

Apr
2018

Anticipating tomorrow's skill needs: Developing Integrated Labor Market Information Systems

*African Forum on Youth Skills and Enterprises in
the Digital Age*

Tunis, April 18, 2018

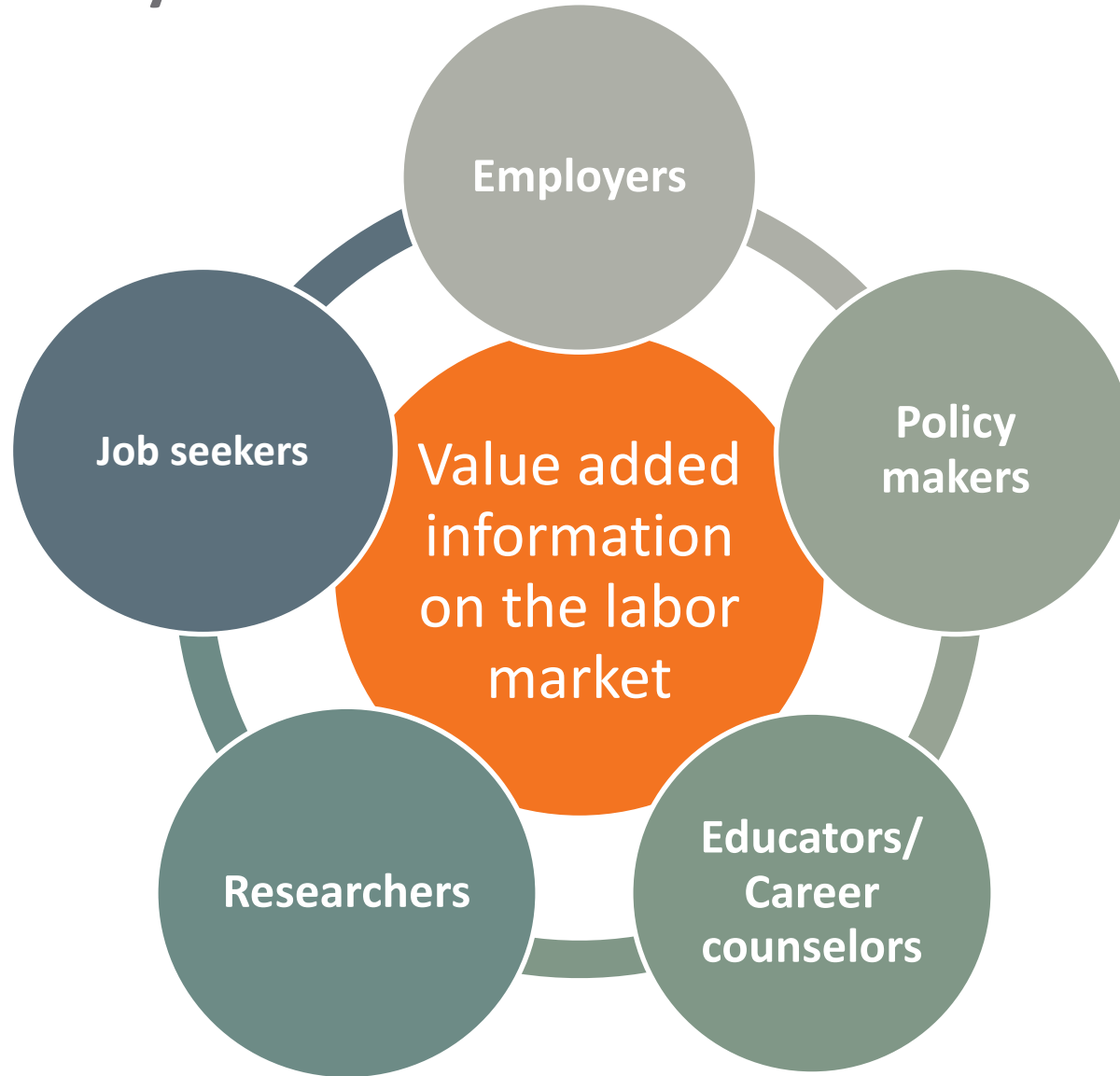
- What jobs will be in demand in three years in Lomé?
- What trainings should be implemented in Mtwara?
- What are the requirements to become a veterinarian in Tunisia?
- What are the profiles of the top twenty firms located in Ouagadougou who are hiring?
- Do we need more plumbers in the Bizerte region?
- How do I find my new electrician, and how would I go about hiring him?
- What's the average salary of a laboratory technician?

1. What are Labor Market Information Systems?
Why are they important to help us understand tomorrow's Labor Market?
2. Types of LMIS
3. Building the integrated LMIS

