



# Mapping Essential Labour Market Intelligence Sources at the National Level

## EXECUTIVE SUMMARY

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Innovating the use of Labour Market Intelligence  
within European Universities - LMI-EUniv



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# EXECUTIVE SUMMARY

The Innovating the use of Labour Market Intelligence within European Universities - LMI-EUniv' project, funded under the Erasmus+ programme's Key Action 2, aims to explore the utilisation of Labour Market Intelligence (LMI) within European Universities. The project is developed by the West University of Timisoara in partnership with the University of Milano-Bicocca, the University of Tallinn, Prospektiker, and the Luxembourg Institute of Socio-Economic Research. The project focuses on enhancing the integration of Labour Market Intelligence (LMI) into the planning and delivery of educational programs offered by European Universities.

Labour market intelligence (LMI) has emerged as a vital tool, providing valuable insights into the ever-changing dynamics of the job market. LMI encompasses a wide range of data and information, including employment trends, skills demand, wage levels, industry projections, and other factors influencing the labour market. HEIs benefit from LMI by aligning their academic programs with the demands of the labour market. Understanding the skills and competencies sought by employers allows institutions to develop relevant curricula that equip students with the necessary knowledge and abilities for successful career entry and progression. LMI serves as a valuable resource for guiding students in making informed choices about their educational and career pathways. By accessing LMI, students gain insights into employment prospects, salary expectations, and industry trends related to their field of interest. This information empowers them to make educated decisions about their educational choices, specialization areas, and potential career paths. HEIs equipped with comprehensive LMI can develop effective employability initiatives that bridge the gap between academic knowledge and practical skills. By leveraging LMI, institutions can identify emerging job sectors, skill gaps, and future workforce needs, enabling the design of programs that foster the development of relevant skills and enhance students' employability. LMI plays a crucial role in the strategic planning processes of HEIs. Analyzing LMI data allows institutions to

identify emerging trends and shifts in the labour market, enabling them to anticipate future demands and adapt programs and resources accordingly. This data-driven approach ensures that HEIs stay ahead of the curve in meeting the needs of students, employers, and society. Furthermore, LMI provides a solid foundation for evidence-based decision-making in HEIs. By utilizing reliable and up-to-date labour market data, institutions can make informed choices about resource allocation, faculty hiring, program expansion or contraction, and research priorities. This data-driven approach enhances the efficiency and effectiveness of decision-making processes. LMI also serves as a common language that facilitates collaboration between HEIs, policymakers, employers, and regional development agencies. By sharing labor market insights, institutions engage in meaningful dialogues with stakeholders, align objectives, and collectively address the challenges and opportunities in the labour market. This collaboration ensures that the higher education supply effectively meets the current and future needs of the labour market.

To address the need for consolidated and accessible LMI sources, the LMI-EUniv project embarked on mapping essential LMI sources at the national level, with a particular focus on HEI usage. This report provides an overview of the diverse landscape of Labour Market Intelligence sources. It is based on information collected through desk research conducted in 19 European countries: Germany, France, Italy, Spain, Poland, Romania, Netherlands, Belgium, Estonia, Austria, Sweden, Ireland, Latvia, Lithuania, Portugal, Czech Republic, Bulgaria, Luxembourg, and Greece. This selection ensures comprehensive coverage, capturing a wide range of experiences, challenges, and best practices related to LMI usage within HEIs across Western, Eastern, Nordic, and Mediterranean countries. This groundbreaking study is the first of its kind to focus on LMI sources across Europe. Its aim is to support higher education institutions (HEIs) in accessing a centralised information point that lists the various LMIs available.

The research found out that the availability and accessibility of LMI sources vary across countries, with some exhibiting well-developed infrastructures while others have more limited resources. Despite these variations, common trends and key findings were observed.

Government databases and reports emerged as primary sources of LMI across all countries studied. These repositories, often maintained by national statistical agencies, public employment services, and labour market observatories, provide comprehensive data on employment rates, wage levels, job vacancies, and industry trends. Statistical institutes and offices also play a significant role, providing standardized and reliable labour market data on employment structure and unemployment.

National employment agencies collect data on job placements, job seekers, and employer demand, which HEIs can leverage to align their curricula with the skills and qualifications sought by employers, improving graduate employability. Several countries have dedicated labour market observatories that monitor and analyze LMI from various sources, producing regular reports on employment patterns, skills gaps, and emerging job opportunities. These observatories serve as valuable resources for HEIs to stay updated on labour market dynamics and incorporate relevant insights into their curricula.

Government ministries and agencies contribute to the understanding of labour market dynamics and policy formulation and implementation. They gather, analyze, and disseminate labour market information, with ministries responsible for education, labour, and social protection playing crucial roles. Research institutes and centers conduct studies on working conditions, employment trends, and education systems, providing in-depth analysis and policy recommendations. Employers' organizations and associations also provide valuable data and insights into labour market trends from an employer's perspective.

Educational institutions themselves contribute to LMI sources by conducting surveys and research projects to assess graduate outcomes, employment rates, and employer satisfaction. This data can guide curriculum development and provide valuable feedback loops.

By understanding and utilising these sources effectively, HEIs can align their curricula with labour market demands, improve graduate employability, and contribute to informed policy-making and strategic decision-making processes.

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