

Jamaica

Guiding Questions

Panel 1

YES - there is a process of decentralization of the PES in Jamaica. The service is available island wide at the offices of Ministry of Labour & Social Security (MLSS).

PES addresses the needs of the productive environment by:

- Providing a website (www.lmis-ele.org.jm) from which labour market information can be obtained.
- Facilitating a job matching system between employers and job seekers
- Participating in job fairs and other career related initiatives eg. providing informing on labour market services which are available. These include resume writing, job search techniques, interviewing techniques and employability skills.
- Partnering with HEART/Trust NTA, a skills training institution
- Providing linkages to other stakeholders

YES there are strategies /initiatives to achieve closer ties with employers. These include:

- Using Employer Service Representatives to solicit jobs.
- Informing employers of the Labour Market Information System (LMIS) and in particular the Electronic Labour Exchange Department (ELE) that is an Internet based job-matching system.
- Selecting and short-listing persons to fill employers' vacant positions
- Permitting employers to advertise vacant positions on the ELE website at no financial cost to them.

Effective collaborative relations with employers can be achieved by promoting

Joint initiatives such as:

- Presentations where employers can inform jobseekers and students of specific changes, challenges and needs in the workplace.
- Promoting job shadowing with the view to exposing persons to occupational skills.

Panel 2

Presently, job counselling takes place only in the Kingston office. Plans are afoot to expand this service to all the Ministry's locations.

HEART Trust/NTA also provides vocational counselling to the Kingston registrants once per month. The exposure informs as well as allows a wider cross-section of persons to enroll in various skills programmes offered at the institution.

The PES also refers jobseekers to other training institutions that also conduct job counselling. The National Youth Service is one such institution.

In Jamaica job counselling usually precedes job placement. Follow – up is done via the telephone.

Yes, there is a strong relationship between the LMIS and the PES.

Existing Observatory:

- **The Tripartite Labour Market Information and Labour Exchange Advisory Commission.** This is a multi-agency group responsible for enabling the development of a consistent and sustainable national policy for collecting, processing and disseminating labour market information. The commission reports to MLSS and mainly plays an advisory role.
- **Labour Market Information Technical Advisory Committee (LMITAC).** This committee provides technical advice to the Tripartite Labour Market Information and Labour Exchange Advisory Commission on all matters in relation to the function of the LMIS.

Yes, the work of the PES is receiving feedback from the observatories. This takes place in the form of quarterly meeting from which emerged decisions such as the enhancement of the LMIS (work in progress). The objective is to improve customer service by adding features, and functionalities as well as a skills bank.

Panel 3

The PES engages in a number of initiatives to assist in removing the barrier to employment for some vulnerable group (children, the elderly and incapacitated).

The Steps to Work opportunities fair, an initiative of the **Programme of Advancement Through Health and Education** (PATH a department of MLSS) established to address the needs of persons found below the poverty line.

-**Special Youth Employment And Training Project (SYEAT)** a short-term labour market intervention established to promote youth employment, skills training and development.

Discrimination in this regard is not applicable in Jamaica. Generally job seekers do not experience discrimination due to gender, race, ethnicity, or migration status.

If persons require basic training, this is dealt with by recommending them to remedial and continuous education provided by Jamaica Foundation for Lifelong Learning or other LMIS initiatives.