



Ministry of Labour &
Social Security



Easier access to employment
opportunities and labour market
information

LABOUR MARKET TRENDS AND PROSPECTS FOR EMPLOYMENT OPPORTUNITIES IN JAMAICA

Prepared by:
Planning, Research and Monitoring Unit
Ministry of Labour and Social Security
April 2015



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1.0 Introduction

The Ministry of Labour and Social Security has a national Labour Market Information System (LMIS) which provides information for jobseekers and students on potential employment opportunities. This is done through a number of sources which include:

- a) Labour Market Surveys and Sector Studies conducted by the LMIS
- b) LMIS database, comprising its Skills Bank
- c) Job vacancies published by newspaper and online
- d) Work permit approved by the Ministry of Labour and Social Security
- e) Statistics which impact the demand for and supply of labour, including indicators of the economy and the labour force, as well as social indicators which comprise education and training
- f) Other Secondary information

This document outlines the performance of the labour market and the economy in 2014. It also provides information on prospects for employment opportunities based on industries and job types. The information is obtained from findings of sector studies conducted by the LMIS, job vacancies which are published in the newspapers and online, secondary information from studies, upcoming projects and statistics from various sources.

2.0 A Summary of the Jamaican Economy and Employment (2014)

Figures released by the Statistical Institute of Jamaica (STATIN)¹ indicate that the Jamaican labour force averaged 1,307,725 in 2014. The unemployment rate was 13.7 per cent, which was the lowest since 2010. However, youth unemployment continued to be high, averaging 37.2 per cent in 2014.

Jamaican workers are mainly engaged in the Service Sector, which accounts for approximately 67.1 per cent of the employed labour force in 2014. The Service Sector also comprises the largest segment of

¹ <http://statinja.gov.jm/>

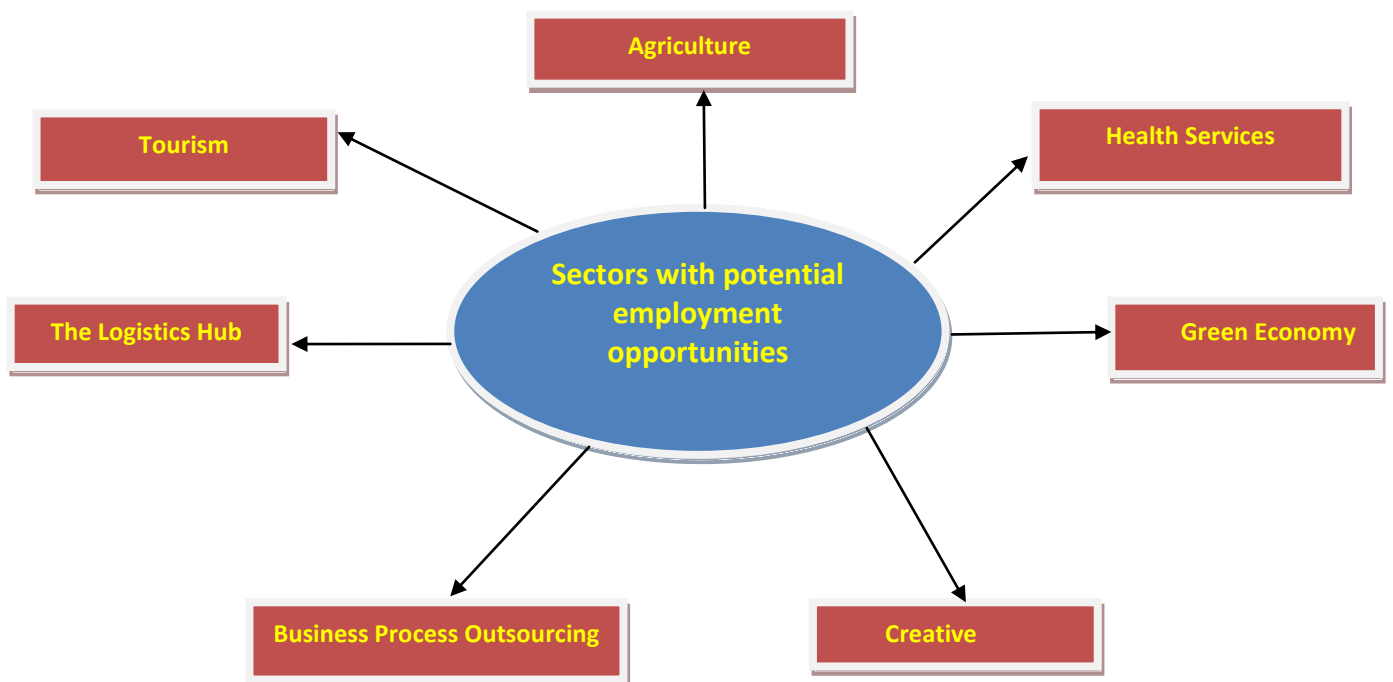
the economy, with approximately 78.6 per cent of the total real value added GDP. The lead industry, Wholesale and Retail, Repair of Motor Vehicles and Equipment accounted for 20.1 per cent of the employed labour force in 2014 and was also the largest sector of the economy, contributing 17.7 per cent to the GDP. Agriculture, Hunting, Forestry and Fishing was the largest employer from the Goods Producing sector, with 18.4 per cent of the employed labour force. This was followed by Producers of Government Services with 14.1 per cent.

