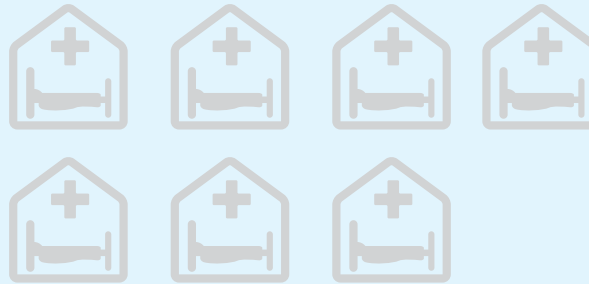


of users of community learning centres supported by **JNF**

4,728 users

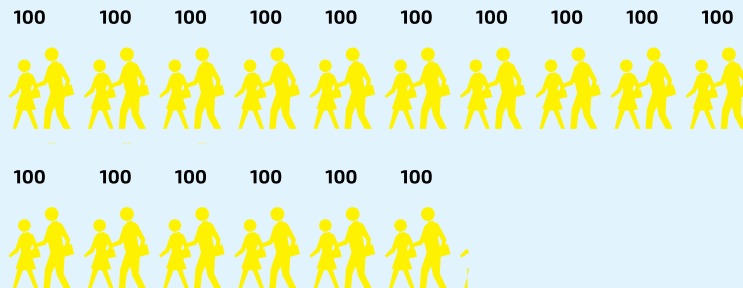
7

of healthcare facilities with improved capacity for service delivery with the support of **MAC** projects



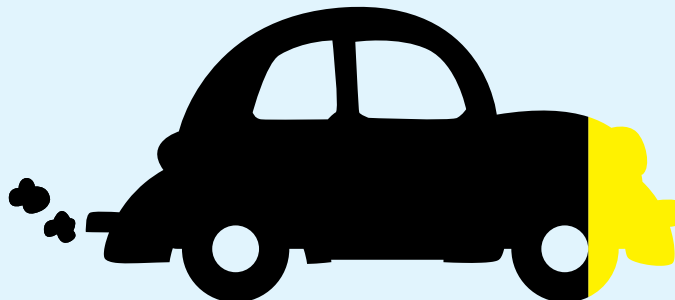
1700 (51 schools)

of **JAA Junior Club** members in secondary schools across the island



83%

% of **JAA Junior Club** members who consistently apply safe road use behaviours

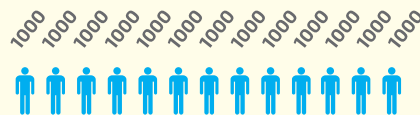
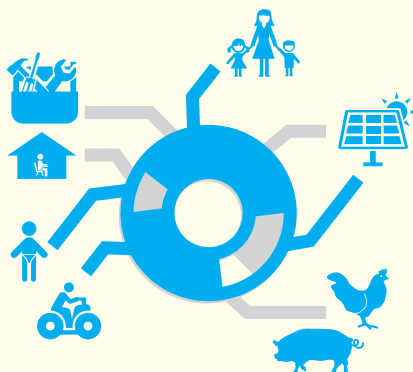


Key indicators & 2014 Results: Social Empowerment



40

Total # of community-based initiatives developed and being delivered by JN members through the [MAC](#)



13000

of people benefitting from the efforts of [Action](#) volunteers — including people with disabilities, the elderly, at-risk youth and the homeless

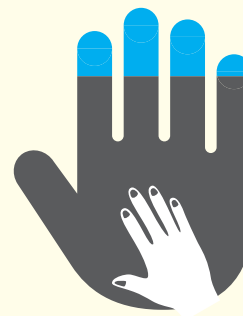
4,604 Hours

of manpower hours contributed by [Action Jamaica](#) volunteers to assist NGOs and community-based organisations



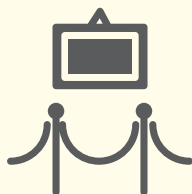
81%

% of volunteers who report increased engagement with community organisations as a result of their participation in [Action Jamaica](#)



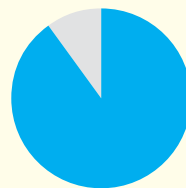
200 (2014-15) & 180 (2013-14)

of students taking part in [Resolution Project](#) workshops



11

of [Resolution Project](#) exhibitions



90%

% of [Resolution Project](#) participants who self-report increased capacity to advocate for community interests



4

of new research, recordings or other products of Jamaican artistic and cultural expression resulting from JNF programs or projects



The Jamaica National Building Society (JNBS) Foundation, commonly called the JN Foundation (JNF), is the corporate social responsibility arm of the JN Group. It has a mandate to contribute in a real way to Jamaica's development.

Innovation and energy are central to the culture of the Foundation, which believes that this innovation can inspire change and strong action which will lead to positive and sustainable change. Hence the mantra — ***Innovating, Inspiring, Impacting! Leading with Action.***

VISION

Our vision is that Jamaicans, wherever they may be, are able to achieve their fullest potential.

MISSION

Our mission is to strengthen the capacity of communities through strategic alliances and efficient programming so as to equip Jamaicans to empower themselves and achieve their highest potential.

GUIDING PRINCIPLES

- We are part of the solution, and so is every member of our society
- With scarce national resources, innovation is a must
- Community and stakeholder involvement is central to transformation
- Collaboration and consultation are effective and necessary tools for sustainable change
- Integrity and trust is how we develop and maintain relationships with each other
- We are all agents of change







