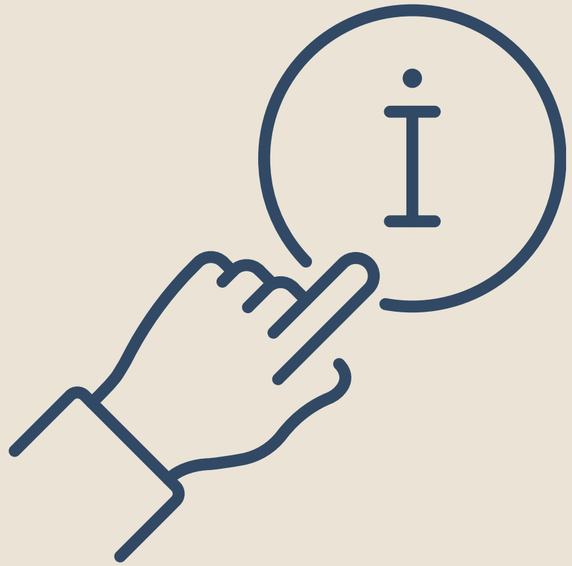


AN INTRODUCTION TO

LABOUR MARKET INFORMATION (LMI)

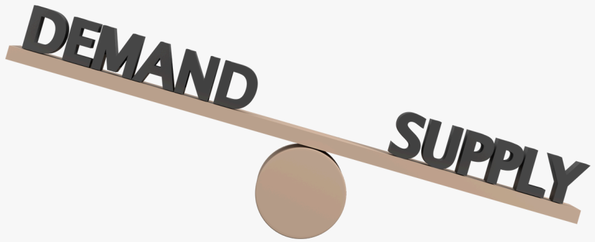


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WHAT IS THE LABOUR MARKET?

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

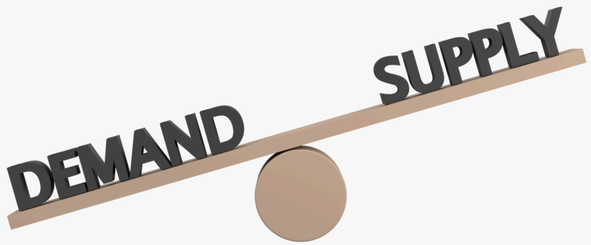


Demand can change

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.



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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.

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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

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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?

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WHAT ELSE MIGHT YOU WANT TO KNOW?

- Skills in demand
- Number of live vacancies
- Salary statistics
- In demand jobs
- Emerging jobs
- Types of contracts available
- Number of people employed
- Which sectors are recruiting
- Which sectors are growing
- Which companies employ the most people
- Number of employers
- Future forecasts

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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?


















Useful resource: Luminate's Labour Market Information A User's Guide

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WHERE CAN YOU FIND LMI ABOUT SPECIFIC JOBS?

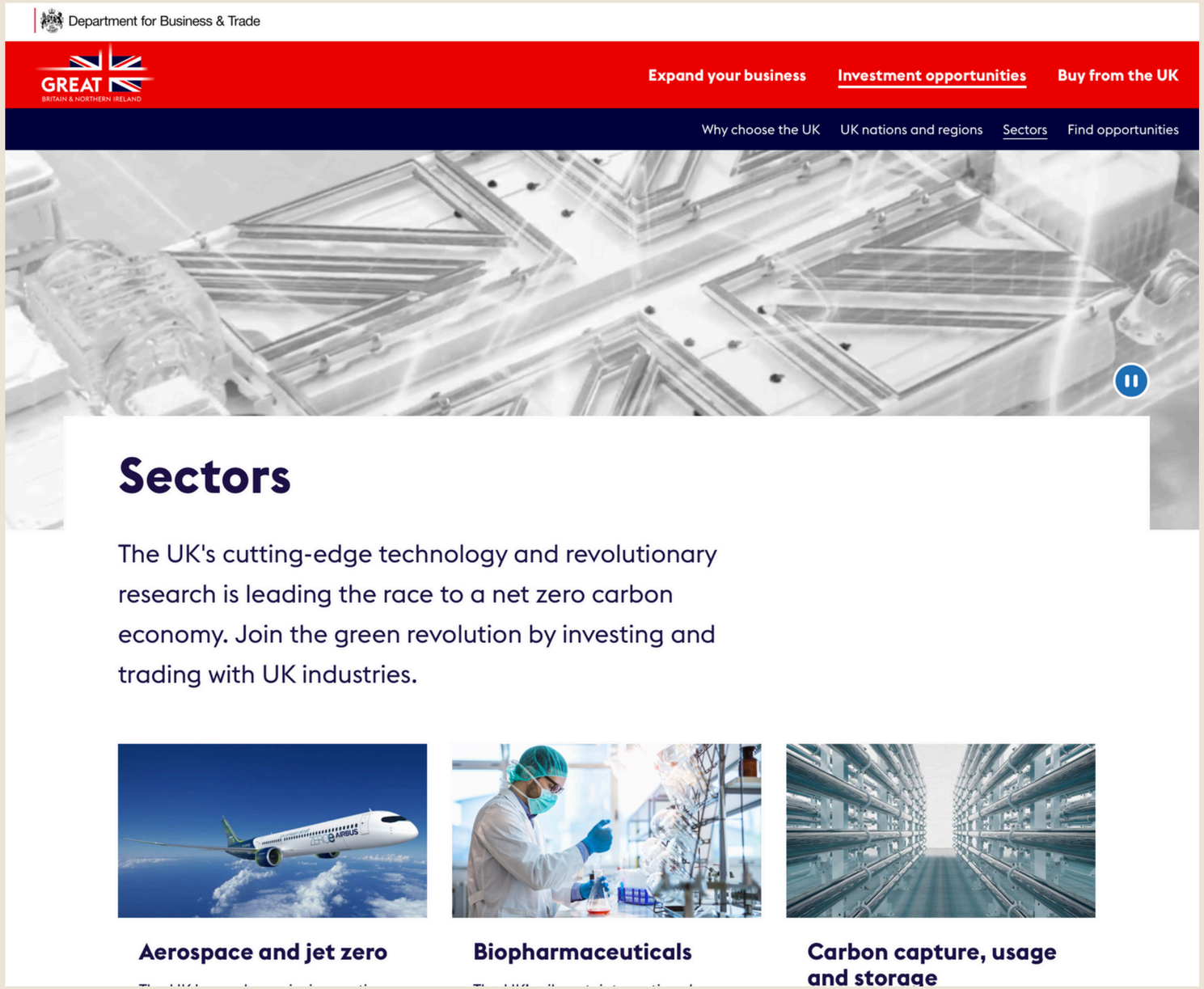
Prospects	National Careers Service	icould
My World of Work	Careers Wales	Northern Ireland Careers Service
Glassdoor	LinkedIn	Adzuna
LMI For All NB: no longer updated after 2024	Xello	Job Adverts
Morrisby	Unifrog	eCLIPS

Not forgetting sector-specific websites, informational meetings, and How many people do my job? (Census 2021)
and tech and finance salary data from https://compclarity.com