A look at the distribution of Jamaican workers by categories during 2014 showed that Professionals, Senior Officials and Technicians was the largest group (22.2 per cent), followed closely by Service Workers and Shops and Market Sales Workers (19.9 per cent).

3.0 Potential Areas of Employment

A consolidation of the LMIS sources, which include findings from Sector Studies and secondary data, reveal the following potential areas of employment in Jamaica (See Figure 1).

Figure 1
Areas of potential employment opportunities by sector



3.1 Green Economy

Globally, there is a growing interest in developing Green Economies due to increased environmental concerns regarding the disposal of waste, depletion of natural resources and pollution. The concept of the Green Economy is relatively new and has no universal meaning. A definition which is proffered by United Nations Development Programme (UNDP) is “the direct employment created in different sectors of the economy and through related activities, which reduces the environmental impact of those sectors and activities, and ultimately brings it down to sustainable levels²”. Expert interviews conducted by the LMIS revealed other definitions such as “An economy which is balanced by growth and a sustainable environment where wastes within one industry become raw materials for another”.³ Other definitions involve the “use of renewable energy sources to produce energy and the use of green technology to produce agricultural and manufactured products”.⁴ Respondents stressed the importance of training all Jamaicans to be skilled in green development which constitutes the disposal of waste and energy conservation.⁵ However, there are certain industries which would be largely involved in the Green Economy, as depicted by Figure 2.

² UNEP: Green economy report, 2011, available at <http://www.unep.org/greeneconomyreport/tabid/29846/default.aspx>

³ Ministry of Labour and Social Security (2015) Draft Report on Understanding Green Economy and its prospects for employment in Jamaica

⁴ Ibid

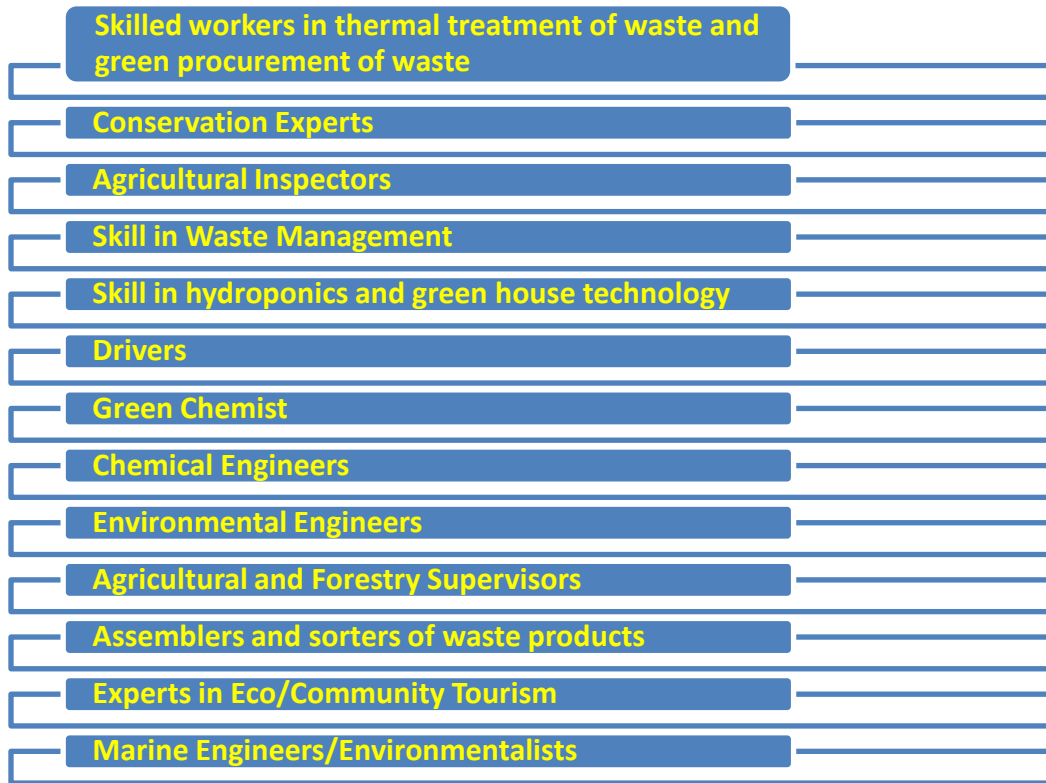
⁵ Ibid

Figure 2
Industries projected to be involved in a Green
Economy in Jamaica



The idea of “going green” has the potential to facilitate employment and the need for new types of skill sets. Some of the occupations and skills that are needed within a Green Economy include Conservation Experts, Drivers (truck, tractor, heavy duty equipment operator) and Chemical Engineers (See Figure 3).

Figure 3
Skills and Occupations for Green Economy



In addition, there is also the opportunity for the development of a niche market for odour control.

3.1.1 Renewable Energy

Jobs from the Renewable energy industry also form a part of the Green Economy. The high cost of energy has been a challenge for business operators and households which is an impediment to investment and growth. More emphasis is being placed on utilizing renewable energy in order to reduce cost and attract greater investments, as well as to improve standard of living.

Jamaica is one of 75 countries in the world which has implemented a wind farm. The Government has plans for an additional 78 megawatts (MW) of energy which is expected to be generated and supplied to the national power grid, through two renewable projects to commence along Jamaica's south coast.

