Using LMI with clients of all ages

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What is LMI?

- Structure of the labour market
- Profile of workforce
- General employment and unemployment trends
- Functioning of the labour market
- Occupational pathways, progression
- Equality and diversity
- Pay
- Opportunities and vacancies
- Occupations
- Information on skills
- And so on.....
The need for LMI...

- Knowledge and understanding of how the labour market functions is at the *centre* of career practice
- Crucial for ‘making sense’ of changing economic circumstances
“The knowledge and application of career and labour market information is a core part of a career professional’s competencies and central to ensuring young people and adults are provided with a high quality service.”

The importance of LMI in practice

- Careers education, information, advice and guidance need to reflect the changing labour market
- Helps people navigate an increasingly complex labour market and make sense of the maze of opportunities
- Contributes to an informed career decision

Good LMI is very necessary, but not sufficient on its own
Using LMI in practice

**Unmediated:**
Give clients/students direct access to high quality LMI

**Developmental:**
LMI adapted for different stages

**Humanistic:**
Encourage clients/students to use LMI to support a broader process of personal growth

**Learning:**
Use LMI for specific purposes (e.g. challenge misconceptions)
What do you need to know?

- **Current** information on the labour market and available opportunities
- **Drivers of change** and how they might influence future trends and opportunities
- **Where to find** relevant, impartial, high quality LMI
- **How to deliver** LMI that could help an individual make effective and informed career decision
What does the future hold?
How do you find LMI?

What makes a good piece of LMI?

How do you assess an LMI source?
Do you know?

1. What industries in the West Midlands have the largest workforces?

2. What UK sector is forecast to see the fastest job growth between 2012-2022?
Reflection....

How did you come up with the answers?

- Fact/knowledge
- Assumption
- Logical, rational
- Or ... a good guess?
Do you know?

1. What industries in the West Midlands have the largest workforces?

   Wholesale and Retail Trade; Repair of Vehicles

   Human Health and Social Work Activities

   Manufacturing

2. What UK sector is forecast to see the fastest job growth between 2012-2022?

   IT sector (31 per cent growth)
Assessing LMI

- Who has produced the LMI?
- How was the LMI collected?
- How is the LMI disaggregated?
- Is the LMI up-to-date?
- Is the LMI fit for purpose?
- Can it be checked against another source?
• Out of date
• Classification of occupations and sectors
• Insufficient detail
• Inconsistent and incomplete data
• Incomprehensible
• Not personalised
• Time-consuming and challenging work
To develop a careers LMI data tool that supports individuals make better decisions about learning and work.

www.lmiforall.org.uk/

Final launch summer 2015
Funded by:

Developed by consortia:
LMI for All

- LMI e.g. LFS
- LMI e.g. ASHE
- LMI e.g. ESS11

Careers Websites & Apps

Informed individuals making effective careers decisions
Overview of data and indicators

- Employment: historical, projected and replacement demand (Working Futures based on LFS, BRES)
- Pay and earnings (estimates based on ASHE and LFS)
- Hours (ASHE)
- Unemployment rates (LFS)
- Number of vacancies (ESS)
- Occupational descriptions (ONS)
- Skills, abilities and interests (O*NET)
- Current vacancies (fuzzy search)
- Higher education destinations (HESA)
## Big questions…

<table>
<thead>
<tr>
<th>Employment levels by occupation</th>
<th>How many jobs are there? How many in my area? What are the past trends? What are likely future trends?</th>
<th>Labour Force Survey, <em>Working Futures</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>Average earnings by occupation</td>
<td>How much do people get paid for this job? How much at the start of their career? How much in my area?</td>
<td>Annual Survey of Hours and Earnings</td>
</tr>
<tr>
<td>Unemployment by occupation</td>
<td>What proportion of people in this occupation are currently out of work?</td>
<td>Annual Population Survey</td>
</tr>
<tr>
<td>Profile of qualification level by occupation</td>
<td>What level of qualification do people have in this job and what am I likely to need?</td>
<td>Labour Force Survey, <em>Working Futures</em></td>
</tr>
<tr>
<td>Vacancies by occupation</td>
<td>How many vacancies are there for this job? What proportion are hard to fill?</td>
<td>Employer Skills Survey</td>
</tr>
</tbody>
</table>
Can be used along side other, qualitative information... for example, icould

http://icould.com/
...For a wide range of audiences... for example, RCU data dashboard

http://rcultd.co.uk/wf/
…in a variety of contexts...for example, Career Trax

http://career-trax.herokuapp.com

Temporary extension shows Career Trax embedded in the ‘Right Move’ website.
Hot Jobs

Find out where you're going.

