

HOT OCCUPATION ANALYSIS REPORT January to March, 2017

1.0 Introduction

In order to determine the dominant occupations and skills required in labour market, the Ministry of Labour and Social Security (MLSS) publishes the Hot Occupation Analysis Report which reviews job vacancies and work permit data on a quarterly basis, using a number of sources¹. This Report analyzes job vacancies which were available for the period January to March, 2017. Job postings were extracted from advertisements in the Careers' section of the Jamaica Gleaner and Observer newspapers, which post vacancies mainly for Professional/Technical and Managerial staff. Data was also sourced from the Electronic Labour Exchange (ELE) of the MLSS which offers vacancies from a range of occupation. Additionally, vacancies submitted to the MLSS by registered Private Employment Agencies (PEAs) were reviewed to highlight the demand from this source. An analysis was also done of Work Permits approved by the MLSS, which gives an indication of some of the skill shortages in Jamaica.

2.0 Analysis of Job Vacancies Advertised in Newspapers

The analysis covered 1,768 job vacancies that were published for the quarter under review. It is important to note that the National Labour Market Survey (2017) revealed that 44 per cent of 660 employers interviewed island-wide, advertised their job vacancies in the local newspapers. The Study also found that the firms relied on this medium when seeking to fill the more "white collar" positions, such as Professional/Technical and Managerial staff. Information in this segment is therefore skewed to these types of worker.

¹ Different sources were used to extract information for various types of workers- low skilled to highly skilled workers.

2.1 Top Ten Occupations Advertised in the Newspapers

The ten leading jobs advertised during the reporting period totalled 1,122 or 66.8 per cent of the total vacancies reviewed, compared to 1,143 or 59.8 per cent for the corresponding period in 2016. Managers/Directors emerged with the highest number of vacancies, totalling 404 or 22.9 per cent. These jobs also topped the list during the corresponding period in 2016. In 2017 Customer/Sales Representatives were next top job with 173 or 9.8 per cent (*See Table 1*).

Table 1: Top Ten Occupations Advertised in the Career's Section of the Gleaner and Observers

Rank	Current Period			Previous Period (2016)		
	Job Titles	Number of Job Vacancies	Percentage	Job Titles	Number of Job Vacancies	Percentage
1	Managers/Directors	404	22.9	Managers/Directors	306	16.1
2	Customers/Sales (Representatives)	173	9.8	Officers	196	10.3
3	Officers	154	8.7	Representatives/Customers Service and Sales	114	6.0
4	Supervisors	84	5.4	Administrative Assistants	104	5.5
5	Accountants	60	4.8	Supervisors	103	5.4
6	Teachers	70	3.4	Teachers	101	5.3
7	Technicians	55	4.0	Clerks	70	3.6
8	Assistants	40	3.1	Technicians	60	3.2
9	Clerks	47	2.7	Engineers	46	2.1
10	Nurses	35	2.0	Accountants	43	2.3
	Total	1,122	66.8	Total	1,143	59.8

Job Titles for the Top 10 Occupations

The data collected showed that a wide variety of Managers/Directors were desired (*See Table 2*). Sales Managers topped the list, representing 17 or 4.2 per cent of this category of workers. This was followed by General Managers (14 or 3.5 per cent), Principals (13 or 3.2 per cent) and Human Resource (11 or 2.7 per cent). Customers Service/Sales workers were mostly needed as Agents and Distributers and to serve in the Car rental and Administrative areas.