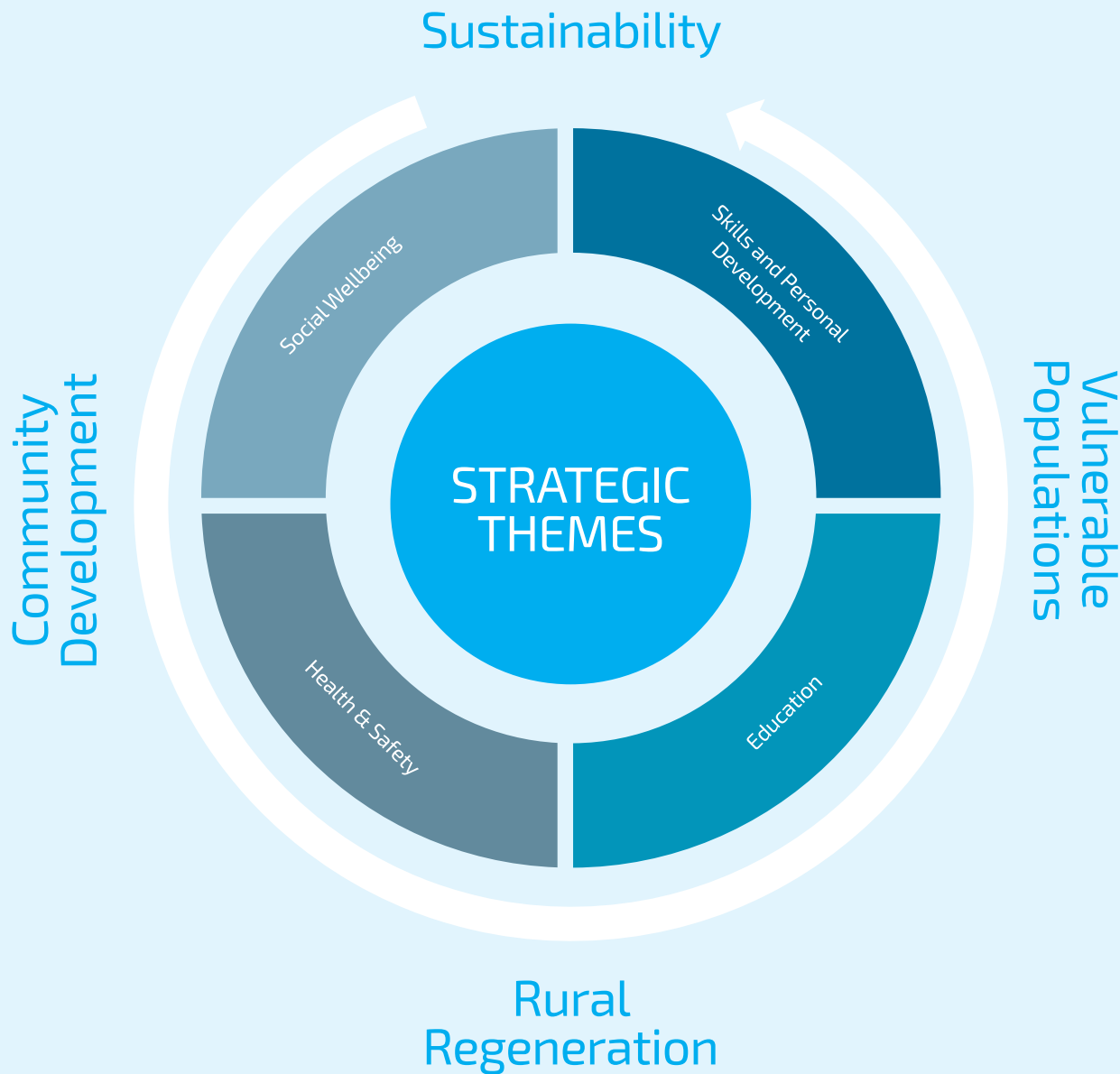
THE FOUNDATION HAS FOUR LONG-TERM OBJECTIVES:

- To increase employment readiness and self-sufficiency through skills & personal development;
- To improve the educational achievement of students;
- To enhance the health and safety of all Jamaicans; and
- To strengthen social connectedness in order to support social empowerment.

The initiatives led and supported by the Foundation placespecial emphasis on sustainable rural regeneration and community development in order to provide greater opportunities to vulnerable populations within our society. The ultimate goal of the JN Foundation's work is to help build **a skilled, educated and healthy workforce to support the sustainable growth and development of Jamaica.**

Since its establishment twenty years ago, the Jamaica National Foundation has become one of the island's leading corporate Foundations, recognized for innovative and inspiring programming that positively impacts the lives of Jamaicans at home and in the Diaspora.

Through partnerships with JN Group subsidiaries, non-governmental organisations (NGOs), international aid agencies, local funders and other private sector organisations, the JN Foundation continues to create, support and implement projects and programmes that strengthen the capacity of Jamaicans to achieve their highest potential.





NOTABLE MAC CONTRIBUTIONS IN 2014 INCLUDE:

- Building a concrete base for the Spring Garden Primary School in Morant Bay in order to improve the flow of water and sanitary conditions for the approximately 600 students and staff at the school.
- Providing 120 mosquito nets to the St. Ann's Bay Hospital in order to decrease the spread of the Chikungunya virus among patients.
- Funding a water irrigation project to improve the livelihoods of the 120 farmers within the communities of Stony and Ranch Hill.



\$4,070,030.24

Support was provided or committed by the MAC to 40 projects, including 11 Labour Day projects. These projects are benefitting more than 6,840 people in communities around the island.

17

Post for Action Days

17 Post-for-Action days were hosted in JNBS Branches and MoneyShops, resulting in more than 425 proposals from JN members from across the island. Twenty-one (21) Post-for-Action projects were funded.

425

Proposals from JN Members

21

Post for Action Projects funded



Twelve (12) projects in schools or other educational institutions to help improve the learning environment



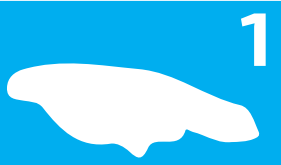
Eight (8) projects in hospitals or health centres to improve the quality of health service delivery



Ten (10) projects in community-based organisations, including those providing skills training and conflict management services



Five (5) projects in police stations, including the installation of CPC cameras to fight crime



One (1) project focused on cultural heritage



Four projects involved erecting bus sheds and park clean up



Activities supported by the volunteer corps in the past year include:

- **iLead School Spruce Ups:** Act!on Jamaica partnered with JN Foundation's iLead project team to repaint integral areas of five rural schools, with an aim to enhance both the property and the spirits of staff and students. Brimmer Vale High, Islington High, Robert Lightbourne High, Port Antonio Primary and Buff Bay Primary benefitted from this initiative.
- **International Coastal Clean-Up:** Act!on Jamaica Volunteers assisted the St. Mary Parish Development Committee to clean up Paggee Beach in support of International Coastal Clean-Up Day. With hard work and passion for protecting Jamaica's natural environment, the 45 member Act!on team assisted in removing 300 bags worth of debris from the beach.
- **Annual Day of Care:** The annual Day of Care initiative was held at the Marie Atkins Shelter for the Poor, located in Downtown Kingston. Through partnerships with other volunteer organisations — including Cuso International and the organiser, the Council of Voluntary Social Services — over 600 homeless people benefitted from the donation of meals, clothes, care packages, dental health consultations and psychiatric care.

Act!on Jamaica

The Act!on Jamaica Volunteer Programme, or simply Act!on Jamaica, is the JN Foundation's response to the numerous requests from the public to participate in the Foundation's activities. The programme offers structured and meaningful volunteering opportunities island-wide for Jamaicans passionate about making a difference in their communities and helping others. Three key points define the Programme: (1) promotion of active citizenship; (2) empowerment of communities in Jamaica; and (3) capacity development of volunteers. Building on one of its strategic themes — capacity development — a training programme is a core part of Act!on Jamaica's orientation process. New recruits are exposed to customer service delivery, first aid training and speech and presentation, thereby equipping each volunteer with skills to not only successfully fulfil their volunteering requirements but also life and job-related skills.



Motivated by their desire to make Jamaica a better place, **Act!on** volunteers contributed

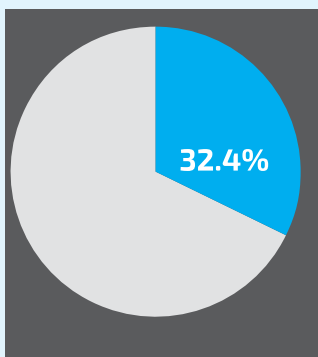
4,604

manpower hours or

575.5

full-time days of unpaid work,

to **33** activities.

