
National Youth Policy 2011

**National Youth
Commission**



MINISTRY OF
HEALTH, ENVIRONMENT,
YOUTH, SPORTS & CULTURE
CAYMAN ISLANDS GOVERNMENT

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Foreword on behalf of the National Youth Commission

In the *National Youth Policy* (2000) Jonas Salk, inventor of the polio vaccine, is quoted as saying: “*Our greatest responsibility in this life is to be good ancestors*”. Contributors to the 2011 revision of the *National Youth Policy* (NYP) still strongly endorse the above quote. Our objective has always been to ensure that the Cayman Islands is a place we are proud to call home, and which we can confidently entrust to the next generation.

The *National Youth Policy* (2011) was informed by careful research on the changing needs of youth in our current social and economic situation, as well as an in-depth analysis of relevant studies conducted over the last decade. The challenges, concerns and aspirations of young people are well-articulated and well-documented. It is time for us and them to tackle these issues with renewed vigour. Accordingly the updated goals and objects in this policy will be used to guide youth-related activities.

Young people are our future but they are also our here and now. Everyone who lives in these Islands has a stake in their welfare. For this reason we believe that a methodology which favours community involvement, public/private sector collaboration and a consistent focus on solution-based initiatives is the best approach to shape a bright future for our youth and for the Cayman Islands.

I would like to end by thanking all those who participated in stakeholder meetings, steering committees, surveys and research leading up to the finalization of this document. The National Youth Commission is strongly committed to overseeing the implementation of a plan of action, as well as monitoring and evaluating the effectiveness of the revised policy. We will continue to be a leading advocate and work closely with all stakeholders, including our youth, to ensure the success of the goals that are outlined here.

With the *National Youth Policy* (2011) as our guide, we can achieve the objectives that we have set for ourselves, our youth and our beloved Islands.

Mrs. Jenny Manderson
Chairperson, Cayman Islands National Youth Commission

Message from the Minister of Youth

The *National Youth Policy* (2011) is the product of careful research, extensive stakeholder meetings and focused discussions which included the youth of the Cayman Islands. It contains guiding goals and objectives which I believe will give renewed direction to all our youth services providers.

As I have consistently stated, our young people, teenagers and young adults alike, face increased pressures, and the only way we can secure their future is by making a concerted effort to align government youth policies and coordinate youth programme delivery. This document gives us the impetus to do just that and if observed, I have no doubt that the *National Youth Policy* (2011) will make a difference to the individual and collective lives of our younger residents.

However, none of this will happen by itself. On the contrary, youth agencies, youth workers and indeed the entire community must make the commitment to own the process. As such, I encourage everyone to read the *National Youth Policy* (2011), as well as its companion document which gives insightful background to the updated policy.

This modernized policy is also a call to action for Cayman's young men and women. The *National Youth Policy* (2011) is your policy. It is the road map to your future, so make sure you get, and stay, involved in the process.

I thank everyone had a hand in developing this policy document – those who attended the National Youth Commission Stakeholder Conference as well as everyone who gave their input formally and informally. Special thanks to the National Youth Commission and the National Youth Policy Steering Committee who spearheaded the process. This was a worthwhile investment in Cayman's future!

Hon. J. Mark Scotland, JP
Minister of Health, Environment, Youth, Sports and Culture

Vision

The *National Youth Policy* (2011) vision is to empower young people to play an active role in creating the kind of society envisioned in the **Cayman Islands Constitution (2009)**:

“The people of the Cayman Islands, recalling the events that have shaped their history and made them what they are, and acknowledging their distinct history, culture and Christian heritage and its enduring influence and contribution in shaping the spiritual, moral and social values that have guided their development and brought peace, prosperity and stability to those islands, through the vision, forbearance, and leadership of their people, who are loyal to Her Majesty the Queen;

Affirm their intention to be—

- *A God-fearing country based on traditional Christian values, tolerant of other religions and beliefs.*
- *A country with open, responsible and accountable government that includes a working partnership with the private sector and continuing beneficial ties with the United Kingdom.*
- *A country in which religion finds its expression in moral living and social justice.*
- *A caring community based on mutual respect for all individuals and their basic human rights.*
- *A country committed to the democratic values of human dignity, equality and freedom.*
- *A community that practises honest and open dialogue to ensure mutual understanding and social harmony.*
- *A safe, secure and law-abiding community.*
- *A country that is free from crime and drug abuse.*
- *A country with an education system that identifies and develops on a continuing basis the abilities of each person, allowing them to reach their full potential and productivity.*
- *A community that encourages and prepares young people to assume leadership roles.*
- *A country that provides a comprehensive healthcare system.*
- *A community protective of traditional Caymanian heritage and the family unit.*
- *A country that honours the sacrifice of its seafaring men who left the shores of the Islands to enhance the quality of life of their people, and in doing so established themselves amongst the finest within the global maritime community of that time and through their remittances, endeavours and experiences built the foundations of the Cayman Islands’ modern economy.*

