



Short biography of panellists



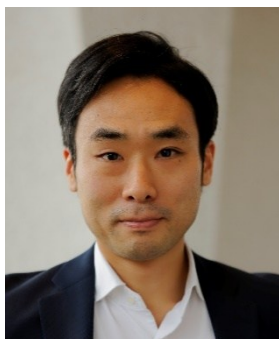
Dr Joni Musabayana, Director
ILO DWT and Office for the
Caribbean (ILO-DWT/O-POS)

Joni Musabayana assumed the role of Director in October 2023. A Zimbabwean national with over three decades of experience in labour, social development and international relations, he previously led the ILO Pretoria Decent Work Team providing technical support across Eastern and Southern Africa. In his current role he is the strategic lead for the ILO efforts across 14 Caribbean Member States and nine non-metropolitan territories in the English- and Dutch-speaking Caribbean, focusing on social justice, decent work, inclusive growth and regional labour-market initiatives.



Ms Ilca Webster – Skills and
Lifelong Learning Specialist, ILO-
DWT/O-POS

Ilca Webster is a Skills and Lifelong Learning Specialist with the ILO Decent Work Team and Office for the Caribbean where she leads efforts to strengthen policies that better connect education, training, and employment, supporting the development of inclusive, high-quality skills and lifelong learning systems that expand access to decent work. She joined the ILO in 2016 with the West Africa Decent Work Team, where she contributed to shaping vocational training policies, anticipating future skills needs, and advancing initiatives in digital transformation, green jobs, and formalization. She holds a PhD on the socioeconomic impacts of technologies and has authored several publications on Technical Vocational Education and Training and skills development.



Ms Takaaki Kizu, Technical Officer,
Skills Development,
Employment/Skills Department
ILO Office Geneva

Takaaki Kizu joined the ILO as an Economist in 2014. He has published on a variety of topics such as [school-to-work-transition](#); [jobs in global supply chains](#); [labour provisions in trade agreements](#); [firms' labour flexibility strategies](#); and [skills for the green transition](#). Prior to joining the ILO, he worked at the UNESCO Bangkok, the University of Pennsylvania and two vocational education institutions in the United States. He holds postgraduate degrees in Development Economics from the Institute of Developing Economies and in Education from the University of Pennsylvania Graduate School of Education.



Ms Sharon Parmanan, Senior Economist and Head of the Science & Technology Statistics Department, NIHERST, Trinidad and Tobago

Sharon has served at the National Institute of Higher Education, Research, Science and Technology (NIHERST) for just over 21 years. She has a Masters in Economics and has coordinated and supported national research initiatives in workforce development, STEM education, innovation, and science and technology, with a focus on advancing evidence-based policymaking and informing strategies that strengthen workforce development, education systems, and national science, technology, and innovation capacity



Mr Abdelmalik Jamae Muhummed
– Employment Policy Specialist,
ILO-DWT/O-POS

Abdelmalik Jamae Muhummed is the Employment and Labour Market Policies Specialist at the ILO Decent Work Team and Office for the Caribbean, where he supports evidence-based labour market analysis and inclusive employment policy design across the region. He brings more than 15 years of international experience, including roles as the ILO's Labour Economist in Uganda and Economic Development Technical Adviser in Somalia. His work focuses on advancing decent work through employment diagnostics, migration and labour mobility analysis, and policies addressing informality, job creation and equitable labour markets in developing economies.



Ms Michelle Malcolm Executive Director, National Apprenticeship Program (NAP), Ministry of Labour, **The Bahamas** Department of Labour.

Michelle Malcolm is a veteran journalist, accomplished entrepreneur, youth empowerment advocate, and workforce development leader. Having led a youth empowerment program for nearly 20 years, she now serves as **Executive Director of the National Apprenticeship Programme**, where she leads initiatives to train and advance young professionals across multiple sectors. Michelle combines her creative vision, business acumen, and passion for talent development to drive innovative projects that make a positive impact on communities and consumers alike.



Ms Malika Cartwright,
Director Workforce Development
Department, Ministry of Labour
and Economy, **Bermuda**.

Ms. Malika D. Cartwright is Director of the Department of Workforce Development in Bermuda's Ministry of Economy and Labour, where she leads national efforts to nurture local talent and strengthen workforce readiness. She brings extensive experience in learning and talent development from senior roles at the Bermuda Hospitals Board and as Executive Director of the Bermuda Hospitality Institute. With a background in business administration, she focuses on strategic partnerships, skills development, and career pathways that align Bermudians with emerging opportunities in the economy.



Ms. Beatriz Schmidt Bonato
Industrial Policy Analyst
Brazilian National Confederation
of Industry and National Service
for Industrial Training-SENAI.

Beatriz holds a master's degree in Business Administration from PUC-Rio and a bachelor's degree in Economics from the Federal University of Rio de Janeiro. She works on impact evaluation and applied economic analysis, with a focus on labour markets, innovation, and public policy. Her work aims to generate evidence that supports decision-making and policy design."



Mr. Johnny William
Monteiro, Industrial Policy Analyst
Brazilian National Confederation
of Industry and National Service
for Industrial Training-SENAI.

Johnny Monteiro holds a Master's degree in Economics from the University of Brasília (UnB) and a Bachelor's from the University of Blumenau (FURB). He is currently an Analyst at the Brazilian National Confederation of Industry (CNI), within the National Observatory of Industry, where his work focuses on labour market analysis and industrial trends. Johnny has experience in monetary policy and credit, market intelligence and data science



Ms Miriam Preckler, Director of
Education, Social and Human
Development Management - CAF
– Development Bank of Latin
America and the Caribbean

Miriam Preckler has more than 17 years of professional experience in strengthening public policies on education. Throughout her professional career, she has held various positions in multilateral organisations such as UNESCO, UNICEF, OEI and IPU. she was responsible the development of the Secondary Education Strategy in Latin America and the Caribbean for the UNICEF Regional Office for Latin America and the Caribbean (LACRO). Her work has led her to acquire a deep understanding of the challenges facing education systems in Latin America, which she uses to design and implement foresight institutional strategies.