I live in Hull.
I'd like to work in London and I'm interested in catering.

Show me where to go.
Hot Jobs

Where are catering jobs most needed at the moment?

Crime results for York

<table>
<thead>
<tr>
<th>Type of Crime</th>
<th>Occurrences</th>
</tr>
</thead>
<tbody>
<tr>
<td>anti-social-behaviour</td>
<td>705</td>
</tr>
<tr>
<td>bicycle-theft</td>
<td>53</td>
</tr>
<tr>
<td>burglary</td>
<td>47</td>
</tr>
<tr>
<td>criminal-damage-arson</td>
<td>62</td>
</tr>
<tr>
<td>drugs</td>
<td>25</td>
</tr>
<tr>
<td>other-theft</td>
<td>77</td>
</tr>
<tr>
<td>possession-of-weapons</td>
<td>4</td>
</tr>
<tr>
<td>public-order</td>
<td>25</td>
</tr>
<tr>
<td>robbery</td>
<td>5</td>
</tr>
<tr>
<td>shoplifting</td>
<td>103</td>
</tr>
<tr>
<td>theft-from-the-person</td>
<td>23</td>
</tr>
<tr>
<td>vehicle-crime</td>
<td>16</td>
</tr>
<tr>
<td>violent-crime</td>
<td>128</td>
</tr>
<tr>
<td>other-crime</td>
<td>10</td>
</tr>
</tbody>
</table>
Careers Advisor

- Job Data Comparison
- LMI Data Mash-Ups
- Knowledge Database
- Data Visualisation
- Maps
- Complex Statistics and Graphs
- Job Recommendation Module
- Data Discovery
Upholsterers

Job holders in this unit group upholster vehicle, aircraft and other seating, fix trims to the interiors of vehicles and aircraft, upholster furniture such as chairs and sofas, and make mattresses, curtains and other soft furnishings.

What is your current qualification?

- Below GCSE
- GCSE
- A Levels
- Diploma/Cert HE
- Bachelors Degree
- Masters
- Doctorate

Details

<table>
<thead>
<tr>
<th>Title</th>
<th>Hospital Manager Nurse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company</td>
<td>CV Library</td>
</tr>
<tr>
<td>Posted</td>
<td>10 October 2014 BE</td>
</tr>
<tr>
<td>Available Until</td>
<td>6 November 2014 BE</td>
</tr>
</tbody>
</table>

Description

We are currently looking to recruit a motivated Hospital Manager to manage 2 mental health rehabilitation services in the Birmingham for adults with learning disabilities and other complex needs. Purpose and summary of job: To take overall responsibility for the operational and clinical management of the Hospital and the general well-being of the Clients and Staff. Ensuring that all Group policies...

Location

[Map of Birmingham Museum]
JobHappy, by Harry Jones

https://www.youtube.com/watch?v=7imKYPvKZjk&index=3&list=PLuvzHvGAOplyzJgBX2IHLUAecElK3lzOi
The labour market

Download a summary of the labour market in Leicester and Leicestershire employers, skills needed, growth industries.

Careerometer

Enter up to three different careers to compare pay, hours and prospects.

Careerometer

**Design and development engineers**

- Employment Prospects: 15K
- Weekly Hours: 39
- Hourly Pay: £18.72
- Annual Pay: £37,960

**Plumbers and heating engineers**

- Employment Prospects: 10K
- Weekly Hours: 43
- Hourly Pay: £13.26
- Annual Pay: £29,640

**Mechanical engineers**

- Employment Prospects: 12K
- Weekly Hours: 40
- Hourly Pay: £18.75
- Annual Pay: £39,000

More information

Region: East Midlands

Data powered by LMI for All
The future of using LMI

- Availability of up-to-date LMI
- Possibility of more consistent LMI messages
- Personalised and targeted LMI – Add value to different stages of career learning and exploration
- Exploration of career pathways
- Informed clients with more questions...?
For more information...

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