- *A country that honours and acknowledges the important contribution of Caymanian women who during the absence of the seafaring men of the Islands managed the affairs of their homes, businesses and communities and passed on the values and traditions of the Islands' people.*
- *A country with a vibrant diversified economy, which provides full employment.*
- *A country that makes optimal use of modern technology.*
- *A country that manages growth and maintains prosperity, while protecting its social and natural environment.*
- *A country that respects, protects and defends its environment and natural resources as the basis of its existence.*
- *A country that fosters the highest standards of integrity in the dealings of the private and public sectors.*
- *A country with an immigration system that protects Caymanians, gives security to long term residents, and welcomes legitimate visitors and workers.*
- *A country that plays its full part in the region and in the international community.*

Introduction

Though the *National Youth Policy* (2000) is still considered a sound document, the policy itself calls for a review every three years. Thus, a revised policy was long overdue

Purpose and significance

The *National Youth Policy* (2011) serves as the Cayman Islands' Government's guiding document for the formulation of youth legislation, sub-policy, regulations and programmes. It establishes goals, objectives and strategies intended to mitigate existing and potential areas of concern with regards to youth.

Policymakers believe that the document is vital to national development, as it highlights actions needed to create, foster and sustain an evolving Caymanian culture that embraces emerging global thought while harnessing certain intrinsically Caymanian characteristics. Such steps, they feel, are necessary to produce vibrant youth who are resilient to potential negative societal obstacles, socially and politically informed, as well as environmentally aware.

Goal development

To launch the review process the National Youth Commission presented a situational analysis to some 100 youth stakeholders from across the Cayman Islands, at the National Youth Stakeholder Conference in October 2009. This all-day gathering brought together stakeholders from the public and private sectors, as well as young people themselves, to review and update the goals and objectives of the *National Youth Policy* (2000), utilising their knowledge of the present situation facing our youth.

During the meeting participants divided into focus groups to discuss key subject areas. Afterwards, outcomes from these discussions were collated, and two members from each team were selected to become a part of the steering committee that would move forward with the policy revision. This was intended to ensure that critical discussion trends within each group would be included in the final product. The steering committee's first task was to standardise the information gathered from each stakeholder group and suggest ensuing action items that should be included in the policy. The revised goals and objectives contained in the next section are the work of the stakeholders at the National Conference (October 2009) and the steering committee. Now that these have been finalised, the National Youth Commission will draft a plan of action that assigns lead stakeholders and agencies for each initiative and the timelines for their implementation.

Definition of youth

Following extensive discussion and research on the subject, the NYP Task Force 2000 concluded that, for the purpose of policy-making, the age range during which a person should be considered a “youth” was 10 to 25 years old. ‘Youth’ was also defined in non-numerical terms, such as a decreasing dependence on adults, the ability to make moral judgments and the willingness to take responsibility for one’s actions.

The task force also made note of the following:

- Ages 10, 13, 18, 21, and 25 are significant milestones in the transition from childhood to adulthood.
- The process starts at 10, intensifies at 13 and again at 18, and begins to phase out at 25.

The committee that produced the 2011 revision agreed that the definition of youth put forward by their counterparts in 2000 was still relevant and should remain.

Literature review

Members also found that they were able to improve their understanding of the present youth environment through a review of existing literature on the topic of youth development in the Cayman Islands. This philosophy allowed the committee to better understand young people’s experiences, expectations, hopes, frustrations, fears, anxieties, uncertainties, anger, voicelessness, hopelessness and dissatisfaction. In particular, it notes that, throughout previous studies the conclusion was clear that youth are in need of support from our political, social and economic systems, if their long-term and sustainable human development is to be realized.

The group believes that its survey of past research permitted a response to the youth situation that was more acceptable to all stakeholders, including the youth intended to be its beneficiaries. A list of the material which it utilized is contained in the annotated bibliography of this document. Interested persons are encouraged to reference these past reports when planning future programming. In addition the historical background and situational analysis which policy-makers produced from their research are available as a “companion guide” to the *National Youth Policy (2011)*.

