

MINISTRY OF LABOUR AND SMALL ENTERPRISE DEVELOPMENT

Responses to the findings and recommendations contained in the Seventeenth Report of the Joint Select Committee on Human Rights, Equality and Diversity on an Inquiry into Persons living in Poverty and Extreme Poverty in Trinidad and Tobago with specific focus on Vulnerable Groups

Recommendation (pg. 47):

4.12. In accordance with Goal 8 of the “ILO’s Decent work and the 2030 agenda for sustainable development to “achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value by 2030,” the Committee recommends that the Ministry of Social Development and Family Services and the MOLSED collaborate with NGOS who represent PWDs and other stakeholders to create policies to promote equal recruitment practices for PWDs as well as to develop strategies which promote job creation as well as address skill mismatching for persons who are underemployed.

Response:

Employment Facilitation for Persons with Disabilities (PWDs) and other vulnerable groups

The Ministry of Labour and Small Enterprise Development, in its Strategic Plan 2017 – 2020 identified “Employment Facilitation for Persons with Disabilities (PWDs) and other vulnerable groups” as one of its six (6) Strategic Priority Areas. The major project identified under this Strategic Priority Area is Project ENABLE.

Project ENABLE was envisioned by the Ministry of Labour to increase the economic opportunities and access of PWDs, via wage and self-employment. These opportunities will be addressed via the creation of a supportive environment for both the PWD and the employer. Focus will be on providing the opportunities to fill the gaps through the facilitation of employment opportunities and entrepreneurial development for PWDs. The expected outcomes are improvements in the hiring and retention rates of PWDs. In light of the obvious resource and information sharing opportunities to be gained by working with the Ministry of Social Development and Family Services, Project ENABLE has become a collaborative initiative between the two (2) Ministries. Discussions between the two Ministries are ongoing.

Programme for Retooling Retrenched Workers (and workers to be retrenched)

The **Ten Point Plan on Unemployment** which was approved by Cabinet in April 2016 has as one of its components the *Operationalisation of training, re-training, up-skilling and multi-skilling programmes for retrenched workers*. To this end, the Ministry of Labour will be seeking to collaborate with the National Training Agency (NTA) to assist workers through its Workforce Assessment Centres, to help retrenched workers identify their skills and training needs and the training options that can be pursued. Preliminary discussions have also commenced with the

Cipriani College of Labour and Co-operative Studies and will be expanded to other GATE approved intuitions in the near future for the provision of training and re-training programmes.

Job Vacancy Survey

In addition to the foregoing, the Ministry has been working assiduously to identify the unfulfilled labour needs of employers through the implementation a Job Vacancy Survey in the Private Sector and State Enterprises, and a Public Sector Job Vacancy Census. The data derived from these surveys will then be compared with data available on the supply of labour to identify areas of skill mismatch.

The Job Vacancy Survey in the Private Sector and State Enterprises is expected to commence in September 2020 and conclude in July 2021. Similarly, the Public Sector Job Vacancy Census is expected to commence in September 2020 and conclude in February 2021.

The Ministry is also working on a Labour Market Projection Model which will be able to produce future labour market estimates to facilitate policy making.

Recommendation (pg. 56):

4.52. The Committee recommends that the On-The-Job Training Programme implements a ticketing system similar to the Ministry of Social Development and Family Services' ticketing system in order to facilitate efficient follow-up for applicants to the Programme.

Response:

At the Ministry of Labour's appearance at a previous Joint Select Committee meeting, the ticketing system was suggested as a solution to the problem which applicants to the On-The- Job Training Programme (OJTP) have indicated with respect to the non-receipt of acknowledgements when applications are dropped off.

Since the identification of the problem, the OJT Division has designed an appropriate form to be implemented at the Head Office and all Five (5) Regional Offices. A sample of the Draft form is attached.

The COVID-19 pandemic and associated containment measures resulted in a suspension of placements during the months of March – June 2020. While placement activities have resumed in a very limited capacity, application intake has been minimized and therefore it is expected that the system will be fully implemented at the start of the new fiscal period 2020/2021.

The OJT Division has also engaged iGovTT and is expected to launch its Online Registration Pilot in August 2020. It is expected that an outcome of this pilot would be the full introduction of an Online Registration Platform for the OJT Programme. Together with the manual ticketing system, it is anticipated that there will be a greater level of efficiency in the application process for the OJT Programme.

Sample Form



**MINISTRY OF LABOUR AND SMALL ENTERPRISE DEVELOPMENT
ON-THE-JOB TRAINING DIVISION**

OJT Head Office: Corner Chaguaramas Main Road and Connector Road, Chaguaramas
Tel: (868) 671-4447 / 671-7822 / 671-3457

Website: www.molased.gov.tt Email: ojt@molased.gov.tt

On-The-Job Training Programme Trainee Application Checklist

Name of Applicant: _____ Date of Application: _____

Please confirm that the following documents are submitted with your application form

	YES	NO
Academic Certificates (CSEC, CAPE, Associate Diploma, TVET, Bachelor's or Master's etc)	☐	☐
National Identification Card	☐	☐
Birth Certificate	☐	☐
Resume	☐	☐
Utility Bill (no more than 2 months old)	☐	☐
Authorization Letter (if the utility bill is in someone else's name)	☐	☐
Copy of ID (of the person's whose name appears on the utility bill)	☐	☐

Other: _____

Board of Inland Revenue number (BIR) if yes, please state:

National Insurance Number (NIS) if yes, please state:

Please be advised that failure to submit the outstanding documents identified above within two (2) weeks will result in your application being rejected.

Received by: _____ Signature: _____

Date: _____
(DD/MM/YY)

Please keep receipt safe for future use.