



MINISTRY OF LABOUR &  
SOCIAL SECURITY

**LmiS**  
LABOUR MARKET  
INFORMATION SYSTEM

# HOT OCCUPATION ANALYSIS REPORT

JANUARY - MARCH 2021

QUARTER 1



Prepared by  
Planning, Research & Monitoring Unit  
July 2021

# **HOT OCCUPATIONS ANALYSIS REPORT**

**January 1 to March 31, 2021**

**Prepared by: Planning, Research and Monitoring Unit**

**July 2021**

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## 1.0 Introduction

**The Ministry of Labour and Social Security (MLSS)** publishes the Hot Occupation Analysis Report which is a comprehensive review of job vacancies and work permit data on a quarterly basis. The aim of this analysis is to determine the actual occupations and skill sets required in the Jamaican labour market during each quarter. The information presented is using data from four sources. The four sources of information<sup>1</sup> are:

1. Job advertisements extracted from the Career Section of the Jamaica *Gleaner* and Jamaica *Observer* newspapers;
2. Job openings posted by clients of the MLSS through the Electronic Labour Exchange (ELE). The ELE is the job placement arm of the Labour Market Information System ((LMIS). It is also the Public Employment Service of Jamaica.
3. Job vacancies reported to the MLSS by Private Employment Agencies (PEAs). The PEAs are monitored by the MLSS in order to ensure compliance with the Employment Agencies Regulation Act (1957). The MLSS makes recommendation for the granting, renewal and revocation of licence which allows the PEAs to operate;
4. Work permits granted by the MLSS. The MLSS grants work permits based on the requirements of the Foreign Nationals and Commonwealth Citizens (Employment) Act (1964), as well as the CARICOM Community (Free Movement of Skilled Persons) Act (1997). The regulations are to ensure the Jamaican economy is supplied with the labour and skills necessary for growth and development, whilst undertaking steps to protect the jobs of Jamaicans. Foreign and Commonwealth Nationals, who wish to engage in employment activities in the island, must obtain a work permit or a work permit exemption before entering the island. This is whether the form of employment is voluntary, commercial, business, professional, charity, entertainment or sports.

This edition of the Hot Occupations Analysis Report examines the top job vacancies for the period January 1 to March 31, 2021, according to the type of worker, qualifications and skills required during the period as well as industry and parish of origin. It also reviews the type of workers who were granted work permits.

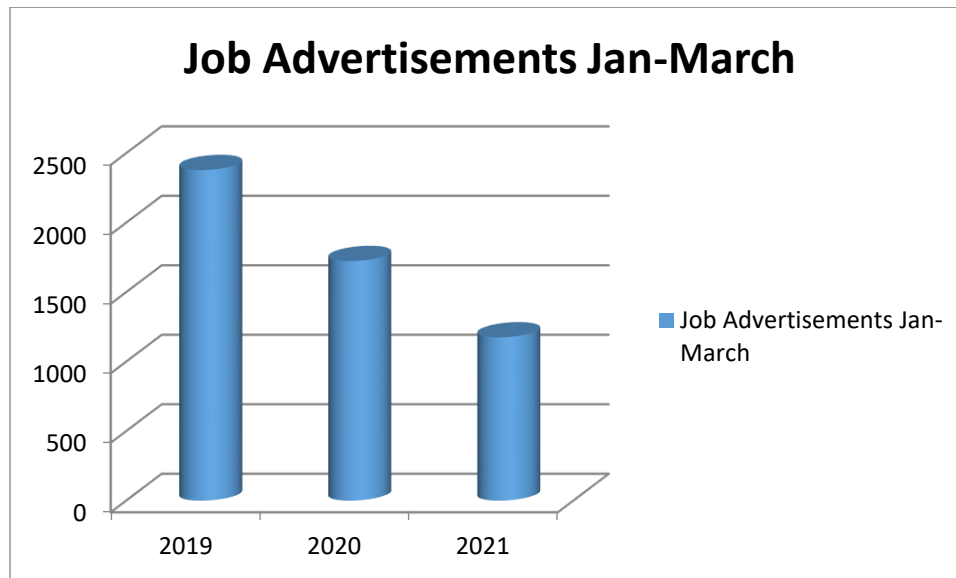
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<sup>1</sup> Different sources were used to extract information for various types of workers – low skilled to highly skilled workers.

## 2.0 Analysis of Job Vacancies Advertised in the Newspapers

The total number of job advertisements which were analyzed for the period January 1 to March 31, 2021 was 1,175. This was a sharp decline of 31.8 percent over the corresponding period in 2020, which totalled 1,724 (See Figure 1). This period of decline started in 2020 and is a result of the COVID – 19 pandemic, as Figure 1 shows in 2019 the total advertisements stood at 2,379.

**Figure 1**



Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2019-2021

## 2.1 Top Ten Occupations Advertised in the Newspapers

The information compiled was analysed to ascertain the types of occupations that were mostly advertised for the period under review. The management group comprising of Directors/ Managers/ Supervisors and Principals was had the most vacancies for January to March 2021 (See Table 1). This is similar to the previous year's (2020) Top Ten Hot Occupations. The impact of the COVID-19 pandemic was evident in the total number of advertisements for Directors/ Managers/ Supervisors/ Principals which totalled 341 in 2020 compared to 272 in 2021, which represents a decline of 20.2 percent.

**Table 1: Top Ten Occupations Advertised in the Careers Section of the Jamaica *Gleaner* and *Observer* Newspapers**  
**Period: January 1- March 31, 2021**

Rank	2020			2021		
	Occupations	Number of Job Vacancies	Percentage of total jobs advertised	Occupations	Number of Job Vacancies	Percentage of total jobs advertised
1	Directors/Managers/Supervisors/Principals	341	19.8	Directors/Managers/Supervisors/Principals	272	23.1
2	Teachers/Lecturers	239	13.9	Teachers/Lecturers	75	6.4
3	Technicians	62	3.6	Assistants in various fields	60	5.1
4	Accountants	44	2.5	Accountants	44	3.7
5	Administrators	43	2.5	Consultants	44	3.7
6	Analysts in various fields	40	2.3	Administrators	40	3.4
7	Secretaries	37	2.1	Sales Representatives	33	2.8
8	Consultants	35	2.0	Technicians	28	2.4
9	Coordinators	27	1.6	Specialists in various fields	27	2.3
10	Nurses	27	1.6	Nurses	26	2.2
	<b>Total</b>	<b>895</b>	<b>51.9</b>	<b>Total</b>	<b>649</b>	<b>55.2</b>

Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

Although Teachers/ Lecturers came in second over the two years 2020 and 2021, the total number of vacancies was not as vibrant in 2021, with a fall off of 164 moving from 239 in 2020 to 75 in 2021. This was a direct result of the closure of schools due to the COVID-19 pandemic.

Technicians declined by 54.8 percent moving from a total of 62 in 2020 to 28 in 2021. This was also due to the COVID-19 pandemic and the decreased demand for Laboratory Technicians in the schools.

Accountants had a steady demand over the two years 2020 and 2021, as total number of vacancies was 44 respectively. Other vacancies in the Top Ten Hot Occupations were: Assistants in various fields, Consultants, Administrators, Sales Representatives, Specialists in various fields and Nurses.

### *Job Titles for the Top Ten Hot Occupations*

Job titles for these groups mentioned in the Top Ten can be found in Appendix Table 7.1. Job titles provide the actual job positions that were available. Job titles such as:

- Accounts and Finance Director, Human Resource Director, ICT/IT Director.
- Accounting Supervisor, Construction Supervisor, Restaurant Supervisor and Security Supervisor.
- Branch Manager, Brand Manager, Finance Manager, Human Resource (HR)/HR and Administration Manager, Marketing Manager, Restaurant Manager and Sales Manager.

