



MINISTRY OF NATIONAL SECURITY
OFFICE OF THE MINISTER

PARLIAMENTARY QUESTIONS

RESPONSES BY
The Hon. Wayne M. Caines, JP, MP
Minister of National Security

TO QUESTIONS TABLED BY
The Hon. Michael H. Dunkley, JP, MP

Friday, 14th December, 2018

Question 1: Will this Honourable Minister please provide to this Honourable House a list of all jobs created by commencement date, job title and the employer pertaining to the 100 Jobs Initiative announced in March 2018?

Answer 1: The 100 Jobs Initiative held on March 26, 2018 was attended by a total of two hundred eighty-three (283) persons, with thirty-two (32) persons being offered employment on-site and a further seventy-seven (77) potential hires reported by employers at the time, pending background and reference checks. The following list is representative of the on-site hires.

100 Jobs Initiative On-Site Hires

No. of Hires	Job Title	Employer	Commencement Date
3	Cashier/Server	Rum Bum Beach Bar	April 2018
1	Mechanical Engineer- Project Management Intern	BAC Group of Companies	April 2018
3	Consultant	Resources Ltd.	Withdrawn*
1	Counterperson	Pizza House	April 2018
3	Kitchen Porter	Buzz	April 2018
4	Aide A & Aide B	Bermuda Hospitals Board	April 2018
8	Room Attendant	Fairmont	April 2018
2	Warehouse Porter	Gibbons Company	April 2018
1	Cleaner	Bermuda Cleaning Ltd.	April 2018
1	Deckhand	Yhoshi	April 2018
2	Mason, Carpenter, Roofer	Kaissa	March 2018
2	Rental Agent Rustproof Technician	Current Vehicles	April 2018

Total On-site Reported Hires = 32

*Candidates report that several attempts to contact the employer following the event to commence employment were unsuccessful. The Department of Workforce Development has continued to assist these individuals with securing alternative employment.

Additional Hires

Following the 100 Jobs Initiative, the Department of Workforce Development continued to follow-up with employers and candidates to determine the outcome of reported potential hires. Their efforts resulted in the following confirmed hires over several months following the initial recruitment drive. Repeated attempts to contact the remaining employers were unsuccessful.

Additional Hires Following the 100 Jobs Initiative

No. of Hires	Job Title	Employer	Commencement Date
1	Warehouse	Gosling Brothers	April 2018
1	Retail Sales	Gosling Brothers	July 2018
1	Kitchen Porter	Flannigan's	April 2018
1	Front Office Agent	Royal Palms Hotel	April 2018
1	Caddy/Groundsman	Mid-Ocean Club	April 2018
5	Labourer	D&J Construction	April 2018
2	Counter Person	Double Dip Express	April 2018
	Assistant Manager		
1	Kitchen Porter	Divots Bar, Grill & Terrace	March 2018
1	Housekeeping	Fairmont Southampton	April 2018
1	Sales Associate	Gibbons Company	April 2018
1	Warehouse Porter	Gibbons Company	April 2018
1	Parts Coordinator	Rayclan	May 2018
1	Retail Sales Associate	Bermuda Duty Free Ltd.	May 2018
1	Cashier	Market Place Ltd.	April 2018
1	Cleaning Technician	KAM Restoration	March 2018
1	Electrician	Keen Ltd.	April 2018
2	Baggage Handler	Menzie's Aviation	April 2018
1	Financial Associate	Deloitte Bermuda	April 2018
5	Part-Time/Casual Aide B	Bermuda Hospitals Board	April 2018

Total Subsequent Confirmed Hires = 29

Two additional offers were made to candidates by the Bermuda Hospitals Board, however one offer was declined as the individual secured full-time employment elsewhere and one candidate was unsuccessful in passing the health assessment.

Total Confirmed Hires for the 100 Jobs Initiative = 61* (On-site and Subsequent Hires)

*Based on Employer Response (this number is subject to increase)

Of particular note, the Corporation of Hamilton advised that eight (8) candidates had advanced to second interviews and skills testing in April 2018. Candidates were being considered for the following positions. However, at the time of writing, the Department was unable to confirm if this resulted in hires.

