Manpower Planning
INTRODUCTION AND MISSION

- INTRODUCTION:
  - Representing University College of the Caribbean (UCC) and
  - Member - Logistics Task Force Sub-Committee on Education and Training
  - Jamaica Chamber of Commerce

- DUTY:
  - Recognition that this project / economic reengineering must succeed
  - Our responsibility to play our part in actualizing the potential
  - Private sector must play its part…..not withstanding the challenges…….HOW?

- MISSION:
  - Share thoughts on as to what we (UCC) see as the required private sector response to this national priority within the context of our sector…….
    - What is required
    - Where are we
    - Where do we go
SETTING THE CONTEXT...

- The logistics sector - link between manufacturers of goods and services to the end-consumer.
- Jamaica - prime candidate for this trade support system because of its geospatial relations:
  - Traders and Pirates of old recognized this
    - NOT THE ONLY CRITERION
- The “Hub” does not only facilitate the movement of goods and services but does so efficiently – **KEY ENABLER**
  - Direct costs
  - Indirect costs
  - Business Environment
  - Labour Availability & Manpower Capability
SETTING THE CONTEXT...

The Imperative

- Quality of Life
  - Economic Development and Growth
  - Employment
  - Investment Opportunities & Business Development
  - Security
### Logistics & Trade Sector - Economic and Labour Impact

<table>
<thead>
<tr>
<th>Country</th>
<th>Jamaica</th>
<th>Singapore</th>
<th>Hong Kong</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross Domestic Product (US $)</td>
<td>14.84 BILLION</td>
<td>274.2 BILLION</td>
<td>265 BILLION</td>
</tr>
<tr>
<td>GDP Per Capita</td>
<td>5,472.00</td>
<td>51,709.00</td>
<td>36,796.00</td>
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<tr>
<td>Population</td>
<td>2,700,000.00</td>
<td>5,312,000.00</td>
<td>7,200,000.00</td>
</tr>
<tr>
<td>Labour Force</td>
<td>1,300,000.00</td>
<td>3,400,000.00</td>
<td>3,500,000.00</td>
</tr>
<tr>
<td>Unemployment %</td>
<td>15.40</td>
<td>2.60</td>
<td>3.20</td>
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<tr>
<td>Youth Unemployment (Ages 14 - 24 yrs)</td>
<td>38.30</td>
<td></td>
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<tr>
<td>Unemployment #</td>
<td>201,600.00</td>
<td>88,400.00</td>
<td>112,000.00</td>
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<tr>
<td>Percentage LF - Logistics</td>
<td></td>
<td>9.00</td>
<td>24.00</td>
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<tr>
<td>Number LF - Logistics</td>
<td>306,000.00</td>
<td>840,000.00</td>
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CASE FOR MANPOWER PLANNING...

THE CHALLENGE:

- Reports have indicated that 70% of members employed in Dubai (logistics sector) are foreigners
  - It is recognized that the sector will require skilled labour and must attract this from wherever it is available
  - Employment will be generated through physical infrastructure development
  - Business operations
  - Knowledge and Service Exports
  - Entrepreneurship and enterprise
CASE FOR MANPOWER PLANNING

THE REQUIREMENT:

- National recognition, response and coordination
- Research and Investment
- Forward Planning
- Private / Private and Private / Public Partnerships
- Design (Solutions) Implementation
A critical pillar of a planned logistics hub is a highly skilled and well trained workforce - fields of IT, financial services, engineering and general management and supply chain management.

Inadequate labor force, due to lack of technical knowledge and investment in specialized education.

Up to 10,000 persons with relevant skills and training could be employed within this sector within the short to medium term of “start-up”

75 percent of the current workforce will need significant retraining at some time in their work lives in light of the advent of globalization.
“….logistics clusters offer a broad spectrum of employment opportunities: blue collar, white-collar and no-collar jobs. Moreover, these clusters provide social mobility, because the logistics industry values solid operational experience “on the floor”, even among its executives ....... “

**SOURCE:** Outlook on the Logistics & Supply Chain Industry 2012 Global Agenda Council on Logistics & Supply Chains 2011-2012
CASE FOR MANPOWER PLANNING...THE RESPONSE

Faced with the challenge of a changing business environment and new training needs, training institutions must now innovate, adopt and adapt.

For its part, the UCC has moved to leverage its structure and its unique business model towards addressing these changing times.

