

**MINISTRY OF LABOUR, GRENADA FINAL REPORT**

***STUDY TOUR***

***MINISTRY OF LABOUR AND SOCIAL SECURITY – JAMAICA***

**Date:** 28th October, 2016

**Presented to:**

**Ms. Maria Claudia Camacho**

Chief, Labour & Employment Section

Department of Social Inclusion, SEDI

Organization of American States (OAS)

**Ms. Lorena Hillon**

Labour & Employment Section

Department of Human Development, Education & Employment

Executive Secretariat for Integral Development,

Organization of American States (OAS)

**Mrs. Marilyn Austin-Cadore**

Permanent Secretary

Ministry of Labour, Grenada

**Mr. Cyrus Griffith**

Labour Commissioner

Ministry of Labour, Grenada

**From:**

**Mrs. Elizabeth Cyrus, Mr. Michael Horsford and Ms. Brenda Bain**

Participants (Grenada’s Delegation)

Ministry of Labour – Grenada

**Date :** September 26-30, 2016

**Venue :** Ministry of Labour & Social Security, Jamaica

**Purpose :** The general objective of this Study Tour is to gain hands on training that contribute to expanded employment creation, increased remittances and socio- economic development.

The specific objectives of this Study Tour were to:-

* Better management of the labour market information
* Understand strategies used by Jamaica in the implementation of the LMIS
* Gain understanding of the functioning of the LMIS and
* Obtain skills in analyzing labour market information

**Participants :** Mrs. Elizabeth Cyrus Senior Labour Officer

Mr. Michael Horsford Labour Officer

Ms. Brenda Bain Planning Officer

**1. BRIEF DESCRIPTION OF ACTIVITY**

Grenada’s team was met at the Norman Manley International Airport by a representative of the Ministry of Labour and Social Security Jamaica Mrs. McKenzie-Mair. Through Ministry of Foreign Affairs courtesies were extended to the Grenadian Delegates who were then transported to the Knutsford Court Hotel.

**Day 1**

The Grenadian Delegation was transported to the OAS Office where per diems were collected. The Delegation was then transported to the Ministry of Labour where Mr. Damion Cox, Chief Technical Director welcomed the delegation which was followed by introductions from Grenada and Jamaica.

Mrs. Elizabeth Cyrus made the initial presentation on Grenada’s expectation of the Study Tour. She applauded the Government of Jamaica for accepting the Grenadian Team on this Study Tour and willingness to assist with theoretical guidance on the LMIS. She further stressed the hope that the Ministry of Labour Grenada will benefit from the experience gained in implementing an effective LMIS.

Mr. Michael Horsford proceeded to present on the Overview of Grenada’s LMIS. Mr. Horsford conveyed Grenada’s physical and human resource limitations. He also spoke about training received and plans for future collaboration with CARICOM.

The following presentations were made by the Jamaican Officers:-

* Mrs. Andrea Patterson-Morris – Director of Corporate Planning
* Mr. Lyndon Ford – Labour Component Co-ordinator
* Mrs. Simone Mc Kenzie-Mair – Director of Research & Analyst
* Mr. Kenardo Phillips

Mrs. Paterson-Morris gave an overview of LMIS Jamaica. She walked us through the Jamaican website and spoke of their challenges and how they overcame their challenges. She explained that she and her team understand the concerns that the Grenadian team shared because they were once at that juncture.

Mr. Ford walked the Grenadian Delegates through the backend of their Electronic Exchange system. In his presentation he showed the team how to carry out key functions as a contribution to the maintenance of LMIS. He further gave us a tour of the Open Office Concept and introduced us to use his words his dedicated staff.

Mrs. McKenzie Mair’s presentation was on Labour Market Intelligence focusing on their responsibilities executing studies and publishing their findings.

The final presentation focused on current trends in the Labour Market such as new industries that can be created as a result of these trends. This presentation was done by Mr. Kenardo Phillips.

**Day 2**

The Grenadian Delegates attended a LIMITAC Meeting at the Planning Institute of Jamaica the meeting focused

1) The Role of the stakeholder Partnerships in supporting and maintaining the LMIS – Presentation done by Mr. Steven Kerr. This presentation showed how key stakeholders are linked and interact.

2) Sector Study: Employment in Renewable Energy: a Focus on Solar wind Energy – Mrs. Sherene Reid-Webley. This presentation showed possible job opportunities in the Renewable Energy Sector.

During the afternoon session the Grenadian Delegation received information on STATINS data collection. The team was walked through the process from data collection to dissemination. STATINS informed of their challenges and how they overcame them.