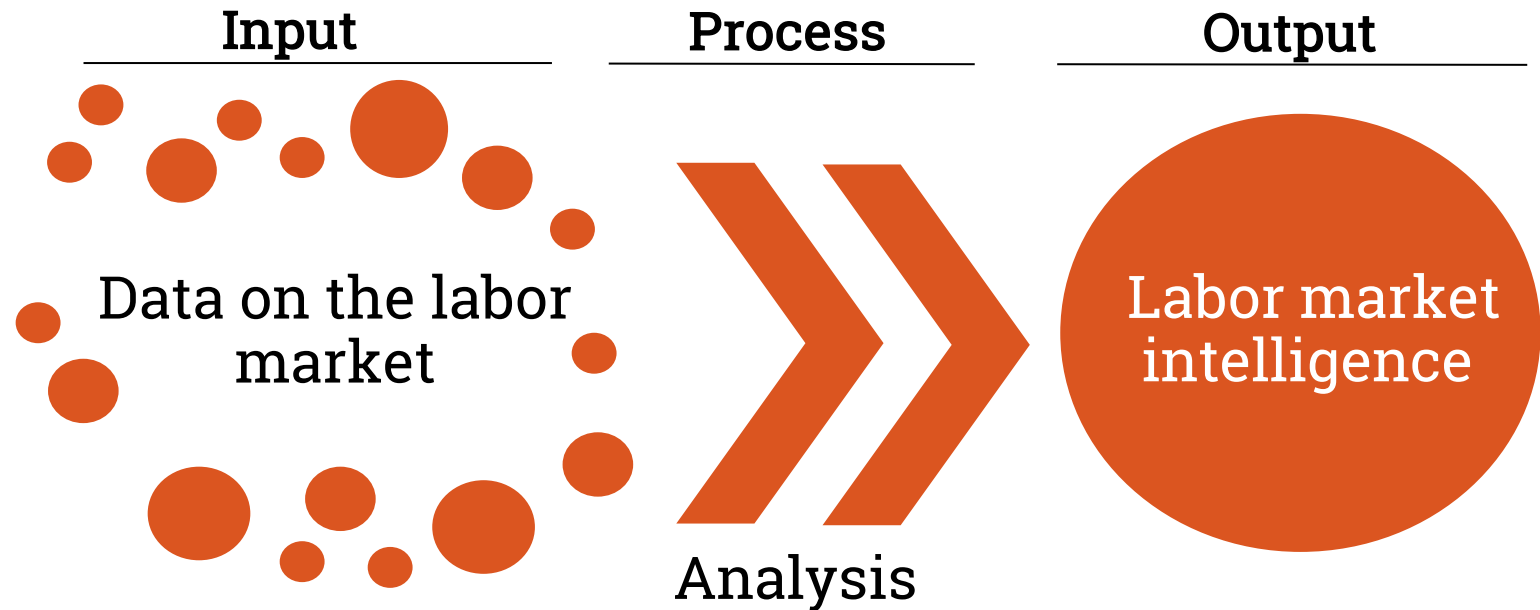
Methodology: how we studied Labor Market Information Systems (LMIS) ?

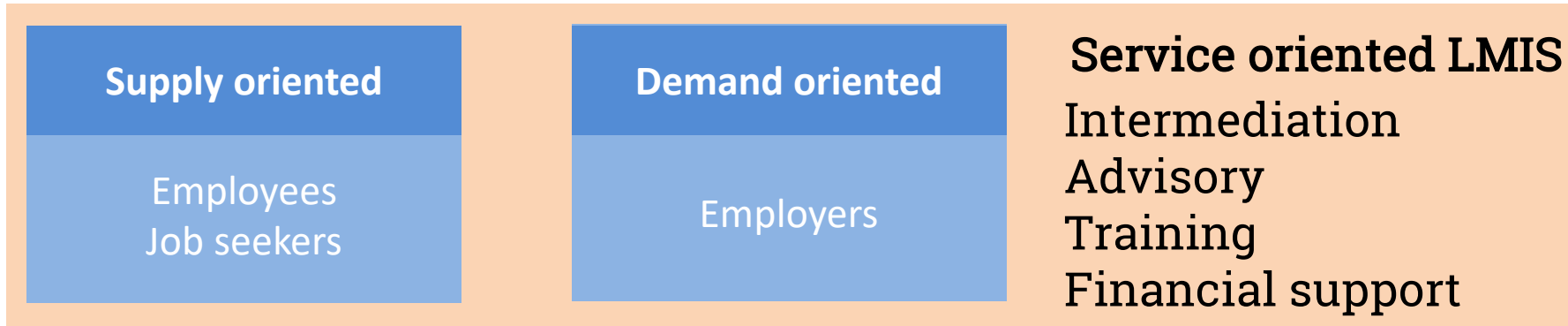
- Systems approach vs. System: to agree on a definition that covers all aspect of the labor market problematic
- Landscape review of LMIS: characteristics and performance, from Australia to Rwanda
- Construction of a typology to analyze the systems as a function of their ability to improve the workings of labor markets
- Identification of targeted and sequential interventions to improve LMIS

