The Importance of Labour Market Intelligence (LMI)

The UKCES Offer

East of England
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 of England

East of England

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...

**Skill shortage vacancies**

**Skills gaps**

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

Internal training used more than external training

61% of all provide internal training (2012: 61%)

47% of all provide external training (2012: 49%)

35% provide both internal and external training (2012: 36%)

74% of all employers provide training for their staff

72%

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>36%</td>
<td>34%</td>
</tr>
<tr>
<td>Suppliers*</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>Regulatory bodies*</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>Further Education Colleges</td>
<td>12%</td>
<td>8%</td>
</tr>
<tr>
<td>Non-profit organisations</td>
<td>10%</td>
<td>9%</td>
</tr>
<tr>
<td>Customers*</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Universities or HEIs</td>
<td>6%</td>
<td>3%</td>
</tr>
</tbody>
</table>

* Not asked in 2012

44% Private or Commercial (2012: 41%)
10% Public (2012: 14%)

Recruitment of education leavers varies by both location and sector.

Of all establishments recruited education leavers

Base: All East of England establishments (8,476)

Source: UK Commission’s Employer Skills Survey 2013

Levels of recruitment of education leavers up from 2013, most considered prepared for work

16 year-old school leavers
- Very poorly prepared: 9%
- Poorly prepared: 31%
- Well prepared: 44%
- Very well prepared: 12%

17-18 year-old school leavers
- Very poorly prepared: 7%
- Poorly prepared: 23%
- Well prepared: 55%
- Very well prepared: 11%

17-18 year-old college leavers
- Very poorly prepared: 5%
- Poorly prepared: 18%
- Well prepared: 62%
- Very well prepared: 11%

University/HE leavers
- Very poorly prepared: 2%
- Poorly prepared: 10%
- Well prepared: 58%
- Very well prepared: 25%

Source: UK Commission's Employer Skills Survey 2013

Base: All East of England establishments that have recruited each type of education leaver in the previous 2-3 years; 16 year old school leavers (1,063), 17-18 year old school leavers (1,680), 17-18 year old FE leavers (1,567), University / HE leavers (1,608).
Where are the new jobs coming from?
Projected industry growth, 2012-2022 (East of England)

- Health and Social work: 14% (East of England), 11% (UK)
- Construction: 20% (East of England), 15% (UK)
- Professional Services: 17% (East of England), 14% (UK)
- Wholesale and Retail: 6% (East of England), 4% (UK)
- Support Services: 12% (East of England), 9% (UK)
- Public admin. and defence: -5% (East of England), -9% (UK)
- Engineering: -13% (East of England), -10% (UK)
- Agriculture: -21% (East of England), -18% (UK)
- Rest of manufacturing: -7% (East of England), -9% (UK)

000s of net new jobs, 2012-2022

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

- Professional Occupations: 60% of expansion, 59% of replacement
- Caring, leisure and other service: 74%, 69%
- Managers, directors and senior officials: 63%, 51%
- Associate professional and technical: 54%, 59%
- Elementary occupations: 37%, 35%
- Sales and customer service: 34%, 33%
- Process, plant and machine operatives: 30%, 26%
- Skilled trade occupations: 26%, 30%
- Administrative and secretarial: 31%, 25%

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
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

The LMI Network will help it’s members to:

- Share their expertise and experience
- Identify research collaboration opportunities
- Share advice on technical issues, definitions and
- Methodological problems; and
- Signpost each other to reports, findings and events of interest.