**Day 3**

The day’s activities focused on a visit to two training institutions; Jamaican German Automotive School (JAGAS) and the Caribbean Maritime Institute.

Firstly we visited the Jamaican German Automotive School (JAGAS) where Mr. Clifton Henry and Mr. Wilbert Reid gave us a brief history of the Institution. They further informed on the Entry Requirements, Financial Assistance, and Programmes offered. The tour took us through the entire training school with special emphasis placed on the Autotronic Division.

There, the Delegates were given a live demonstration on how the computer diagnostic is done.

The second tour was at the Caribbean Maritime Institute where a brief history of the Institution which was given by Ms. Elaine Hayden-Senior Manager, Projects & Strategic Initiatives. She informed that the Institution is comprised of three (3) Divisions; The School of Academics, the School of Marine and Professional Studies and the School of Advanced Skills. They explained the different Degrees offered (6 Bachelors and 2 Masters).

She also informed the Delegation on the process of securing the FESTO Robotic Simulation Laboratory and stated that the Institute will soon be a University since it just needs Parliament’s approval. Dr. Fritz Pinnock – Executive Director of the Institution also was at the meeting and informed us as to the best practices for setting up an information system and reiterated the need to use an Open Source since it would be more cost effective in the long run. This was followed by a tour of the Institute which entailed a boat ride of the area near the Institution.

Both tours taught us how the learning institutions tailored their curriculum to satisfy the demands in the labour market.

**Day 4**

The Team visited the Abilities Foundation where Ms. Susan Hamilton gave the Team a tour of the facility. She informed that the Foundation has been in existence for twenty-four (24) years now. The main purpose of this institution is to offer training to persons who are physically challenged (blind, hearing impaired, deaf and dumb and mentally deranged). The training duration is normally two (2) years, however, if persons enter with CXC then they may be exempt for a year. The entry requirement is seventeen (17) years but individuals over seventeen years can apply as well.

The Foundation presently offers the following training:-

(1) Furniture Construction

(2) Garment Construction

(3) House Keeping

(4) Information Technology

(5) Horticulture

Ms. Hamilton further informed that the Foundation wants to venture into Cosmetology given that it is a growing industry. The success rate in terms of placement for trainees is 40% with Horticulture and Information Technology leading with the rate of 60%.

The next visit was at the St. Mary’s the Virgin Anglican Church where the team attended the Parish Awards Ceremony of the St. Andrew Senior Citizens Club who was celebrating the week of activities and theme was “Showcasing our Legacy – Promoting Intergenerational Solidarity.” A PowerPoint presentation was shown to the team highlighting the activities of the members over the year. These activities included money making ventures; such as knitting, painting, craft and other social activities such as Spelling Bee, Sports Day, Bible Quizz and recreational activities.

The final visit was at the Management Information Systems Unit of the (MLSS) with Mrs. Donnette Smith-Cameron and Ms. Lana Facey. They provided needed guidance on the implementation process of the Management Information System.

**Day 5**

The delegates met with the Ministry of Labour and Social Security Officials and Representative of the OAS Office in Jamaica – Ms. Jeanelle van Glaanen Weygel. At this meeting delegates shared their experiences of the Study Tour. Ms. Weygel informed of their expectations of the delegates.

**2. MAIN RESULTS AND FINDINGS**

The Jamaican visit was extremely revealing. Through the various visits and discussions that provided insights, members of the Grenadian delegation were able to ascertain the importance of partnerships. It was highlighted and seen that partnerships was the fabric that wove a very efficient ship. Admittedly, there exists a sound structure to support Labour Market Information System in Jamaica, but that structure is not sustainable without the partnerships.

The Grenadian team believes this particular lesson can be replicated locally. Creating a sound network with key stakeholders should be part of the genesis of the local implementation. Guided by Memorandum of Understanding, all parties would be able to effectively chart the course for successful implementation and maintenance.

**3. NEXT STEPS**

As part of the implementation plan, the Ministry of Labour would first seek to identify the key stakeholders to serve on a committee similar to LMITAC. This process is necessary to ensure that complete representation is made on the committee to capture as many views/opinions as possible. Once the stakeholders are identified, a Committee will be formed and will be able to guide the process for the implementation of the LMIS.

Also the Ministry of Labour will have to forge for better collaboration among Ministries and Organizations so that data can be easily accessed. Additionally, we will inform on the importance to seek funding from International Donors who will be able to ensure that this project is a success.

**4. EVALUATION OF ACTIVITIES & RECOMMENDATION**

The Grenadian Delegates thought that the Study Tour was successful and that all objectives were met. The entire activity was really well planned and executed. The Jamaican team sort to ensure that all of the objectives were met and they ensured that transportation between places was provided.