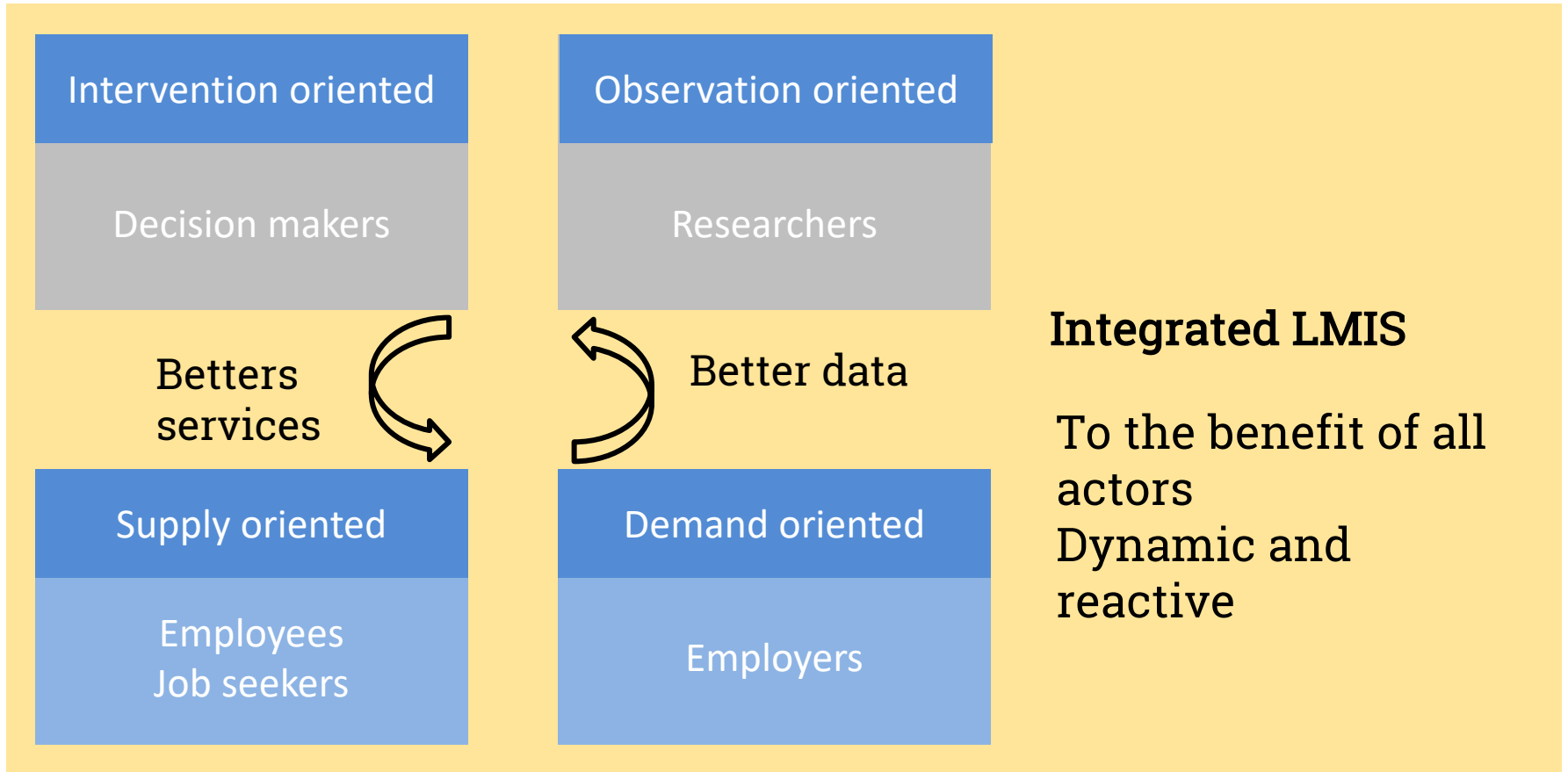
LMIS: For what, for who? And what are we talking about exactly?



Information on the labor market:







A definition of a Labor Market Information System

The set of institutional arrangements, procedures and mechanisms put in place to coordinate the collection, processing, storage, retrieval and release of labor market information

Nicholas Manghozo (ILO, 2003)

Landscape Review of LMIS

South Africa	France
Australia	Jamaica
Botswana	Rwanda
Cameroon	United Kingdom
Denmark	United States (California)

5 Key observations of an advanced LMIS

- LMIS are composed of several, most often interconnected, subsidiary information systems
- Public interfaces of subsidiary systems are tailored to different types of users
- LMIS all contain a well-developed public job matching component
- Labor market information is detailed at the local level
- Effective partnerships underpin the governance of LMIS.

Australia: myskills (directorates of training)



myskills

Course Search

Keyword

welder

Location

Within

25 Km

SEARCH

- See location of course
- Compare two courses

Clear Filters

QUALIFICATION

ENTRY LEVEL COURSES

- Certificate I (0)
- Certificate II (1)

TRADE LEVEL COURSES

- Certificate III (1)
- Certificate IV (2)

COURSE FEATURES

- Offered online
- Available in an Australian Apprenticeship (4)

HOW DO I CHOOSE ?

4 results found

Show 20 per page

Hide map



Certificate III in Engineering - Fabrication Trade

MEM30305

Average Price: \$7953

Average Duration: 3 Years

Certificate II in Engineering

MEM20105

Average Price: \$2758

Average Duration: 3 Months

Certificate IV in Engineering

MEM40105

Average Price: \$17500

Average Duration: 1 Year

Certificate IV in ESI Generation Maintenance (Fabrication)

Certificate III in Engineering - Fabrication Trade

MEM30305

COURSE
OVERVIEW

TRAINING
PROVIDERS

CAREER
PATHWAY

STUDENT
OUTCOMES

COURSE
DETAILS

METAL AND ENGINEERING

Stream	Certificate II	Certificate III	Certificate IV	Diploma	Advanced Diploma
Mechanical	CNC Machine Operator Equipment Maintainer Equipment Repairer	Fitter - Metal Fitter & Turner Fluid Power Mechanic Maintenance Mechanic/Motor Mechanic Mechanical Fitter Metal Fabricator (Boilermaker) Metal Machinist (First Class) - Engineering Plant Mechanic Tool and Die Maker Toolmaker	Advanced Mechanical Maintenance Technician Advanced Toolmaker Fluid Power Systems Technician	Advanced Engineering Tradesperson - Mechanical	
Fabrication	Aluminium Anodising Production Worker Aluminium Fabrication Production Worker Die Casting (Production) Foundry Worker (General Fettling) Foundry Worker (General)	Boilermaker Boilermaker/Welder Foundry Tradesperson (Moulder) Pressure Welder - Engineering Sheetmetal Worker (First Class)	Advanced Metal Fabricator (Structural)		

STUDENT OUTCOMES FOR CERTIFICATE III IN ENGINEERING - FABRICATION TRADE

These are the outcomes of graduates surveyed six months after completing their training for Certificate III in Engineering - Fabrication Trade



DESTINATION AFTER TRAINING (OF ALL GRADUATES)

Destination after training	This course	Similar courses	All Certificate III courses
Employed or in further study after training (%)	91.5	91.2	85.8
Employment outcomes:			
Employed (%)	90.8	87.5	76.7
Full-time (%)	86.3	75.9	44.4
Part-time (%)	3.8*	11	31.4
Further study outcomes:			
Enrolled at University (%)	-	1.7	5.3
Enrolled at TAFE (%)	8.8	9.3	14
Enrolled at Other provider (%)	4.4*	9.6	11.5
Satisfied with the training (%)	92.2	86.8	87.5

