



SAINT LUCIAN DIASPORA IN THE UK

A SKILLS PROFILE



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ACRONYMS

| | |
|--------------|---|
| DAO | Diaspora Affairs Office |
| EUDiF | European Union Global Diaspora Facility |
| EU | European Union |
| GOSL | Government of Saint Lucia |
| HCSLU | High Commission for Saint Lucia in London. |
| ICMPD | International Centre for Migration Policy Development |
| MOFA | Ministry of External Affairs, International Trade, Civil Aviation and Diaspora Affairs of Saint Lucia |
| SIDS | Small Island Developing State |
| SLTA | UK Saint Lucia Tourism Authority in the UK |

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EXECUTIVE SUMMARY

The potential of the diaspora in the development of a given country is considerable. In order to mobilize skills available within a diaspora, it is first necessary to better understand its characteristics.

With this in mind, the Diaspora Affairs Office of the Ministry of External Affairs, International Trade, Civil Aviation and Diaspora Affairs (MOFA) of Saint Lucia has requested support to strengthen its ability to engage with the diaspora and identify the skills that would help meet the needs of Saint Lucia. In particular, the Diaspora Affairs Office presented the following sectors of interests during the needs assessment workshop: human and social services including health, housing, social justice, national security, education and skills development, social development, finance and information.

504 people responded to this online survey. The response rate is a success as it represents 168% of the expected response rate. This is significant as the first survey conducted on the Saint Lucian diaspora in the UK. Although this sample cannot be considered as representative of the diaspora in general, it nonetheless enables us to draw up a comprehensive profile to feed into further Saint Lucia's diaspora engagement programming.

KEY RESULTS

96% of respondents are of working age with over two third of respondents aged between 36 and 65. This is particularly interesting when looking at skills transfer opportunities as this age range usually corresponds to the segment of the population with the longest work experience and highest level of expertise. Overall, most respondents were born in Saint Lucia (54%). Saint Lucian diaspora is well established in the UK, therefore, it is not surprising that over two third of respondents said that their parents first moved to the UK (44%) or even their grandparents (23%). In pp 15-16 we will look further into the influence of the fluidity of migration trajectories with family members settling back and forth between the UK and Saint Lucia. 20% of respondents have only Saint Lucian nationality and 43% have the double nationality (British and Saint Lucian).

On average, their level of education is high (50% have at least a bachelor's degree), and most respondents are active (91%) with 73% being employed, 16% self-employed and only 2% looking for work. Three sectors of activity account for 61% of the workforce: administration and education (21%), health and social care (20%) and services (20%). Civil servants constitute a significant socio-professional category with 15% of respondents essentially working within the security (i.e.: armed forces), extra-territorial (i.e.: HCSLU) or administration sectors.

With an average length of service in their current job of 15 years, the survey respondents have a wealth of experience that warrants their competence. This is reflected in their self-assessment. Over 63% declare themselves to be experts in their field. It is however surprising to see that 81% of the 18-25 age group declare themselves are experts while this is usually something increasing with the years. Only 4% overall claim to be beginners. The members of the diaspora who responded to the survey also report cross-disciplinary skills not strictly linked to their profession. This is the case for some organizational skills, such as team management (38%), project management (30%) and budget management (28%). The top three technical skills cited are customer service (44%), coaching and mentoring (42%) and events management (19%).

Finally, this population already appears to be partly mobilized and potentially mobilizable. The results show very strong ties to Saint Lucia, but a low level of structured engagement (through diaspora organisations) mainly linked to a lack of information and knowledge “how to”. They regularly inform themselves about what’s happening in their country of origin (41% do so at least several times a week) and, despite the distance, make frequent visits (over 66% do so at least every two or three years). Moreover, 58% of respondents indicate that it is at least somewhat likely for them to relocate to Saint Lucia at some point, which is remarkable. Despite these strong ties with Saint Lucia, only 30% of respondents are already involved in diaspora engagement activities and only 15% are affiliated to a diaspora organisation showing the low level of structured engagement.

On an individual level, 74% of the respondents indicate that they have supported Saint Lucia in the past three years, though the type of engagement remains overwhelmingly linked to remittances (63%) with teaching and skills transfers only amounting to 5%. The survey shows that 65% of respondents would like to engage in the future (and 28% are indecisive) with skills transfers and relocation for work gaining a lot of momentum (61% for skills transfer and 41% for relocation). 81% of those willing to engage would prefer to engage through a combination of on-site visits and remote work.

This study highlights promising results in terms of diaspora engagement in Saint Lucia. Out of the 324 respondents that have already engaged with Saint Lucia 223 want to engage further and out of the people that have never engaged before, 51 would be interested to engage.

Besides skills transfers and working in Saint Lucia, which are the focus of this research, respondents have also expressed their interest in engaging with Saint Lucia through other means such as:

- The diaspora is interested in having access to clear information on doing business and investing in Saint Lucia. Calls for clear and easy procedures for money and good transfer, including preferential custom taxes rates have been made. Respondents showed interest to shift from remittances towards productive investments.
- Respondents also expressed interest in engaging with local charities, volunteering opportunities and information on how diaspora organisations contribute to social development in Saint Lucia.
- Cultural heritage and connections with the home country featured strongly, with elements such as language, history and national celebrations cited as avenues for greater engagement. Respondents showed a will to better connect in the UK.

INTRODUCTION

Saint Lucia is a country located amongst the archipelago of islands between North and South America which make up the Eastern Caribbean. Saint Lucians speak two languages – Kwéyòl and English, with tourism its main revenue source. With a population of just over 180,000 citizens and land mass of 238 square miles, it is categorised as a Small Island Developing State (SIDS). For many decades, the relationship between Saint Lucia and some developed countries has been marked by increased migratory settlement by its citizens. While the total size of the diaspora is not known, UNDESA statistics indicate that 25,244 Saint Lucians settled in the United States of America and 12,308 relocated to the United Kingdom by 2020.

With such a significant segment of the population residing overseas, it is no surprise that improved diaspora engagement remains a key priority for the Government of Saint Lucia. The Saint Lucia Diaspora policy which was ratified in 2015 through consultation with diaspora organisations in Canada, United States and United Kingdom, with key emphasis on “*economic growth, poverty reduction, good governance, capacity building, and policy development*” for the betterment of “*all Saint Lucians working together for the good of the country*” and the Government of Saint Lucia (GOSL)’s drive to promote evidence-based policymaking and programming, acted as the catalyst for the DP4D Action: Saint Lucian skills mapping in the UK (hereafter: the action). The Saint Lucia Diaspora policy defines the diaspora as: “non-resident nationals and persons of Saint Lucian origin residing overseas. This includes the children of our nationals”. The definition of diaspora adopted for this data collection exercise is in line with the policy definition as we included all individuals of Saint Lucian origin, residing in the UK, whether or not they have Saint Lucian nationality.

The action was initiated in 2023 by the Diaspora Affairs Office of the Ministry of External Affairs, International Trade, Civil Aviation and Diaspora Affairs (MOFA) of Saint Lucia and the High Commission for Saint Lucia in London to fill the gap in terms of data on the size and characteristics of the Saint Lucian diaspora in the United Kingdom (UK). To date, the present research is the first one to begin mapping the Saint Lucian diaspora in the UK, based on the tried and tested step-by-step diaspora skills profiling methodology previously developed by EUDiF. This pilot project serves as a springboard to support the Diaspora Affairs Office (DAO) in planning future interventions for mapping the diaspora in other locations and is very much a first step on this journey.

METHODOLOGY

To identify the skills of the Saint Lucian diaspora in the UK, it was necessary to conduct a statistical survey. As this is the first exercise of its kind it was not possible to create a sampling frame. Sampling frames are usually used to determine the proportions to be respected in surveys (i.e.: proportion of men vs women, geographic distribution, or other socio-demographic characteristics). This is not specific to Saint Lucia. Most countries lack basic information on their diaspora. Despite this methodological challenge, it is nonetheless possible to move forward and produce knowledge about the diaspora. However, it is important to keep in mind that this survey, without a sampling frame, is not representative, or more precisely, it is not possible to know whether it is representative, as we do not know the diaspora in its entirety.

For this research, we conducted a mixed-mode survey. The survey was mainly administered online but paper versions were available at the High Commission for Saint Lucia in London (HCSLU) and respondents could also seek help to complete the survey via telephone or on site at the HCSLU.

TIMELINE

The action was designed to respond to the needs of the DAO within a 6-months timeframe as detailed below:

1. April 2023 – Needs assessment session to determine the key aims of the skills profiling and the capacities necessary to undertake the action, both at governmental and diaspora levels. The session was attended by the Ambassador for Diaspora Affairs, the High Commissioner for Saint Lucia based in London, EUDiF staff and the diaspora expert engaged to support all steps of the action.
2. May 2023 – Project preparation sessions and virtual launch of the action conducted by the DAO and the diaspora expert.
3. June 2023 – Survey dissemination and data collection, virtually via Kobotoolbox, an online survey platform, and in person at the HCSLU.
4. July/August 2023 – Analysis of survey responses and report drafting.
5. September - November 2023 – Report finalisation and dissemination of survey outcomes events with key national stakeholders and the diaspora.

TRAINING

The action also included an important capacity development component. On 19-20 April 2023, the first training session, conducted by EUDiF, on “How to conduct a diaspora skills profiling” was held at the HCSLU. Participants comprised of staff from the HCSLU, the Saint Lucia Tourism Authority in the UK (SLTA UK) and civil society members, both at organisation and individual levels. Key areas of focus include ethical principles in research, survey design, building the survey online, collecting data, data analysis and dissemination of results. The training provided opportunities for participants to gain a deeper understanding of the aims of the project, what the survey entailed and their role in supporting its success. Participants to the training had an important role to play during the data collection phase. They participated in the survey outreach campaign via their professional and personal networks, allowing for a “snowball” effect.

A second training session was held in Saint Lucia on 5-6 September 2023, directed at national authorities as well as US based consular staff. This training aimed at ensuring the sustainability and replication potential of the action, namely, to create a skills profile of the Saint Lucian diaspora in the USA.

COMMUNICATION AND OUTREACH

A targeted communication and promotion plan included a combination of virtual and in person channels. The Diaspora Ambassador, High Commissioner and the diaspora expert held a virtual launch of the action introducing the aims and objectives of the project. There was high interest from the audience, and while many felt such an initiative was long overdue, it was seen as an opportunity for strategic development of Saint Lucian diaspora engagement in the UK. This was promising for the success of the action.

Outreach during data collection was coordinated by the diaspora expert, acting as a gatekeeper and identifying and connecting persons potentially meeting the selection criteria for the survey (age, residence, heritage). Trained diaspora members and the diaspora expert had extensive interactions with potential participants for the project. These included face-to-face engagement with the diaspora during the month of June via social gatherings, an open session at the HCSLU, direct email, direct phone messaging and interactions through social media including Facebook, Instagram and LinkedIn, instigated and amplified through the DOA, HCSLU, ICMPD and a range of diaspora actors. To ensure consistency, communication material was developed as a means to advertise the action. The communication material included a detailed leaflet, a flyer and social media posts translated into Kwéyòl to promote Saint Lucian heritage. Online radio appearances by the ambassador for Diaspora Affairs also served to amplify the reach of the project and increased uptake.

TABLE 1: SUMMARY OF CHANNELS USED BY RESEARCH TEAM FOR OUTREACH AND COMMUNICATION:

| INDIVIDUALS/ ORGANISATIONS | TYPE | FORM OF CONTACT/COMMUNICATION | | | | | | | | | | |
|---|----------------------------|-------------------------------|---------------------|-------------------|-------------------|----------|-----------|---------|----------|-----------|----------|---|
| | | Email | In person - Meeting | In Person - Event | Virtual - Meeting | Facebook | Instagram | Twitter | LinkedIn | Telephone | Whatsapp | |
| Anse-La-Raye (St. Lucia) Association UK (A.L.R.A) | Civil Society Organisation | x | | | | | | | | | | x |
| Canaries St Lucia UK Association (CUKA) | Civil Society Organisation | x | | | | | | | | | | x |

SAINT LUCIAN DIASPORA IN THE UK

| | | | | | | | | | | | | |
|--|--|---|---|---|---|---|---|---|---|---|---|---|
| BEYOND IYANOLA CIC | Civil Society Organisation / Community Interest Company | x | | | | | x | x | x | x | x | x |
| Diaspora Affairs Office for Saint Lucia | Governmental Organisation | x | | x | x | x | x | x | x | x | x | x |
| Edinburgh Caribbean Association | Civil Society Organisation | x | | | | | | | | | | x |
| Friends of Saint Lucia International | Civil Society Organisation | x | | | | | | | | | | |
| Gros Islet (St. Lucia) Community Association in the UK | Civil Society Organisation | x | x | | | | | | | | | x |
| High Commission for Saint Lucia in London | Governmental Organisation | x | x | x | x | x | x | x | | | x | x |
| Interlucia | Civil Society Organisation | | | x | | | | | | | | x |
| Ju Cares | Civil Society Organisation | | | | | | | | | | | x |
| Micoud UK Association | Civil Society Organisation | x | | | | | | | | | | x |
| Radio 100 | Media Outlet | | | x | | x | | | | | | |
| Rooftropixx Media | Media Outlet | | | x | | x | | | | | x | x |
| St Lucia Association London 1963 (SLAL) | Civil Society Organisation | x | | x | | | | | | | | x |
| Saint Lucia Tourism Authority (SLTA UK) | Governmental Department | x | x | | x | x | x | x | x | | | x |
| UK 758 | Civil Society Organisation | | | | | | | | | | | x |
| Unity of UK St Lucian Associations (UNITY) | Civil Society Organisation | x | | | | | x | | | | | x |
| Individual diaspora members | <i>within the researcher personal, professional, and extended networks</i> | x | x | x | x | x | x | x | x | x | x | x |
| Businesses (Diaspora and wider community) | (Engaged during other activities and on a rolling basis) | x | x | x | x | x | x | x | x | x | x | x |

TOP TIPS

Planning: Sufficient time should be allocated for the development and preparation of the action including through the engagement of diaspora actors in its planning and execution. This helps building trust early on.

