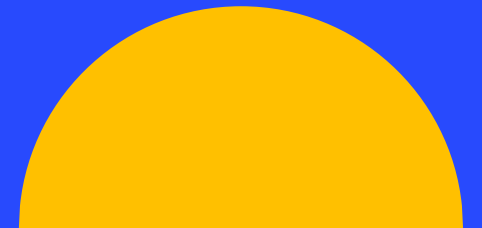# Training Course
How to use Labour Market Intelligence

Module 1
Mapping the LMI sources and resources in HEIs

Introduction

Mapping LMI sources: Spearheaded by the Luxembourg Institute of Socio-Economic Research, the introductory module focusing on identifying and utilizing LMI sources with HEIs

Importance of LMI for HEIs

Variety of sources and players

Rarely centralized information

Mapping creation

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Innovating the use of Labour Market Intelligence within European Universities

Training outline

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Lesson 1. What are LMI and why to use them?

1.1. DEFINITION (1)

- LMI comprises any information and knowledge about labour market dynamics.

- LMI can be Quantitative information (numerical information) or Qualitative information (typically extracted from interviews and focus groups).

- It covers topics such as labour demand and supply, unemployment, employment and earnings, emergence of new occupations, new skills required on labour market, post-graduate path, career expectations, etc.

Lesson 1.What are LMI and why to use them?

1.1. DEFINITION (2)

- LMI represent information and knowledge about labour market dynamics that support decision-making processes carried out by diverse users, such as job seekers, researchers, consultants or business and governmental policy makers, educators and training institutions, public and private employment agencies and social services.

- LMI is any information that helps users make informed career, employment, business, and training-related decisions.

Lesson 1. What are LMI and why to use them?

1.1. DEFINITION (3)

- CEDEFOP definition:

« Labour market information tells you about the workplace or labour market. Labour market information describes the condition of the labour market, past and present, as well as future projections. It makes clear where work opportunities are increasing or decreasing, what occupations exist, what you need to study to become a professional in that occupation, what is required to take up an occupation, how one can find a job, change job or progress in a career. »

Lesson 1. What are LMI and why to use them?

1.1. DEFINITION (4)

- ILO defintion:

"Any information concerning the size and composition of the labour market or any part of the labour market, the way it or any part of it functions, its problems, the opportunities that may be available to it, and the employment-related intentions or aspirations of those who are part of it."

Lesson 1. What are LMI and why to use them?

1.2. DIFFERENCES BETWEEN LABOUR MARKET INFORMATION AND LABOUR MARKET INTELLIGENCE

- Labour Market Intelligence is used to point out that the information has been already analyzed and reduced to the important and relevant facts for decision-making (Lantra, 2005).

- Labour Market Information includes descriptive data such as statistics or survey results while the Labour Market Intelligence includes analysis, interpretation, conclusions and policy recommendations.

Lesson 1. What are LMI and why to use them?

1.3. WHY TO USE LMI? (1)

- LMI are useful to a lot of people: students (choice of orientation), workers (choice of professional career, sector of activity, etc.), universities.

- LMI helps people make decisions about education, jobs and training.

- LMI make it possible to answer certain questions: What are the working conditions in a given sector/profession? What skills will make it easier for me to find a job? What professions are in demand on the job market?

Lesson 1. What are LMI and why to use them?

1.3. WHY TO USE LMI? (2)

- Individuals: help in choosing training, in choosing a career, allows for better information on a profession for example, can challenge certain prejudices/stereotypes, can help you to move towards the most sought-after jobs.

- Public power: develop policies linked to employment (fight against unemployment, continuing training, etc.).

Lesson 1. What are LMI and why to use them?

1.3. WHY TO USE LMI? (3)

- HEI: LMI is critical for understanding the new challenges on the labour market and therefore to help HEI to increase their capacity to match education supply to demand and for forecasting and fore-sighting skills needs.

- There are at least three areas are of interest for HEI for which the LMI is important:

Matching education/skills supply to local and regional labour market demand;

Fitting curriculum content to a rapidly evolving world of work and the provision of new types of course;

Evidencing impact and outcomes for policymakers (such as employability, graduate tracking, internships and placement provision).

Lesson 2. Who produces LMI and how?

2.1. ACTORS WHO PRODUCE LMI (1)

- Wide range of actors: during the mapping of LMI providers in the considered countries, we encountered a diverse and extensive range of sources.

- International actors (as ILO, OCDE, Eurostat) and national/local actors.

Lesson 2. Who produces LMI and how?

2.1. ACTORS WHO PRODUCE LMI (2)

- Government databases and reports emerged as primary sources of LMI.

These comprehensive repositories provide data on employment rates, wage levels, job vacancies, and industry trends. They are often maintained by national statistical agencies, public employment services and labour market observatories.

- Statistical institutes and offices are a main source of labour market data and indicators.

For instance, in all countries, the national offices of statistics provide data series on employment structure and unemployment, enabling detailed analysis of labour market trends. These institutes ensure reliable and standardised labour market data for analysis and policy purposes.

Lesson 2. Who produces LMI and how?

2.1. ACTORS WHO PRODUCE LMI (3)

- National employment agencies (PES) play a significant role in LMI provision.

They collect data on job placements, job seekers, and employer demand. HEIs can access this information to align their curricula with the skills and qualifications sought by employers, improving graduate employability.

- Labour market observatories that monitor and analyse LMI.

These entities gather data from various sources and produce regular reports on employment 18 patterns, skills gaps, and emerging job opportunities. HEIs can leverage these observatories to stay updated on labour market dynamics and incorporate relevant insights into their curricula.