Australia: job active and job outlook



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[Industry Search](#)

[Category Search](#)

[Career Quiz](#)

Job Outlook » Keyword Search » Structural Steel and Welding Trades Workers

Structural Steel and Welding Trades Workers

[OVERVIEW](#) [PROSPECTS](#) [STATISTICS](#) [SKILLS](#) [VACANCIES](#) [TRAINING](#) [REPORTS & LINKS](#)

Overview

Structural Steel and Welding Trades Workers cut, shape, join and repair metal components of iron and steel structures, boilers, pressure vessels and pipes, ships and other vessels. The links below provide quick access to basic information for this occupation. Greater detail can be found using any of the page tabs above. A one page printable summary of the key statistics for this occupation can also be found under the Reports and Links tab above. Just click on the tab and follow the link for **Occupational Bulletin**.

- [Job prospects](#)
- [Weekly earnings](#)
- [Occupation size](#)
- [Find Vacancies](#)
- [Find Training](#)
- [Browse Skills](#)

Tasks

This occupation may include associated occupations with varying tasks.

- studying blueprints, drawings and specifications to determine job requirements
- selecting, cleaning and preparing metal stock

Structural Steel and Welding Trades Workers

OVERVIEW PROSPECTS **STATISTICS** SKILLS VACANCIES TRAINING REPORTS & LINKS

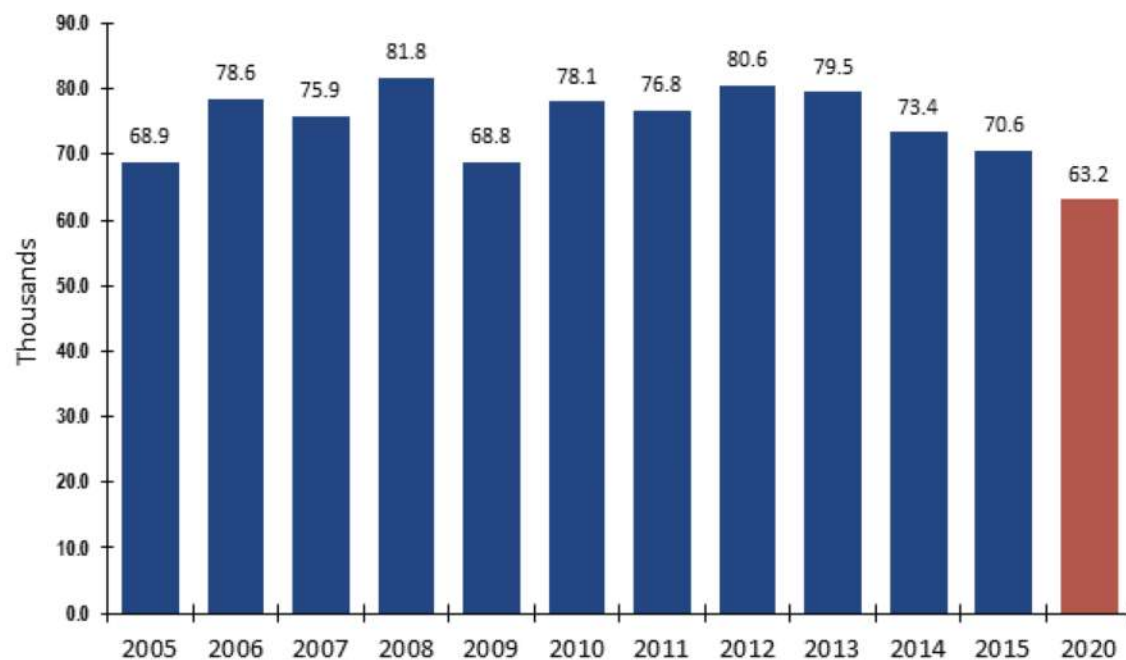
Statistics

Information for this occupation (presented as charts and tables), includes employment level and growth, age and gender profile, full-time and part-time work, earnings, hours of work, employment by State/Territory and main employing industries.

View Statistics

Select a graph [SHOW](#)

Employment Level (thousands)



These data show past and projected (to 2020) employment levels (thousands). Source: ABS Labour Force Survey, Department of Employment trend data to November 2015 and Department of Employment projections to 2020.

Structural Steel and Welding Trades Workers

OVERVIEW PROSPECTS STATISTICS **SKILLS** VACANCIES TRAINING REPORTS & LINKS

Knowledge, Skills and Abilities

This page provides data, sourced from the United States Occupational Information Network (O*Net) on skills, knowledge, abilities, interests, job environment, work values, activities and tasks for the best fit O*Net occupation.

View Knowledge, Skills and Abilities

Select an attribute [SHOW](#)

Skills

Skills are developed capacities that facilitate learning and the performance of activities that occur across jobs. The most important skills for this occupation are shown below.

Skill	Importance (%)	Description
Operation Monitoring	75	Watching gauges, dials, or other indicators to make sure a machine is working properly.
Critical Thinking	72	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
Operation and Control	70	Controlling operations of equipment or systems.
Quality Control Analysis	70	Conducting tests and inspections of products, services, or processes to evaluate quality or performance.
Active Listening	67	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Equipment Maintenance	65	Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.
Reading Comprehension	65	Understanding written sentences and paragraphs in work related documents.
Troubleshooting	65	Determining causes of operating errors and deciding what to do about it.
Equipment Selection	62	Determining the kind of tools and equipment needed to do a job.
Monitoring	62	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.



