

## Sustainability strategy for the development of sector skills councils in Jamaica



### Background

The government of Jamaica and the Private Sector Organisation of Jamaica (PSOJ) have identified the agribusiness, logistics, and manufacturing sectors as having significant growth and productivity potential. To maximise on this opportunity its critical that the skills of the workforce are developed aligned to industry demands and employment prospects, particularly for young people.

People 1st International partnered with their clients to explore the feasibility of implementing a sector skills council (SSC) model in these industries to help enhance skills development in these growth sectors.

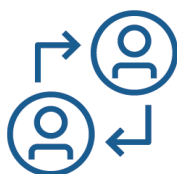
### Our solutions



We conducted research and consultations with key stakeholders within each of the priority sectors to identify the current and future skill needs and challenges faced by companies in the industry.



Our findings informed the development of sector profiles to provide valuable insights on the industry's regional significance, potential future job prospects, sought-after occupations and skills, career pathways for young individuals and opportunities for lifelong learning. We also demonstrated the connection between the sector profiles and the government of Jamaica's investment activities, showcasing how investments contribute to the identified growth areas.



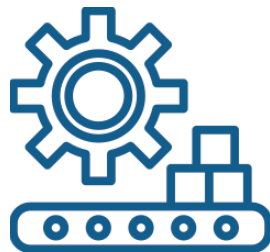
By assessing existing alliances between companies and educational institutions, including public-private collaborations in work-based learning, we provided valuable insights for improvement. A series of recommendations were developed to outline the routes to establish a sustainable skills development ecosystem for the prioritised sectors, with a particular focus on creating sector skills councils.

## Outcomes and Impact

We presented a strong business case for three new SSCs in logistics, agribusiness and manufacturing that will enhance operational efficiency, reduce costs and foster collaboration amongst industry. The terms of reference emphasised the strategic importance of these SSCs in transforming the industries and driving foreign investment. It also demonstrated that approving their establishment would facilitate job creation, improve service delivery, and position the nation as a regional hub for business operations in these sectors.

By supporting the proposed members of the SSCs to develop short, medium, and long-term skills action plans, we helped to set priorities that will address the specific skill requirements of each sector and ensure a steady supply of qualified professionals.

Ultimately, our findings highlighted that prioritising skills development in these sectors and aligning ongoing activities of the SSCs to changing industry needs will help deliver a qualified workforce that meets the demands of the industries, helping to enhance productivity and contribute to Jamaica's economic growth and competitiveness.



## About People 1st International

People 1st International partners with industry, development banks, government agencies, NGOs and education providers to create sustainable approaches to workforce development. Providing consultancy, research and training solutions globally, we develop skilled, productive and inclusive workforces that help drive social and economic growth.

With over 50 years' experience in developing effective skills models and technical vocational education and training strategies, we use our unparalleled expertise to develop collaborative partnerships that foster positive change.

Building on our heritage as a sector skills council, we are proud to have worked in more than 50 countries to deliver responsive skills solutions that challenge social and gender exclusion, address the barriers to work and support continuous professional development.

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