

Labour Market Information System in Canada

Introduction:

Labour Market Information Systems (LMIS) contain information on available job vacancies and jobseeker pool available for employment, rigorous quantitative and extensive qualitative information. LMI is important to overcome the labour market information asymmetries and help stakeholders such as jobseekers, employers, industries, policy makers in decision making.

Canada has one of the most comprehensive information systems in place. The Human Resources Development Canada (HRDC) has a legal responsibility for information on jobs, occupations, labour market trends etc.

Intervention:

Labour Market Information (LMI) forms a major part of Public Employment System (PES). Canada has a comprehensive information system in place. For the development and dissemination, the information the HRDC uses its internal resources as well as leverage the partnerships with the provinces to co-ordinate their efforts in this area.

All provincial/regional office generates information on:

Occupational Profiles : These contain information on educational requirements, terms and conditions of employment, training availability, wages, potential employers, etc. The main sources of this information include: The National Occupational Classification (NOC) System (Occupational

Descriptions and Career Handbook), Census Data, Employer Surveys, government departments and Training Institutions.

Labour Market Reviews: These are annual reports that provide a year-to-date analysis and interpretation of influences on the local labour market. They contain information on employment legislation, projected layoffs, employment trends, major economic activities, skill shortage areas and major employment projects.

Labour Market Bulletins: These are monthly or quarterly updates on labour market activities in the HRDC Districts.

The three key LMI sources in Canada are:

- a. **The Labour Force Survey**: this presents a glimpse of the labour market
- b. **The National Occupational Classification (NOC)**: used for analysis and communication of occupations related information
- c. **Job Futures**: This presents integrated information on the most common occupations basis the census, Labour Force Survey, and other sources

Impact/ Learning:

Availability of timely and relevant information is key to determining decisions in the rapidly evolving labour market landscape. Availability of robust information can help jobseekers, employers, policy makers identify the gaps and work towards creating a demand and supply gap.

Sources:

Nicholas Mangozho, Current Practices in Labour Market Information Systems Development for Human Resources Development Planning in Developed, Developing and Transition Economies, ILO Geneva

OECD, 2004. Career Guidance and Public Policy Bridging the Gap

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