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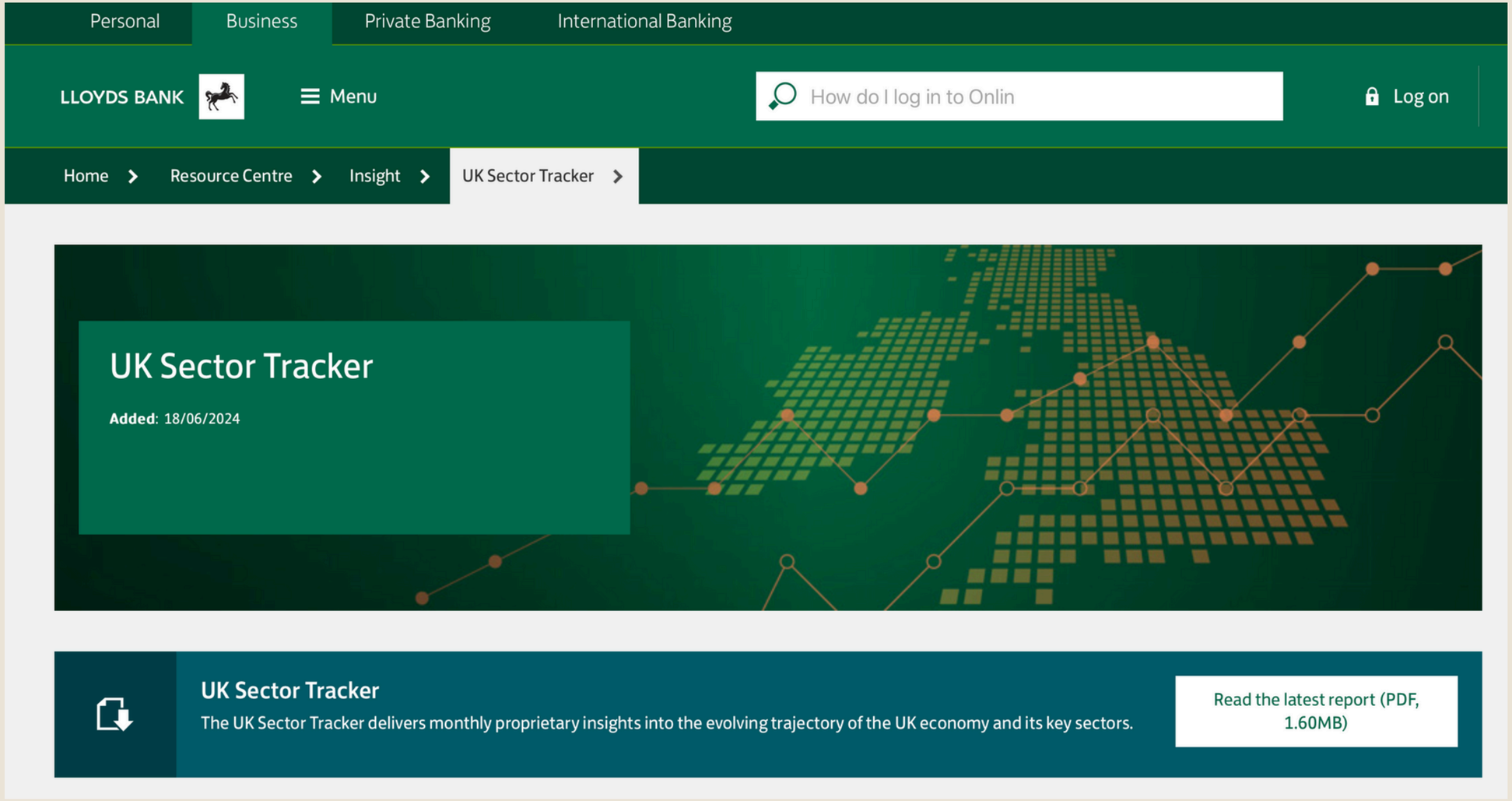
WHERE CAN YOU FIND LMI ABOUT INDUSTRIES/SECTORS?

- Job Help Campaign
- Prospects
- Trusted News Sites
- ONS Employment by Industry
- Sector Specific Sites / Bodies
- UCAS Industry Guides
- ONS Vacancies by Industry
- CDI Career Matters Magazine
- Resourceful Careers
- Total Jobs Career Change Tracker



https://www.great.gov.uk/international/content/investment/sectors/

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https://www.lloydsbank.com/business/resource-centre/insight/uk-sector-tracker.html

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WHERE CAN YOU FIND LOCAL & REGIONAL LMI?

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Resourceful Careers

CEC Career Hubs

Local Skills Dashboards

Archway Careers

nomis web

Choosing Your Path
Kent & Medway

Adzuna

Trusted News Sites

CXK Top 10 Jobs in Kent

KMEP

Job Adverts

WHERE CAN YOU FIND NATIONAL LMI?

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Office for National Statistics

ONS Labour Market Overview

CIPD Labour Market Outlook

Career Charts

LMI For All

NB: no longer updated after 2024

CDI CPD Newsletter

Adzuna

L&W Institute
Labour Market Analysis

Centre for Cities
UK Unemployment Tracker

Last updated 2023

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WHERE CAN YOU FIND NATIONAL LMI?

- Insider Media
- Future Jobs Wales
- NI Direct
- Recruitment & Employment Confederation (REC)
- Labour Market and Skills Projections 2020 to 2035
- Skills Shortages Bulletin
- My World of Work
- Skilled Worker Visa Immigration Salary List
- Trusted News Sites
- cedefop Skills Intelligence

WHERE CAN YOU FIND EUROPEAN & GLOBAL LMI?

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- cedefop
- World Economic Forum
- Lightcast
- OECD
- International Labour Organization
- Trusted News Sites
- LinkedIn
- PWC Workforce of the Future Report
- Eurostat
- EURES Job Portal
- O*Net Online
- cedefop Skills Intelligence
- cedefop sources by country

WHERE CAN YOU FIND LMI ABOUT LEARNING?

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- Luminate
- Explore Education Statistics
- Alan Bullock Careers
- England School & College Performance
- Graduate Outcomes Survey
- Discover Uni
- What do graduates do?
- High Fliers Research
- QS World University Rankings 2025
- Global Employability University Ranking 2025

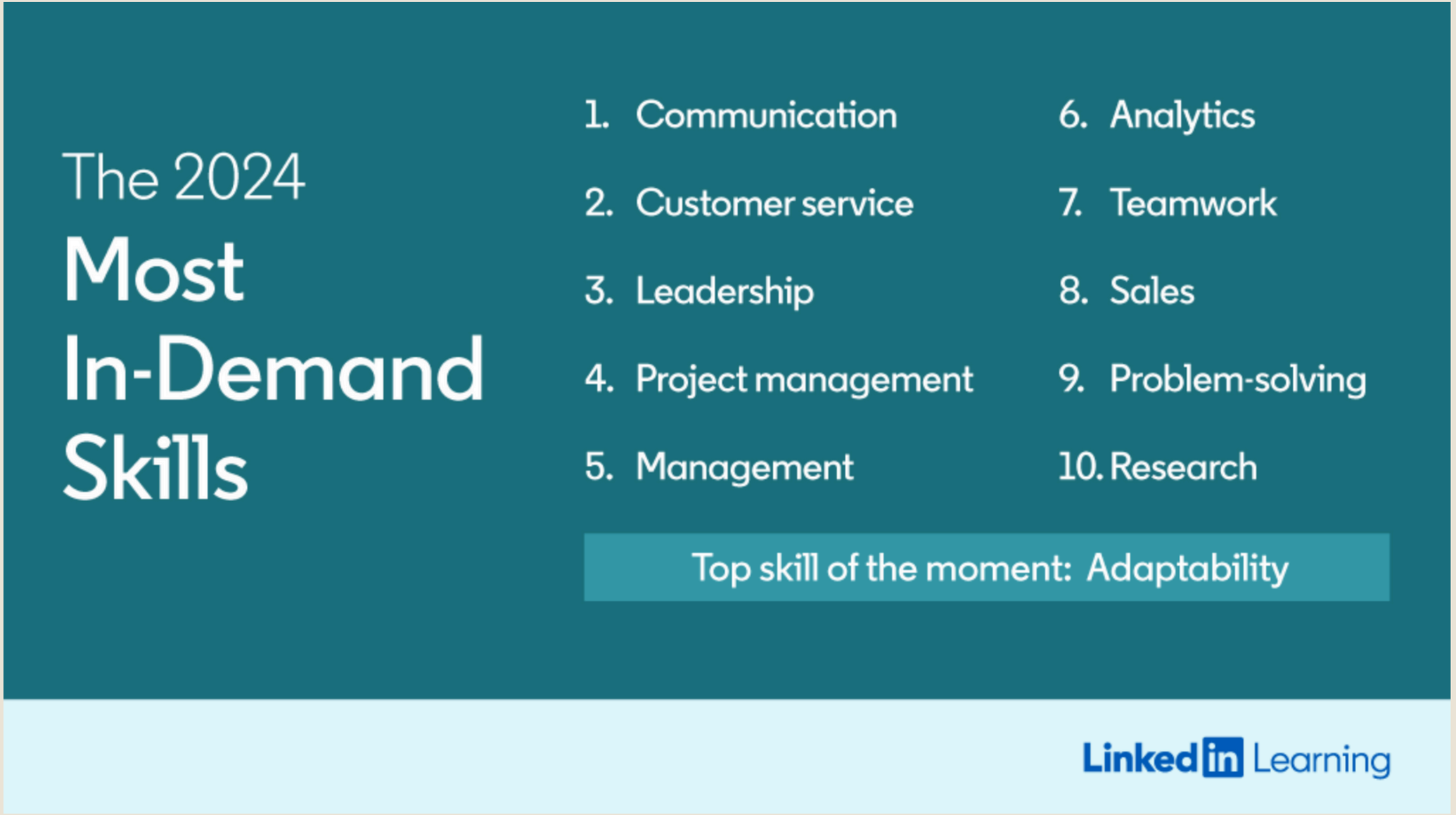
Prospects and CareerPilot are also useful resources

WHAT IS HAPPENING IN THE GLOBAL LABOUR MARKET?