## **2.2 Job Advertisements by Occupational Group**

The occupational groups were taken from STATIN's<sup>2</sup> JSOC standards 2015. The largest one according to the job advertisements in the newspapers was Professionals, with a total of 438 advertisements or 37.3 percent of total advertisements (See Table 2). This was followed by "Associate Professionals and Technicians" with a total of 319 advertisements or 27.1 per cent of total advertisements, and Managers with a total of 234 or 19.9 percent. This shows the impact of "white collar" jobs in this feature comprising 84.3 percent of total advertisements. The other major group "blue collar" jobs comprised 15.7 percent of total advertisements (See Table 2).

**Table 2: Number of Job Advertisements by Occupational Group**

Occupations Group	Total	Percent
Professionals	438	37.3
Technicians and Associate Professionals	319	27.1
Managers	234	19.9
Service and Sales Workers	69	5.9
Clerical Support Workers	49	4.2

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<sup>2</sup> STATIN abbreviated Statistical Institute of Jamaica

Plant Machine Operations	26	2.2
Elementary Occupations	19	1.6
Craft & Related Trades Workers	18	1.5
Skilled Agricultural, Forestry and Fishery Workers	3	0.3
Armed Forces Occupation	0	0
<b>Total</b>	<b>1,175</b>	<b>100</b>

Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

Teachers, Accountants and Consultants were the top of the top ten for the occupational group “Professionals”. Supervisors and Assistants were at the top of the Top Ten for “Technicians and Associate Professionals”. Managers and Directors were the top of the Top Ten for “Managers”. For the group “Service and Sales Workers”, Sales Representatives were most outstanding. For Clerical Support Workers the top of the Top Ten required Clerks. For “Plant and Machine Operators and Assemblers” Drivers were most outstanding (See Table 3).

**Table 3: Top Jobs Advertised by Occupational Group**

<b>Occupational Group</b>	<b>Top Occupations</b>	<b>Number of Advertisements</b>	<b>Percentage</b>
<b>Professionals</b>	1. Teachers(69) 2. Accountants (44) 3. Consultants (44) 4. Administrators (26) 5. Nurses (25) 6. Analysts (23) 7. Managers (21) 8. Auditors (18) 9. Guidance Counsellors (15) 10. Engineers (14)	438	
<b>Technicians and Associate Professionals</b>	1. Supervisors (51) 2. Assistants (49)	319	

<b>Occupational Group</b>	<b>Top Occupations</b>	<b>Number of Advertisements</b>	<b>Percentage</b>
	3. Technicians (24) 4. Specialists (17) 5. Secretaries (15) 6. Administrators (13)		
<b>Managers</b>	1. Managers (113) 2. Directors (61) 3. Chief/Chairperson (12) 4. Principals (11) 5. Executives (12) 6. Supervisors (6)	234	
<b>Service &amp; Sales Workers</b>	1. Sales Representatives (33) 2. Supervisors (6) 3. Cashiers (3) 4. Drivers/Salesman (3) 5. Watchman (3)	69	
<b>Clerical Support Workers</b>	1. Clerks (18) 2. Assistants (8) 3. Secretaries (8) 4. Customer Service Representatives (7) 5. Receptionist (3)	49	
<b>Plant and Machine Operators and Assemblers</b>	1. Drivers (16) 2. Operators (7)	26	
<b>Elementary Occupations</b>	1. Cleaners (3) 2. Groundsmen (3) 3. Janitors (3)	19	
<b>Craft and Related Trades Workers</b>	1. Mechanic (3) 2. Technicians (3) 3. Electrician (3)	18	
<b>Skilled Agricultural, Forestry and Fishery Workers</b>	1. Landscaper (2)	3	
<b>Armed Forces Occupation</b>		0	

Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

### 2.3 Job Advertisements by Industry

Public Administration and Defence; Compulsory Social Security was the leading industry during the quarter January to March 2021, a total of 314 advertisements or representing 26.7 percent of total advertisements (1,175). This was followed by Education, a total of 203 or representing 17.3 percent of total advertisements. These industries were taken from the JIC prepared by STATIN in 2016. Manufacturing was fourth with a total of 84 or 7.1 percent of total advertisements (See Table 4). In the January to March quarter in 2020, the Education industry was first with 423, followed by Public Administration and Defence; Compulsory Social Security with 333. This decline was specifically due to the COVID-19 pandemic. The No Industry Stated accounted for 129 in the current quarter compared to Wholesale and Retail Trade; Repair of Motor Vehicles and Motor Cycles with 124 in January to March 2020. This indicates a rise in the informal economy.

**Table 4: Total Advertised Jobs by Industry**

<b>Industry Group</b>	<b>Number of Jobs Advertised</b>	<b>Percentage</b>
<b>1. Public Administration and Defence; Compulsory Social Security</b>	<b>314</b>	<b>26.7</b>
<b>2. Education</b>	<b>203</b>	<b>17.3</b>
<b>3. No Industries Stated</b>	<b>129</b>	<b>11.0</b>
<b>4. Manufacturing</b>	<b>84</b>	<b>7.1</b>
<b>5. Extra Activities of Extraterritorial Organizations and Bodies</b>	<b>69</b>	<b>5.9</b>
<b>6. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles</b>	<b>65</b>	<b>5.5</b>
<b>7. Financial and Insurance Activities</b>	<b>61</b>	<b>5.2</b>
<b>8. Human Health and Social Work Activities</b>	<b>47</b>	<b>4.0</b>

<b>Industry Group</b>	<b>Number of Jobs Advertised</b>	<b>Percentage</b>
<b>9. Professional, Scientific and Technical Activities</b>	<b>44</b>	<b>3.7</b>
<b>10. Accommodation and Food Services Activities</b>	<b>32</b>	<b>2.7</b>
<b>11. Information and Communication</b>	<b>24</b>	<b>2.0</b>
<b>12. Administrative and Support Service Activities</b>	<b>23</b>	<b>1.9</b>
<b>13. Construction</b>	<b>19</b>	<b>1.6</b>
<b>14. Arts Entertainment and Recreation</b>	<b>19</b>	<b>1.6</b>
<b>15. Transport and Storage</b>	<b>12</b>	<b>1.0</b>
<b>16. Mining and Quarrying</b>	<b>9</b>	<b>0.8</b>
<b>17. Other Service Activities</b>	<b>8</b>	<b>0.7</b>
<b>18. Water Supply; Sewage, Waste Water Management &amp; Remediation Activities</b>	<b>8</b>	<b>0.7</b>
<b>19. Real Estate Activities</b>	<b>3</b>	<b>0.2</b>
<b>20. Electricity, Gas, Steam and Air Conditioning Supply</b>	<b>2</b>	<b>0.2</b>
<b>21. Activities of Households as Employers</b>	<b>0</b>	<b>0</b>
<b>22. Agriculture, Forestry and Fishing</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>1,175</b>	<b>100</b>

Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

Managers were in demand across the industries namely: “Public Administration and Defence: Compulsory Social Security”, Manufacturing, “Activities of Extraterritorial Organizations and

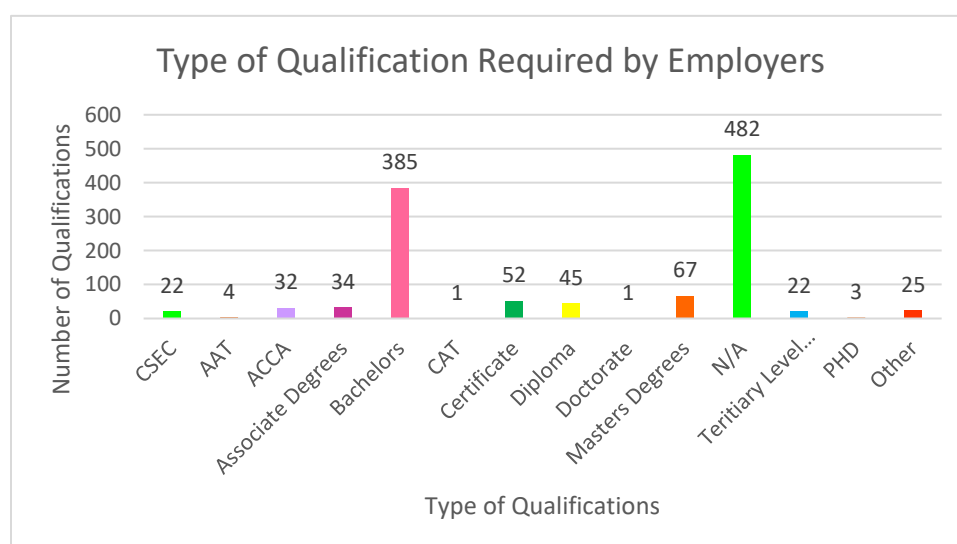
Bodies”, “Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles”, “Financial and Insurance Activities”, “Human Health and Social Work Activities”, “Professional, Scientific and Technical Activities”, “Accommodation and Food Services Activities”, “Information and Communication”, “Administrative and Support Service Activities”, Construction, “Transport and Storage” and “other Service Activities” (See Appendix Table 7.2).