Goals and Objectives

Goal A: The development and enhancement of a socio-cultural identity for all youth of the Cayman Islands with the aim of fostering individual, community and national pride.

Objectives to achieve:

- Objective A1: Ensure the development of a National Cultural Policy.
- Objective A2: Increase opportunities for the preservation of Cayman's unique cultural heritage.
- Objective A3: Ensure that persons who work directly with youth are educated about and have a robust appreciation for Caymanian history and culture so they are better equipped to deliver this information to the youth.
- Objective A4: Provide opportunities and resources for youth to synthesize the disparate elements of culture into a recognisable, definable, modern cultural identity.

Goal B: Well-rounded individuals who are able to contribute to the success of society through an education system which ensures adequate learning opportunities for all youth resident in the Cayman Islands.

Objectives to achieve:

- Objective B1: Improve the academic/vocational performance levels of all school age students.
- Objective B2: Increase civic and community involvement of young people.
- Objective B3: Make young men and women aware of their personal and social responsibilities while ensuring that moral values are instilled during the educational process.
- Objective B4: Ensure the provision of age appropriate career, educational guidance and mentorship throughout the education system.
- Objective B5: Transition youth successfully from school to the workplace through the education system with improved career guidance and educational counselling.
- Objective B6: Provide opportunities for youth input/feedback to be included in decision making in and about the education system.
- Objective B7: Create multi-agency partnerships across the private, public and non-governmental sector to support the educational system.

Goal C: Increase access to training, employment and career-advancing opportunities for youth in order to create a globally competitive workforce.

Objectives to achieve:

- Objective C1: Ensure provision of professional development advice, mentorship and motivation to enable young people to excel in their careers and in entrepreneurship.
- Objective C2: Ensure that all young people legally resident in the Cayman Islands have access to training and employment opportunities.
- Objective C3: Increase the number of qualified and competent young people promoted in their chosen careers.

Goal D: Establish and pass on a country that is developed in a socially, economically, and environmentally sustainable manner and to ensure that each generation become good stewards of it.

Objectives to achieve:

- Objective D1: Educate young people on the need for sustainability.
- Objective D2: Develop an outreach strategy for sustainability geared towards youth (including 18+)
- Objective D3: Foster youth partnership in national planning that takes into account sustainability issues.
- Objective D4: Ensure that social and environmental impact assessments are carried out on development projects and involve the input/feedback of young people.

Goal E: Strengthen entities and organisations and their collaboration in the provision of quality services for young people and generally in the discharge of their duties/functions.

Objectives to achieve:

- Objective E1: Foster effective collaboration between agencies.
- Objective E2: Identify and evaluate all entities dealing with children and youth to build their capacity to function effectively.
- Objective E3: Evaluate the functioning of all institutions responsible for nurturing, educating, socialising, protecting and rehabilitating young women and men.
- Objective E4: Enhance the capacity of these institutions (e.g. family, school, church, statutory and voluntary organisations) to perform their functions effectively.
- Objective E5: Help to professionalise youth development work.
- Objective E6: Foster an awareness of the collective responsibility of youth organisations.
- Objective E7: Provide resources for the collaboration of youth organisations in discharging their traditional and contemporary duties.

Goal F: Empowered young people as legitimate and active partners in decision-making processes.

Objectives to achieve:

- Objective F1: Ensuring that leadership skill development opportunities are available for young people.
- Objective F2: Encouraging youth representation on government committees, commissions, boards and statutory authorities.

Goal G: *Young people who embrace healthy behaviours and lifestyles and co-exist peacefully and harmoniously in a safe environment.*

Objectives to achieve:

- Objective G 1: The Development of National Anti-Drug Strategy.
- Objective G 2: A National Youth Health Plan with focus on healthy lifestyles and preventative health care.
- Objective G 3: A Comprehensive National Sexual Education Programme that encourages healthy lifestyle practices.
- Objective G 4: Strengthen Families within communities to build their capacity as one of the primary socialising agents.
- Objective G 5: Ensure the provision of a National Anti-Violence Programme for youth.
- Objective G 6: Ensure an effective and comprehensive continuum of care providing strength based programming for youth affected by behavioural and mental health issues.
- Objective G 7: Provide rehabilitation facilities that offer different levels of care (e.g. remand, secure setting, approved schools) for youth who require a temporary structured living environment.

