



TRINIDAD AND TOBAGO

Federation-wide country plan

From 2023 to 2025

version dated 09.01.2022

Overview

This plan reflects the priorities of Trinidad and Tobago Red Cross and the IFRC Secretariat for 2023 and subsequent years. It is the result of a joint planning process and will serve for joint monitoring and reporting. It will be revised on an annual basis to adjust priorities and funding requirements to the needs in-country.

Number of people to be reached	2023
Ongoing emergency operations	
Climate and environmental crises	20,000
Evolving crises and disasters	10,000
Growing gaps in health and well-being	2,000
Migration and identity	5,000
Values, power and inclusion	2,000

Funding requirements	2023
National Society domestic fundraising requirements ¹	1,249,900 Swiss francs
Funding requirements from the IFRC Network:	

¹ This includes all the funding the NS plans to raise directly from non-IFRC network partners (eg. local government, UN, private sector,...)

IFRC Secretariat	154,000 Swiss francs
TOTAL	1,403,900 Swiss francs

Trinidad and Tobago profile

Number of staff:	100
Number of volunteers:	1000
Number of branches	3

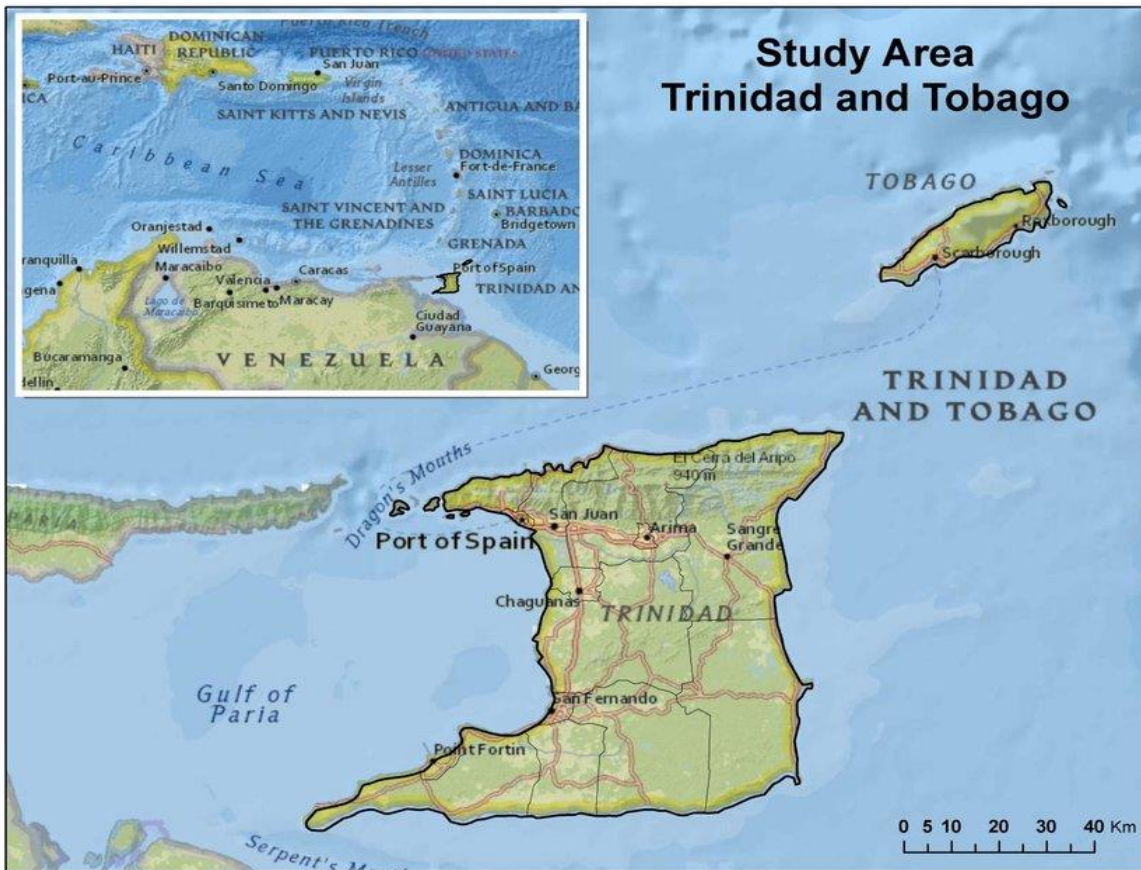


Figure 1-Research Gate: Prediction of Climate Change Impacts on Cocoa Crops in Trinidad and Tobago, Karolina Argote

The Trinidad and Tobago Red Cross Society (TTRCS) is “Mission Based, People Focused, Community Driven” and works to support and empower the most vulnerable in our society. TTRCS is an auxiliary in the humanitarian field to the Government of the Republic of Trinidad and Tobago. TTRCS was founded on 12 July 1939 as a branch of the British Red Cross and became independent of the British Red Cross on 31 May 31, 1963. TTRCS has traditionally focused its resources on providing communities with disaster preparedness and quality health programmes designed to empower the most vulnerable in society.

The TTRCS is an autonomous organization that carries out humanitarian activities within the context of its own rules, national policies, and laws. Section 5 of the Red Cross Society (Incorporation) Act, 1963, details the governance structure of the TTRCS. The TTRCS is controlled and administered by a Governing Council comprised of 36 members, some elected and some appointed. An Executive Committee comprised of 15 of the Governing Council’s members is responsible for governing the Trinidad and Tobago Red Cross Society when the Council is not in session.

The TTRCS uses a branch-focused model of working, with technical support provided by headquarters. The TTRCS has branches in Port-of-Spain, San Fernando, and Scarborough, Tobago. The work of the TTRCS is undertaken by a staff of approximately 100 persons and a network of over 1,000 volunteers with the support of the IFRC and multiple national-level public, private and non-governmental sector partners. The TTRCS uses a social enterprise model for financing its activities, allowing it to “do well while doing good.” An In-house Finance Unit shoulders the fiduciary responsibility of the organization. Funds are raised through a combination of donor-supported projects, and income is generated through First Aid training and ambulance services provided by the Business Unit. Staff salaries are not purely project dependent, and as such, the TTRCS is able to retain specialist skills and institutional knowledge even after specific projects have ended. As a result, the organization retains strong project management competence based on its legacy of projects, conservatively estimated at over US\$2 million annually.

TTRCS is currently operating under its 2019-2022 Strategic Plan designed to provide a framework that encapsulated its collective direction. This strategic plan was built around three strategic pillars: 1. Building Community Resilience 2. Promoting Peace, Nonviolence and Social Inclusion 3. Developing Youth Resilience. Since the plan was created pre-COVID-19, it required adjustment to meet with the challenges the pandemic created in terms of outreach, funding and general implementation. These adjustments led to the creation of several novel approaches to achieving some objectives and removing gaps or resulting in gaps in others.

National Society partners

For the Trinidad and Tobago Red Cross, collaboration with partners is key to successfully achieve its mandate. The IFRC, through its POS CCD, works to support the National Society by providing targeted technical advice and financial support to ensure that it achieves Strategic Priorities and Enablers. This support is facilitated through a Country Agreement between the TTRCS and the IFRC.

While there are no operating PNSs on the ground, the Japanese Red Cross, through a bilateral agreement with the IFRC, provides funding for logistics activity.

TTRCS and the ICRC has a long history of collaboration in addressing migrants, refugees and asylum seekers in Trinidad and Tobago, especially in the area of Restoring Family Links.

At the national level, TTRCS cooperates with diverse partners to ensure that it fulfils its vision and mission. These include government agencies, non-profit organizations and the private sector.

Table

Name of Partner	SP1	SP 2	SP3	SP4	SP5	E1	E2	E3	Comments
IFRC	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	The POS CCD supports TTRCS with the implementation of all the Strategic Priorities and Enablers.
ICRC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	TTRCS collaborates with ICRC in the areas of migration, especially in the area of capacity-building for staff and volunteers and RFL.
EU Trinidad and Tobago	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	EU has supported TTRCS through funding related to supporting migrants, especially in the area of livelihoods.
Government Agencies (Health, ODPM, Social Development)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	TTRCS has a long history supporting the work of various agencies and ministries, ensuring a humanitarian perspective.
UNICEF	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A new relationship focuses on the development of a Cash Based Intervention, targeting teenage migrants.

