



LMI Multilateral Framework

Purpose

To ensure LMI meets the needs of Canadians, the LMI FPT framework will:

- Describe the state of LMI in Canada and identify gaps where further actions could be undertaken;
- Set out a shared vision for LMI, including broad parameters for multi-stakeholder collaboration;
- Establish guiding principles to govern FPT collaboration; and,
- Outline shared FPT priorities for moving forward.

Introduction

In July 2014, the Forum of Labour Market Ministers (FLMM) agreed that there is an opportunity to improve the timeliness, reliability and accessibility of labour market information (LMI) to facilitate decision making by job seekers, students, employers and policy makers in support of a flexible, efficient labour market. They also agreed that increased collaboration between governments is necessary to support ongoing improvements to the quality and accessibility of LMI.

While there is a wide variety of LMI available publicly, it is not sufficiently detailed, particularly at the regional or sectoral level, and not always readily accessible or easily understood by users. An important impediment in addressing these challenges is that the data and tools that support the development and dissemination of LMI are not well coordinated across governments. This affects the ability of the Canadian education and training system to develop individuals with the skills and competencies employers are seeking, in the right place and at the right time.

At the same time, the evolution of tools, technologies and capabilities present new opportunities for governments to work together and in partnership with other labour market actors to better meet the needs of LMI users. The organization and management of LMI in Canada can be strengthened among key players including the Government of Canada, provincial and territorial (P/T) governments, post-secondary education and training institutions, as well as the private sector.

This view is supported by the 2009 findings of the Labour Market Information Advisory Panel (LMIAP), commissioned by the FLMM, which pointed to the need for greater strategic direction for LMI policy as well as increased collaboration and coordination among key stakeholders as a

means to strengthen the value and effectiveness of LMI in Canada. This view is also shared by many stakeholders present at the Government of Canada's 2014 National Skills Summit and at the Council of Ministers of Education, Canada (CMEC) and P/T labour market ministers' cohosted "Skills for the Future" event.

Definition of LMI

LMI is knowledge, facts, data, and relevant institutional information on the supply and demand of labour used by individuals and organizations to make informed choices and decisions about the labour market. It includes :

- Economic conditions and labour market trends;
- Education and skills requirements (e.g., credentials, essential skills) and opportunities;
- Current and future labour market supply and demand;
- Wage rates; and
- Program results and outcomes.

LMI may include multiple forms of information, including but not limited to data (i.e., survey and administrative), statistical and analytical reports and evaluation findings.

Shared Vision for LMI

Timely, reliable, comprehensive and easily accessible LMI that is responsive to the unique contexts across the country is essential to the efficient functioning of local labour markets and the overall performance of the Canadian economy. This information is instrumental in supporting informed decision making. Specifically, high quality LMI can help ensure that:

- **Youth/students, parents and counsellors** are aware of existing and future employment opportunities and career pathways to support better education decisions;
- **Canadian workers, either employed or unemployed, and new labour market entrants (i.e., school leavers, immigrants)** are aware of what jobs exist, where they are located, and the skills required for these jobs to ensure faster and better job matches;
- **Employers** know about future demand and supply of workers so they can plan successful recruitment strategies to secure the workforce with the skills they need to compete;
- **Education and training institutions** and **service providers** understand labour demand trends so that they are able to design and offer relevant, in-demand programs and serve/support clients effectively; and,
- **Governments** have the information required to design and deliver effective labour market programs and policies that reflect changing economic conditions and needs and pursue common priorities.

To advance this vision, FPT governments agree to work together to better coordinate LMI activities and to provide predictable and sustainable funding over the longer-term.

FPT governments also agree to work together to develop a new governance approach to LMI in Canada, outlining the role of all labour market partners, government and non-government, in the identification of LMI priorities, in supporting innovation including through the consideration of public-private partnerships in the production of new LMI products and tools, and in ensuring seamless dissemination of trusted LMI to Canadians.

Guiding Principles

In fulfilling the shared vision for LMI above, effective approaches are based on the following principles:

Collaboration: A partnership approach to decision making in setting national priorities and undertaking activities to advance the LMI agenda in pursuit of common goals.

Flexibility: Freedom for interested jurisdictions to partner to carry out specific projects or initiatives that may not be in the interest of all jurisdictions.

Inclusion: Strategic directions and common priorities reflect and respect the views of all partners, including non-governmental stakeholders, and take into account the differences in the labour market across the country.