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Should be updated Feb 2025

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https://www.linkedin.com/business/talent/blog/talent-strategy/linkedin-most-in-demand-hard-and-soft-skills



What Are the Most In-Demand Jobs of 2024?

To help talent leaders and recruiters better understand the competitive talent landscape, here's an updated list of the most in-demand jobs.

linkedin

Jobs with the Fastest-Growing Demand (QoQ)

Roles with the greatest quarter-over-quarter increase in share of paid job posts, Q2 (April 1 – June 30, 2024) vs. Q1 (January 1 – March 31, 2024)

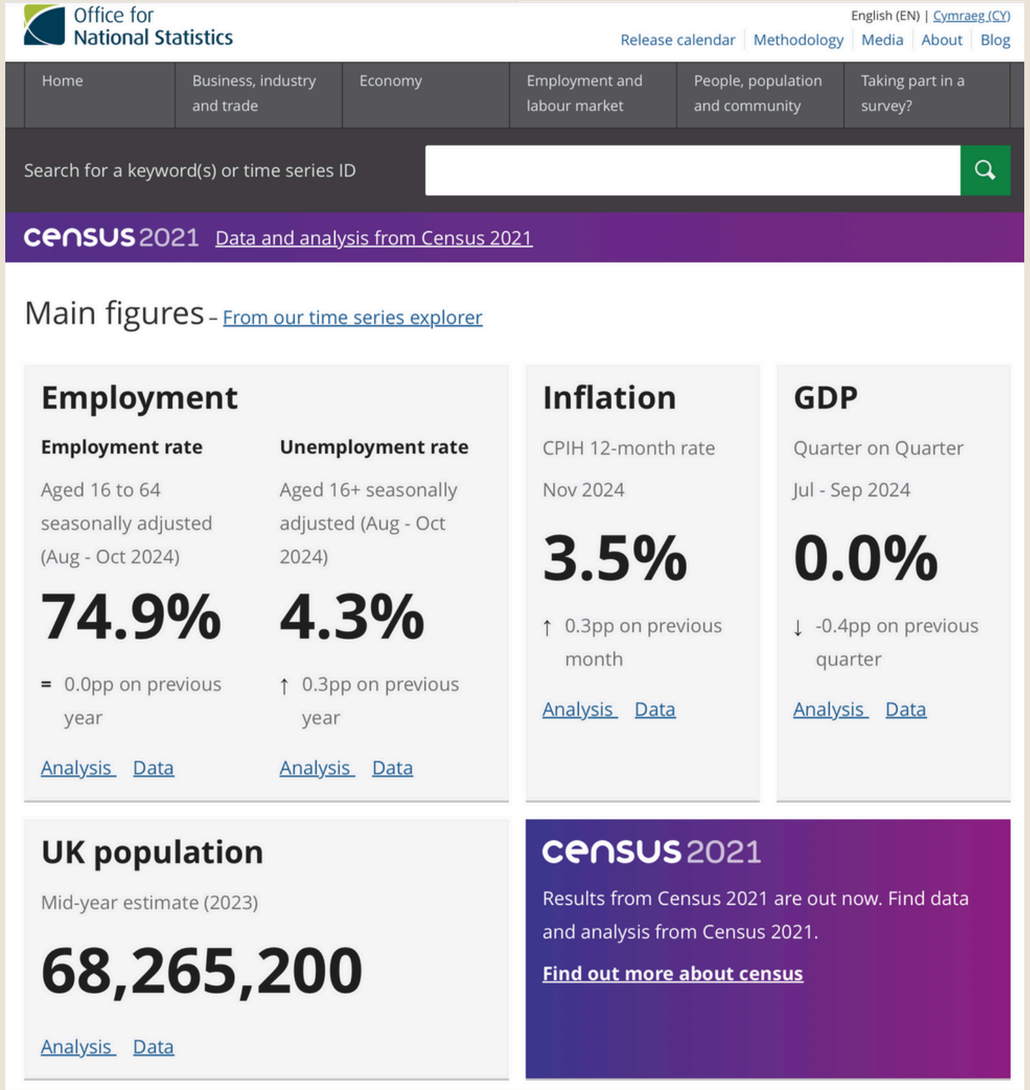
1. Sales agent (+163% increase)
2. Customer assistant (+118%)
3. Solicitor (+85%)
4. PHP developer (+76%)
5. Patient coordinator (+76%)
6. Medical doctor (+71%)
7. Payroll clerk (+71%)
8. Director of analytics (+53%)
9. Floor manager (+51%)
10. Customer service supervisor (+50%)

https://www.linkedin.com/business/talent/blog/talent-strategy/most-in-demand-jobs

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WHAT IS HAPPENING IN THE NATIONAL LABOUR MARKET?

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ONS accessed 2/2/2025

4. Summary

Table 1: April to June 2024 headline measures and changes

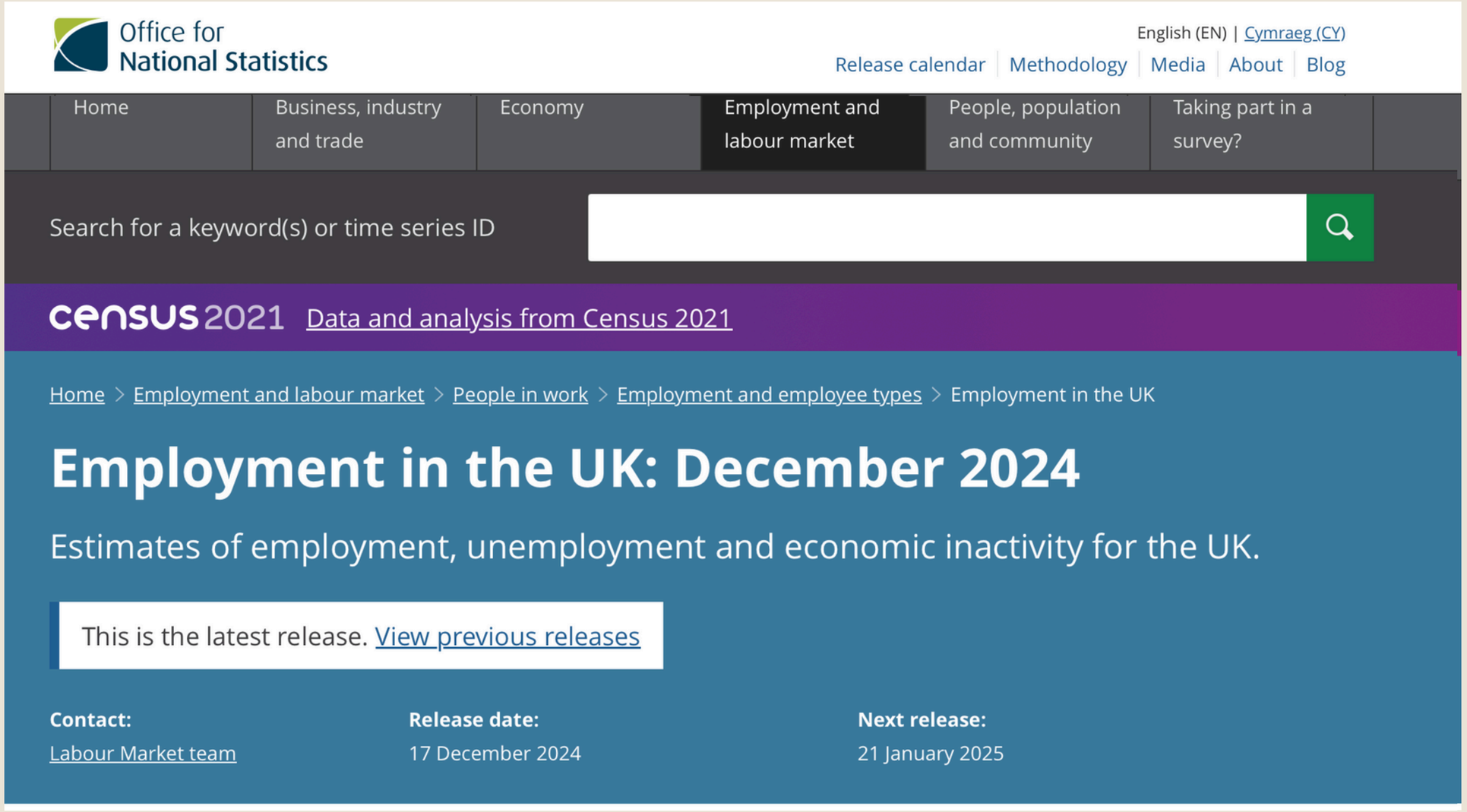
UK headline economic status levels and rates, total weekly hours, and redundancy levels and rates, seasonally adjusted, April to June 2024