Find a Job

Keywords



QLD (ALL)



Trades & Services



Search

ADVANCED SEARCH

- Exclude Commission Jobs
- Exclude Business Opportunities/Self Employment Jobs
- Exclude Similar Results
- Exclude Other Job Boards
- Exact Words

Filter results by

Location

- QLD - Brisbane & Gold Coast (ALL) 49
- QLD - Remote (ALL) 0
- QLD - Regional (ALL) 20

Occupation

- Structural Steel and Welding Trades Workers 69

Job Age

- Past 3 days 6
- Past week 32
- Past fortnight 43

Tenure

- Contract position 23
- Permanent position 45
- Temporary position 1

Vacancy Type

- Australian employment covenant 0
- Express Vacancy 0
- Fly-in, fly-out job 0
- Out of area job 0
- CDP Vacancy 0

Found 67 jobs with 69 positions.

Favourite this search



- QLD (ALL) ✕
- Structural Steel and Welding Trades Workers ✕
- Exclude Commission Jobs ✕
- Sort results ▾
- Exclude Business Opportunities/Self Employment Jobs ✕

1. Boiler maker

ARUNDEL | Casual position

Employer is looking for an experienced boiler maker to assist the team in the aluminium department. They will be doing some basic aluminium welding work, learn how to put the jetty's together and other basic duties as...

Date added: Friday, 16 September 2016 Modified: Monday, 19 September 2016 Source: Employment Service Provider



2. Apprentice Boilermaker

WACOL | Full time position

East Coast Apprenticeships are currently looking for a motivated, hardworking individual to commence or recommence a Boiler making Apprenticeship based...

Date added: Monday, 12 September 2016 Source: Public Employer



3. Welder

NORTHGATE | Full time position

Experienced welder required for immediate start. Day shift. Northgate location. Email resume to info.placementbrokers.com.au

Date added: Wednesday, 7 September 2016 Source: Public Employer



4. CNC Machinist

GLADSTONE CENTRAL | Full time position

Trade qualified CNC Machinist/Fitter Must have experience in programming and operating CNC lathes and mills. The main objective of this position is to accurately program, set up and run our CNC mills...

Date added: Tuesday, 6 September 2016 Source: Employment Service Provider



Australia: Labor Market Information Portal



Australian Government
Department of Employment

[Get Assistance](#)

Search LMIP:

Find

Home

Employment Services 2015-2020

Employment Service Area (DES only)

Labour Force Region (SA4)

Small Area Labour Market

Disability Employment Services

Vacancy Report

Employment Projections

Publications

Industry Information

Recruitment Analysis

Home

LMIP

LABOUR MARKET INFORMATION PORTAL

Welcome to the Labour Market Information Portal

If you would like to be added to the LMIP mailing list, please send an email to: lmip@employment.gov.au

The Department of Employment publishes a wide range of information about the labour market. For more information, please see our [brochure](#).

Latest News:

July 2016 Labour Force Survey data are now available from the Labour Force Region (SA4) channel. You can download this information from the [Downloadable Data](#) channel.



Search LMIP:

Find

[Home](#)

[Employment Services 2015-2020](#)

[Employment Service Area \(DES only\)](#)

[Labour Force Region \(SA4\)](#)

[Small Area Labour Market](#)

[Disability Employment Services](#)

[Vacancy Report](#)

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[Industry Information](#)

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Employment Projections

[Home](#) [Employment Projections](#)

Employment Projections

Employment is projected to increase in 16 of the 19 broad industries over the five years to November 2020. Health Care and Social Assistance is projected to make the largest contribution to employment growth (increasing by 250,200), followed by Professional, Scientific and Technical Services (151,200), Education and Training (121,700) and Retail Trade (106,000). Together, these four industries are projected to provide more than half of total employment growth over the five years to November 2020.

2016 Employment Projections

Employment projections for the five years to November 2020.

Each year, the Department of Employment produces employment projections by industry, occupation, skill level and region for the following five-year period. These employment projections are designed to provide a guide to the future direction of the labour market, however, like all such exercises, they are subject to an inherent degree of uncertainty.

2016 employment projections are based on ABS employment data for November 2015 and the Government's forecasts and projections in the December 2015 Mid-Year Economic and Fiscal Outlook (MYEFO).

[2016 Industry Employment Projections Report \(DOCX\)](#)

[Industry projections – five years to November 2020 \(XLSX\)](#)

[Occupation projections \(XLSX\)](#)

[Skill Level projections \(XLSX\)](#)

[Regional projections – interactive tool \(XLSM\)](#)

[Regional projections \(XLSX\)](#)

If you are having trouble accessing the Regional Projections XLSM interactive data tool, please [click here](#) for troubleshooting information. For more information about

Rwanda: Labor Market Information System



Ministry of Public Service and Labour

LMIS

Rwanda Labour Market Information System



[Home](#) ▼ |
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 [Labour demand](#) ▼ |
 [Job market](#) ▼ |
 [Publication](#) ▼ |
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Search

Rwanda has a population of approximately 11.3 million people which is dominated by young people with a median age of 19 years and a population growth rate of 2.6%. The GDP of the economy is 4,685 Billion Rwanda Francs (at constant 2011 prices) with an average growth rate of 7.12% over the last 5 years.



