

SINT MAARTEN EMERGENCY DEBRIS MANAGEMENT PROJECT

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**RESETTLEMENT ACTION PLAN IMPLEMENTATION
UPDATED LIVELIHOOD RESTORATION PLAN
FOR PHASE I, II, III, IV AND V**
Resettlement of the community living in the Resettlement Area of Impact
next to Municipal Solid Waste Disposal Site

DEVELOPED BY

NATIONAL RECOVERY PROGRAM BUREAU

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1. Project Overview

Following the devastation caused by Hurricanes Irma and Maria in 2017, the Government of Sint Maarten embarked on a large-scale recovery and reconstruction program. As part of this process, the National Recovery Program Bureau (NRPB) is implementing the Emergency Debris Management Project (EDMP) that is supporting the country’s recovery through clearance and management of debris from the hurricane and reconstruction activities. The EDMP focuses on the Municipal Solid Waste (MSW) facility and the Irma Debris Site (IDS).

The close proximity of the residential and commercial community to the MSW and IDS is a risk for this population due to the impacts from stormwater runoff, leachate, dust, superficial and internal fumes, in addition to the day-to-day landfilling activities. As a result, both residential and commercial units located in this area (Resettlement Area of Impact – RAI) need to be permanently resettled.

The NRPB developed a Resettlement Action Plan (RAP) to guide the implementation of the resettlement process. The RAP was approved on August 29, 2022 and disclosed on September 1, 2022. The RAP is a living document which can be amended under certain circumstances (i.e., change in project scope leading to additional land taking, change in geographical coverage of project, and/or change in types or amount of entitlements). The RAP is available at: <https://nrpbxm.org/resettlement/>

The RAP implementation (RAPi) has taken place in 5 phases, as per Figure 1. Those PAPs choosing in-kind compensation are temporarily relocated.

Phase	Start Date	Completion – Signing of Legal Agreement*
Phase I	September 26, 2022	January 4, 2023
Phase II	December 01, 2022	May 15, 2023
Phase III	April 17, 2023	November 30, 2023
Phase IV	June 28, 2023	November 23, 2023
Phase V	July 7, 2023	December 20, 2023

* After signing the legal agreement, each PAP had 60 days to vacate premises and dismantle affected structures from the RAI. The last PAP vacated his/her structure on February 13, 2024.

Figure 1 RAPI phases



The RAPI was projected to take place during 18 months starting on September 26th, 2022, and an extension would be considered (if needed) to ensure that all PAPs are compensated in accordance with the RAP. The RAP is considered complete when all PAPs have been compensated.

The RAP includes support measures for PAPs for livelihood restoration to ensure that they are better off, or at minimum not worse off, following displacement. At the RAP development stage, it was planned to develop a detailed Livelihood Restoration Plan (LRP) for the entire RAI in the third month of RAP implementation. However, in October 2022, due to RAPI's phased approach, it was agreed to develop a LRP for Phases I and II to bridge the gap between compensation and livelihood restoration activities so that the transition to an improved livelihood would be smooth and continuous and the trust and bond between the NRPB and the RAI community would remain efficient and cooperative. The LRP was cleared by the World Bank as final for Phase I and II on May 30, 2023 and disclosed on NRPB website (<https://nrpbxm.org/wp-content/uploads/2023/05/FINAL-LRP-Phase-I-and-II-29-May-2023.pdf>)

The implementation of LRP Phases I and II encountered difficulties due to the initial service provider's inability to deliver the scope of services. During the preparation phase the service provider presented their capacity as adequate and was engaged with under a direct selection mechanism.

When the procurement process was launched to engage this service provider, it was evident they lacked the adequate capability to deliver the required Livelihood Restoration (LR) activities. Near the end of 2023 it was therefore decided to discontinue negotiations with this service provider and proceed to seek other options to procure these services.

In November 2023, the World Bank proposed and the NRPB agreed to re-interview PAPs to reconfirm their interest in participating in LR activities across all Phases given the lapse in time and changes in circumstances. Accordingly, data collection finalized in December 2023 and the information obtained during consultations of earlier round in September 2023 was updated.

The updated submission was developed on evidence of three key factors:

- a) eligibility;
- b) offer; and
- c) participation.

Participation was based on documented confirmation of interest or inclination of PAPs. Accordingly, further outreach and in person consultations were undertaken to document the LR activities chosen by each PAP. In summary, the current LRP integrates current data, reflects collaborative input and proposes a practical strategy towards implementation.

The updated LRP includes all the 141 PAPs of Phases I, II, III, IV & V of the RAP, 7¹ waste pickers living outside the RAI and 13² employees of the affected business.

It maintains all elements of the LR activities as approved under Phase I & II and incorporates crucial updates regarding participation of PAPs across all phases, including waste pickers and employees. The approved LR Activities are supplemented only to:

- a. comply with regulatory requirements and
- b. to broaden scope for employment of the PAPs and facilitate direct entry to job opportunities.

This updated LRP introduces changes in the implementation approach of LR activities agreed upon for Phases I and II. The rationale is to assure the elements of the plan can be achieved within budget and to reduce the dependence and risk associated in contracting a single service provider for the LR implementation.

Elements of the Updated LRP:

- It introduces the implementation of several “off the shelf” vocational training courses³
- Service providers who are qualified and have notable expertise in specific disciplines.

¹ During RAP development phase the project identified 7 waste pickers outside the RAI. However, during RAP implementation phase the project was only able to reach 2 waste pickers outside the RAI, the project lost trace of the other 5 waste pickers outside the RAI as they refused to share contact details during RAP development.

² During the RINA survey 13 employees of affected businesses were documented. However, during RAP implementation phase the project was only able to reach 5 employees (plus 1 who signed the legal compensation agreement but is unable to be reached for payment).

³ Given that they are ‘off the shelf’ trainings, these are considered ‘non-procurable’ and will be contracted under the Training component in the EDMP Grant Agreement.

- Offer an equivalent to the “Jump to Start Job⁴” as a separate activity. provided by one service provider.
- The option of evening training (vocational skills) to accommodate PAPs whose circumstances do not allow for daytime training.
- Engagement of multiple service providers for vocational training. Leveraging established institutions or organizations that typically provide training in specific areas, staffed with qualified instructors, capable of delivering instruction in Spanish as required. Institutions have been identified and requisite information received to facilitate launch of training.
- Collaboration with one or more employment agencies to facilitate job placement for PAPs requiring support Several licensed companies have been identified engaged in offer services to the Government and private business in Sint Maarten.
- The updated LRP incorporates all Phases (I, II, III, IV and V) and provides comprehensive data on PAP participation as of March 2024, with associated projected budget and timelines for implementation.

2. Objectives and principles of the Livelihood Restoration Plan

The objectives of the LRP are:

- To reestablish the livelihoods of PAPs so that they can continue doing what they know best and what is known to work in the local context; and
- To improve and diversify the PAPs’ livelihoods.

The LRP strategizes livelihood activities within the framework of the existing livelihood practices, skills, as well as access to assets and resources in the project area. The livelihood options defined in this LRP are based on the outcomes of the socio-economic baseline, stakeholder consultations, and lessons learned from similar projects.

The approach of the updated LRP is based on the following principles:

- **Active participation.** Direct and meaningful involvement of intended beneficiaries in planning and decision-making to ensure reflection of local realities, priorities, and ownership towards sustainable livelihood improvements.
- **Guided by PAPs’ choices.** Wherever possible, households are provided with choices so that they can self-determine how they will best benefit from livelihood restoration activities.
- **Capacity building.** The LRP incorporates capacity building for vocational and technical skills to assist PAPs to develop skills in various technical services and management to successfully establish, grow, and manage their businesses.
- **Sustainability.** The proposed livelihood activities will be implemented based on sustainable practices, to facilitate livelihood restoration in the long term.

⁴ The “Jump to Start Job” program was a specific offer of the initial service provider who was not contracted in the end. The terminology ‘Jump to Start’ is therefore only utilized to describe the nature of the activity for the purposes of this update.

3. Development of the Framework for the Livelihood Restoration Plan included in the RAP

The LR activities were identified based on consultations with PAPs during RAP development and take into consideration PAPs' professional skills, knowledge and educational levels, and access to local NGOs and vocational institutions.

During RAP preparation, the NRPB undertook the following activities:

- A social screening and collected data through the socio-economic census;
- Determination of eligibility to participate in the livelihood restoration activities; and
- Initial consultation with PAPs and other key stakeholders.

Since the start of RAP implementation, the NRPB further undertook:

- Consultations with livelihood restoration service providers;
- Individual consultations with PAPs on livelihood restoration activities and their eligibility and interest in participating; and
- Development of the initial LRP which was approved in May 2023.

The NRPB undertook:

- Subsequent specific consultations with PAPs for the purposes of updating individual selections in August 2023.
- Issuing Requests for Quotations to services providers for vocational training.
- Conclusion of another round of individual PAP consultation December 2023.
- Signing of an updated Participation Form of their declaration of interest following consultations with PAPs on livelihood restoration activities (eligibility, offer and interest) Phases I, II, III, IV and V in March 2024.
- Issuing of Request for Quotations with respect to vocational skill trainings; and
- Updating the LRP to reflect minor changes in context and procurement approach of LR services.

Table 1 below describes the LR activities discussed with PAPs in consultations and approved by WB under LRP Phases I and II.

Table 1. LR activities and eligibility criteria⁵

LR Activities	Eligibility
Training in business management and marketing	<ul style="list-style-type: none"> • Employees and owners of affected businesses
Vocational skills training ⁶	<p>All PAPs who are eligible to receive livelihood restoration support:</p> <ul style="list-style-type: none"> • Individuals who gain part or all of their income from recycling landfill materials (waste pickers inside and outside the RAI) • Employees of affected businesses • Women-headed households • Business owners
Readiness for Job program	<p>All PAPs who are eligible to receive livelihood restoration support:</p> <ul style="list-style-type: none"> • Individuals who gain part or all of their income from recycling landfill materials (waste pickers inside and outside the RAI) • Employees of affected businesses • Women-headed households • Business owners
Additional Support Activities	Eligibility
Basic financial management education	<ul style="list-style-type: none"> • All PAPs⁷ who are interested
Business licensing and registration	<ul style="list-style-type: none"> • Owners of informal businesses
Support to regularize immigration status	<ul style="list-style-type: none"> • PAPs without legal residency status in Sint Maarten⁸

⁵ As per the livelihood restoration section 9.3 in the Final RAP.