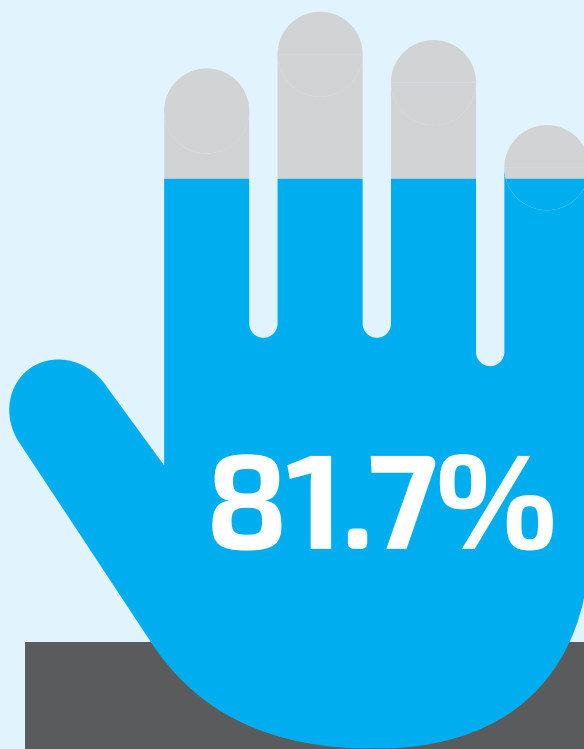


% of **Act!on** volunteers report having developed job-related skills as a result of their participation in the program (70 survey respondents).

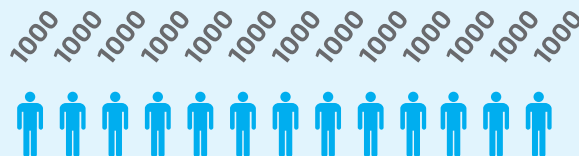


230

of Jamaicans mobilised to assist 31 NGOs and community-based organisations deliver initiatives in areas such as health/wellness, school enhancement and the environment.



% of volunteers who report increased engagement with community organisations as a result of their participation in **Act!on Jamaica**



13000

of people benefitting from the efforts of **Act!on** volunteers — including people with disabilities, the elderly, at-risk youth and the homeless



This past year marked the 10th anniversary of the Resolution Project, a flagship programme of the JN Foundation that began in 2004 under the Youth Zoom banner. This photo-advocacy programme started with two key objectives. The first was to inspire an interest in photojournalism in high school students outside of the Kingston Metropolitan Area. The second key objective of the programme was to introduce the medium of photojournalism as an advocacy tool to young residents of under-served communities. In recent years, the Resolution Project has grown to also become a platform for training and raising the visibility of student talent in Jamaica and abroad, thereby helping to broaden participation in artistic and cultural endeavours.

Soon after the start of the school year, the programme held a series of mandatory training sessions for future photographers and activists, as well as the teachers who supervise and encourage their talent. At this initial session, which takes place across Jamaica, students are introduced to photography techniques, journalism and advocacy. The second phase of the programme has participants critically examine issues under an assigned theme. The themes in the 2013-14 and 2014-15 school years were "Generation X" and "Rites and Rituals", respectively. The final phase of the programme is an exhibition to showcase the work of participants and an awards ceremony.



To celebrate the programme's 10 years of helping students discover their passion and talent for photography, photojournalism and advocacy, the Resolution Project launched a coffee table book entitled **Take a Look at My World**. The book is currently available in 10 retail outlets in Jamaica, including the Cannonball Café, the Kingston Bookshop and the National Gallery of Jamaica's gift shop.

25



25 secondary schools are participating in the cycle that started in October 2014. This represents an increase compared to the 2013-14 programme year, which attracted 23 schools across Jamaica.

200



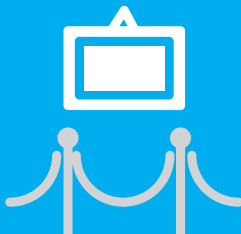
A total of 200 students are taking part in the current programme cycle, compared to 180 students in the 2013-14 cycle.

15



Of the 43 **Resolution Project** photo submissions to the Jamaica Cultural Development Committee's 2014 staging of the National Visual Arts Competition, 15 were selected by the judging panel for prizes.

60



60 photos have been on exhibit at the programme's permanent exhibitions at the Norman Manley International Airport and Sangster International Airport since 2012. Nine other exhibitions were also executed in 2014.

250



As of December 31, 2014, more than 250 copies of the Resolution Project's photography book have been sold or distributed.

90%



90% of participants in the 2013-14 cycle self-report increased capacity to advocate for community interests.



JAA Junior Clubs is a pilot initiative to establish road safety clubs in secondary schools island-wide. As of the end of last year, 51 Clubs are operational at secondary schools in all 14 parishes.

The pilot aims to improve road use behaviour and reduce the number and frequency of road crashes by promoting road safety and proper road use within schools. The Clubs also seek to increase the awareness of, and interest in mechanical-related careers — such as civil engineering and road safety management — and raise the level of enthusiasm and participation in the motor sports industry locally. As part of the programme, students are also encouraged to come up with innovative projects to mitigate the number of road crashes in Jamaica.



51



51 **JAA Junior Clubs** have been established in secondary schools across the island, with a total of 1,700 student members.

306



The 306 students who make up the executive board of the Clubs were trained in road safety and youth advocacy.

28



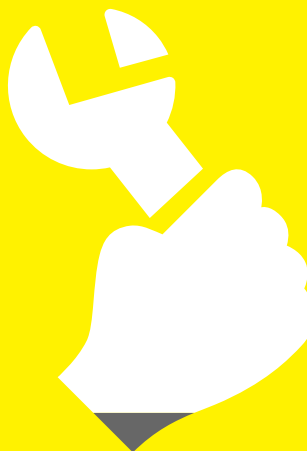
28 entries were received in the "Me and Mi Crew" road safety competition. The winning entry was placed on billboards at six crash prone areas around the island

82.9%



82.9% of Club members report applying safe road use behaviours.

9.2%



Nearly 9.2% of Club members sampled indicated that they would be interested in pursuing a mechanical-related career.



SEBI Pilot Social Enterprises

1. Network of Women
2. Superior Crafts and More
3. The Source
4. Grotto Juices
5. Ulster Spring Women's Group
6. Multicare Foundation
7. Caribbean Community for Retired Persons
8. Dress for Success
9. Mustard Seed Communities – Jerusalem branch
10. Daughters of Indigo

The Social Enterprise Boost Initiative (SEBI) was launched in 2013 in collaboration with the United States Agency for International Development (USAID). Its mission is to realise increased employment, investment and revenue within communities across Jamaica in a socially responsible manner, and in so doing improve the nation's economic, social and environmental conditions.

