

# AGENDA

**Introduction**

**Welcome and opening remarks**

**Planning, Monitoring and Research Unit Presentation**

**Historical background of the LMIS**

**Objectives of the LMIS**

**Types of labour market information**

**Challenges of the LMIS**

**Q&A**

**Electronic Labour Exchange Presentation**

**Our vision**

**Service offerings**

**Strategic partnerships**

**Current situation**

**Strategies to achieve objectives**

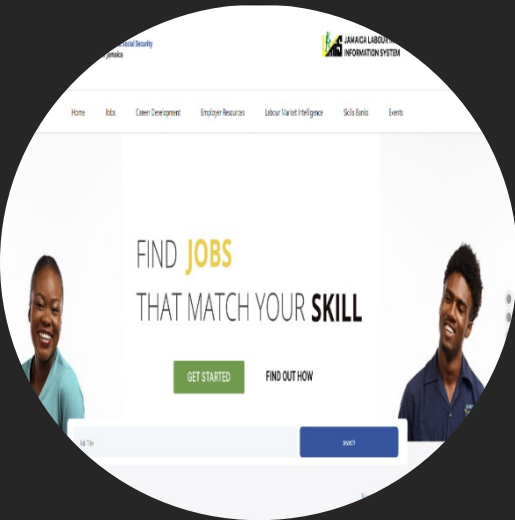
**Q&A**

**Open discussion-St. Kitts**

**Closing remarks-OAS**

**Next steps closing remarks-Jamaica**

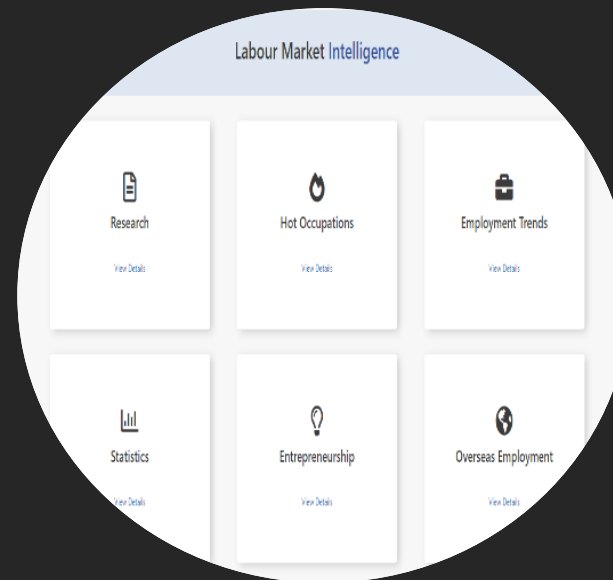
# PURPOSE OF PRESENTATION



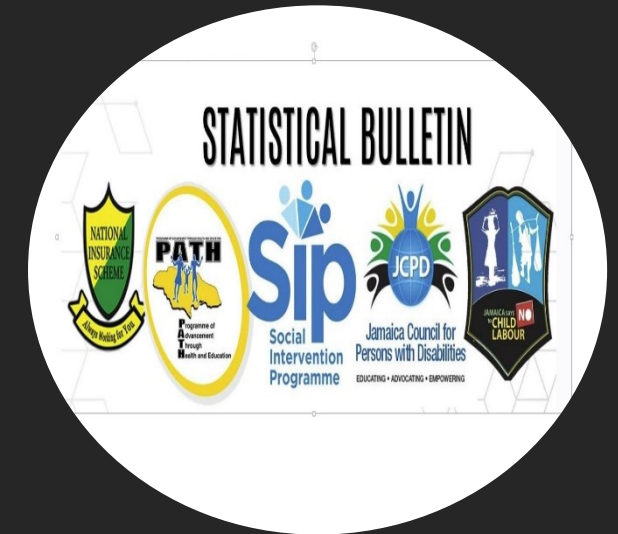
**HISTORICAL  
BACKGROUND OF LMIS**



**OBJECTIVES AND  
SCOPE OF THE LMIS**



**TYPES OF LABOUR  
MARKET INFORMATION**



**CHALLENGES**

01

**HISTORICAL  
BACKGROUND**



## **LMIS HISTORICAL BACKGROUND**

**In the 1990s, attention was placed on trends and events in the labour market to provide information on labour market outcomes.**

**The GOJ was engaged in labour market reform in the 1990s to improve labour market performance.**

**The recommendations for the reform included a review of labour legislation and labour administration processes as well as the establishment of a Labour Market Information System (LMIS) to improve exchange of information in the labour market.**



**Cont'd**

**LMIS HISTORICAL BACKGROUND**

**LMIS WORKING GROUP**

A working group was established in 1993 by the Planning Institute of Jamaica (PIOJ) to establish a Labour Market Information System (LMIS) for Jamaica.