⁶ Type of vocational training is presented in Table 4 – developed in consultations with PAPs.

⁷ Including waste pickers outside the RAI.

⁸ Details provided in the following section.

4. Eligibility of target population for the Livelihood Restoration activities

All PAPs whose income or livelihoods are adversely impacted by the project are eligible to receive LR support and included in this LRP. As per the RAP⁹, PAPs who are eligible for LR support are grouped into the following categories:

- a) **Business owners located in the RAI.** Businesses will need to be permanently relocated from the RAI and, as a result, may lose their current clientele and revenues. This includes homeowners based in the RAI who rent out structures they own in the RAI.
- b) **Employees of businesses located in the RAI.** As businesses will need to be permanently relocated from the RAI, their employees will lose their associated source of income.
- c) **Waste pickers living inside and outside of the RAI.** Most of these waste pickers who derive part or all of their livelihoods from recycling materials from the landfill are unskilled, unemployed and/or retired. They often rely on recycling activities as supplementary income. They lost access to the landfill and related revenue in November 2021¹⁰.
- d) **Women-headed households.** Due to their vulnerability, they will be provided with assistance to help restore their incomes and livelihood to at least pre-project levels.

PAPs under categories (a), (b) and (c) are getting compensation for economic losses under the RAP and are also getting additional livelihood restoration support under this LRP.

PAPs who are business owners and their employees are eligible to participate in training in business management and marketing. Businesses will need to be permanently relocated from the RAI, and as a result may lose their current clientele and revenues. This includes homeowners based in the RAI who rent out the structures they own in the RAI, as households will no longer be allowed to live in this area. In addition, impacts may be felt during the phased relocation of households and compensation for this impact will be included.

PAPs who are waste pickers living inside or outside the RAI, employees of businesses located in the RAI, business owners, and women-headed household can opt to participate in vocational skills training. These PAPs are included in vocational skills training categories because they are particularly vulnerable to losing incomes or being unable to restore their livelihood after relocation. Inclusion in vocational skills training may provide these PAPs with new skills to be able to restore their incomes or improve existing skills to excel at their occupations.

All PAPs eligible to receive livelihood restoration support are offered the opportunity to participate in Readiness for Job program¹¹. This program is designed to assist PAPs, who are interested in new employment opportunities with job placement after taking vocational training.

⁹ Table 33 of the RAP.

¹⁰ Because the Ministry of Public Housing, Spatial Planning, Environment, and Infrastructure (VROMI) is not allowing waste picking on the landfill.

¹¹ This program replaces the “Jump to Start Program” that was offered by the service provider that was ruled out during the procurement process. The service provider identified to implement the “Jump to Start” program was not found responsive, resulting that the NRPB made efforts to seek alternative ways to implement the LRP. Given this context, the description of the Jump to Start program included in the LRP cleared by the World Bank on May 30th, 2023, is no longer applicable. Instead, the program was rebranded to clarify separation but maintained the objective of supporting PAPs to find a job.

During targeted consultations with all PAPs eligible for LR support, some PAPs (waste pickers inside and outside the RAI) expressed their willingness to continue waste picking on the landfill, as it is their singular or supplementary income generating activity. However, the Ministry of Public Housing, Spatial Planning, Environment, and Infrastructure (VROMI) is not allowing waste picking on the landfill. **The approach to LR for waste pickers who would like to continue this activity is described in Section 6.**

Additional Support Activities

All PAPs (even if their income/livelihood is not adversely impacted by the project) are eligible to receive additional support in the form of basic financial management education. Given that the amount of compensation funds may be considerably higher than normal income levels in some cases, the project will invite PAPs to participate in financial literacy training. The objective of the training is to provide independent financial advice to help them use and invest their compensation to improve their long-term well-being. This will enable them to avoid engaging in an erratic, unplanned spending pattern and plan household expenditures in a strategic manner.

PAPs who have informal businesses in the RAI will be offered¹² support in the application for a business license and registration on request. The NRPB RAPi team will liaise with the Chamber of Commerce or Licensing Authority to screen whether PAPs are eligible to register/license their businesses. On confirmation, the PAPs will be supported in drafting the necessary applications, letters and/or other documentation required by Chamber of Commerce or Licensing Authority.

PAPs who do not have a clear immigration status in Sint Maarten (undocumented PAPs) will be offered support to regularize their immigration status. For a PAP¹³ who independently/voluntarily¹⁴ requests assistance with the formalization of their immigration status, the NRPB, assisted by a consultancy service provider, will first screen if the PAP is eligible for residential status in Sint Maarten based on the applicable legislation. Upon confirmation, the NRPB, assisted by the consultancy service provider, will support the PAP in drafting all the necessary applications, letters or other documentation as may be required by Sint Maarten Immigration and Border Protection Services.¹⁵

LR activities and additional support activities are made available to all vulnerable PAPs prioritizing them when selecting the activity and for their access to these activities. The LRP has taken into consideration the situation of vulnerable PAPs and, hence, there are sufficient options for them to participate and obtain support.

In October 2023, legal consultations were executed for PAPs eligible to regularize immigration status, under the Additional Support Activities. This process produced individualized legal advice and provided each PAP with a roadmap outlining their respective requirements for filling applications

¹² This will be free of charge for the PAPs.

¹³ The NRPB will implement measures to guarantee that the data/information collected for this purpose is not used against PAPs and will not serve as grounds for PAPs' deportation (NRPB may use anonymous data sheets in this regard).

¹⁴ Without being forced/encouraged/coerced to ask for assistance. Note: The PAPs will have signed a waiver that they understand that NRPB or Sint Maarten Immigration and Border Protection Services have no obligation towards provision of a legal immigration status if they do not qualify according to the legal requirements

¹⁵ This will be free of charge for the PAPs.

including requisite supporting documents. Legal counsel continues to provide support to the one (1) PAP who has opted to pursue regularization of status.

Eligibility

There are 141¹⁶ PAPs in the RAI, 7 waste pickers outside the RAI and 13 employees of the affected business (totaling 161 individuals).

The eligibility of the PAPs reflected in the RAP remains unchanged in the updated LRP. There are 31 eligible business owners¹⁷, 13 employees¹⁸ of the affected businesses, 41 waste pickers inside and outside the RAI and 37 women headed households who are eligible for LR activities (totaling 101 individuals). Please refer to Annex 1 for eligibility details.

Additionally, 140 PAPs, the 7 waste pickers outside of the RAI and the 13 employees are eligible for Basic financial management education as an additional LR activity.

Table 2 below shows eligibility by activity. Additionally, Annex 4¹⁹ reflects a compilation of all consultations for phases I to V.

Table 2. LR activities and number of individuals per eligibility category

LR activities	Number of individuals per eligibility category
Training in Business Management and Marketing	<ul style="list-style-type: none"> • 31 business owners (11 women and 20 men) • 13 employees
Vocational skills training	<ul style="list-style-type: none"> • 31 business owners (11 women and 20 men) • 41 waste pickers inside and outside the RAI • 13 employees • 37 women headed households
Readiness for Job program	<ul style="list-style-type: none"> • 31 business owners (11 women and 20 men) • 41 waste pickers inside and outside the RAI • 13 employees • 37 women headed households
Support PAPs to apply for a job in the SXM labor market	<ul style="list-style-type: none"> • 101 individuals are eligible (the same as for Readiness for Job Program and Vocational Skills training)

Table 3. Additional support activities and number of individuals per eligibility category

¹⁶ There is one case (1 PAP) where there are 2 individuals (husband and wife) eligible for livelihood restoration support as waste pickers. GEBE is considered in this calculation. Also, it is worthy mention that 4 PAPS have passed away.

¹⁷ It should be noted that although the RAP indicated that 32 PAPs were eligible for being business owners, when preparing this Livelihood Restoration Plan it was identified that this number erroneously included GEBE, which is a state-owned company and is not eligible for livelihood restoration as stated in the RAP foot note 116 in page 110.

¹⁸ Not counted as PAPs in RAP.

¹⁹ PAP consultation updates for Phases I and II and consultations conducted for Phases II to V are separately documented but not included in the LRP to protect privacy of PAPs

Additional support activity	Number of individuals per eligibility category
Basic financial management education	• 140 ²⁰ PAPs, 13 employees and 7 waste pickers residing outside the RAI (total 160 individuals)
Business licencing and registration	• 8 business owners are classified as informal businesses (not registered as businesses in Sint Maarten)
Support to regularize immigration status	• 13 individuals (12 women and 1 men)

5. Consultation Process

In November 2020, the project conducted a socioeconomic survey and assets census, and established the cut-off date: November 29, 2020. The cut-off date was communicated in the RAI through the distribution of leaflets and WhatsApp messaging. This was the first information dissemination to PAPs.

Consultation started in February 2021 with a series of Focus Group Discussions (FGDs). The participants in the FGDs were randomly selected based on the socioeconomic surveys. The FGDs provided the project with qualitative information on the PAPs' views and feelings on life in the RAI in general, concerns about the resettlement process, specific challenges experienced, priorities concerning access to social networks and employment, and communication preferences.

In this manner, the FGDs complemented the quantitative baseline data gathered through the socioeconomic surveys while facilitating a group environment with peers with similar life experiences to ensure that participants felt at ease to discuss these topics freely.

The introduction of livelihood restoration was carried out during the FGD in May and June 2021 at the University of St. Martin in both English and Spanish. PAPs were informed on who was eligible to participate in LR activities as reflected in the RAP and that PAPs whose livelihoods were based outside the RAI were not eligible for LR support.

During the RAP development stage, the PAPs were informed on topics relating to types of support for LR. The types of support for LR explained to them were:

- financial management training for all PAPs receiving compensation packages in cash; and
- small business management/marketing training and vocational training to eligible PAPs.