Table 2: Top 10 Occupations by Job Titles Advertised

Occupational areas	Leading vacant positions advertised
Managers/ Directors	<p>Managers: Accounting, Activities, Administrative, Assets & Property, Bar & Lounge, Beverage Warehouse, Branch, Brand, Budget & Investment, Business Development, Call Centre Operations, Campus, Card, Case, Catering Sales, Client Relations, Commercial Services, Construction, Corporate, Corporate Social Responsibility, Country Outsourcing, Credit Solution, Division, Duty Hotel, Entertainment, Environmental Health & Safety, Equipment, Finance, Fleet Maintenance, Flight Operations Oversight, Food & Beverage, Food Services, Front Office & Reservation, General, Grounds Maintenance & Pest Control, Group Information Technology, Guest Relations, Health Services Training & Education, Housekeeping, Human Resource & Administration, I.T. Project, Industrial Relation & Staff Welfare, Information Systems, Innovation Lab., Internal Audit, Inventory, Investment Project & Implementation, Landscape, Logistics, Maintenance, Marketing, Micro Finance, MIS, Office, Operations, Pharmaceutical Operations, Plant, Policy Defence, Procurement, Production, Programme, Project, Promotions & Outreach, Property, Purchasing, Quality Assurance, Quality Control, Quality Systems, Radio Marketing & Sales, Regional, Reservations, Restaurants, Retail, Risk Compliance & Legal Services, Room Services, Sales, Security, Service, Shift, Site, Station, Stewarding, Store, Strategic Relations, Supply Chain, Trade Marketing, Training, Warehouse, Wealth</p> <p>Directors: Audit Portfolio, Chief Technical, Communication, Corporate Services, Cultural Research & Information, Executive, Finance, Food & Beverage, Group Human Resource, Human Resource Management & Administration, I.T., Insurance, Legal Service, Management Information System, Modernization Initiatives & Strategic, Projects, National Blood Transfusion Service, Administration, Operations, Policy, Principal, Public Service Capability Development, Quality Standards & Monitoring, Quality Standards, Implementation & Quality Assurance, Regional, Regulation, Policy, Monitoring & Enforcement, Research & Quality Assurance, Spa, Wireless Engineering, Regional Technical</p>
Customer\Sales Service Workers	<p>Administrative, Agent, Car Rental, Customer Service, Distributors, Drivers, Executive, Field, Front Office, General Insurance, Guest Services, Industrial Supplies, Life Insurance, Medical Sales, Merchandiser, Pharmaceutical, Promotion, Route, Sales Representative, Showroom, Technical Support</p>
Officers	<p>Accounting, Accounts Receivable, Administrative Support, Armed & Unarmed Security, Assistant Legal & Compliance, Billing & Collections, Budget, Business Development, Chief Compliance, Chief Executive, Chief Financial, Chief Nursing, Chief Operating, Collection & Recovery, Common Service Finance, Communications & Marketing, Community Relations, Compliance, Consumer Affairs, Contractor Sales, Corporate Communications, Credit, Credit & Collection, Customer Relations, Data Entry, Disaster Risk Management, Environmental, Extension, Grants, Human Resource, Information Technology, Inventory, Junior Corporate Finance, Legal, Loans, Maintenance, Marketing, Measurement & Evaluations, Medical, Member Service, Officer-In-Charge, Delinquency, Operations, Parish Treatment Care & Support, Payable, Payroll, Procurement, Programme Development, Project, Public Relations, Publications, Purchasing, Quality Assistant, Quality Assurance,</p>



Occupational areas	Leading vacant positions advertised
	Quality Control, Recruitment, Recruitment & Training, Reporting & Compliance, Response, Returning, Risk & Compliance, Risk Management, Senior Communication, Senior Plant Protection, Senior Technical, Supplier Quality Assurance, Syllabus, Technical, Verification, Visitor Relations

Source: Gleaner and Observer newspapers (January to March, 2017)

2.2 Advertisement by Occupational Group

The jobs were categorized by occupational groups to highlight the trend for different types of workers. The “Professional” group had the highest number of advertisements, totalling 599 or 34.2 per cent. Next with 394 or 22.7 per cent were Managers, followed by Technicians and Associated Professional with 345 or 19.5 per cent (See Table 3). This trend was expected given that the Career Sections of the major newspapers in Jamaica generally advertise more high-end jobs.