Situational analysis

TTRCS addresses the global challenges

Climate and Environmental Crisis: The TTRCS has risen to the challenge and developed its Environmental Programme 2022-2026. Our five-year programme is aptly themed “safeguarding society through environmental sustainability” in recognition that humanitarian crises can be catalysed by natural disasters and exacerbated by existing environmental conditions. It will shift the TTRCS from being an organization that is reactive to environmental hazards to one that is proactive in building resilience, reducing climate risks, and protecting livelihoods. By leveraging its strengths as a lightning rod for volunteerism, community-based action, and institutional partnerships, the TTRCS has positioned itself to be an exemplar of how the “third sector” can drive climate action and environmental sustainability. Through this environmental programme, we will expand our legacy of alleviating human suffering by ensuring that human vulnerabilities and environmental impacts are reduced before, during and after crisis events. Although an ambitious effort, it is one that the TTRCS proudly champions as remaining committed to our ethos of being people-focused, mission-based, and community-driven in creating a nation where present and future generations are empowered, resilient and self-reliant.

Promoting Peace, Non-Violence and Social Inclusion. Vulnerabilities are not only increased by disasters and diseases but also by complex factors like deprivation, marginalization, inequality and loneliness, all of which cause suffering to millions worldwide. Growing intolerance between local and immigrant populations because of a lack of cultural awareness can result in migrant populations facing exclusion from necessary support systems such as health care and education. Furthermore, as evidenced by the COVID-19 Pandemic, technology can bring the world closer together, but it also changes the way we communicate. This can result to a breakdown in the sense of community for vulnerable groups such as the elderly. Youth can also be affected by a loss of community support systems. This can reinforce vulnerabilities and foster the appearance of criminal surrogate communities such as gangs. Lastly, those imprisoned for criminal activities may face discrimination and exclusion when released and may slip into pervious ways if not afforded access to the necessary support.

1. General overview: political, social, demographic, economic issues

The Republic of Trinidad and Tobago is an archipelagic state in the southern Caribbean located between 10°N and 11.5°N latitude and 60°W and 62°W longitude. The country lies northeast of Venezuela and south of Grenada in the Lesser Antilles. It shares maritime boundaries with Barbados to the northeast and Guyana to the southeast. The country covers an area of 5,131 km² with the island of Trinidad being the larger and more populous of the two main islands. Tobago is much smaller, comprising about 6% of the total area and 4% of the population. The country's population is approximately 1.4 million people (2020). Its economy is mainly supported by oil and gas production. As a Small Island Developing State (SIDS), the country is vulnerable to temperature increases, changes in precipitation and sea level rise. Other vulnerabilities include increased flooding, increased frequency and intensity of hurricanes, hillside erosion and loss of coastal habitats. According to the University of the West Indies (UWI) Seismic Research Unit, the Trinidad and Tobago area, as shown in the [epicentral plot](#), is one of the more seismically active zones in the Eastern Caribbean, with an annual average output of about 260 earthquakes of magnitude greater than 2.0 (<https://uwiseismic.com/island-profiles/tobago/>)

2. Strategy 2030 global challenges



Climate and environmental crises

While climate change has affected various nations worldwide, it has had deleterious effects on small island developing states such as Trinidad and Tobago. This evolving crisis has not only negatively impacted the socio-economic fabric of the country, but it is transforming into an unprecedented humanitarian dilemma. Like many other small islands developing states, Trinidad and Tobago is affected by the rise in sea levels, increased flooding, the increased unpredictability of weather conditions, hillside erosion and the loss of coastal habitats, all of which are symptoms of the continued progression of climate change. COVID-19 has only exacerbated these issues by creating unprecedented economic issues, compounding the impacts of climate change.

In a document entitled "[Working towards Sustainable Development](#)" prepared by the government in 2018, researchers found and highlighted several areas of Trinidad and Tobago's economy that are likely to be most impacted by climate change. These areas include agriculture, health, and coastal zones. To alleviate the impacts of COVID-19 as well as those created by the current global situation, the agricultural sector is now the focus of the country's plan to diversify the economy. The research found that the projected increase in air temperature from climate change is likely to increase the aridity of soils, thus decreasing crop yields. Researchers found that the increase in sea level "is likely to result in inundation of coastal areas and salination of soil, and finally, that increased temperatures can result in the increased proliferation of new and existing pests and diseases and increase the demand for water for irrigation purposes."

Another important area of the economy that is most likely to be affected is [health](#). The forecasted elevation in ambient air temperature is likely to increase the spread of vector diseases, as higher temperature and humidity encourage the spread of vector-borne insects. Additionally, researchers found that the estimated increases in sea level and precipitation can result in increases in the incidence of waterborne diseases. Apart from the obvious economic disadvantages, the spread of these diseases can devastate and dismantle the country's workforce.

In a study done by the Inter-American Development Bank on [Climate adaptation in Trinidad and Tobago](#), researchers predicted that, with the evolving climate change scenario, Trinidad and Tobago will be exposed to increased occurrences of tropical storms, coastal flooding, rising sea levels and increased risk of droughts. This destruction of coastal areas and prominent tourist attractions can be detrimental to the nation's tourism industry and its overall contribution to the economy.

The TTRCS will understand its ecological footprint and implement strategies to reduce solid waste produced, reduce its overall carbon footprint and improve national education on climate change and environmental issues.



Evolving crises and disasters

Trinidad and Tobago, although located slightly south of the Caribbean's hurricane belt, still experiences the residual effects of hurricanes and tropical weather events. The country is also prone to droughts, earthquakes, flooding, and landslides. Coastal erosion also has negative impacts on Trinidad's

communities and Tobago's tourism. While public institutions around disaster and emergency management are strong, the country lacks an updated legal framework through which to operate.

The country is extremely vulnerable to risks from floods and landslides. During the rainy season, the country can experience heavy rains that trigger flooding in low-lying urban centres and agricultural lands as well as landslides along the undulating mountain ranges. In 2019 for instance, the Greenvale community received a quantity of rainfall that would normally occur during a hurricane, with some houses reported to be flooded with up to eight feet of water (Julien 2018). Land conversion is a stressor; according to 2007 estimates, 11.3 percent of the land is densely covered by houses or other buildings. This loss of open space and permeable surfaces contributes to flood risk.

On the opposite end of the spectrum, the islands also experience long dry spells and droughts. For example, between 2001 and 2010, the four main reservoirs in Trinidad and Tobago recorded lower than average reservoir levels². Projections suggest declines in rainfall and increases in temperature over the next several decades, which implies further water stress for both islands. Most of the farmers on these islands use river water for crop irrigation, and the dry spells that occur January to May every year have negatively affected farmers. Coastal erosion is also a priority risk in the country and prompted not only the relocation of several households, but in some instances, entire communities. For instance, in 2018, numerous Cedros residents were evacuated after houses collapsed due to a minor earthquake coupled with persistent coastal erosion along the southern-western peninsula of Trinidad (Silva 2019).



Growing gaps in health and well-being

Health is an inalienable right of all people without any regard to race, religion, colour, nationality, sex or origin. In its absence, the full potential and capabilities of individuals as active, productive and responsible members of society cannot be realized.

In recent years, Trinidad and Tobago found itself in an unprecedented situation. The COVID-19 pandemic has exposed persistent inequalities by age, geography, income, race and sex. Despite recent global health advancements, across the world, people continue to face complex, interconnected threats to their health and wellbeing which are entrenched in social, economic, political and environmental determinants

According to PAHO, Trinidad and Tobago, like many countries around the world, is facing a growing burden of noncommunicable diseases (NCDs) such as heart disease, stroke, cancer, diabetes and chronic lung disease. These chronic conditions account for over 62% of deaths each year, with three quarters occurring in people under 70. Over half the country's population has three or more risk factors, such as poor nutrition, physical inactivity and harmful use of alcohol and tobacco, placing them at greater danger of developing a chronic illness. The country's experience shows that empowering and equipping communities to take charge of their health through prevention and self-management of chronic conditions is an effective way to build healthier populations and achieve health for all.