There is also a wind energy development, which is expected to provide an additional 58 MW, to complement the 30 MW currently generated by Wigton Wind farm in Manchester; and a solar facility to generate approximately 20 MW of power, which is slated for Content Village in Clarendon.⁶ Private sector companies are also recognizing the benefits of using solar energy to reduce costs with several large organizations investing in this form of renewable energy. Interviews conducted with employers revealed job opportunities in areas such as Engineering, Installers, Technicians and Electricians.⁷

Figure 4
Employment Opportunities for Renewable Energy – Solar and Wind



An emerging job in this field in Jamaica is Energy Auditors.

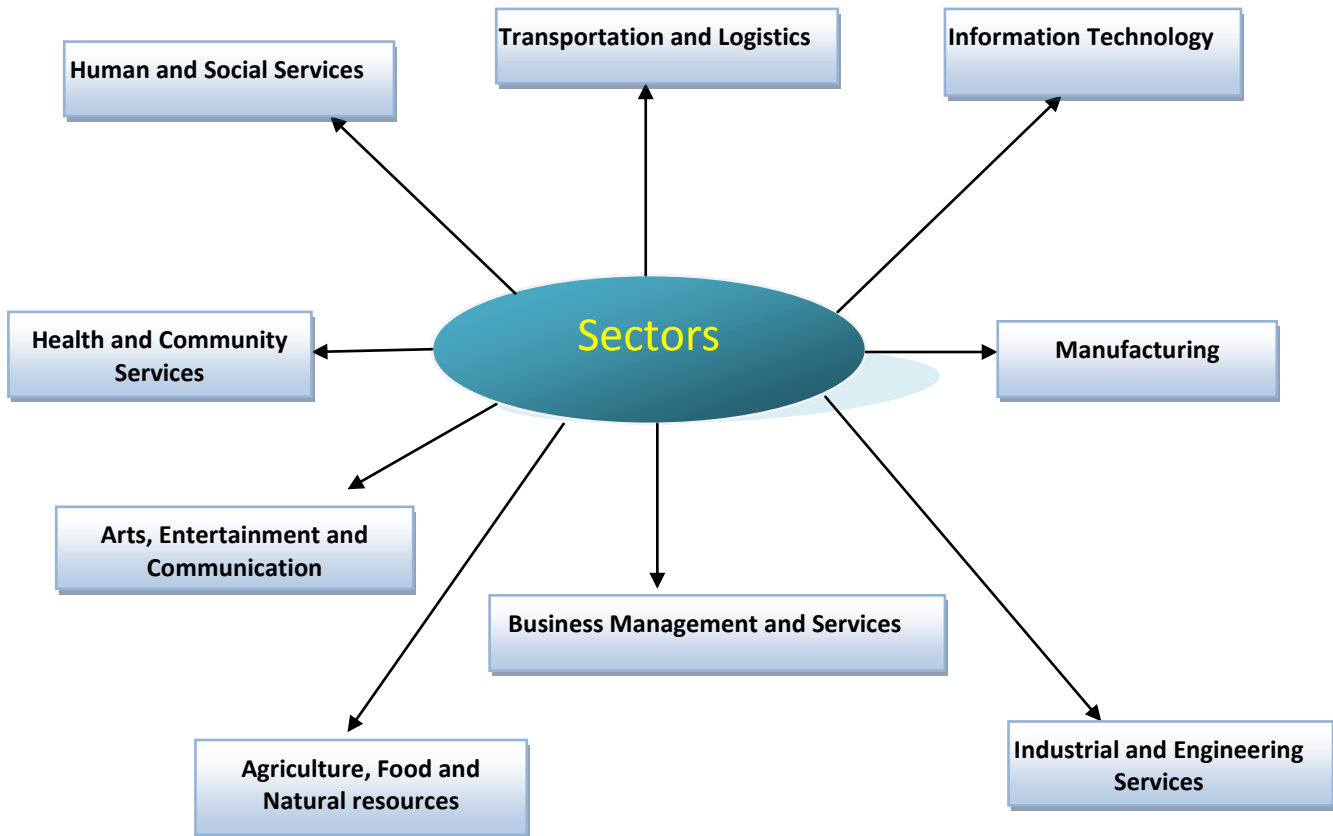
3.2 The Logistics Hub

This is a global concept which integrates world trade to facilitate the efficient movement of goods via shipping, land and air and through communication networks. Jamaica will benefit from the expansion of the logistics hub because of its geographical location in the region which can facilitate movements

⁶ <http://mobile.jamaica-gleaner.com/gleaner/20140924/business/business2.php>
⁷ Ministry of Labour and Social Security (2015) Draft Sector Report on Employment in Renewable Energy: A Focus on Solar and Wind Energy

between territories.⁸ The expansion of the logistics hub has fuelled optimism about economic growth and opportunities for employment. Feedback from the Caribbean Maritime Institute revealed prospects for employment in several sectors.⁹ Some include Transportation and Logistics, Information Technology and Manufacturing (See Figure 5)¹⁰.