Training: Communication of clear training objectives and needs assessment of participants is important. The main actors in terms of outreach and replication of the action should participate to the training sessions.

Heterogeneity of participants: Efforts should be made to reach out to all segments of the diaspora notwithstanding their age, location, gender, education level, political affinity, level of engagement with the target community etc.

PRESENTATION OF RESULTS

A total of 504 people replied to the survey. 473 were admissible as they did satisfy the selection criteria (age, heritage, and residence). There were also a few duplicates and incomplete replies. After data cleaning the number of respondents forming the sample of this study is 440.

This study is, to our knowledge, the first comprehensive study conducted on the Saint Lucian diaspora based in the UK. This study cannot be considered as being representative as not all diaspora members have been informed of the survey (despite the efforts made to reach as many people as possible) and only the diaspora members interested in the study decided to reply. However, this study still responds to its primary objective: identifying the competences of the Saint Lucian diaspora that can potentially be mobilized for the development of Saint Lucia and better understanding the main interests and needs in terms of engagement opportunities from the diaspora perspective.

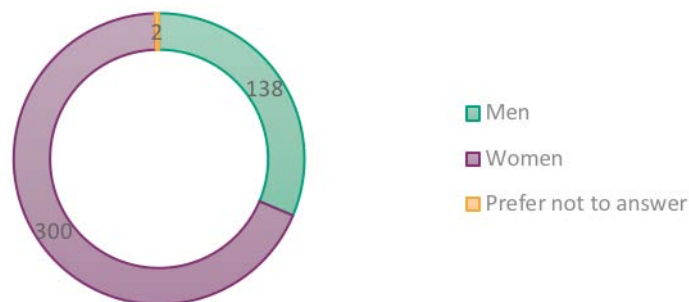
It should be noted that the results might be biased in terms of age or gender. Only a comparison with an exhaustive census or a representative sample would have made it possible to quantify these biases. However, available statistics on the Saint Lucian diaspora are extremely scarce. The only information against which our result biases could be compared to is the gender proportion (57% women and 43% men) from a 2021 IOM report on Eastern Caribbean diaspora organisations. In line with this study, our sample is slightly over representing women in the total population of Saint Lucian diaspora in the UK (68% against 57% in the IOM study). These differences do not, however, call into question the value of the survey. Insofar as the information gathered only aims to provide an initial mapping of competences potentially transferable to Saint Lucia.

SOCIO DEMOGRAPHIC CHARACTERISTICS

WHO ARE THE RESPONDENTS?

The sample is made up of 440 people. Women account for 68% of respondents (300 people), and 0.5% of individuals did not indicate their gender (two people preferred not to answer).

FIGURE 1: GENDER STRUCTURE



SAINT LUCIAN DIASPORA IN THE UK

The sample is mainly composed of diaspora members in the working age (96%) with over two third of respondents aged between 36 and 65. This is interesting when looking at diaspora skills and competences as this is usually the age group with the longest work experience and potentially strongest skills to share.

TABLE 2: STRUCTURE BY AGE AND GENDER

| AGE GROUPS | AS A MAN | AS A WOMAN | PREFER NOT TO ANSWER | GRAND TOTAL |
|--------------------|-------------|-------------|----------------------|-------------|
| 18-25 | 5.6% | 3.2% | 0% | 4.0% |
| 26-35 | 21.1% | 16.8% | 0% | 18.2% |
| 36-45 | 29.2% | 23.2% | 50% | 25.4% |
| 46-55 | 18.6% | 20.7% | 0% | 19.9% |
| 56-65 | 19.9% | 24.8% | 50% | 23.2% |
| 66+ | 5.6% | 11.3% | 0% | 9.3% |
| Grand Total | 100% | 100% | 100% | 100% |

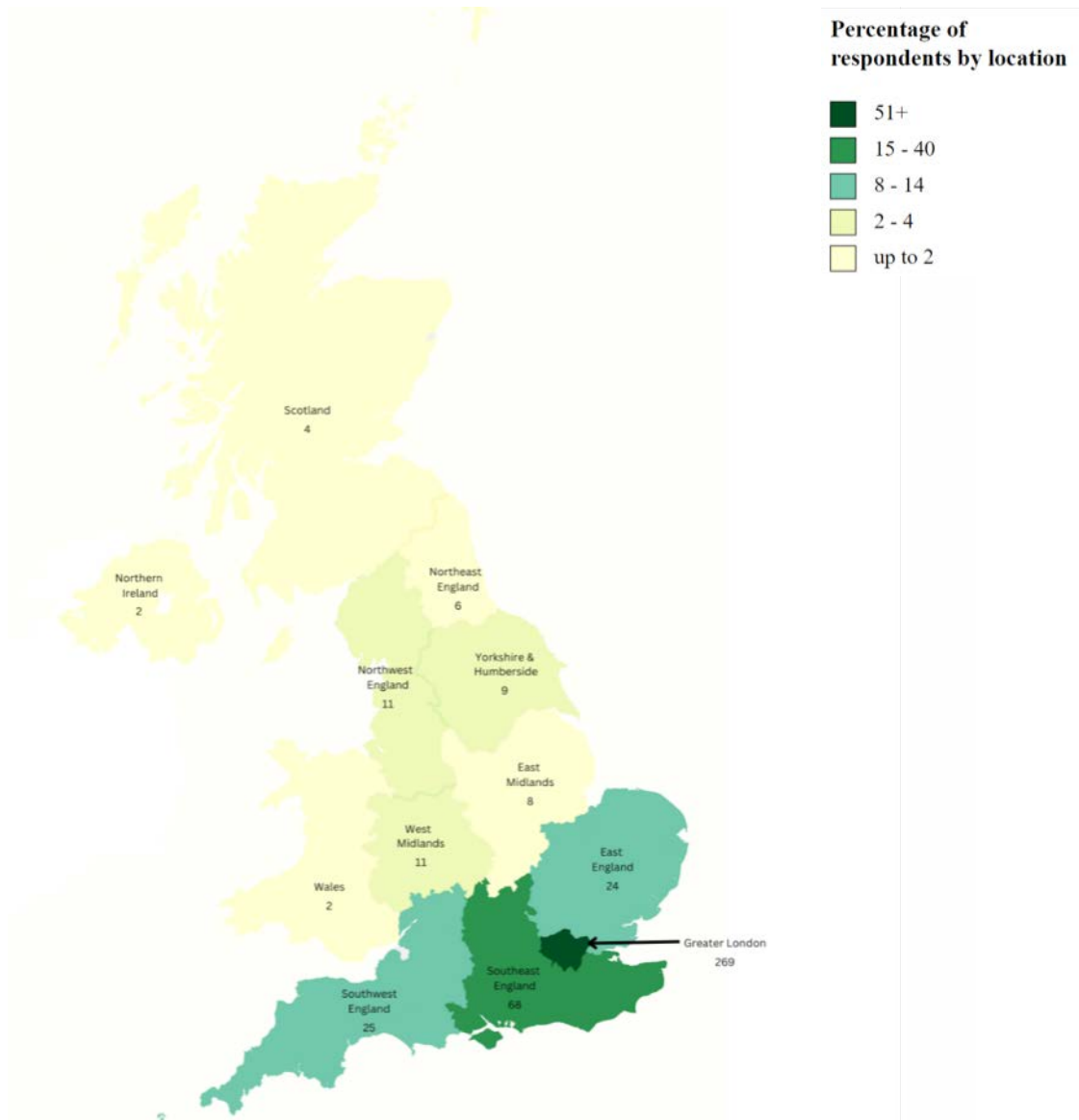
FIGURE 2: AGE PYRAMID



SAINT LUCIAN DIASPORA IN THE UK

Most respondents (98%) are based in England and only 4 respondents are based in Scotland. Two respondents are based in Northern Ireland and Wales, respectively. Within England, most respondents are based in the Greater London area (61%), followed to a lesser extent by Southern England (21%).

MAP 1: TERRITORIAL DISTRIBUTION OF RESPONDENTS IN THE UK



On average, half of respondents are married or in a couple and 39% are single. We can see that half of the single respondents do not have dependents, while this comes down to a quarter for couples. Overall, respondents have few dependents with 83% having up to 2.

FIGURE 3: MARITAL STATUS BY AGE AND GENDER

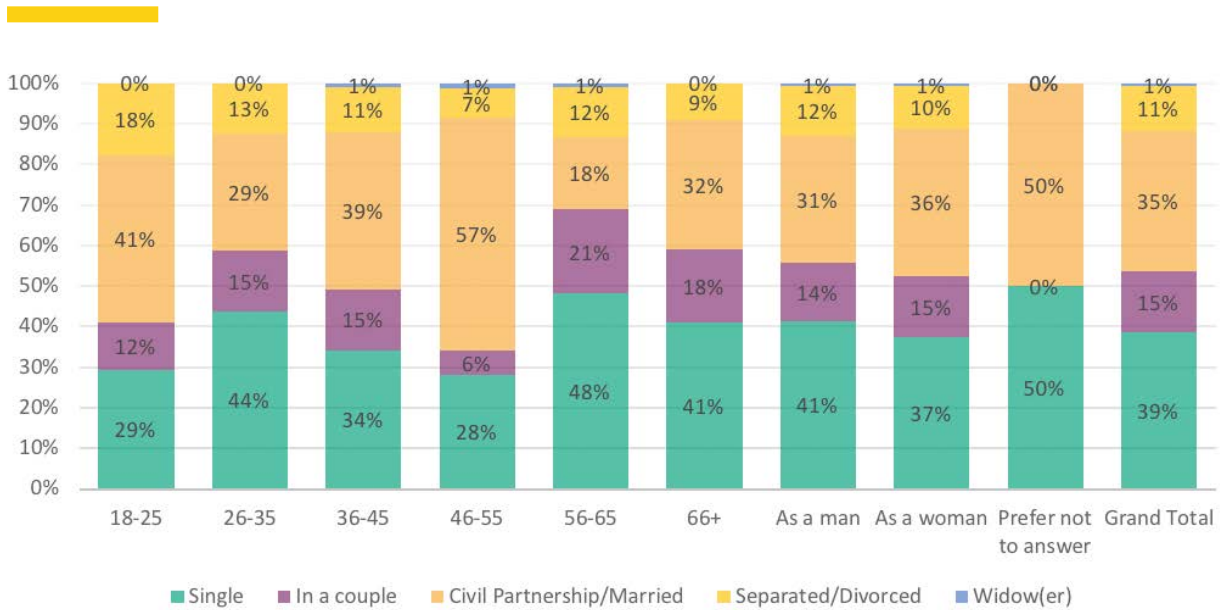
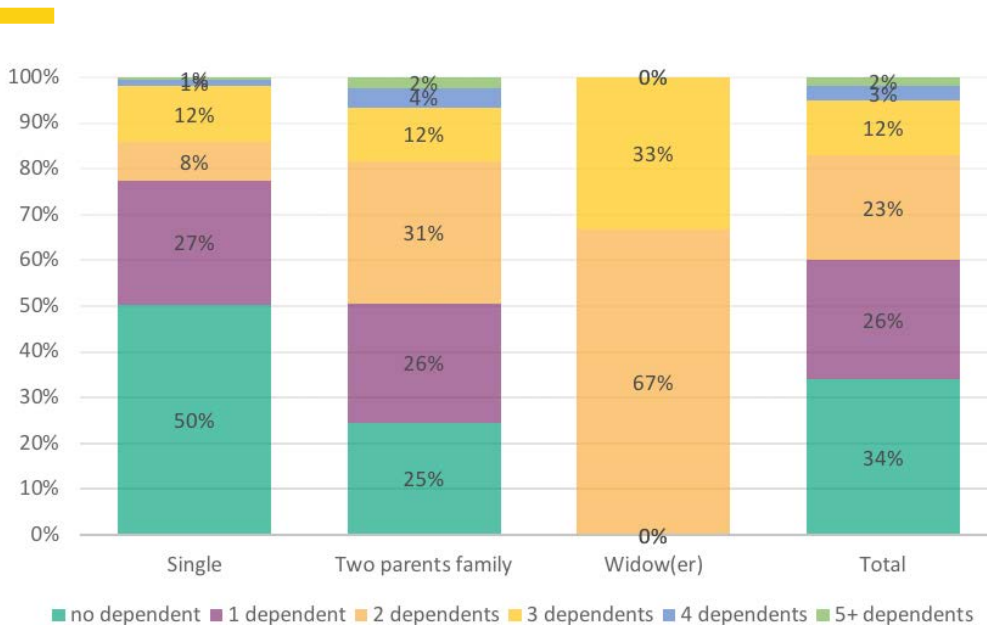