The programme has three main objectives:

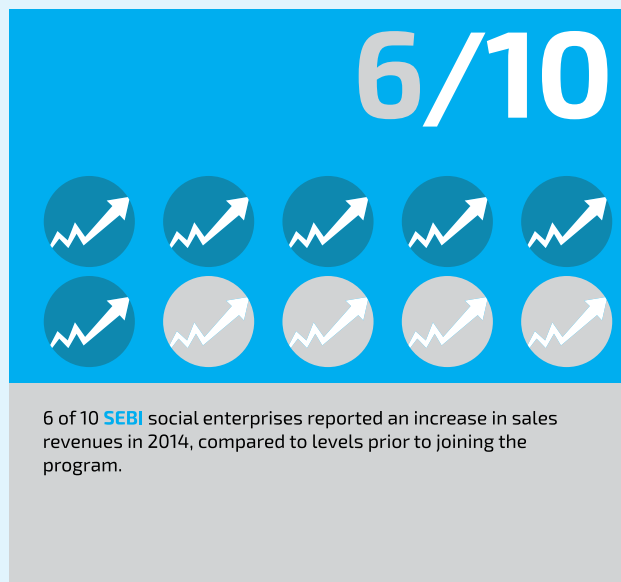
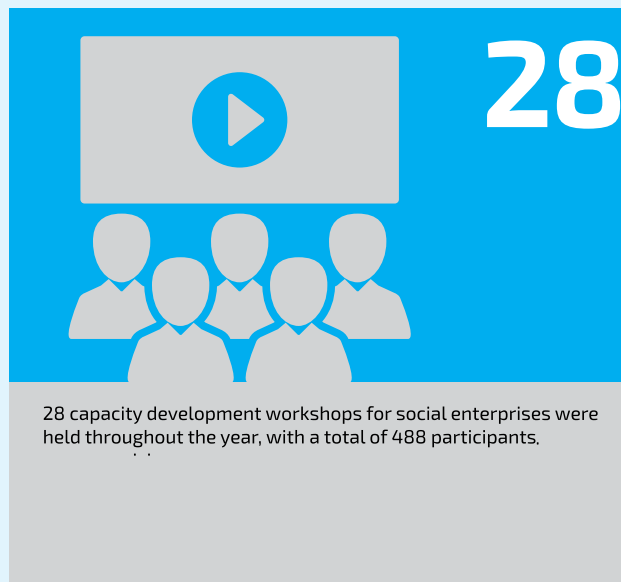
1. Make social enterprise more productive businesses
2. Create an enabling environment for social enterprise
3. Improve the public's attitudes toward social enterprises



Ten local social enterprises were selected to participate. SEBI provides these organisations with a very intensive capacity development programme based on quality training, best practices and one-on-one contact with leading experts. Participants have the opportunity to avail themselves of a variety of tools and support in areas such as product development and strategic planning. Ongoing marketing support, consisting of networking opportunities, public relations, expos and endorsements are also available. As a result of this intensive business skills training, the social entrepreneurs who lead SEBI's 10 pilot organisations are on their way to building mission-focused, revenue-generating enterprises.

In 2014, SEBI led a number of activities or events to foster an environment conducive to the growth and development of social enterprise and shape public opinion about their value and potential, including:

- **Holding a discussion forum** — Let's Talk: Social Enterprise Matters — April 2014. This participatory event brought together individuals and organisations, including charities, NGOs, community-based groups, the private and public sector, students and the media, to discuss the social economy and the future of social enterprise in Jamaica.
- **Hosting a Corporate Mingle** in Kingston - May 2014. The event, which aimed to garner support from the private sector, was attended by about 140 people who became members of the SEBI network. As a result of the event, several individuals offered their support on a voluntary basis to two SEBI social enterprises — Superior Crafts & More and Dress for Success. Superior Crafts & More was also successful in gaining new customers.
- **Organising a business mixer** in Montego Bay for stakeholders in western Jamaica – July 2014. About 80 people participated in the mixer, including four SEBI social enterprises — The Network of Women, Grotto Community Development Committee, The Source and Ulster Spring Women's Group.





For this reason, key features of the iLead strategy include:

- Focused support to build leadership capacity and improve school culture
- Instructional leadership development and coaching support for education officers, principals and middle leaders
- Organisational leadership support for school boards
- Numeracy and literacy support (provided by MOE math and literacy coaches)
- Community engagement

iLead, a public-private sector partnership between the Ministry of Education (MOE) and the JN Foundation, was officially launched in September 2014. The initiative aims to empower leaders through professional development to improve the educational achievement of students in Jamaican schools. It targets leaders in persistently underperforming schools to equip them with the skills, strategies, focus and energy to break the cycle of underperformance.

The iLead programme is concerned with creating the conditions that will create the most effective outcomes for students. Research and successful school improvement interventions in countries around the world have shown that the quality of teaching and learning is affected in large part by the quality of school leadership.

The buy-in from the Principals and other school leaders at the start of the programme was tremendous. Five schools, with a total student population of more than 3,000, have been engaged in the programme so far. This includes three secondary schools (Brimmer Vale High, Islington High and Robert Lightbourne High) and two primary schools (Port Antonio Primary and Buff Bay Primary). Brimmer Vale High School, in particular, has seen marked progress since the programme started. Staff members at the school have shown improvement in attitude and approach to instruction, and the students demonstrate a more focused and committed attitude to their academic pursuits.

SESSIONS WITH SCHOOL LEADERS – INSPIRING LEADERS, IMPACTING LEARNERS

In 2014, the iLead programme worked with 47 middle leaders in each of the five Year 1 schools to develop a culture of high expectations for academic success. The most significant outcomes of the sessions for middle leaders were changes in their attitudes and perceptions of their roles in the school environment. The comments from participants included:

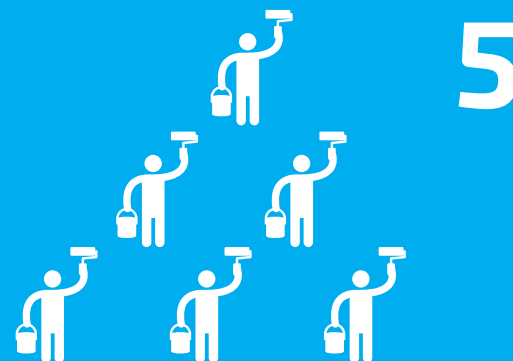
- "The changes that are needed will explicitly come from me."
- "We are changing a culture therefore we have to change our mind-set."
- "I have been moved to give more serious considerations to the way I communicate."

In response to the challenge of the session, most of the middle leaders have committed to modifying their own operational practices and to improve the frequency and manner of coaching/ training of their charges.

Principals, Vice Principals and Education Officers were also introduced to the iLead initiative in 2014. The areas of greatest impact for the five principals of the Year 1 schools were their perspectives on leaders and leadership, and the suggestion that they operate their schools "like a business." They have committed to pay closer attention to their own styles of leadership, and to improve collaboration with and motivation of their staff members.



63 school leaders from the five Year 1 schools are developing their skills in school leadership and management with the support of iLead.



In collaboration with Act!on Jamaica, "spruce up" activities geared toward improving image and perception was completed in all five iLead Year 1 schools.

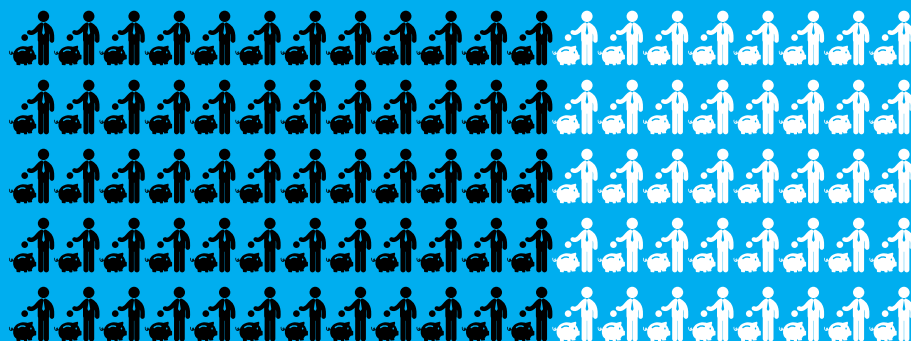


Through interactive training sessions, the Financial Empowerment programme provides Jamaicans of all ages with information on how to make better financial decisions. It aims to increase personal financial security by building awareness, knowledge and skills in personal financial management. The programme targets beneficiaries of JNF's grant-funded projects, JN Group staff, participants in JNF Programmes and other relevant groups. The focus is on providing participants with information on budgeting, savings, insurance and credit.