The next consultations on LR activities started in October 2022. The project first reached out to PAPs through a WhatsApp message on October 11, 2022, and conducted meetings²¹ or phone conversations with the eligible PAPs on the livelihood support measures to be implemented, such as their interest in the activities and types of available livelihood activities as per Table 4 below. Each PAP's choice was recorded and is presented in Annex 1.

²⁰ Excluding GEBE which is a state-owned company and does not qualify for livelihood assistance.

²¹ During legal agreements for compensation provision signing exercise.

The targeted separate consultations with all PAPs in Phase I and II eligible for LR support were carried out in person in November-December 2022 (see Annex 2 for details). 18 PAPs (19²² individuals) out of 26 PAPs (27²³ individuals) participated in the targeted separate consultations. The remaining PAPs who did not participate are described below:

- 3 PAPs who are elderly and retired have refused to participate in the program from the beginning of the LR consultations process.
- 4 PAPs were located abroad and did not return to Sint Maarten and could not be interviewed during the targeted consultations.
- 1 PAP as a business owner (residential landlord) was eligible for training in business management and marketing, however this PAP refused to participate in this program and the targeted consultations. The PAP opted for his wife to be included to take English language classes. The wife was therefore included for the English language classes.

During these consultations, PAPs were informed and consulted on all available livelihood restoration and additional support activities as per Tables 1, 2, and 3. It is important to mention that all eligible PAPs were also consulted on the “Jump to start a job” program that was being developed at that time as described in Table 4.

A second round of targeted separate consultations with the PAPs who are waste pickers in Phase I and II (residing inside and outside RAI) were carried out in the middle of March 2023. The waste pickers were informed that the Ministry of Public Housing, Spatial Planning, Environment, and Infrastructure (VROMI) is no longer allowing waste picking on the landfill even though the waste pickers expressed their intention to continue waste picking. The waste pickers were informed again about the “Jump to start a job program” and were encouraged to participate (see Annex 2 for details). The waste pickers were told that the ones opting for the “Jump to start a job program” would be offered stipend during a 6-month period representing the duration of that program. The amount of the stipend is like the amount described in the RAP section 6.3.3 Income from Landfill materials (the stipend would be USD4,704.00 in total, provided that the PAP attends the program’s activities). The stipend is intended to support them during the training and internship period and would help them during the transition period.

The consultation process with the PAPs participating in the LR activities in phases III, IV and V were carried out from April to August 2023, during the implementation of the RAP in these phases. In cases where PAPs were not interested in training/internship but interested in receiving support for longer term job placements, the PAPs were advised in following an opportunity for job placement support based on their current skills. It is noted here that PAPs could opt out for the training, yet they could opt in for job placement and receive support with job placement.

Initial consultations with PAPs in Phases III through IV were conducted with PAPs in person at the time of signing their Legal Agreements for compensation. Subsequent rounds of consultations were conducted in September 2023, November 2023 and March 2024 by the NRPB’s Community

²² There is one case (1 PAP) where there are 2 individuals (husband and wife) eligible for livelihood restoration support as waste pickers.

²³ Idem 21.

Engagement Consultant. Consultations were carried out in varied formats i.e. in person at NRPB offices, via WhatsApp, phone calls, on site visits (prior to November 2023) to either update prior information or collect additional information for interest in LR activities, particularly in cases where no selection was documented or indicated by PAP at earlier stages. These consultations were conducted primarily via phone, with additional in-person meetings (where practicable) and via WhatsApp messages.

During the last round of consultations conducted in March 2024 PAPs in all phases were informed that the “Jump to Start” program as it had been branded initially did not exist anymore, but the initiative was being developed with the exact same objectives and strategy than the mentioned program. A summary of all consultation results is included in Annex 4.

PAPs indicated interest in specific LRP activities utilizing a Participation Form (see Annex 2).

It is important to note that despite efforts made, some PAPs were unreachable and were duly noted for follow-up contact. PAPs are considered “unreachable” after multiple unsuccessful attempts to reach them via the last recorded contact number. However, NRPB utilized additional approaches to reach PAPs, such as through known connections and relationships with other PAPs, prior landlord or place of employment and social media searches.

All eligible individuals have been consulted as a result of the consultation process. However, it is important to note that 40 PAPs were not reachable ²⁴despite multiple efforts made by the NRPB. Attempts to contact them through various means, such as phone and WhatsApp calls, text messages, and enquiries through known connections, were unsuccessful. Additionally, 4 PAPs passed away (C21R01001, A05R02001, E02R02003, F02M02001).

Regarding individuals eligible for the LR activities (160 eligible individuals), 116 individuals were consulted and 40 were not reachable. Among those consulted, 58 individuals had declined to participate due to various other reasons (e.g. work like self-employed, works at nights, being a primary caregiver, not interested, retired or medical reasons, left the country); and 49 individuals have chosen to participate in the proposed activities (see details in-Annex 1 and 4).

²⁴ Not reachable PAPs include those who could not be contacted due to the lack of contact information and those who were originally reached through contact information provided during the RAP survey but later on they stopped responding.

6. Activities of the Livelihood Restoration Plan

Based on the consultation process described in the previous section, the table below describes the content and measures of each of the activities of the LRP. The description of LR measures may be adjusted/expanded based on continued consultations/dialogue with PAPs.

The approved activities are slightly enhanced by the introduction of a Food Handling Hygiene Certification which will be a precursor to the baking training. This is a requirement under local regulation for persons engaged in the food service industry.

Table 4 LR measures

LR measure	Description	Language
Training in business management and marketing	The training includes the following topics: <ul style="list-style-type: none"> • Book-keeping • Pay-roll • Budgeting 	All trainings are available in English.
Vocational skills training²⁵	The trainings included are: <ul style="list-style-type: none"> • Information Technology – computer skills MS Word, Excel, Publisher • Hospitality <ul style="list-style-type: none"> ○ Front of the house ○ Room Service ○ Food and beverage ○ Hospitality: Baking • Human Resources <ul style="list-style-type: none"> ○ Resort management ○ Hair dressing ○ Manicure/pedicure (nail technician) • Food Handling Hygiene 	All trainings are available in English. The following trainings are also available in Spanish: <ul style="list-style-type: none"> • Computer skills • Hospitality: Baking • Food Handling Hygiene • Hair dressing • Manicure/pedicure (nail technician)
Readiness for Job program²⁶	This program will be applied to the following job areas (see description under this table): <ul style="list-style-type: none"> • Computer skills • Customer service/Receptionist • Office assistant • Hospitality Security • Room care/Preventive maintenance • A/C installation and maintenance • Hospitality: Baking • Hair dressing 	All trainings are available in English. The following trainings are also available in Spanish: <ul style="list-style-type: none"> • Computer skills • Hospitality: Baking • Hair dressing • Manicure/pedicure (nail technician)

²⁵ Vocational training refers to instructional programs focusing on the skills required for a particular job. These aim at: fulfilling requirements for membership into professional organizations, updating knowledge of current skills, expanding skill sets, learning a supplementary trade.

²⁶ The NRPB, will undertake best efforts to support PAPs in their job placement. There is no obligation for the NRPB to find a job for the PAPs.

	<ul style="list-style-type: none"> • Manicure/pedicure (nail technician) 	
Support PAPs to apply for a job in the SXM labor market ²⁷	These measure includes long-term job employment support for PAPs who are not interested in training/internship but interested in receiving assistance in finding a job in the SXM labor market based on their current skills.	
Additional Support Activities	Description	Language
Basic financial management education	<p>The course includes the following topics:</p> <ul style="list-style-type: none"> • Introduction to basic concepts of personal financial management and the benefits of financial planning. • Introduction to budget approach to be used in financial decision making. 	Available in English and Spanish
Business licensing and registration	<p>This activity includes:</p> <ul style="list-style-type: none"> • Screening to determine if the PAP is eligible to register/license the business. • Upon confirmation, support the PAP in drafting all the necessary applications, letters or other documentation as may be required by the Chamber of Commerce and Industry Licensing Authority. 	N/A
Support to regularize immigration status	<p>This activity includes:</p> <ul style="list-style-type: none"> • Screening to determine if the PAP is eligible for residential status in Sint Maarten. • Upon confirmation, support the PAP in drafting all the necessary applications, letters or other documentation as may be required by Sint Maarten Immigration and Border Protection Services. 	N/A
Capacity Building Support	Description	Language
English as a Second Language²⁸	<p>English as a Second Language (ESL) Designed to help non-native English speakers to improve English Language skills. The course covers speaking, listening, reading, and writing skills with an emphasis on vocabulary, grammar, pronunciation and comprehension. ESL caters to different proficiency levels. The goal of the course is to enhance the participants'</p>	English

²⁷ The NRPB, will undertake best efforts to support PAPs in their job placement. There is no obligation for the NRPB to find a job for the PAPs.

²⁸ Initially English language classes were not included as an activity, however during consultations, several PAPs indicated they would like to learn English and asked if such an option can be made available. Thus, English language classes were included in LRP as an additional activity of capacity building.

ability to communicate effectively in English, socially and professionally. The course is 3 months in duration, with three sessions of 2-hour sessions per week ²⁹ .

“**Readiness for Job Program**” targets participants who aim at getting employment opportunities after taking vocational skills training. The program is structured in 3 main frames/components and the total duration of the program is 6 months:

- Component 1. Participants are trained in how to present themselves to the public, basic communication skills, basic computer skills, and CV and resume drafting skills – course duration 2 weeks.
- Component 2. Vocational skills training, preferably to receive certification where the participants will follow the specific vocational skills training that they have previously opted for (reflected in Table 5 and Annex 1)– course duration 4 months³⁰
- Component 3. Internship for a duration of one and a half months³¹ (6 weeks)
 - The internship is organized by local service providers with Sint Maarten employers mainly in the hospitality business.
 - At the end of internship, the local service provider performs an assessment, the assessment is discussed with the employer and the participant; based on assessment the participant could be offered a job.³²
 - The internship will provide not only a job opportunity but will also allow the PAPs to develop job skills to apply to other job opportunities.
 - All participants will be closely monitored to assess progress and results.
- A satisfaction survey will be conducted to participants at the end of the "Readiness for Job program" to evaluate the effectiveness of this activity (see Annex 3).

