

ABSTRACT

Labour Market Information System

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The need for a properly managed labour market information system (LMIS) has been the focus of intense discussion in Jamaica, the Republic of Trinidad and Tobago, and several countries of the global community, for several years. The discussions have proceeded with the involvement of government and the private sector.

What is absent, however, is the existence of a model which can be applied to different countries. In a world where globalization has become the norm, this absence is glaring. The absence of such a model has also been an unfortunate omission from the field of strategic information systems.

This project proposes a solution to the LMIS dilemma: an LMIS model which may be applied, not only to Jamaica, or Trinidad and Tobago, but to any country with similar concerns and interests.

The methods employed were based on established principles of software engineering and may be summarized as:

- ◆ system investigation and analysis which drew from the object oriented approach, as well as the function oriented approach;
- ◆ construction of an LMIS model based on the relational model, aspects of object oriented design and function oriented design;
- ◆ development of an LMIS prototype;
- ◆ obtaining user feedback on the prototype through a series of demonstrations and seminars with prospective users of an LMIS, information systems (IS) professionals and members of the academic community.

Based on the responses obtained from seminar participants, the consensus is that the prototype adequately represents the model developed, and in its current state, is relevant and adaptable to the needs of different countries.

A computerized LMIS has significant promise for the improved efficiency of operation of government in areas such as strategic planning for human resource development, as well as management and monitoring of the labour market. The system will also provide competitive advantage for participating organizations. The project therefore provides an abridgement to a previously glaring void in the field of strategic information systems.