FIGURE 4: NUMBER OF DEPENDENTS BY MARITAL STATUS

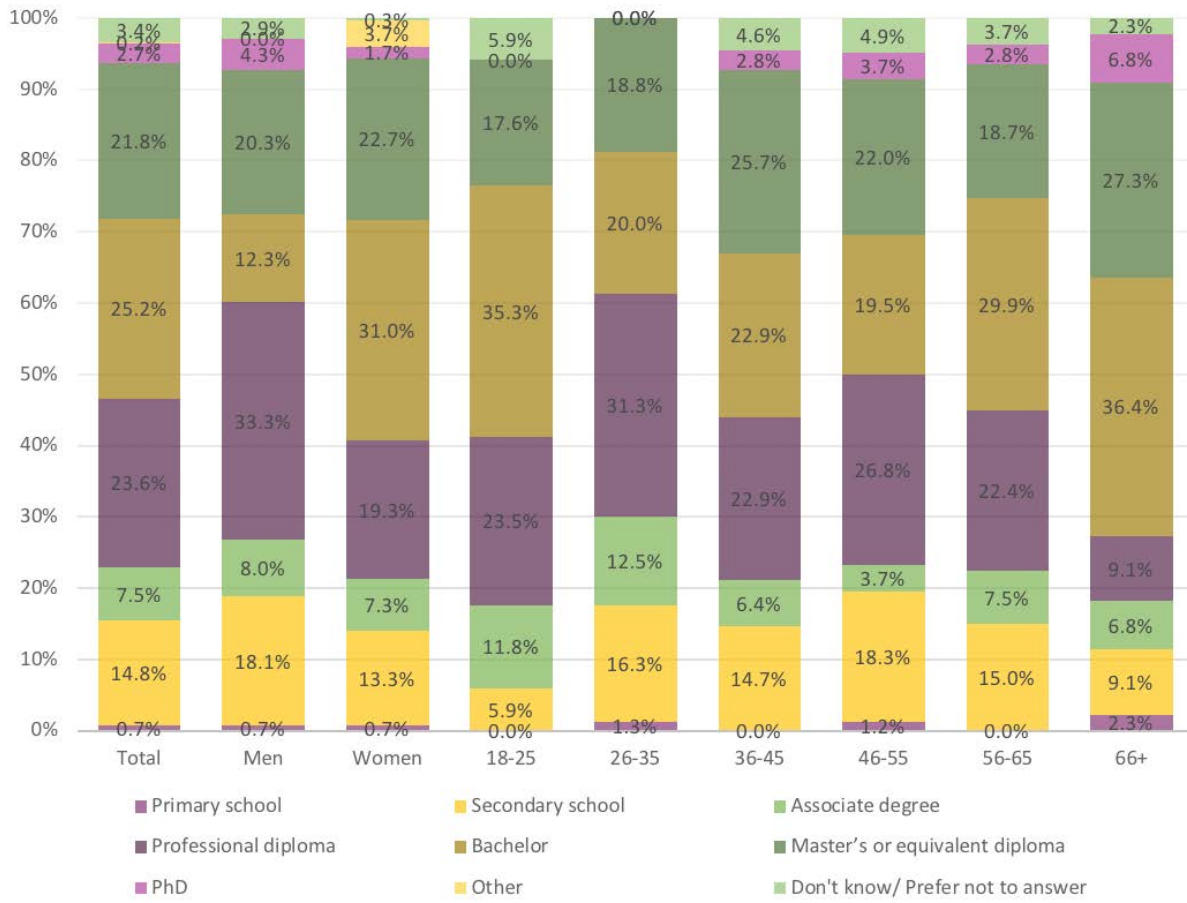


LEVEL OF EDUCATION AND PROFESSIONAL STATUS

The level of education of the respondents is quite varied. Almost half of respondents have a professional/ technical diploma or an associate degree or below while the other half have at least a bachelor’s degree.

We can note that the eldest respondents have the highest level of education with 70,5% having at least a bachelor’s degree, followed by the 18-25 group with 53%, 51,5% of the 36-45 and 56-65, 45% of the 36-45 and only 39% of the 26-35.

FIGURE 5: LEVEL OF EDUCATION BY GENDER AND AGE



Most respondents are active (91%) with 73% being employed, 16% self employed and only 2% looking for work. The share between employed, self-employed and looking for work remains similar in all age groups, with the youngest generation having the highest rate of self-employment. Only 8% of respondents are inactive, most of them being retired.

It should be noted that the retirement age can seem low, with 5% retired in the age group 36-45. This could be explained by a large group of respondents being part of the army and often benefitting of earlier retirement age.

TABLE 3: PROFESSIONAL STATUS BY AGE AND GENDER

| | MEN | WOMEN | PREFER NOT TO ANSWER | 18-25 | 26-35 | 36-45 | 46-55 | 56-65 | 66+ | TOTAL |
|--|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|
| Active | 82% | 95% | 100% | 94% | 97% | 93% | 91% | 85% | 91% | 91% |
| Employed | 64% | 76% | 100% | 71% | 77% | 76% | 78% | 64% | 70% | 73% |
| Self-Employed | 17% | 17% | 0% | 23% | 19% | 14% | 13% | 19% | 16% | 16% |
| Unemployed and looking for work | 1% | 2% | 0% | 0% | 1% | 3% | 0% | 2% | 5% | 2% |
| Inactive | 17% | 4% | 0% | 6% | 2% | 6% | 9% | 14% | 9% | 8% |
| Unemployed and not looking for work | 0% | 1% | 0% | 0% | 0% | 1% | 0% | 1% | 0% | 0% |
| Unemployed: Pupil/Student | 0% | 1% | 0% | 6% | 2% | 0% | 0% | 0% | 0% | 1% |
| Unemployed: Retired | 17% | 2% | 0% | 0% | 0% | 5% | 9% | 13% | 9% | 7% |
| Don't know/Prefer not to answer | 1% | 1% | 0% | 0% | 1% | 1% | 0% | 1% | 0% | 1% |

MIGRATION TRAJECTORY

Overall, most respondents were born in Saint Lucia (54%). Only the 18-25 and 56-65 age groups were mostly born in the UK. Other countries of birth include other Caribbean countries or territories (Barbados, Curaçao, Dominica, Guyana and Martinique) as well as Cyprus and Canada.

FIGURE 6: COUNTRY OF BIRTH BY AGE

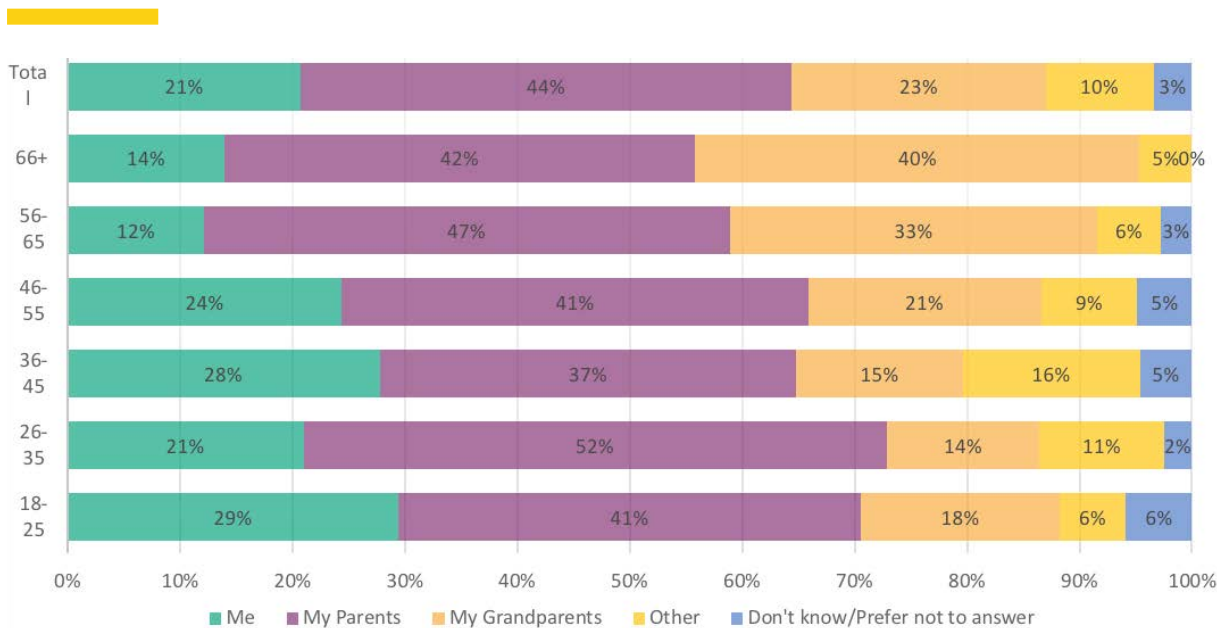


A SKILLS PROFILE

Saint Lucian diaspora is well established in the UK. It is not surprising that over two third of respondents arrived after their parents (44%) or even their grandparents (23%). It is important however to clarify this point. It is interesting to note that 22% of respondents have indicated that they were born in Saint Lucia but that their parents or grandparents migrated first to the UK. This can be explained by the fact that a parent had moved to the UK to study or work before returning to Saint Lucia, having children and then possibly moving back again. This underlines the fluidity of migration trajectories between the UK and Saint Lucia that can also be put into parallel with the particularly high number of respondents potentially interested in relocating to Saint Lucia for work (see figure 25).

The older respondents (56+) are the ones to be less likely to have moved to the UK themselves and are probably the children of Saint Lucian commonwealth citizens from the Caribbean responding to the UK government's invitation to former colonies to send British citizens to the United Kingdom to support the rebuilding efforts after the Second World War. They and their families are now referred to as the Windrush Generation, named after the most famous ship that couriered families to the UK. The 18-25 age group sees the highest share of newcomers with 29%, which tracks with more established members of the diaspora facilitating the relocation of their families.

FIGURE 7: DIASPORA STRUCTURE BY AGE AND FIRST FAMILY MEMBER TO HAVE MIGRATED TO THE UK

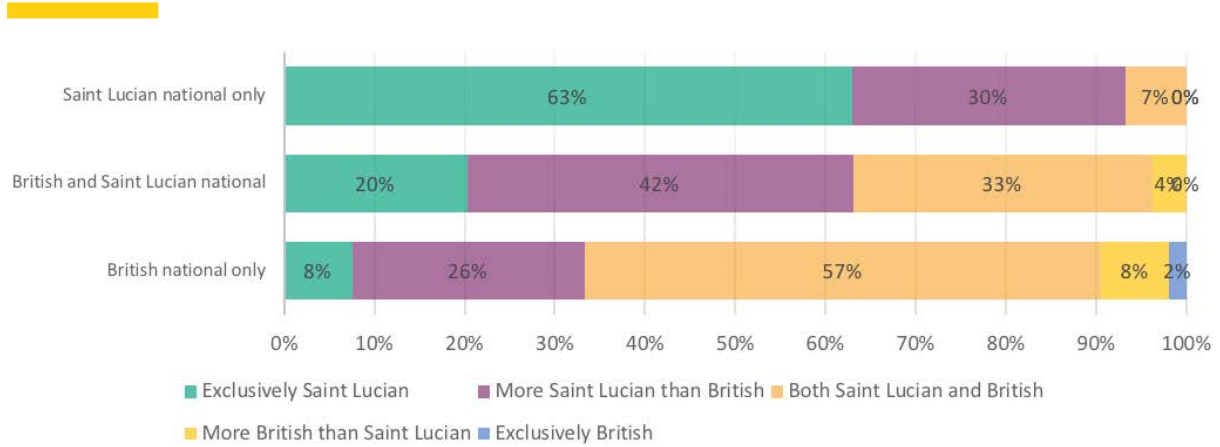


43% of respondents have the double nationality Saint Lucian and British. While 36% have only the British nationality and 20% are only Saint Lucian. 0.2% are neither Saint Lucian nor British, but French. This can be explained by the proximity of the Martinique island. A few respondents also had the following additional nationalities: American, Anguillan, Australia, Barbadian, Canadian, French, Ghanaian, German, Guyanese, Irish, Jamaican, Russian, and Trinidadian, showing a diverse migratory background.

Another important aspect to analyze when looking at potential engagement with the country of origin is the feeling of belonging to the heritage country. We can see that 63% of Saint Lucian nationals consider themselves as exclusively Saint Lucian. It is interesting to note that 62% of double nationals and over a third of British

national diaspora members consider themselves as exclusive or mostly Saint Lucian. The study shows an important level of attachment to Saint Lucia, which is positive when looking at potential engagement.

FIGURE 8: FEELING OF BELONGING BY NATIONALITY



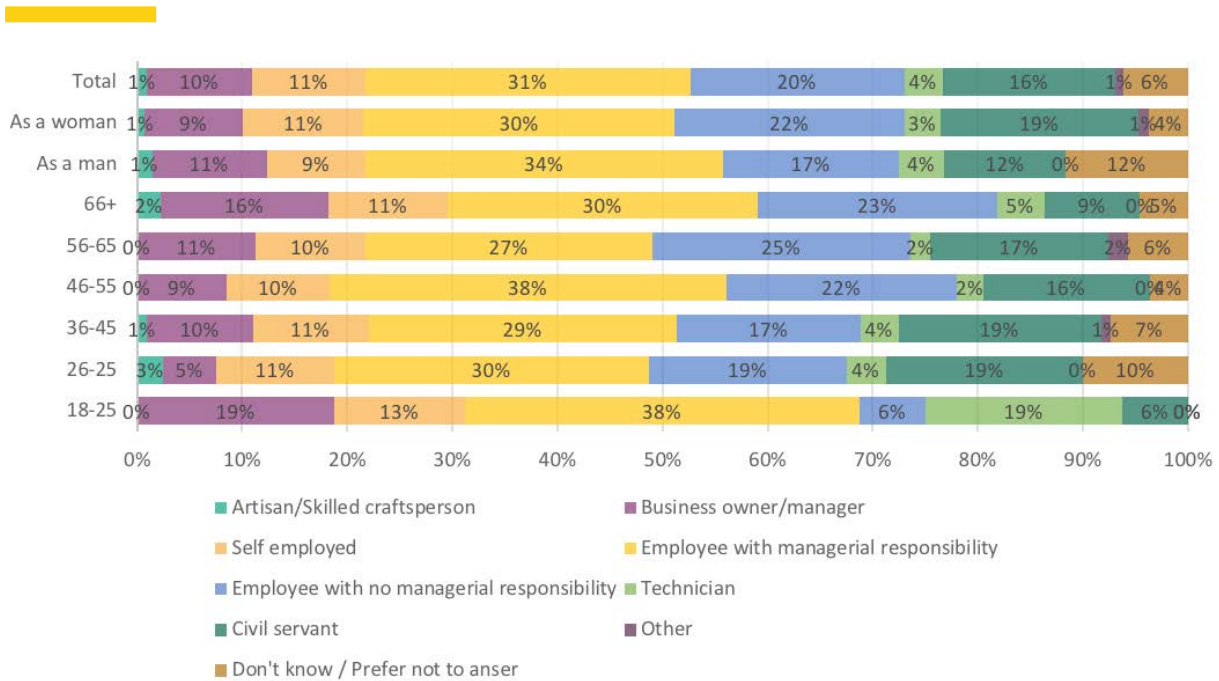
PROFESSION AND SKILLS

Understanding the professions and skills of the diaspora is the central objective of the survey that was conducted. The aim is to identify the skills that can be mobilized to contribute to the country’s development.

As we saw earlier, 73% of the active diaspora members who responded to the survey are currently employed and 16% are self-employed. However, we look here at a wider sample since we also include unemployed or inactive people who have worked in the past. Indeed, the latter are also potentially mobilizable, especially as they may have fewer time constraints and therefore could be more available. The following analysis concerns 99% of total respondents who declared that they had a professional activity in the past. Only very few people had never worked (those unemployed and not looking for work) and some students.