	Level/Rate	Confidence Interval of level/rate	Change on previous three-month period	Change on year	Change since December 2019 to February 2020
Employment (000s, aged 16+)	33,094	± 251	+97	-69	+3
Employment rate (aged 16 to 64)	74.5%	± 0.6	+0.1pp	-0.7pp	-1.7pp
Unemployment (000s, aged 16+)	1,435	± 103	-51	-25	+35
Unemployment rate (aged 16+)	4.2%	± 0.3	-0.2pp	-0.1pp	+0.1pp
Economically inactive (000s, aged 16 to 64)	9,410	± 226	+27	+350	+859
Economic inactivity rate (aged 16 to 64)	22.2%	± 0.5	0.0pp	+0.7pp	+1.7pp
Total weekly hours (millions)	1,059.5	Not available	3.2	10.5	Not available due to discontinuity
Redundancies (000s, aged 16 years and over)	108	± 27	+19	-2	Not available due to discontinuity
Redundancy rate (per thousand, aged 16+)	3.8	Not available	+0.7	-0.1	Not available due to discontinuity

Source: Labour Force Survey from the Office for National Statistics

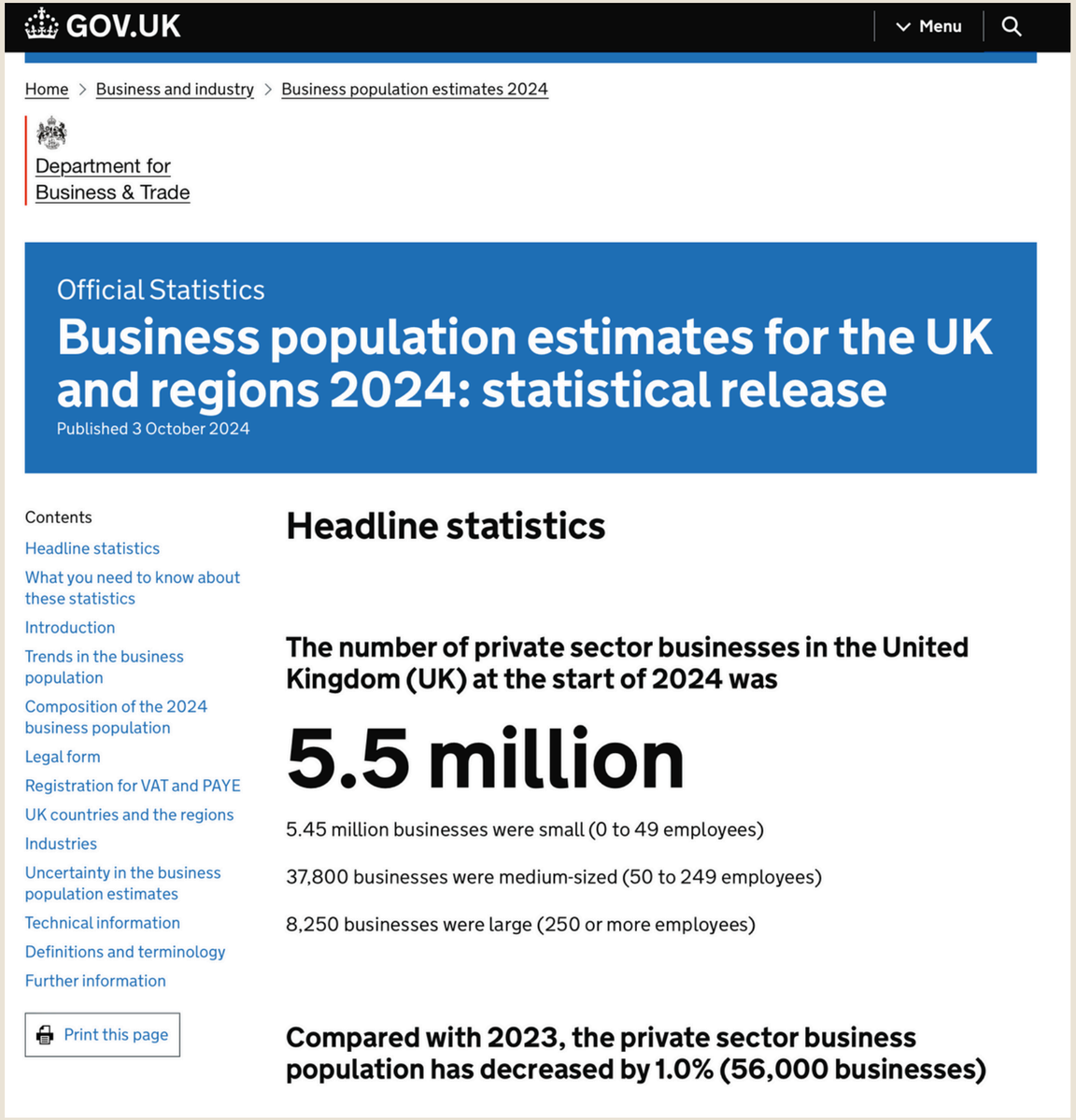
ONS accessed 2/2/2025

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https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/employmentintheuk/latest

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Home > Business and industry > Business population estimates 2024

Department for Business & Trade

Official Statistics

Business population estimates for the UK and regions 2024: statistical release

Published 3 October 2024

Contents

Headline statistics
What you need to know about these statistics
Introduction
Trends in the business population
Composition of the 2024 business population
Legal form
Registration for VAT and PAYE
UK countries and the regions
Industries
Uncertainty in the business population estimates
Technical information
Definitions and terminology
Further information

Print this page

Headline statistics

The number of private sector businesses in the United Kingdom (UK) at the start of 2024 was

5.5 million

5.45 million businesses were small (0 to 49 employees)

37,800 businesses were medium-sized (50 to 249 employees)

8,250 businesses were large (250 or more employees)

Compared with 2023, the private sector business population has decreased by 1.0% (56,000 businesses)

https://www.gov.uk/government/statistics/business-population-estimates-2024/business-population-estimates-for-the-uk-and-regions-2024-statistical-release



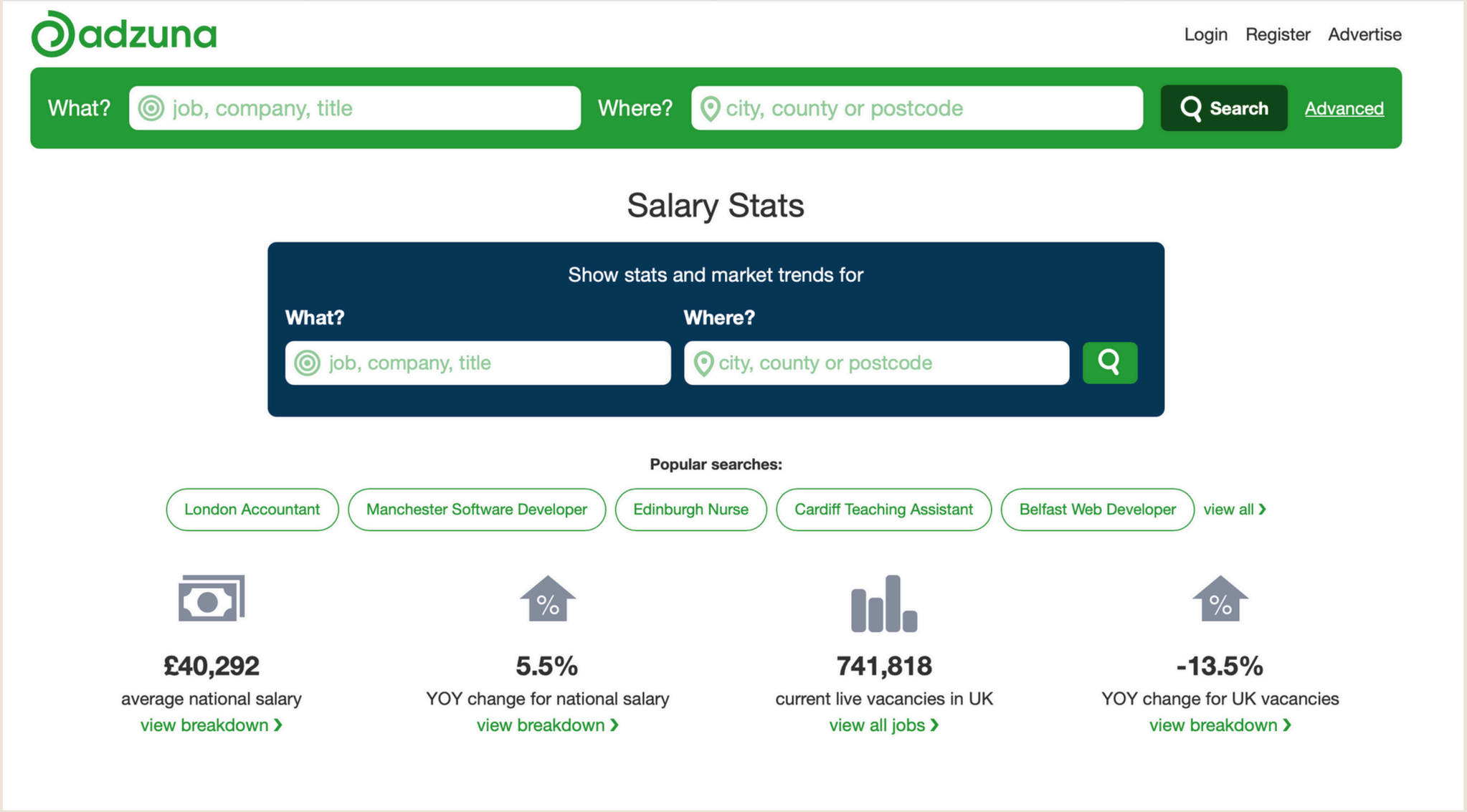
Skills England report: driving growth and widening opportunities