Table 3: Number of Advertisement by Occupational Group

Occupational Group	Total	Percent
Professionals	599	34.2
Managers	396	22.7
Technicians and Associated Professionals	345	19.5
Services and Sales Workers	220	12.4
Clerical Support Workers	83	4.7
Craft & Related Trade Workers	63	3.6
Plant and Machine Operators and Assemblers	34	1.9
Elementary Occupations	14	0.8
Not Stated	2	0.1
Total	1,768	100.0

Source: Gleaner and Observer newspapers (January to March, 2017)

Occupational Groups Disaggregated by Leading Jobs

Each occupational group was further disaggregated based on the top jobs advertised. Among the Professional group, the top jobs were Officers, Teachers, Accountants, Lecturers and Nurses. Directors headed the list of Managers, while Officers and Technicians were in high demand for the “Technician and Associated Professionals” group.

As it relates to “Service and Sales Workers”, Customer/Sales Representatives and Supervisors were in high demand. Clerks were the most advertised jobs in the “Clerical Support Workers” category, while Technicians recorded the highest in the “Craft and Related Trade Workers” occupation. For the “Plant and Machine Operators and Assemblers” category, Drivers topped the list of job openings (**See Table 4**).

Table 4: Top Ten Jobs for Occupational Groups

Occupational Group	Top Occupations	Number of Advertisement	Percent
Professionals	<ol style="list-style-type: none">1. Officers2. Teachers3. Accountants4. Lecturers5. Nurses6. Auditors7. Analysts8. Engineers9. Administrators10. Coordinators	329	55.0
Managers	<ol style="list-style-type: none">1. Directors2. Assistant3. Sales4. Marketing5. General6. Human Resource7. Principals8. Operations9. Officers10. Finance	171	43.2
Technicians and Associated Professionals	<ol style="list-style-type: none">1. Officers2. Technicians3. Supervisors4. Assistant5. Representatives	219	63.5



Occupational Group	Top Occupations	Number of Advertisement	Percent
	6. Administrators 7. Engineers 8. Secretaries		
Services and Sales Workers	1. Customer/ Sales Representatives 2. Supervisors 3. Cashiers 4. Guards	147	66.8
Clerical Support Workers	1. Clerks 2. Assistants 3. Customer/ Sales Representatives 4. Secretaries	61	73.5
Craft & Related Trade Workers	1. Technicians 2. Chefs 3. Supervisors 4. Bakers 5. Welders	32	50.8
Plant and Machine Operators and Assemblers	1. Operators 2. Drivers 3. Loaders 4. Riders	30	88.2

2.3 Job Advertisement by Industry

The “Professionals, Scientific and Technical Activities” industry recorded the highest number of vacancies for the quarter January to March 2017, totalling 556 or 31.4 per cent. This was followed by “Administrative and Support Service Activities” with 281 or 15.9 per cent and “Education” with 161 or 9.1 per cent (See Table 5).

Table 5: Number of job vacancies advertised by industries

Industry Groups	Number of Jobs Advertised	Per cent
Professional, Scientific & Technical Activities	556	31.4
Administrative & Support Service Activities	281	15.9
Education	161	9.1
Financial & Insurance Activities	128	7.2
Wholesale & Retail Trade	118	6.7
Accommodation & Food Services Activities	100	5.7
Human Health & Social Work	94	5.3
Real Estate Activities	47	2.7
Transportation & Storage	45	2.5
Arts, Entertainment & Recreation	39	2.2

Industry Groups	Number of Jobs Advertised	Per cent
Information & Communication	39	2.2
Public Administration & Defence	34	1.9
Manufacturing	33	1.9
Other Service Activities	26	1.5
Construction	18	1.0
Activities of Household as Employers	15	0.8
Electricity & Water Supply	8	0.5
Agriculture, Forestry & Fishing	5	0.3
Mining and Quarrying	2	0.1
No Industries stated	19	1.1
Activities of Extraterritorial Organisation & Bodies		
Total	1,768	100

Source: Gleaner and Observer newspapers (January to March, 2017)

Top Occupations Advertised by Industry

Upon closer examination of the top occupations advertised, the most popular jobs in the “Professionals, Scientific and Technical Activities” industry were Managers and Engineers. For the “Administrative and Support Service Activities” industry, Clerks, Supervisors and Officers were in highest demand. Teachers and Principals topped the list for the “Education” industry while Officers and Accountants recorded the highest amount in “Financial and Insurance Activities”.