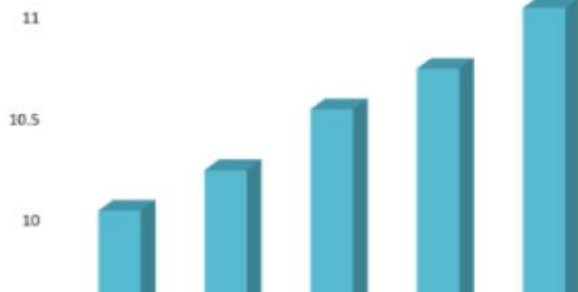
1 2 3 4 5 6 7

LMIS indicators

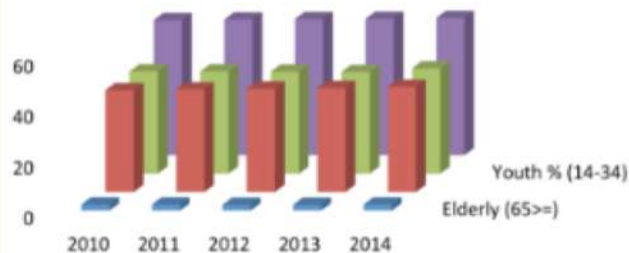
Reports

Labour law

Population size (Millions)



Population structure (%)



Job adverts in Rwanda

Jobs in Rwanda

Umurimo.com, by Broadcom Multimedia Ltd

Ajobs Rwanda

Tohoza

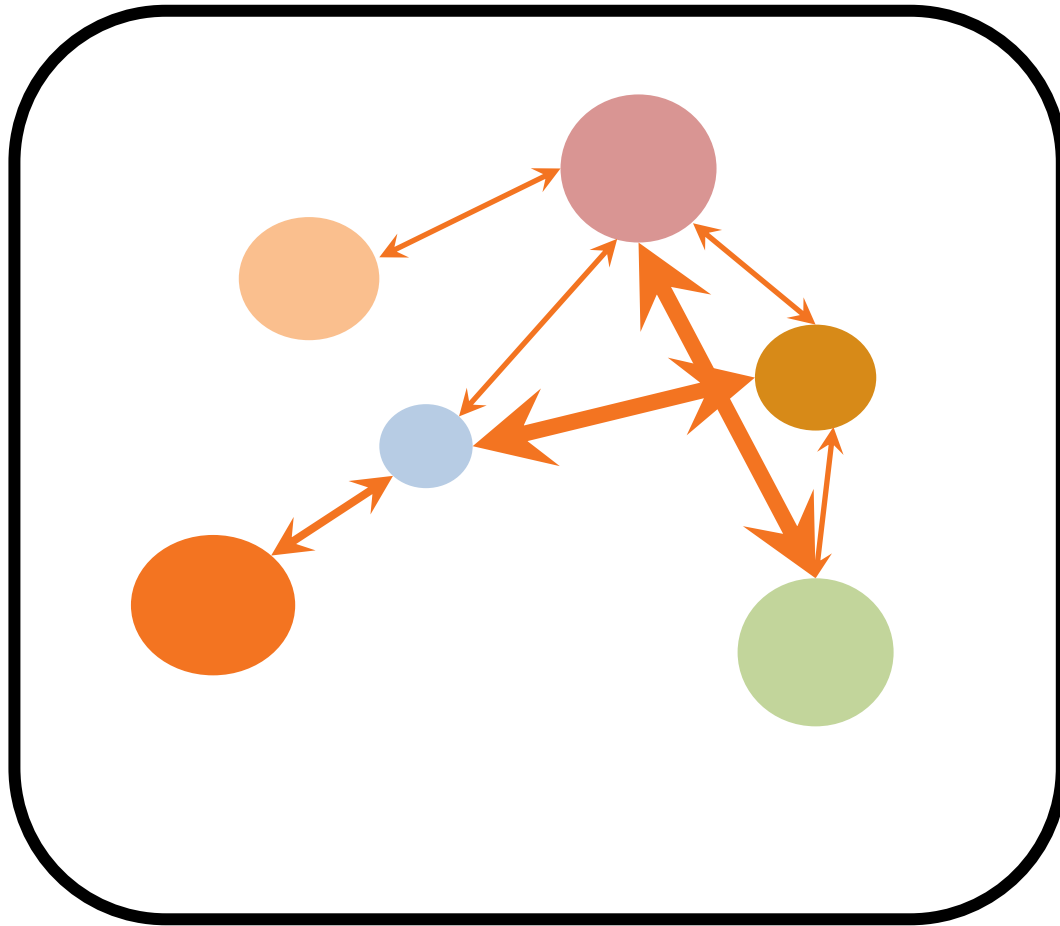
Kigali Employment Service Center

UN jobs (Vacancies in Kigali, Rwanda)