² https://pdf.usaid.gov/pdf_docs/PA00XHZM.pdf (Beharry et al. 2019).



Migration and identity

The COVID-19 pandemic negatively affected the migrant community, as national economic hardships made it difficult for migrants to obtain work. While government-imposed restrictions have been removed, migrants continue to face stigma and discrimination resulting in limited or no access to livelihoods, causing evictions and preventing them from ensuring basic needs. Although the government has instituted various financial and economic measures to provide income, food, and rental support to vulnerable nationals and permanent residents financially affected by the pandemic, most asylum-seekers and migrants cannot benefit from these social programmes.

TTRCS has identified the principal needs for the migrant community as communication, food security, multipurpose cash, integration, protection, education access, access to medical and psychosocial health services, livelihood opportunities, and shelter. Their migration programme goal is to reduce the vulnerability of the migrant population in Trinidad and Tobago while creating opportunities for self-sufficiency.

3. Operational constraints

Trinidad and Tobago has the sixth highest crime rate in the world per 100,000 people (<https://worldpopulationreview.com/countries/trinidad-and-tobago-population>), and this may affect where the TTRCS can implement activities at the community level. Overall, however Trinidad and Tobago is a politically stable country with a conducive environment for the National Society to operate. The high crime rates present an excellent opportunity for the TTRCS to scale-up activities that would contribute to communities becoming safer, more inclusive and resilient.

Multi-year programmatic focus

Strategic priorities



Climate and environmental crises

In response to the unprecedented global environmental challenges which have the potential to impact Trinidad and Tobago, the Trinidad and Tobago Red Cross Society (TTRCS) prepared an Environmental Programme 2022-2026. This programme is guided by three principles arising from comprehensive consultations between staff and stakeholders of the national society: “Do no harm. Do better. Do well.” The aim is to reduce the impact of the National Society’s operations and humanitarian response on the environment; actively restore the environment and foster a more environmentally responsible citizenry; and exploit opportunities for green business growth to ensure TTRCS continued independence and sustainability.

The Environmental Programme 2022-2026 has a high degree of synergy with the other programmes and strategic aims of the TTRCS. Its four pillars of work intersect with the activities of multiple departments. Thus, this programme requires that its objectives are understood and pursued by all units, volunteers, and stakeholders. These four pillars include:

- Energy and Climate Change Mitigation
- Community-based Climate Change Risk Reduction, Adaptation and Resilience
- Environmental Education, Ecosystem-based livelihoods and Community Empowerment
- Sustainable Circular Economy

The TTRCS will understand its ecological footprint and implement strategies to reduce solid waste produced, reduce its overall carbon footprint and improve national education on climate change and environmental issues.

Over the next three years and with the support of the IPOS CCD, the National Society will continue implementation of its environment programme along with its climate-smart livelihoods Garden-to-Kitchen (G2K) initiative and the development of its Environmental Policy. Efforts will be made to support mainstreaming ecosystem-based disaster risk reduction (eco-DRR) in the national dialogue.



Evolving crises and disasters

The TTRCS Strategic Pillar 1: Building Community Resilience is aligned to S2030’s identified global challenge “Evolving crises and Disasters”

The target level of the TTRCS is the community level, which in this context is defined as a “group of people who may or may not live within the same area, village or neighbourhood, share a similar culture, habits and resources. Communities are groups of people also exposed to the same threats and risks such as disease, political and economic issues and natural disasters.”

Two relevant main outcomes are expected to be obtained via the following objectives:

- Empowering communities to reduce their risk, prepare for disasters and implement speedy recovery
- Ensure coordination of programmes with the state, emphasizing the TTRC auxiliary role to fill in gaps



Growing gaps in health and well-being

TTCRS has a five-year health programme (2022-2026) themed “Safeguarding Society Through Mind and Body” which recognizes that wellness is holistic and includes physical health and the complex relationship that exists between physical and mental health. This health programme is ambitious and sets out to expand the reach of the TTCRS both in terms of geographical coverage and services available in the hopes of reducing the growing inequalities exposed by COVID-19.

The five-year programme involves two pillars to guide the TTCRS efforts: (i) Positive Mental Health and Well-Being and (ii) Integrated Community-Based Health. Together, these pillars will ensure enhanced access to health care and build on the TTCRS long-standing legacy of involvement and support in the health sector.

The TTCRS health programme is being rolled out in collaboration with the IFRC as well as over 27 national partners. It is aligned with national policies and programmes, including:

Public healthcare policy for treating non-nationals

- a. Emergency Medical Services including initial treatment, stabilization and discharge for acute medical conditions such as accidents, injuries, asthma, heart attacks, stroke, diabetic coma; and relevant diagnostics for acute care
- b. All population and public health services including immunization and treatment of communicable diseases

National Strategic Plan for the Prevention and Control of Non-Communicable Diseases: Trinidad and Tobago 2017-2021.

- Reduce the burden of preventable mortality before the age of 70 due to heart diseases, diabetes, cancer, and stroke by 25% by the year 2025

National Sexual and Reproductive Health Policy

- Universal access to comprehensive Sexual and Reproductive Health (SRH) to all persons in need and requiring it

An innovative and creative response to address the health care needs of the vulnerable is the establishment of the Henry Dunant Clinic in April 2021, which serves primarily the migrant community. In 2022, the Clinic expanded to its intended target of all vulnerable groups through more weekly hours and outreach to engage last-mile communities across Trinidad and Tobago.

Key results of the health programme include:

- Primary Health Care and HIV testing is more accessible to vulnerable groups and to persons with NCDs and lifestyle diseases
- Persons are more confident and empowered to discuss issues of mental health and can identify their stress and psychosocial triggers and are using healthy approaches to manage their mental health

- The population is better educated about healthy lifestyles and takes a proactive approach to improving their health and wellbeing by having impartial access to Sexual and Reproductive Health and Health Education services



Migration and identity

TTRCS will continue to work with and scale up activities to respond to the changing dynamics of the country's migrant situation over the next three years. The Intended results include but are not limited to:

- Reducing the vulnerability of the migrant population in Trinidad and Tobago while creating opportunities for self-sufficiency outcome
- Improving the overall health and wellbeing of the vulnerable migrant population through the provision of basic primary health care and screening for NCDs through the clinic and at community outreach events
- Creating access pathways to sexual reproductive health services through the establishment of monthly wellness (mental, physical and emotional) online sessions
- Ensuring proper hygiene and sanitation practices are enforced through PHAST methodology and training.
- Providing mental health assistance for the migrant population
- Developing a referral system that links victims of domestic violence, abuse, human trafficking and other emergency cases to professional support



Power, Values and Inclusion

Diversity and inclusion are prioritized by the TTRCS. The TTRCS Protection Gender and Inclusion approach addresses violence, discrimination, and exclusion in all contexts where the Red Cross works.

The National Society has a focal point who is included in the PGI Network for the Dutch and English-speaking Caribbean to form part of the consultative process for the new PGI Global Strategic Framework 2021-2025.

The Trinidad and Tobago Red Cross continues to play a critical role in the humanitarian response of the migrant population arriving from Venezuela, as migrant women continue to be vulnerable to acts of sexual harassment, and children and adolescents (particularly girls and unaccompanied youth) are at risk of sexual and gender-based violence (SGBV) and health and psychological challenges due to the migrant experience. COVID-19 made the situation significantly more difficult for migrants, as many of them work in the hospitality sector, which was repeatedly locked down. Migrants also often lack access to health care or other community supports.

The National Society uses in-depth surveys on migrant needs to plan their programmes. This case study looks at the survey process, how it has improved the livelihoods programming, and suggested new programmes to support migrant health.

Enablers – National Society Development and IFRC membership services

Enabler 1:	Engaged with renewed influence, innovative and digitally transformed with greater emphasis on National Society development
------------	--

TTRCS has prioritized Digital Transformation to ensure that it remains relevant and is able to function effectively.

