

**RIAL/OAS BILATERAL COOPERATION BETWEEN THE MINISTRY OF LABOUR OF TRINIDAD AND TOBAGO AND THE MINISTRY OF LABOUR AND SOCIAL SECURITY OF JAMAICA ON LABOR MARKET INFORMATION SYSTEM**

**Coordination meeting:** April 25, 2025

**First session:**  May 16, 2025

**Second Session:**  July 25, 2025

**Third session:** September 19, 2025

**Fourth session:** November 21, 2025

All information on this cooperation is available here: <https://www.rialnet.org/?q=en/TT_JM_LMIS>

(Version: August 5 – Open to comments from the Ministries – This document will be updated as the exchange progresses)

**CONTENTS**

1. Overview………………………………………………………………………………………………………….. 1
2. Objectives and product…………………………………………………………………………………..… 2
3. Methodology.………………………………………………………………………………………..……….... 2
4. Cooperation sessions—proposed contents and agendas.……………………………….… 2
5. Participants………………………………………………………………………………………..………….….. 6
6. **OVERVIEW:**

The Bilateral Cooperation Activity between the Ministry of Labour of **Trinidad and Tobago** and the Ministry of Labour and Social Security of **Jamaica** on **Labor Market Information System** (LMIS) was selected in the framework of the 18th Call of the Inter-American Network for Labor Administration (RIAL) of the Organization of American States (OAS) in April 2025, to be carried out virtually.

The RIAL, coordinated by the OAS, seeks to strengthen the institutional and human capacities of the Ministries of Labor of the Americas through cooperation and technical assistance among them. More information at: <https://rialnet.org>

1. **OBJECTIVES AND PRODUCT**
* **General objective** (as stated in the proposal):To learn about the Jamaican experience with developing its Labour Market Information System, with the goal of developing structures and procedures that will advance the LMIS of Trinidad and Tobago.
* **Specific objective:** To be apprised of the procedures, institutional arrangements and resource requirements required to fully establish a LMIS with the goal of developing a comprehensive roadmap for the further development of Trinidad and Tobago’s LMIS.
* **Final product:** A comprehensive workplan with achievable deliverables for the implementation of the LMIS in Trinidad and Tobago
1. **METHODOLOGY**

The virtual exchange will be carried out following the methodology defined by the RIAL/OAS and discussed at the coordination meeting.

1. Coordination meeting to define contents: Was held on April 25 with the participation of both Ministries and the OAS, with the objective of meeting the participating teams, and defining preliminary contents and dates of cooperation sessions, based on the expectations and interests of Trinidad and Tobago and strengths from the experience of Jamaica. The final product of the cooperation was also discussed and agreed upon. Further details about this meeting’s contents are provided below.
2. Exchange of documents and information: Both entities will exchange the information they consider pertinent to meet the objectives of the cooperation prior to the first session and throughout the cooperation. The OAS will make this information available to delegations on the [cooperation website](https://rialnet.org/?q=en/TT_JM_LMIS).
3. Cooperation sessions: Four (4) virtual cooperation sessions will be held, with a duration of 2 to 3 hours, this could be modified during the exchange. The "Teams” platform of the OAS Department of Human Development, Education, and Employment will be used.
4. Preparation of the final product: Throughout the cooperation sessions, the Ministry of Labour of Trinidad and Tobago will be working on the product, which will receive feedback from Jamaica.
5. **COOPERATION SESSIONS — CONTENTS AND AGENDAS - (Please feel free to adjust or complement contents below)**

In the coordination meeting held on April 25, the dates and preliminary contents for the cooperation sessions were agreed upon. The Ministry of Labour of Trinidad and Tobago delivered an introductory presentation on the development of their LMIS, highlighting the key milestones achieved in alignment with the ILO roadmap, the challenges and gaps identified, and the expected final product of the cooperation. The Ministry of Labour and Social Security of Jamaica also presented an overview of their LMIS, which includes the Electronic Labour Exchange (ELE, which was briefly showcased) and the Labour Market Information System, the latter will likely be the focus of this cooperation. They underlined the positive impact of the system on improving access to labour market information for employers, jobseekers, and workers, contributing to greater inclusiveness.

