How good is Canada's labour market information?

What is labour market information?

Labour market information (LMI) helps Canadians find information about jobs and labour market trends and outlooks.

LMI can help		
Students research career options	Canadians find job opportunities	Businesses make their hiring plans

LMI should allow employers to see who is available to recruit, what their skills are, where they are located and what kind of workers will be coming on stream, including via post-secondary education and immigration.

How does Canada's current LMI rate?

Information on:	Grade	Change of status since 2014
Labour force needs by geographic area	B	▲
Availability and location of talent and skills	C	–
Future labour force needs	C-	–
Skills and graduates coming online	C	▼
Workforce training	C-	–
Jobs for new graduates	C	▼

Grades

A= Specific information that is ideal for decision-making and forecasting
B= Adequate and serviceable
C= Needs improvement
D= Inadequate; leaves serious gaps or questions unanswered

What is Canada doing well?

"Labour force needs by geographic area" scores a *B*

The extension of job vacancy data from the provincial level to the economic region level may help users better understand labour market demand, especially in large urban areas.

Our job alert system helps match EI recipients to suitable job openings.

Where does Canada do poorly? *C-*

Our LMI doesn't tell us what skills we have in our labour force and where they can be found.

Employers lament the absence of data on the supply of skills and talent. In addition, data is generally about education or occupation, but employers need to know about skills. Most employers and students can't process data files available from StatsCan, and where analysis is unavailable, most potential users can't know what the LMI means.

The lack of granular information at the local level continues to be a frustration for users.

In addition, the Labour Force Survey, which is arguably the most significant source of basic information available to employers and recruiters, lacks the sample size to cite specific occupations.

What does the Canadian Chamber of Commerce recommend?

• Canada's LMI system needs some critical renovations in the short-term.

   • Government must think of users and make data more user-friendly and support it with analysis.

   • Governments at all levels should make available existing data on the supply of talent. Employers need to know how many people are going to be graduating or completing training in the various fields and careers that post-secondary education prepares people for.

• Government should coordinate and aggregate the sector-specific projections with its broad-based projections and present a more coordinated, detailed forecast of Canada's future labour market.

• Government should mandate and fund a publicly accountable, arm's-length agency to collect and prepare LMI for public consumption, coordinating with provinces, territories and LMI users and other stakeholders.

Visit Chamber.ca to consult the Canadian Chamber's policy resolution, *Invest in Labour Market Information to Close the Skills Gap*, for further recommendations on LMI.

For more details on the grading of surveys and the panel's comments, see this table.