The IFRC 2021 Digital Transformation Quick Scan report was done to assess the current state of the Trinidad and Tobago Red Cross digital maturity. The report aimed to measure the TTRCS ability for the continuous improvement of its humanitarian operations through the application of data analytics and digital technology. The current state of TTRCS digital transformation maturity is at Step 1. The TTRCS uses computer technology for most tasks with standalone and disparate systems to perform daily operations in their business and delivery of humanitarian services. This does not allow interoperability, integration, collaboration and timely sharing of information and resources. Therefore, the need to change the current situation is essential for digital transformation. The network system is limited and currently is not entirely connected to allow greater expandability and scalability of network resources. There is some level of support by an external contractor; however, network maintenance and operations support are not available to allow network domain services such as DHCP, DNS and backup services.

In 2022, and based on the results of the Quick Scan, TTRCS successfully applied for and received two CBF grants to facilitate their transition process.

Some intended results include but are not limited to:

- Deploy technology, tools, resources and professional development that promote learning and engagement, improve productivity and efficiency to support decision-making, and improve business services and resources to develop financial stability for the TTRCS
- Capture data in a central repository for ongoing data analytics, reporting and digital development and digitalize services to beneficiaries to support the delivery of aid to the most vulnerable in society

Enabler 2:	Accountable, with agile and efficient management with greater emphasis on National Society development
------------	--

As indicated above, the TTRCS Country Agreement articulates the type and level of support provided through the IFRC. In addition, the TTRCS Country Advisor, technical leads from the IFRC Secretariat in the Caribbean Offices and the ARO provide targeted support for the implementation of activities.

TTRCS will be supported by the POS CCD to align volunteer and membership activities across TTRCS, government, the community sector and other stakeholders to re-energize and increase levels of volunteering and membership. POS CCD will work with the TTRCS to create an enabling environment where volunteering activity within TTRCS can develop and flourish. This will support the positioning of the TTRCS as the local and regional leader in volunteer management and lead to increased membership.

Enabler 3: Trusted by communities, owned and valued by the membership with greater emphasis on National Society development

The POS CCD, with support from the ARO, will continue to support the TTRCS to improve and scale up its efforts to transform itself as a key humanitarian actor in both the national and regional context.

The TTRCS uses a social enterprise model for financing its activities, allowing it to “do well while doing good.” An In-house Finance Unit shoulders the fiduciary responsibility of the organization. Funds are raised through a combination of donor-supported projects, and income is generated through First Aid training and ambulance services provided by the Business Unit. Staff salaries are not purely project-dependent, and as such, the TTRCS is able to retain specialist skills and institutional knowledge even after specific projects have ended.

A major outcome of the TTRCS is to ensure that it has a diverse portfolio of income sources that meets its long-term operational and strategic requirements, with a major outcome being the revamping of its First Aid Service to ensure that it is diversified and functions as an effective and efficient product line that contributes to the National Society’s sustainability. Other key outcomes ensure that:

- First Aid Training offerings are expanded to include e-Learning, wilderness training, Advanced First Aid, Psychological First Aid and Emergency Medical Response
- A marketing strategy is developed to increase the awareness of First Aid Training and customized products
- Increased income by 25% through diversified offering of First Aid-related trainings

Youth Engagement and Development

The National Youth Policy (2020) of Trinidad and Tobago defines youth as persons below 35 years of age. Youth are an integral part of the movement, with 50% of volunteers and members being young people. Young people are some of the most vulnerable in society, being disproportionately affected by climate change, violence, substance abuse, mental health issues and unemployment.

Despite these challenges, youth have the opportunity and capability to excel and act as agents of change. Recognizing the pivotal role young people play in building the resilience of vulnerable communities and people, the TTRCS has sought to develop a five-year Youth Programme that (i) leverages youth strengths, (ii) bolsters youth weaknesses, (iii) capitalizes on opportunities in the national landscape, and (iv) leverages partnerships and innovation to minimize threats and enhance synergies to develop youth resilience in its national society.

This programme was established through a consultative approach, an analysis of the current and possible future national and global landscape, and a SWOT analysis of the TTRCS. This five-year programme has identified three pillars of work to activate the youth agents of change:

1. Youth Humanitarians and Sustainability Champions
2. Youth Personal Development
3. Youth Employment and Entrepreneurism

The pillars are the core areas, and the objectives and activities are co-developed with staff, volunteers, youth network and TTRCS stakeholders, including the public.

The pillars are not mutually exclusive and are designed to be cross-cutting to ensure all-around development of the beneficiaries, leaders and youth volunteers. This programme is connected to the operational plan of the TTRCS and is designed to chart a new way forward for the youth of Trinidad and Tobago.

Youth are recognized as volunteers who can be agents of change to do good to the world. TTRCS recognizes that young people can be effective youth humanitarians and sustainability champions. As such, the TTRCS 2022-2026 Youth Programme sets out the goal of young people being seen as leaders in sustainability and humanitarian action.

Quality and accountability

As part of the country-focused approach, the National Society will submit a monthly narrative report to the POSCCD as per the Project Grant Agreement with updates on project activities, key deliverables, progress towards outcomes and any challenges and lessons learned. The narrative report will be accompanied by an indicator table including key performance indicators such as people reached under the various Strategic Priorities specific to both the IFRC plan and budget as well as any key donor Indicators for various projects. The IFRC technical teams will use these reports as well as feedback from monitoring trips and other forms of consultation with the National Society to support reporting to the IFRC and to programme/project donors.

Technical support will be provided by the Delegation to the Trinidad and Tobago Red Cross to improve Monitoring and Evaluation processes at the National Society and community levels.

Id#	Indicator	Target
1.0	# of people reached with climate and environmental activities	100,000
1.3	# of National Societies that support cities to adapt to longer-term impacts of climate change, including sea level rise	1
1.4	# of National Societies implementing nature-based solutions, with a particular focus on the planting of trees and mangroves	1
1.5	# of National Societies implementing environmental or climate campaigns focused on behaviour change, plastic reduction or clean-ups	1

2,1	# of people engaged in, or supported through, action to ensure disaster risk reduction and mitigation, community resilience, community preparedness for response and recovery – including early action and forecast-based financing (excluding public awareness and education campaigns)	5,000
2,2	# of people reached per year with support services, in-kind, cash and voucher assistance for emergency response and recovery	300
2,3	# of National Societies engaged in structured preparedness and capacity building processes	1
2.9	# of governments supported to adopt new legal instruments related to disaster risk management	1
3.1	# of people reached by National Societies with contextually appropriate health services	10,000
3.2	# of people reached by National Societies with contextually appropriate water, sanitation and hygiene services	1500
3.3	# of people reached by National Society psychosocial and mental health services	5,000
3.4	# of people trained by National Societies in first aid	5,000
4.1	# of migrants and displaced persons reached with services for assistance and protection.	10,000
4.2	# of National Societies who have developed programs in favour of migrants and/or displaced persons	1
4.4	# of National Societies that have conducted migration and displacement needs assessment and/or have integrated migration and displacement into their strategic planning	1
5.1	# of people reached with Values, Power and Inclusion activities	5,000
5.13	# of National Societies that actively implement the IFRC Gender and Diversity Policy	1
6.1	# of National Societies that increase the number of government-led platforms in which they are actively participating to achieve humanitarian or development goals	1
6.2	# of National Societies that develop and/or implement a strategy for strengthening their auxiliary role	1
6.15	# of National Societies that offer a digital volunteering platform, either their own or through a collective system	1
7.24	# of National Societies with accountability/feedback mechanisms across programmes and services	1
8.1	% of National Societies with revised statutes according to Guidance for National Society Statutes	1
8.5	# of National Societies reached by external NSD support that is aligned with NSD compact principles.	1


8.6	# of National Societies with One National Society Development country plan created by the National Society	1
8.7	# of National Societies annually reached with capacity building initiatives for their institutional systems and structures that are aligned with their strategic and development priorities	1
8.11	# of National Societies that have created and implemented youth engagement strategies	1
8.13	% # of National Societies that cover health, accident and death compensation for all of their volunteers	1
8.23	# of National Societies who report that they have integrated and institutionalized Community Engagement and Accountability in their policies, operations, and procedures with clear benchmarks	1