The leading vacancies in the “Accommodation and Food Services Activities” were Chefs and Hotel Managers. Sales Representatives and Managers headed the list for the “Wholesale and Retail Trade” industry. Coordinators and Lifeguards were the most popular among the “Arts, Entertainment and Recreation” group. Advertisement for Analysts and IT Managers accounted for the highest number of vacancies from the “Information and Communication” industry.

In the “Human Health and Social Work” industry, Nurses were the highest ranked jobs advertised for this Sector. As it relates to the “Transportation and Storage” industry, the leading vacancies were recorded in the Managers and Transport Operators categories. Meanwhile, Managers and Supervisors topped the posts advertised for the “Manufacturing” sector.

Within the “Construction” industry, the most advertised jobs were Construction Engineers and Managers. Cashiers and Drivers headed “Other Service Activities,” while Drivers topped the list in the “Activities of Household as Employers” industry.

Table 6: Top job titles advertised by industry

Industries	Job Titles
Professional, Scientific & Technical Activities	<ol style="list-style-type: none"> 1. Managers 2. Officers 3. Accountants 4. Directors 5. Engineers 6. Supervisors 7. Analysts 8. Technicians 9. Auditors 10. Representatives
Administrative & Support Service Activities	<ol style="list-style-type: none"> 1. Clerks 2. Supervisors 3. Managers 4. Officers 5. Sales Representatives 6. Customer Service Representatives 7. Administrative Assistants 8. Administrators 9. Cashiers 10. Receptionists
Education	<ol style="list-style-type: none"> 1. Teachers 2. Lecturers 3. Principals 4. Nurses 5. Bursars
Financial & Insurance Activities	<ol style="list-style-type: none"> 1. Officers 2. Accountants 3. Managers 4. Auditors 5. Clerks
Wholesale & Retail Trade	<ol style="list-style-type: none"> 1. Sales Representatives 2. Managers 3. Supervisors
Accommodation & Food Services Activities	<ol style="list-style-type: none"> 1. Chefs 2. Managers 3. Supervisors 4. Cooks
Human Health & Social Work	<ol style="list-style-type: none"> 1. Nurses

Industries	Job Titles
Real Estate Activities	1. Officers 2. Managers 3. Supervisors 4. Administrators
Transportation & Storage	1. Managers 2. Operators 3. Drivers
Arts, Entertainment & Recreation	1. Coordinators 2. Lifeguards 3. Promoters
Information & Communication	1. Analysts 2. Managers 3. Administrators 4. Officers 5. Promoters 6. Reporters
Public Administration & Defense	1. Security Guards (Armed/Unarmed)
Manufacturing	1. Managers 2. Supervisors 3. Operators
Other Service Activities	1. Cashiers 2. Drivers 3. Instructors
Construction	1. Engineers 2. Managers
Activities of Household as Employers	1. Drivers 2. Managers
Electricity & Water Supply	1. Technicians
Agriculture, Forestry & Fishing	1. Economists
Mining and Quarrying	1. Surveyors
No Industries stated	2. Executive Assistants 3. Administrators

Source: Gleaner and Observer newspapers (January to March, 2017)

2.4 Required Certification and Qualification for Jobs Advertised

Certifications and qualifications were specified for 976 or 55.2 per cent of the 1,768 job vacancies reviewed. The majority (57.1%) of the required qualifications were for Bachelors Degree (See Figure 1). This was followed by CXC (CSEC/CAPE) and Associate Degree/Diploma.