33

33 financial empowerment trainings were held, reaching 2,015 people (55% children and youth aged 25 and under).



60%

60% of financial literacy training participants who were assessed on their learning show improved understanding of personal financial management concepts (based on the results of pre- and post-training tests completed by 51 persons at three sessions).



The Source, Savanna-la-Mar has quickly become the go-to spot for many important community activities. Events such as skill-training seminars, exhibitions and wedding receptions are regularly held at the state-of-the-art resource facility made possible through a partnership between the Y's Menettes Club of Savanna-la-Mar and the JN Foundation.

The Super Source is the most recent in the six social enterprise franchises that began with the Source August Town, followed by locations in Pineapple Place, St. Ann, Maverley and Treasure Beach. All Source locations are independently managed. The Source Savanna-la-Mar is one of 10 social enterprises participating in the SEBI program.

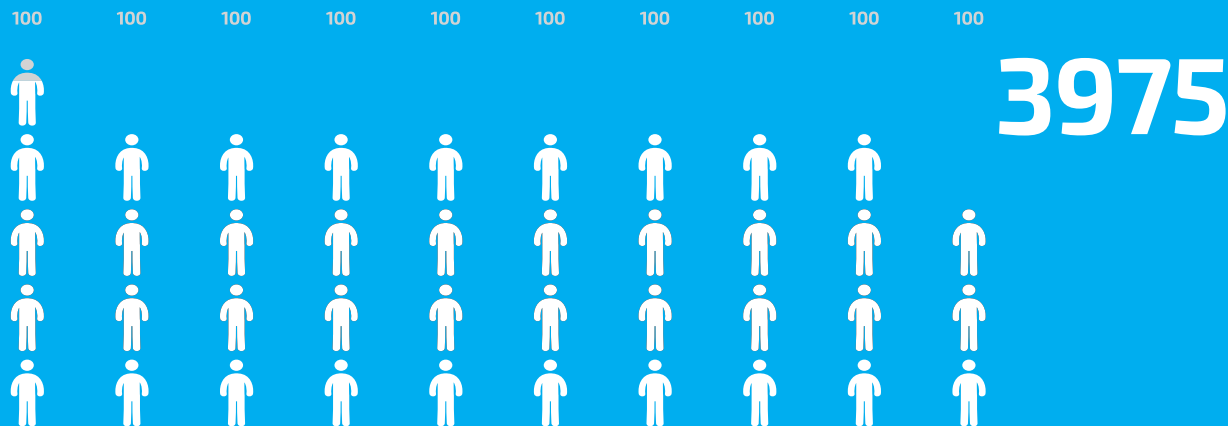




THE SOURCE SAVANNA-LA-MAR (Y'S MENETTES)



134 events were held at the facility, which generated \$983,295 in revenues for the social enterprise.



3,975 unique visitors attended events at The Source, Savanna-la-Mar.



RISE LIFE MANAGEMENT: EMPOWERING YOUTH TO RISE ABOVE AND ACHIEVE EXCELLENCE

In 2013-14, the JN Foundation provided RISE Life Management with \$2,000,000 to support its Inner-City Youth Leadership and Curriculum Design for Behaviour Change Programme. The programme provides leadership and entrepreneurial training aimed at empowering unattached and at-risk youth. Thirty young people who completed the training were able to find and keep jobs as a result of the skills and exposure they gained from the program.

One youth representative from the program, Jerome Cowan, who is from the Tel-Aviv neighbourhood of Kingston, was the 2014 winner of the Nelson Mandela Graça Machel Innovation Awards, in the youth category. Through his organisation LEAD (Leaders Endeavouring for Adolescents' Development) Youth Club, Jerome inspires young people in Kingston to change their narrative through positive personal development and education.

RISE continues to mentor and provide opportunities for these and other young people involved in its Programmes to rise above the challenges of their surroundings and achieve excellence.

The JN Foundation provides grant funding and other supports to projects that fit the JNF's mandate. A key requirement is that grantees demonstrate the potential to continue the work in a sustainable way after the Foundation's funding has ended. Seventeen of 23 projects to which funding had been committed started in 2014. Each project supports the achievement of JNF's goals under its strategic themes.



Project (Location)	Key Objective(s)	Key Results in 2014
SKILLS & PERSONAL DEVELOPMENT		
Bethel Town Co-operative (Bethel Town)	Increase the income of subsistence farmers in Bethel Town by providing a guaranteed market for sorrel.	20 farmers have so far supplied the co-op with sorrel. Three men and three women have been employed by the factory.
Spring Village Development Foundation – Rabbit Rearing (Spring Village, St. Catherine)	Increase the financial independence of at-risk and unattached youth by providing hands-on entrepreneurial training.	24 youth were trained in rabbit rearing. Two young people have gained full-time employment since completing the programme.
Stella Maris Foundation (Kingston)	Increase the employment readiness of at-risk and unemployed youth by providing skills training and social programmes.	25 people were trained in call centre techniques. 20 students secured internships with the support of the Foundation.
RISE Life Management (Kingston)	Increase the employment readiness of unattached and at-risk youth by providing leadership and entrepreneurial skills training.	A participant of the RISE Life Management Youth Leadership programme was nominated for the Nelson Mandela Graca Machel Innovation Award (Youth). 20 young people who applied to the National Youth Service Employment programme are still employed. 10 participants gained employment through a job fair hosted by the Ministry of Labour. 40 young people were certified in basic entrepreneurship readiness. A total of 300 young people took part in five employability skills training workshops held in collaboration with National Youth Service and other youth facilitators.

Project (Location)	Key Objective(s)	Key Results in 2014
Diaspora Youth Connect (Montego Bay, St. James; August Town, Kingston)	Increase the capacity of individual youth entrepreneurs, as well as community-based and youth empowerment organisations, to achieve sustainable development by delivering training workshops.	13 young people (9 females and 4 males) from volatile communities in Montego Bay completed an entrepreneurship training workshop. Two groups formed during the Business Simulation Exercise plan to continue with the businesses that they created (Natural Delights Confectionary and DAAAK Fashion Jewellery).
Y's Menettes May Pen (Youth Leadership Development) (Savanna-la-Mar)	Train and certify people in the community of Savanna-la-Mar in graphic arts so that they may use these skills to find employment.	15 young people (20% vulnerable) are currently enrolled in the programme, which started in September 2014.
Learning Networks Resource Centres (Adelaide, St. Catherine)	Increase access to centres for learning and economic activity in communities with a large number of at-risk youth.	On average, 68 young people from Adelaide and surrounding communities had increased access to hands-on work experience through the fish farming initiative.