Risk management


Risk	Likelihood	Impact	Mitigating actions
1. Governance and Management Structure not differentiated	High	High	Work with TTRCS President to initiate hiring of Director General
2. Outstanding Audits	Medium	Medium	Provide technical support and guidance
3. Outstanding Statues	Medium	Medium	Provide technical support and guidance

Annex 2 - Thematic response – Workplan 2023 for Trinidad and Tobago

Strategic Priorities

	<p>1. Climate and environmental crises People targeted: 20,000 Male: Female: Requirements (CHF): 20,000 (IFRC)</p>	
<p>Outcome 1.1</p>	<p>Communities and Red Cross and Red Crescent (RCRC) staff and volunteers undertake urgent action to adapt to the rising and evolving risks from the climate and environmental crises.</p>	
<p>Priority actions</p>		
<p>Trinidad and Tobago National Society (TTRCS)</p>	<p>IFRC Secretariat</p>	
<p>Enhanced the ability to develop entrepreneurial ecosystem-based livelihoods among vulnerable communities, as such contributing to food security.</p> <p>By 2025, at least five primary and secondary schools within each education district will have a TTRCS-supported environmental programme so that young people can learn about the importance of the environment and participate in its preservation.</p>	<p>Support to write proposals for funding for ecosystem-based adaptation actions. Training for staff and volunteers in climate-smart livelihoods. Support to implement climate-smart livelihood measures. Support to mainstream ecosystem-based disaster risk reduction within the country. Provide technical support in the development of an eVCA network in Trinidad and Tobago. Provide technical support to train members in eVCA and enhance the capacity of communities to understand adapt to climate change. Provide technical support to conduct R2R via eVCA in three communities in south Trinidad.</p>	
<p>Outcome 1.2</p>	<p>IFRC Secretariat and National Societies adopt environmentally sustainable practices and contribute to climate change mitigation.</p>	
<p>Priority actions</p>		
<p>TTRCS</p>	<p>IFRC Secretariat</p>	
<p>By 2025, each TTRCS branch will facilitate at least one community-based workshop on practical DSM techniques to reduce energy consumption</p>	<p>Support to implement TTRCS environmental programme and measures to reduce its emissions of greenhouse gases</p>	

<p>By 2025, 1,000 trees will be planted by TTRCS-supported communities, volunteers, staff and youth champions so youth will know the importance of trees to the environment and contribute to their preservation and restoration (to be done in collaboration with the Youth, Behaviour Change programme).</p> <p>By 2023, TTRCS-supported primary and secondary schools along with youth champions will have access to TTRCS education materials regarding renewable energy, energy efficiency, low-emissions lifestyles and ways to practice residential demand-side management (DMS) techniques so they can understand the importance of sustainability.</p>	
---	--

	<p>2. Evolving crises and disasters</p> <p>People targeted: 10,000</p> <p>Male: Female:</p> <p>Requirements (CHF): 39,000 (IFRC)</p>	
Outcome 2.1	Communities take action to increase their resilience to evolving and multiple shocks and hazards environmental crises.	
Output 2.1.1: At-risk communities received actionable risk information and are supported to take active steps to reduce their vulnerability and exposure to hazards.		
Priority actions		
TTRCS	Participating National Societies	IFRC Secretariat
Disaster Management is a key programme of the TTRCS, and the National Society has a five-year programme (2022-2026).		<ul style="list-style-type: none"> Regional CAP awareness session with regional stakeholders to promote the use of CAP in the Caribbean region and highlight its role in multi-hazard Early Warning Systems

Over the next two years, TTRCS will engage in Community-Based DRR through the application of the R2R v EVCA in communities throughout Trinidad and Tobago. As such:

- By 2024, TTRCS will develop and implement training materials and programmes on emergency procedures for community leaders, volunteers, and youth links.
- By 2024, TTRCS develop and implement disaster preparedness plans for all TTRCS supported communities.

CERT Training

- By 2024, develop and implement training materials and programmes on emergency procedures for community leaders, volunteers, and youth links.

Stimulation Training

- By 2024, improve internal capacities to carry out disaster management activities, including the development of simulation services for income generation and o support simulation at the national level

- Support National Society to tailor and disseminate Public Awareness and Public Education (PAPE) DRR key messages and promote the use of WhatNow Service
- Country-level workshop to contextualize Public Awareness and Public Education (PAPE) messages
- Update of PAPE messages to suit country and hazard contexts where applicable
- Develop and make accessible five Community Disaster Response Teams (CDRT) training videos for special needs people focusing on the following key areas: planning for persons with disabilities, psychological and social support tips for CDRTs, role of CDRTs and key principles and tips when conducting any type of assessments and First Aid basics. All videos will be available on the Caribbean Disaster Risk Management (CADRIM) website under the CDRT training webpage for easy access by all National Societies and CDRT trainers.
- Develop and host two CDRT webinars that highlight best practices, what worked well and what did not work regarding CDRT training to promote peer- to-peer learning so that National Societies/trainers acquire key techniques on how to enhance their own CDRT trainings.
- National Societies are required to select one new vulnerable community to establish a CDRT and provide at least two refresher training sessions for their trainers. CADRIM will support these initiatives by providing updated training materials (including a CDRT field guide, workbook, PowerPoint presentations and recording sessions on all latest updates to the materials). Additionally, CADRIM will aid in connecting National Societies with top CDRT trainers from other National Societies to assist in their retraining efforts.
- CADRIM will create a Technical Advisory Group to assist in the enhancement of the CDRT training package (Field Guide, Workbook, and training modules) to include PSEA (Protection of Sexual


		<p>Exploitation and Abuse) and PGIE (Protection, Gender, Inclusion in Emergencies) content.</p> <ul style="list-style-type: none"> • CADRIM will develop and coordinate a face-to-face CDRT training of trainers' workshop along with simulation/drill exercises executed in one country with CDRT trainers invited to participate. • Support National Society and community disaster management committees to develop community contingency plans and standard operating procedures (SOP) and improve them through simulation drills
<p>Output 2.1.2: Communities prepare for timely and effective mitigation, response and recovery to crises and disasters, including early action.</p>		
<p><i>Development of Early Warning System</i></p> <ul style="list-style-type: none"> • By 2024, develop and implement training materials and programmes on emergency procedures for community leaders, volunteers, and youth links. 		<p>For Early Warning Early Action / Anticipatory Action</p> <ul style="list-style-type: none"> • Determine National Society interest/capacity to develop/revise contingency plans/early action plans that could receive DREF funding for anticipatory action (separate from FbA by the DREF) • Facilitate webinar and other online awareness/training in CEWS and FbF for National Societies • Finalize CEWS Mapping/Matrix for 13 countries/National Societies, both existing and proposed • Facilitate webinar and other online awareness/training in CEWS • Support TTRCS with EWS advocacy/awareness linked to livelihoods in one community • The POS CCD is to provide sensitization and awareness to National Societies on Early Action Protocol linked to DREF. <i>Support TTRCS to expand the use of the Common Alerting Protocol (CAP) by promoting the Alert Hub Initiative through:</i> • CAP training and advocacy sessions at the national level with TTRCS, Office of Disaster Preparedness and Management ODPMTT, Trinidad and Tobago Meteorological Office (TTMO) and other key stakeholders, to demonstrate the benefits of CAP, provide the

		<p>necessary training using opensource software and to illustrate how actionable messages can be easily sent with CAP alerts.</p> <ul style="list-style-type: none"> • Advocacy for CAP promotion among media and Anticipatory Action community • Country-level Stakeholder Engagement Meeting/ Consultation with key actors to assess the current public alerting landscape, highlight any previous attempts made to implement CAP and develop a roadmap for CAP use at the national level. • PAPE Contextualization Workshops with National Disaster Offices, alerting/monitoring agencies and other key actors to develop multi-hazard actionable messages across different urgency levels. These workshops are designed to review the existing messages, share CADRIM's PAPE Library and the WhatNow Service and attempt to improve the effectiveness of messages used. <p><i>Engage National Societies in school based DRR education (possibly through an upcoming project that is in the development stages with UNICEF</i></p> <ul style="list-style-type: none"> • DRM sensitization sessions in schools for both teachers and students: • Design of child appropriate material (e.g., assessor guide, presentations, activities)
Outcome 2.2	People affected by crises and disasters have their needs met through access to assistance and support that is timely, adequate, flexible and strengthens their agency.	
Output 2.2.3: <i>People affected by crises and disasters receive support and services and develop their skills to address their needs.</i>		
Priority actions		
Country National Society	Participating National Societies	IFRC Secretariat