Since Ministry VROMI is no longer allowing waste picking on the landfill while some waste pickers expressed their intention to continue this income support activity, the NRPB looked into options and alternatives how to at least restore the waste pickers livelihoods and incomes. Therefore, for the waste pickers living inside and outside the RAI, the project is providing vocational skills training programs or Readiness for Job program, if not already opted for these LR activities. While participating in the vocational skills training programs or Readiness for Job program, the project will provide additional support³³ in the form of a stipend to support the waste pickers with the lost income while participating in the program. This additional support is based on “basic income” practices to give this particular group of persons additional time and the opportunity to transition to other jobs or

²⁹ Although the duration of the ESL course is less than the 4-month period stipulated in the approved LRP for Phases I and II, the course included here has an intensity of 6 hours per week (face-to-face). This change is due to the options available from the identified institutions that have accreditation with the capacity to deliver courses within Sint Maarten.

³⁰ The duration of the vocational training (4 months in both cases – training only or “Readiness for Job Program”) is considered adequate for the individual to accumulate sufficient skills being able to apply those skills in a preferred job or activity

³¹ The duration of the internship (6 weeks) is considered adequate for the individual to demonstrate sufficient capacity (or lack thereof) and support job placement; this is in line with local labour regulations that consider a maximum of 2 months as a trial period.

³² Employing success rate is in between 40 and 55 percent for hospitality field and A/C and refrigeration field.

³³ The amount of the stipend is similar to the amount described in the RAP section 6.3.3 Income from Landfill materials (the stipend will be of USD4,704.00 in total).

income generation practices. The stipend is intended to support them during the training and internship period and will help them during the transition period. The stipend will be disbursed monthly for the PAPs who participate in the program. The monthly stipend is USD784.00, therefore at the end of the program, which has a duration of 6 months, the PAPs will have received a stipend equal to USD4,704.00 in total.

The NRPB conducted a market research in order to gather information about local market capabilities to deliver all components of the Readiness for Job Program. Many local companies and business in Sint Maarten were contacted inquiring their capacities and willingness to participate in an open competition to be contracted by the NRPB. During this research, all potential candidates were informed about the whole approach and objectives of the program and the content and scope of the above mentioned components.

Once all the information was gathered and the results were assessed, the NRPB proceeded to send a request for quotation to the service providers that were identified as strong candidates. In this request, all companies were invited to apply for any or all the components of the program according to their capacities and expertise. The deadline established by the NRPB is mid-August and the contracts will be signed early September. Following this approach, the program will be implemented combining the capacities of candidates in order to cover all activities.

7. Participation in livelihood restoration activities and training providing organization

The PAPs were contacted individually (in-person meetings, by phone or WhatsApp, based on the PAP's availability and preference) to record their LR activity choice based on their eligibility to participate in the various LR support activities. The PAPs' choices to participate in the LR activities are described below (updated in March, September and December 2023 and March 2024). Progress is reported and summarized in tables 5 and 6 below. Please refer to Annex 1 for a breakdown of Eligibility and Participation.

As discussed in Section 5 and as seen in detail in table 5, there is a low level of participation in the LRP activities. Several critical factors have contributed to this situation, which are independent of the content of the activities offered. Primarily, the delayed submission of the LRP for approval was due to the service provider identified through a direct mechanism failing to meet the necessary technical evaluation criteria. Due to the high level of customization of the Readiness for a Job program, and the requirements for trainings in Spanish, an alternative service provider was difficult to identify in SXM market. Additionally, the NRPB prioritized compensation and evacuation of the RAI because RAI Structures Demolition activity was initially scheduled to launch in December 2023. Given the time elapsed, circumstances in the lives of PAPs have changed:

- A high level of employment within the community has reduced the number of individuals available to participate in the LR activities. To encourage participation, activities were held outside of typical work hours.
- 31%³⁴ of the eligible individuals for LR activities have migrated to places of origin.
- Many community members have attained retirement or pensionable age, making them less likely to engage in training or job placement activities.
- 10 eligible individuals (are ill or currently seeking medical attention or serve as caregivers, limiting their ability to participate).

In addition, in some cases, the misinformation regarding the application and distribution of stipends has led to disengagement among potential participants. PAPs misinterpreted eligibility of the stipend, considering this was payable to each PAP participation in any course.

³⁴ Considering the 101 individuals eligible for main activities as a basis

Table 5 LR measures eligibility and participation for all RAPI Phases

LR measure	Elegibility			PAPs who opted to participate in LR		
	F	M	Total	F	M	Total
1. Training in business management and marketing	16	29	45	0	0	0
2. Vocational skills training	48	53	101 ³⁵	15	5	20 ³⁶
2.1 Hospitality: Baking				9	1	10
2.2. Food Handling Hygiene Certification.				9	1	10
2.3 Computer skills				6	4	10
2.4 Hair dressing, manicure/pedicure ³⁷ (nail technician)				1	0	1
3. Readiness for Job program	48	53	101	11	2	13
3.1 Preventive maintenance				0	0	0
3.2 A/C installation and maintenance				0	0	0
3.3 Hair dressing, manicure/pedicure (nail technician)				3	0	3
3.4 Hospitality Security				0	0	0
3.5 Hospitality: Baking / Food Handling Hygiene				5	1	6
3.6 Computer skills				3	1	4
4. Support PAPs to apply for a job in the SXM labor market	48	53	101	2	4	6
5. Additional Support Activities						
5.1 Basic financial management education	55	101	161 ³⁸	5	10	15
5.2 Business licensing and registration	2	6	8	0	0	0
5.3 Support to regularize immigration status	12	1	13	5	1	6
6. Capacity Building Support						
6.1 English as a Second Language classes	48	53	101	17	9	26

In November 2023, market research was initiated to identify potential service providers for the Readiness for a Job program, focusing on engaging accredited and reputable organizations such as the National Institute for Professional Advancement (NIPA). This ongoing effort involves a careful assessment of each service provider to ensure their capacity to meet the program's needs. By carefully considering each potential partner, the NRPB aims to collaborate only with those who can deliver the

³⁵ This figure does not include GEBE which is ineligible.

³⁶ One PAP attends 2 different courses

³⁷ These 3 activities were merged into a single training

³⁸ This figure accounts for the husband of PAP B15R01001 individually. This also includes the 5 waste pickers which cannot be identified, hence gender is unknown.

highest standards of professional training and support to participants to achieve best possible outcomes.

The market research has indicated limited options of potential business partners for supporting the Readiness for a Job program. A key impediment, being that the service provider must possess the ability to offer training in Spanish and capability to manage the administration of the program, covering a varying number of vocational trainings, some of which are not customarily offered³⁹. Taking into account this context of difficulty in finding service providers that can meet all the requirements in a single contract, the NRPB opted to invited companies to apply for any or all the components of the program. Once all the courses and services covering the 3 components of the program are contracted with the different companies, the services will be offered to the participants as a single program.

Support to regularize immigration status

Thirteen (13) PAPs (12 women and 1 man) are eligible⁴⁰ for support to regularize their immigration status. Six (6) PAPs opted to obtain support to regularize immigration status (5 men and 1 woman). The NRPB has engaged Legal Counsel to provide consultation and support for filing of application of documentation for regularization of the immigration status.

Of the six (6) people arranging legal consultations with immigration counsel, five (5) attended consultation. Numerous efforts made were unsuccessful to contact sixth (6th) PAP to reschedule for consultation. The legal opinions were received by NRBP on November 24th, 2023, in English, subsequently translated into Spanish and disseminated to PAPs on December 16th, 2023. PAPs were required to acknowledge receipt of legal advice. Only one (1) PAP decided to pursue an application to regularize status.

8. Livelihood Restoration Activities RAPI all Phases - Budget

Table 6 below provides an estimated budget for the implementation of the LRP for all RAP implementation Phases I, II, III, IV and V. The budget figures are based on consultations with local service providers and are subject to change, depending on whether more eligible PAPs respond affirmatively to participating in LR activities. Budget figures related to support to regularize immigration status and business licensing and registration reflect a total budget based on the total number of PAPs eligible for these types of support.

³⁹ Readiness for a Job is expected to be offered as one single program. Participants are expected to take part in all 3 components.

⁴⁰ PAPs who do not have a clear immigration status on Sint Maarten (undocumented PAPs)

Table 6. Budget for LR activities implementation (all Phases)⁴¹

LR Activity	Number of participants	Price per participant (USD)	Total (USD)
1. Training in business management and marketing	–	–	–
2. Vocational skills training			
2.1 Hospitality: Baking	10	575	5,750
2.2 Food Handling Hygiene	10	75	750
2.3 Computer skills	10	1,505	15,050
2.4 Hair dressing, manicure/pedicure (nail technician)	1	1,350	1,350
3. Readiness for Job program			
3.1 Preventative Maintenance	–	–	–
3.2 A/C installation and maintenance	–	–	–
3.3 Hairdressing, Manicure/Pedicure	3	1,350	4,050
3.4 Hospitality: Security	–	–	–
3.5 Baking (Including Food Handling Hygiene)	6	1,350	8,100
3.6 Computer skills	4	1,505	6,020
<u>Stipend</u>	13	4,704	61,152
<u>4. Support PAPs to apply for a job in the SXM labor market</u>	6	500	3,000
5. Additional Support Activities			
5.1 Basic financial management education	15	280	4,200
5.2 Business licensing and registration	–	–	–
<u>5.3</u> Support to regularize immigration status	6 ⁴²	6,000	6,000
5. Capacity Building Support			
5.1 English as a Second Language classes (ESL)	26	615	15,990
TOTAL			131,412

⁴¹ Subject to change if additional PAPs will be included in the LRP activities depending on their availability.

⁴² Support was provided to all interested PAPs but only 1 decided to move forward with this support.

Table 7 below shows the Training Plan for standardized courses including the respective service providers that were identified. This Plan was submitted to obtain the “No objection” for use of the Training Component 2 under the Grant Agreement in compliance with the World Bank Procurement guidelines.

