



Labour Market Information for LBS and ES Practitioners

A joint project of the
Learning Networks of Ontario – Western Region
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Learning Networks
of Ontario

Project Partners




Adult Basic Education Association
Hamilton's Connection to Lifelong Learning



Workforce Planning Hamilton
Planification de main d'oeuvre de Hamilton

**EMPLOYMENT
ONTARIO**



Agenda

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2. Learning Objectives
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4. All about Labour Market Information
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8. Skills
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Background of the Project

Coordinating to Bring Low-Literacy and Marginalized Clients Employment

Led by Literacy Link South Central

Strategy 8

Consider and report on how to effectively use Labour Market Information to bridge Literacy and Basic Skills (LBS) with Employment Services (ES) and, ultimately, employment.



Learning Objectives

At the end of this session, you will have enhanced

- understanding of labour market information and where to get it
- knowledge of how to use LMI to better assist your learners/clients
- ability to bridge LBS learners to employment (including an employment goal tracker)



Why You Need to Integrate LMI into LBS

LMI is one of the most effective tools that people can use to find a job when they are ready to join the labour market.

- a. learner plans
- b. connections to Employment Services



Benefits of Using LMI

Using LMI with learners/clients will

- help to determine whether a goal is realistic and achievable within personal timelines
- give them concrete goals to work towards
- help to determine what skills and education are needed to get the job



Benefits of Using LMI with Learners

Using LMI with learners/clients will

- provide skill profiles to use as a tool for practitioners to build or find task activities
- help practitioners recognize when to refer learners to Employment Services
- help with initial and ongoing assessments as a self-tracking tool to see how learners are progressing toward their employment goals



All about Labour Market Information



What is Labour Market Information?

- knowledge, facts and statistics about industries, occupations, skills
- trends
- labour market activities and indicators



What can LMI tell us?

- supply and demand
- labour market conditions
- trends
- future demand or outlook





How is LMI Beneficial?

- educators
- individuals/job seekers
- employers
- governments and community



Sources of LMI

- casual conversations
- print materials
- television, radio
- Internet articles
- organizations downsizing or growing





Sources of LMI

Have you used Labour Market Information for

- yourself
- your learners
- other

What type of information did you use?



Sources of LMI – Poster Resource

1. Working in Canada
www.workingincanada.gc.ca
2. Ontario Job Futures
www.tcu.gov.on.ca/eng/labourmarket
3. Ontario Skills Passport
www.skills.edu.gov.on.ca/OSP2Web/EDU/Welcome.xhtml
4. Measure Up – SkillPlan
www.skillplan.ca/measure-up
5. Workforce Planning Boards of Ontario
www.workforceplanningontario.ca



Making Connections with Employment Services



Making Connections with Employment Services

Everyone can access self-service Resources and Information (RI) provided by ES including employed or unemployed job seekers, employers and students.

More intensive assisted services are available for eligible job seekers including those who are unemployed (or working less than 20 hours/week) and out of school/training.



When to Refer Learners to ES

- at entry
- ongoing in the program
- at exit



When to Refer Clients to LBS

READ Kit

- Recognize
- Examine
- Advise
- Document and Refer



Employment Goal Tracker

This is a set of tasks to help learners/clients track their progress towards their employment goal.

The tracker

- can be used with learners in any goal path
- can be used as a discrete module or group activity
- may take days/weeks to complete (includes referrals to Employment Services)

Some tasks could be used with Employment Service Clients as well.



Employment Goal Tracker

Sections of the task include

1. About You
2. Career Exploration
3. Employment Goal Profile
4. Preparing for Employment
5. Making the Transition



Activity

Trying the Tracker

Pick 1 of the employment surveys to complete.

Take a Career Quiz – page 3

Explore Careers by Skills and Knowledge – page 4



National Occupational Classification (NOC)



NOC

- a nationally accepted system describing different occupations
- organizes over 40,000 job titles into 500 occupational groups

NOC is used for

- defining and collecting statistics
- managing information databases
- analyzing labour market trends
- extracting practical career planning information




NOC

NOC system uses 4 digit codes that are updated by ESDC and Statistics Canada according to 5 year Census cycles

- 1 skill type
- 2 skill level
- 3 separates major groups into minor groups
- 4 separates minor groups into unit groups



