The Importance of Labour Market Intelligence (LMI)
The UKCES Offer
West 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 West Midlands

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**

Source: UK Commission's Employer Skills Survey 2013. Base: all establishments in the West Midlands (7,914)
While skill mismatches remain, too many employers remain unmoved to invest more in skills

Source: UK Commission’s Employer Skills Survey 2013. Base: all establishments in the West Midlands (7,914)
Internal training used more than external training

75% of all employers provide training for their staff

60% of all provide internal training (2012: 63%)

44% of all provide external training (2012: 48%)

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

Recruitment of education leavers varies by both location and sector

Of all establishments recruited education leavers

Base: All West Midlands establishments (7,914)

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: 7%
  - Poorly prepared: 29%
  - Well prepared: 52%
  - Very well prepared: 8%

- **17-18 year-old school leavers**
  - Very poorly prepared: 4%
  - Poorly prepared: 24%
  - Well prepared: 57%
  - Very well prepared: 10%

- **17-18 year-old college leavers**
  - Very poorly prepared: 4%
  - Poorly prepared: 15%
  - Well prepared: 63%
  - Very well prepared: 14%

- **University/HE leavers**
  - Very poorly prepared: 1%
  - Poorly prepared: 9%
  - Well prepared: 60%
  - Very well prepared: 27%

Source: UK Commission’s Employer Skills Survey 2013

Base: All West Midlands establishments that have recruited each type of education leaver in the previous 2-3 years; 16 year old school leavers (1,027), 17-18 year old school leavers (1,400), 17-18 year old FE leavers (1,699), University / HE leavers (1,595).
Where are the new jobs coming from?
Projected industry growth, 2012-2022
(West Midlands)

- Health and Social work: +11% (West Midlands), +11% (UK)
- Support Services: +9% (West Midlands), +9% (UK)
- Construction: +11% (West Midlands), +15% (UK)
- Professional Services: +10% (West Midlands), +14% (UK)
- Transport and Storage: +10% (West Midlands), +10% (UK)
- Education: -3% (West Midlands), -2% (UK)
- Agriculture: -20% (West Midlands), -18% (UK)
- Public admin. and defence: -8% (West Midlands), -9% (UK)
- Rest of manufacturing: -7% (West Midlands), -9% (UK)

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

- Professional Occupations: Expansion 59%, Replacement 69%
- Caring, leisure and other service: Expansion 69%, Replacement 69%
- Associate professional and technical: Expansion 52%, Replacement 51%
- Managers, directors and senior officials: Expansion 60%, Replacement 59%
- Sales and customer service: Expansion 31%, Replacement 33%
- Elementary occupations: Expansion 34%, Replacement 35%
- Process, plant and machine operatives: Expansion 26%, Replacement 26%
- Administrative and secretarial: Expansion 33%, Replacement 30%
- Skilled trade occupations: Expansion 22%, Replacement 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
**LMI Network**

- 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](http://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.