		<ul style="list-style-type: none"> • pre-assessments in countries (market and basket analysis to determine transfer values ahead of emergencies) • pre-positioning of IFRC Visa debit cards in high-risk countries • training in the execution of cash-based assessments • support in seeking MOUs with in-country suppliers (pre-disaster agreements) • Support with climate smart and green response interventions
Outcome 2.3	National Societies respond effectively to the wide spectrum of evolving crises and disasters and their auxiliary role in disaster risk management is well defined and recognized.	
Output 2.3.1: <i>National Societies are prepared to respond to crises and disasters (sudden-onset, slow-onset, time-bound and protracted), with increased capacity to analyse and address the needs of people affected by crises and disasters.</i>		
Priority actions		
TTRCS	Participating National Societies	IFRC Secretariat
Review and update existing PER workplan to support more effective implementation Logistics Capacity Building <ul style="list-style-type: none"> • Support to select Trinidad and Tobago Red Cross to improve their storage capacities • Provision operational warehouse tools (e.g., trollies, gloves, boots, hard hats) 	Japanese Red Cross	PER <ul style="list-style-type: none"> • CADRIM will provide PER ToT refresher training, virtual coaching and support the enhancement of e-learning induction materials, and virtual training for PER Logistics Capacity Building <ul style="list-style-type: none"> • Warehouse management training • Support in the procurement of software for warehouse management • Support in upgrading warehouses
Output 2.3.2: <i>National Societies draw upon the capacity of the IFRC network for additional HR, technical support, material assistance and equipment 'as local as possible, as international as necessary.'</i>		

		<ul style="list-style-type: none"> • Review and update of Disaster Risk Management Strategies and Policies • Review and update of response and contingency plans • Enhance Information Management capacities through training in KoboCollect and DANA, PMER training and the provision of needed tablets and cell phones for use in the field • Financial Management and preparedness for emergencies training
Outcome 2.4	National Societies expand their leadership in the field of Disaster Law	
Output 2.4.3: <i>National Societies improve official recognition of their auxiliary role in disaster risk management.</i>		
Priority actions		
Country National Society	Participating National Societies	IFRC Secretariat
<p>IFRC and TTRCS will continue to provide technical support to the Office of Disaster Preparedness and Management (ODPM) to advance the Draft Comprehensive Disaster Management Bill. This technical support will include technical advice to legislative drafts and stakeholder consultations and workshops.</p> <p>TTRCS will facilitate, in collaboration with IFRC, two in-person awareness-raising workshops on the auxiliary role with key partners</p>		<p>2.4.1</p> <ul style="list-style-type: none"> • Follow-up on previous legislative advocacy trainings in 2021/2022 to support National Societies to refine activities and priorities and implement the advocacy strategy developed during the training based on the evidence-based recommendations in disaster law reports and auxiliary role studies. • Conduct a virtual exhibition that showcases the findings and recommendations of disaster law studies to key DRM stakeholders and the wider public and provide a platform for National Societies to engage with stakeholders and partners. • Conduct the Second Caribbean IDRL Workshop, a follow-up to the 2021 workshop, where IFRC will partner with CDEMA to engage in dialogue with Participating States, National Societies and regional stakeholders on IDRL advancements in the region, lessons learned and the ongoing work of the IDRL Working Group.

		<ul style="list-style-type: none"> • Continue collaboration with the University of the West Indies (UWI) Open Campus to develop a short course in disaster law for possible roll-out in 2023-2024 targeting participants in the Caribbean and the Americas region, including National Societies, to increase their capacities in disaster law. Collaboration with UWI will involve concluding a Letter of Agreement, mobilizing funding and course development and accreditation. <p>2.4.2</p> <ul style="list-style-type: none"> • Follow-up with National Societies on their auxiliary role assessments and assist them to refine and implement their advocacy strategies to strengthen their auxiliary role. • Produce and promote the Disaster Law Americas/Caribbean magazine and document stories in social media that raise awareness of the work the Red Cross is doing to help communities in the field of disaster law and disaster risk management.
--	--	---

	<p>3. Growing gaps in health and well-being People targeted: 2,000 Male: Female: Requirements (CHF): TBD</p>	
<p>Outcome 3.1</p>	<p>National Societies capitalize on their auxiliary role to ensure their position on relevant country level public health strategy, advocacy and policy platforms and mechanisms.</p>	
<p>Priority actions</p>		
<p style="text-align: center;">TTRCS</p> <p>TTRCS works with over 27 partners in health and will continue to collaborate with the Trinidad and Tobago Mental Health and Psychosocial Support Network</p>	<p style="text-align: center;">IFRC Secretariat</p> <p>POS CCD will continue to support the TTRCS in the development of key partnerships.</p>	

<p>(MHPSS Network) and the Technical Working Group of the MHPSS. The TTRCS is a member of the network and working group and relies on the support to promote its MHPSS agenda.</p> <p>TTRCS is positioned as a key partner with several divisions with the Ministry of Health, is well recognized and has aligned their health work with the national context.</p>	
Outcome 3.2	The health and wellbeing of communities are protected and improved through access to sustainable, affordable, appropriate, and quality health services across the life course.
Priority actions	
TTRCS	IFRC Secretariat
<p>By 2023, the TTRC will have a dedicated focus on Mental Health and Psychosocial Support (MHPSS) progression and integration</p> <ul style="list-style-type: none"> • Prepare programmes that target the Movement’s mental health and psychosocial support framework, using the recommended multi- layered approach. • Promote psychological support to staff and volunteers. • By 2024, the TTRC will implement Problem Management Plus’s (PM+) programme, an evidence-based low-intensity psychological intervention developed by the World Health Organization (WHO) for adults impaired by distress in communities exposed to adversity. • Preparation of Train-the-Trainer and code of conduct manual in PM+ to train volunteers • Roll out PM+ to the public <p>By 2025, training of TTRCS of Staff, volunteers and communities in Psychological First Aid (PFA) in progress.</p>	<p>The POS CCD will work with TTRCS and continue to provide the required technical support, capacity building and resource mobilization for the successful implementation of this programme.</p>

- Preparation of a Train-the-Trainer manual and guide for empowering TTRCS staff to train community members on proper PFA techniques.
- Undertake at least 30 community/school/public workshops on implementing PFA.

Under Pillar two of TTRCS health programme, the following is planned:

By 2025, all TTRCS-supported primary and secondary schools along with youth champions will have access to education materials regarding healthy lifestyles, a balanced diet, the importance of mental health and good lifestyle practices


- Prepare age-appropriate video materials and activity books targeting primary and secondary school children to encourage a balanced diet and regular exercise.
- Prepare age-appropriate video materials and activity books targeting primary and secondary school children to encourage overall wellness, including topics on mental health and managing stress.
- Conduct at least two sessions annually targeted at youth and focused on understanding mental health, alcohol, and drug abuse.
- Prepare age-appropriate sessions for secondary school students and youth champions on the importance of safe sexual practices.
- Conduct at least two train-the-trainer workshops focused on teachers and principals

Preparation of a Train-the-Trainer manual and training of TTRCS Staff so that they can train community members on Chronic Non-Communicable Diseases (CNCD) prevention, Sexual and Reproductive health (SRH).

- Undertake at least ten community-based workshops on CNCD prevention and implement relevant HIV and health screening services.