The first report from Skills England sets out the key skills challenges that limit growth and opportunity. It also assesses skills needs in the economy.

GOV.UK

https://www.gov.uk/government/publications/skills-england-report-driving-growth-and-widening-opportunities

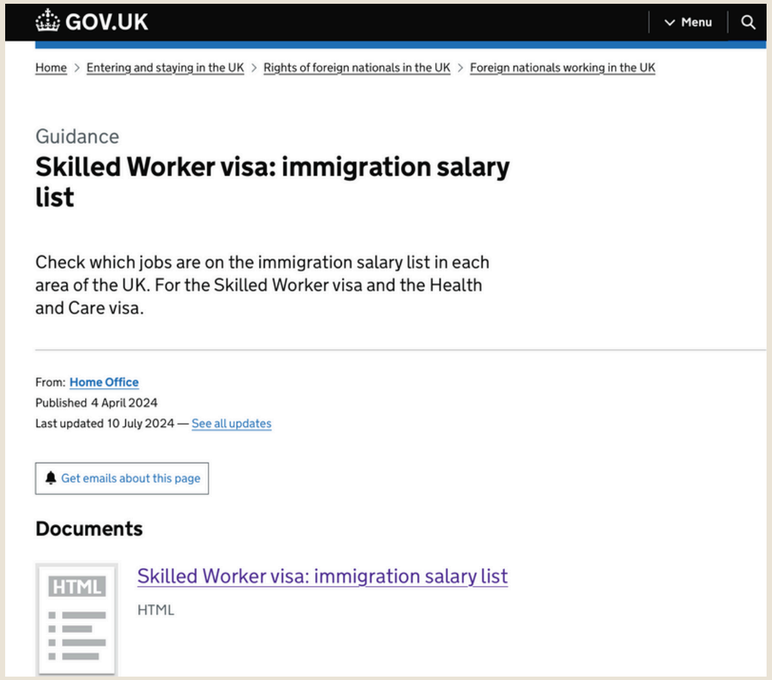
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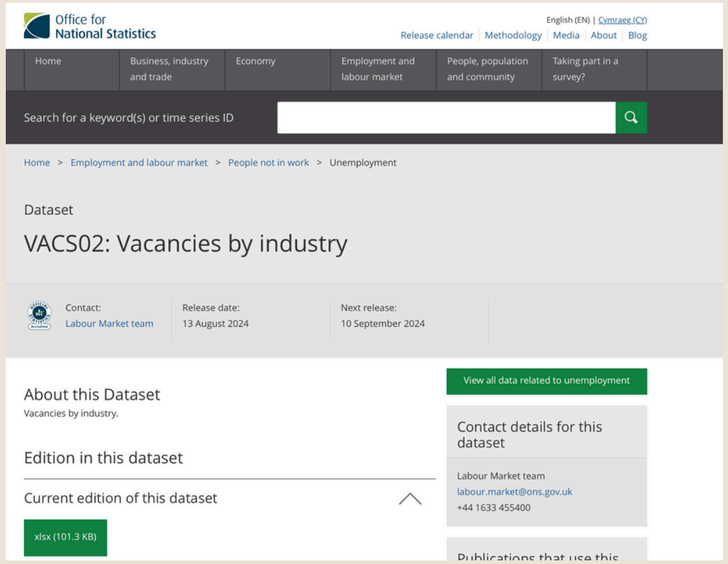
https://www.adzuna.co.uk/jobs/salaries/jobs/salaries (Accessed 3 January 2025)

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WHERE ARE THE JOBS RIGHT NOW?



[Skilled Worker visa: Immigration Salary List]



[ONS Vacancies by Industry]

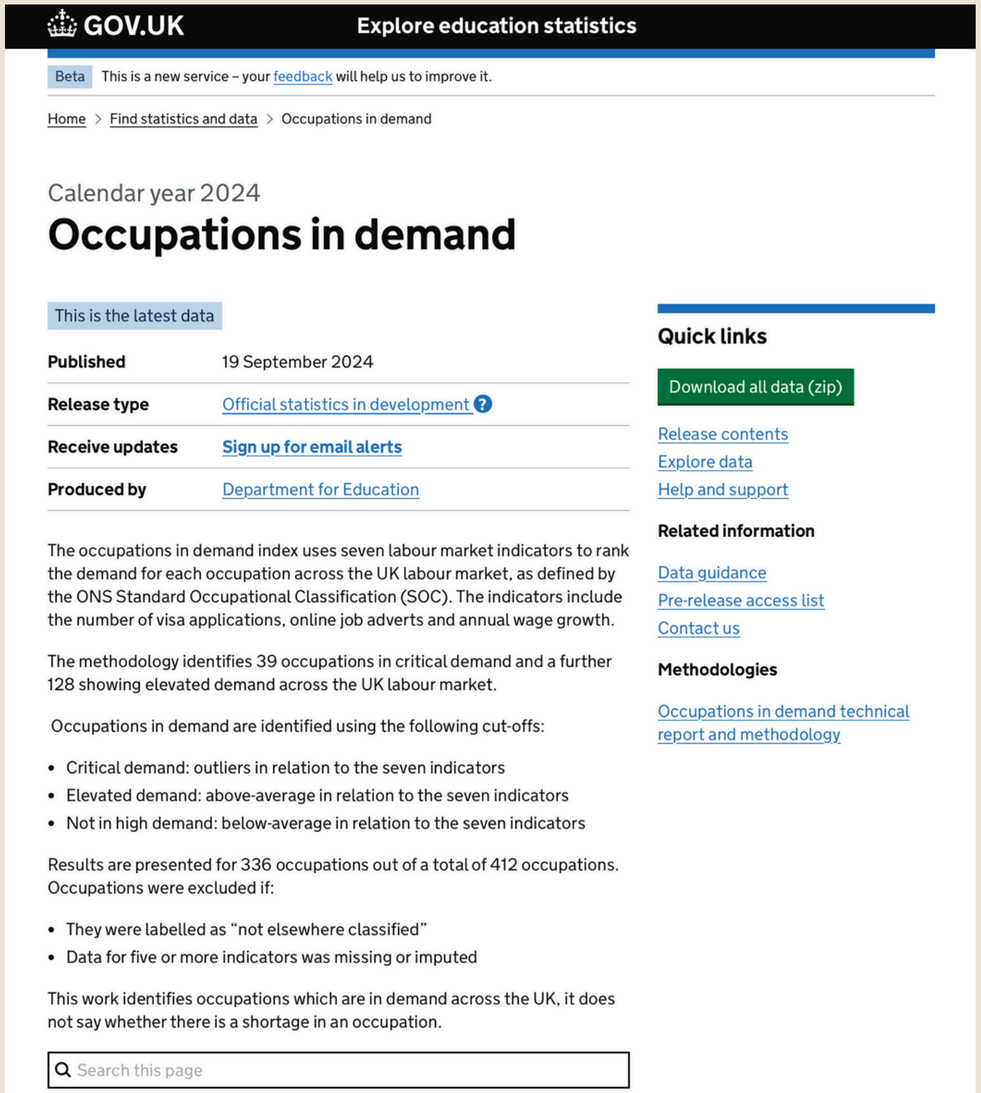


See which sectors are hiring, the type of jobs available and the skills you need to succeed in them.