In the leading industry Public Administration and Defence: Compulsory Social Security the top five jobs in demand were Directors, Managers, Administrators, Assistants and Consultants (in chronological order). The second leading industry Education the top five were Teachers, Nurses, Assistants, Principals and Guidance Counsellors. No jobs were advertised in the industries: - “Activities of Households as Employers” and “Agriculture, Forrestry and Fishing”.

## 2.4 Type of Qualification Required By Employers

Bachelor’s Degree was the leading qualification in demand. This was followed by Masters Degrees, Certificates and Diplomas (See Figure 2). Bachelor’s degree was in a total of 385 jobs or 32.8 of total advertisements.

**Figure 2**

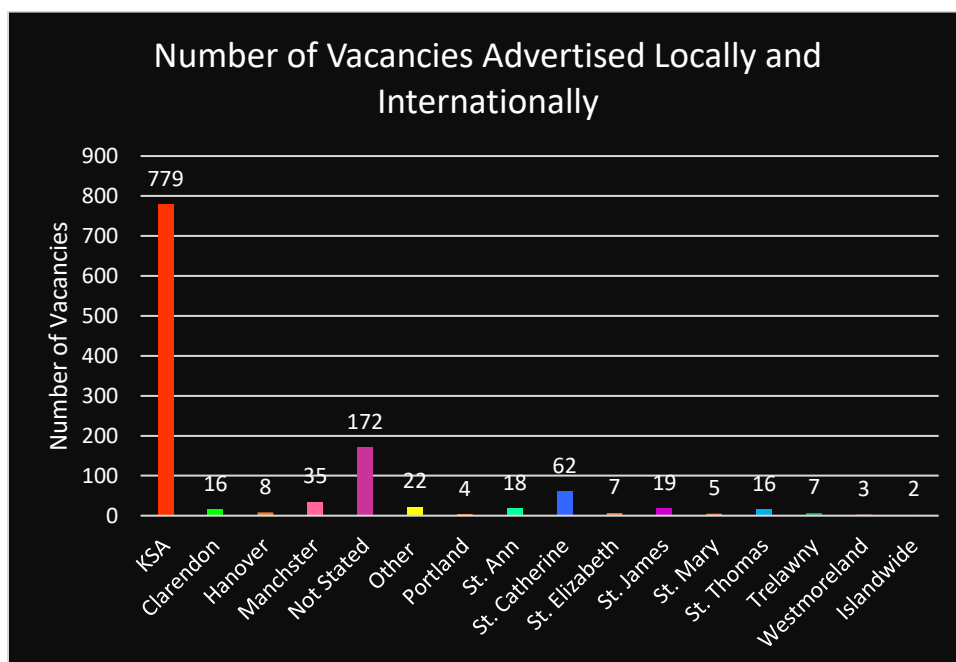


Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

## 2.5 Job Advertisements by Parish / Locality

During the quarter January to March 2021 the parish with the highest number of job advertisements was Kingston and St Andrew (KSA). The total jobs advertised in KSA were 779 or 66.3 percent of total advertisements. Although there were minimal amounts of jobs advertised in the remaining parishes, because next in line was St. Catherine with 62, a total of 172 job advertisements did not state parish. Other parishes of interest were Manchester (35), St. James (19), St. Ann (18), Clarendon (16) and St. Thomas (16). (See Figure 3 below).

**Figure 3**

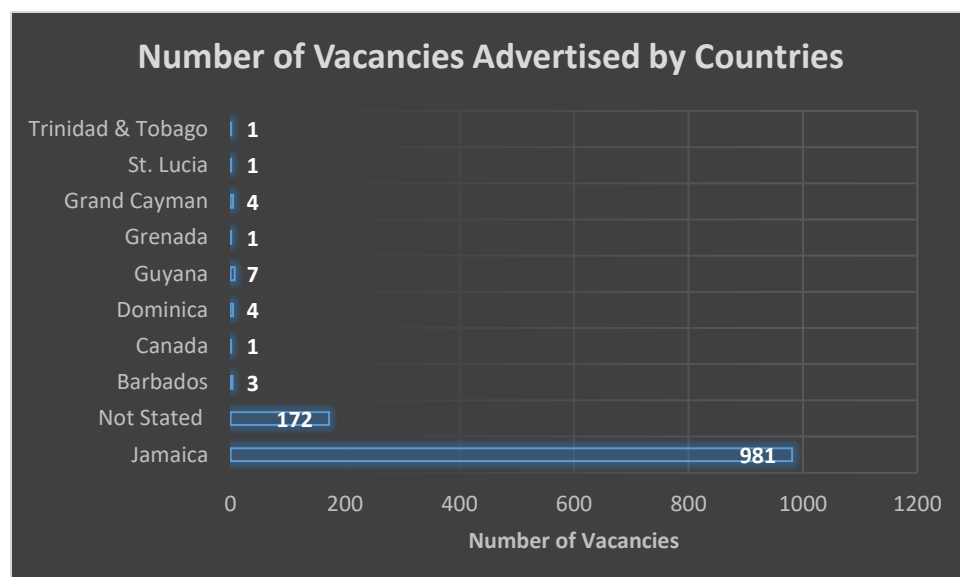


Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

There was a 7.7 percent decrease in the total advertisements in KSA when the 779 was compared to the 844 in the same quarter of 2020. This was due to the restrictions placed on movement for the duration of the COVID-19 pandemic. Data from the parishes showed St. James in second place in 2020 with 106, compared to 19 in 2021. This was due to the significant fall off in the tourism and entertainment sectors due to the COVID-19 pandemic.

Figure 4 shows job advertisements by locality. Jamaica had a total of 981 job advertisements, while prospective overseas employment had a total of 22. Guyana accounted for 7, Grand Cayman and Dominica had a total of 4 each, and Barbados had a total of 3.

**Figure 4**



Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

The top jobs advertised in KSA were Managers, Directors, Assistants, Consultants, Supervisors, Administrators, Accountants, Teachers and Technicians. Eleven teacher vacancies topped the parish of St. Catherine with other fields in the Top Ten being Specialists, Managers and Supervisors. Teachers were in demand across the parishes except St. Elizabeth, Portland and St. Mary. In Manchester the top vacancies were Teachers, Operators and Sales Representatives (see Appendix Table 7.3).

## **Emerging job opportunities!!!!!!!!!!**

Since the Covid-19 pandemic there have been significant changes to the labour market. There has been fluctuating demand for health workers with new reliance on specialist personnel. Some emerging areas are oncology nurse, gerontologist, epidemiologist, and bio statistician.

- An oncologist is a doctor with specialist training in cancer disease therefore the oncology nurse seeks after the treatment and care of cancer patients.
- Gerontologist is a person who specializes in all aspects of ageing. Gerontologist rose to prominence during the pandemic which affected the elderly.
- An epidemiologist is a public health worker who tracks the pattern and causes of diseases. They assist in the development of swift, efficient and widespread methods to contain these diseases.
- A biostatistician analyses data collected from Medical research studies on diseases and in return draft conclusions and predictions.

In addition there have been new developments in information technology that have placed demand for ICT specialist including Data and Application Specialist and Database Management Specialist.