	<ul style="list-style-type: none"> Undertake at least ten community-based workshops on sexual and reproductive health and implement sexually transmitted infections screening. <p>TTRCS will expand the services of their health clinic and continue to offer free digital-care alternatives for local health services</p> <ul style="list-style-type: none"> Preparation of Train-the-Trainer and code of conduct manual for tele-care Implementation of Tele-care call service to the public Expansion of Henry Dunant Health Clinic and addition of new services Implementation of a Free Health Clinic in Tobago 	
Outcome 3.3	The health and dignity of communities in emergencies are maintained by providing access to appropriate health services.	
Priority actions		
Country National Society		IFRC Secretariat
	TTRCS will undertake at least ten community-based workshops on pandemic and epidemic preparedness over the three years of this plan.	The POS CCD will work with TTRCS and continue to provide the required technical support, capacity-building and resource mobilization for the successful implementation of this programme.
Outcome 3.4	Communities have increased access to affordable, appropriate, and environmentally sustainable water, sanitation and hygiene services.	
Priority actions		
TTRCS		IFRC Secretariat
	<p>By 2025, TTRC will improve health and hygiene behaviour access to vulnerable people and communities.</p> <ul style="list-style-type: none"> Preparation of a Train-the-Trainer manual and training of TTRCS staff so that they can train community members on Water, Sanitation and Hygiene (WASH). Undertake at least ten community-based workshops on CNCD prevention and implement relevant HIV and health screening services. 	The POS CCD will work with TTRCS and continue to provide the required technical support, capacity building and resource mobilization for the successful implementation of this programme.

	<ul style="list-style-type: none"> • Undertake at least ten community-based workshops on sexual and reproductive health and implement sexually transmitted infections screening. • Undertake at least ten community-based workshops on WASH 	
Outcome 3.5	Communities at risk from pandemics and epidemics have increased access to affordable, appropriate, and environmentally sustainable water, sanitation and hygiene services.	
Priority actions		
Country National Society		IFRC Secretariat
<p>Preparation of a Train-the-Trainer manual and training of TTRCS Staff so that they can train community members on Pandemic and Epidemic preparedness.</p> <p>TTRCS will undertake at least ten community-based workshops on Pandemic and Epidemic preparedness over the 3 years of this plan.</p> <p>Undertake community-based workshops on WASH.</p>		<p>The POS CCD will work with TTRCS and continue to provide the required technical support, capacity building and resource mobilization for the successful implementation of this programme.</p>

	<p>4. Migration and identity People targeted: 5,000 Male: Female: Requirements (CHF): 30,000 (IFRC)</p>	
Outcome 4.1	Migrants and displaced persons have access to humanitarian assistance and protection at key points along migratory routes as well access to durable solutions when appropriate.	
Priority actions		
Country National Society		IFRC Secretariat

<p>Livelihoods Initiatives for Migrants: Continuing of the Cash-Based programme</p> <p>Multi-purpose cash grants: Use of multi-purpose cash grants to support 850 migrant families (500 in Trinidad and 50 in Tobago) with emergency cash support. These emergency grants will be issued based on thorough assessment and exigency of the need. The multi-purpose grant can be used to buy food, medications, cover rent, etc.</p> <p>Mental Health and Psychosocial Support: Coordinate with Spanish-Speaking National Societies for the provision of virtual MHPSS service</p> <ul style="list-style-type: none"> • Increase local capacity: provide training in MHPSS to local migrants who have become volunteers to provide regular access to PSS services • Establish referral mechanisms: to professional and clinic level counselling for advanced cases; contract or put on retainer at least one clinical psychologist with Spanish language capability to provide immediate assistance where needed. <p>Hygiene promotion: Limited access to potable water creates poor hygiene practices; use the PHAST Methodology to increase knowledge behaviours and to change to safe hygiene practices together with the distribution of hygiene kits. Two communities a year.</p> <p>Menstrual hygiene campaign: Specific education on menstrual hygiene for young migrant women and girls with provision of feminine hygiene products to combat period poverty. Target 1,000 young women and girls per year</p> <p>Primary health care: Expansion of Clinic Services to include a mobile clinic/caravan which will expedite more frequent visits to rural communities where migrants have limited services. Estimated reach 2,000 migrants per year.</p> <p>Enhanced diagnostics: Expansion of clinic Services to migrants to include diagnostic tests such as ultrasounds and EKGs, which are currently not available to them. Provide 720 ultrasounds and 480 EKGs per year.</p> <p>Satellite clinics at branches: Establish satellite clinics at the Tobago Branch and Southern Branch to increase reach and access to health services. Estimated 300 migrants at South Branch and 100 migrants at Tobago Branch per year.</p>	<p>Continue to provide technical and financial support to TTRCS</p>
--	---

<p>Dispensary and subsidized prescription services: Over the last two years, we have noted the major challenge of migrants to access any prescription due to costs and prioritizing food over medication. Prioritized prescriptions to be supported include medications for the most common ailments, diseases and OTC medications that present at the clinic and include diabetes, hypertension, Lupus, basic pain management, antibiotics, nutritional supplements and pre-natal vitamins for pregnant women.</p> <p>Health advocacy: There are several urgent and chronic health cases that are beyond the scope of the TTRCS Health Clinic, and these migrants need hospital level care. Through high-level health advocacy, we aim to improve, on a case-by-case basis, the level of treatment at the public hospitals.</p> <p>HIV/STD protection: Sex Trafficking and Sex Work are still prevalent in the migrant community. Education on protection and safe sex practices and distribution of condoms.</p> <p>Family planning: provision of family planning support and birth control</p> <p>Community based surveillance: establishing 50 community-based surveillance "monitors" in communities across Trinidad and Tobago to monitor for any future outbreaks.</p> <p>Telehealth system: using innovative technologies which are becoming more accessible, telehealth will provide migrants with access to health services even in the most remote locations.</p>	
<p>Outcome 4.2</p>	<p>National Societies are able to engage with migrants, displaced persons and host communities to more effectively assess, understand and respond to their priority needs.</p>
<p>Priority actions</p>	
<p>TTRCS</p>	<p>IFRC Secretariat</p>
<p>To develop sustainable livelihood solutions for migrant communities</p> <p>Garden to Kitchen: Continuation of our sustainable home gardening initiative, which will provide home gardening kits to migrant families. Building on the lessons learnt from the previous iteration of this project, we will now provide vertical gardening solutions for migrants who live in urban settings or who do not have access to land space to plant. Estimated target is 200 families per year.</p>	<p>Continue to provide technical and financial support to TTRCS.</p>

<p>Skills retraining: To ensure the long-term stability of the migrants who decide to stay in Trinidad and Tobago legally through the employment registration process, these migrants must have the requisite skills to obtain jobs in available markets. Through partnerships with vocational institutes, we will offer technical and vocational courses. Target 50 persons per year.</p> <p>Wash: Access to safe potable water is a challenge for migrants who live in squatter and unplanned developments where utilities cannot be legally accessed. Solutions can include rainwater harvesting and ground water wells. Two communities per year.</p> <p>Hygiene promotion: limited access to potable water creates poor hygiene practices. Use of the PHAST Methodology to increase knowledge behaviours and change to safe hygiene practices together with the distribution of hygiene kits. Two communities per year.</p> <p>Menstrual hygiene campaign: Specific education on menstrual hygiene for young migrant women and girls with provision of feminine hygiene products to combat period poverty. Target 1,000 young women and girls per year.</p>	
--	--

	<p>5. Values, power and inclusion</p> <p>People targeted: 2,000</p> <p>Male:</p> <p>Female:</p> <p>Requirements (CHF): TBD</p>
<p>Outcome 5.3¹</p>	<p>IFRC and National Societies are safe and inclusive organizations, where ensuring dignity, access, participation, and safety for people of all identities is central to all that we do.</p>
<p>Priority actions</p>	

¹ Outcome 5.4 has been removed

Trinidad and Tobago Red Cross	Participating National Societies	IFRC Secretariat
		Continued technical support to TTRCS in the development of child-friendly communication tools for emergencies, migration crisis, and pandemic responses. Provide training opportunities for key child protection standards such inter-agency Minimum Standards on Child Protection in Humanitarian Action.

