

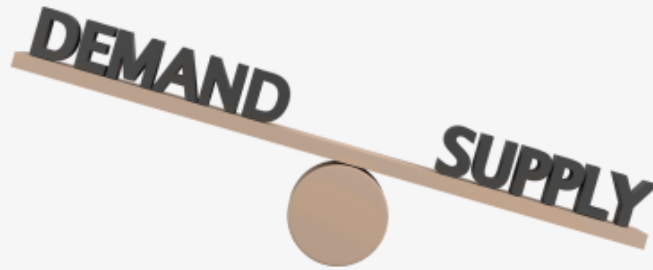
AN INTRODUCTION TO



LABOUR MARKET INFORMATION (LMI)

WHAT IS THE LABOUR MARKET?

It's where people offer their skills, qualifications, and experience to employers in exchange for paid work (labour).

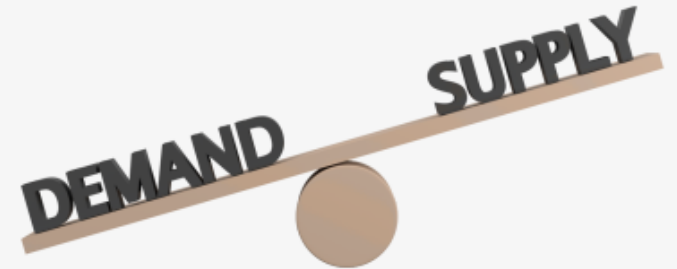


Demand can change

The skills and qualifications employers are looking for and the number of workers they are looking for can change.

Supply can change

Sometimes more people are looking for work. Sometimes less. Increased supply of workers mean employers can pay less.



WHAT IS LMI?

Labour market information (LMI) is data that reflects what is going on in the labour market. It can help us make informed decisions by providing information about what is going on in the world of work.



Quantitative Data

Facts and figures about jobs and employment e.g. how many people are looking for work; how many jobs; salary; hours; trends



Qualitative Data

Insights into what the world of work and specific jobs or industries or types of work are like.

WHAT ABOUT LABOUR MARKET INTELLIGENCE?



Labour market intelligence

Where labour market information is applied to your situation and needs.



LMI CAN HELP US TO UNDERSTAND THE WORLD OF WORK:

-
- The kind and number of jobs available (by area/sector)
 - The skills and jobs that are (or will be) in demand
 - Entry routes, pathways, and progression routes
 - The skills and qualifications you might need
 - Salaries, earning potential, and prospect of promotion
 - Working patterns, hours, employer cultures, equality of opportunity, and more

WHAT MIGHT YOU WANT TO KNOW?



Getting in

- Pathways to get in
- What skills are required
- What qualifications are required
- Where are jobs advertised

Once you are there

- Salary
- Working hours
- Workplace culture
- Diversity
- Working conditions
- Progression opportunities

Where is the work

- What kind of jobs are available?
- Are they local/regional/national/global?
- How many vacancies are there?

WHAT ELSE MIGHT YOU WANT TO KNOW?

Skills in demand

Number of people employed

Number of live vacancies

Which sectors are recruiting

Salary statistics

Which sectors are growing

In demand jobs

Which companies employ the most people

Emerging jobs

Number of employers

Types of contracts available

Future forecasts

THINGS TO CONSIDER:



- When was the LMI created?
- Who by and why?
- Is it comprehensive / complete?
- Does it meet your information needs?
- Is it biased or does it contain myths/stereotypes?



WHERE CAN YOU FIND LMI ABOUT SPECIFIC JOBS?

[Prospects](#)

[National Careers Service](#)

[icould](#)

[My World of Work](#)

[Careers Wales](#)

[Northern Ireland
Careers Service](#)

[Glassdoor](#)

[LinkedIn](#)

[Adzuna](#)

[LMI For All](#)

NB: no longer updated after 2024

[Xello](#)

Job Adverts

[Morrisby](#)

[Unifrog](#)

[eCLIPS](#)

WHAT IS DRIVING CHANGE?

Factors impacting the
labour market

Technology Adoption / Automation

Impacting many jobs many of
which need digital skills.

Demographics

Age of populations impacts
many sectors including social
care from a worker and
consumer perspective.

Globalisation

An increasingly global
labour market, impact on
local labour markets.

Climate Change & Environmental Agenda

Increased awareness and
focus on the environment.

Attitudes / Behaviours

Not easy to predict and can
impact popularity of
goods/services

Macroeconomic Factors

Rate of economic growth can
impact consumers (cost of
living).



WHAT SKILLS DO WE NEED TO NAVIGATE THESE CHANGES?

01

Digital Skills

02

Data Literacy

03

Emotional
Intelligence

04

Global & Cultural
Awareness

05

Resilience &
Adaptability

06

Lifelong Learning