### 3.0 ELE/LMIS Report on Job Vacancies

The data collected from ELE (Electronic Labour Exchange) on job vacancies could be disaggregated by parish, industry and occupation. The data for the quarter January to March 2021 showed Manchester as the leading parish in terms of number of job vacancies with 27. This was followed by St. Ann with 15, St. James (12), Trelawny (6), KSA (5), Clarendon (4) and St. Elizabeth (3). Westmoreland had only one vacancy. See Appendix Table 7.4.

For occupational classification the group “Clerical Support Group” was in the lead with 23 vacancies in the data collected from ELE for January to March 2021. Amongst the occupations in the Clerical Support Workers group were Customer Service Representative with nine vacancies and secretary with six, see Table 5. Services and Sales Workers were second in the lead with a total of 19 vacancies. The top jobs in this occupational group were servers, cooks and store clerks. Technicians and Associate Professionals were third with 18 vacancies. The top job was Agents (Banking, Life Insurance, Work-from-Home). Elementary Occupation was fourth with 12 vacancies. Domestic / Live in helpers and Days/General workers were the significant positions in this category. See Table 5.

**Table 5: ELE Top Job Vacancies by Occupation**

Occupational Classifications	Top Jobs
Clerical Support workers (23)	<ol style="list-style-type: none"><li>1. Customer Service Representative (9)</li><li>2. Secretary (6)</li><li>3. Clerk (Data Entry, IT, Office) (3)</li><li>4. Agents (Customer Service, Front Desk) (3)</li></ol>
Services and Sales Workers (19)	<ol style="list-style-type: none"><li>1. Servers (3)</li><li>2. Cooks (3)</li><li>3. Store Clerk (3)</li><li>4. Cashiers (2)</li><li>5. Caregiver (2)</li><li>6. Salesperson (2)</li></ol>
Technicians and Associate Professionals (18)	<ol style="list-style-type: none"><li>1. Agents ( Banking, Life Insurance, Work-from-home) (11)</li><li>2. Supervisors (2)</li><li>3. Assistants ( Administrative, Executive) (2)</li></ol>
Elementary Occupations (12)	<ol style="list-style-type: none"><li>1. Helpers ( Domestic, Live-In) (7)</li><li>2. Workers (Days, General,) (3)</li></ol>

Craft and Related Trade Workers (2)	<ol style="list-style-type: none"> <li>1. Carpenter (1)</li> <li>2. Maintenance Worker (1)</li> </ol>
Professionals (1)	<ol style="list-style-type: none"> <li>1. Counsellor (1)</li> </ol>

Source: Electronic Labour Exchange, January 1 to March 31, 2021

For ELE the leading industry in terms of number of job advertisements for the quarter January to March 2021 was “Activities of Household as Employer” with 13. This was followed by “Wholesale and Retail Trade, Repair of motor vehicles and motor cycles” with 12 and “Finance and Insurance Activities” (12). Appendix Table 7.4 details the breakdown of demand by industry, parish and occupation. For example in Manchester (the leading parish) the top industry was “Activities of Households as Employers” with 10, helpers were the top occupation with seven see Tables 6 and 7.4 (Appendix).

**Table 6: ELE Top Job Vacancies by Industry**

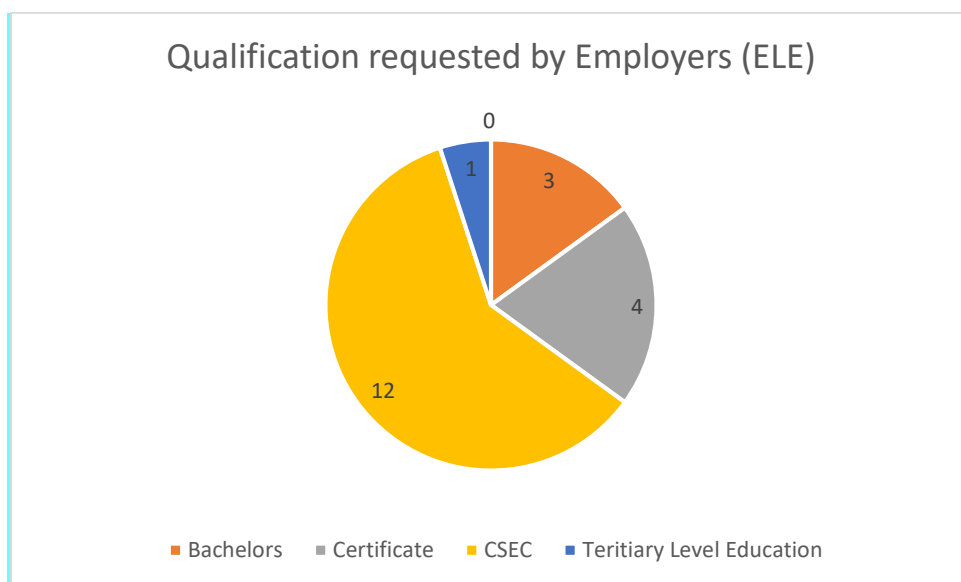
Industry	Top Jobs
Activities of Households as Employers; Undifferentiated Goods and Services etc (13)	<ol style="list-style-type: none"> <li>1. Helpers ( Domestic, Live-In) (7)</li> <li>2. Workers (Days, General,) (3)</li> </ol>
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (12)	<ol style="list-style-type: none"> <li>1. Clerks (IT, Store) (4)</li> <li>2. Customer Service Representatives (3)</li> <li>3. Supervisors (2)</li> </ol>
Financial and Insurance Activities (12)	<ol style="list-style-type: none"> <li>1. Agents (Banking, Life Insurance) (7)</li> <li>2. Assistant (2)</li> </ol>
Accommodation and Food Services Activities (11)	<ol style="list-style-type: none"> <li>1. Server (3)</li> <li>2. Front Desk Agents (2)</li> <li>3. Cashiers (2)</li> <li>4. Cooks (2)</li> </ol>

Public Administration and Defence; Compulsory Social Security (8)	1. Secretary (4)
Administrative and Support Service Activities (6)	1. Work from home Agents (4)
Transport and Storage (6)	1. Customer Service Representatives (5)
Not Stated (4)	1. Secretaries (2)
Human Health and Social Work Activities (1)	1. Practical Nurse (1)

Source: The Electronic Labour Exchange Unit and [www.lmis.gov.jm](http://www.lmis.gov.jm) January 1 to March 31, 2021

The majority of the jobs advertised by ELE required CSEC subjects (see Figure 5). This was followed by Certificate and Bachelors Degree.

**Figure 5**



Source: The Electronic Labour Exchange Unit and [www.lmis.gov.jm](http://www.lmis.gov.jm) January 1 to March 31, 2021

#### 4.0 Report from Private Employment Agencies (PEA's)

**Table 7: Number of Local Vacancies by Occupation Group**

Occupational Classification	Type of Worker
Services and Sales Workers (90)	1. Sales Workers (52) 2. Waiters (31) 3. Transport Workers (7)
Elementary Occupations (76)	1. Domestic Helper/Related (76)
Clerical Support Workers (73)	1. Clerical Workers (73)
Plant and Machine Operators (30)	1. Production Workers (30)
Not Stated	1. Others (27)
<b>Total</b>	<b>296</b>

Source: The Private Employment Agency Unit, January 1 to March 31, 2021

Data was also collected from Private Employment Agencies (PEAs) for the period January to March 2021 in keeping with the Employment Agencies (Act-1957). The largest group for the PEAs was “Service and Sales Worker” with a total of 90. A breakdown showed Sales workers (52), Waiters (31) and Transport workers (7). The second largest group was Elementary Occupations with 76 Domestic helpers/ Related workers. Other areas were Clerical workers (73) and Production workers (30). (see Table 7).