Table 7. Training Plan under Component 2 of the Grant Agreement

	Training	Service Provider	Number of Participants	Planned dates	Duration	Justification for the selection of the Provider
Additional Support Activities:						
1	Basic Financial Management Education	A & A Accounting Business Support and Training Center	15	May - Jun, 2004	4 Weeks	Responsive standardized training which provides relevant course content/methodology. Proven track record of Provider and delivery of instruction in Spanish.
2	English as a Second Language (ESL)	University of Sint Martin	26	Sep – Dec 2024	12 weeks	Highly recognized institution, responsive standardized training which provides relevant course content/methodology.
Vocational Skills Trainings:						
3	Basic Computer/Information Technology skills	A & A Accounting Business Support and Training Center	10	May - June, 2024	12 weeks	Responsive standardized training which provides relevant course content/methodology. Proven track record of Provider and delivery of instruction in Spanish.
4	Baking	The Cake BOX SXM	10		6 weeks	
5	Food Handling Hygiene Certification	Steflogix	10	*Multiple dates available monthly	1 day	

9. LRP implementation timeline for RAPI all Phases

PAPs will commence with vocational training courses in accordance with the timeline of service providers. The Readiness for Job program procurement activity will launch in or before June 2024 and this program will take 6 months to be implemented.

The updated timeline for implementation of the LR activities is shown in Figure 2 below.

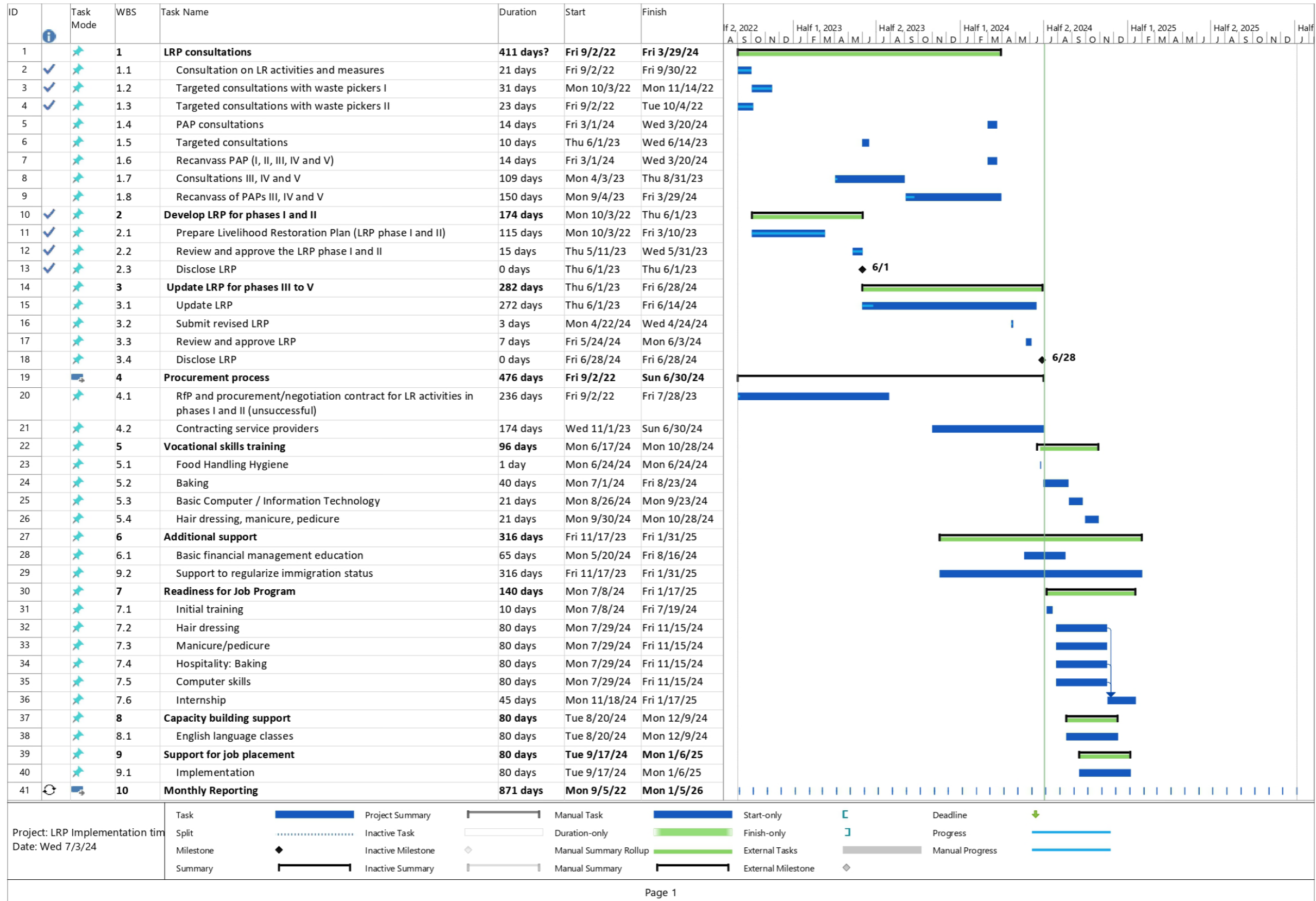
Current Status of LR Activities:

- Support to regularize immigration status commenced October 2023 and is well advanced.

- Procurement activity for Readiness for Job program will be launched on approval of updated LRP (all Phases) and the program will take 6 months to be implemented. In parallel will be launched the procurement activity for the Support of PAPs to apply for a job in the SXM labour market.
- The following training courses have been already engaged with their respective service providers:
 - The Basic Information Technology/Computer Operational Skills is scheduled for June 11 – August 30, 2024.
 - The Basic Financial Management Training is currently scheduled to commence June 3 – 26, 2024.
 - The Food Handling Hygiene is scheduled for June 10th and June 15th (two sessions).
 - The Baking training is scheduled on June 11th – July 20th.
- The training on ESL is being currently negotiated with the service provider and is going to be advertised in the upcoming weeks.
- The service provider for the training on hair dressing, manicure/pedicure and nail technician has been engaged and is scheduled for mid-August.
- Because of the lack of interest in the following courses, no arrangement has been launched with any service provider and therefore no activity is shown in the timeline below:
 - Training in business management and marketing
 - Business licensing and registration

No eligible PAPs opted for training in business management and education or Business licensing and registration support, therefore no activity is shown in the timeline below.

Figure 2 LRP implementation timeline



10. Institutional arrangements

The NRPB will have responsibility for implementing the LRP and all its activities with the support from Service Providers and Consultants. The NRPB launched procurement actions to identify service providers of vocational skills trainings, Readiness for Job Program, support to apply for a job and additional support activities.

Four service providers have been identified and engaged to provide trainings on:

- Vocational Skills Trainings (Basic Computer/Information Technology skills, Baking and Food Handling Hygiene Certification, Hair dressing, manicure/pedicure).
- Additional Support (Basic Financial Management Education),
- Capacity Building Support (English as a Second Language classes)

Legal counsel has been identified and tasked in the support to PAPs to regularize immigration status.

The NRPB have launched a further procurement activity to hire local service providers engaged in the local social and cultural labor context to implement the Readiness for Job Program as separate activity. In this manner, vocational training for which service providers have been identified can be implemented.

The NRPB will launch another procurement activity to contract a job placement agency to provide support PAPs requiring assistance to apply for a job irrespective of their participation in training/internship. In addition, the NRPB will utilize the Department of Labor Affairs as a parallel measure to support job placement. The Department of Labor Affairs, which falls under the Ministry of Public Health, Social Development, and Labor for Sint Maarten, holds the responsibility for all matters related to labor, including job placement support and unemployment services.

Further, the NRPB will provide business licensing and registration support through close coordination with Sint Maarten Chamber of Commerce and Industry, if any of the business owners express interest in the near future.

11. Monitoring Arrangements

Monitoring will be initiated in the first quarter of 2024⁴³. Output indicators will be monitored until 2 months after finalization of the longest course duration or internship and the end of the expected timeline for regularization of immigration status and business licensing and registration. Outcome indicators will be monitored until the Final RAP timeline (expected for February 2025). The focus of monitoring will be on process (activity against targets), output

⁴³ After the approval of the RAP for phases 1 and 2, only the implementation of the activity to support the regularization of immigration status started. Therefore, this has been the only activity that has been monitored at the moment, reporting regularly on their progress in the monthly RAP implementation reports.

(products from implementing the LRP, e.g., number of PAPs reached with LRP activities), and outcomes (observed livelihoods restoration and welfare changes due to the LRP measures).

The LRP is part of the RAP implementation process and most of its indicators are at the operational level. The LRP indicators will also be monitored as part of the broader RAP implementation process. Table 8 below summarises the key performance indicators for the LRP. All monitoring indicators will be gender disaggregated. The data is going to be collected through interviews by NRPB (monitoring and evaluation team with support from the RAPi team). The baseline was collected during PAP census and during interviews under current LRP.

Table 8. Monitoring Indicators

Indicators	Data Source	Data Collection Strategy	Frequency of Data Collection
Total number of PAPs (gender disaggregated)	RAP Database NRPB RAPi monthly reports	Query from RAP database Review of NRPB RAP implementation monthly reports	Monthly
Percentage of PAPs participating in the LRP (gender disaggregated)	RAP Database NRPB RAPi monthly reports	Query from RAP database Review of NRPB RAP implementation monthly reports	Monthly
Percentage of PAPs participating in basic financial education	RAP Database NRPB RAPi monthly reports	Query from RAP database Review of NRPB RAP implementation monthly reports	Quarterly
Percentage of eligible PAPs trained in business management and marketing	RAP Database NRPB RAPi monthly reports	Query from RAP database Review of NRPB RAP implementation monthly reports	Quarterly
Percentage of eligible PAPs trained in vocational skills ⁴⁴	Training institution	Review of consultancy services providers reports	Quarterly
Number of PAPs assisted with business licensing and registration	RAP Database NRPB RAPi monthly reports	Query from RAP database Review of NRPB RAP implementation monthly reports	Quarterly
Number of PAPs assisted with immigration support	RAP Database NRPB RAPi monthly reports	Query from RAP database Review of NRPB RAP implementation monthly reports	Quarterly
Percentage of eligible PAPs involved in Readiness for a Job Program	RAP Database NRPB RAPi monthly reports	Review of NRPB RAP implementation monthly reports	Quarterly

⁴⁴ This indicator will be also disaggregated by the type of vocational training.