The LMIS was to be designed to foster free exchange of data and information between stakeholder organizations and institutions and promote greater access to labour market information by users.

Members of the working group comprised public and private organizations involved in facilitating the demand for and the supply of labour in Jamaica.

# LMI Stakeholder Organizations

The Ministry of Labour and Social Security

Planning Institute of Jamaica (PIOJ)

Statistical Institute of Jamaica (STATIN)

The Ministry of Education and Youth

Private sector bodies including recruitment agencies

HEART/ NSTA Trust

University of Technology

University of the West Indies

Jamaica Employers' Federation

Jamaica Confederation of Trade Unions



# Role of US Department of Labour Intervention



**In 2000, a proposal was submitted by the GOJ to the US Department of Labour Statistics (USDOL) for the development of the LMIS and the Electronic Labour Exchange (ELE).**



**This formed part of a regional project for USDOL to provide technical assistance in training and equipment as well as limited financing.**



**The USDOL intervention resulted in a widening of the original initiative to include the ELE component of the LMIS.**



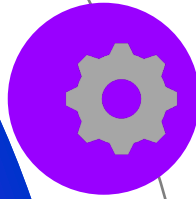
**With the intervention of the USDOL, there was a shift in the responsibility of the LMIS from PIOJ to MLSS, hence a tripartite commission was formed in 2000 which was housed in the MLSS.**

# 02

## **OBJECTIVES AND SCOPE OF THE LMIS**



# WHAT IS THE LMIS?



**The LMIS is a mechanism through which quantitative and qualitative information on trends in the demand and supply of labour and other market phenomena are collected, stored, analysed and disseminated.**



**It is a tool for manpower management with the ability to facilitate policy and decision making towards the operation of a modern and efficient economy.**



**Provides a one stop data and information source and job search and placement facility (Electronic Labour Exchange (ELE)).**

## OBJECTIVES OF THE LMIS



**Labour market information for students, guidance and career counsellors, planners, policy makers, curriculum developers etc.;**

**Employment opportunities by jobseekers; and**

**A skilled and competent work force by employers/ investors.**

# HOW IS THIS ACHIEVED?



**Provision of labour market information on employment opportunities in terms of the type of occupations and skills in demand**



**A job placement facility, namely the ELE which matches skills required by employers with those of**

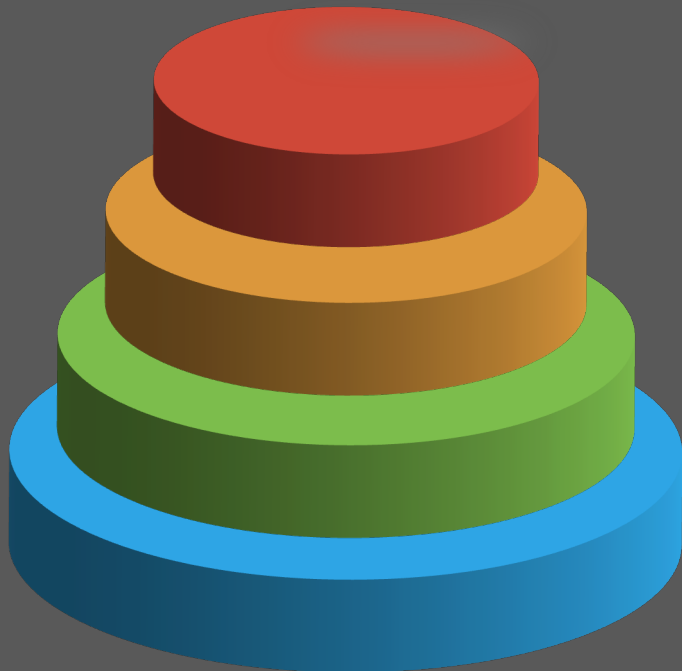


**A skills bank which is a database of certified skills in Jamaica.**



**Career Development services which include workshops for jobseekers and students where information on labour are disseminated.**

# LMIS SCOPE



**Policy and Planning decisions:** Guides GOJ to design effective labour market policies and programmes such as job training initiatives and work force development strategies. It also assists in resource allocation to divert funds in areas of skill shortages and other needs.

