The Importance of Labour Market Intelligence (LMI)

The UKCES Offer

East Midlands

www.gov.uk/ukces
Growing importance of labour market intelligence for colleges
Applications of labour market intelligence

Content

Curriculum strategy

Business development

Local strategic dialogue

Careers information and advice
Sources of Information

Internal resources
- Direct employer engagement
- Curriculum panels
- College MIS
- College CRM
- Customer feedback

Partners
- LEPs
- National Careers Service
- Jobcentre
- Employer bodies
- Outcomes data

Products
- Official statistics
- Labour market models
- Surveys
- Business databases
- Business Intelligence services
UK Commission Intelligence Products

UK Commission Employer Skills Survey
90,000 interviews
Employer investment in training and skills challenges

UK Commission Employer Perspectives Survey
18,000 interviews
Employer views and interaction with the external skills system

Working Futures
Labour market projections
Picture of UK employment, productivity, labour supply and skills for the next ten years
Youth unemployment in the East Midlands

East Midlands

United Kingdom

Source: The Inter-Departmental Business Register (IDBR), March 2014
Skills shortage vacancies and skills gaps mean workers without the right skills to do their jobs...

While skill mismatches remain, too many employers remain unmoved to invest more in skills

Internal training used more than external training

- 75% of all employers provide training for their staff (2012: 64%)
- 53% of all provide internal training (2012: 64%)
- 42% of all provide external training (2012: 48%)
- 30% provide both internal and external training (2012: 37%)

External providers used, across all establishments

<table>
<thead>
<tr>
<th>Provider</th>
<th>2012</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commercial organisations</td>
<td>35%</td>
<td>30%</td>
</tr>
<tr>
<td>Suppliers*</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>Regulatory bodies*</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>Further Education Colleges</td>
<td>12%</td>
<td>9%</td>
</tr>
<tr>
<td>Non-profit organisations</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>Customers*</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Universities or HEIs</td>
<td>6%</td>
<td></td>
</tr>
</tbody>
</table>

* Not asked in 2012

39% Private or Commercial (2012: 40%)
12% Public (2012: 16%)
Recruitment of education leavers varies by both location and sector

26%

Of all establishments recruited education leavers

Base: All East Midlands establishments (7,269)

Source: UK Commission’s Employer Skills Survey 2013
Levels of recruitment of education leavers up from 2013, most considered prepared for work

Base: All East Midlands establishments that have recruited each type of education leaver in the previous 2-3 years; 16 year old school leavers (868), 17-18 year old school leavers (1,113), 17-18 year old FE leavers (1,291), University / HE leavers (1,138).

Source: UK Commission’s Employer Skills Survey 2013
Where are the new jobs coming from?
Projected industry growth, 2012-2022 (East Midlands)

- Construction: +17% (East Midlands), +15% (UK)
- Wholesale and Retail: +6% (East Midlands), +4% (UK)
- Support Services: +10% (East Midlands), +9% (UK)
- Health and Social work: +7% (East Midlands), +11% (UK)
- Information Technology: +33% (East Midlands), +30% (UK)
- Engineering: -12% (East Midlands), -10% (UK)
- Public admin. and defence: -6% (East Midlands), -9% (UK)
- Agriculture: -23% (East Midlands), -18% (UK)
- Rest of manufacturing: -8% (East Midlands), -9% (UK)

Source: Working Futures 2012-2022
What new workers will we need?
Projected occupation growth, 2012-2022 (East Midlands)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Expansion %</th>
<th>Replacement %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Occupations</td>
<td>56%</td>
<td>59%</td>
</tr>
<tr>
<td>Caring, leisure and other service</td>
<td>69%</td>
<td>69%</td>
</tr>
<tr>
<td>Managers, directors and senior officials</td>
<td>57%</td>
<td>59%</td>
</tr>
<tr>
<td>Associate professional and technical</td>
<td>48%</td>
<td>51%</td>
</tr>
<tr>
<td>Sales and customer service</td>
<td>35%</td>
<td>33%</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>35%</td>
<td>35%</td>
</tr>
<tr>
<td>Process, plant and machine operatives</td>
<td>25%</td>
<td>26%</td>
</tr>
<tr>
<td>Administrative and secretarial</td>
<td>32%</td>
<td>30%</td>
</tr>
<tr>
<td>Skilled trade occupations</td>
<td>23%</td>
<td>25%</td>
</tr>
</tbody>
</table>

Source: Working Futures 2012-2022
LMI for All

- Open access LMI data portal
- Improves evidence base for careers decisions and strategic planning
- Places onus on third-parties to develop engaging interfaces
- Pilot is live now

Informed Individuals making effective career decisions
Getting access

**Employer Skills and Perspectives Surveys**
- Open access via website to UK and regional reports, infographics and slide packs plus local data tables
- More information: employer.surveys@ukces.org.uk

**Working Futures**
- To find out more email: working.futures@ukces.org.uk

**LMI for All**
- More information: [www.lmiforall.org.uk](http://www.lmiforall.org.uk)
The LMI Network connects users of labour market information and supports them in sharing ideas and expertise.

The LMI Network will be valuable for those who are responsible for analysing and using LMI such as: unemployment statistics, employer surveys, qualifications levels, pay rates, occupational and industrial make-up of an area.

It’s free of charge network that supports peer-to-peer learning and support between LMI users.

Join today at: www.tiny.cc/LMINetwork