**First Set of Sectors Selected for the Apprenticeship Programme in the Bahamas**

International best practices recommend expanding apprenticeships starting by working with a sub-set of specific sectors and subsequently working with new ones (Lerman, 2010; Lerman, 2014). The sectors that were identified with the Government of the Bahamas during the design phase of this programme will include: (i) maritime sector (i.e. ship repair, welding, painting, mechanic engine repair, smaller ship repair and other occupations); (ii) medical sector (patient care, lab technicians); (iii) IT and telecommunications. These sectors were selected based on (i) their expected expansion through new investments and therefore high potential for growth and (ii) considerations for implementation of the Apprenticeship Programme in the Family Islands.

The maritime and IT and telecommunication sector, currently, the “Transport, Storage and Communications” industry, within which these two sectors are included, account for approximately 10% of employment in The Bahamas. This share, however, is expected to grow substantially over the new few years (Fazio and Pinder, 2014). In terms of the maritime and medical services sectors, important new investments are being made in Freeport in the island of Grand Bahama.

Even though traditional sectors such as tourism (26.0%), construction (9.5%), and financial services (10.9%) account for almost 50% of GDP (Central Bank of The Bahamas, 2012), these sectors were not included in order to contribute to the diversification of the Bahamian economy and to avoid duplication of existing efforts (tourism and hospitality under the CSJP and construction under the Baker’s Bay Construction Programme). Finally, the financial services industry was not included due to the fact that employment generation in this industry has seen a decrease over the last few years, presumably leading to decreased demand for apprenticeship places.

**Coordination among programmes and sectors.** The activities contemplated under this programme are complementary to those being undertaken by other actors and organizations in the country, including those that are in the process of carrying out on-the-job training programmes, namely the Grand Bahama Shipyard Programme and the Baker's Bay Construction Programme in Abaco.

**Grand Bahama Shipyard Programme:** receives support from the government (50% wage stipend), targets people from 18-35 years of age, is mostly on-the-job, and its training lasts for a period of 12-18 months.

**Baker's Bay Construction Programme in Abaco:** has a combination of on-the-job (3 days) and off-the-job training (2 days) and is certified by the BTVI. The aforementioned initiatives are in their initial stage and the proposed programme will provide a structure that will allow GoBH to consolidate such initiatives under a structured framework. Moreover, the operation’s objectives are consistent with the Human Capital pillar of the country’s National Development Plan being currently drafted.