Recommended Reading

- **Cayman Islands National Youth Policy (2000).** *A policy document created through a participatory research model that articulates the needs and aspirations, the qualms and concerns, and the realization and vision of young persons in the Cayman Islands. The document further provides detailed recommendations for youth development in the primary social systems and it provides goals and specific objectives.*
- **Committee of Inquiry into the Causes of Social Breakdown and Violence among Youth in the Cayman Islands 2001.** *A mixed methodology study/report that investigated the causes of social breakdown and violence among youth in the Cayman Islands.*
- **Eyes and Voices to the Future (2008).** *A qualitative study that used focus groups consisting of youths across cohorts to ascertain their perceptions of their lives in the Cayman Islands.*
- **Report on Pre-disposing Factors to Criminality in the Cayman Islands (Forde, 2006).** *The study/report used a mixed methodology to investigate and identify those factors which would predispose an individual to anti-social misconduct.*
- **Risks and Vulnerabilities Facing Children in the Cayman Islands (2006).** *A qualitative situational analysis on the extent of risks and vulnerabilities experienced by youth in the Cayman Islands.*
- **Study of the Family in Caymanian Society (1997).** *A cross sectional study of the Caymanian family by way of a multifaceted approach (quantitative, qualitative and ethnographic).*
- **The Parental Relationship as Perceived by the Arrested Adolescent in the Cayman Islands (2007).** *A phenomenological investigation of arrested boys and girls (residing in state homes) and the relationship they shared with parents before and after their arrest in the Cayman Islands.*
- **Vision 2008 - The Cayman Islands National Strategic Plan (1999).** *A documented strategic plan for the Cayman Islands created through various inputs (survey, electronic media, meetings with various entities and focus groups) aimed to identify people's key concerns. The report identifies and makes recommendations for the categorized areas of national concern*
- **National Youth Commission's Student Concern and Involvement Survey (2009)**
- **National Assessment of Living Conditions. Final Report, Volume 2: Voices of the Poor and Vulnerable – Report on the Participatory Assessment (2008).** *A report on the social and economic situation in the Cayman Islands.*
- **National Assessment of Living Conditions. Appendix to Volume 3: Institutional Assessment (2008).** *A report on the social and economic situation in the Cayman Islands.*
- **The Voice of Young Caymanians - Cayman Islands Youth Assembly Action Papers: 2008 & 2009**

Appendices

2009 National Youth Stakeholder's Conference Attendee List

	Name and Agency		Name and Agency
1	Mrs. Jenny Manderson (National Youth Commission Chair)	27	Angela Sealey (Children & Youth Services Foundation)
2	Dr. Lockhart (Health Services Authority)	28	Dwayne Seymour (MLA for Bodden Town)
3	Dr. Antonia Hawkins (Health Services Authority)	29	Carla Martin (Youth)
4	Desmond McConvey (Education Services)	30	Leasa Charlton (Youth Services Unit)
5	Simon Miller (National Drug Council)	31	Tiffany Ebanks (Youth Services Unit)
6	Lonny Tibbetts (Employment Relations)	32	Katherine Whittaker (Youth Services Unit)
7	Natalie Coleman (National Gallery)	33	James Myles (Youth Services Unit)
8	Mrs. Shirley Wahler (Education Services)	34	Pauline Ffrench (Health Services Authority)
9	Marilyn Conolly (Rotary)	35	Nurse Joan Rose Wright (Health Services Authority)
10	Oneil Miller (St. Ignatius Catholic Church)	36	Bethany Smith (Health Services Authority)
11	Ewort Atkinson (Youth Services Unit)	37	Merta Day (Sports Department)
12	Joan West-Darces (National Drug Council)	38	Kearney Scott (Youth)
13	Carolina Ferreira (C.I. Red Cross-"Together We Can")	39	Felix Manzanares (Youth)
14	Renee Carrol-Grate (Cayman Islands Crisis Centre)	40	Maxine Gibson(Housing Development Trust)
15	Dorothy Scott (National Youth Commission)	41	Debbie Webb-Sibblies (Children & Family Services)
16	Judith Seymour (Counselling Services)	42	Angela McLaughlin (Education Services)
17	Delmira Bodden (Empowerment & Community Unit)	43	Clara Smith (Cayman Aids Foundation)
18	Cindy Adam	44	Rev. Franklyn Clarke (John Gray United Church)
19	Paulinda Mendoza-Williams (Children & Family Services)	45	Ms. Brenda Dawkins (National Parenting Programme)
20	Bobeth O'Garro (Cayman Islands Cadet Corps)	46	Danielle Borden (NYA)
21	Ricardo Henry (Cayman Islands Cadet Corps)	47	Sylvia Wilks (C.I. Youth Development Consortium)
22	Darren Dixon (National Youth Commission)	48	Tricia Cacho (Youth)
23	Patrick Beersingh (RCIPS)	49	Mervyn Conolly (Health Insurance Commission)
24	Sophy Broad (Ministry of Community Affairs & Housing)	50	Tamara Ebanks (Ministry of Community Affairs & Housing)
25	Victor Crumbley (Youth)	51	Moses Ebanks(NYA)
26	Mike Adam (Hon. Minister for Community Affairs & Housing)	52	Janett Flynn (Ministry of Health, Environment, Youth, Sports and Culture)
53	Ms. Dorine Whittaker (Chief Officer -Ministry of Community Affairs)	77	Debbie-Ann Whittaker (Ministry of Community Affairs & Housing)