Specific questions were asked to characterize the main professions of the diaspora members part of our sample. It should be pointed out, however, that an internet survey leads to some challenges for obtaining information on professions. Socio-professional category and sector are essential to characterize an occupation. In the absence of sufficient knowledge or understanding of the classifications for CSP or sector, the corresponding questions lead to a relatively high rate of incorrect classifications: around 25% of the total sample gave inadequate answers to the question on CSP and sector of activity. Manual processing of responses enabled us to re-classify most responses.

FIGURE 9: SOCIO-PROFESSIONAL CATEGORIES BY AGE AND GENDER



The different generations have slightly different profiles, but the predominance of the employees with managerial responsibilities is noticeable (between 27% and 38% depending on the group). It is however interesting to note that the youngest age group has the largest share of “employees with managerial responsibility” while the oldest age groups have the largest share of “employees with no managerial responsibility”. This can show a shift in the access to higher level positions for younger generations that can be linked to a change of mindset both on the side of recruiters and diaspora members. Indeed, while the British labor market might be more accepting of people of color, diaspora members may also be more inclined to apply to higher positions as they face less challenging circumstances. Out of the 31% total respondents that are employees with managerial positions, 18% were born in Saint Lucia and 12% were born in the UK.

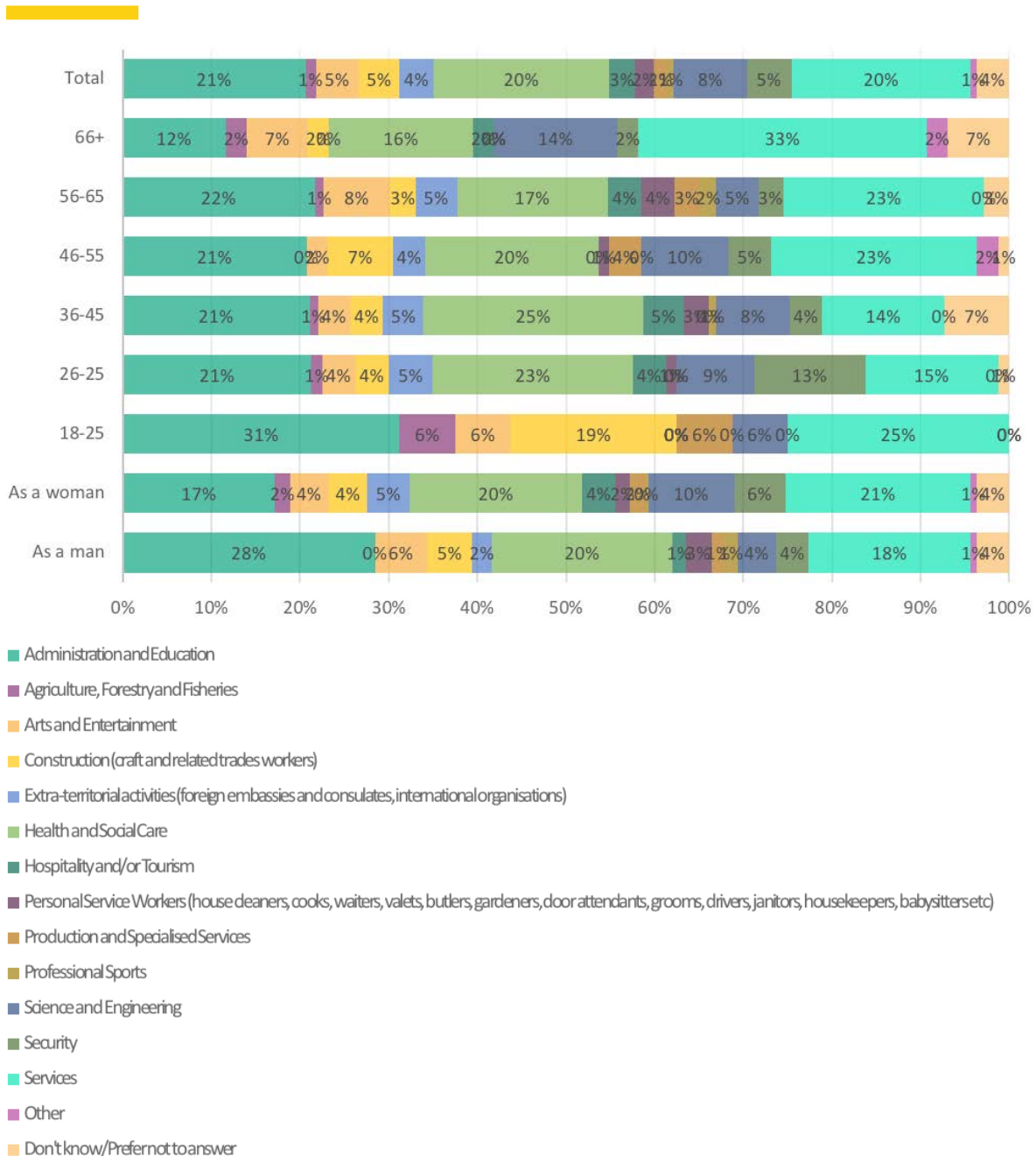
The two next most represented socio-professional categories are employees with no managerial responsibilities and civil servants. Civil servants are largely represented because of the large segment of the diaspora working in the armed forces. Civil servants are also mainly born in Saint Lucia (10% vs 5% born in the UK)

SECTOR OF ACTIVITY

The three most represented sectors of activity are *administration and education*, *health and social care* and *services*. Men tend to be significantly more represented in the administration and education sector with 30% (16% of women), while women are more present in the service sector (21% for women and 18% for men). The 18-25 category is overrepresented in the *administration and education* (31% compared to the overall total of 21%) and service (25% compared to the overall total of 20%) sectors. Remarkably, all 31% of 18-25 respondents working in the sector of *administration and education* were born in the UK. It is only from the age group 36-45 that respondents working in that sector are mainly born in Saint Lucia (except for the 66+ age group). However, there is no significant difference between Saint Lucians born in Saint Lucia or in the UK when it comes to those working in the *health and social care* or *service* sectors.

Interestingly, the youngest age group, amongst the respondents, is not represented in the *health and social care* sector but significantly represented in less popular sectors (in terms of overall share) such as *construction* (19%) or *agriculture, forestry and fisheries* (6%). It should be noted that respondents working in construction jobs are mainly born in Saint Lucia (33% vs 11%) which could hint towards young diaspora members taking up manual labor as they are not yet as integrated in the UK system as their counterparts born in the UK.

FIGURE 10: SECTOR OF ACTIVITY BY AGE AND GENDER



If we closely examine the three main sectors of activities, we can see that under *administration and education*, “teaching” is the main sub-sector of activity for both men (17%) and women (9%). Under *health and social care*, “human health services” are the main sub-sector of activity for both men (11%) and women (12%). Finally, the services sector is more diverse. While the sub-sector most represented by women (5%) is “financial and insurance activities”, men are most represented under “ICT” and “legal services” (4% each).

When looking at age groups, we note that “teaching” remains the first sub-sector of activity under administration and education, except for the age group 26-35 that is mainly represented under the sub-sector “administration and support activities” (11%). The age group 18-25 is overrepresented under “teaching” (25%) which can be explained by the fact that some students are also working as teaching assistants. This overrepresentation can also be explained by the bias in the sample, as this age group is quite limited in terms of number of respondents.

Similarly, in the *health and social care sector*, age groups 36-45 and older are mainly working in the “human health sector”, while the 26-35 age group is mainly represented in the “social care sector” (13%).

Under the *services sector*, the younger respondents are mainly represented in “specialized, scientific, and technical activities” (such as consultants) (13% of the 18-25 group and 4% of the 26-35 group). “Financial and insurance activities” remain the main sub-sector of all the other age groups except for the 56-65 group that are mainly represented under “legal services” and “real estate activities” (5% each).

MAIN PROFESSIONS

To go beyond these aggregated categories (CSP and sectors), which only give a very general idea of the structure of skills, it is interesting to look at the professions most practiced by our respondents.

Out of 436 respondents who declared a main activity (current or past) :

- 47 are managers in various sectors. 15 are (senior) project/programme managers or related such as administration manager, office manager, people manager, procurement manager, quality manager. Other professions include, art management, building/property management, business management, mental health services management and manager in sales and marketing.
- 41 are civil servants, either working in public administration or the armed forces. 26 are army staff.
- 41 are (assistant) lecturers, professors or teachers. 10 at university level and 31 at secondary or below levels. One respondent mentioned to also be specialized in autism training.
- 23 are engineers in various sectors such as civil engineering, construction, electrical, mechanical, water or IT related (cyber, cloud, software, telecommunication engineering).
- 22 are nurses of different levels ranging from nurse to clinical nurse specialist. One indicated to be specialized in mental health.
- 17 have positions linked to financial administration, out of which 7 are accountants and 2 actuaries.

When looking more closely at the three main sectors of activities revealed by this study the main professions are:

- Administration and education:

Under *administration*, besides the managers mentioned above, this category also includes business support officers, consultants, directors, employer relations coordinators, executive administrator, HR consultants,

interpreters and secretary/clerks. Under *education*, besides the professors, lecturers and teachers mentioned above this category also includes educational psychologists, instructional designers, librarians and youth development officers.

- Health and social care:

Under human health services, besides the nurses mentioned above, this category also includes dentists, dietitians, healthcare workers, medical practitioners, mental health workers, mental well-being officers, midwives, pharmacists, physiologists and respiratory clinical therapists.

Under *social care*, we have child protection professionals, community practitioners, counsellors, social workers, tutors and youth workers.

- Services:

This category also includes bus drivers and controllers, business owners, communication professionals, consultants, data analysts, delivery drivers, digital content creators, marketing directors, paralegals, retail professionals, political councillors and traders.

This breakdown gives a more detailed overview of the type of competences available within our diaspora sample, to potentially be transferred to Saint Lucia.

WORK EXPERIENCE AND COMPETENCES LEVEL

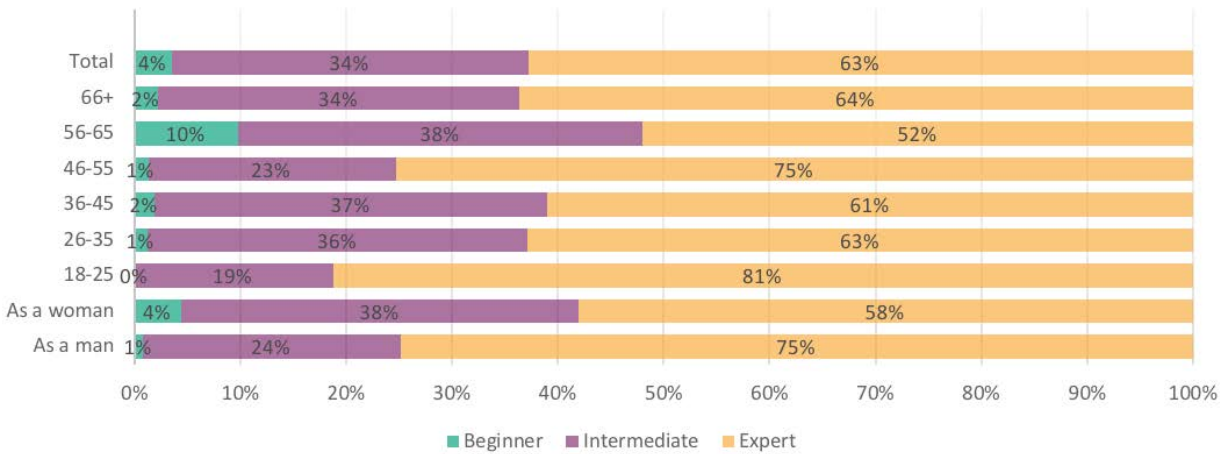
Years of work experience is an indicator of the experience an individual has accumulated in his or her profession. For the entire sample of diaspora members who responded to the survey, the average length of service is 15.2 years (11.8 for women, 22.6 for men and 3.5 years for the respondents that did not wish to indicate their gender). The maximum value for women is 45 years and 48 years for men (6 years for the respondents that did not wish to indicate their gender). We can see that men stay significantly longer in their professions: 90% have been with the company for more than 6 years, compared with 64% of women; 70% of men have been with the company for more than 15 years, compared with 34% of women. This result can be explained in part by the over-representation of women in the sample, although women having more unstable careers is a well-documented phenomenon in the general population.

FIGURE 11: NUMBER OF YEARS IN PROFESSION BY GENDER



In order to identify the mobilizable competencies of the Saint Lucian diaspora in the UK, the survey asked respondents to assess their level of competence in their current or previous profession. Of course, this is a subjective, self-declared assessment that needs to be backed up by more objective indicators. The main finding is the significant percentage of individuals claiming to be experts in their field (63% overall, 75% of men and 58% of women). This result reinforces the high level of (perceived) qualification of the diaspora members who responded to the survey. It also confirms the existence of potentially mobilizable competences.