Percentage of eligible PAPs getting a new job or occupation disaggregated by gender	RAP Database NRPB RAPI monthly reports	Review of NRPB RAP implementation monthly reports	Quarterly
Percentage of eligible PAPs that increase income over baseline levels as of 2020/2021 RAP survey results	RAP Database NRPB RAPI monthly reports	Review of NRPB RAP implementation monthly reports	6 months after completion of LR activity in each RAPI phase
Percentage of men and women indicating livelihoods are the same or better than before resettlement	PAP household questionnaire survey	Review of NRPB RAP implementation monthly reports	After each RAPI phase is completed

Annex 1. Livelihood measures eligibility and participation (All RAP Phases) by PAP

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
1	III	A	A01M01001		1	Residential landlord	1				No	Yes	Computer Skills	No	Spanish	Yes	not eligible	not eligible	No
2	III	A	A03R01001	1		Homeowner		1			not eligible	Yes	Baking	No	Spanish	Yes	not eligible	not eligible	No
3	III	A	A04M01001		1	Residential landlord	1				No	No	No	No		No	not eligible	not eligible	No
4	III	A	A04R01001	1		Homeowner		1			not eligible	No	No	No		No	not eligible	not eligible	No
5	III	A	A04R02001	1		Tenant or borrower		1	1		not eligible	Yes	Computer Skills	No	Spanish	No	not eligible	Yes	No
6	III	A	A04R02002		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
7	III	A	A04R02003		1	Tenant or borrower				1	not eligible	No	No	Baking	Spanish	No	not eligible	not eligible	Yes
8	III	A	A04R02004		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
9	III	A	A05R01001		1	Residential landlord	1			1	No	Yes	Computer Skills	No	Spanish	Yes	not eligible	not eligible	No
10	III	A	A05R01002		1	Tenant or borrower				1	not eligible	No	No	No	Spanish	Yes	not eligible	Yes	No
11	III	A	A05R01003		1	Tenant or borrower					not eligible	not eligible	No	not eligible	Spanish	No	not eligible	Yes	No
12	III	A	A05R02001		1	Tenant or borrower					Deceased	Deceased	No	Deceased		No	Deceased	Deceased	No
13	III	A	A06R02001		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	Yes	No
14	III	A	A06R02002		1	Tenant or borrower					not eligible	not eligible	No	not eligible	Spanish	No	not eligible	Yes	No
15	III	A	A06R02003		1	Tenant or borrower				1	not eligible	No	No	No		No	not eligible	not eligible	No
16	III	A	A07R02001		1	Tenant or borrower	1				No	No	No	No		No	not eligible	not eligible	No

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
17	III	A	A07R02002		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
18	III	A	A08M01001	1		Residential landlord	1	1			No	No	No	Computer	Spanish	Yes	not eligible	not eligible	No
19	III	A	A08R02007		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
20	III	A	A08R02006		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
21	III	A	A08R02009		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
22	III	A	A08R02001	1		Tenant or borrower		1	1	1	not eligible	No	No	No		No	not eligible	No	No
23	III	A	A08R02002	1		Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	Yes
24	III	A	A08R02003		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
25	III	A	A08R02004		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
26	III	A	A08R02005		1	Tenant or borrower			1		not eligible	not eligible	No	not eligible		No	not eligible	No	No
27	III	A	A08R02008	1		Tenant or borrower				1	not eligible	Yes	Baking	No	Spanish	Yes	not eligible	not eligible	No
28	III	A	A09R02001		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
29	III	A	A10R01001	1		Residential landlord	1	1			No	No	No	Manicure /Pedicure	Spanish	Yes	not eligible	not eligible	No
30	III	A	A10R02001	1		Homeowner					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
31	III	A	A11R02001		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
32	III	A	A11R02002		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
33	III	A	A13M01002	1		Residential landlord	1	1	1		No	No	No	No		No	not eligible	No	No

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
34	III	A	A13R02001	1		Tenant or borrower		1	1		not eligible	No	No	No		No	not eligible	No	No
35	III	A	A14R02001	1		Tenant or borrower		1	1		not eligible	No	No	No	Spanish	No	not eligible	No	No
36	III	A	A15R02001	1		Tenant or borrower		1	1		not eligible	No response	No	No		No	not eligible	No	No
37	III	A	A16R02001	1		Tenant or borrower		1			not eligible	No	No	No		No	not eligible	not eligible	No
38	III	A	A16R02002		1	Tenant or borrower				1	not eligible	No	No	No	Spanish	No	not eligible	not eligible	No
39	III	A	A17R02001	1		Tenant or borrower	1	1	1	1	No	No	No	Baking	Spanish	No	not eligible	No	No
40	III	A	A17R02002		1	Tenant or borrower		1			not eligible	No	No	No		No	not eligible	not eligible	No
41	III	A	A19R01001	1		Homeowner		1			not eligible	No	No	Baking	Spanish	Yes	not eligible	not eligible	No
42	III	A	A20R02001	1		Tenant or borrower		1			not eligible	No	No	No		No	not eligible	not eligible	No
43	III	A	A23C01001	1		Off-site landlord					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	Yes
44	III	A	A23M02001		1	Tenant or borrower Business owner (formal and informal)	1				No	No	No	No		No	No	not eligible	No
45	III	A	A24M01001	1		Homeowner		1			not eligible	Yes	Computer Skills	No	Spanish	Yes	not eligible	not eligible	No
46	III	A	A24R02001		1	Tenant or borrower				1	not eligible	Yes	Baking	No response	Spanish	Yes	not eligible	not eligible	No
47	III	A	A25C01001		1	Off-site landlord					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
48	I	B	B01R01001	1		Homeowner		1	1	1	not eligible	No	No	No		No	not eligible	No	No
49	I	B	B02R01001		1	Homeowner					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
50	I	B	B03R01001	1		Homeowner		1			not eligible	No	No	No		No	not eligible	not eligible	No
51	I	B	B04C01000		1	Off-site landlord					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
52	I	B	B04R02001	1		Tenant or borrower		1	1	1	not eligible	Yes	Computer Skills	No	Spanish	Yes	not eligible	No	No
53	I	B	B04R02002	1		Tenant or borrower		1		1	not eligible	Yes	Computer Skills	No	Spanish	Yes	not eligible	not eligible	No
54	I	B	B05R01001		1	Homeowner				1	not eligible	No	No	No		No	not eligible	not eligible	No
55	I	B	B06R01001		1	Residential landlord				1	Not eligible	No	No	No			not eligible	not eligible	No
56	I	B	B06R01002	1		Tenant or borrower				1	not eligible	Yes	Baking	No	Spanish	Yes	not eligible	not eligible	No
57	I	B	B07R01001		1	Homeowner				1	not eligible	No response	No	No			not eligible	not eligible	No
58	I	B	B08C01001		1	Homeowner				1	not eligible	not eligible	No	not eligible			not eligible	not eligible	No
59	I	B	B09C01001		1	Off-site landlord					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
60	I	B	B10R01001	1		Homeowner				1	not eligible	No	No	Computer	Spanish	Yes	not eligible	not eligible	No
61	I	B	B10R01002		1	Tenant or borrower				1	not eligible	No	No	No		No	not eligible	not eligible	No
62	I	B	B11C01001		1	Off-site landlord					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
63	I	B	B11R01001		1	Tenant or borrower				1	not eligible	No	No	No	Spanish	No	not eligible	not eligible	No
64	I	B	B12R01001		1	Homeowner					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
65	I	B	B13R01001		1	Tenant or borrower				1	not eligible	No	No	No	Spanish	No	not eligible	not eligible	No
66	I	B	B13C01002	1		Off-site landlord					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
67	I	B	B14R01000	1		Residential landlord	1	1	1	1	No	No	No	No		No	not eligible	No	No
68	I	B	B14R01001		1	Tenant or borrower				1	not eligible	No	No	No		No	not eligible	not eligible	No

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
69	I	B	B15R01001	1		Homeowner		1		1	not eligible	No	No	Computer	Spanish	Yes	not eligible	not eligible	No
	I	B	B15R01001husband		1	Homeowner					Not eligible	No	No	No		No	not eligible	not eligible	No
70	I	B	B16M01001		1	Homeowner				1	not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
71	I	B	B17M01001		1	Residential landlord	1				No	No	No	No	Spanish	No	not eligible	not eligible	No
72	I	B	B17R01001		1	Tenant or borrower					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
73	I	B	B17R01002		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
74	II	C	C01R01001		1	Homeowner				1	not eligible	No	No	No		No	not eligible	not eligible	No
75	II	C	C02R01001		1	Homeowner				1	not eligible	No	No	No		No	not eligible	not eligible	No
76	II	C	C03R01001		1	Homeowner					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
77	II	C	C04R01001		1	Homeowner				1	not eligible	No	No	No		No	not eligible	not eligible	No
78	IV	C	C05R01001	1		Homeowner					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	Yes
79	IV	C	C06M02001	1		Homeowner and Businessowner Residential landlord	1	1			No	No	No	No	Spanish	Yes	not eligible	not eligible	Yes
80	IV	C	C06R02001	1		Homeowner					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
81	IV	C	C06R03001		1	Tenant or borrower					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
82	II	C	C08R01001	1		Homeowner		1	1		not eligible	No	No	No		No	not eligible	No	No
83	IV	C	C09R01001		1	Homeowner					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
84	IV	C	C10R02001	1		Tenant or borrower		1			not eligible	Yes	Baking	No	Spanish	Yes	not eligible	not eligible	No
85	IV	C	C11M01001	1		Homeowner and Businessowner	1	1			No	Yes	Hairdressing	No	Spanish	No	not eligible	not eligible	No

