



**MINISTRY OF LABOUR**  
**CENTRAL RECRUITMENT AND MANPOWER AGENCY**

**MECHANISM FOR PARTNERSHIP AND REGULATING  
RECRUITMENT AGENCIES**

**PRESENTATION BY: MS. YOLANDA GRANT**

**CHIEF RECRUITMENT & PLACEMENT OFFICER (AG.)**



# **OVERVIEW OF THE PRESENTATION**

1. INTRODUCTION
2. ABOUT CRMA
3. CURRENT LEGISLATION
4. MECHANISM FOR REGULATION FOR RECRUITMENT AGENCIES
5. MONITORING OF RECRUITMENT AGENCIES.
6. STRATEGIC ACTIVITIES OF CRMA
7. NATIONAL JOB BANK
8. CONCLUSION

# 1. INTRODUCTION

- THE CENTRAL RECRUITMENT AND MANPOWER AGENCY IS FORMERLY KNOWN AS THE EMPLOYMENT EXCHANGE WHICH WAS ESTABLISHED UNDER THE EMPLOYMENT EXCHANGE ACT, CHAPTER 98:05 NO 21 OF 1944.
- THE AGENCY REPRESENTS AND PROMOTES THE COMMITMENT OF THE GOVERNMENT GENERALLY AND THE MINISTRY OF LABOUR SPECIFICALLY TO PROVIDE SYNERGY BETWEEN EMPLOYERS AND JOBSEEKERS.
- THE AIM OF THIS PLATFORM IS TO ASSIST THE UNEMPLOYED PERSONS WHO ARE ACTIVELY SEEKING EMPLOYMENT TO BE GAINFULLY EMPLOYED SO THAT THEY CAN CONTRIBUTE TO THEIR OWN ECONOMIC DEVELOPMENT AND TO THAT OF THE COUNTRY

# 1. INTRODUCTION CONT'D

- EACH YEAR WE HELP MORE THAN 1000 JOBSEEKERS ON THE PATH TO SELF-SUFFICIENCY THROUGH MEANINGFUL WORK AND ASSIST EMPLOYERS TO FIND THE RIGHT PERSON FOR THEIR JOB.
- WE SPEND TIME GETTING TO KNOW EMPLOYERS, UNDERSTANDING THEIR RECRUITMENT NEEDS AND SUPPORTING THEM WITH WORKERS FROM DIVERSE BACKGROUNDS WHO ARE OFTEN HIGHLY SKILLED, QUALIFIED AND EXPERIENCED.

## **2. ABOUT THE CRMA**

- IN AN EFFORT TO ENSURE THAT PERSONS SEEKING EMPLOYMENT ARE GAINFULLY EMPLOYED, THE AGENCY CONDUCT VISITS TO PUBLIC AND PRIVATE SECTOR AGENCIES CANVASSING FOR VACANCIES, MATCHING JOBSEEKERS TO VACANT POSITIONS, ENCOURAGING WORK PLACES TO UTILISE THE SERVICES BEING OFFERED-FREE OF COST
- TO ACHIEVE THE ABOVE, THE PROGRAMME SEEKS TO REGISTER PERSONS SEEKING EMPLOYMENT, MAINTAIN A RECORD OF NOTIFIED VACANCIES, MATCHING JOB SEEKERS WITH VACANCIES, SUBMISSION OF REGISTRANTS TO SUITABLE VACANCIES FOR POSSIBLE PLACEMENT, HOSTING WORLD OF WORK WORKSHOPS, ETC.