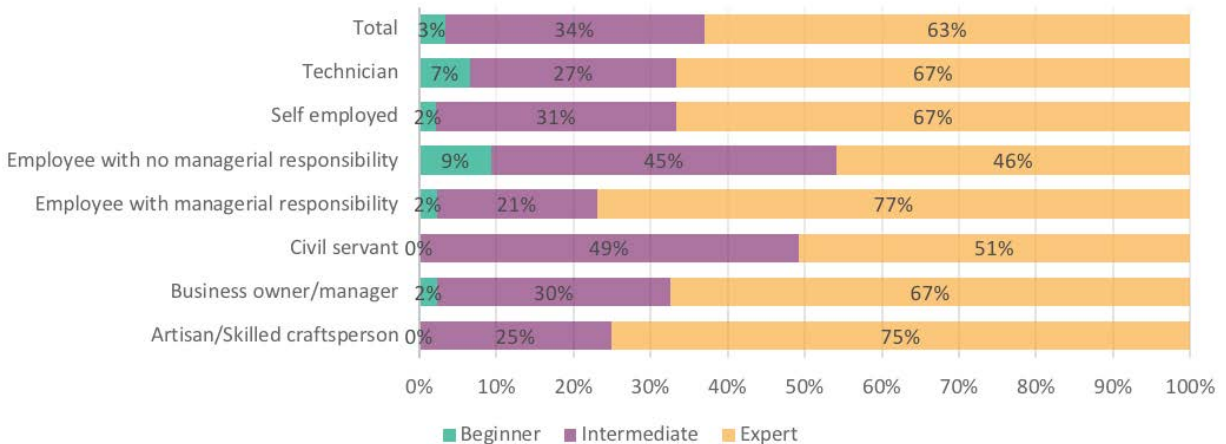
FIGURE 12: AUTO-EVALUATION OF THE LEVEL OF EXPERTISE BY AGE AND GENDER



It is in the youngest category (18-35 years old), that most respondents consider that they are experts in their profession. This is interesting as usually the level of expertise increases with the years. This result can be linked to a bias in the sample, as this age group represents only a small proportion of the sample.

An analysis of skill levels according to CSP can give a better idea of the skills that can be mobilized. A large majority of respondents in the “employees with managerial responsibilities” category emphasize their expertise (77%), followed by “artisan/skilled craftsman” (75%).

FIGURE 13: AUTO-EVALUATION OF THE LEVEL OF EXPERTISE BY SOCIO-PROFESSIONAL CATEGORY



TRANSVERSAL SKILLS

With the aim of better characterizing the profile of the Saint Lucian diaspora and identifying how to mobilize members, the survey also sought to capture different types of transversal skills outside those linked to the profession of the people surveyed. Thus, questions focused on knowledge or abilities, distinguishing between two different types of skills: organizational skills and technical skills.

Transversal organizational skills:

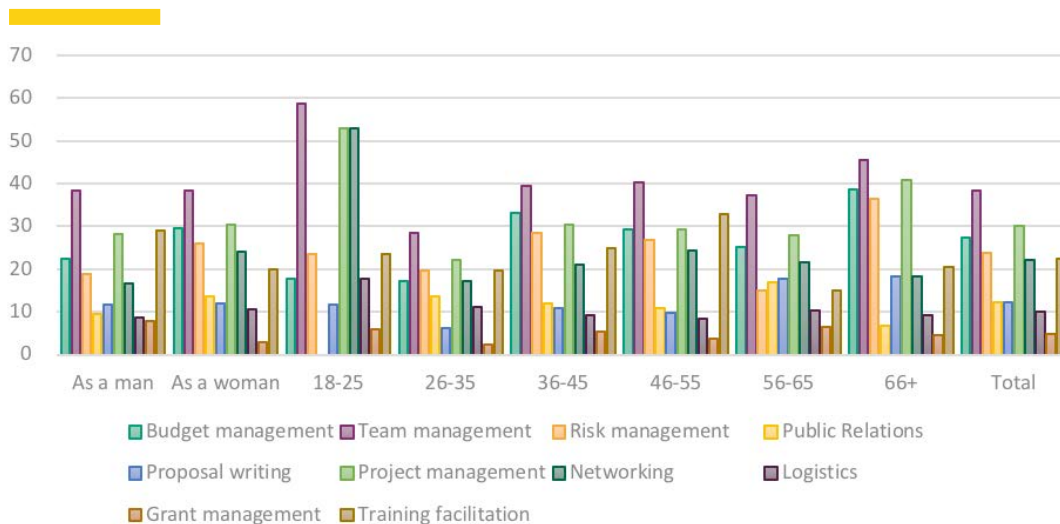
- Project management
- Logistics
- Team management
- Budget management
- Risk management
- Networking
- Public relations
- Grant management
- Proposal writing
- Training facilitation

Transversal technical skills

- Building/construction
- Communication and marketing (content, graphic design, advertising)
- Computer programming and website development
- Civic skills (advocacy, volunteering, philanthropy...)
- Coaching and mentoring
- Customer service
- Event management
- Linguistics (translation, interpretation)
- Research/statistical analysis

The question was asked in multiple-choice format to enable respondents to highlight their versatility.

FIGURE 14: AUTO-EVALUATION OF ORGANIZATIONAL TRANSVERSAL COMPETENCIES BY GENDER AND AGE



Team management is the competence that has been mainly indicated for both genders and age group. It is quite surprising to see that almost 60% of the youngest age group (compared to almost 40% overall) mention having this competency, while it could be argued that it is a competency that is mastered with experience. This can be explained once more by the small sample for this age group but also potentially by increasingly horizontal team structures.

The 18-25 age group also indicates particularly high rates related to project management and networking (over 50% each). Project management can also be surprising as it also is a skill usually gained through experience. It is interesting to see the importance of networking for younger generations, while this is a competency that is less prominent for other age groups. This can be partially explained by the success of social media, such as LinkedIn, to connect professionally.

Team management and project management remain the most common competencies among respondents, independently of the country of birth.

FIGURE 15: AUTO-EVALUATION OF TECHNICAL TRANSVERSAL SKILLS BY GENDER AND AGE



We can see that two types of competences stand out as the ones mastered by most respondents: coaching and mentoring and customer services. While the youngest respondents (18-45 years old) mainly possess coaching and mentoring competences, the oldest respondents (46+) primarily possess customer service skills. Coaching

and mentoring could be very important competencies when it comes to transferring competences to Saint Lucia. These results are independent of the country of birth.

Other popular technical competencies are events management, civil skills and communication and marketing. Other competencies mentioned by respondents include:

- policy development, advisory and capacity building to government
- problem solving, writing, and presenting
- acting, voice over, pilates and mindfulness
- fiber and electrical installation

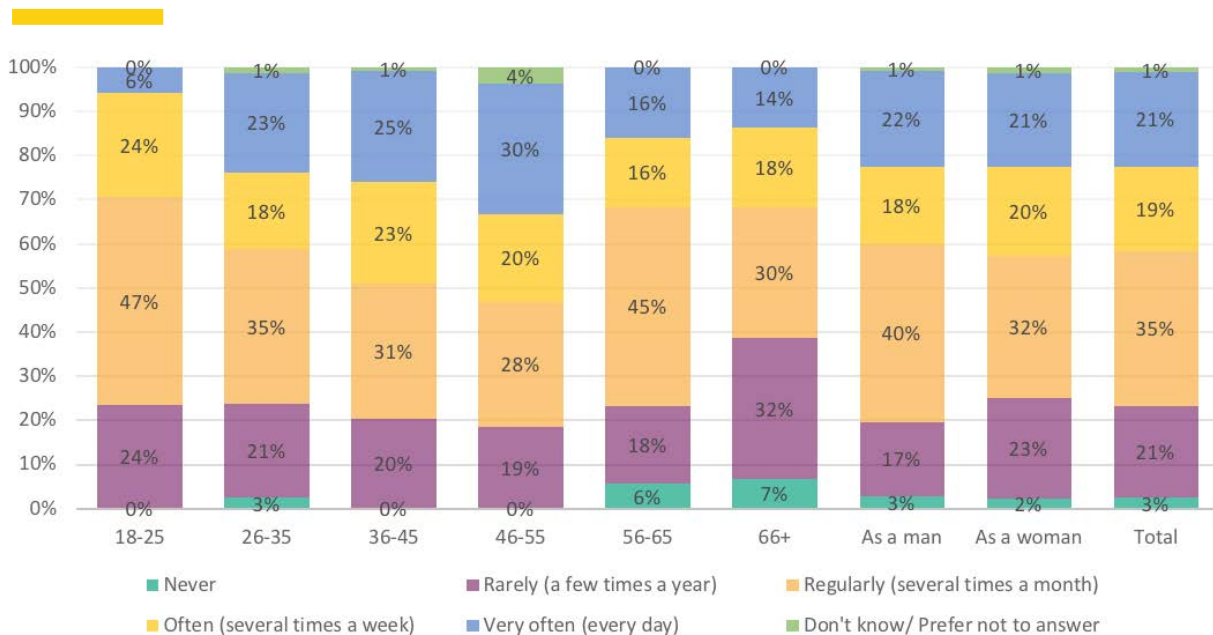
ATTACHMENT AND ENGAGEMENT

Through a sequence of specific questions, the survey provides us with information on the diaspora's degree of commitment and attachment to Saint Lucia. This is one of the main original features of this survey as this type of information is not available in other data collection exercises such as a population census. We begin by presenting the relations between the diaspora and Saint Lucia, then we'll look at how the diaspora participates in diaspora activities.

INFORMATION

The Saint Lucian diaspora in the UK is overall well informed. Only 3% overall indicate that they never consult information on Saint Lucia. It is the oldest generations (56+) that are the most likely to not inform themselves about the situation in the heritage country. The age group 66+ is the least informed with only 62% keeping informed at least regularly (several times a month) compared to 65% overall. 30% of respondents are consulting information at least several times a week. There is no significant difference between gender.

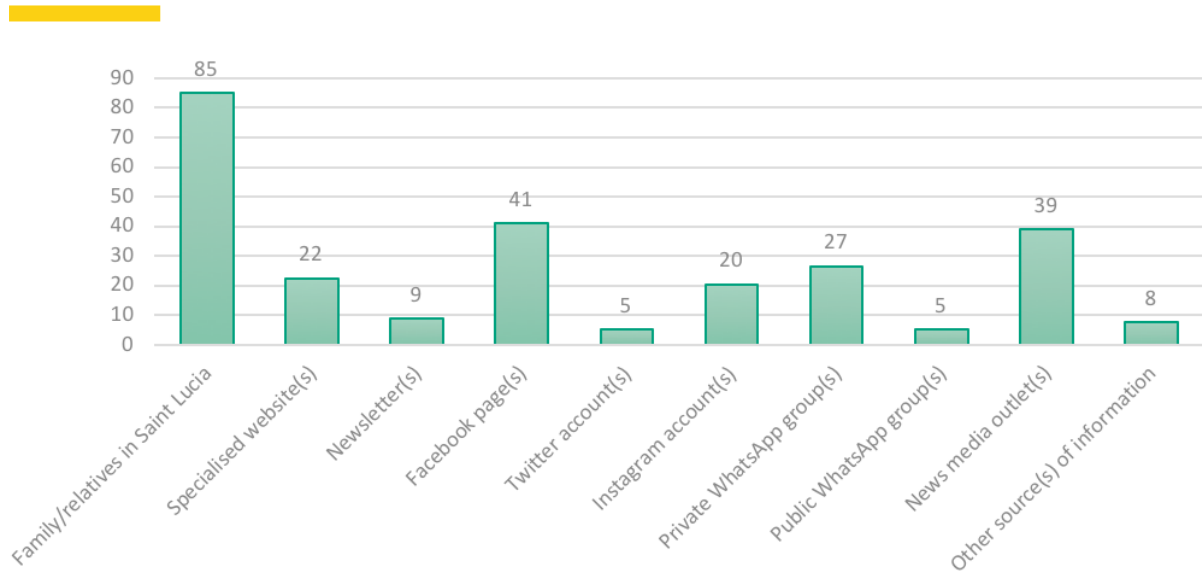
FIGURE 16: FREQUENCY OF CONSULTING INFORMATION ON SAINT LUCIA BY AGE AND GENDER



The main source of information is by far through family members and relatives, followed by Facebook pages and news media outlets. For the age group 66+, specialized websites are also among their top three sources of information (replacing news outlets).

Other sources of information include Saint Lucia tourist board and Saint Lucia Tourism Authority UK, Diaspora office via email, podcasts, YouTube, radio and newspapers.

FIGURE 17: SOURCES OF INFORMATION ON SAINT LUCIA



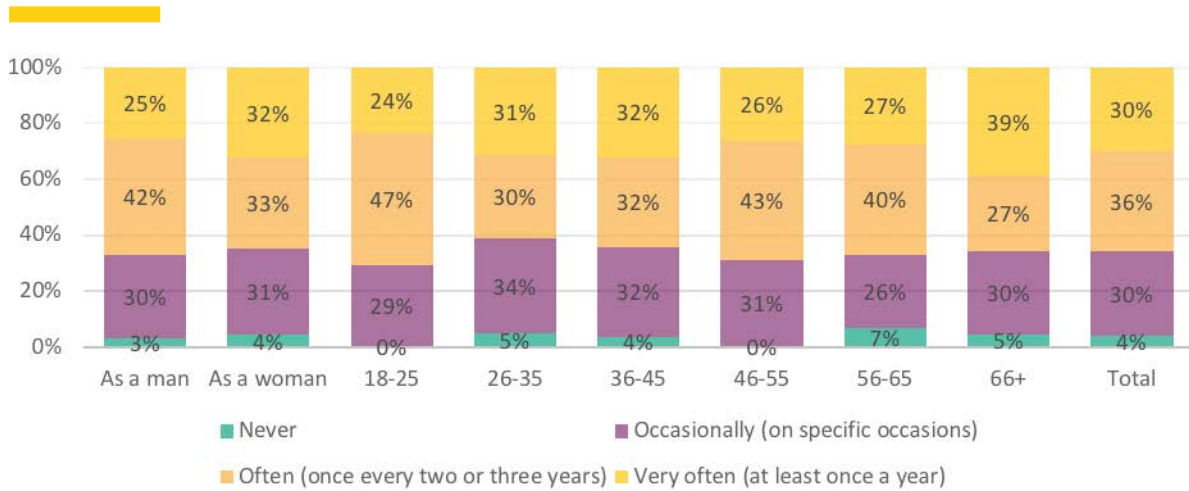
It is interesting to note that newsletters (used by 9% of respondents) and public WhatsApp groups (used by 5% of respondents) have a limited reach within our sample. As these are the main information channels used by the Saint Lucian government to communicate with the diaspora, it could be useful to delve further into the effectiveness of these existing communication channels and potential changes to make in the official communication approach.

TRIPS TO SAINT LUCIA

Trips to the Saint Lucia are another form of commitment and attachment to the country of heritage. It is of course much more demanding, given the cost and distance involved and the results show once again the strong links between the diaspora and Saint Lucia. Only 4% of all respondents are never travelling to Saint Lucia while two third are travelling at least every two or three years, showing a strong link to Saint Lucia.