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
86	IV	C	C13R02001	1		Homeowner and Businessowner	1	1			No	No	No	Manicure /Pedicure	Spanish	No	not eligible	not eligible	No
87	IV	C	C14R01001	1		Homeowner		1		1	not eligible	No	No	No		No	not eligible	not eligible	No
88	IV	C	C15R01001	1		Homeowner		1	1	1	not eligible	No response	No	No			not eligible	No	No
89	IV	C	C16M01001		1	Business owner (formal and informal) Off-site landlord	1				No	No	No	No		No	not eligible	not eligible	No
90	IV	C	C16M03001		1	Homeowner					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
91	IV	C	C16R03001		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
92	IV	C	C17R01001		1	Homeowner					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	Yes
93	IV	C	C17R04004	1		Tenant or borrower		1		1	not eligible	Yes	Baking	No	Spanish	Yes	not eligible	not eligible	No
94	IV	C	C18M01001	1		Residential landlord	1	1		1	No	No	No	Baking	Spanish	No	not eligible	not eligible	No
95	IV	C	C19C01001		1	Business owner (formal and informal)	1				No	No	No	No		No	not eligible	not eligible	No
96	II	C	C20R01001	1		Homeowner		1			not eligible	No	No	Baking	Spanish	No	not eligible	not eligible	No
97	II	C	C21R01001		1	Homeowner				1	not eligible	Deceased	Deceased	Deceased	Deceased	Deceased	not eligible	not eligible	No
98	IV	C	C24R01001	1		Homeowner		1			not eligible	Yes	Computer Skills	No	English	No	not eligible	not eligible	No
99	II	C	C25R02001	1		Homeowner		1			not eligible	No	No	No		No	not eligible	not eligible	No
100	IV	C	C26M01001	1		Homeowner					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
101	IV	D	D01R01001	1		Homeowner		1			not eligible	No	No	No	Spanish	No	not eligible	not eligible	No

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
102	IV	D	D04R01001		1	Homeowner					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
103	IV	D	D05R01002	1		Homeowner		1			not eligible	Yes	Computer Skills	No	Spanish	Yes	not eligible	not eligible	No
104	IV	D	D07M01001	1		Homeowner and Businessowner	1				No	No response	No	No	Spanish	No	No	not eligible	No response
105	IV	D	D07R01001	1		Business owner (formal and informal)	1				No	Yes	Baking	No	Spanish	Yes	No	not eligible	No
106	V	E	E01M02004		1	Tenant or borrower Business owner (formal and informal)	1				No	Yes	Baking and Computer Skills	No	English	Yes	not eligible	not eligible	No
107	V	E	E01R01006		1	Tenant or borrower					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
108	V	E	E01R01001		1	Tenant or borrower					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
109	V	E	E01M02001		1	Tenant or borrower Business owner (formal and informal)	1				No	No	No	No		No	No	not eligible	No
110	V	E	E01R02002		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
111	V	E	E01R02003		1	Tenant or borrower Business owner (formal and informal)	1				No	No	No	Computer	English	No	No	not eligible	Yes
112	V	E	E01R02005		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
113	V	E	E02M01001		1	Off-site landlord					not eligible	not eligible	No	not eligible			not eligible	not eligible	No
114	V	E	E02R02001		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
114	V	E	E02R02002	1		Tenant or borrower					not eligible	Yes	Baking	not eligible			not eligible	not eligible	No
116	V	E	E02R02003		1	Tenant or borrower					not eligible	not eligible	Deceased	not eligible	Deceased	Deceased	not eligible	not eligible	Deceased
117	V	E	E02R02004	1		Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	Yes
118	V	E	E02R02005		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
119	V	E	E03C01001		1	Tenant or borrower Business owner (formal and informal)	1				No	No	No	No		No	not eligible	not eligible	No
120	V	E	E03C01003		1	Tenant or borrower Business owner (formal and informal)					not eligible	not eligible	No	not eligible		No	not eligible	Yes	Yes
121	V	E	E03C01002		1	Off-site landlord					not eligible	not eligible	No	not eligible	English	No	not eligible	not eligible	Yes
122	V	E	E03R01003		1	Tenant or borrower					not eligible	not eligible	No	not eligible	Spanish	No	not eligible	Not eligible	Yes
123	V	E	E03R01001		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	Yes
124	V	E	E01C01001		1	Off-site landlord	1				No	No	No	No		No	not eligible	not eligible	No

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
125	V	E	E04C01001		1	Business owner (formal and informal)	1				No	No	No	No			not eligible	not eligible	No
126	V	F	F01C01001		1	Tenant or borrower Business owner (formal and informal)					Not eligible	Not eligible	No	not eligible		No	not eligible	not eligible	No
127	V	F	F02M02001		1	Homeowner and Businessowner	1				Deceased	Deceased	Deceased	Deceased			not eligible	not eligible	No
128	V	F	F03R01001	1		Homeowner		1			not eligible	Yes	Yes	Baking	Spanish	Yes	not eligible	not eligible	No
129	V	F	F05R01001		1	Tenant or borrower					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
130	V	F	F05R01002		1	Off-site landlord	1				No	No	No	No		No	not eligible	not eligible	No
131	V	F	F06M01001		1	Tenant or borrower Business owner (formal and informal)	1				No	No	No	No	Spanish	No	not eligible	not eligible	No
132	V	F	F07C01001	1		Tenant or borrower Businessowner (formal and informal)					Not eligible	Not eligible	No	not eligible		No	not eligible	Not eligible	No
133	V	F	F08M01001		1	Off-site landlord					not eligible	not eligible	No	not eligible		No	not eligible	not eligible	No
134	V	G	G01M01001		1	Business owner (formal and informal)	1				No	No response	No	No response		No	No	not eligible	No
135	V	G	G02M01001		1	Homeowner and Businessowner	1				No	Yes	Computer Skills	No	Spanish	Yes	No	not eligible	Yes

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Wastepicker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
136	V	G	G03M01001		1	Business owner (formal and informal)	1				No	No	No	No	Spanish	No	not eligible	not eligible	No
137	V	G	G04C01001 (GEBE) ⁴⁵			Business owner (formal and informal)					not eligible	not eligible	not eligible	not eligible		Not eligible	not eligible	not eligible	not eligible
138	V	G	G05C01001		1	Tenant or borrower Business owner (formal and informal)					not eligible	not eligible	No	not eligible		No	No	not eligible	No
139	V	G	G06R01001		1	Homeowner					not eligible	not eligible	No	not eligible	Spanish	No	not eligible	not eligible	Yes
140	V	F	F05R01003		1	Tenant or borrower				1	not eligible	No	No	No	Spanish	Yes	not eligible	not eligible	No
141	V	E	E03R01004		1	Tenant or borrower					not eligible	not eligible	No	not eligible	Spanish	No	not eligible	not eligible	Yes
142	NA	NA	WP2	1		Wastepicker - Outside RAI				1	not eligible	No	No	No		No	not eligible	not eligible	No
143	NA	NA	WP1	1		Wastepicker - Outside RAI				1	not eligible	No	No	Manicure/Pedicure	Spanish	Yes	not eligible	not eligible	No response
144	NA	NA	A05R01001	1		Employee					No response	No response		No response			not eligible	not eligible	No response
145	NA	NA	A19R01001	1		Employee					No	Yes	Baking	No	Spanish	Yes	not eligible	not eligible	No
146	NA	NA	A18R01001		1	Employee					No response	No response	No	No response	No response		not eligible	not eligible	No response
147	NA	NA	A20R01001		1	Employee					No response	No response	No	No response	No response		not eligible	not eligible	No response
148	NA	NA	A21R01001		1	Employee					No response	No response	No	No response			not eligible	not eligible	No
149-153	NA	NA	WP3-7			Wastepicker - Unidentified				5	not eligible	Unreachable	Unreachable	Unreachable	Unreachable	Unreachable	not eligible	not eligible	Unreachable

⁴⁵ GEBE is not eligible for livelihood restoration as stated in the RAP foot note 116 in page 110.

No.	RAP phase	Block	PAP No.	F	M	PAP category	Business owner	Woman headed household	Undocumented	Waste picker	Participating in business management and marketing training	Participating in Vocational Training Yes or No	Participating in Vocational Training, which one?	Participating in Readiness for Job	Language - ENG or SPA	Participating in Capacity building support - ESL	Participating in Business licensing and registration	Participating in the Support to regularize immigration status	Participating in the Basic financial management education
154-161	NA	NA	A22R01001		8	Employees - Unreachable					Unreachable	Unreachable	Unreachable	Unreachable	Unreachable	Unreachable	not eligible	not eligible	Unreachable
Totals							31	37	13	41	0	20		13		26	0	6	15

Annex 2. Participation Form



SINT MAARTEN EMERGENCY DEBRIS MANAGEMENT PROJECT Resettlement Action Plan Implementation Learning and Development Participation Form

PAP INFORMATION

PHASE: _____ PAP ID NO.: _____ NAME: _____
CELL No: _____ Email Address: _____

Activity	Description	Language
Vocational skills training	The trainings included are: <ul style="list-style-type: none"> • Information Technology - Computer skills <input type="checkbox"/> • Hospitality <ul style="list-style-type: none"> ○ Front of the house <input type="checkbox"/> ○ Room Service <input type="checkbox"/> Food and beverage <input type="checkbox"/> Baking <input type="checkbox"/> Food Handling Hygiene <input type="checkbox"/> Resort management <input type="checkbox"/> Hair dressing <input type="checkbox"/> Manicure/pedicure (nail technician) <input type="checkbox"/> Human Resource <input type="checkbox"/> 	All trainings are available in English. The following trainings are also available in Spanish: <ul style="list-style-type: none"> • Computer skills <input type="checkbox"/> Hospitality: <ul style="list-style-type: none"> • Baking <input type="checkbox"/> Food Handling Hygiene <input type="checkbox"/> Hair dressing <input type="checkbox"/> Manicure/pedicure (nail technician) <input type="checkbox"/>
Training in business management and marketing	The training includes the following topics: <ul style="list-style-type: none"> • Book-keeping <input type="checkbox"/> • Pay-roll Budgeting <input type="checkbox"/> 	All trainings are available in English.
"Jump to Start a Job" program	This program will be applied to the following job areas (see description under this table): <ul style="list-style-type: none"> ○ Computer skills <input type="checkbox"/> Customer service/Receptionist <input type="checkbox"/> Office assistant <input type="checkbox"/> Hospitality Security <input type="checkbox"/> Room care/Preventive maintenance <input type="checkbox"/> A/C installation and maintenance <input type="checkbox"/> Hospitality: <ul style="list-style-type: none"> Baking <input type="checkbox"/> Hair dressing <input type="checkbox"/> Manicure/pedicure (nail technician) <input type="checkbox"/> 	All trainings are available in English. The following trainings are also available in Spanish: <ul style="list-style-type: none"> • Computer skills <input type="checkbox"/> Hospitality: <ul style="list-style-type: none"> • Baking <input type="checkbox"/> Hair dressing <input type="checkbox"/> Manicure/pedicure (nail technician) <input type="checkbox"/>
Job Placement Support	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Additional Support Activities		Language
	Basic financial management education <input type="checkbox"/>	Available in Spanish
	Business licensing and registration <input type="checkbox"/>	-
Capacity Building Support		Language
	English as a Second Language (ESL) <input type="checkbox"/>	-

Participation Status:

Please check one:

- I would like to enroll in training or additional support activity(ies) selected above.
 I do not want to participate.
 I am unable to enroll.