Adult Social Care →
Agriculture →
Childcare and Early Years Education →
Digital and Tech →
Construction →
Food and Drink Manufacturing →
Green jobs →
Hospitality →
Manufacturing →
Public sector →
Retail →
Transport and logistics →
Warehousing and distribution →

[https://jobhelp.campaign.gov.uk/sectors-recruiting/]

WHERE ARE THE JOBS RIGHT NOW?



GOV.UK Explore education statistics

Beta This is a new service – your feedback will help us to improve it.

Home > Find statistics and data > Occupations in demand

Calendar year 2024

Occupations in demand

This is the latest data

Published	19 September 2024
Release type	Official statistics in development
Receive updates	Sign up for email alerts
Produced by	Department for Education

The occupations in demand index uses seven labour market indicators to rank the demand for each occupation across the UK labour market, as defined by the ONS Standard Occupational Classification (SOC). The indicators include the number of visa applications, online job adverts and annual wage growth.

The methodology identifies 39 occupations in critical demand and a further 128 showing elevated demand across the UK labour market.

Occupations in demand are identified using the following cut-offs:

- Critical demand: outliers in relation to the seven indicators
- Elevated demand: above-average in relation to the seven indicators
- Not in high demand: below-average in relation to the seven indicators

Results are presented for 336 occupations out of a total of 412 occupations. Occupations were excluded if:

- They were labelled as “not elsewhere classified”
- Data for five or more indicators was missing or imputed

This work identifies occupations which are in demand across the UK, it does not say whether there is a shortage in an occupation.

Search this page

Quick links

Download all data (zip)

Release contents
Explore data
Help and support

Related information

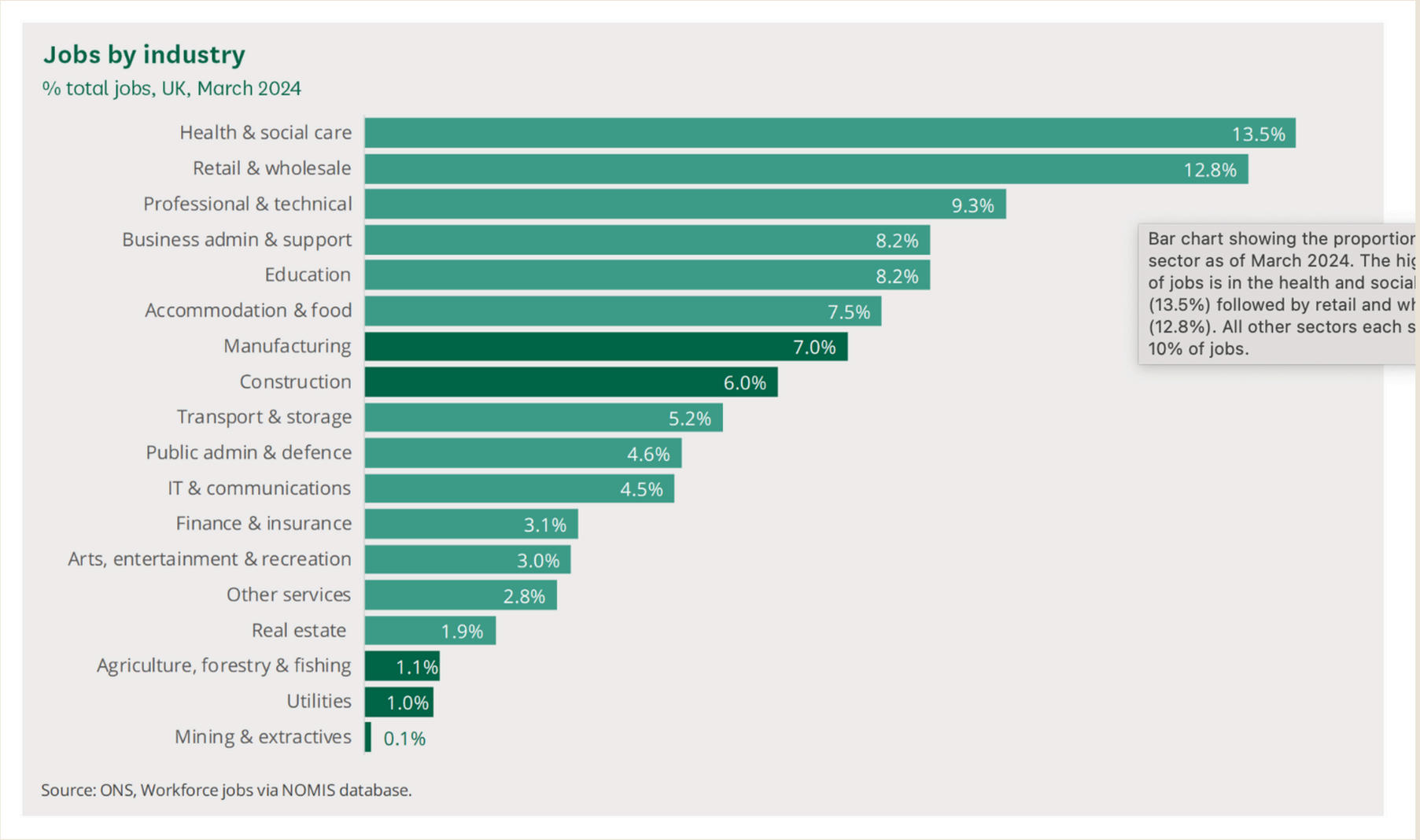
Data guidance
Pre-release access list
Contact us

Methodologies

Occupations in demand technical report and methodology

https://explore-education-statistics.service.gov.uk/find-statistics/occupations-in-demand/2024

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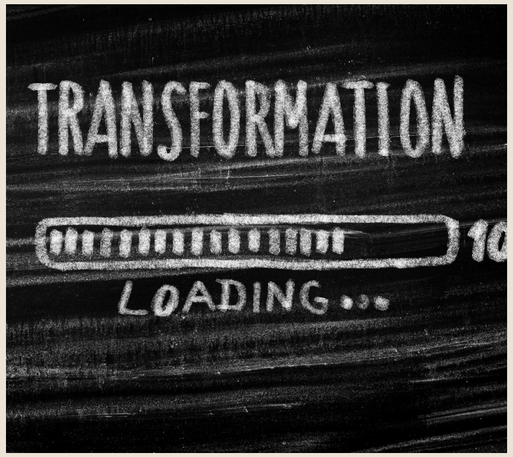


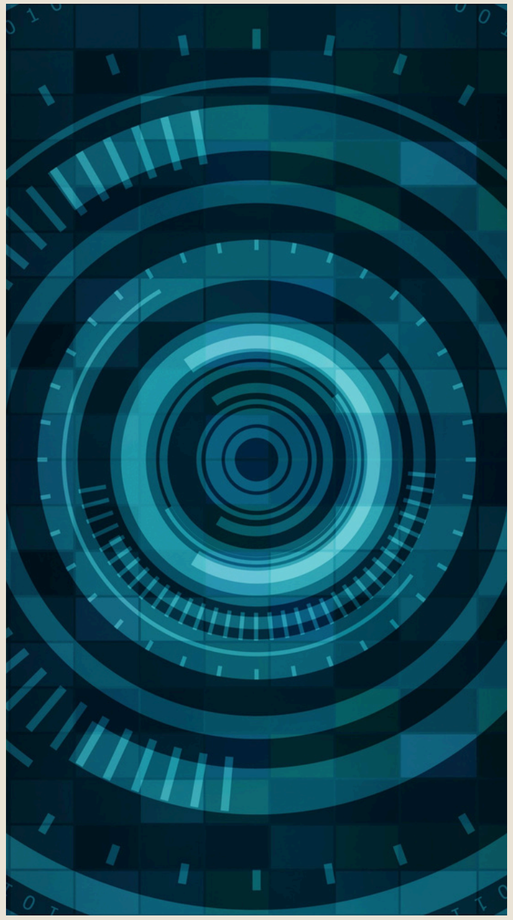
https://commonslibrary.parliament.uk/research-briefings/cbp-8353/

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WHAT'S CHANGING?
AND HOW QUICKLY?



