

United States – Mexico Technical Mission

- Technical Assessment
- Findings
- Recommendations

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EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

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- 1. Technical Evaluation and Review of Chambanet**
- 2. Developing a One-Stop Capability in Mexico**
- 3. Modernizing Mexico's Occupational Classification System**

Technical Evaluation and Review of Chambanet

Findings:

- STPS has made significant investments in nation-wide computing environment
- Outsourcing system development and hosting is widely accepted information technology practice
- Decision to outsource Chambanet's development produced timely implementation

Technical Evaluation and Review of Chambanet

Recommendations:

1. Continue Outsourcing
2. Maintain architecture
3. Establish service agreements
4. Staff training and recruiting

Technical Evaluation and Review of Chambanet

Recommendations (cont.):

5. Community of Practice

6. Improve web site use

7. Improve interface & response time

8. Link to other Job Banks sites

Developing One-Stop Capability: Recommendations

Service Delivery for Job Seekers:

- Create a self-service option for job seekers
 - Resource room in each STPS field office
 - Allow job seekers to conduct their own job search and career exploration

Findings for Self-Service Tools

- Importance of developing of career tools for job seekers
- Importance of adequate resources to provide comprehensive career services, otherwise, the value of STPS operation is limited for job seeker.
- Importance of services beyond job matching, including: job search planning, career exploration and assessment of skills

Developing One-Stop Capability: Recommendations

Self-Service Tools for Job Seekers

- Provide well-equipped resource rooms/areas with information:
 - Labor markets – employment and outlook
 - Assessment and career planning
 - Education and training opportunities
 - Automated job listings or job matching
- Provide workshops on career planning, resume writing, computer training

Developing One-Stop Capability: Findings: Business Involvement

- **Business involvement in STPS operation**
 - Greater need for private sector participation
 - Current focus on job listing
- **STPS State Employment Committees**
 - Include business, education and government representatives
 - Effectiveness varies, limited contribution to:
 - Developing labor market policy
 - Strategic guidance to STPS operations
 - Building coalitions between three sectors

Developing One-Stop Capability: Recommendations

Business Involvement

STPS and State partners should develop and implement business strategy

- Ensures business involvement in all aspects of STPS planning and service operation
- Promote active business role as full partner in labor exchange process
- Ensure STPS operation to needs of private sector

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Developing One-Stop Capability: Findings: Expanded Collaborations

- Mexico does not have the large number of employment and training programs that exist in the United States
- STPS is the primary government-funded employment and training agency
- The challenge – how can STPS and the publicly funded labor exchange system set up strategic alliances with other government agencies with complementary missions

Developing One-Stop Capability: Recommendations

Expanded Collaborations - STPS should establish strong collaborative agreements with Economic Development and Education

- These agencies have complementary missions
- Working with these agencies, STPS can assist residents in obtaining skills and placing individuals with requisite skills in jobs created by economic development

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Occupational Classification System Recommendations

- Develop a standard occupational classification system that provides:
 - Structure for producers and consumers of occupational and labor market data
 - Structure to support data collections, labor exchange, human resource management, and economic and workforce development
- Prepare a plan for adapting an existing classification system

Occupational Classification System

Recommendations (cont.)

- Develop a content model describing occupations to includes:
 - Requirements of occupations and worker characteristics
 - Identify transferable skills
 - Current information about occupations for employers, job seekers and educators
- Develop a database of occupational information
- Prepare a project plan the development of the content model and database

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Occupational Classification System Recommendations (cont.)

- Develop a web-based application for resumes and job description
- Provide service center staff support to assist users of the web-based application
- Provide additional center staff assistance to improve job matches
- Develop a project plan for the web-based resumes and job descriptions

Occupational Classification System Recommendations (cont.)

Career and LMI information dissemination

- Develop a career exploration module
 - Uses the new classification system
 - Serves as an integrated component of Chambanet, allowing users to move from career exploration to job posting and back
- Develop a career exploration tool that can be used by job seekers, employers, workforce staff, and educators
 - Assists users make informed planning decisions

Occupational Classification System

Recommendations (cont.)

- Develop a career exploration tool that answers commonly asked questions at local level (cont.):
 - What does this occupation pay?
 - Are there openings for this occupation?
 - How many people are employed in this occupation? What is future demand?
 - What training and/or education is necessary?

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