Provide a reason if you decline to enroll or unable to enroll in trainings or activities.

- I reside off Island I am currently employed I am retired Illness/Medically unfit for work

Other _____

Signature: _____

Date: _____

Annex 3. Participation Survey



NRPB
NATIONAL RECOVERY
PROGRAM BUREAU

SINT MAARTEN EMERGENCY DEBRIS MANAGEMENT PROJECT Resettlement Action Plan Implementation

Participation Survey

Participation Information

Gender : Male <input type="checkbox"/> Female <input type="checkbox"/>	Age: _____
Currently Employed Y/N _____	What was your status prior to program? Employed ? Yes / No Unemployed Yes/ No
If previously employed, what was average income per month? _____	
What is your current income since completion of training? _____	

Rate the following aspects of the program on a scale from 1 to 5, where 1 is "Strongly Disagree" and 5 is "Strongly Agree".

1. Training Program/Content

The training content was relevant and met my expectation.

1 2 3 4 5

The instructors were knowledgeable and helpful.

1 2 3 4 5

The training facilities were adequate.

1 2 3 4 5

The training materials/resources were useful.

1 2 3 4 5

The training schedule was convenient.

1 2 3 4 5

2. Overall, how satisfied are you with the training received under the Readiness for Job program?

Very Dissatisfied Dissatisfied Neutral Satisfied Very Satisfied

3. Internship Experience:

The internship provided practical experience relevant to the training program.

1 2 3 4 5

The internship supervisors were supportive and helpful.

1 2 3 4 5

The internship helped me develop new skills.

1 2 3 4 5

The internship increased my confidence and prepared me for the employment.

1 2 3 4 5

4. Overall, how satisfied are you with your internship experience?

Very Dissatisfied Dissatisfied Neutral Satisfied Very Satisfied

5. Suggestions for Improvement: Provide any suggestions or comments on how we can improve the training and internship program.

Thank you for completing this survey. Your feedback is important?

Annex 4. Consultations⁴⁶

Phase	Code	Findings	2. Vocational skills training				3. Readiness for Job program			4. Support to apply for a Job	5. Additional Support Activities		6.1 ESL
			2.1 Baking	2.2 Food Handling Hygiene	2.3 Computer skills	2.4 Hair dressing /manicure	3.3 Hair dressing/ manicure	3.5 Baking	3.6 Computer skills		5.1 Financial management education	5.3 Immigration support	
I&II	B01R01001	Declined											
I&II	B02R01001	Declined											
I&II	B03R01001	Declined											
I&II	B04C01000	Unreachable											
I&II	B04R02001	Interested			Comp skills								ESL
I&II	B04R02002	Interested			Comp skills								ESL
I&II	B05R01001	Declined											
I&II	B06R01001	Declined											
I&II	B06R01002	Interested	Baking										ESL
I&II	B07R01001	Declined											
I&II	B08C01001	Unreachable											
I&II	B09C01001	Declined											
I&II	B10R01001	Interested							Comp skills	Apply for a Job			ESL
I&II	B10R01002	Declined											
I&II	B11C01001	Unreachable											
I&II	B11R01001	Unreachable											
I&II	B12R01001	Declined											
I&II	B13R01001	Unreachable											
I&II	B13C01002	Unreachable											
I&II	B14R01000	Declined											
I&II	B14R01001	Declined											
I&II	B15R01001	Interested							Comp skills				ESL
I&II	B15R01001 husb	Declined											
I&II	B16M0100 1	Unreachable											
I&II	B17M0100 1	Declined											
I&II	B17R01001	Declined											

⁴⁶ G04C01001 was not consulted as this code belongs to GEBE

I&II	B17R01002	Declined											
I&II	C01R01001	Declined											
I&II	C02R01001	Declined											
I&II	C03R01001	Unreachable											
I&II	C04R01001	Declined											
I&II	C08R01001	Unreachable									Financial literacy		
I&II	C20R01001	Interested					Baking						
I&II	C21R01001	Deceased											
I&II	C25R02001	Declined											
NA	WP1	Interested					H&M			Apply for a Job			ESL
NA	WP2	Declined											
III	A01M01001	Interested			Comp skills								ESL
III	A03R01001	Interested	Baking	Food									ESL
III	A04M01001	Declined											
III	A04R01001	Declined											
III	A04R02001	Interested			Comp skills							Immigration support	
III	A04R02002	Unreachable											
III	A04R02003	Interested					Baking			Apply for a Job			
III	A04R02004	Unreachable											
III	A05R01001	Interested			Comp skills								ESL
III	A05R01002	Interested										Immigration support	
III	A05R01003	Interested										Immigration support	
III	A05R02001	Deceased											
III	A06R02001	Interested										Immigration support	
III	A06R02002	Unreachable										Immigration support	
III	A06R02003	Declined											
III	A07R02001	Declined											
III	A07R02002	Declined											
III	A08M01001	Interested						Comp skills					ESL
III	A08R02001	Declined											
III	A08R02002	Interested									Financial literacy		
III	A08R02003	Unreachable											

III	A08R02004	Unreachable											
III	A08R02005	Declined											
III	A08R02006	Declined											
III	A08R02007	Unreachable											
III	A08R02008	Interested	Baking	Food									ESL
III	A08R02009	Unreachable											
III	A09R02001	Declined											
III	A10R01001	Interested					H&M						ESL
III	A10R02001	Declined											
III	A11R02001	Declined											
III	A11R02002	Unreachable											
III	A13M01002	Unreachable											
III	A13R02001	Unreachable											
III	A14R02001	Unreachable											
III	A15R02001	Unreachable											
III	A16R02001	Declined											
III	A16R02002	Unreachable											
III	A17R02001	Interested						Baking					
III	A17R02002	Declined											
III	A19R01001	Interested						Baking					ESL
III	A20R02001	Unreachable											
III	A23C01001	Interested									Financial literacy		
III	A23M02001	Declined											
III	A24M01001	Interested				Comp skills							ESL
III	A24R02001	Interested	Baking	Food									ESL
III	A25C01001	Declined											
IV	C05R01001	Interested									Financial literacy		
IV	C06M02001	Interested									Financial literacy		ESL
IV	C06R02001	Declined											
IV	C06R03001	Declined											
IV	C09R01001	Declined											
IV	C10R02001	Interested	Baking	Food									ESL
IV	C11M01001	Interested					Hair dress						
IV	C13R02001	Interested						H&M					
IV	C14R01001	Unreachable											
IV	C15R01001	Unreachable											

IV	C16M01001	Unreachable											
IV	C16M03001	Unreachable											
IV	C16R03001	Declined											
IV	C17R01001	Interested									Financial literacy		
IV	C17R04004	Interested	Baking	Food						Apply for a Job			ESL
IV	C18M01001	Interested					Baking						
IV	C19C01001	Declined											
IV	C24R01001	Interested			Comp skills								
IV	C26M01001	Unreachable											
IV	D01R01001	Unreachable											
IV	D04R01001	Declined											
IV	D05R01002	Interested			Comp skills								ESL
IV	D07M01001	Unreachable											
IV	D07R01001	Interested	Baking	Food									ESL
V	E01M02004	Interested	Baking	Food	Comp skills								ESL
V	E01R01001	Declined											
V	E01M02001	Declined											
V	E01R01006	Declined											
V	E01R02002	Declined											
V	E01R02003	Interested					Comp Skills			Financial literacy			
V	E01R02005	Declined											
V	E02M01001	Declined											
V	E02R02001	Unreachable											
V	E02R02002	Interested	Baking	Food						Apply for a Job			
V	E02R02003	Deceased											
V	E02R02004	Interested								Apply for a Job	Financial literacy		
V	E02R02005	Declined											
V	E03C01001	Declined											
V	E03C01002	Interested									Financial literacy		
V	E03C01003	Interested									Financial literacy	Immigration support	
V	E03R01001	Interested									Financial literacy		
V	E03R01003	Interested									Financial literacy		

V	E03R01004	Interested									Financial literacy		
V	E01C01001	Declined											
V	E04C01001	Unreachable											
V	F01C01001	Declined											
V	F02M02001	Deceased											
V	F03R01001	Interested						Baking					ESL
V	F05R01001	Declined											
V	F05R01002	Declined											
V	F05R01003	Interested											ESL
V	F06M01001	Unreachable											
V	F07C01001	Declined											
V	F08M01001	Declined											
V	G01M01001	Unreachable											
V	G02M01001	Interested			Comp skills						Financial literacy		ESL
V	G03M01001	Declined											
V	G05C01001	Declined											
V	G06R01001	Interested									Financial literacy		
NA	A05R01001	Unreachable											
NA	A18R01001	Unreachable											
NA	A19R01001	Interested	Baking	Food									ESL
NA	A20R01001	Declined											
NA	A21R01001	Unreachable											
NA	A22R01001 ⁴⁷	Unreachable											
NA	WP3-7 ⁴⁸	Unreachable											

⁴⁷ Under this code there are 8 employees that were unreachable

⁴⁸ Under this code there are 5 waste pickers that were unidentified.