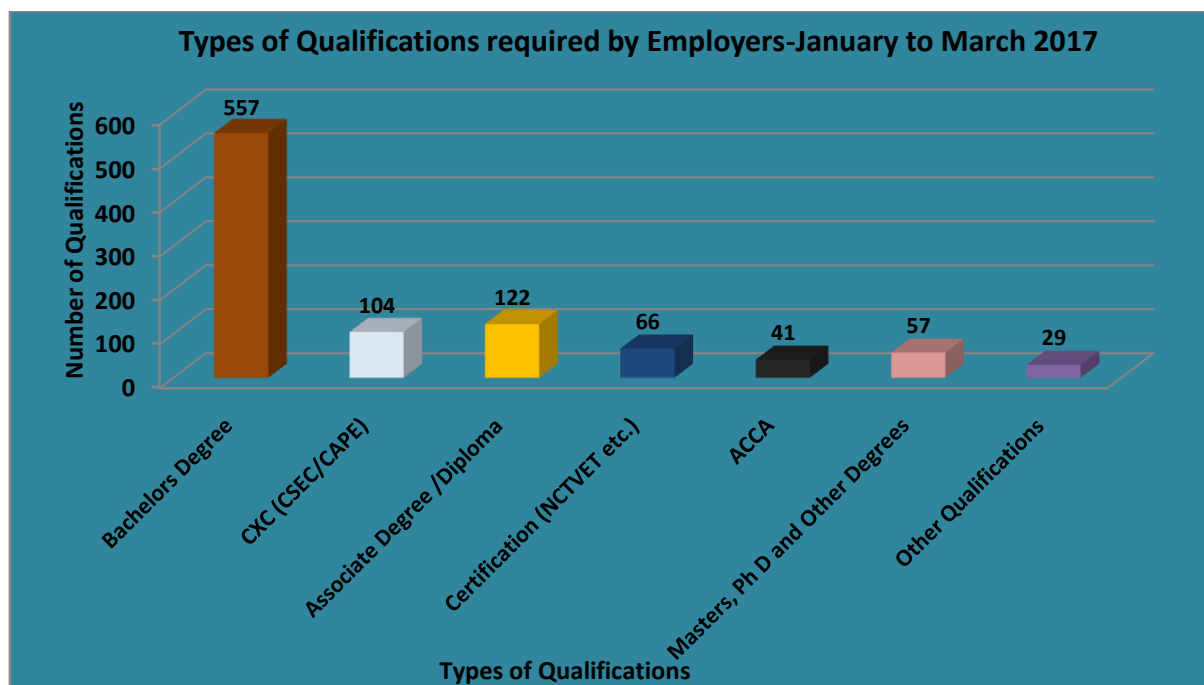


Figure 1

Source: Gleaner and Observer newspapers (January to March, 2017)

Of the number of jobs advertised, 1,019 or 57 per cent specified the required years of work experience. The most frequently requested years of experience were 2-3 years, followed by 4-5 years. Ten (10) years of service also figured prominently among the desired years of experience.

The following skills which were predominantly requested by employers for the January to March 2017 period were:

- Computer skills (Microsoft Office Suit, Advance computer, Quick Book and AUTOCAD);
- Excellent communication skills;
- Strong Analytical skills; and
- Excellent written and oral skills.

2.5 Job Advertisement by Parish

Of the 1,768 jobs reviewed, 1,044 or 59.0 per cent specified the required location. Kingston and St Andrew (KSA) received the highest number of vacancies, totalling 507 or 28.7 per cent of the job advertised by parish (**See Table 7**). This was followed by St. James which amassed 163 or 9.2

per cent. As seen in Table 7, St. Thomas recorded the least (7), followed in succession by Hanover (8), Trelawny (10) and equally Portland (14) and St. Elizabeth (14). A total of 17 or 1.0 per cent of the advertisements was for jobs overseas (**See Table 7**).