## 5.0 Report from Work Permit Department

The total number of work permits issued during January to March 2021 was 741. Managers were ahead with 241, followed by: “Technicians and Associate Professionals” with 239. The Managers’ job title was primarily Department Managers referring to jobs in Administration, Personal Care, Construction, Hotel, Sales and Business. (see Table 8). For “Technicians and Associate Professionals”, the largest number of work permit approvals were to Administrators (192) and Technicians (40). Technicians included Mechanical and Electrical Engineering Technicians. These were followed by Professionals (149) and “Services and Sales Workers” (68). Professionals who were issued work permits included Engineers, Ballet Dancers, Teachers and Accountants, see Table 8. In “Service and Sales Workers” work permits were issued to cooks, sales professionals and cashiers. See Table 8 for a further breakdown.

**Table 8: Number of Work Permits Issued by Occupation**

Top Occupational Group	Top Jobs
Managers (241)	<ol style="list-style-type: none"><li>1. Department Mangers (192) – Administration, Personal Care, Construction, Hotel, Manufacturing, Restaurant, Retail Trade, Transport, Wholesale Trade, Forestry, Agriculture, Research &amp; Development, Sales, Supplies, Business</li><li>2. Mangers in Other Services Organizations (35)</li><li>3. General Manager (8) – Financial, Retail Trade, Hotel</li><li>4. Ambassadors (3)</li></ol>
Technicians and Associate Professionals (239)	<ol style="list-style-type: none"><li>1. Administrators (192)</li><li>2. Technicians (40) – Technicians, Mechanical Engineering, Electrical Engineering</li><li>3. Assistants (3) – Administrative, Computer, Mathematical</li><li>4. Photographer (2)</li></ol>
Professionals (149)	<ol style="list-style-type: none"><li>1. Engineers (19) – Civil Highway And Street Construction, Building</li></ol>

	Construction, Computer Systems, Mechanical, Production, Telecommunications 2. Ballet Dancer (16) 3. Teacher (15) – Post Secondary with Degree, Post-Secondary without Degree, Primary Education, Secondary Education 4. Accountants (13) – Chartered, Professional
Services and Sales Workers (68)	1. Cook (39) 2. Sales Professionals (17) – Account Executive, Salespersons, Promoter 3. Cashiers (9) – Office, Store
Craft and Related Trade Workers (36)	1. Electricians (10) – Professional, Building Repairs 2. Plumber (7) 3. Carpenter (6) 4. Mechanic (5) – Construction Machinery, Motor Vehicle
Plant and Machine Operators (4)	1. Operators (3) – Drilling Equipment/ Wells 2. Driver (1) - Truck
Elementary Occupations (2)	1. Volunteer (2)
Clerical Support Workers (2)	1. Clerk (1) – Classification 2. Consultant (1) - Travel

Source: The Work Permit Department, January 1 to March 31, 2021

## 6.0 CONCLUSIONS AND RECOMMENDATION

1.0 Management was the highest occupation being advertised comprising 23.1 percent of total jobs advertised. However the management field had a wide variety of disciplines being advertised. Some constant job titles for the January 1 to March 31, 2021 quarter were Finance and Accounts, Project Management and Sales. There were declines in advertisements for Branch, Brand and Restaurant Managers.

1.1 As a group Professionals stood out on top comprising 37.3 percent of total advertisements. Teachers, Accountants and Consultants were the main Professionals in demand.

1.2 The industry which was most outstanding during the January to March 2021 quarter was Public Administration and Defence: Compulsory Social Security with 314 or 26.7 percent of total advertisements. Directors, Managers, Administrators, Assistants and Consultants were the main areas of demand in this industry.

1.3 Bachelor's degrees were the highest qualification in demand in terms of number of advertisements. This was followed by Masters Degree. This showed a consistent demand for tertiary level education in the newspaper advertisements.

1.4 The parish with the most vacancies was Kingston and St. Andrew (KSA) with 779 or 66.3 percent of total advertisements. Although this meant there was a decline in KSA, there were also declines across the other parishes when compared to the corresponding quarter last year. These declines in advertisements were due to the impact of lockdowns to stem the spread of the COVID -19 pandemic.

1.5 The Electronic Labour Exchange (ELE) and Private Employment Agencies (PEAs) both had Domestic helpers as the highest area of demand.

1.6 Work permits granted compared to the data from the newspapers during the January to March 2021 quarter with Managers being the leading field in demand.

### 2. Recommendations:

2.1 Increase training in the field of management. The education and training institutions at the tertiary level should increase the output of trained personnel in the management field.

- 2.2 The government could examine how to increase tertiary level enrolment with a view to meet demand for tertiary level personnel.

## 7.0 APPENDIX

**Table 7.1: Job Titles for the Top Ten Occupations**

Occupations	Job Titles
<b>Directors/Managers/ Supervisors/ Principals</b>	<p><b>Directors</b></p> <p>Accounts &amp; Finance, Ancillary Operations, Assistant (Market Operations &amp; Analysis) Athletic Coordinator, Census, Demography &amp; Social Statistics, Child Development, Communication &amp; Public, Corporate Affairs, Corporate Services, Corporate Communications &amp; Public Relations, Culinary, Deputy Managing Engineering &amp; Technical Services, Development &amp; Construction, Executive, Facilities, Final Accounts &amp; Reporting, Finance, Finance &amp; Administration, Finance &amp; Accounts, Group Sales, Human Resource, ICT, IT, Management Information Systems, Managing, National Tennis, Nursing Services, Operations &amp; Maintenance, Organisational Development, Principal-Economic Planning, Project Management &amp; Evaluation, Public Procurement, Senior (Compliance, Corporate, Justice Policy Analysis &amp; Development) Systems E-Learning, Retail &amp; Digital Sales, Work Policy Monitoring</p> <p><b>Principals</b></p> <p>General, Vice</p> <p><b>Supervisors</b></p> <p>Accounting, Accounts, Audit, Automobile Assessor, Automobile Body Repairs, Branch, Cashier, Chief Workshop, Claims, Closed-Circuit Television, Code, Construction, Customer Service, Data Entry, Factory Maintenance, General Works, Herd/Breeder, HVAC-Electro-Mechanical, Installation, Inventory Control, Janitorial, Kitchen, Maintenance, Mechanical Fabrication, Mining, Operations, Production, Property Maintenance, Quality Assurance, Registry, Restaurant, Retail Store, Sales, Security, Site, Spa, Store, Systems, Warehouse</p> <p><b>Managers</b></p>

	Account, Accounting, Administrative, Asset, Assistant (General, Private, Equity, Store), Audit, Branch, Brand, Business Loans, Card Production Services, Case, Category, Commercial & Logistics, Deputy ( Information & Knowledge Management), Deputy Programme, Dietetic Services, Engineering Application, Farm Agricultural Crop, Finance, Finance & Accounts, Food & Beverage, Forensic & Audit, General, Group Project, Human Resource, Human Resource & Administration, Information Systems, Janitorial Operations, Junior, Junior Technical ( Clinical Chemistry, Haematology), Logistics, Maintenance, Maintenance & Support Application, Marketing, Marketing & Sales, Marketing & Social Media, On-Site Construction Project, Operations, Parish, Personnel, Plant, Procurement, Product & Business Development Support, Production, Programme (Conference Services, Project Management Office, Resource Mobilisation & Technical Assistance), Project, Project & Operations, Project-Summer Internship Programme, Property, Public Key Infrastructure, Public Procurement, Public Relations, Public Relations & Communications, Quality Assurance, Regional, Research, Restaurant, Risk Assurance, Sales, Sales & Marketing, Senior (Merger & Acquisitions & Investment Banking, Production & Vetting Services, Valuations & Transaction Diligence, Tax), Shelter, Site, Social Media, Store, Technician, Territory, Training & Performance Management, Vetting Services, Warehouse, Western & Northern Region
<b>Teachers/Lecturers</b>	<p><b>Lectures</b></p> <p>Construction Technology &amp; Drafting, Mathematics</p> <p><b>Teachers</b></p> <p>Biology, CAPE (Communication Studies, Geography, Mathematics, Physics), Drama, Economics, EDPM, Electrical &amp; Mechanical, English, English Language &amp; Literacy, English Language &amp; Literature, Entrepreneurship, Environmental Science, French, Geography, Human Ecology, Industrial Arts, Industrial Techniques, Literacy, Mathematics, MOB, Music, Physical Education, Physics, Principles of Accounts, Principles of Business, Religious Education, Social Studies, Spanish, Special Education, Theatre Arts, Visual Arts</p>
<b>Assistants</b>	Accounting, Administrative, Bursar, Chemistry, Clerical, Cook, Dental, Dietetic, Executive, Finance & Administrative, Human