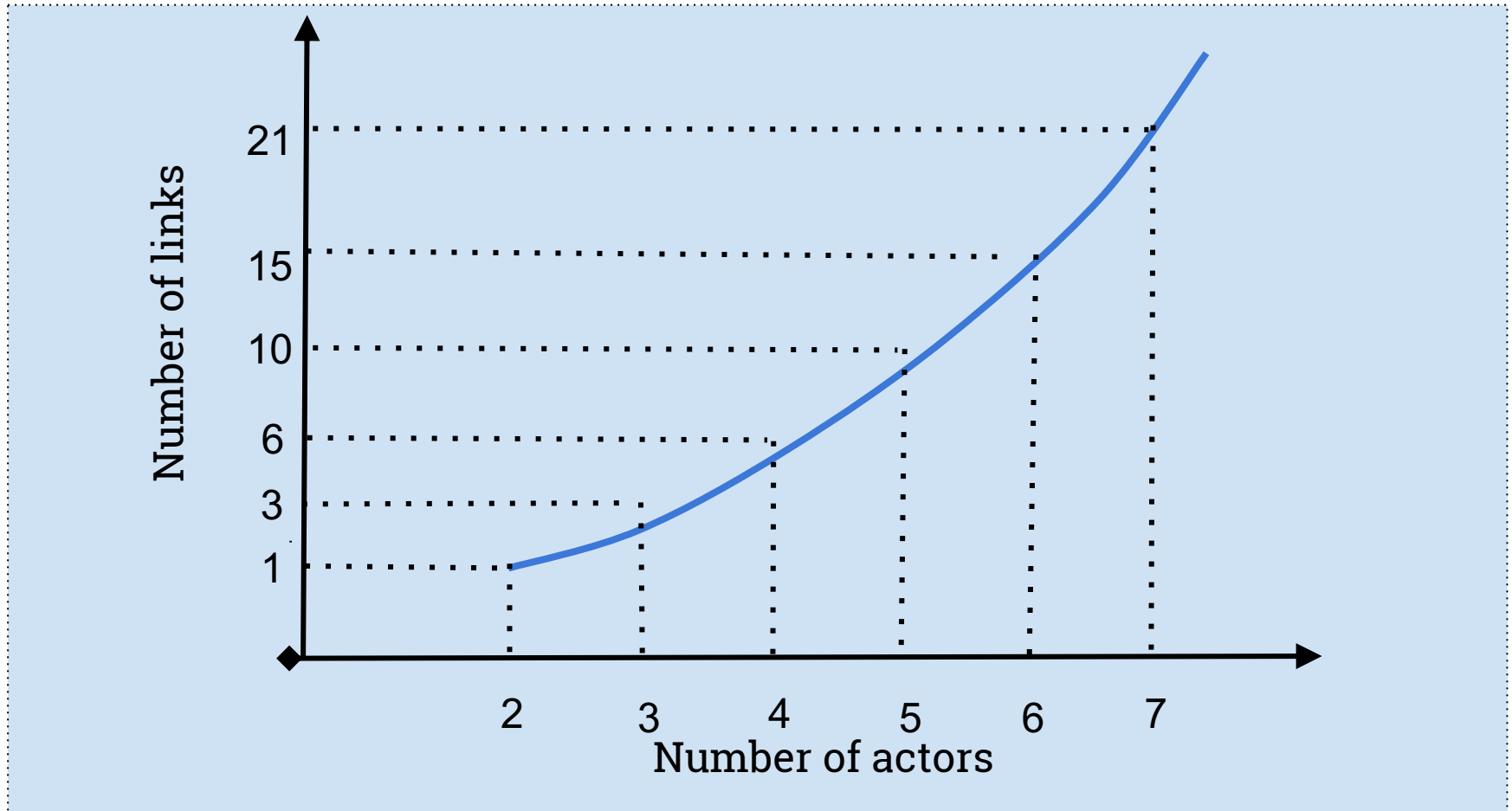
Main weaknesses of LMIS

- Narrow institutional support
- Focus on generation of broad, macro-level data instead of providing information useful for employers and workers
- Exclusion of the private sector from effectively taking part in the governance and the formation of new information
- Failure to incorporate the informal sector even though it comprises the vast majority of the labor force.

How to evaluate a system?



The number of links is a function of the number of actors



Determinants of our typology

	Data only	Data & Services
Public actors	Type 1	Type 2
Public and private actors	N/A	Type 3