Lesson 2. Who produces LMI and how?

2.1. ACTORS WHO PRODUCE LMI (4)

- Government ministries and agencies are also important stakeholders in labour market intelligence.

They gather, analyze, and disseminate labour market information, playing a crucial role in policy formulation and implementation. Ministries responsible for education, labour, and social protection contribute to the understanding of labour market dynamics and develop strategies to address challenges.

- Research institutes and centers play a vital role in generating valuable insights into labour market dynamics.

They conduct studies on working conditions, employment trends, and education systems, providing in-depth analysis and policy recommendations.

Lesson 2. Who produces LMI and how?

2.1. ACTORS WHO PRODUCE LMI (5)

- In many countries employers' organizations and associations provide valuable data and insights into labour market trends from an employer's perspective.

These associations generate reports, surveys, and studies that provide insights into sector-specific trends, skill requirements, and job market outlooks. They serve as valuable resources for HEIs to tailor their curricula to industry needs.

Lesson 2. Who produces LMI and how?

2.2. WHAT ARE THE SOURCES?

- Surveys (Household Labour Force, Vacancies Surveys, Graduates Surveys/Tracer Studies);

- Administrative records (unemployment, migration, work contracts, work permits, etc.);

- National accounts data (income);

- Big data (LMI from OJA, LMI from IP location, LMI from social media, LMI from online search, LMI from mobile apps);

- Labour Market Indicators and projections (ILO Labour Force Estimates and Projections Model, Global Employment Trends Model).

Lesson 3. How to use LMI?

3.1. Assessment

- Who produced the information?

- What is the geographical coverage of the data (national, regional, local)?

- What is the level of granularity of the data?

- Whether the data is up-to-date? Are the data accessible (understandable)?

Lesson 3. How to use LMI?

3.2. Mapping crucial LMI at national level

[LMI Sources (lmi-euniv.eu)](lmi-euniv.eu)

18 EU countries: Austria, Belgium, Czeh Republic, Estonia, France, Germany, Greece, Ireland, Italy, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Romania, Spain, Sweden

Evaluation of LMI sources on the basis of 8 criteria

Best Practice

Good example from the UK:

https://www.lmiforall.org.uk/explore_lmi/learning-units/

https://www.lmiforall.org.uk/explore_lmi/learning-units/
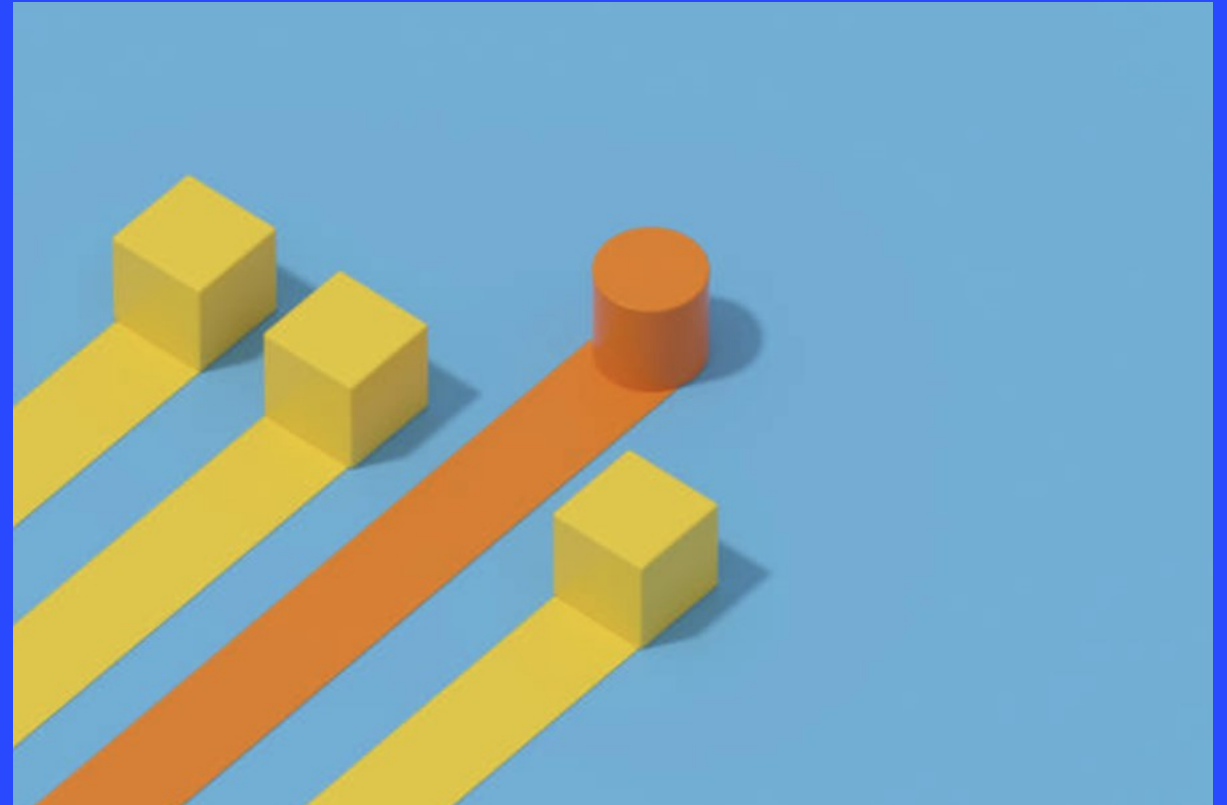
Innovating the use of Labour Market Intelligence within European Universities

Thank you

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