

ABSTRACT

The High School and New Secondary School Labour Markets in Kingston and St. Andrew

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The thesis examines the relationship between the type of secondary school attended and the labour force status of male high school and new secondary school leavers. It seeks to determine whether there is segregation between high school and new secondary school labour markets. The implications of labour market segmentation for social relations are examined within the broader issue of social change. The Anderson and Ruddock-Kelly labour market segmentation model is applied.

The study uses a demand and supply research design. The work histories of two sub-samples of secondary school leavers, a high school sub-sample, and a new secondary school sub-sample, were collected. From this broader sample a sub-sample of employers of the youth was selected and interviewed, to determine the objective and particularistic criteria used in recruitment.

The research reveals that there are extensive differences in the inter-sectoral distributions of high school versus new secondary school leavers. Also job

changers exhibit little inter-sectoral mobility. Furthermore particularistic elements enter into the recruitment practice of employers in all sectors.

The evidence supports the existence of segregated high school and new secondary school labour markets. The sociological ambivalence of employers towards socially atypical prospective employees combines with human capital factors to reinforce barriers between the high school and new secondary school camps. Employers are in an anomic situation, precipitated by the co-existence of the emerging universalistic value system with the remnants of the old particularistic plantation ideology.

The study highlights the need for more research in this area. It supports the imperative to use multiple methods in all investigations. Practical applications of the findings for a tighter education - labour market fit include the development of economically viable work experience sections for new secondary school leavers.