Project (Location)	Key Objective(s)	Key Results in 2014
EDUCATION		
Learning Networks (St. Thomas – Yallahs and Fairview)	Increase access to centres for learning and economic activity in communities with a large number of at-risk youth.	<p>16 teachers were trained to integrate life skills content into school lesson plans (Yallahs).</p> <p>66 young people (aged 7 to 16), on average, participated in the Yallahs' learning programme in 2014.</p> <p>61 young people, on average, participated in numeracy and literacy training at Yallahs.</p> <p>52 young people, on average, trained in life skills (Yallahs).</p>
Children First Achievement Centre (Spanish Town, St. Catherine)	Improve the lives of children in child labour situations by providing remedial education, life skills training and parenting skills training.	<p>On average, 68 children are benefitting from a holistic numeracy and literacy initiative, which includes life skills education and group counselling sessions.</p> <p>Of the 22 students who sat the Grade Nine Achievement Test (GNAT) in 2014, 19 students were successful in passing and would then be re-entered in the school system.</p> <p>10 students (aged 14 to 17) advanced two grade levels based on their continued usage of the Auto Skill learning programme at Children First.</p> <p>32 parents (including six males) benefitted from specially organised workshop sessions.</p>

Project (Location)	Key Objective(s)	Key Results in 2014
Rescue Package Foundation (Kingston & St. Andrew)	Assist in providing necessary resources so students can maximise their learning opportunities, thus enabling them to reach their highest potential.	Analysis of data on Dupont Primary & Infant School Grade 3 students' term performance showed that, on average, the boys saw an improvement of 9% in Language Arts and a 17% increase in their math grades. The girls' grades also improved with a 10% improvement in their Language Arts grades and an 11% increase in their math grades. The Rescue Package will continue their work with the schools for the next three years.
Birmingham Scholarship (Island-wide)	Improve access to education by providing a scholarship for one student who qualifies to study at the University of Birmingham.	1 scholarship was awarded in 2014.
Food for the Poor (St. Thomas and St. Mary)	Improve the school environment for primary school students through the provision of toilet facilities.	Not yet started.
Wolmer's Auditorium Project (Kingston & St. Andrew)	Improve the school's physical environment by renovating the auditorium.	Underway.
HEALTH AND SAFETY		
Violence Prevention Alliance (UHWI – Data Mapping) (Island-wide)	Increase understanding of the economic value and effect on services to hospitals caused by violence and crash-related injuries through research.	<p>Surgeons and staff members at hospitals were sensitised on preventable costs associated with violence related injuries (VRI) and road traffic crashes (RTC).</p> <p>Information from 8,709 cases of VRI and 5,544 cases of RTC were collected from seven hospitals and mapped.</p>

Project (Location)	Key Objective(s)	Key Results in 2014
YMCA (Kingston)	Increase Jamaicans' ability to swim through instructional, recreational and competitive swimming facilities.	Since renovating the swimming pool facilities, the Y Speedos Club has started training 70 competitive swimmers. During the summer, the Kingston YMCA employed 75 young people to assist with the Summer Camp programme which had 100 children registered. On average, 1,179 people have been using the pool since the facility reopened after renovations.
SODECO (Kingston)	Improve the quality of care for people with chronic diseases by developing a sustainable business model that would facilitate treatment and monitoring.	Business plan was completed.
Family Medicine (Island-wide)	Develop Family Medicine training sites in Government primary health care centres.	Not yet started.
SOCIAL WELL-BEING		
Gloudon's Nursery (Island-wide)	Increase awareness of the various species of orchid found on the island by publishing a book of orchids in Jamaica.	Latest edition of <i>Orchids of Jamaica</i> was published and launched in December 2014 — the previous edition was released 19 years ago. Three new species were discovered and featured in the book.
Writer's Retreat (St. Mary)	Encourage the growth and creativity of poets by mentoring ten emerging local and international poets in workshops.	Seven new and established writers from Jamaica, Puerto Rico, Canada and the United States participated in the retreat. A compilation of all the poems created by the participants of the Writer's Retreat were compiled and published in the e-book titled <i>Fire Stick</i> .
Rex Nettleford (Kingston)	Increase participation in the performing arts through the provision of scholarships	Two scholarships have been awarded to qualifying students.



Member Advisory Council Projects



Branch	Project Name	Project Description
Kingston & St. Andrew		
Duke Street	Victoria Jubilee Hospital	♦ A pump for the fountain will be installed to beautify the garden and improve the physical environment in front of the hospital.
	Labour Day Project	♦ A ward of the Victoria Jubilee Hospital was painted and general clean-up of the grounds was carried out.
New Kingston	Kingsgate United Church – Food Preparation Course	♦ Twelve blenders and twelve hand-mixers were given to the Church's food preparation skills training programme.
	Church – Resilience Programme	♦ Five computers were provided to manage the technological and resource needs of the ISCF.
	Hope United and Wellness Centre	♦ Thirteen chairs and three folding tables were given to a counselling and activity programme aimed at reducing conflict amongst students in grades 4 and 5 attending the Mona Primary School from the communities of Gordon Town & Papine.
	Labour Day Project	♦ One Way Preparatory School was painted.
UWI	Louise Bennett – Coverley (Gordon Town) All Age	♦ The Louis Bennett Computer Lab will be renovated.
St. Catherine		
Spanish Town	Installation of CPC cameras to aid in crime fighting	♦ The South St. Catherine Police Division will be installing CPC cameras in the Spanish Town and Linstead markets, as well as the Spanish Town bus park, to help fight crime.
Portmore Pines	Installation of CPC cameras	♦ A joint project with Spanish Town.
	Installing a solar water heater	♦ A solar water heater will be installed in the just completed House of Hope – a halfway house in Portmore for victims of domestic abuse and other people in need.
	Labour Day project	♦ Clean up activities were held at the Marine Park and the Municipal Park. Trees were planted at the Municipal Park.

Branch	Project Name	Project Description
Clarendon		
	Edwin Allen High School	♦ The Cosmetology Department of the Edwin Allen High School was refurbished.
May Pen	Frankfield Primary & Junior High	♦ The students' bathrooms were upgraded and tiled.
Manchester		
	Labour Day Project	♦ The Porus Police Station was painted.
Mandeville	Manchester Infirmary	♦ A water heater was purchased to be used in the laundry department to ensure a higher level of cleanliness at the infirmary.
	Ellen Street Juice Project	♦ A stove was purchased to assist the women in their feeding programme coming out of the juice project.
	Moravian Women's Fellowship Chicken Rearing Project	♦ 100 chicks and bags of feed were donated to get the project up and running.
	Dunrobin Early Childhood Institute	♦ A gas stove was given to implement a feeding programme at the school.
St. Elizabeth		
Santa Cruz	Ridgeway Neighbourhood Watch Community Centre	♦ The Ridgeway Neighbourhood Watch Community Centre was renovated.
	Hampton High School	♦ A science project was carried out at the Hampton High School.
	Manning Hills Boys Home	♦ Recreational material (Xbox 360 with additional games and consoles, basketball and hoop, football) for the Manning Boys Home was purchased.
	Labour Day Project	♦ The Santa Cruz Police Station was painted as part of the Parish Project.