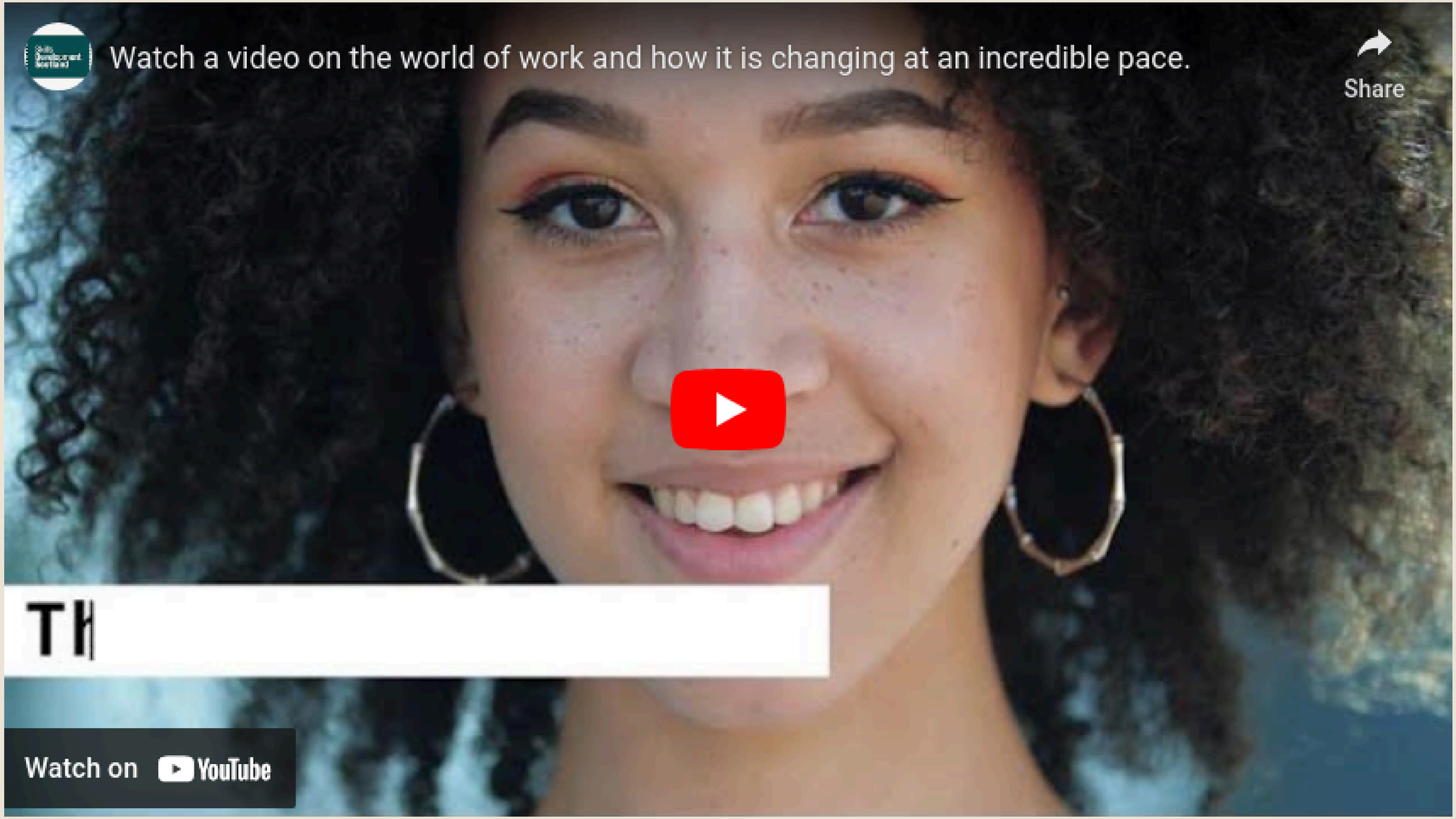


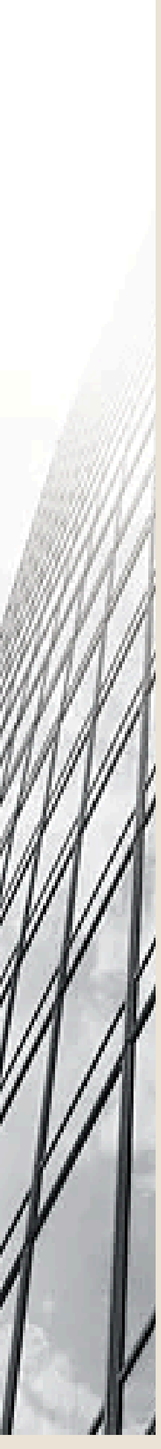






CHANGE IS NORMAL


Watch a video on the world of work and how it is changing at an incredible pace.
Share
Watch on YouTube



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).

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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

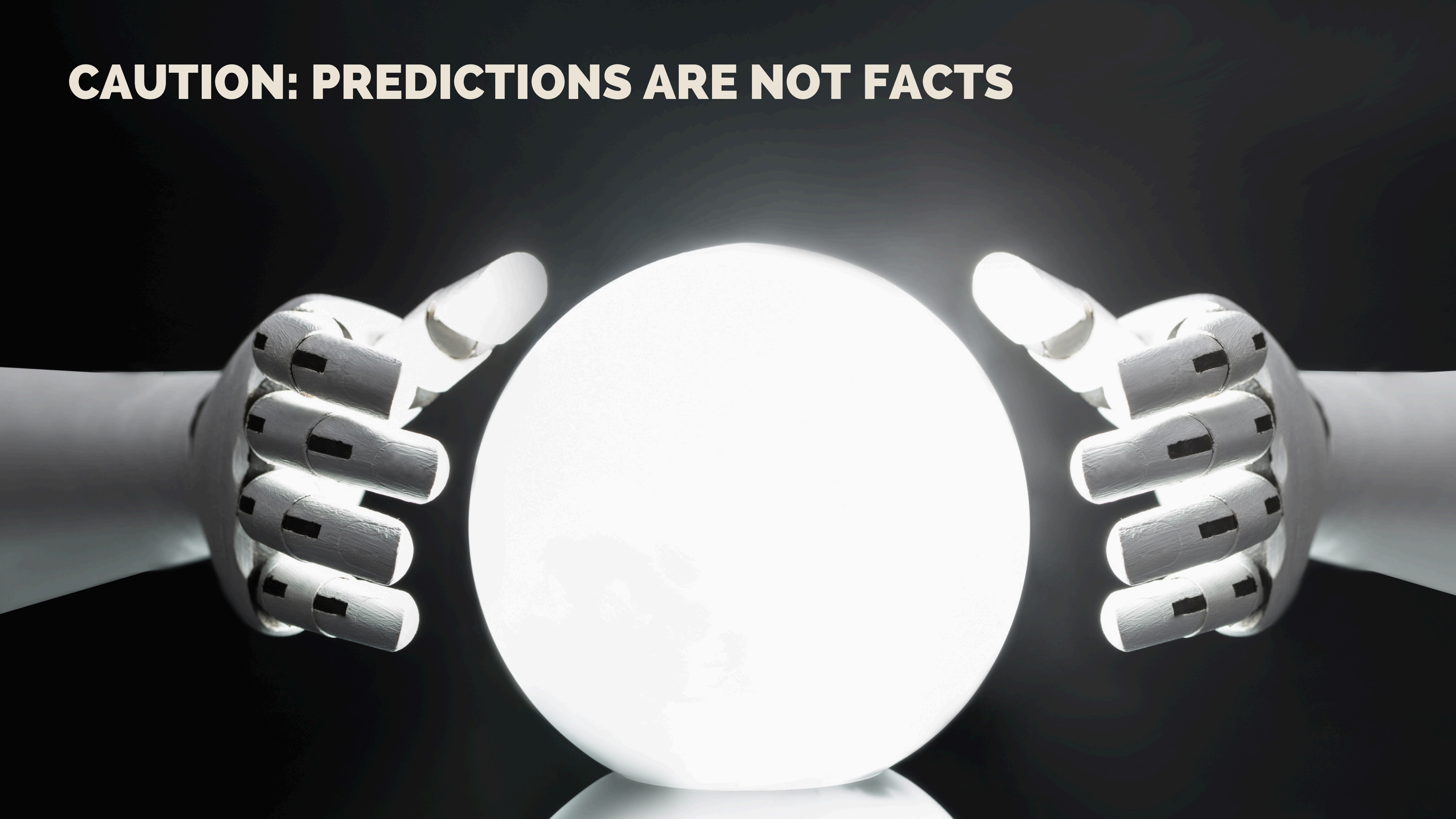
06
Lifelong Learning

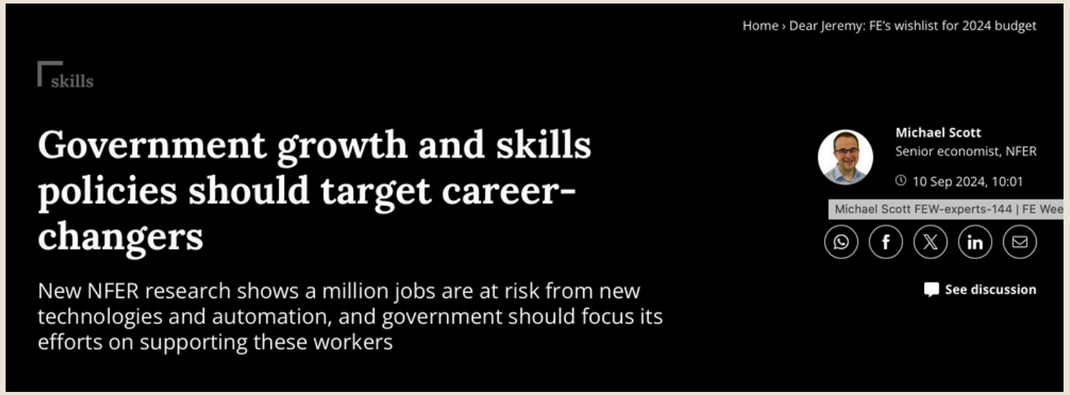
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WHAT LIES AHEAD?