Shared accountability: Partners will share accountability for the results of collaborative work and agree to ensure that contributions are publicly recognized.

Efficiency: Eliminating duplication between partners and building on the value that all LMI players can provide.

Innovation: Governments will promote and scale-up innovative approaches to optimize LMI for Canadians.

Privacy and security: Governments will strive to increase the sharing of information, including moving toward open data, in a way that respects privacy requirements across the country.

Openness and Transparency: Ensure that decisions, activities and results are communicated to Canadians in a transparent and timely manner and that users are made aware of the limitations of LMI in some contexts.

Shared Priorities for Working Together

To make Canada a leader in LMI, FPT governments will focus their efforts on improving the development, sharing and use of LMI between all partners and access to quality LMI for Canadians to support the best possible labour market outcomes. Specifically, governments will concentrate their actions on the following priority areas:

- Implementing a coordinated approach to improving LMI in Canada;

- Supporting labour market programs and policies through enhanced LMI;
- Supporting informed career choices and better aligning education and training with demand; and,
- Ensuring easy access to trusted LMI for Canadians and employers.

Moving Forward

FPT governments will begin implementation as soon as possible on the commitments and priorities set out in this framework including the development of governance options to support and manage LMI collaboration and reporting back to Canadians on progress.

Progress against the Shared Priorities for Working Together included in this framework will be assessed on an annual basis and the shared priorities would be revisited at that time and adjusted if necessary.

Collaborative FPT Workplan

Building on the Shared Priorities for Working Together, FPT governments will focus their actions on the following concrete activities:

Implementing a coordinated approach to improving LMI in Canada

Develop a governance model that enables greater collaboration among FPT governments and with non-governmental LMI partners to maximize the return on investments for Canadians.

- Establish a new FLMM Deputy Minister Steering Committee on LMI responsible for setting direction for F-PT LMI collaboration on an annual basis;
- Identify existing LMI resources, collaboration opportunities (including data sharing), needs and gaps;
- Undertake consultations with experts on a new governance approach to LMI in Canada;
- The Steering Committee will make recommendation to Ministers on a governance model for LMI in Canada at the next FLMM meeting; and,
- The Steering Committee will make recommendations to Ministers on methods to ensure that quality LMI is made available on a national, regional and local basis.

Supporting labour market programs and policies through enhanced LMI

Better sharing of F-P/T administrative data and enhancing collaboration on research and analysis in order for governments to have the information they need to effectively deliver existing initiatives and improve the design of labour market programs and policies.

- Enhance existing initiatives to share administrative information (e.g., EI data, social assistance) and explore the feasibility of sharing other sources of administrative data;
- Review barriers to information-sharing and determine innovative approaches to derive value from sharing information and allowing its use for a variety of purposes including program administration, program design, strategic policy and research, while respecting legal protections of client privacy.
- Continue to work towards common definitions and labour market indicators that are comparable and coherent across regions; and,
- Examine ways to improve: the collection and sharing of data on the mobility of workers, apprentices and learners across the country; and the sharing of research and data on apprentice enrolment and completion.
- Improve LMI on under-represented groups through available surveys and administrative data, with a particular focus on First Nations communities as well as persons with disabilities and immigrants.
- Improve the dissemination of LMI on available job vacancies, including administrative data from the Temporary Foreign Worker program.

Supporting informed career choices and better aligning education and training with demand

Making it easier to access reliable information on student outcomes by field of study and employment opportunities support Canadians, and in particular youth, in making informed career decisions and enable greater responsiveness of education and training institutions.

- Launch the new Career Choice Tool; and,
- Improve the quality and timeliness of the Career Choice data through supporting the Canadian Education Statistics Council-led improvements to the Post-secondary Student Information System that aim to increase coverage (i.e. response rate and completeness) and enable linkages with administrative data.

Ensuring easy access to trusted LMI for Canadians and employers

Developing a mechanism to ensure Canadians know where to go to find LMI they can trust, including employment information that help workers find jobs that meet their qualification and employers make investment in human resources strategies that support their competitiveness.

- Continue to collaborate on the development of the Job Bank and on the implementation of the enhanced Job Match Service;
- Improve the collection and dissemination of LMI data at regional/local levels that is useful to job seekers and employers; and,
- Support for existing electronic services that provide LMI and link employers and individuals with labour market services and programs while moving toward development of a mechanism to provide Canadians with one-stop access to open data and trusted LMI at national and regional levels, based on common definitions and indicators as outlined above.