1. **FIRST SESSION — May 16, 2025:** In the first session, the MLSS of Jamaica delivered an in-depth presentation on its LMIS, covering procedures, institutional arrangements, and the resources required to fully establish the system. An overview of the Social Protection for Increased Resilience Opportunity (SPIRO) Project was also provided as part of the explanation of planned future improvements to the LMIS:
* The Planning, Research and Monitoring Unit (PRMU) presented the LMIS, launched in 2022, as a centralized system for collecting, analyzing, and sharing labour market intelligence. It functions as a centralized mechanism to store and interpret both quantitative and qualitative labour market data. It is designed to inform policy decisions, guide education and training efforts, and support jobseekers and employers in making informed decisions that align national workforce capabilities with economic demands.
* The PRMU, which leads this work, is responsible for strategic planning, programme evaluation, and data collection within the Ministry. Labour market information is drawn from both internal administrative sources, such as job postings, permits, inspections, and employment programme data; and external sources, including STATIN, PIOJ, academic institutions, and international organizations such as the ILO and RIAL newsletters, among others. The LMIS supports various functions, including curriculum development, career counseling, job development and placement, and broader efforts to enhance economic productivity.
* The presentation also addressed key challenges in producing timely and granular labour market intelligence. These include timeliness, technical limitations, manual data management, lack of disaggregated data, and limited partnerships. These gaps affect the system’s ability to inform local-level planning and respond to emerging trends in employment and skills demand.
* To address these challenges, the Government of Jamaica is currently developing a Labour Market Data Collection and Analysis Strategy under the broader SPIRO Project, which is supported by the World Bank and still under development. This initiative is structured around three main components: (i) enhanced resilience through unemployment insurance, (ii) increased opportunity through integrated employment services, and (iii) strengthened systems and institutional capacity to support resilience.
* As part of this effort, planned activities include the creation of a Critical Occupations List, an Occupational Employment and Vacancy Survey, a Skills and Tasks Survey, and the use of real-time job posting analytics. These initiatives aim to modernize and expand the LMIS, with a particular focus on integrating demand-side data and strengthening partnerships with key stakeholders to enhance the quality and reach of labour market intelligence.
* In this context, the MLSS explained the design of a new employment services model, grounded in a digital-first approach. The model envisions a unified online platform for jobseekers, employers, and institutional referrals, complemented by AI-powered chatbots. Plans also include piloting Employment Offices with cross-functional teams, deploying mobile digitally equipped buses to underserved areas, and establishing referral mechanisms based on memoranda of understanding with other institutions.
* The presentation also addressed the technical infrastructure envisioned for the new LMIS. Jamaica is preparing to adopt a cloud-based, off-the-shelf (software-as-a-service) solution to ensure scalability, speed of implementation, and modular upgrades. Among the planned features are automatic resume and job pairing, 24/7 AI-driven job matching, mobile-first compatibility (3G–5G), role-based access, multifactor authentication, and compliance with international data protection and privacy standards (such as GDPR, ISO 27001).
* Following both presentations, the MOL of Trinidad and Tobago raised several questions regarding the role of different institutions in data collection, and how demand-side data will be incorporated moving forward; as well as the integration of employment services, the role of AI in job matching, data protection, inter-institutional coordination, and system sustainability, among others. These questions were addressed during the session, allowing both teams to exchange practical insights and reflect on shared challenges.