Table 7: Jobs Advertised by Parish/Locality

Parish /Locality	Number	Per cent
KSA	507	28.7
St. Thomas	7	0.4
St. Mary	19	1.1
Portland	14	0.8
St. Ann	50	2.8
Trelawny	10	0.6
St. James	163	9.2
Hanover	8	0.5
Westmoreland	17	1.0
St. Elizabeth	14	0.8
Manchester	49	2.8
Clarendon	40	2.3
St. Catherine	63	3.6
Coast/Zones & Regions	17	1.0
Multiple Parishes	66	3.7
Not stated	724	41.0
Total	1,768	100.0

Source: Gleaner and Observer newspapers (January to March, 2017)

Kingston and St. Andrew

Managers, Officers, Directors, Customer/Sales Representatives and Accountants were the leading positions advertised, with Managers totalling 79 or 29.6 per cent of the top ten jobs advertised in the parish. Officers were next with 39 or 14.6 per cent (**See Table 8**).

Table 8: Top Jobs Advertised in Kingston and St. Andrew

Parish	Rank	Top Ten Jobs
Kingston	1.	Managers
	2.	Officers
	3.	Directors
	4.	Customer/Sales Representatives
	5.	Accountants
	6.	Supervisors



Parish	Rank	Top Ten Jobs
	7.	Administrators
	8.	Clerks
	9.	Teachers
	10.	Technicians

Source: Gleaner and Observer newspapers (January to March 2017)

St. James

For the parish of St. James, 163 (9.2 per cent) job vacancies were advertised. Accountants topped the list of vacancies, followed by Managers and Officers (See Table 9).

Table 9: Top Jobs Advertised in St. James

Parish	Rank	Top Ten Jobs
St. James	1.	Accountants
	2.	Managers
	3.	Officers
	4.	Sales/Customer Service Representatives
	5.	Supervisors
	6.	Teachers

Source: Gleaner and Observer newspaper (January to March 2017)

St. Catherine

The parish received 63 or 3.6 per cent of the total vacancies recorded for the quarter. Officers headed the list of vacancies (See Table 10).

Table 10: Top Jobs Advertised in St. Catherine

Parish	Rank	Top Ten Jobs
St. Catherine	1.	Officers
	2.	Teachers
	3.	Managers
	4.	Sales Representatives

Source: Gleaner and Observer newspaper (January to March, 2017)

St. Ann

For the parish of St. Ann, 50 or 9.2 per cent job vacancies were recorded. Managers topped the list, followed by Sales Representatives and Supervisors (See Table 11).

Table 11: Top Jobs Advertised in St. Ann

Parish	Rank	Top Ten Jobs
St. Ann	1.	Managers
	2.	Sales Representatives
	3.	Supervisors

Source: Gleaner and Observer newspapers (January to March, 2017)

Manchester

A total of 49 (2.8 per cent) job vacancies were advertised for the parish. Officers were the most popular jobs, followed by Managers (See Table 12).

Table 12: Top Jobs Advertised in Manchester

Parish	Rank	Top Ten Jobs
Manchester	1.	Officers
	2.	Managers
	3.	Nurses
	4.	Principals

Source: Gleaner and Observer newspapers (January to March, 2017)

The number of vacancies for Clarendon was 40 or 2.3 per cent. Teachers were in greatest demand, followed by Officers (See Table 13).

Table 13: Top jobs in Clarendon

Parish	Rank	Top Ten Jobs
Clarendon	1.	Teachers
	2.	Officers
	3.	Sales Representatives
	4.	Managers
	5.	Engineers

Source: Gleaner and Observer newspaper (January to March 2017)



Westmoreland, St. Elizabeth and Trelawny

There was a high demand for Teachers in all three (3) parishes. Managerial and Accountant positions were the most advertised jobs for Westmoreland. Other jobs included Biology, Electrical and Electronic Technology teaching positions. Mathematics, Biology, Geography Teachers and Principals were listed as the top jobs advertised for St. Elizabeth while Armed Response Officers/Armed Guards and Teachers were the most frequent vacancies in Trelawny.

Portland, St. Thomas, St. Mary and Hanover

In the parishes of St. Thomas, St. Mary, Portland and Hanover Teachers were in high demand. Managers, Medical and Pharmaceutical Sales Representatives also recorded the highest vacancies for the parishes of Hanover and St. Mary. There was also the need for Armed Response Officers/ Armed Guards in Hanover.