Figure 5
Prospects for employment by sector due to
Logistics Hub Development



⁸ Ministry of Labour and Social Security (2015) Draft Report on Areas of Employment Opportunities due to expansion of the Logistics Hub

⁹ Ibid

¹⁰ Ibid

Some of the jobs projected for the hub will include but not limited to:

- a) Transportation Operators, including truck, tractor, crane operators, heavy duty trailers and tour operators
- b) Multi skilled Technicians
- c) Warehouse Operations Manager
- d) Environmental Officers
- e) Airport Operators
- f) Logistics Officers
- g) Port Equipment Operator
- h) Assemblers engaged in light Manufacturing
- i) Planners
- j) Freight Forwarders
- k) Hospitality
- l) Legal Services
- m) Marine Surveyors
- n) Allied Service Sectors

The logistics hub will also facilitate the need for ship breaking or ship demolition. This is a new industry from which Jamaica could generate employment because of the increase shipping activities that are likely to occur.¹¹ Ship breaking involves disassembling ships that have reached their lifespan for the purpose of scrap recycling.¹² Some of the jobs associated with this sector include:

- a) Electrical Engineer
- b) Mechanical Engineer
- c) Ship Repair Engineer
- d) Welders and Steel Fabricators
- e) Environmentalist

¹¹ Ibid

¹² Ibid

- f) Occupational Health & Safety Technicians
- g) Ocean Expert
- h) Operations Manager
- i) Labourers
- j) Assemblers and sorters of waste products
- k) Support services

Ship breaking will also require Environmental workers since this activity can result in the release of toxic materials which are harmful to the surroundings.¹³

3.2.1 Manufacturing

Another opportunity which could be garnered from the Logistic Hub development is the assembling of materials in Jamaica on route to another country. Jamaica could provide cheaper source of labour in areas such as:

- Labellers
- Assemblers
- Packers

Operators of Restaurants and Food services could benefit from the Logistic Hub Development by establishing businesses to meet the demands for workers who are in transit.

3.2.2 Transportation, Warehousing and Distribution Logistics

Warehouses and intermodal terminals are two of the most important infrastructures for the logistics hub.¹⁴ The warehouses are where the transport operators mainly carry out their businesses. There are

¹³ Ibid

¹⁴ <http://jamaica-gleaner.com/gleaner/20130515/news/news1.html>

different types of warehouses which vary based on the type of activity and freight handled by the transport operators.¹⁵

The types of warehouses are:¹⁶

- General warehouse for storage;
- Large warehouse for logistics activities;
- Warehouse connected to goods transportation;
- Warehouses with raised dock bays and air-conditioned warehouses.

The intermodal terminals provide access to intermodal transport services, thus ensuring an efficient and competitive shipping and dispatch from the hubs. The type of Job opportunities in this area includes¹⁷:

- a) Forklift Operators
- b) Inventory Clerks
- c) Transportation Operators
- d) Port Equipment Operators
- e) Truck Drivers
- f) Logistics Officers
- g) Warehouse Managers/Supervisors
- h) Port Managers
- i) Warehousing Clerks

¹⁵ ibid

¹⁶ ibid

¹⁷ Ministry of Education, Caribbean Maritime Institute Career Advancement Programme (CAP). Emerging Areas- Possible Career Opportunities 2010-2030

3.3 Business Process Outsourcing (BPO)

BPO is a business practice which involves contracting the operations and responsibilities of a specific business process to a third-party service provider. Jamaica has been a source of BPO due to its location in the Americas which allows for near shore opportunities, available skills in information technology and ability to communicate in English Language. According to a JAMPRO report 2014, there are approximately 36 companies in Jamaica that offer call centre and BPO services.¹⁸ According to HEART Trust/NTA BPO Sector Report, over 1,000 new jobs are expected to be generated completion of Barnett Technology Park in Montego Bay in 2015. JAMPRO reports that a number of industries are engaged in BPOs, including:¹⁹

- a) Telecommunications
- b) Banking insurance
- c) Healthcare
- d) Graphic Design
- e) Retail, Advertising and Merchandising
- f) Logistics and Supply Chain Operations
- g) Warehousing and Distribution
- h) Banking and Finance
- i) Gaming, Sporting and Recreation
- j) Hospitality / Travel / Vacations / Bookings
- k) Educational Activities / On Line Learning Support

Services are mainly provided to the United States of America, United Kingdom and Canada in areas of customer care, tech support, gaming, finance and accounting.²⁰ Most of the contact centres operate for

¹⁸ JAMPRO Report March 2014 – Doing business in Jamaica’s knowledge service sector

¹⁹ JAMPRO Report March 2014 – Doing business in Jamaica’s knowledge service sector

²⁰ Ibid

24 hours with employees working on shift within a 40-hour work week. Some of the workers usually required for this sector include Data Entry Clerks and IT Technicians (See Figure 6).²¹

Figure 6
Occupations required for Business Processing
Outsourcing Sector



The Animation industry is also engaged in BPOs. This is often done when workers from Jamaica contribute to a film development for North America by creating a segment of the production locally. The continued expansion of the industry has the potential for economic growth as well as employment opportunities in Jamaica. Research indicates that job openings over the next two years are estimated to be 700.²² The types of workers from this industry include:²³

- a) Editor
- b) Art and Animation Director
- c) Layout Artist
- d) Illustration Artists

²¹ Ibid

²² HEART Trust/NTA News Letter on the Animation Industry 2014

²³ Ibid

- e) Voice Acting
- f) Graphic Designer
- g) Production Assistant
- h) Production Coordinator
- i) Music Director
- j) Music Editor and 3D Modeller
- k) Writers
- l) Costume designers
- m) Trainers
- n) Marketers

Employment from online sources is also a trend which is evident in Jamaica and forms part of BPOs.

Some of the jobs include:

- a) Freelance Data Entry
- b) Bloggers
- c) Webpage Designers
- d) Home Based Agent
- e) Virtual Assistant
- f) Customer Service Representative
- g) Data Analyst/Developer

However, this employment practice involves a contract for services which the Ministry of Labour and Social Security is unable to monitor effectively to ensure decent work.