We can notice that the 66+ age group is travelling to Saint Lucia the most frequently with 39% going every year compared to 24% for the youngest age group which usually travel every two or three years (47%). Respondents between 26 and 45 years old are the ones that are traveling the least often. This can be explained by the fact that this age group is usually more focused on building a family and career and might have less time to dedicate to travels to Saint Lucia.

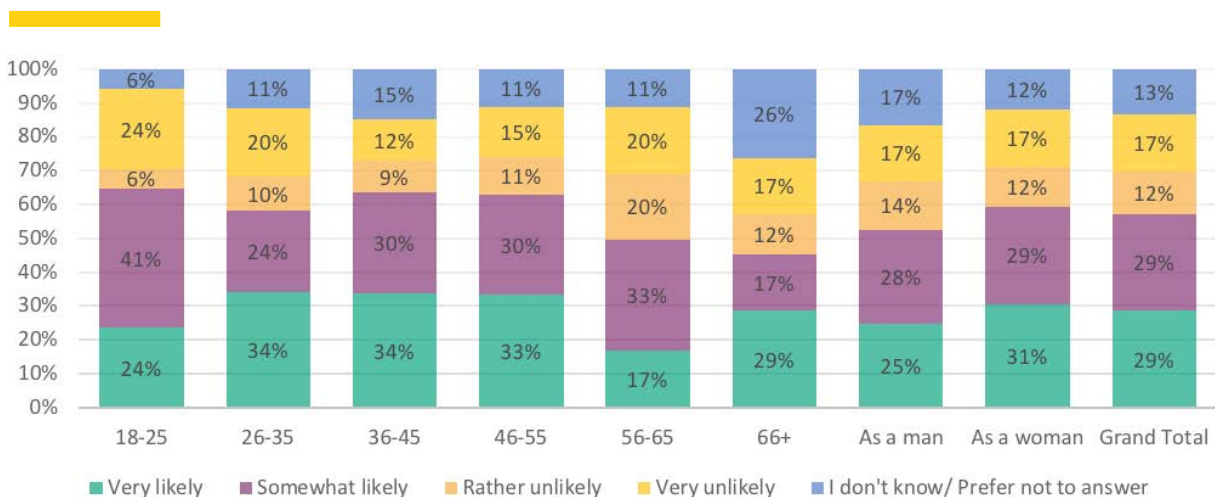
FIGURE 18: FREQUENCY OF TRAVEL TO SAINT LUCIA BY GENDER AND AGE



A long-term move to Saint Lucia is a life-long project and perhaps the most ambitious way to engage in the country. However, resettling to Saint Lucia can have many motives: it may be a plan to retire to Saint Lucia after a career in the UK, a return migration during working life or at the end of studies, or even the discovery of a new environment or of their roots for the second or third generation. It can also be to carry out a personal or family project, such as to follow a spouse, for example. Finally, this project may result from a successful or unsuccessful professional or family path. While the survey does not reveal the reasons behind people’s plans to settle in Saint Lucia, it does provide an idea of the quantitative importance of such a choice.

Overall, there is a strong probability for respondents to relocate to Saint Lucia. 29% overall are very likely to relocate and 29% are somewhat likely to do so. Moreover, 13% overall are indecisive with men being more indecisive (17%) than women (12%). The 66+ age group is the most indecisive (26%). The elder age groups (56+) are the less likely to relocate while the 18-25 age group is the most likely to relocate with 65% who are at least somewhat likely to move. Respondents born in Saint Lucia are almost twice as numerous to say that they are very likely to relocate to saint Lucia than those born in the UK (18% vs 10%). These results are promising in terms of welcoming potential skills transfer and working in Saint Lucia schemes to be proposed to the diaspora by national authorities.

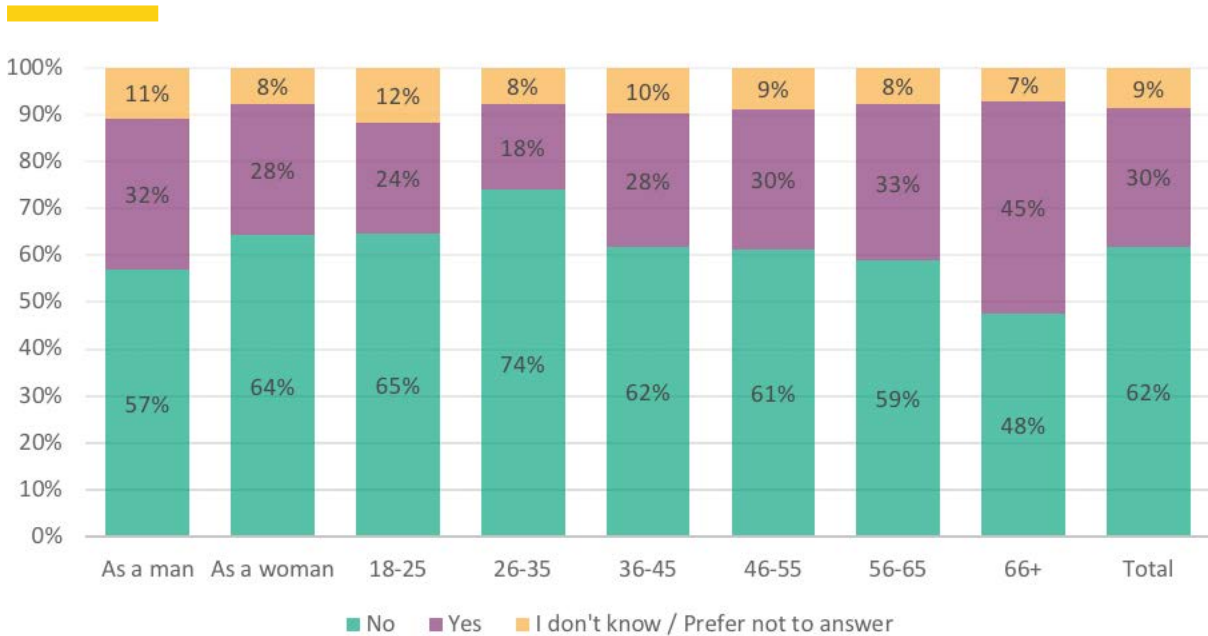
FIGURE 19: PROBABILITY TO RELOCATE TO SAINT LUCIA BY AGE AND GENDER



DIASPORA ENGAGEMENT

While the respondents seem to have strong links with Saint Lucia as they are well informed, travelling often back home and particularly open to relocating, it is surprising to see that their engagement in diaspora engagement activities remains limited. This could be explained by the fact that the diaspora is not well organized, that they do not know how to engage or that diaspora members prefer to engage at an individual level.

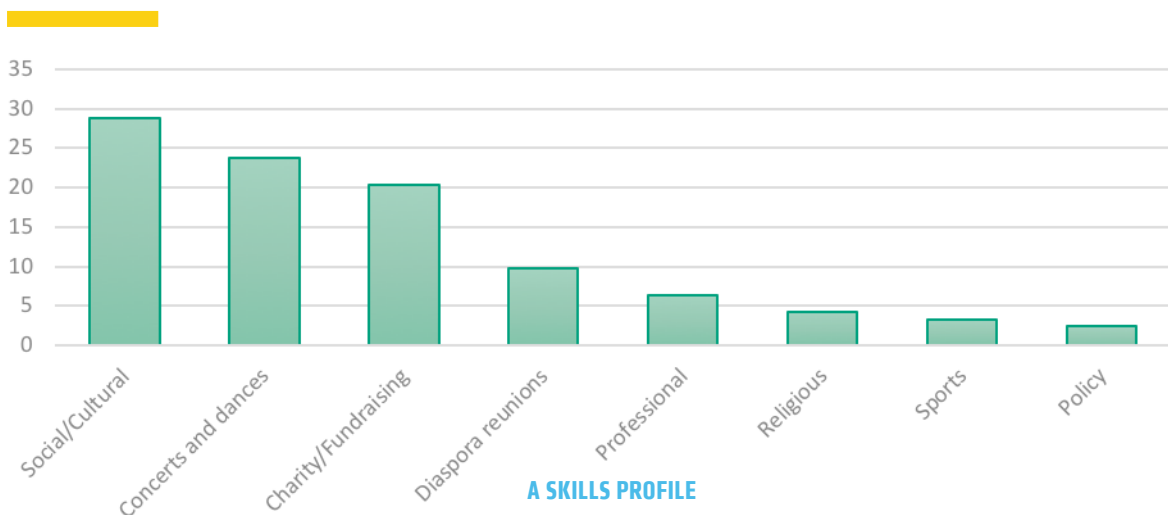
FIGURE 20: PARTICIPATION TO DIASPORA ENGAGEMENT ACTIVITIES BY GENDER AND AGE



Two third of respondents have not participated in diaspora engagement activities. Men are slightly more active (32%) than women (28%). The elder age groups are somewhat more active with 33% of respondents in the age group 56-65 to have participated to diaspora engagement activities and 45% of the 66+. This lack of engagement of younger respondents can also be linked to the fact that they are second or even third generation and that new ways of engaging them might be needed.

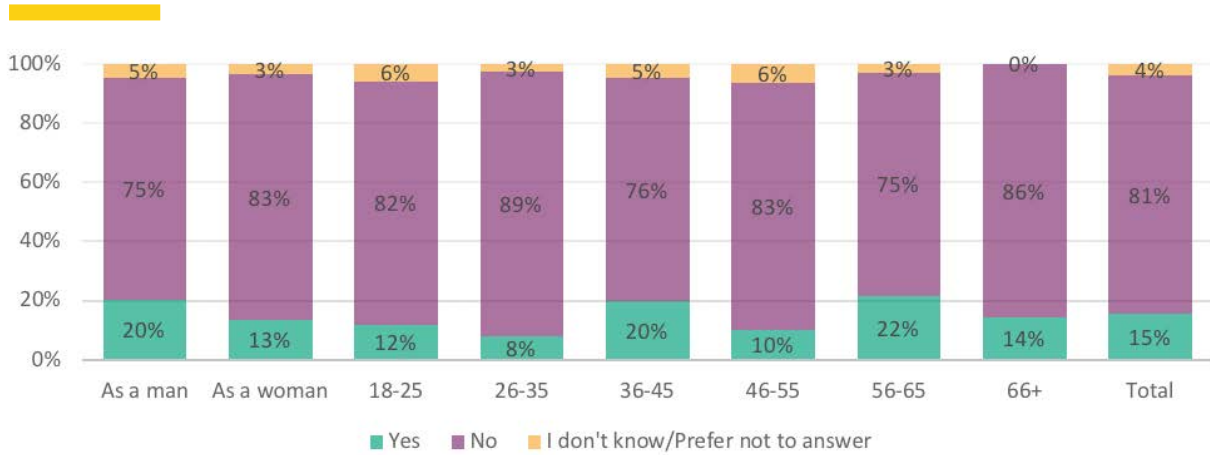
The 30% of respondents that do participate in diaspora engagement activities mainly engage in social or cultural activities (29%), concerts and dances (24%) and charity and fundraising (20%).

FIGURE 21: PARTICIPATION TO DIASPORA EVENTS BY TYPE



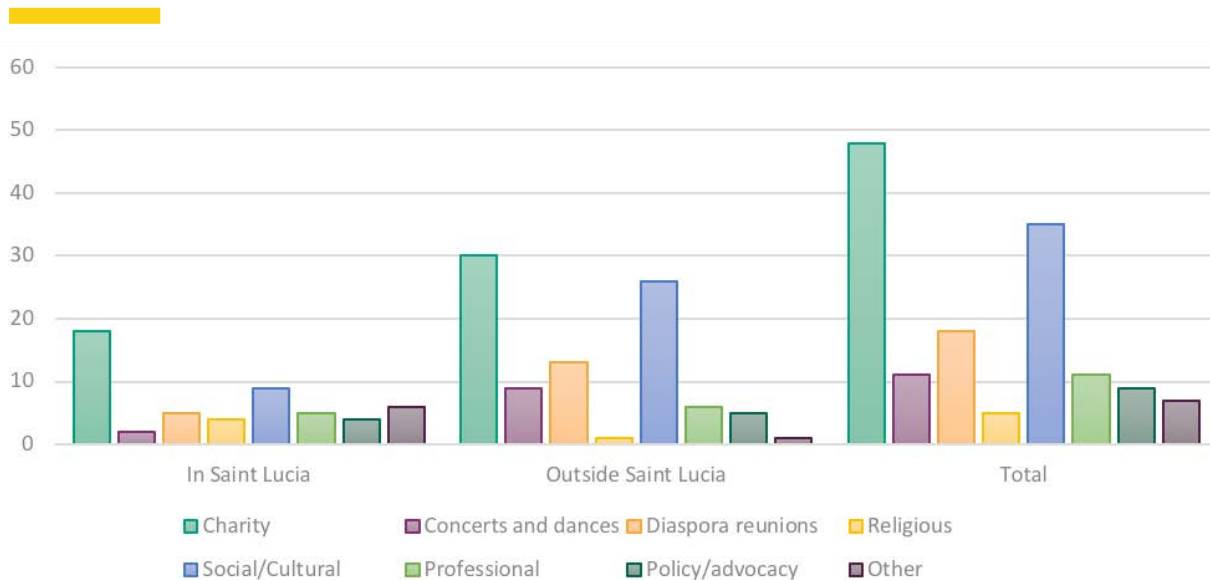
Some respondents do not just take part in one-off events, they also make more lasting commitments by becoming members of a diaspora organization. However, in the case of our sample only 15% are affiliated with a diaspora organization. Men are slightly more engaged than women (20% against 13%). The highest affiliation rate is noted for the age group 56-65 (22%) while the age group 26-35 has the lowest rate (8%).

FIGURE 22: AFFILIATION TO DIASPORA ORGANISATIONS BY GENDER AND AGE



Those affiliated to diaspora organizations in the UK are mostly involved in either charity work or social/cultural activities. It should be noted that those respondents are in some cases also involved in organizations based in Saint Lucia working on similar activities as well as sports related activities. Their affiliation to organizations in Saint Lucia indicates a strong link with the country of origin.

