The Importance of Labour Market Intelligence (LMI)
The UKCES Offer
Yorkshire and the Humber

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 Yorkshire and Humber is still higher than in the whole of the UK.

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...

Source: UK Commission's Employer Skills Survey, 2013 base: all establishments in Yorkshire and Humber (7607)
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 Yorkshire and Humber (7607)
Internal training used more than external training

- **74%** of all employers provide training for their staff
- **54%** of all provide internal training (2012: 64%)
- **42%** of all provide external training (2012: 45%)
- **29%** provide both internal and external training (2012: 35%)

**External providers used, across all establishments**

- **Commercial organisations**
  - **36%** (2012: 29%)
- **Suppliers***
  - **18%** (2012: 10%)
- **Regulatory bodies***
  - **10%**
- **Further Education Colleges**
  - **10%**
  - **8%** (2014: 2012)
- **Non-profit organisations**
  - **11%**
  - **7%**
- **Customers***
  - **6%**
  - **6%**
- **Universities or HEIs**
  - **6%**
  - **4%**

**Source:** UK Commission’s Employer Perspectives Survey (2012/2014). Base: All Yorkshire and Humber (1,253/1,584).

*Not asked in 2012*
Recruitment of education leavers varies by both location and sector

Of all establishments recruited education leavers

Base: All Yorkshire and Humber establishments (7,607)

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

<table>
<thead>
<tr>
<th>Education Leaver Type</th>
<th>Very Poorly Prepared</th>
<th>Poorly Prepared</th>
<th>Well Prepared</th>
<th>Very Well Prepared</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 year-old school leavers</td>
<td>5%</td>
<td>26%</td>
<td>54%</td>
<td>11%</td>
</tr>
<tr>
<td>17-18 year-old school leavers</td>
<td>4%</td>
<td>22%</td>
<td>58%</td>
<td>11%</td>
</tr>
<tr>
<td>17-18 year-old college leavers</td>
<td>3%</td>
<td>16%</td>
<td>62%</td>
<td>14%</td>
</tr>
<tr>
<td>University/HE leavers</td>
<td>1%</td>
<td>9%</td>
<td>60%</td>
<td>26%</td>
</tr>
</tbody>
</table>

Note that 'Don't know' and 'Varies too much to say' responses are not shown.

Base: All Yorkshire and Humber establishments that have recruited each type of education leaver in the previous 2-3 years; 16 year old school leavers (999), 17-18 year old school leavers (1,264), 17-18 year old FE leavers (1,484), University/HE leavers (1,449).

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

000s of net new jobs, 2012-2022

<table>
<thead>
<tr>
<th>Industry</th>
<th>Yorkshire and Humber</th>
<th>UK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and Social work</td>
<td>14%</td>
<td>11%</td>
</tr>
<tr>
<td>Professional services</td>
<td>13%</td>
<td>14%</td>
</tr>
<tr>
<td>Construction</td>
<td>14%</td>
<td>15%</td>
</tr>
<tr>
<td>Support Services</td>
<td>8%</td>
<td>9%</td>
</tr>
<tr>
<td>Education</td>
<td>-2%</td>
<td>-2%</td>
</tr>
<tr>
<td>Food drink and tobacco</td>
<td>-12%</td>
<td>-6%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>-12%</td>
<td>-18%</td>
</tr>
<tr>
<td>Public admin. and defence</td>
<td>-7%</td>
<td>-9%</td>
</tr>
<tr>
<td>Rest of manufacturing</td>
<td>-13%</td>
<td>-9%</td>
</tr>
</tbody>
</table>

Source: Working Futures 2012-2022
What new workers will we need?

Projected occupation growth, 2012-2022 (Yorkshire and Humber)

<table>
<thead>
<tr>
<th>Occupation Category</th>
<th>Expansion</th>
<th>Replacement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caring, leisure and other service</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate professional and technical</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Managers, directors and senior officials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales and customer service</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elementary occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Process, plant and machine operatives</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skilled trade occupations</td>
<td></td>
<td></td>
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<tr>
<td>Administrative and secretarial</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

000s of new jobs, 2012-2022

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

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.