3.0 Analysis of vacancies from the Electronic Labour Exchange (ELE)-January to March 2017

Job Advertised by the Electronic Labour Exchange (ELE) Unit

An inspection of jobs available through the ELE Department, which is the Public Employment Service of Jamaica, revealed that there were 343 job openings for the period January to March 2017. Vacancies were available through the ELE in twelve (12) of the fourteen (14) parishes. Clerks were the most frequent vacancies, followed by Accountants (**See Table 14**).

Table 14: ELE Jobs Vacancies Distributed by Parish

Parish	Job Vacancies
Kingston	Accountants, Accounting Clerks, Administrative Managers, Administrators, Assistant Cutlers, Auto Sales Associates, Bearer, Business Analysts, Business Development Managers, Cashiers, Collection Agents, Compliance Officers, Customer Care Consultants, Credit Officer Cutlers, Drivers, Graphic Designer, Hairdressers, Handymen, Health Care Assistants, Inbound Sales Consultant, Janitors, Loans Officers, Produce Supervisors, Project Co-ordinators, Sales Associates, Secretaries, Social Media Coordinators, Standard Compliance Officers, System Administrators, Verification Officers, Warehouse Clerks, Web Designers/ Programmers,

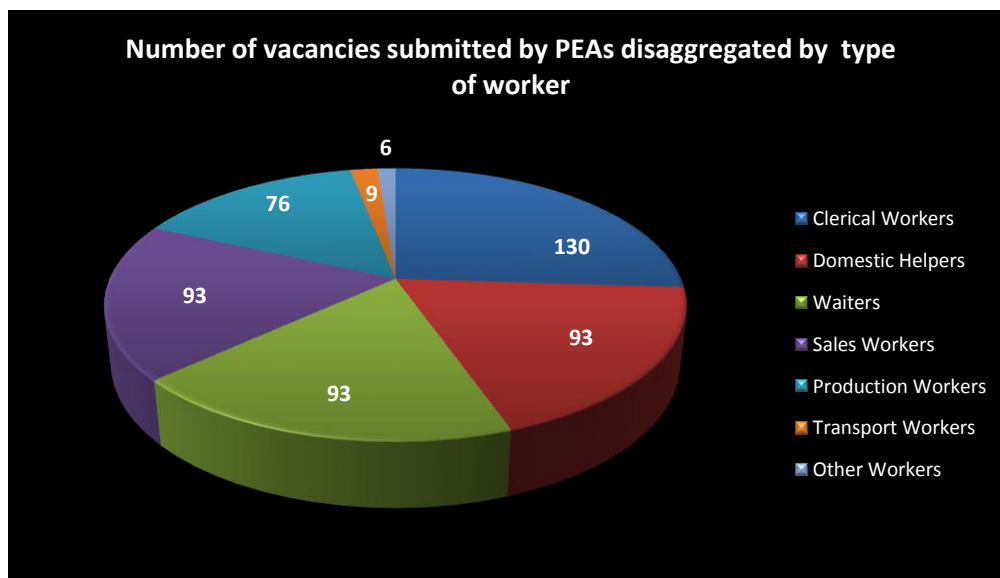


Parish	Job Vacancies
St. Catherine	Chefs, Hairdressers, Sales Agents
ST. Thomas	Clerks, Mechanics
Trelawny	Bar Tenders, Chefs, Electricians, Lifeguards, Pool Attendants/Water Sports
St. James	Accountants, Administrative Assistants, Bakery Assistants, Babysitters, Bar Stockers, Bartenders, Bearers, Beauty Consultants, Bus Washers, Cashiers, Chefs, Clerks, Cost Controller, Counter Clerks, Cooks, Customer Services Representatives, Data Analysts, Data Entry Clerks, Deliverymen, Gift Shop Assistants, Factory Supervisors, Front Office Clerks, Garage Supervisors, Handymen, Heavy Duty Mechanics, Helpers, Housekeepers, Human Resource Coordinators, Inventory Clerks, IT Specialists, Janitors, Kitchen Stewards, Merchandisers, Night Auditors, Office Clerks, Packers, Pharmacy Technicians, Pump Attendants, Waiters, Waitresses, Sales Representatives, Ramp Attendants, Receptionists, Secretaries, Servers, Sous Chefs, Store Clerks, Wrappers
Manchester	Accounting Officer, Assistance Managers, Assistant Mortician, Baker, Bartenders, Book Keeper Carpenters, Cashiers, Chefs, Cooks, Customer Service Representatives, Drivers, Factory Workers, Gardeners, Handymen, Household Workers, Junior Accountant, Labourers, Masons, Mechanic, Mill Wright, Office Attendants, Office Clerks, Packers, Promotion Agents, Receptionists, Waitresses, Warehouse Clerks, Washers, Sales Associates, Sales Clerks, Secretaries, Shop Assistants, Store Clerks, Supervisors, Ushers
Clarendon	Office Clerks, Warehouse Clerks,
Portland	Clerks, Cashiers, Production Assistants, Safety Officers
Hanover	Administrative Assistants, Cooks, Front Office Clerks, Housekeepers, Stewards, Waiters