	Resource, Inventory, Legal, Library, Marketing, Physics, Policy & Standard Operating Procedures Development, Program, Programme, Proofreading, Purchasing, Sales, Social Media, Superintendent, Quantity Surveyor, Technical
<b>Accountants</b>	Chief, Chief Financial, Cost, Cost & Management, Executive, Financial, Group Staff, Junior, Management, Professional, Project, Senior, Staff, Strategic -Sales
<b>Consultants</b>	Application, Child Protection& Child Trafficking, Communication, Communication & Production, Creation of Online Courses, Development & Installation of Mining, Entrepreneurship Training Coaching, Event Management Services, Floor Plan & Related Solution for School Laboratory, Industry Tour Video Production, International, Local Area Network Installation, Management of Mobile Messaging , NCD, Patty & Ice-cream Technical Specialist, Videography
<b>Administrators</b>	Business, Client Services, Database, Human Resource, ICT, IT, Network, Office, Pension, Procurement and Office Services, Project, Public Procurement, Sales, Senior Human Resource Management, System, System-Public Key Infrastructure, Team Lead, Trade, Traditional Folk Forms, Web
<b>Sales Representatives</b>	Sales, Technical Sales, Tele-Sales, Van Sales
<b>Technicians</b>	Accounting, Air Condition & Refrigeration, <del>Audio</del> , Computer, Drafting, General Works, Housing, IT, Lab, Maintenance, Pest Control, Pharmacy, Process, Support System, Tyre
<b>Specialists</b>	Application & Data, Child Protection, Development Visual Arts, Speech & Literary Arts, Group Event, Helpdesk, ICT, Instructional Design, Junior IT Security, Literacy
<b>Nurses</b>	College, Practical, Registered, Registered & Operating Theatre, Registered General, Registered Midwife, School

Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

**Table 7.2: Top Jobs Advertised by Industry**

Industry Group	Top Jobs
<b>1. Public Administration and Defence; Compulsory Social Security</b>	<ol style="list-style-type: none"> <li>1. <b>Directors (39)</b> - Accounts &amp; Finance, Census, Demography &amp; Social Statistics, Child Development, Communication &amp; Public, Corporate Affairs, Corporate Services, Deputy Managing Engineering &amp; Technical Services, Executive, Final Accounts &amp; Reporting, Finance, Finance &amp; Administration, Finance &amp; Accounts, Human Resource, ICT, IT, Management Information Systems, Operations &amp; Maintenance, Organisational Development, Principal-Economic Planning, Project Management &amp; Evaluation, Public Procurement, Senior (Compliance, Corporate, Justice Policy Analysis &amp; Development), Work Policy Monitoring</li> <li>2. <b>Managers (38)</b> - Accounting, Administrative, Asset, Assistant, Audit, Card Production Services, Forensic &amp; Audit, General, Information Systems, Maintenance, Parish, Procurement, Project, Project-Summer Internship Programme, Public Key Infrastructure, Public Relations, Public Relations &amp; Communications, Research, Senior Production &amp; Vetting Services, Training &amp; Performance Management, Vetting Services</li> <li>3. <b>Administrators (16)</b> - Human Resource, Network, Procurement and Office Services, Project, Public Procurement, Senior Human Resource Management, System, System-Public Key Infrastructure, Trade, Traditional Folk Forms</li> <li>4. <b>Assistants (16)</b> - Administrative, Executive, Human Resource, Policy &amp; Standard Operating Procedures Development, Proofreading, Quantity Surveyor, Technical</li> <li>5. <b>Consultants (13)</b> – Administrative, Event Management Services, Local Area Network Installation, NCD, Technical</li> </ol>

Industry Group	Top Jobs
<b>2. Education</b>	<ol style="list-style-type: none"> <li><b>1. Teachers (66)</b> – Biology, CAPE (Communication Studies, Geography, Mathematics, Physics), Drama, Economics, EDPM, Electrical &amp; Mechanical, English, English Language &amp; Literacy, English Language &amp; Literature, Entrepreneurship, Environmental Science, French, Geography, Human Ecology, Industrial Arts, Industrial Techniques, Literacy, Mathematics, MOB, Music, Physical Education, Physics, Principles of Accounts, Principles of Business, Religious Education, Social Studies, Spanish, Special Education, Theatre Arts, Visual Arts</li> <li><b>2. Nurses (16)</b> – College, Registered, School</li> <li><b>3. Assistants (15)</b> – Accounting, Administrative, Bursar, Chemistry, Clerical, Cook, Library, Marketing, Physics</li> <li><b>4. Principals (11)</b> – General, Vice</li> <li><b>5. Guidance Counsellors (10)</b></li> </ol>
<b>3. No Company/Industry Stated</b>	<ol style="list-style-type: none"> <li><b>1. Managers (18)</b> – Accounting, Assistant, General, Group Project, Human Resource, Janitorial Operations, Marketing, Plant, Production, Regional, Restaurant, Site, Technician, Warehouse</li> <li><b>2. Sales Representatives (14)</b></li> <li><b>3. Supervisors (10)</b> – Accounts, Customer Service, Inventory Control, Janitorial, Maintenance, Retail Store, Warehouse</li> <li><b>4. Accountants (9)</b> – Chief, Executive, Junior, Professional</li> <li><b>5. Assistants (9)</b> – Accountant, Administrative, Dietetic, Human Resource, Legal, Social Media</li> </ol>
<b>4. Manufacturing</b>	<ol style="list-style-type: none"> <li><b>1.0 Managers (10)</b> – Account, Assistant, Factory, Finance &amp; Operations, Junior, Marketing, Operations, Production, Sales &amp; Marketing</li> </ol>

Industry Group	Top Jobs
	<p><b>2.0 Supervisors (7)</b> – Factory Maintenance, Maintenance, Mining, Production, Warehouse</p> <p>3. <b>Drivers (6)</b> – Bulk Truck, Sales, Tractor/Trailer, Trailer Haul, Truck</p> <p>4. <b>Accountants (4)</b> – Group Staff, Junior, Professional</p> <p>5. <b>Operators (4)</b> – Excavator, Forklift, Front End Loader, Machine</p> <p>6. <b>Technicians (4)</b> – Maintenance, Process, Systems Support, Tyre</p> <p>7. <b>Sales Representatives (4)</b></p>
<p><b>5. Activities of Extraterritorial Organizations and Bodies</b></p>	<p>1. <b>Consultants (16)</b> – Child Protection &amp; Child Trafficking, Communication, Development and Installation of Mining, International, Management of Mobile Messaging, Study on Socio Economics</p> <p>2. <b>Managers (11)</b> – Commercial &amp; Logistics, Deputy, Programme (Conference Services, Project Management, Resource Mobilisation &amp; Technical Assistance)</p> <p>3. <b>Assistants (6)</b> – Administrative, Finance &amp; Administrative, Monitoring &amp; Evaluation, Programme</p> <p>4. <b>Coordinator (6)</b> – Programme, Result Based Budgeting, Technical</p> <p>5. <b>Specialists (6)</b> – Child Protection Programme, Programme, Project Management, Regional Monitoring &amp; Evaluation</p>
<p><b>6. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles</b></p>	<p>1. <b>Sales Representatives (11)</b></p> <p>2. <b>Managers (11)</b> – Account, Assistant, Branch, Brand, Finance, Operations, Sales, Store, Warehouse</p>