## **2. ABOUT THE CRMA CONT'D**

- **OUR AGENCY PROVIDES COST FREE ADVICE, TRAINING AND SUPPORT TO TRANSITION MORE JOBSEEKERS INTO JOBS EACH YEAR. WE WORK CLOSELY WITH TRAINING INSTITUTIONS AND COLLABORATION WITH ORGANISATIONS TO ACHIEVE THE BEST RESULTS FOR OUR REGISTRANTS/CLIENTS.**
- **THIS IS DONE THROUGH OCCUPATIONAL COUNSELLING AND GUIDANCE TO JOBSEEKERS**
- **TRAINING ON JOB READINESS, AND SUPPORT THROUGH PARTNERSHIP WITH TRAINING INSTITUTIONS TO ENHANCE THE SKILLS OF PERSONS SEEKING JOBS, BUT MAY NOT BE QUALIFIED.**

## **2. ABOUT THE CRMA CONT'D**

- IN AN EFFORT TO ENSURE THAT PERSONS SEEKING EMPLOYMENT ARE GAINFULLY EMPLOYED :
- THE AGENCY CONDUCT VISITS TO PUBLIC AND PRIVATE SECTOR AGENCIES CANVASSING FOR VACANCIES, MATCHING JOBSEEKERS TO VACANT POSITIONS, ENCOURAGING WORK PLACES TO UTILIZE THE SERVICES BEING OFFERED-FREE OF COST
- TO ACHIEVE THE ABOVE, THE PROGRAMME SEEKS TO REGISTER PERSONS SEEKING EMPLOYMENT, MAINTAIN A RECORD OF NOTIFIED VACANCIES, MATCHING JOB SEEKERS WITH VACANCIES, SUBMISSION OF REGISTRANTS TO SUITABLE VACANCIES FOR POSSIBLE PLACEMENT, HOSTING WORLD OF WORK WORKSHOPS

### **3. CURRENT LEGISLATION**

- **THE STATUTORY AUTHORITY**

**EMPLOYMENT EXCHANGES ACT CHAPTER 98:05  
- ESTABLISHED THE EMPLOYMENT EXCHANGE  
NOW AS THE CRMA**

**RECRUITING OF WORKERS ACT CHAPTER  
CHAPTER 98:05 - CURRENTLY REGULATES THE  
RECRUITMENT OF WORKERS IN GUYANA**



## **4. MECHANISM FOR REGULATION FOR RECRUITMENT AGENCIES REQUIREMENTS**

- ALL RECRUITMENT AGENCIES **MUST** BE LICENSED TO RECRUIT WORKERS (S 4 CAP 98:06)
- APPLICATION TO BE MADE TO LICENCING OFFICER - HEAD OF CRMA (S 4 (2))
- LICENCE VALID FOR 1 YEAR (S 4 (4))

UNDER THESE ACTS THEREFORE, IT IS EXPECTED THAT THE NECESSARY LICENCE WILL BE APPLIED FOR BY THE RECRUITMENT AGENCIES AND A REGISTER BE COMPILED OF THOSE LICENCED AGENCIES, SO THAT THE MONITORING MECHANISM TO OBSERVE THE REGULATIONS, BASED ON THE LAWS, CAN OBTAIN.

## **5. MONITORING OF RECRUITMENT AGENCIES**

- WHICH WILL TAKE THE FORM OF AN APPLICATION REGISTRATION FORM**
- ISSUANCE OF LICENSE CERTIFICATE**
- REPORTING MECHANISM (QUARTERLY REPORTS)**

## **6. STRATEGIC ACTIVITIES OF CRMA 2022**

- **LINKING JOB SEEKERS AND EMPLOYERS**
- **REGISTRATION OF RECRUITMENT AGENCIES**
- **PUBLIC EDUCATION, AWARENESS AND MEDIA CAMPAIGN FOR EMPLOYERS**
- **RECRUITMENT AGENCIES, JOB SEEKERS**
- **JOB READINESS TRAINING**
- **MENTORSHIP & COACHING OF JOB SEEKERS. EMPLOYEES**

## **7. NATIONAL JOB BANK**

**EXPANSION OF THE SERVICES OF CRMA  
WEBSITE ADDRESS -[JOBS.GOV.GY](http://JOBS.GOV.GY)**



# **PRESENTATION**

**END**

