



# Creative Faces “Youth Empowerment Through Makeup Artistry” Programme

## Results Framework 2025

(September 2025)

### National Goals and Targets - Manifesto

- ▶ Prepare youth for future-ready employment and entrepreneurship
- ▶ Deliver real, market-driven training for youth not in school, work, or training (NEET)
- ▶ Instil discipline, respect, civic responsibility, and emotional resilience in youth.

### National Youth Policy Monitoring & Evaluation Framework Goal:

- ▶ Greater economic participation for youth aged 16-35 years, through employment and entrepreneurship

### MSYA Goals and Targets

#### National Youth Policy Pillar:

- ▶ One: Prioritising youth economic participation and empowerment
- ▶ Two: Harnessing Youth Social and Intellectual Capital
- ▶ Three: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad Tobago
- ▶ Eight: Creating an enabling environment for positive youth development in T&T

#### National Youth Policy Indicator(s):

- ▶ % Reduction in Youth unemployment rate.
- ▶ % Increase in Youth employment rate by sector.
- ▶ % Increase in the no. of registered youth-owned businesses.
- ▶ No. of persons receiving TVET certificates or certification.
- ▶ Reduction in # of Youths Not in Education and Not in Employment (NEET).
- ▶ % increase in the number of youths with higher self-esteem (satisfied with oneself): life in general.



Programme/Project Results Matrix				
Objective	Success Indicator	Baseline	Means of Verification	Assumption/Risk
OUTCOME				
Expansion of skilled youths in makeup artistry sector	<ul style="list-style-type: none"><li>80% of trainees obtain the passing mark</li><li>40% of graduates enrol in other Technical Vocational programmes within two (2) years.</li></ul>	TBD	<ul style="list-style-type: none"><li>Assessment records from Sacha Cosmetics</li></ul>	<ul style="list-style-type: none"><li>Assessment records are shared with the M&amp;E Unit</li></ul>
To foster an increase in young men and women who are gainfully employed or successful entrepreneurs in the makeup artistry sector.	<ul style="list-style-type: none"><li>70% of graduates secured at least one (1) interview in the makeup artistry sector upon successful programme completion.</li><li>60% of graduates employed in makeup artistry upon successful programme completion within two (2) years.</li></ul>	TBD	Tracer study conducted by the M&E Unit within 2 years of programme completion.  Ministry of Legal Affairs records.	<ul style="list-style-type: none"><li>Trainees can be contacted for Tracer Study.</li><li>Trainees are honest during the surveys.</li><li>ALGA shares business registry records with the MSYA.</li></ul>



	<ul style="list-style-type: none"> <li>20% of graduates registered a new business.</li> </ul>			
Graduates possess enhanced personal and professional development, and display enhanced civic-mindedness.	<ul style="list-style-type: none"> <li>70% of participants self-reported improved attitudinal and behavioural changes in students.</li> <li>50% of facilitators reported good attitudinal and behavioural patterns in students.</li> <li>40% of graduates volunteer at a non-governmental organisation, community-based group or independently</li> </ul>	TBD	<ul style="list-style-type: none"> <li>End of Programme Feedback on life skills component.</li> <li>Tracer study conducted by the M&amp;E Unit within 2 years of programme completion.</li> <li>Sacha Cosmetics records.</li> </ul>	<ul style="list-style-type: none"> <li>Trainees are honest in providing feedback.</li> <li>Trainees can be contacted for Tracer Study.</li> <li>Trainees records are shared.</li> </ul>
OUTPUT				
Programme successfully delivered to 40 Participants.	Skills training delivered in Makeup Artistry	1 skills training options  TBD	<ul style="list-style-type: none"> <li>Programme Register</li> </ul>	<ul style="list-style-type: none"> <li>Tutors are available for planned topics. Register records are accurately updated.</li> <li>Students attend sessions.</li> <li>Register Records are updated</li> <li>Records are updated.</li> </ul>



Participants successfully engage in Programme.	<ul style="list-style-type: none"><li>• 40 participants enrolled in Programme.</li><li>• 80% of enrolled participants maintained 75% Attendance Rate.</li><li>• 80% of enrolled participants completed skills training required.</li><li>• 80% of enrolled participants graduated.</li></ul>	TBD	<ul style="list-style-type: none"><li>• Enrolment and Attendance Registers.</li><li>• Programme Report by Sacha Cosmetics</li><li>• Graduation / Certificates awarded.</li></ul>	<ul style="list-style-type: none"><li>• Register records are updated</li></ul>
Programme Feedback	<ul style="list-style-type: none"><li>• 70% of participants rating trainers/facilitators 4 and over.</li><li>• 85% of participants providing 4 and over rating on skills training courses.</li><li>• 70% of participants providing 4 and over rating on life skills.</li><li>• 80% of</li></ul>	TBD	<ul style="list-style-type: none"><li>• End-of-Programme Feedback Questionnaire</li></ul>	<ul style="list-style-type: none"><li>• Persons are honest in their responses.</li></ul>



	participants providing 7 and over rating on overall rating.			
INPUTS				
<ul style="list-style-type: none"><li>• MSYA Staff</li><li>• Sacha Cosmetics professional makeup artists</li><li>• MoUs</li><li>• Service Providers</li><li>• Budget Allocations</li><li>• Administrative Staff</li><li>• Training Facilities</li><li>• Curriculum</li><li>• Equipment</li><li>• Skills Training stakeholders</li></ul>				