No.	Job Title	Employer
4	Landscaper	Corporation of Hamilton
1	Events Department	Corporation of Hamilton
2	Administrator	Corporation of Hamilton
1	Traffic Management	Corporation of Hamilton

Total = 8

Question 2: Will the Honourable Minister please provide to this Honourable House a list of what jobs remain filled as of 30th November 2018 and with what employer?

Answer 2: The list of jobs that remain filled as of 30th November 2018 by employer are detailed below based on employer responses and information available at the time of this writing. The Department of Workforce Development is committed to providing further updates on employment retention to this Honourable House as the information is made available.

Jobs that Remain Filled as of 30th November 2018

No. of Hires	Job Title	Employer	Commencement Date
1	Mechanical Engineer- Project Management Intern	BAC Group of Companies	April 2018
4	Aide A & Aide B	Bermuda Hospitals Board	April 2018
2	Warehouse Porter	Gibbons Company	April 2018
1	Rental Agent	Current Vehicles	April 2018
1	Warehouse	Gosling Brothers	April 2018
1	Retail Sales	Gosling Brothers	July 2018
1	Caddy/Groundsman	Mid-Ocean Club	April 2018
2	Labourer	D&J Construction	April 2018
1	Kitchen Porter	Divots Bar, Grill & Terrace	March 2018
1	Sales Associate	Gibbons Company	April 2018
1	Warehouse Porter	Gibbons Company	April 2018
1	Retail Sales Associate	Bermuda Duty Free Ltd.	May 2018
1	Cleaning Technician	KAM Restoration	March 2018

2	Baggage Handler	Menzie's Aviation	April 2018
1	Financial Associate	Deloitte Bermuda	April 2018

Total = 21

Again, the Department of Workforce Development is committed to providing further updates on employment retention to this Honourable House as the information is made available. It is important to note that the low number of remaining jobs at this time is due to difficulty contacting and obtaining a timely response from employers. For this reason, the Department has cautioned that it would be reckless and hasty to conclude significant job loss based on the information available to date.

I regret to report that one candidate who was successfully hired, is now reported as deceased.

Question 3: Will the Honourable Minister please provide to this Honourable House an update on what procedure is in place to continue this program, and to ensure the effective monitoring of it going forward?

Answer 3: The following plans to continue this program and ensure the effective monitoring going forward are as follows.

At the inception of the 100 Jobs Initiative, the team has always intended to follow with a similar initiative, particularly during a time when recruitment activity is at its "peak". Based on the success of the inaugural event, continuation is planned for early spring 2019.

Leading up to this continuance, the Department of Workforce Development has taken its services "to the streets". Two additional "road shows" are planned for January 2019 in Warwick and St. George's. Previous road shows have been held in Somerset and most recently at the Devonshire Recreation Club. These events are an opportunity to engage the community in Career Development Workshops to increase candidates' prospects of employment and provide services to persons who would not ordinarily come into the Department to register. The feedback from attendees has been overwhelmingly positive.

Significant follow-up on the 100 Jobs with employers and candidates since March 2018 has taken place. Resumes are continually sourced from the 100 Jobs database to identify suitable matches for vacancies. Further, the Department has offered to provide extended support to employers to facilitate job retention. Employers have provided valuable feedback for improving the 100 Jobs model. These suggestions are valued and will be incorporated into the next event.

The 100 Jobs model worked and has proven that employers are committed to partnering to help the unemployed. Employer feedback coupled with improved tracking will ensure greater success and effective monitoring going forward.

The Department of Workforce Development will continue to engage with employers to ensure people are connected with jobs and jobs to people.

is often source

The Department of Workforce Development has contacted employers to determine the level of support required for those employed to assist with job retention. Officers have met with candidates who did not secure employment. Additionally, Officers continue to follow up with their clients that attended the initiative who were unsuccessful. Individuals have been sourced from the pool of candidates for the Hospitality Training and have also been referred for subsequent opportunities not related to the 100 Jobs.

The Department continues to take services to the community to ensure that Bermudians are equipped with the skills and services necessary to reach their employment goals.