



CATEGORIES OF SKILLED NATIONALS

-DEFINITIONS -

CARICOM Secretariat

CATEGORIES OF SKILLED NATIONALS AS AT AUGUST 2024

- (1) Graduates
- (2) Media Persons
- (3) Artistes
- (4) Musicians
- (5) Sportspersons
- (6) Nurses
- (7) Teachers
- (8) Artisans with a Caribbean Vocational Qualification (CVQ)
- (9) Holders of Associate Degrees
- (10) Domestic Workers
- (11) Agricultural Workers
- (12) Private Security Officers

(1) Graduates

Graduates, for the purpose of free movement of skills, are persons who have obtained at least a Bachelor's degree from a university recognised by the receiving Member State or a professional qualification that is equivalent to at least a Bachelor's degree.

(2) Media Persons

Media persons are persons whose primary source of income is drawn from media and media-related work, or persons who are qualified to enter this field. Such persons perform functions of:

- Media managers and administrators.
- Editors and sub-editors.
- Reporters, producers, announcers and broadcasters.
- Camera operators, sound engineering and video technicians.
- Production workers in the print and electronic media etc.
- Graphic artists, cartoonists and photographers.
- Editorial staff, programming staff and newsroom staff.
- Other related personnel whose functions are not here classified.

(3) Artistes

Artistes, for the purpose of free movement of skills, are persons who are active in or qualified to enter a particular field of artistic endeavor with the specific purpose to earn a living. Such persons perform functions such as but not limited to:

- Visual artistes
 - Fine artist
 - Costume builder
 - Costume designer
 - Fashion designer
 - Stage manager
 - Lighting designer
 - Sound designer
 - Sound Technician
 - Arts administrator
 - Production assistant
 - Holder of traditional knowledge

(4) Musicians

Musicians, for the purpose of free movement of skills, are persons who are active in or qualified to enter a particular field of music with the specific purpose of earning a living. Such persons perform functions such as but not limited to:

- Player of a musical instrument
- Singer
- Songwriter
- Bank/Orchestra leader
- Conductor
- Promoter
- Events manager

(5) Sportspersons

Sportspersons, for the purpose of free movement of skills, are persons who are active in or qualified to enter a particular field of sports with the specific purpose of earning a living as a professional or semi-professional. Such persons perform functions such as but not limited to:

- Athlete
- Coach
- Team leader
- Sports manager
- Sports promoter
- Massage therapist
- Events manager

(6) Nurses

These are persons who have successfully completed basic or higher level training for nurses; who are registered with the General Nursing Council of a CARICOM Member State and are designated Registered Nurses.

(7) Teachers

Teachers are persons who have successfully completed an approved pre-service or in-service teacher preparation programme from an accredited/recognized institution offering teacher education.

(8) Artisans with a Caribbean Vocational Qualification (CVQ)

An artisan is a skilled workman or craftsman. ISCO-08 gives the following description:

- Craft and related trades workers apply their specific knowledge and skills in the fields of mining and construction, form metal, erect metal structures, set machine tools; or make, fit, maintain and repair machinery, equipment or tools, carry out printing work as well as produce or process foodstuffs, textiles, or wooden, metal and other articles, including handicraft goods.
- The work is carried out by hand and hand-powered and other tools that are used to reduce the amount of physical effort and time required for specific tasks, as well as to improve the quality of the product. The tasks call for an understanding of all stages of the production process, the materials and tools used and the nature and purpose of the final product.
- Tasks performed by craft and related trades workers usually include: extracting and working solid minerals; constructing, maintaining and repairing buildings and other structures, casting, welding and shaping metal; installing and erecting heavy metal structures, tackle and related equipment; making machinery, tools, equipment and other metal articles; setting for operators, or setting and operating various machine tools; fitting, maintaining and repairing industrial machinery including engines and vehicles, as well as electrical and electronic instruments and other equipment; molding precision instruments, jewelry household and other precious-metal articles, pottery, glass and related products, producing handicraft; executing printing work; producing and processing foodstuff and various articles made of wood, textiles, leather and related materials. Supervision of other workers may be included.

(9) Holders of Associate Degrees

CARICOM nationals who are eligible must be holders of an Associate Degree who have obtained an Associate Degree from an accredited/recognized university or college.

The Heads of Government requested that the Council for Human and Social Development (COHSOD) consider what may constitute comparable qualifications for an Associate Degree. While the Heads of Government have not yet adopted these recommendations, COHSOD agreed that comparable qualifications will be:

- 2 CAPE/2 A' Levels;
- Certified Accounting Technician Qualification;
- National Technician Certificates requiring two years of study at the post-secondary level'
- Other comparable qualifications to be identified and compiled in a comprehensive list for the guidance of the Competent Authority in Member States.

(10) Domestic Workers

A domestic worker is any person engaged in domestic work within an employment relationship and includes a person who:

- Conducts functions such as sweeping, vacuuming, cleaning, washing and polishing, taking care of household linen, purchasing supplies, preparing food, serving meals and various other domestic duties for the household within private residential homes; or
- Provides routine personal care and assistance with activities of daily living to persons who are in need of such care due to effects of ageing, illness, injury or other physical conditions, in private residential homes; or
- Provides routine care and supervision for children in private residential homes.

The qualification requirements for domestic workers are CARICOM Vocational Qualification (CVQ); National Vocational Qualification (NVQ) or practical experience evidenced by letters from two persons for whom the domestic worker has provided services as a domestic worker.

(11) Agricultural Workers

Agricultural workers are persons engaged in agricultural work in one or more of the following areas:

- Crop farm production including growing/harvesting field or tree and gathering fruits and plants;
- Livestock farm production including breeding and tending of animals (including aquaculture).

The qualification requirements for agricultural workers are relevant qualification in the field (including, but not limited to Caribbean Vocational Qualifications (CVQs) or its equivalent); or letter of recommendation from a national agricultural body (such as a representative association or Ministry with responsibility for informing of the availability of Agricultural Workers).

(12) Private Security Officers

A private security officer provides services for the protection of persons or property or to prevent theft and/or destruction or the unlawful taking or property.

The qualification requirements for the private security officers are a letter/declaration from a previous employer confirming that the national possesses the ability to perform the relevant tasks related to the sector. The letter would have to include the number of years of employment (at least one year), relevant experience and training provided; or relevant qualification in the field, such as a Caribbean Vocational Qualification or a professional licence; and a letter from the relevant body responsible for maintaining the register/roster of private security officers or Estate/Island/District Constables or equivalent in the Member State in which the Community national is registered as a private security officer or recognised as an Estate/Island/District Constable.

CARICOM Secretariat

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