Industry Group	Top Jobs
	<ol style="list-style-type: none"> <li><b>Supervisors (10)</b> – Cashier, Data Entry, Inventory, Production, Sales, Store, Warehouse</li> <li><b>Technicians (5)</b> – Air Conditioning &amp; Refrigeration, IT, Pharmacy</li> <li><b>Accountants (4)</b> – Chief, Professional, Senior</li> </ol>
<b>7. Financial and Insurance Activities</b>	<ol style="list-style-type: none"> <li><b>Officers (10)</b> – Banking, Business, Business Development, Collections, Commissioned Business Development, Loan, Reconciliation, Risk &amp; Compliance</li> <li><b>Managers (10)</b> – Assistant, Audit, Brand, Business Loans, Human Resource, Product &amp; Business Development Support, Territory, Western &amp; Northern Region</li> <li><b>Supervisors (9)</b> – Branch, Claims, Operations</li> <li><b>Accountants (6)</b> – Professional, Staff</li> <li><b>Analyst (6)</b> – Credit, Information &amp; Knowledge Management, Senior Financial Portfolio Advisory, Senior Capital Markets, Investment</li> </ol>
<b>8. Human Health and Social Work Activities</b>	<ol style="list-style-type: none"> <li><b>Medical Professionals (11)</b> – Dermatologist, ENT, Family Physician, Haematology Doctor, Medical Doctor (Emergency Medicine, Internal Medicine, Psychiatry), Medical Practitioner, Microbiologist, Psychologist</li> <li><b>Mangers (6)</b> – Business Development, Case, Junior Technical ( Clinical Chemistry, Haematology), Quality Assurance</li> <li><b>Nurses (5)</b> – Midwife, Registered Midwife, Registered &amp; Operating Theatre</li> <li><b>Assistants (3)</b> – Administrative, Dental, Medical</li> <li><b>Technologists (3 )</b> – Lab, Medical</li> </ol>

Industry Group	Top Jobs
<b>9. Professional, Scientific and Technical Activities</b>	<ol style="list-style-type: none"> <li><b>1. Consultants (10)</b> – Application, Communication &amp; Production, Content Development, Creation of Online Courses, Entrepreneurship Training Coaching, Floor Plan % Related Solution for School Laboratory, Industry Tour Video Production</li> <li><b>2. Managers (6)</b> – Logistics, On-Site Construction Project, Risk Assurance, Senior (Merger &amp; Acquisition &amp; Investment Banking, Tax, Valuations &amp; Transaction Diligence)</li> <li><b>3. Assistants (3)</b> – Administrative, Executive</li> <li><b>4. Chief Officers (3)</b> – Executive, Financial</li> <li><b>5. Auditors (3)</b></li> </ol>
<b>10. Accommodation and Food Services Activities</b>	<ol style="list-style-type: none"> <li><b>1. Chefs/Cooks (5)</b></li> <li><b>2. Directors (3)</b> – Ancillary Operations, Culinary, Facilities</li> <li><b>3. Managers (3)</b> – Food &amp; Beverage, Restaurant</li> <li><b>4. Supervisor (3)</b> – Kitchen, Restaurant</li> </ol>
<b>11. Information and Communication</b>	<ol style="list-style-type: none"> <li><b>1. Managers (4)</b> – Brand, Category, Human Resource, Project</li> <li><b>2. Reporters (3)</b></li> <li><b>3. Editors (2)</b> – Non-Linear, Sub</li> <li><b>4. System Administrators (2)</b></li> <li><b>5. Accountants ( 2)</b></li> </ol>
<b>12. Administrative and Support Service Activities</b>	<ol style="list-style-type: none"> <li><b>1. Managers (3)</b> – Marketing Sales, Operations</li> <li><b>2. Officers (3)</b> – Collections, Payables</li> <li><b>3. Pest Control Technicians (3)</b></li> <li><b>4. Sales Representatives (3)</b></li> </ol>
<b>13. Construction</b>	<ol style="list-style-type: none"> <li><b>1. Supervisors (5)</b> – Accounting, Construction, Mechanical Fabrication, Site</li> <li><b>2. Managers (3)</b> – Operations, Quality, Technical</li> </ol>

Industry Group	Top Jobs
	<b>3. Engineer (3)</b> – Civil, Professional
<b>14. Arts Entertainment and Recreation</b>	<b>1. Directors (5)</b> – Deputy, Finance, Group Sales, National Tennis, Retail & Digital Sales <b>2. Auditors (4)</b> <b>3. Officers (2)</b> – Accounting, Loss Prevention <b>4. Spa Supervisors (2)</b>
<b>15. Transport and Storage</b>	<b>1. Administrators (2)</b> – Database, Systems <b>2. Supervisors (2)</b> – General Works, HVAC-Electro Mechanical
<b>16. Mining and Quarrying</b>	<b>1. Managing Professionals (2)</b> – Managing Director, Public Procurement Manager
<b>17. Other Service Activities</b>	<b>1. Consultants (2)</b> – Professional, Videography <b>2. Managers (2)</b> – Marketing/Public Relations & Business Development,
<b>18. Water Supply; Sewage, Waste Water Management &amp; Remediation Activities</b>	<b>1. Agricultural Crop Farm Mangers (2)</b>
<b>19. Real Estate Activities</b>	<b>1. Directors (2)</b> – Development & Construction, Finance
<b>20. Electricity, Gas, Steam and Air Conditioning Supply</b>	<b>1. Sales Administrator (1)</b> <b>2. Renewable Energy Installer (1)</b>
<b>21. Activities of Households as Employers</b>	<b>No Jobs Advertised</b>

Industry Group	Top Jobs
<b>22. Agriculture, Forestry and Fishing</b>	<b>No Jobs Advertised</b>

Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

**Table 7.3: Top Jobs Advertised by Parish and Other Countries**

Parish	Rank	Top Jobs	Job Titles
<b>Kingston &amp; St. Andrew</b>	1.	Managers (90)	Account, Accounting, Administrative, Asset, Assistant (General, Private, Equity, Store), Audit, Branch, Brand, Card Production Services, Case, Category, Commercial & Logistics, Deputy ( Information & Knowledge Management), Dietetic Services, Engineering Application, Farm Agricultural Crop, Finance, Finance & Accounts, Forensic & Audit, General, Human Resource, Human Resource & Administration, Information Systems, Junior, Junior Technical ( Clinical Chemistry, Haematology), Logistics, Maintenance, Maintenance & Support Application, Marketing, Marketing Sales, Operations, Parish, Personnel, Plant, Procurement, Product & Business Development Support, Programme, Project, Project & Operations, Project-Summer Internship Programme, Property, Public Key Infrastructure, Public Procurement, Public Relations, Public Relations & Communications, Quality Assurance, Regional, Research, Restaurant, Risk Assurance, Sales, Sales & Marketing, Senior (Production & Vetting Services, Tax), Shelter, Social Media, Territory, Training & Performance Management, Vetting Services, Western & Northern Region
	2.	Directors (62)	Accounts & Finance, Ancillary Operations, Assistant (Market Operations & Analysis) Athletic Coordinator, Census, Demography & Social Statistics, Child Development, Communication & Public, Corporate Affairs, Corporate Services, Corporate Communications & Public Relations, Culinary,

		Deputy, Deputy Managing Engineering & Technical Services, Development & Construction, Executive, Facilities, Final Accounts & Reporting, Finance, Finance & Administration, Finance & Accounts, Group Sales, Human Resource, ICT, IT, Management Information Systems, Managing, National Tennis, Nursing Services, Operations & Maintenance, Organisational Development, Principal-Economic Planning, Project Management & Evaluation, Public Procurement, Senior (Compliance, Corporate, Justice Policy Analysis & Development) Systems E-Learning, Retail & Digital Sales, Work Policy Monitoring
3.	Assistants (43)	Accounting, Administrative, Bursar, Clerical, Dental, Dietetic, Executive, Finance & Administrative, Human Resource, ICT, Inventory, Legal, Library, Marketing, Monitoring & Evaluation, Policy & Standard Operating Procedures Development, Program, Programme, Proofreading, Purchasing, Quantity Surveyor, Technical
4.	Consultants (37)	Child Protection & Child Trafficking, Communication, Communication & Production, Content Developer & Master Trainer, Creation of Online Courses, Development & Installation of Mining, Entrepreneurship Training Coaching, Event Management Services, Floor Plan & Related Solution, Industry Tour Video Production, International, Local Area Network Installation, NCD, Technical Specialist, Videography
5.	Supervisors (35)	Accounting, Audit, Automobile Assessor, Automobile Body Repairs, Branch, Chief Workshop, Claims, Closed-Circuit Television, Code, Customer Service, Data Entry, General Works, Herd/Breeder, HVAC-Electro-Mechanical, Installation, Inventory Control, Kitchen, Mining, Operations, Production, Property Maintenance, Quality Assurance, Registry, Restaurant, Retail Store, Sales, Security, Systems, Warehouse
6.	Administrators (35)	Business, Client Services, Database, Human Resource, ICT, IT, Network, Office, Pension, Procurement & Office Services, Project, Public Procurement, Senior Human Resource