Member Advisory Council Projects



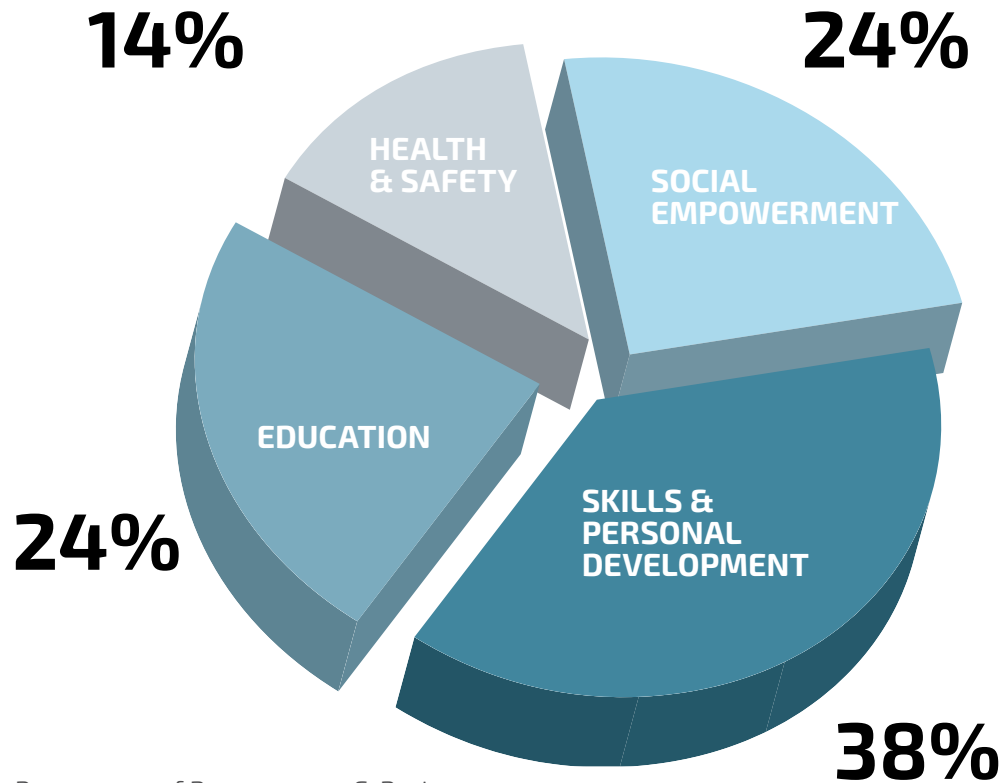
Branch	Project Name	Project Description
Westmoreland		
Savanna-la-mar	Townhead Primary & Infant state-of-the-art printer	<ul style="list-style-type: none"> 180 digital Risographs were purchased for the school.
	Labour Day Project	<ul style="list-style-type: none"> Assisted JAA with erection of a bus shed at Godfrey Stewart High. Repainted four schools' pedestrian crossings.
	Grotto Community Development Committee	<ul style="list-style-type: none"> Desktop computer and printer were purchased to enhance the administrative functioning of the CDA.
	Savanna-la-Mar Infirmary	<ul style="list-style-type: none"> A rehabilitation programme using recreation was supported.
St. James		
Catherine Hall	Farm Primary and Junior High Resource Centre to re-engage the community outreach	<ul style="list-style-type: none"> A whiteboard, sewing machine and refrigerator were purchased for the resource centre.
	Labour Day Project	<ul style="list-style-type: none"> The perimeter wall around the infirmary was painted as part of the parish project.
St. Ann		
Ocho Rios	St. Ann's Bay Hospital	<ul style="list-style-type: none"> Mosquito netting was provided for the hospital to reduce seniors' exposure to mosquitos, and hence the Chikungunya virus.
	Ocho Rios Police Station and the United Methodist Church	<ul style="list-style-type: none"> Two photocopier machines for the Ocho Rios Police Station and the United Methodist Church will be purchased.
	Exchange Health Centre	<ul style="list-style-type: none"> The newly built Exchange Health Centre will be furnished to ensure that staff and patients are comfortably seated.
	Labour Day Project	<ul style="list-style-type: none"> The bus park was cleaned up and painted.
Browns Town	Brown's Town Health Centre	<ul style="list-style-type: none"> The Docket Room at the Brown's Town Health Centre was renovated to create easier access to patients' files and make it a more comfortable working area.
	Labour Day Project	<ul style="list-style-type: none"> The Bamboo Police Station was painted.



Member Advisory Council Projects

Branch	Project Name	Project Description
Portland		
Port Antonio	St. Georges Kiwanis Club	♦ A bus shed was erected in St. Georges Community.
	Port Antonio High School	♦ Construction of the perimeter wall was completed.
	LORBS Benevolent Society	♦ A water irrigation project for farms in the communities of Stony and Ranch Hill was funded.
	Labour Day Project	♦ The Fair Prospect Basic School was painted.
St. Thomas		
Morant Bay	DVD on Morant Bay Rebellion	♦ The Paul Bogle and the Martyrs symposium on the Morant Bay Rebellion was reproduced on DVD for schools in the parish of St. Thomas.
	Water tank – Spring Garden Primary	♦ A concrete base was erected to hold a water tank to ensure a steady supply of water to the school.
	Labour Day Project	♦ The bus shed in Seaforth was painted.

The work of the JN Foundation falls under four strategic themes that focus on building opportunity and security by investing in people. These themes are: (1) skills and personal development; (2) education; (3) health and safety; and (4) social empowerment. The chart below shows the distribution of Programmes and projects across these themes.



Percentage of Programmes & Projects
by Strategic Theme, 2014



SKILLS AND PERSONAL DEVELOPMENT

Increased employment readiness and self-sufficiency

This theme encompasses initiatives that strive to build the capacity of participants to earn and become self-sufficient by:

- **Improving job-related skills**, which includes both vocational skills that are specialised (e.g., call centre operations, hairdressing) and basic skills that are applicable to a wide variety of employment settings (e.g., communication, leadership, basic computing). Becoming more skilled in these areas can help people who are economically vulnerable take advantage of opportunities that exist.
- **Building the business skills** of entrepreneurs, including leaders of social enterprises, as a pathway to financial self-sufficiency and stronger communities.

- **Increasing financial knowledge** and changing financial behaviours to support a move towards economic self-sufficiency. Building basic money-management skills can help people to become financially responsible and independent, and make them less vulnerable to unexpected changes in their workplaces or homes.

2014 Results:

Employability Skills

- 54.7% of participants who completed a grant-funded basic skills or vocational training programme have gone on to find secure employment in 2014.
- 70 young people have completed or are undergoing vocational training in areas such as call centre techniques (Stella Maris), rabbit rearing (Spring Village) and graphic design (Y's Menettes May Pen).

- On average, 68 young people from Adelaide and surrounding communities had increased access to hands-on work experience through a fish farming initiative of the Learning Networks — a grant-funded partner that seeks to increase access to centres for learning and economic activity in communities with a large number of at-risk youth.
- 32.4% of Action! volunteers gained job-related skills through their participation in the programme.
- 20 farmers have so far supplied the Bethel Town Co-operative, a JNF grantee, with sorrel. Three men and three women have so far been employed by the factory itself.

Entrepreneurship

- 28 capacity development workshops for social enterprises were delivered by SEBI, with a total of 488 attendees.
- 6 of 10 SEBI social enterprises report increased sales revenues since the start of the programme.
- 40 RISE Life (a JNF grant-funded partner) youth participants were certified in basic entrepreneurship readiness.
- 13 young people from volatile communities in Montego Bay completed a week-long entrepreneurship training workshop led by Diaspora Youth Connect, a JNF grant-funded project of the Jamaica Diaspora Institute. Two groups formed during the workshop plan to pursue the business that they created — Natural Delights Confectionary and DAAAK Fashion Jewellery.