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CAUTION: PREDICTIONS ARE NOT FACTS









https://www.nfer.ac.uk/publications/the-skills-imperative-2035-shifting-sands-anticipating-changes-in-the-future-labour-market-and-supporting-the-workers-at-greatest-risk/

WORLD ECONOMIC FORUM

Reports

Published: 30 April 2023

The Future of Jobs Report 2023

Download PDF

The Future of Jobs Report 2023 explores how jobs and skills will evolve over the next five years. This fourth edition of the series continues the analysis of employer expectations to provide new insights on how socio-economic and technology trends will shape the workplace of the future.



https://www.weforum.org/publications/the-future-of-jobs-report-2023/

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A project by Ford Australia, Deakin University and Griffith University

Menu

- About this project
- Read the report
- Find your 'job of the future'
- Browse the 100 jobs of the future
- Educational resources
- Contact

REPORT

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Executive summary

A Journey into the Future of Work

What the Literature says about the Future of Work

Research Design

The Experts

Work Futures: Looking Forward

100 Jobs of the Future

References

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DETAILS

Published by Deakin University
221 Burwood Highway
Burwood
Victoria 3125 Australia

www.deakin.edu.au

EXECUTIVE SUMMARY

Writing on work futures is generally in agreement about the major drivers of change, including technological change — artificial intelligence, robots and big data, as well as innovation in materials, propulsion and energy strategies, climate change, globalization, population pressures and changed demographic profiles. The implications for jobs are more vague, and futurists spread along a continuum stretching from predictions of dystopian futures to optimistic predictions of a better life for all.

In this research we review the literature on work futures, noting a long history of concerns about technological disruption that have proved unfounded in the broad sense, but acknowledging that the disruptive effects of the drivers above will lead to uneven patterns of change. Machines are already taking over many repetitive jobs and increasingly encroach on professional work such as accountancy or office work. It is apparent that there will be a shift in emphasis to more skilled, and professional jobs, but pundits are divided on whether these changes will bring net job losses or net job creation.

Trends away from routine jobs towards non-routine manual and especially cognitive skill work are already apparent, and will continue. There are a number of threads in the literature concerning the skills that will be increasingly valued in the new workplace. These include entrepreneurial skills, involving adaptability, autonomy and self-direction, in a situation where workers will need to sell their skills across many jobs, and incorporate freelance work among these. Increasingly, people in all jobs will need digital skills, and STEM / STEAM skills are

https://100jobsofthefuture.com/report/

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Cyber Security expert

electronics ENGINEER

NURSE

ARTIST

e-sports coach

CARE WORKER

urban planner

teacher

CWA

The Careers Writers Association

Careers information and advice from experienced careers writers

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Members' area

19TH FEBRUARY 2024

21 Top jobs for the future



Photo by fauxels: https://www.pexels.com/photo/woman-using-virtual-reality-goggles-3183164/

Today's labour market is experiencing rapid change. The ways in which we work, how we apply for vacancies, and the jobs in demand are shifting and developing in response to global influences such as advancements in technology and ageing populations.

We might think that over the next couple of decades the jobs we'll be doing will be very different to those of today but in fact, many of the jobs available to us in the future are likely to be very familiar. Here are

Typ Subscribe

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- Career changers
- Career development professionals
- Educators
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- Young People

Additional Educational Needs

Apprenticeships

Building skills

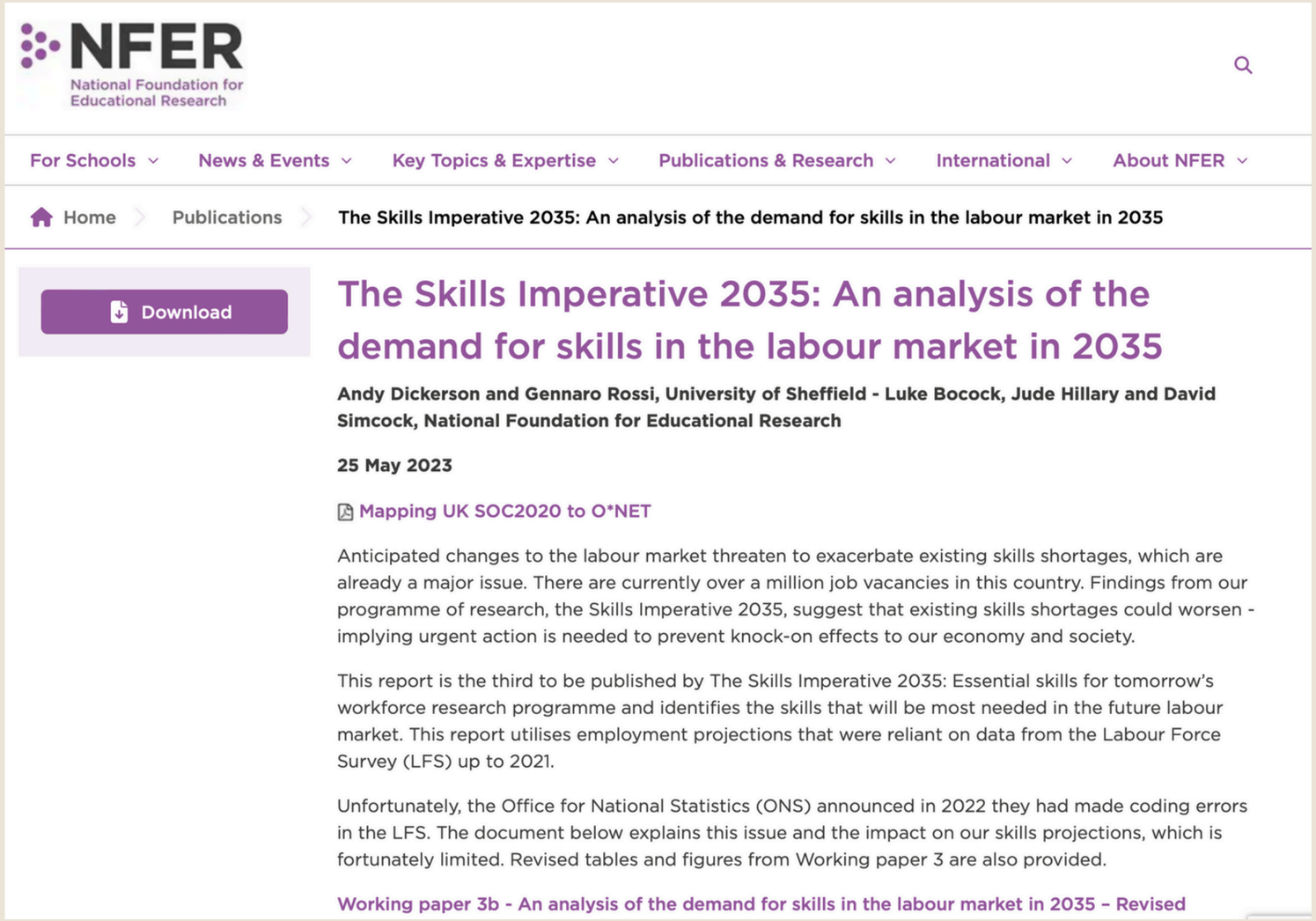
Career Development Profession

Career experiences

Careers resources

Education & Training

https://careerswriters.com/2024/02/19/21-top-jobs-for-the-future/



NFER The Skills Imperative 2035: An analysis of the demand for skills in the labour market in 2035

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