			Management, System, System-Public Key Infrastructure, Team Lead, Trade, Traditional Folk Form, Web
	7.	Accountants (27)	Chief, Chief Financial, Cost, Cost & Management, Financial, Group Staff, Junior, Management, Professional, Senior, Staff
	8.	Teachers (24)	CAPE (Geography), Drama, English, English Language & Literacy, French, Geography, Industrial Arts, Literacy, Mathematics, MOB, Music, Physics, Principles of Accounts, Spanish, Special Education, Theatre Arts, Visual Arts
	9.	Technicians (20)	Accounting, Air Condition & Refrigeration, Computer, Drafting, General Works, Housing, IT, Lab, Maintenance, Pest Control, Pharmacy, Process, Support System, Tyre
<b>Not Stated</b>	1.	Managers (27)	Accounting, Brand, Business Loans, Deputy Programme, General, Group Project, Human Resource, Human Resource & Administration, Janitorial Operations, Logistics, Maintenance, Maintenance & Support Application, Marketing, Marketing Sales, Marketing & Social Media, On-Site Construction Project, Production, Programme (Conference Services, Project Management Office, Resource Mobilisation & Technical Assistance), Restaurant, Senior (Merger & Acquisitions & Investment Banking, Valuations & Transaction Diligence), Site, Store, Technician, Warehouse
	2.	Supervisors (14)	Accounts, Cashier, Factory Maintenance, Inventory, Janitorial, Maintenance, Sales, Site, Store, Warehouse
	3.	Accountants (10)	Executive, Junior, Professional, Project, Strategic
	4.	Assistants (9)	Accountant, Administrative, Medical, Legal, Social Media
	5.	Clerks (9)	Billing, Custom Broker, Inventory, Sales, Senior Accounting, Warehouse
<b>St. Catherine</b>	1.	Teachers (11)	Biology, Cape-Communication Studies, Electrical & Mechanical, English Language, Entrepreneurship, Environmental, Music, Spanish
	2.	Specialists (5)	Literacy, Numeracy, User Support

	3.	Managers (5)	Operations, Quality, Restaurant, Technical
	4.	Supervisors (3)	Branch, Kitchen, Sales
<b>Manchester</b>	1.	Teachers (8)	Biology, Geography, Human Ecology, Literacy, Physical Education, Principles of Accounts, Principles of Business, Social Studies
	2.	Operators (4)	Excavator, Forklift, Front End Loader, Truck
	3.	Sales Representatives (4)	
<b>Other Countries</b>	1.	Managers (5)	Deputy-Information & Knowledge Management, Programme (Conference Services, Resource Mobilisation & Technical Assistance)
	2.	Healthcare Professionals (3)	Dermatologist, ENT, Family Physician
<b>St. James</b>	1.	Education Professionals (3)	Guidance Counsellor, Mathematics Lecturer, Teacher
	2.	Secretary (2)	Executive, Senior
	3.	Supervisors (2)	Maintenance, Sales
<b>St. Ann</b>	1.	Teachers (5)	Cape-Physics, English Language, Religious Education, Social Studies
	2.	Managers (3)	Marketing & Social Media, Plant, Regional
<b>Clarendon</b>	1.	Teachers (6)	Biology, English Language & Literature, Mathematics, Religious Education
	2.	Sales Representatives (3)	
<b>St. Thomas</b>	1.	Teachers (4)	Economics/MOB/Principles of Business, EDPM, Physical Education, Spanish
	2.	Personnel (3)	Sanitation, Security, Warehouse
<b>Hanover</b>	1.	Teachers (2)	Social Studies

	2.	Assistants (2)	Chemistry, Physics
<b>St. Elizabeth</b>	1.	Sales Representatives (2)	
<b>Trelawny</b>	1.	Teachers (3)	English Language, English Language & Literature
<b>St. Mary</b>	1.	Principals (2)	
<b>Portland</b>	1.	Assistant Bursar, Branch Supervisor, Librarian, Sales Representatives	
<b>Westmoreland</b>	1.	Spa Supervisor, Mathematics Teacher, Wastewater Engineer	
<b>Islandwide</b>	1.	Medical Assistant, Medical Doctor, Nurse	

Source: The Gleaner and the Jamaica Observer newspapers, January 1 to March 31, 2021

**Table 7.4: ELE Vacancies Disaggregated by Industry and Occupation**

Parish	Industry	Occupation
<b>Manchester (27)</b>	Activities of Households as Employers; Undifferentiated Goods and Services etc (10)	Live-in-helper (3) Domestic Helper (2) General Worker (2) Handyman (1) Days Worker (1) Caregiver(1)
	Public Administration and Defence; Compulsory Social Security (4)	Secretary (3) Data Entry Clerk (1)
	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (4)	Customer Service Representative (2) Carpenter (1)

Parish	Industry	Occupation
		Maintenance Worker (1)
	Financial and Insurance Activities (3)	Personal Assistant (1) Life Insurance Agent (1) Administrator (1)
	Accommodation and Food Services Activities (3)	Front Desk Agent (2) Cashier (1)
	No Industries Stated (2)	Sales Representative (1) Administrative Assistant (1)
	Administrative and Support Service Activities (1)	Customer Service Agent (1)
St. Ann (15)	Financial and Insurance Activities (6)	Life Insurance Agents (5) Administrative Assistant (1)
	Transport and Storage (5)	Customer Service Representative (4) Customer Service Representative Supervisor (1)
	Public Administration and Defence; Compulsory Social Security (3)	Counsellor (1) Head Cook (1) Caretaker (1)
	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (1)	Executive Assistant (1)

Parish	Industry	Occupation
St. James (12)	Accommodation and Food Services Activities (5)	Servers (2) Cook (1) Preparation Cook (1) Bartender (1)
	Administrative and Support Service Activities (4)	Work-from-home Agents (4)
	Financial and Insurance Activities (1)	Office Clerk (1)
	Human Health and Social Work Activities (1)	Practical Nurse (1)
	Transport and Storage (1)	Customer Service Representative (1)
Trelawny (6)	Accommodation and Food Services Activities (3)	Steward (1) Server (1) Cashier (1)
	Information and Communication (2)	Salesperson (2)
	Financial and Insurance Activities (1)	Banking Agent (1)
Kingston and St. Andrew (5)	No Industries Stated (2)	Secretary (2)

Parish	Industry	Occupation
	Financial and Insurance Activities (1)	Customer Service Representative (1)
	Administrative and Support Service Activities (1)	Technical Support Chat Associate (1)
	Public Administration and Defence; Compulsory Social Security (1)	Secretary (1)
Clarendon (4)	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (4)	Supervisors (2) Store Clerk (1) IT Clerk (1)
St. Elizabeth (3)	Activities of Households as Employers; Undifferentiated Goods and Services etc (2)	Live-in-helper/caregiver (2)
	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (1)	Customer Service Representative (1)
Not Stated (2)	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (2)	Store Clerk (2)
Westmoreland (1)	Activities of Households as Employers; Undifferentiated Goods and Services etc (1)	Helper (1)

Source: Electronic Labour Exchange, January 1 to March 31, 2021