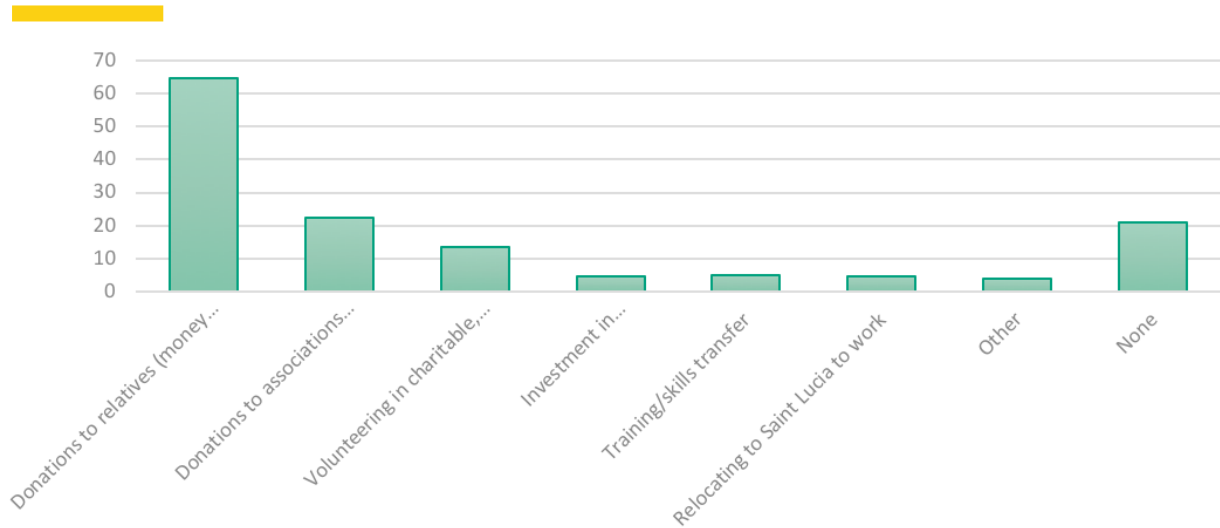
FIGURE 23: DIASPORA ORGANISATIONS' MAIN ACTIVITY BY LOCATION



ACTIONS IN SAINT LUCIA

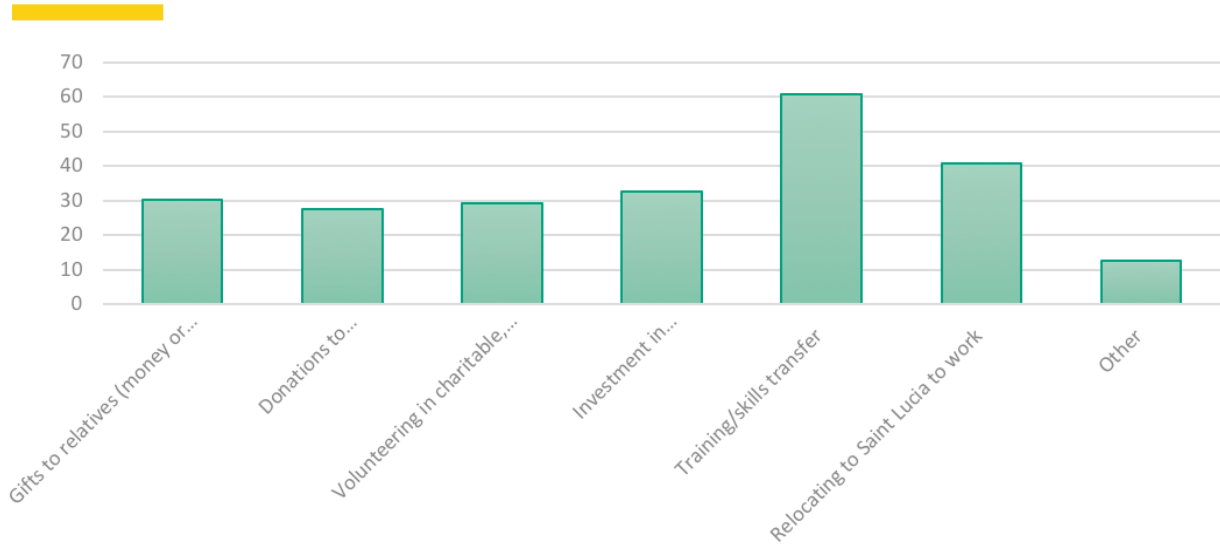
The most significant way of committing oneself to and for Saint Lucia is to provide support and assistance. Donations to relatives is by far the most common action realized with 63% of respondents sending money or items at least once during this period. Donations to organisations and philanthropic activities come next with 22.5%. 20% of respondents have not realized any action in Saint Lucia in the past three years.

FIGURE 24: ACTIONS REALIZED IN SAINT LUCIA IN THE PAST 3 YEARS BY TYPE



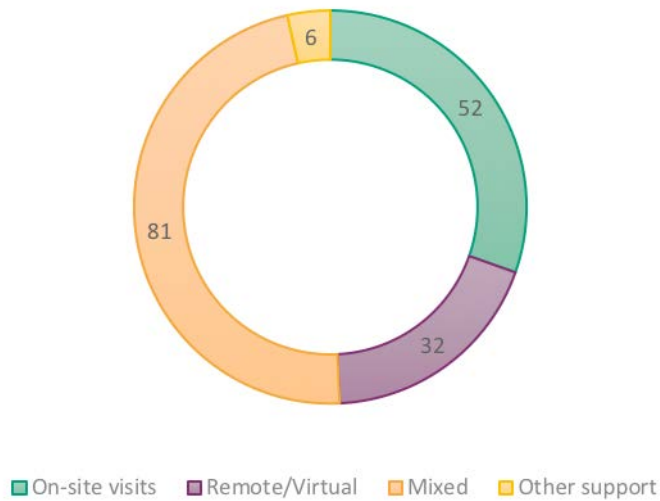
Taking a forward-looking perspective, the survey asked respondents whether they would be interested in supporting Saint Lucia over the next 3 years, and what form these actions might take. 65% of respondents indicated that they want to support Saint Lucia over the next 3 years. The main finding is that the potential for mobilization is far greater than the actual mobilization presented above. While donations are forecasted to decrease significantly overall, all other types of actions are planned to increase. The will to conduct training or share skills has considerably increased from 5% to 61%. The number of respondents (among the 65% wanting to engage) planning to relocate in the next three years is approximately 41%. While both respondents born in Saint Lucia and the UK are equally interested in transferring their skills and relocating; it is interesting to note that those born in the UK are more interested in productive investments whilst respondents born in Saint Lucia indicate that they will continue to send remittances to families directly. This could be explained by the likelihood of those born in Saint Lucia to have stronger family links in the island than those born abroad.

FIGURE 25: ACTIONS TO SUPPORT SAINT LUCIA PLANNED IN THE NEXT 3 YEARS BY TYPE



As for the operational means of these planned interventions, a physical presence in Saint Lucia is not the only modality envisaged. Out of the 65% of respondents that indicated wanting to engage, 81% would prefer to engage through a combination of on-site visits and remote work. This is usually the most practical method, allowing a real involvement in the country of origin without disrupting too much the life in the country of residence.

FIGURE 26: PREFERRED MODALITIES OF ENGAGEMENT



TYOLOGY OF DIASPORA PROFILES

Respondents can be categorized from those that are not interested in engaging with Saint Lucia at all to those that are already engaged and very eager to engage even more in the future.

Only 4 respondents have not engaged before and are not interested in engaging in the future.

Out of the people that have never engaged before, 30 are indecisive as to their future engagement but 51 would be interested to engage in the future.

Out of the respondents that did not know or did not want to reply to whether they have engaged in the past or not, 2 do not want to engage in the future, 14 are still indecisive but 7 are interested in engaging in the future.

Out of the 324 respondents that have already engaged with Saint Lucia, 23 are not interested in engaging again, 78 are indecisive and 223 want to engage further.

The respondents that are not interested in engaging in Saint Lucia have indicated that the main reason is the inability to commit due to a lack of time. This is encouraging as these respondents might change their mind if their personal situation evolves. Other respondents indicated that finding the right interlocutor in Saint Lucia was difficult and they felt like there was a lack of interest for their contribution or a “misalignment of mindsets”. Diaspora engagement is lacking structure to be attractive to these respondents. Finally, a handful of respondents have mentioned their age and their lack of interest.

Here are some of the reasons why respondents want to engage with Saint Lucia:

- to be part of the country’s future
- to be more aware of what is going on
- to be able to engage individually without going through family channels in Saint Lucia
- to give back and help the next generation/work with youth
- to (re)connect back to their roots
- to do more
- to spend more time in Saint Lucia
- to move back

and because they:

- are interested in the development and growth of the country
- believe in skills transfer
- think it is the right thing to do

The reasons why they have not yet engaged is the lack of structure/ rules in place, the lack of information on where to start, who to turn to or support and what is required to engage.

We will delve deeper into the profile of the group that is the most likely to be mobilized quickly, the ones that have already engaged and do want to engage in the future. (See Infographic)

CONCLUSION

The result of this survey provides an excellent starting point from which to explore the skills, potential and interests of the Saint Lucian Diaspora in the United Kingdom which can be used not only for the Government of Saint Lucia's evidence-based decision making and programming, but also as a means for the wider community, both in the UK and more broadly, to base engagement around. Though respondents make up a non-representative sample, it nonetheless highlights opportunities for further research and the potential for replication of the methodology used for this pilot. It also allows for key areas of development to be explored, considering the responses collected.

The research showed that the respondents are rarely participating in diaspora events, members of diaspora organisations or connecting with the home country in a structured matter. The lack of effective communication structures and channels remains one of the major challenges for the diaspora to engage with the home country. In some cases, this has resulted in a loss of faith in the ability of the authorities to meet the needs of the diaspora. A solution to this challenge includes the development of a virtual, user-friendly platform (a one-stop shop) which hosts all information necessary for effective diaspora engagement, including fundamental information on travel, investment, citizenship and heritage, job opportunities, social enterprise, and charity needs.

Despite the necessity for better communication channels, the results are very encouraging as they show a high interest when it comes to skills transfer (61%) and relocation to work (41%) in Saint Lucia. According to one respondent, *"the time to tap into the skills of the diaspora is now"* to ensure we do not *"lose out in the global race to utilise the talents of the highly skilled, if no plan is instituted to tap into those of Saint Lucian heritage"*. This is a powerful reminder that members of the diaspora have a lot to offer in terms of skills and expertise, and are willing to do so, if tapped into successfully. Additionally, 52% of respondents are interested in joining a skills registry developed by the Saint Lucian government, should it become available.

The profile of the diaspora is also interesting as it matches the sectors of interests presented by the DAO during the needs assessment workshop. These sectors are human and social services including health, housing, social justice, national security, education and skills development, social development, finance and information. The research showed that the main sectors of activity of the diaspora are human health and social services, education and services including a high proportion of finance related jobs. Moreover, the armed forces also represent an important segment of the respondents.

Besides skills transfers and working in Saint Lucia, which are the focus of this research, respondents have also expressed their interest in engaging with Saint Lucia through other means.

First, the diaspora is interested in having access to clear information on doing business and investing in Saint Lucia. Calls for clear and easy procedures for money and good transfer, including preferential custom taxes rates have been made.

Then, in spite of respondents having low membership in diaspora organisations there was high interest in engagement with local charities, volunteering opportunities and knowing how diaspora organisations contribute to social development in Saint Lucia. A move to greater transparency in transactions between civil society actors and organisation, may provide the incentive required to boost engagement.

Cultural heritage and connections with home featured strongly, with elements such as language, history and national celebrations cited as avenues for greater engagement. It shows a deep-seated bond which links those living in the diaspora to home. This bond has been clearly shown in the study as 30% of respondents are consulting information on Saint Lucia at least several times a week and 66% of respondents travel back home at least every two or three years. Respondents showed interest to support the enhancing of traditional elements of Saint Lucian life including Kwéyòl language and Quadrille tuition, not only in well represented areas like Greater London but further afield in Northwest England, Scotland, Wales and Northern Ireland.

Though the majority of respondents felt a sense of national pride and obligation to contribute to the home country's development, a few members of the diaspora highlighted the need for incentives for engagement, as their expertise would be used. This included in-kind offerings of accommodation and the recognition of their and the wider diaspora community's skills and talents by the GOSL and fellow islanders. Recognizing the potential and achievements of the diaspora is an important step towards enhanced engagement.

RECOMMENDATIONS

1. Project results dissemination in accordance with the considerations set out during the project outreach is key to maintaining trust. This includes ensuring the results are presented to all participants (251) who specifically requested it as well as to all Saint Lucians resident in the home country and the wider diaspora membership, including those in other diplomatic missions.
2. Review and improve the diaspora skills profiling methodology for replication of the skills mapping process across the global Saint Lucian diaspora. This includes reviewing impact of anonymity of data, the need for specific surveys to target key priority skills and higher levels of governmental and wider societal engagement to enhance reach and connection within the diaspora.
3. Begin tangible exploration of skills transfer programmes linked to key government priorities and available skills highlighted across the diaspora. It is very important to include the private sector in the discussion, as they will play a key role in the potential hiring of experts from the diaspora. We suggest that the discussion on the creation of skills transfer programmes should move from the institutional to the practical level, in order to take into account as much as possible the realities and needs of the labor market.
4. Qualitative analyses (based on individual interviews to be held as a follow up to this study) could be conducted to complement the information collected in this quantitative survey covering more specific areas or themes (on trade groups, on the satisfaction or expectations of the diaspora, etc.).
5. Strengthen communication channels on opportunities and means to engage for the development of Saint Lucia. To do so, we suggest the creation of a “one-stop-shop” or similar mechanism allowing for clear communication and information channels with the diaspora. This “one-stop-shop” could be hosted on the webpage of the DAO and include information related to work or short-term expertise opportunities, business and investment opportunities, information on vetted civil society organizations and other relevant administrative issues (such as citizenship, taxes, customs...).
6. Develop practical strategies to better connect the diaspora across and beyond South England, including better dissemination of information and networking opportunities. We suggest developing mechanisms through which the diaspora can be of greater value to itself. This can include supporting the professionalization of diaspora organisations in the UK. Stronger diaspora organisations can help alleviate the current ad-hoc approach to diaspora engagement with Saint Lucia and act as liaison point between the DAO, the HCSLU and the diaspora in the UK.
7. Develop practical strategies to better connect the diaspora to people in the home country to build strong ties between generations. Specific programmes aimed at young people in the diaspora could be set up, including for example, Kwéyòl courses, summer camps to learn about the history and culture of Saint Lucia, and youth ambassador programmes for young diaspora members to promote Saint Lucian culture in their countries of residence.