3.4 Tourism

This sector remains a viable option for Jamaica's growth potential, as evidenced by continued improvement in GDP for the Hotel and Restaurant sector and tourist arrivals. According to reports from the Tourism and Entertainment Ministry, Jamaica welcomed 2,080,181 stopover visitors in 2014,

which represents an increase of 3.6 per cent over 2013.²⁴ The operation of several Spanish hotels in recent times has also diversified the level of clientele.

The Tourism industry requires persons who speak different languages such as Spanish. Furthermore, being able to speak multiple languages in Jamaica is even more imperative due to the expected increase in the influx of visitors from various countries as result of the logistics hub development. Information gathered by the LMIS revealed that other areas of potential employment opportunities in the Tourism industry include Entertainment Coordinators, Executive Chefs and Sushi Chefs (See Figure 7).

²⁴ <http://www.jamaicaobserver.com/news/Tourist-arrivals-increased-by-3-6---in-2014>

Figure 7
Potential employment opportunities in
the Tourism Industry



New development in the Tourism Industry for 2015 will include Moon Palace Jamaica Grande and Marriott.

3.5 Agriculture

This industry continues to be a potential area of economic growth in Jamaica, particularly because the country's economy is challenged by the high level of import food bill which absorb much of its foreign

exchange. Jamaica has benefited from the creation of Agro Farms which produces over 1,000 jobs up to 2014.²⁵

The expansion of the logistics hub will see the need to provide food for the influx of workers who will be in transit. The increase in the number of visitors to our shores will also facilitate a demand for agricultural products. In addition, further expansion will likely provide opportunities for increased trading of agricultural products. Potential for growth in Agriculture is found in the traditional areas of Livestock, Cattle Rearing and Fisheries.²⁶ Activities in Agriculture will give rise to employment opportunities for:

- a) Livestock Producers
- b) Lab Technicians
- c) Meat Cutters
- d) Environmental Officers
- e) Fishing Boat Operators
- f) Processing Plant Operator
- g) Bee Keepers
- h) Tilapia Farming/Shrimp Farming.
- i) Veterinary Technicians
- j) Hydroponic Technicians
- k) Warehousing and Distribution Entrepreneurs

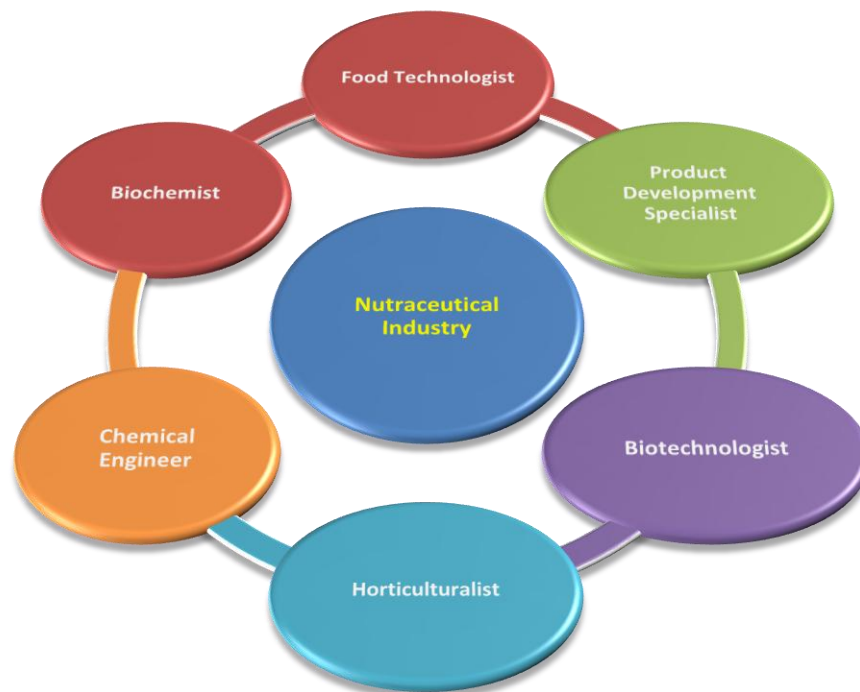
The operation of Green House Technology and hydroponics is also vital to the production of crops such as peppers, tomatoes and vegetables.

²⁵<http://jis.gov.jm/agro-parks-yielding-success/>

²⁶ Ministry of Labour and Social Security (2015) Draft Report on Areas of Employment Opportunities due to expansion of the Logistics Hub

Jamaica could also benefit from the increased demand for natural food supplements such as nutraceuticals which are generated from foods such as sorrel, lemon grass, turmeric, ginger and rosemary which is potential for business development. Research conducted by LMIS revealed that potential employment opportunities in the Nutraceutical Industry include Food Technologist and Biochemist (See Figure 8).

Figure 8
Employment opportunities in the Nutraceutical Industry



3.6 Health Services

There has been an increased focus on wellness and health care development, hence the need for various types of workers, including Masseuse Therapist, Dermatologist, Aesthetician and Biotechnologist. Specialized health workers are also needed which include:

- a) Registered Nurses – Specialist Nurses such as Operating Theatre Nurses, Nephrology and Psychiatric Nurses
- b) Doctors - Cardiologists
- c) Anaesthesia Technicians
- d) Cardiac Technicians
- e) Radiographers
- f) Sonographers
- g) Radiologist
- h) Biomedical Engineers
- i) Pharmacist
- j) Geriatrics

Trends in the population growth suggests that the population is aging and will need workers in home care workers such as Practical Nurses, Social Workers and Occupational Therapist.