Enablers

Enabler 1:	Engaged - with renewed influence, innovative and digitally transformed	
	Requirements (CHF): 50,000	
Outcome 6.1	National Societies and the IFRC Secretariat have strengthened their engagement with partners within and outside the network in order to work collectively on the key challenges facing communities.	
Priority actions		
Trinidad and Tobago Red Cross Society	Participating National Societies	IFRC Secretariat
Increase visibility of the National Society to collaborate with key stakeholders and non-traditional partners to facilitate its mandate		POS CCD will enable and support the TTRCS to create new partnerships and maintain existing ones
Outcome 6.2	National Societies and the IFRC network have a strong public profile and are effective advocates, influencing both public behaviour and policy change at the domestic, regional and global levels.	
Priority actions		

Trinidad and Tobago Red Cross Society		Participating National Societies	IFRC Secretariat
Increase visibility of the National Society to collaborate with key stakeholders and non-traditional partners to facilitate its mandate			<p>By 2024, Conduct two in-person awareness-raising workshops on the auxiliary role with key partners</p> <p>Disseminate awareness-raising material / key messages on auxiliary role</p> <p>Work with TTRCS to implement recommendations from auxiliary role assessment and key advocacy actions under their advocacy strategy</p>
Outcome 6.3	The IFRC network is using innovative and transformative approaches to better anticipate, adapt to and change for complex challenges and opportunities.		
Priority actions			
Country National Society		Participating National Societies	IFRC Secretariat
Ensure Business Unit services are available with the use of technology and an e-Learning platform			The IFRC, in alignment with the agenda for renewal, has reimagined the way reporting is carried out between National Societies and the Secretariat. In 2023, we will complete finance dashboards for each of our 13 National Societies to increase accessibility of the information to the National Societies in a visual and dynamic way that is easily digestible to better guide conversations moving forward. The dashboards will be housed in a portal on the CADRIM website that will be password protected; each National Society will only have access to their country's information.
Outcome 6.4	The IFRC network undergoes a digital transformation.		
Priority actions			

Country National Society	Participating National Societies	IFRC Secretariat
<p>Deploy technology, tools, resources and professional development that promote learning and engagement, improved productivity and efficiency to support decision making, improve business services and resources to develop financial stability for the TTRCS.</p> <p>Technology systems are acquired, and staff use them for the organizational services</p> <ul style="list-style-type: none"> - ICT operational technology procured <p>Staff training on the proper use of the technology procured</p> <p>Branches, headquarters and staff connected through technology</p> <ul style="list-style-type: none"> - Increased efficiency in data management and reporting • - Recruitment of relevant staff to drive the digital transformation agenda 		<ul style="list-style-type: none"> • Support to volunteer leaders to maximize registration and engagement of volunteers and volunteer leaders on existing digital platforms, including Volunteer Development Platform (VODPLA) and the V-Community app

Enabler 2	Accountable - with an agile management and renewed financing model Requirements (CHF):	
Outcome 7.1	The IFRC secretariat is working as one organization globally, delivering what it promises to National Societies, volunteers and leveraging the strength of the communities with which they work as effectively and efficiently as possible.	
Priority actions		
Trinidad and Tobago Red Cross	Participating National Societies	IFRC Secretariat
<p>Create a financial management system that at effectively oversees financial planning, budgeting, forecasting, reporting, compliance and risk analysis of the TTRCS with an aim of meeting all statutory requirements, promoting transparency and increasing the ability to obtain additional funding through</p> <ul style="list-style-type: none"> - Improved financial reporting and procedures - Completed audited financial reports 		Provide technical support to the TTRCS

<ul style="list-style-type: none"> - Complete updated finance procedure - Systematize process for collecting information from operational units to complete <p>- Improved financial reporting and procedures</p>		
Outcome 7.2	The IFRC Secretariat has renewed partnership with its members and develops a new financing architecture to increase financial resources for the benefit of National Societies.	
Priority actions		
Trinidad and Tobago Red Cross	Participating National Societies	IFRC Secretariat
		<ul style="list-style-type: none"> • TTRCS to be trained in Resource Mobilization • TTRCS to be supported in updating its resource mobilization development plan to be in line with their strategic plans and the Global Resource Mobilisation strategy <p>POS CCD will support TTRCS to develop a comprehensive resource mobilization strategy</p>

Enabler 3	Trusted, owned and valued by the membership Requirements (CHF): 15,000	
Outcome 8.1	The IFRC Secretariat effectively supports National Societies in their development to become the trusted partner of choice for local humanitarian action with the capabilities to act in the global network.	
Priority actions		
Country National Society	Participating National Societies	IFRC Secretariat
		Financial sustainability to support in any area of income generating activities
Outcome 8.2	IFRC network prioritises volunteering development and youth action as critical catalysts of behavioural change and local action, ensuring access and nurturing trust in all contexts.	
Priority actions		

Country National Society	IFRC Secretariat
<p>By 2023, all TTRCS-supported primary and secondary schools, along with youth champions, will have access to TTRCS education materials regarding renewable energy, energy efficiency, low-emissions lifestyles and, ways to practical residential demand-side management (DMS) techniques so they can understand the importance of sustainability.</p> <ul style="list-style-type: none"> - Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage energy efficiency and conservation practices at home. - Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage low-emissions life-style practices. - At least two train-the-trainer workshops focused on teachers and principals conducted <p>By 2024, the TTRCS youth will have access to an online platform to engage with other youth members and share their progress within the TTRCS.</p> <ul style="list-style-type: none"> - Develop an online platform for use by TTRCS youth that will have learning materials and user-friendly interface with other TTRCS youth - Host two workshops annually to teach all youth members on responsibly using the online platform <p>By 2025, no less than 1,000 trees will be planted by TTRCS-supported communities, volunteers, staff and youth champions so youth will know the importance of trees to the environment and contribute to their preservation and restoration.</p> <ul style="list-style-type: none"> - Prepare school education packages tailored to primary and secondary school levels. - Train-the-trainer workshops focused on teachers and community leaders. 	<p>Youth and volunteers contribute to decision-making, innovation and strengthening the domestic network</p> <ul style="list-style-type: none"> • Technical support to volunteer leaders at HQ level to conduct branch level trainings and sensitization on how to efficiently engage the existing skilled volunteers to their full potential, thereby improving volunteer satisfaction and increasing retention rates • Promote the implementation of the IFRC Youth Engagement Strategy (Y.E.S.), with particular attention to the Trailblazers program (high school level) • Create opportunities for the National Society to provide peer-to-peer support and to share knowledge and good practices with counterparts across the region, as a contribution to the overall development of volunteering in the Caribbean <p>8.2.2. Needs of young people from all backgrounds are well understood by leadership and are accurately reflected in National Society strategic and operational plans and programme delivery</p> <ul style="list-style-type: none"> • Support the National Society to conduct an analysis of youth-targeted programming and revise as necessary, using feedback gathered from discussions with focus groups. <p>8.2.3. Volunteer base reflects the diversity of communities with attention to gender, local languages and cultures, marginalized groups and also influential members of communities and institutions</p> <ul style="list-style-type: none"> • Support to the National Society to tailor their recruitment methods to target specific under-represented groups <p>8.2.4. Strengthened mechanisms protect volunteers, promote mental health and psychosocial wellbeing and provide greater support to those injured or killed in the line of duty and their families</p> <ul style="list-style-type: none"> • Support National Society attempts to include comprehensive volunteer protection into all forms of programming

<p>- Host Annual "Tree Champion" award for individuals/schools/groups that (a) planted the most that year and (b) have the most surviving trees from previous year.</p>		
Outcome 8.3	The IFRC network steadily renews its leaders to foster a more diverse leadership embodied in increased volunteer and youth involvement, gender parity and equitable geographic representation. IFRC network is using innovative and transformative approaches to better anticipate, adapt to and change for complex challenges and opportunities.	
Priority actions		
Country National Society	Participating National Societies	IFRC Secretariat
		<p>The talent management strategy is implemented to identify and promote professionals to foster age and gender equality, diversity and cultural and geographic inclusion.</p> <ul style="list-style-type: none"> • Encourage participation in national, regional and global leadership development opportunities