When the first digit is	The skill type category is
0	Management occupations
1	Business, finance and administration occupations
2	Natural and applied sciences and related occupations
3	Health occupations
4	Occupations in education, law, social, community and government services
5	Occupations in art, culture, recreation and sport
6	Sales and service occupations
7	Trades, transport and equipment operators, and related occupations
8	Natural resources, agriculture and related production occupations
9	Occupations in manufacturing and utilities



When the second digit is*	The skill level category is
0 or 1	Level A – University education is usually required
2 or 3	Level B – College or apprenticeship training is usually required
4 or 5	Level C – Secondary schooling or occupation-specific training is usually required
6 or 7	On-the-job training is usually provided

*Except when the first digit is 0, which indicates a management occupation, then the skill is always level A



Example

3 - Health occupations

32 - Technical occupations in health (Skill Level B)

322 - Technical occupations in dental health care


3222 - Dental hygienists and dental therapists



Why is it important to learn about NOC?

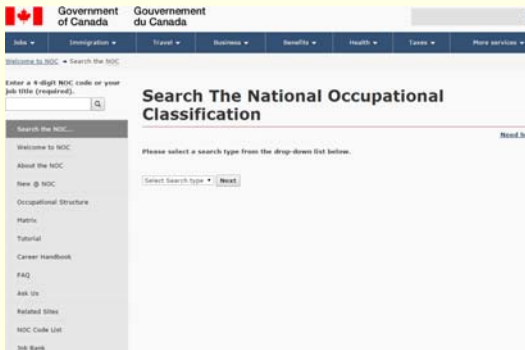
The NOC can help you determine

- average wages
- industries of employment
- required education



NOC Search

- cashier
- plumber
- office clerk




North American Industry Classification System (NAICS)



NAICS

- designed and maintained by Service Canada
- joint effort between Canada, US and Mexico
- based on economic activity such as agriculture, health, manufacturing, etc.



NAICS

The structure of NAICS is hierarchical. It is composed of five levels.

- level 1: sectors (two-digit codes)
- level 2: subsectors (three-digit codes)
- level 3: industry groups (four-digit codes)
- level 4: industries (five-digit codes)
- level 5: Canadian industries (six-digit codes)



Example

62 - Health Care and Social Assistance

621 - Ambulatory Health Care Services

6213 – Offices of Other Health Practitioners

62131 – Offices of Chiropractors



Why know about NAICS?

- provides information on sectors of the economy
- helps you understand the range of sectors that exist and the number of companies within a particular sector



Search the NAICS

What sectors could be searched for

- cashier
- plumber
- office clerk



Skills



Literacy and Essential Skills

- needed for work, learning and everyday life
- foundation for learning all other skills
- help people evolve with their jobs and adapt to workplace change



Literacy and Essential Skills

Essential Skills (9)

- | | |
|--------------------|---------------------|
| Reading Text | Thinking Skills |
| Writing | Oral Communication |
| Document Use | Working with Others |
| Numeracy | Continuous Learning |
| Digital Technology | |



Levels of Complexity

- measure the skills needed to perform a task
- example tasks are assigned levels ranging from 1 (basic) to 4 or 5 (advanced)
- developed to address the differences in skill needs between occupations



Transferable Skills

- skills you can apply and make use of in a variety of situations
- a worker may obtain a skill in 1 job and be able to use the same skill in their next job
- essential skills profiles can help identify transferable skills



Essential Skills Profiles

To find Essential Skills Profiles

1. Working in Canada - workingincanada.gc.ca
Look under Education and Job Requirements
– Canada
2. Ontario Skills Passport -
<http://www.skills.edu.gov.on.ca/OSP2Web/EDU/Welcome.xhtml>
Look under Search for Tasks – By Occupation



Activity - Bringing it all Together

Case Studies

What kinds of LMI may help individuals make the most informed decisions about their future career paths?

- | | |
|--------|---|
| Step 1 | Read the case study and the activity. |
| Step 2 | Answer the questions using the resources you have been given. |



Revisiting Our Objectives

At the end of this session, you will have enhanced

- understanding of labour market information and where to get it
- knowledge of how to use LMI in the classroom to better assist your learners/clients
- ability to bridge LBS learners to employment (including an employment task)



LMI Tools

- Labour Market Information for LBS/ES Practitioners – Booklet (with Additional Resources)
- Labour Market Information – Helpful Resources – Poster
- Employment Goal Tracker
- READ Kit 2.0 / Information and Referral Tool
- LMI Case Studies



Questions and Answers



Thank you!

**Please complete the
Evaluation Survey**



For More Information and to Download Materials

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