3.7 Creative Industries

Jamaica is renowned for its talents in music and other cultural art forms. With the development of the logistic hub, there will be an increased demand for more entertainment. Musicians could benefit greatly if they are able to perform using different languages. Some of the jobs from music include:²⁷

- a) Players of Musical Instruments
- b) Music Teacher
- c) Events Planning
- d) Accounts Manager
- e) Artist Manager
- f) Assistant Music Editor
- g) Audio Engineer

²⁷ <http://www.indeed.com/q-Music-Industry-jobs.html>

- h) Monitor Engineer
- i) Production Coordinator
- j) Audio Programme
- k) Business Affair Manager
- l) Booking Agent
- m) Lighting Director
- n) Copyist Choreographer

4.0 MAJOR SKILLS

In terms of the type of skills which are in demand, the following are more pronounced:

- Customer service
- Literacy and numeracy
- Information literacy
- Social Media Literacy
- Presentation skills
- Technology Literacy
- Leadership and responsibility
- Foreign language skills – the ability to speak Spanish, Mandarin is an asset
- Entrepreneurial skills
- Social Media literacy
- Multi-skilling- involves the training of an individual to perform multiple skill sets. For example, a Truck driver in the logistics hub would be more marketable if he/she has training in not only equipment operating to drive the vehicle but also customer service skills to interact with the customers. Other multi-skilling occupations include Electromechanical or Mechatronics

Technicians who is skilled in diagnosing and repairing electrical and mechanical problems to equipment.²⁸

Today's industrialized movement towards multi-skilling can be practiced across several career pathways. The areas of high impact are Multi-Skilling Business Services (BPO), Multi-Skilling Medical & Social Services; Multi-Skilling Transportation Warehousing and Distribution; Multi-Skilling Engineering and Manufacturing Solutions; Multi-Skilling Hospitality and Maritime Services.²⁹

5.0 Science, Technology, Engineering and Mathematics (STEM)

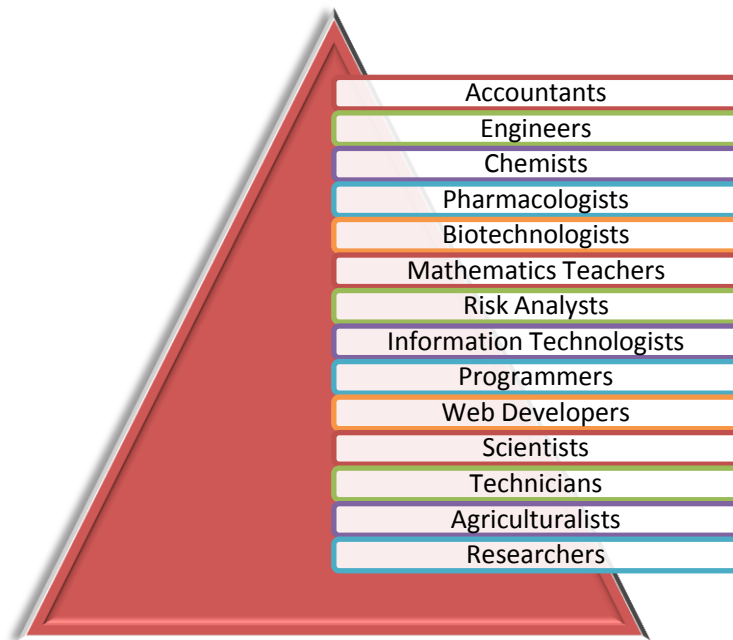
STEM is believed to be the driver of economies due to the activities relating to Innovations, Research and Development, Product Developments and Risk Management associated with this area. Some of the occupations that are in demand from this field include Accountants, Information Technologists and Risk Analysts (See Figure 9)³⁰. Emerging jobs associated with Risk Managements include officers who secure cyber space such as Digital Risk Officers, Automated Machine Technicians as well as Internet Surveyors.

²⁸ <http://www.indeed.com/q-Electro-Mechanical-Technician-l-North-Carolina-jobs.html>

²⁹ Ministry of Education, Caribbean Maritime Institute Career Advancement Programme (CAP). Emerging Areas- Possible Career Opportunities 2010-2030

³⁰ Ministry of Education, Caribbean Maritime Institute Career Advancement Programme (CAP). Emerging Areas- Possible Career Opportunities 2010-2030

Figure 9
Types of occupations requiring the application of STEM



The objective of applying STEM into the design of jobs is to improve productivity, reliability, quality, employees’ performance, achievement and employability. This ultimate goal can be achieved by integrating Technical Education with Academic Studies and the underpinnings in keeping with global and national development. The outcome of this integrated approach to learning and certification will include a technological advanced workforce capable of providing the support required by investors and the global marketplace.