54	Anthony Fraser (Youth)	78	Noel Wallace- Youth For Christ
55	Ashleigh Naulty (Youth)	79	Donovan Myers (Savannah United Church)
56	Jamesette Anglin (Youth)	80	Charles Ebanks (RCIPS)
57	Mikhail McLaughlin (Ministry of Health)	81	Collin Anglin (Department of Sports)
59	Deanna Lookloy (Children & Family Services)	82	Stran Bodden ((Ministry of Environment)
60	Ernie Gillie Seymour (Department of Sports)	83	Calisha Edwards (Youth)
61	Susan Ebanks (National Drug Council)	84	Dr. Marilyn McIntyre (Health Services Authority)
62	Leslie Earles (Department of Counseling Services)	85	Melrose Gooding
63	Dorline Welcome (Empowerment & Community Unit)	86	Dwynette Eversley (Commonwealth Youth Program Caribbean Centre)
64	Mr. Tommy Bodden	87	Cherile Bell (Lions Club of Tropical Gardens)
65	Mr. Dalton Watler Department of Sports	88	John Bothwell (Department of Environment)
67	Sethres Dixon (George Town Seventh Day Adventist Church)	89	Wendy Quinland (Empowerment & Community Unit)
68	Claudia Brady (RCIPS Family Support Unit)	90	Dorline Welcome
69	Alicia (Jen) Dixon (Children & Family Services)	91	Mrs. Mary Rodriquez (Ministry of Education)
70	Annie Kay Price (Health Services Authority)	92	Mr. James Watler Department of Education Services
71	Joel Francis (Ministry of Health Environment Youth Sports and Culture)	93	Jean Solomon (Employment Relations)
72	Magistrate Margaret Ramsay-Hale	94	Jennifer Smith (Employment Relations)
73	Marquiss McLaughlin	95	Dr. Anthony White
74	Elsa Scott (Empowerment & Community Unit)	96	Dr Ann Hunt (Lions Club of Tropical Gardens)
75	Ms. Marie Martin (Department of Education Services)	97	Joshua McFarlane (Youth)
76	Cindy Blekaitis (Empowerment & Community Unit)	98	Leo Anglin (RCIPS)

National Youth Policy (2011) Steering Committee

1	Joel Francis	10	Sophy Broad
2	Joan West-Dacres	11	Debbie-Ann Whittaker
3	James Walter	12	Lonny Tibbetts
4	James Myles	13	Nasaria Suckoo-Chollette
5	Judith Seymour	14	John Bothwell
6	Jennifer Smith	15	Katherine Whittaker
7	Rev. Donovan Myers	16	Clara Smith
8	Danielle Borden	17	Anthony Fraser
9	Victor Crumbley	18	Heidi Knowlton

National Youth Commission 2009

1	Jenny Manderson, MBE, JP Chairperson	12	James Myles
2	Richard Christian	13	Katherine Whittaker
3	Darren Dixon	14	Luigi Moxam
4	Cindy Adam	15	Lauren Levonne Ryan
5	Sherina Christie	16	Lennon Christian
6	Pastor Felix Manzaneres	17	Darrel Rankine Cert. Hon, JP
7	Dorothy Scott	18	Joan West -Dacres
8	Sharon Marie Martin	19	Joel Francis
9	Rev. Donovan Myers	20	Janett Flynn
10	Claudia Brady	21	Debbie-Ann Whittaker
11	Patrick Beersingh		