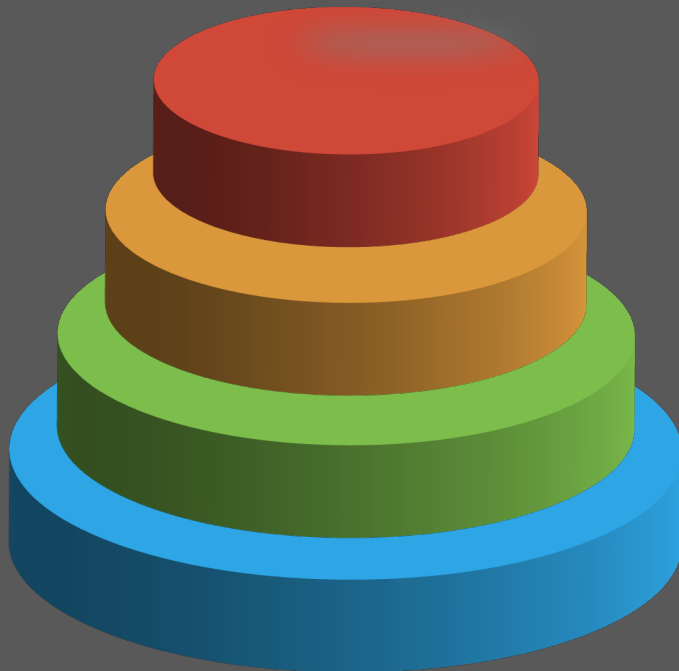


**Curriculum development:** Assists educators to design training programmes for current and future workforce needs.



**Career counselling:** Guides students in knowing future jobs and requirements to aid realistic career decisions.

# LMIS SCOPE Cont'd



**Job development and placement:** Identifies the growing industries.



**Job search activities:** Provides information on job openings and job search techniques to assist job seekers identify employers and industries in which their skills are in demand.



**Productivity:** Timely and relevant labour market information leads to efficient job matching, career development etc. and ultimately higher productivity levels and growth in the economy.

# 03

## **TYPES OF LABOUR MARKET INFORMATION**

# Labour Market Information Sources



**LMIS data sources-MDAs- STATIN, PIOJ, HEART/NSTA Trust, education and training institutions, private sector organizations, trade unions, international bodies-ILO, newspapers, research papers.**

**The PRMU is responsible for the collection, processing, compilation and dissemination of labour market information on behalf of the MLSS.**

**The Unit also has the responsibility for updating the Labour Market Information System (LMIS) with accurate, relevant and timely labour market information.**

## **The Influence of Data Utilization**



**The implementation of Flexible work arrangements**

**Drafting of the National Policy on Child Labour**

**Implementation of social protection programmes for self-development**

**Work permit data to identify gaps in the local labour market**

**Research on employment opportunities in Jamaica**





# Labour Market Study

The Demand for and Supply of Skills in Jamaica



Ministry of Labour and Social Security

# **LABOUR MARKET TRENDS AND PROSPECTS FOR EMPLOYMENT OPPORTUNITIES IN JAMAICA**

**VOLUME 3**



MINISTRY OF LABOUR AND  
SOCIAL SECURITY

STATISTICAL BULLETIN  
2021

04

**CHALLENGES**

# LMI CHALLENGES

1

## **Timely Delivery of Labour Market Information**

Lack of human resources and technical capabilities: The National Labour Market Survey (NLMS) is planned biennially, but last completed in 2017. Lengthy delays due to a lack of trust by the respondents.

2

## **Business Intelligence Tools**

For e.g., LMI could be presented by geographic regions in order to enhance job search and information for career development.

3

## **Data Management Software**

The PRMU relies on job postings within the local newspaper as a source of LMI. Compilation of job vacancies is carried out manually, hence the need for more modern and efficient methods of data collection.

4

## **Limited LMI for Sub-group analysis**

Data provided from the quarterly Labour Force Survey is disaggregated at the industry and occupational groupings. Limitation with data disaggregated for specific jobs, new jobs and geographic region (parish). Hence, there is difficulty to identify trends within the labour market specific to industries, occupational groups, jobs, geographic regions.

5

## **Limited partnerships with stakeholders to supply LMI**

Greater collaboration needed with private and public sector interests to provide labour demand data. Greater willingness needed within the private sector to share information on job offerings, competencies required, salary data etc.

THANK

YOU