KEY PILLARY OF STRATEGY:

- PARTICIPATION
- RESEARCH
- PARTNERSHIPS / INVESTMENTS
- NEW DELIVERY CHANNELS AND METHODS
- INCREASED FLEXABILITY
- NEW PROGRAMMES AND APPROACH TO PROGRAMME DEVELOPMENT
<table>
<thead>
<tr>
<th>PROGRAMME</th>
<th>INSTITUTION</th>
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<tbody>
<tr>
<td>ADVANCED CERTIFICATE IN LOGISTICS</td>
<td>THE UNIVERSITY COLLEGE OF THE CARIBBEAN</td>
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<tr>
<td>BSc. BUSINESS ADMINISTRATION - LOGISTICS</td>
<td>THE UNIVERSITY COLLEGE OF THE CARIBBEAN</td>
</tr>
<tr>
<td>DIPLOMA IN INTERNATIONAL SHIPPING AND LOGISTICS</td>
<td>UCC / THE CARIBBEAN MARITIME INSTITUTE</td>
</tr>
<tr>
<td>ASST DEGREE IN INDUSTRIAL SYSTEMS AND OPERATIONS MANAGEMENT</td>
<td>UCC / THE CARIBBEAN MARITIME INSTITUTE</td>
</tr>
<tr>
<td>CORPORATE EDUCATION (CEMSS) CERTIFICATE - ENTREPRENEURSHIP</td>
<td>THE UNIVERSITY COLLEGE OF THE CARIBBEAN</td>
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New Partnerships (Local) & Programmes

- Caribbean Maritime Institute
- Heart Trust / NTA
- Jamaica Employers’ Federation (JEF)
- JAMPRO
- Secondary Schools
- Joint Ventures - Capacity & Programme Expansion
- Caribbean Knowledge City (CKC)
- Capital Markets

- The University Council of Jamaica
<table>
<thead>
<tr>
<th>INSTITUTION</th>
<th>LOCATION</th>
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</thead>
<tbody>
<tr>
<td>FLORIDA INTERNATIONAL UNIVERSITY (FIU)</td>
<td>USA</td>
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<tr>
<td>COMMONWEALTH OF LEARNING</td>
<td>HEADQUARTERED IN CANADA</td>
</tr>
<tr>
<td>UNIVERSITY OF LONDON (UoL)</td>
<td>LONDON ENGLAND</td>
</tr>
<tr>
<td>TIFFIN UNIVERSITY (Tiffin)</td>
<td>USA</td>
</tr>
<tr>
<td>MUNROE COMMUNITY COLLEGE</td>
<td>USA</td>
</tr>
<tr>
<td>SOUTHERN NEW HAMPSHIRE UNIVERSITY (SNHU)</td>
<td>USA</td>
</tr>
<tr>
<td>WESTERN NEW ENGLAND (WNE)</td>
<td>USA</td>
</tr>
<tr>
<td>KURSK STATE MEDICAL UNIVERSITY</td>
<td>RUSSIA</td>
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THE WAY FORWARD...
A Plan by the UCC for Offering Relevant Education & Training Through

The Caribbean Knowledge City (CKC)
“With the rise of the new knowledge societies, knowledge cities have been emerging as centers for creating that critical mass of educational services that will attract significant numbers of students and bridge the gap between industry and education in such a way as to facilitate innovation and entrepreneurship and promote economic growth”. 
THE WAY FORWARD

UCC & CKC BENEFIT THE LOGISTICS HUB

• UCC/CKC aspires to be recognized as a source of well trained persons for the crew and maritime sector.

• A stimulant for data mining, research and development, cutting-edge courses and programme design in science & technology.

• Will serve to increase access for students at various levels to high quality educational opportunities placing the logistics hub and brand Jamaica on the map as a destination for relevant tertiary education & training.
THE WAY FORWARD

UCC & CKC BENEFIT THE LOGISTICS HUB

- CKC/UCC will seek to offer courses in logistics services & industry specific qualifications.

- Courses to be offered in the areas of transportation, inventory, warehousing, material handling, packaging, telecommunication and security.

- Will stimulate indigenous research and development in industry specific programs.
THE WAY FORWARD

CKC TRAINING AND BENEFIT TO JAMAICA

- Promotes brand Jamaica as a destination for high quality education and training in logistic services.

- It will promote and attract investments for education, applied research, innovation and development of knowledge based products/solutions.

- It will enhance the quality of the work-force & create employment.

- Fosters cooperation and collaboration among institutions and corporations.
THE WAY FORWARD

- Maintenance of close collaboration with the Logistics Task Force to facilitate an appropriate and coordinated national response

- Close collaboration and open communication channels with employers and investor community to address current and future training needs

- Investment in the creation of relevant and flexible programmes and delivery framework

- Support initiatives for internship opportunities

- Explore opportunities for tuition financing
A new approach and significant investment is needed to bring about the paradigm shift that is required in training, education and its availability to facilitate what is a game changing opportunity.

We have, over the years, lamented our missed opportunities... those times are past.

Required, is a conspiracy of like minds to ensure that we now actualize the potential that is before us.
UNIVERSITY COLLEGE OF THE CARIBBEAN

THANK YOU