***Between the first and second sessions****: After the 1st session, the MOL of Trinidad and Tobago reviewed the content of the second session and sent, in writing, a list of questions they would like Jamaica to address during the 2nd session. The MLSS of Jamaica answered the questions and fine-tuned the session content accordingly (as outlined below). Both the questions and Jamaica’s responses are available on* [*the cooperation website*](https://rialnet.org/?q=en/TT_JM_LMIS)*.*

1. **SECOND SESSION — July 25, 2025:** The second session, led by the MLSS of Jamaica, covered the following topics:
* The first part of the session focused on a presentation of the **Integrated Labour Market Information System (ILMS)** currently being developed under the SPIRO Project. The presentation was led by Trond Olesen, technology expert and consultant for the project, and began with an assessment of the existing LMIS in Jamaica, which, while having served an initial role in centralizing information, was identified as limited in its current capacity to meet evolving labor market needs. Challenges highlighted included the absence of automated job matching, limited real-time data capabilities, and a lack of integration with key labor market stakeholders. Given its underlying architecture and functional constraints, it was concluded that a full-scale upgrade would not be technically or economically viable, reinforcing the need to develop a new, modernized ILMS.
* The proposed ILMS is envisioned around three core components: an AI-powered job matching system with real-time, multilingual, and skills-based matching; a labor market information module integrating internal and external data for real-time analytics, trend analysis, and forecasting; and a cloud-based infrastructure ensuring accessibility, scalability, and compliance with international standards on data protection, cybersecurity, and digital inclusion. Given the technical complexity and high resource demands of building such a system internally, the presentation recommended adopting a configurable, off-the-shelf Software-as-a-Service (SaaS) model as a cost-effective, lower-risk, and sustainable solution that enables institutions to focus on core service delivery while leveraging specialized external expertise.
* The second part of the session focused on **stakeholder engagement and the signing of Memorandum of Understanding (MOUs).** The MLSS, through its Planning, Research and Monitoring Unit, outlined how these MOUs support labour market information sharing and alignment between education, training, and workforce demands. Key MOUs include those signed with HEART/NSTA Trust to enhance training and publish a biennial labour market study and with different universities for LMI dissemination and student engagement. The Ministry also partnered with the Jamaica Library Service to expand public access to LMI by leveraging library infrastructure and internet access points across the country.
* The MLSS described partnerships with NGOs, chambers of commerce, hotel associations, and digital training initiatives to reach vulnerable and at-risk populations. These MOUs have supported job fairs, case management, and skill-based matching with employers, particularly in rural areas and the inner city. The Ministry also emphasized the value of revising and expanding MOUs to reflect evolving needs, strengthen collaboration with other public agencies, and enhance the overall reach of labour market programs. As noted by the MLSS team, these agreements have not only clarified institutional roles but also enabled greater efficiency, particularly in contexts where financial resources are limited.
* The final part of the session, initially intended as a designated segment to address the [questions submitted in advance](https://rialnet.org/sites/default/files/%28Material%20from%20Jamaica%29%20Answers%20to%20questions%20from%20the%20MOL%20of%20TT.docx) by the Ministry of Labour of Trinidad and Tobago, evolved into an **interactive exchange integrated throughout the meeting**. Trinidad and Tobago raised questions on implementation timelines, system integration, alignment with international standards, and examples of off-the-shelf ILMS solutions, which were addressed by Jamaica during the session.

***Between the second and third sessions:***

* Trinidad and Tobago will start developing the **final product**: A comprehensive workplan with achievable deliverables for the implementation of the LMIS in Trinidad and Tobago
* ***By September 1st, at the latest*:** Trinidad and Tobago will send the preliminary version of the Workplan and send questions regarding pending information or issues (if certain information voids are identified during the drafting).
1. **THIRD SESSION — September 19, 2025:** In the third session, Trinidad and Tobago will present the first draft of the workplan. Jamaica will provide feedback and respond to the questions posed by Trinidad and Tobago.

***Between the third and fourth sessions:*** *Trinidad and Tobago will develop a new (final, if possible) version of the workplan based on the comments provided by Jamaica, and will send any remaining questions.*

1. **FOURTH SESSION –** **November 21, 2025**: In the fourth and final session, Trinidad and Tobago will present the finalized workplan, including proposed next steps. Jamaica will provide final feedback and respond to any outstanding questions.
2. **PARTICIPANTS**

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**ORGANIZATION OF AMERICAN STATES**

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