6.0 Trends in Hot Occupations

Given that the economy is primarily driven by the Service Sector, a large proportion of job vacancies are found in this area. Table 1 presents a list of the top 10 jobs advertised in the classified newspaper- Jamaica Gleaner and Observer in 2014. This type of analysis is known as Hot Occupations. Some of these vacancies were Drivers, Receptionists and Bartenders.³¹

³¹ Ministry of Labour and Social Security LMIS Website. Hot Occupations Retrieved on March 15, 2015 from lmis.gov.jm

Table 1
Top ten job vacancies in Jamaica 2014

1. Sales Representatives/Salespersons
2. Security Officers/Guards
3. Drivers
4. Bartenders
5. Chefs
6. Cashiers
7. Domestic Helpers
8. Receptionists
9. Masseuse
10. Packers

The table below outlines the occupational sub- groups by leading vacant position obtained from LMIS Hot Occupations analysis.

Table 2
Occupational Sub-Groups by Leading Vacant Positions
Advertised (October 1 to December 31, 2014)

Occupational Sub-Groups	Leading Vacant Positions Advertised
Sales and Marketing Personnel	Sales Representatives, Salespersons, Sales Promoters, Marketing Executives/Representatives, Sales and Marketing Representatives and Sales Associates/Executives.
Officers	Security Officers, Loan, Credit, Early Childhood Development, Human Resources and Health (Parish Treatment, Care Support Officers and Medical Officers.
Teaching Professionals	Caribbean Studies/Communication Studies, Chemistry, Early Childhood, English Language and/or Literature, History, Information Technology, Mathematics, Physics, Social Studies and Spanish Teachers. Lecturers in Human Anatomy, Human Resource Management, Nursing and Spanish.
Management Professionals	Assistant Managers, Food and Beverage/Food Service, General, Human Resources, Marketing, Operations, Project, Restaurant, Sales Managers and Human Resource/Human Resource Management Directors.

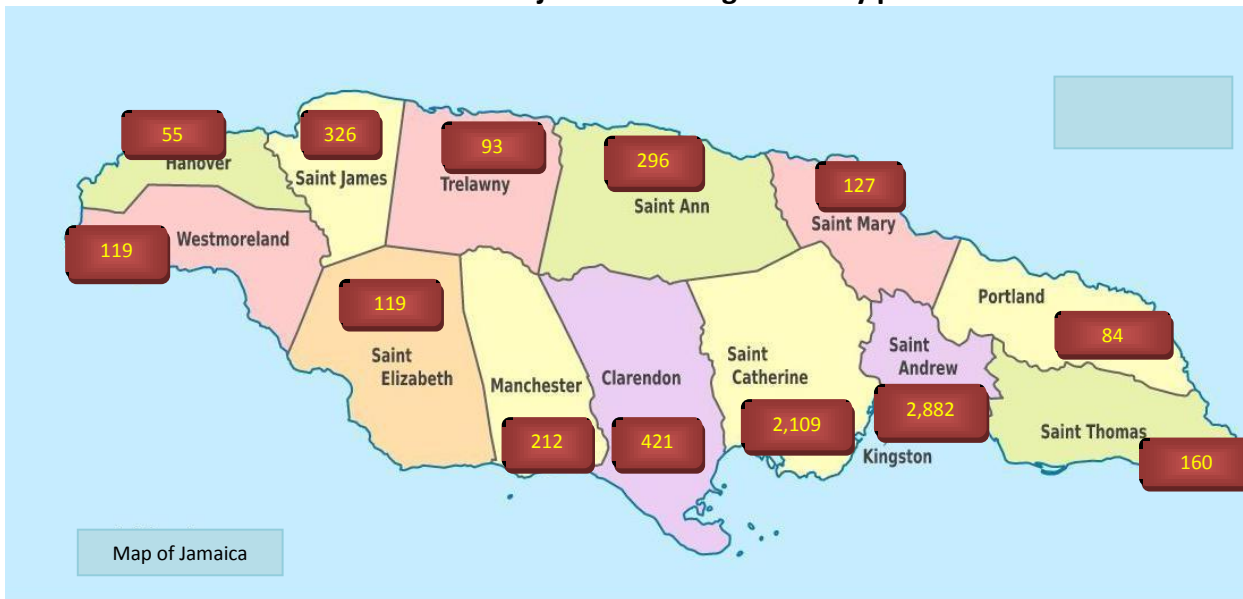
Occupational Sub-Groups	Leading Vacant Positions Advertised
Food Service Workers	Bartenders, Food Runners, Food Servers, Mixologists, and Waiters/Waitresses
Customer Service Personnel	Client Service Representative, Counter Clerks, Customer Service Representatives, Front Desk and Store Clerks.
Drivers and Other Mechanical Operators	Bus, Truck, Van/Sales Drivers, Driver/Salesman, Bike Operators, Dispatchers and Heavy Equipment Operators
Household Workers	Caregivers, Domestic Helpers, Executive Housekeepers, Housekeepers, Housemen and Nannies.
Personal Care Specialists	Masseuse, Nail Technicians, Hairdresser, Barbers, Spa Specialists (Technicians and Therapists), Braidists and Hairstylists.
Supervisory Personnel	Branch, Early Childhood Development, Operations, Production, Restaurant and Shift Supervisors. Including Executive Chefs.

Source: Sunday Gleaner and Observer

7.0 AN ANALYSIS OF LMIS SKILLS AND OCCUPATIONS

Since its recent enhancement in November 2013, the LMIS has registered over 7,000 jobseekers and 300 employers online. Parish distribution by active jobseekers showed the highest in Kingston and St. Andrew (2,882), followed by St Catherine (2,109) and Clarendon with 421 (See Figure 10).