Financial Literacy

- 2,015 people were trained in financial literacy through 33 sessions— 68.9% from within grant-funded organisations.
- 60% of financial empowerment training participants who were tested show improvement in their understanding of personal financial management concepts following the training.

EDUCATION

Improved educational achievement of students

This theme has to do with improvements in the academic attainment of children and youth in Jamaica. Educational attainment not only has externalities that effect national productivity, labour market functioning and health and social protection, but is also a basic human need in itself. While student achievement is affected by a range of factors, including social, family and economic, this theme focuses on those elements related to the quality of teaching, the learning environment and access to education.

To enhance students' motivation and inspire them to strive to reach their full potential, the quality of instruction in classrooms and continuous school improvement is critical. This includes using a variety of teaching techniques, building strong connections with students and improving the physical space and culture where students learn. Through targeted interventions at underperforming schools, iLead — the flagship initiative under this theme — seeks to affect positive change in these respects.

Accessibility of education services is also important to academic success. Community-based learning centres can help to provide the remedial assistance and other support needed to help students perform better within the school system.

2014 Results:

Quality of Teaching

- 63 school leaders from the five schools who were engaged by iLead in its first year participated in training to develop their skills in school leadership and management.

School Culture & Environment

- One iLead activity geared towards improving image and perception was completed in each of the five Year 1 iLead schools, with the support of the Act!on Jamaica Volunteer Programme.
- Twelve MAC projects focused on improving the learning environment in schools.
- 32 parents (including six males) benefitted from specially organised workshop sessions held by the Children First Achievement Centre, a JNF grant-funded project.

Access to Education

- 4,728 people, mostly students, made use of community learning centres supported by JNF.
- 149 children were removed from child labour situations as a result of the efforts of the Children First Achievement Centre, a JNF grantee. On average, 68 children are benefitting from a holistic numeracy and literacy initiative. Of the 22 students who sat the Grade Nine Achievement Test in 2014, 19 students were successful in passing and were re-entered in the school system.

- As a result of an intervention by Rescue Package Foundation at the Dupont Primary & Infant School, a JNF grantee, the term performance of male Grade 3 students improved by 9% in language arts and 17% in math. Female Grade 3 students saw a 10% improvement in their language arts grades and an 11% increase in their math grades.

- A one year Masters degree scholarship was awarded to a student to study at the University of Birmingham.

HEALTH AND SAFETY

Enhanced health and safety of all Jamaicans — including, improved health status and road user behaviour

The health and safety of Jamaicans is critical to ensuring a productive workforce that can support the sustainable growth and development of the country. Key initiatives of the JN Foundation in the areas of health and safety concern:

- Improving the health status of Jamaicans through increasing awareness of healthy lifestyle behaviours and strengthening the capacity of hospitals and health clinics to deliver services through, for example, the purchase of equipment.
- Promoting the proper use of roads, especially among young people, in order to reduce the number of traffic-related injuries and fatalities.
- Traffic crashes, in particular, are a serious health and safety problem in Jamaica and globally. Accordingly, a key focus of the Foundation's programming related to health and safety concerns the promotion of safer road use behaviours.

2014 Results:

Healthy Behaviours

- Since the Kingston YMCA re-opened in May 2014 after renovating its swimming pools, with the support of a JNF grant, 1,179 people, on average, have made use of the facilities. This includes an average of 100 children per day attending Summer Camps at the facility.
- 517 men were screened for prostate cancer by the Jamaican Cancer Society. The JNF provided funding to support this activity to raise public awareness and promote good health.

Health Service Delivery

- Eight healthcare facilities in Jamaica have improved capacity for service delivery as a result of JNF support through the MAC.
- Solutions for Developing Countries (SODECO) developed a sustainable business model to facilitate the treatment and monitoring of people with chronic diseases.

Road Safety

- 51 JAA Junior Clubs have been established in secondary schools across the island, with a total of 1,700 student members —306 of which were trained in road safety and youth advocacy.
- 82.9% of JAA Junior Club members apply safe road use behaviours as a result of the programme (based on a sample of 76 students).

- Information from 8,709 cases of violence-related injuries (VRI) and 5,544 cases of road traffic crashes (RTC) were collected from seven hospitals and mapped as part of the efforts of the Violence Prevention Alliance, a JNF grantee, to increase understanding of the effects of VRI and RTC on the economy and hospital services.

SOCIAL EMPOWERMENT

Strengthened social connectedness — through increased community involvement and strengthened cultural vitality

Social connectedness is a term used to refer to the relationships people have with others in their community and the benefits these relationships can bring to them and society overall. A socially connected community is a place where people feel a sense of belonging, are motivated to get involved and work to build social capital. It is important to the well-being and resiliency of communities and the people within them.

Two key aspects of this theme are:

- Volunteerism and civic engagement: People who feel connected with their communities are more inclined to participate in actions that help the community. At the same time, increased volunteerism helps to build connected communities. By working to increase volunteerism and empowering members to participate in civic life, Act!on Jamaica and the MAC work to foster social connectedness. By providing advocacy training to young people and encouraging its application, Programmes such as the Resolution Project and JAA Junior Clubs also work to promote social connectedness through civic actions.

- Arts and culture: The preservation and promotion of art and culture is important for community building, pride and stewardship, and, ultimately, social well-being. A sense of identity is dependent to a large extent on experiences of art and culture, which includes the performing arts, visual arts, film and media, literature and cultural heritage. A well-developed culture and an appreciation of the unique aspects of Jamaica's artistic and cultural heritage can contribute positively to social connectedness and self-identity as a nation. JNF Programmes and projects in this area aim to create an environment where arts and culture are nurtured, valued and supported across the island and abroad.

2014 Results:

Civic Engagement

- Forty community-based initiatives delivered by members through the MAC.
- 81.7% of volunteers report increased engagement with community organisations as a result of their participation in Act!on Jamaica.
- 90% of Resolution Project participants report increased capacity to advocate for community interests.

Cultural Vitality

- Four new products of Jamaican artistic and cultural expression resulted from JNF Programmes or projects — Resolution Project's photography book *Take a Look at My World*, Gloudon Nursery's *Orchids of Jamaica*, DRP Writer's Retreat's e-book *Fire Stick* and a DVD on the *Morant Bay Rebellion*.
- Two Rex Nettleford scholarships were awarded to support the performing arts.



Partners



At JN Foundation, tapping into our strong network means that we are better able to address many of our nation's challenges. Over the years, we have developed strategic partnerships with many organizations, funders, private and public sector agencies without which it may not have been possible to achieve our goals with the same pace and impact.



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Development

Federation Internationale de l'Automobile

University of Birmingham

Ministry of Education

The Gleaner

Council of Voluntary and Social Services

CUSO International

National Road Safety Council

Road Safety Unit

Jamaica Constabulary Force

Universal Services Fund

Social Development Commission

Mona Social Services, UWI

Office of Social Entrepreneurship, UWI

Citizens, Security and Justice Programme

Junior Achievement Jamaica





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