Westmoreland	Accountants, Accounts Clerks, Bartenders, Call Centre Agents, Cooks, Customer Service Representatives, Front Office Clerks, Housekeepers, Maintenance Workers, Room Attendants, Servers, Waitresses
St. Elizabeth	Chefs, Household Helpers, Supervisors



4.0 Analysis of Vacancies released by Private Employment Agencies (PEAs)

At the end of March 2017, 83 Private Employment Agencies (PEAs) were registered with the MLSS to provide employment for both local and overseas to Jamaicans. Data submitted by PEAs to the MLSS for the period January to March 2017 was used to ascertain the types of positions that were in demand in Jamaica. The number of vacancies submitted for the period was 500. Vacancies for Clerical Workers which was the largest group accounted for 130 or 26 per cent of the total. Domestic Helpers, Waiters and Sales Workers were next, each totalling 93 or 18.6 per cent each (See Figure 2).



Source: Gleaner and Observer newspapers (January to March, 2017)

Figure 2

5.0 Work Permit Issued by the MLSS

This section reports on work permits made available to international job seekers/employers that were approved by the MLSS during the period January to March 2017. The MLSS grants work permits and exemptions, 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). This is to ensure that 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 on the island, must obtain a work permit or work permit exemption before entering Jamaica. This is whether the form of employment is voluntary, commercial, business, professional, and charitable, entertainment or sports.

The total number of work permits issued for the period was 1,473. This figure represents both new and renewed applications. Managers topped the list (**See Figure 15**). Of the total work permits granted, 493 or approximately 33.5 per cent were to persons in Managerial positions. Next was work permits granted to persons in the Technical field, which totalled 184 or approximately 12.5 per cent, while persons in Engineering positions represented 6.5 per cent or 96 approvals.

Table 15: Work Permits issued for the period January to March 2017

Rank	Occupations of persons issued work permits
1.	Managers: Administrative, Finance, Marketing, Production & Operations, Supplies, Other Service Organization, Sales
2.	Technicians: Engineering, Marine
3.	Engineers: Mechanical/Electrical, Civil, Telecommunications, Surveyor
4.	Trade Related Workers: Electrician, Mechanic, Welder
5.	Cooks: Specialist in Chinese Cuisine Specialist in Italian Cuisine Specialist in Indian Cuisine
6.	Mining Workers: Drilling Operator, Mining Machinery Fitter, Excavator Operator
7.	Accountants: Chartered, Executive, Auditor
8.	Dancers: Night Club/Entertainment, Ballet, Ballerina
9.	Machine Operators: Machinery Assembler, Crane Operator
10.	Construction Workers: Mason, Carpenter, Grader & Scraper Operator

Source: Work Permit Department-MLSS