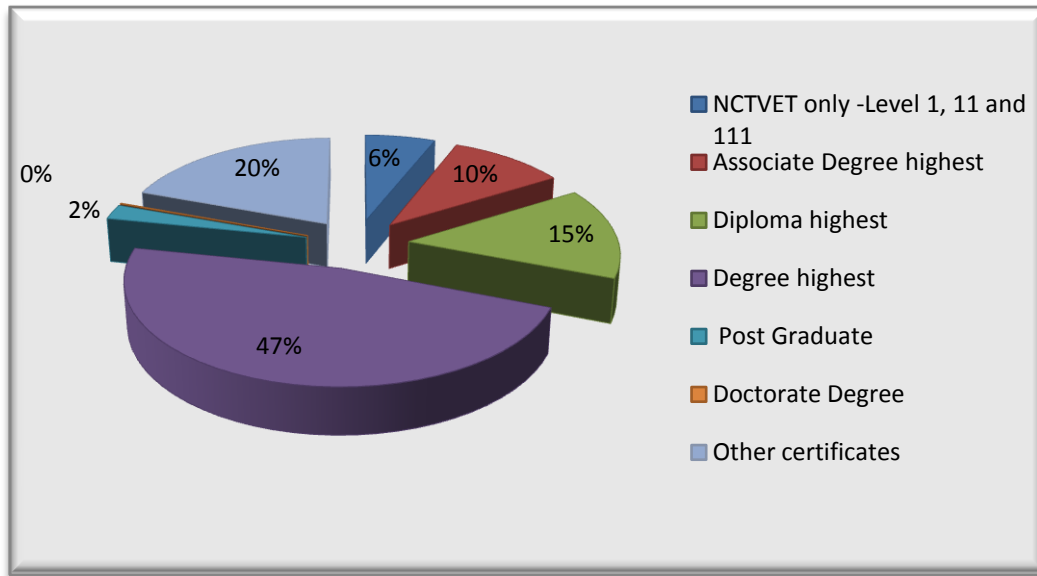
Figure 10
Number of job seekers registered by parish



Approximately 2,500 or 30 per cent of the jobseekers are certified, hence belonging to the LMIS Skills Bank. Most of the qualifications were degree (47 per cent), followed by other certificates³² with 20 per cent (See Figure 11).

³² Other certificates include, but not limited to Associates of Chartered Accountants (ACCA), Secondary School Certificate, A+ Certificate, Peachtree And QuickBooks , Other Vocational certificates such as Electrical Installation, Makeup Artistry, Food Preparation, Building Construction and Data Operations

Figure 11
Job seekers by type of qualifications



Over 300 jobs were available through the Electronic Labour Exchange component of the LMIS in 2014. This was obtained from 194 employers. The types of jobs which were available fall within Hospitality and Tourism, Wholesale and Retail, Alternative Energy, Maritime, Investment, Agro- processing as well as Pharmaceutical Industries.

8.0 LMIS STUDIES

Table 3 highlights Studies which will be undertaken by the LMIS during 2015, along with the main objective.

Table 3
Upcoming and current studies by LMIS

Research Studies	Main Purpose
National Labour Market Study	To identify potential areas of employment opportunities and skills gaps island wide.
Employment Opportunities in Four Selected Parishes	To identify potential job opportunities within the major industry groups within each parish.
Longitudinal Study on the Canadian Farm Work Programme	To determine the impact of the farm work programmer on the farm workers and their families.
Understanding Green Economy and its prospects for employment in Jamaica	To identify potential areas of employment opportunities and the type of skills needed.

Areas of Employment Opportunities due to expansion of the Logistics Hub	To identify potential areas of employment opportunities and skills gaps.
Regional Labour Market Study	To identify potential areas of employment in the region due to CSME arrangement.
Employment Opportunities in Geriatric Care	To identify potential areas of employment opportunities in Geriatric Care.

9.0 PHASE 2 DEVELOPMENT OF THE LMIS WEBSITE

In order to operate more efficiently, remain current and meet worldwide standards, the LMIS Website has to be upgraded periodically. Enhancement of the Website is currently being done in stages. Phase 1 focused primarily on the Job Placement component which was launched in November 2013. The Phase 2 development of the LMIS website, which is scheduled to be launched in June 2015, will focus on upgrading Labour Market Intelligence (LMI) and the Skills Bank. During this phase, a holistic approach will be undertaken to deal with the issues of employment, hence the services will be tailored to meet the specific needs of different stakeholders. These services will be provided through WebPages dedicated to Labour Market Intelligence, Education and Training, Career Development Services and Employers/Investors Skills Bank. Several details as it relates to each page are as follows:

- The LMI Page will provide more timely and reliable information on employment opportunities, including overseas and regional employment, as well as research and statistics. In terms of statistics, those produced by the Ministry of Labour and Social Security such as work permit, industrial relations, overseas employment and the Social Intervention and Social Protection Programmes will be made available on the System, on a quarterly basis.
- Employers will be provided with information on the labour laws. They will also be able to submit queries on matters relating to the Ministry, as well as participate in Labour Market Surveys and Sector Studies online.
- Career Development Services will be provided to students and jobseekers, who will access information on career development and will be assessed to determine levels of need for interventions and referrals.

- New programmes, outputs and tracer studies for Education and Training institutions will be featured on the LMIS Website.
- The LMIS will facilitate the posting of job vacancies which will be available through the Ministry's Work Permit Programme.
- As it relates to the Skills Bank, employers/investors etc. will be able to visit the Website and view the skills registered in the database. The Skills Bank will also be further enhanced in Phase 3.

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