Receives information



Processes information



Disseminates information



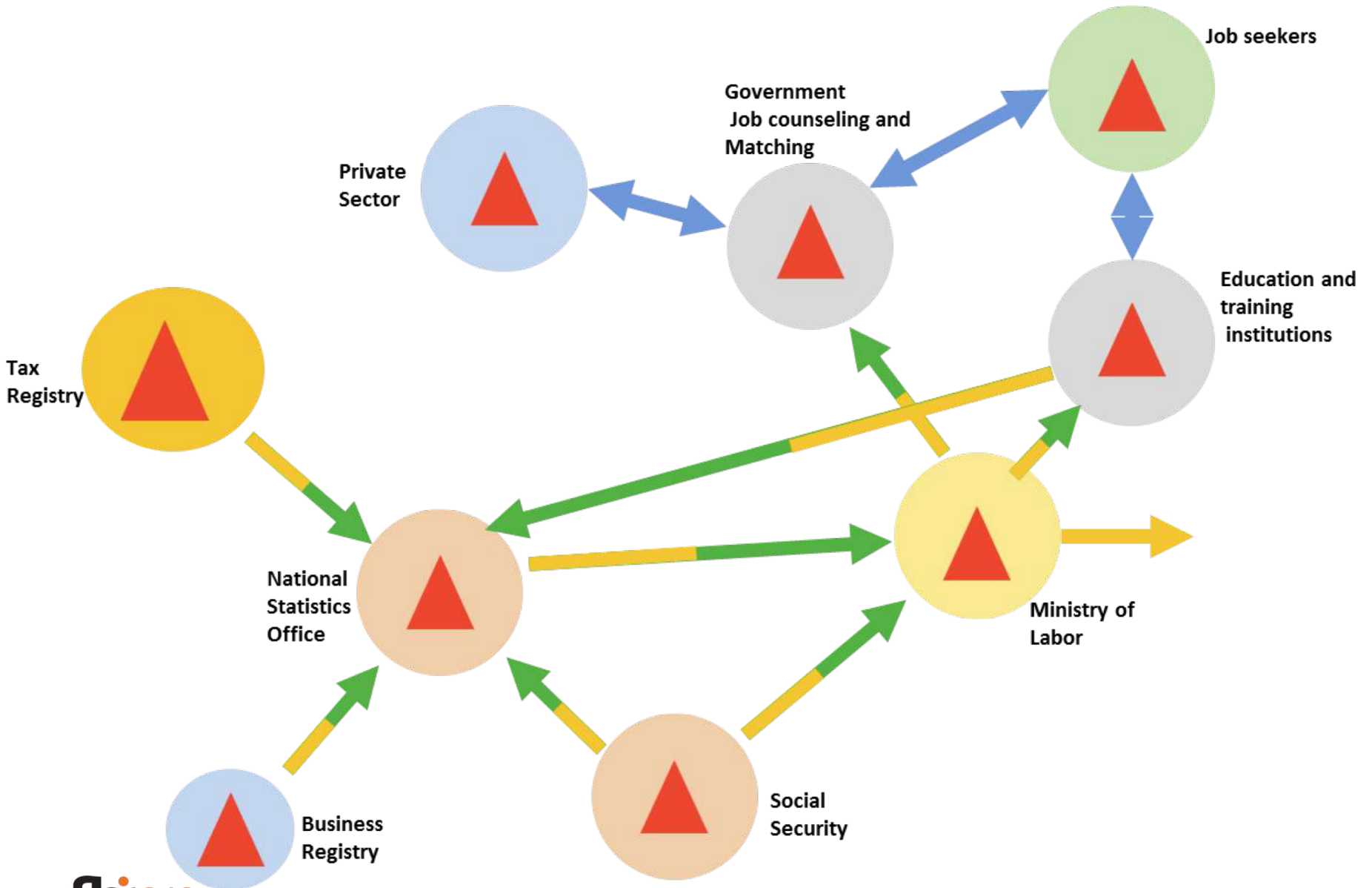
Produces a service



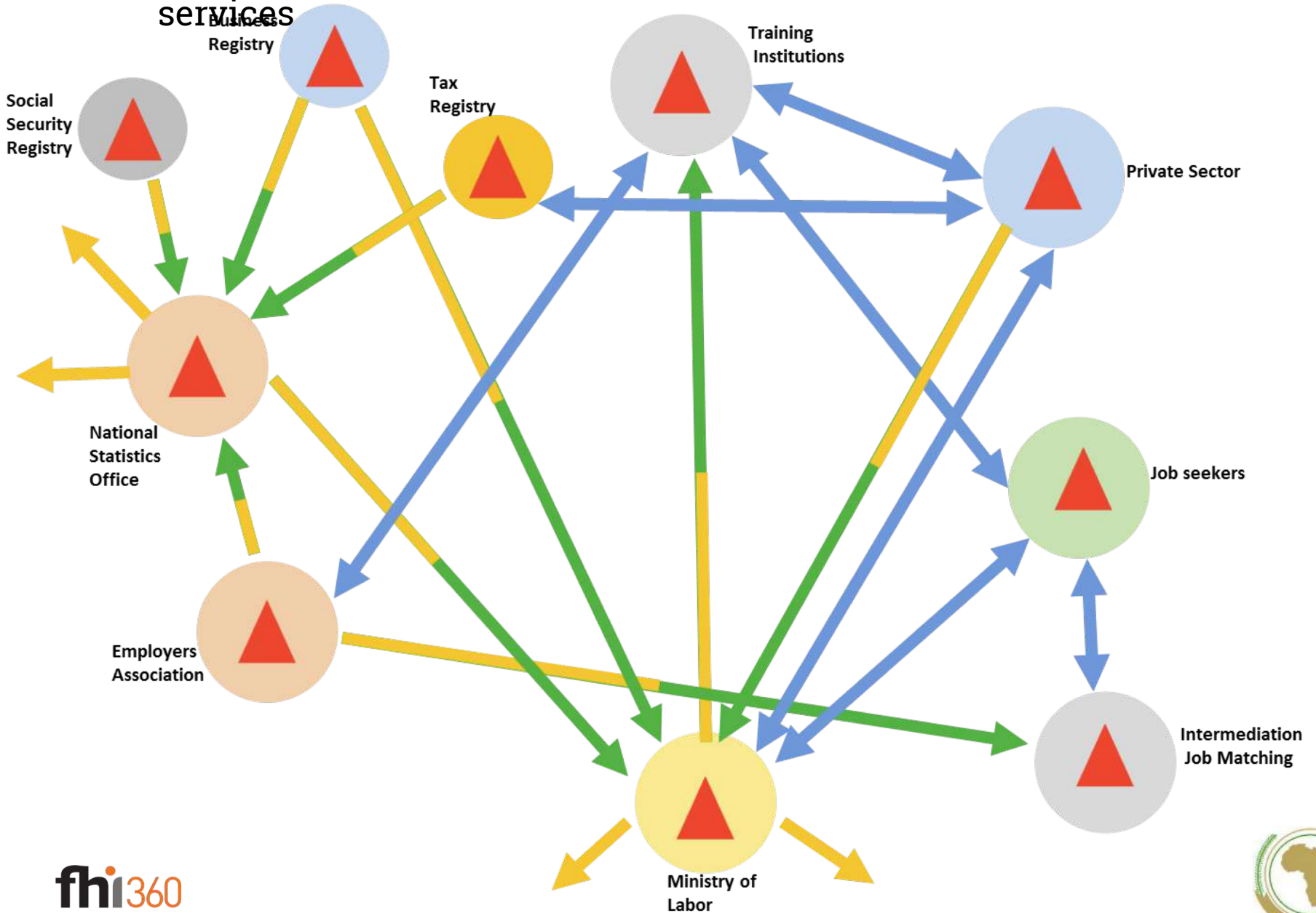
LMIS type 1: public actors, no services.



LMIS type 2: Public actors, few services



LMIS type 3: Several public and private actors, several services



PRIORITIES FOR AN INTEGRATED LMIS

1. Ensure stakeholder engagement

Support at highest
Level of Government

Public-Private
working group

Priority questions
to be answered

2. Exploit existing sources of information

Administrative
data

Economic
context

Private
sector

Research/
academics

3. Implement new collaborations

Localize information

Outsourcing

New partnerships

4. Take advantage of technology

Real time LMIS
and Analytics

OpenData

Online services

Private
intermediation

Roadmap for the development of LMIS
Feuille de Route pour le Développement des SIMT

Available here: *fhi360.org*
go to « *Economic Development* »

www.fhi360.org/resource/roadmap-development-labor-market-information-systems