THE ENGAGED DIASPORA THAT WANT TO DO MORE...



HOW TO CONTACT THEM?

Top sites web



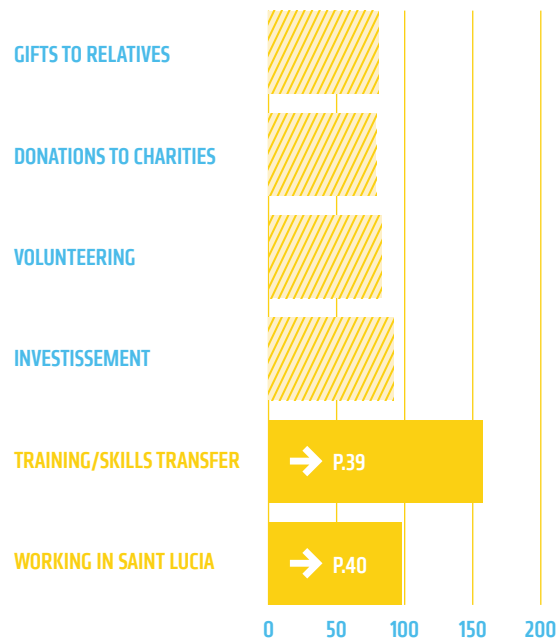
MBC DAILY ONLINE NEWS

Main Facebook groups and pages

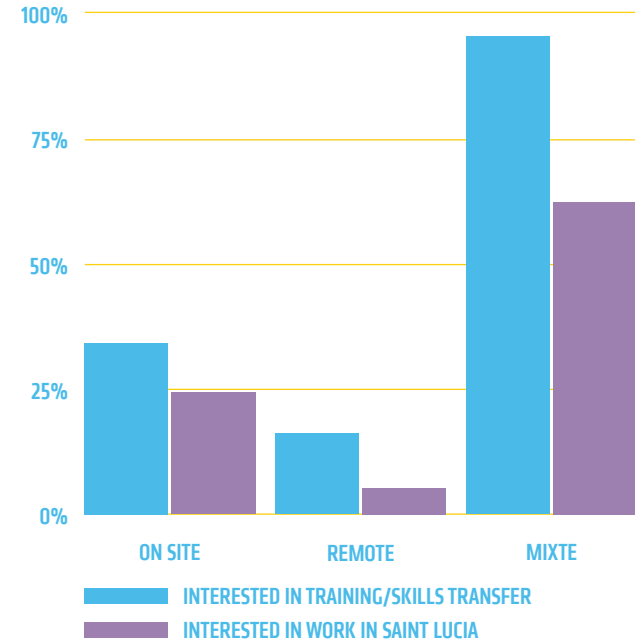


| | |
|---------------------------------------|---------|
| Saint Lucia News Online | 202,000 |
| MBC | 68,000 |
| Saint Lucia government | 58,000 |
| HTS news | 52,000 |
| Loop | 25,000 |
| SLAP | 22,500 |
| Saint Lucians out of Saint Lucia | 8,500 |
| British Saint Lucian community | 2,900 |
| British Saint Lucians | 2,900 |
| Unity of UK Saint Lucian Associations | 723 |
| Saint Lucian High Commission | 580 |

WHAT TYPE OF ENGAGEMENT ARE THEY INTERESTED IN?



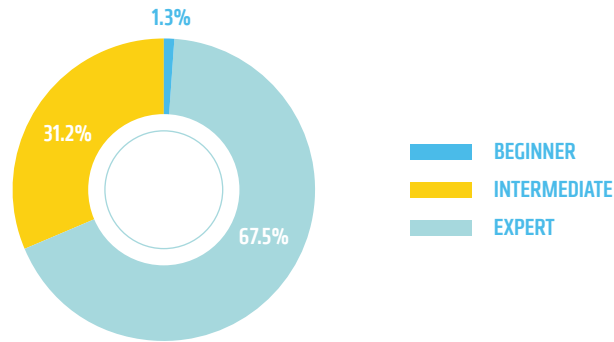
HOW DO THEY WANT TO ENGAGE?



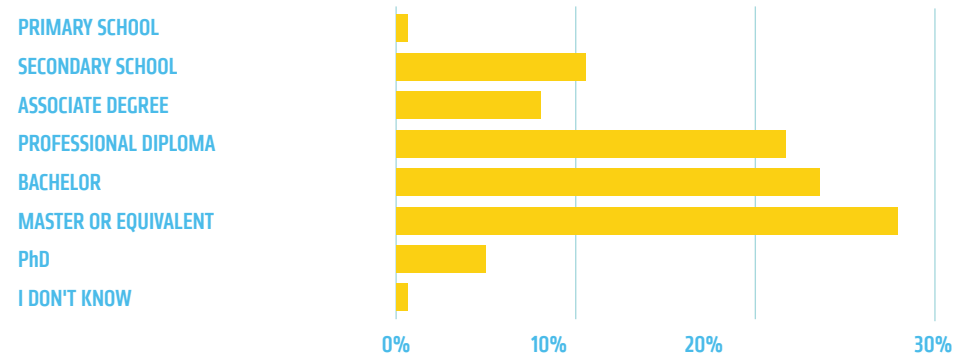
A SKILLS PROFILE

DIASPORA INTERESTED IN TRAINING AND SKILLS TRANSFER

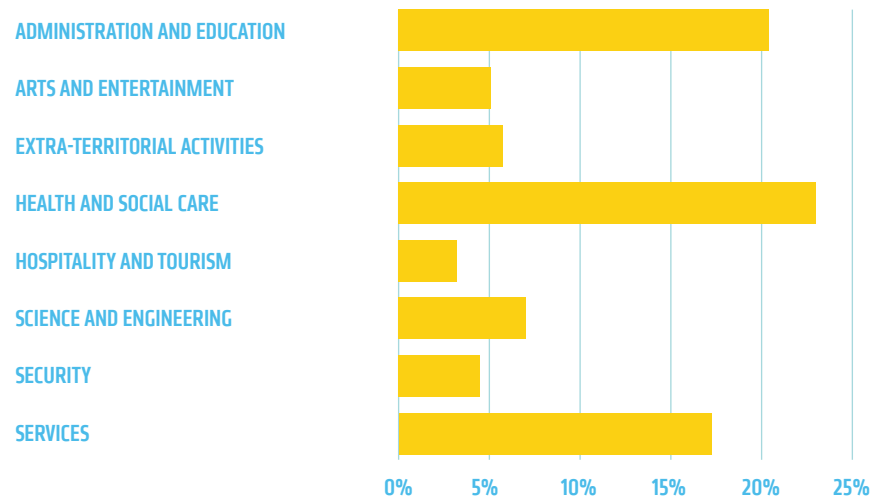
WHAT IS THEIR LEVEL OF EXPERTISE ?



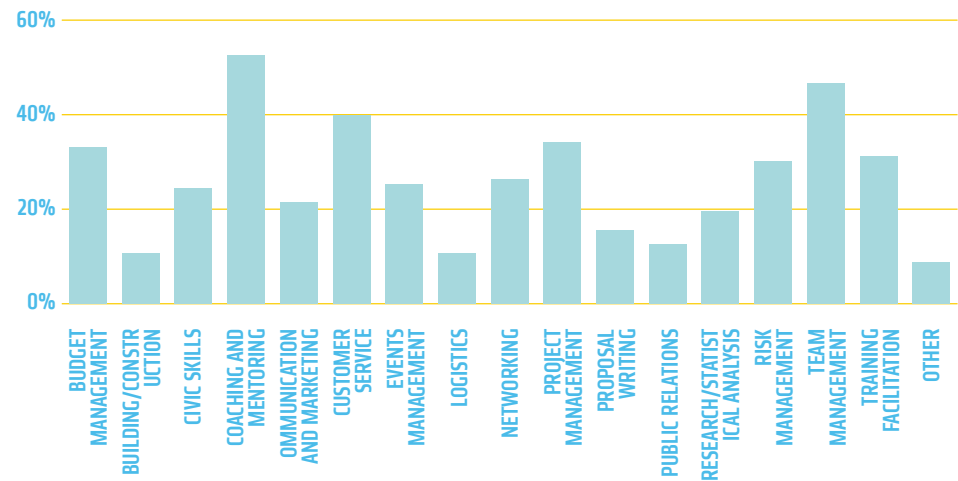
WHAT IS THEIR EDUCATION LEVEL?



WHAT SECTORS DO THEY MAINLY WORK IN?



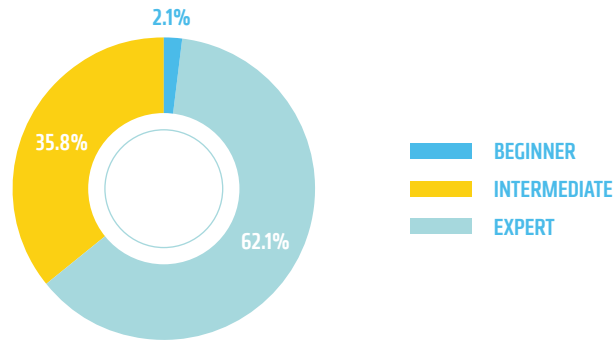
WHAT ARE THEIR COMPETENCES?



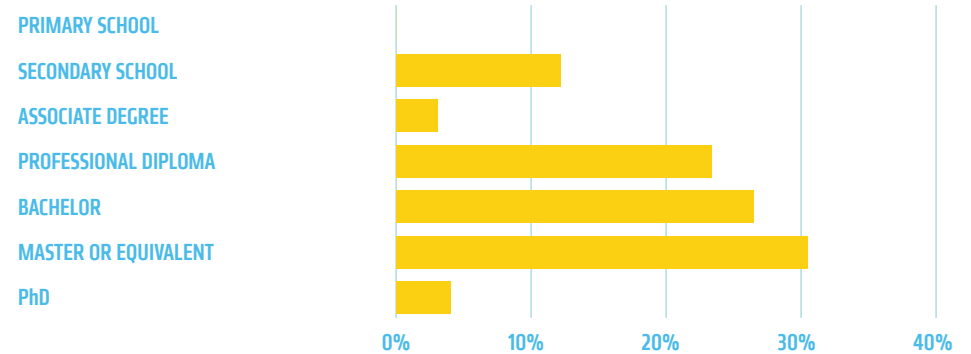
A SKILLS PROFILE

DIASPORA INTERESTED IN WORKING IN SAINT LUCIA

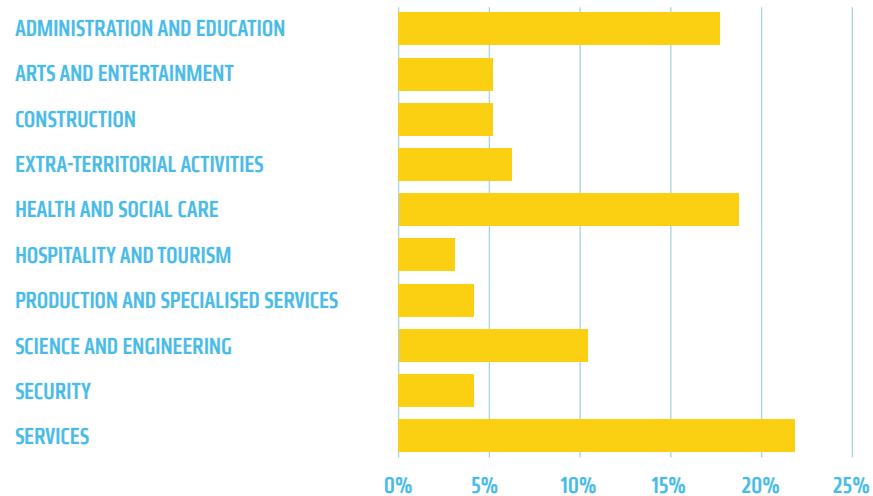
WHAT IS THEIR LEVEL OF EXPERTISE?



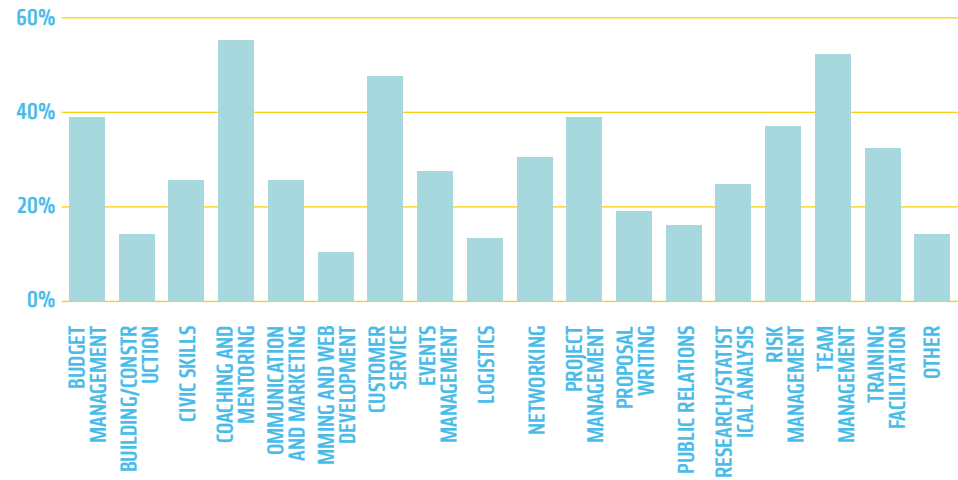
WHAT IS THEIR EDUCATION LEVEL?



WHAT SECTORS DO THEY MAINLY WORK IN?



WHAT ARE THEIR COMPETENCES?



A SKILLS PROFILE



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