LABOUR MARKET INFORMATION SYSTEM (LMIS) FACTSHEET

Information on the new LMIS for TEVET Principals

WHAT IS LMIS?

Accurate labour market information at your fingertips

The LMIS is a Management Information System database for labour market data, which is used to collect, analyse and disseminate data. The Ministry of Education Science and Technology (MoEST) Support to Higher Education Science and Technology (HEST) project has developed LMIS with funding from the African Development Bank (ADB). The system will be managed and operated by the Ministry of Labour, Skills and Innovation (MoLSI). The European Union (EU) funded Skills and Technical Education Programme (STEP) is supporting the training of TEVET principals in LMIS.

LMIS will produce labour market analysis that will be useful for the formulation and implementation of labour policies, migration, and projects and programmes to promote employment. The system will map the supply and demand of labour information in the country and will provide fast and reliable access to accurate data and information to the Government of Malawi, key stakeholders, policy decision makers, development partners, employers, job seekers, Universities, Technical Entrepreneurial Vocational Education and Training (TEVET) institutions, and others.

LMIS aims to bridge the information gap between employers and the skills developing institutes such as universities and technical colleges to ensure that skills demanded by the industry are met. The public version of the system will also act as a job-matching tool, where job seekers will be able to set up profiles and apply for vacancies; and employers will be able to post job vacancies and search for qualified applicants. Similar systems have been developed and launched in other countries; such as Kenya, Ghana, India, and Bangladesh. Malawi is an early adopter of the approach in Southern Africa

A construction worker in Lilongwe

WHAT'S INSIDE THIS FACTSHEET:

WHO WILL HAVE ACCESS TO LMIS?

LMIS will have a private and a public portal. The public version will be accessible by all and can be used for its job matching functionality and well as for labour market information. The public will be able to access the LMIS interface tool using their internet enabled devices or on internet enabled computers at schools, colleges, training institutions, libraries and District Labour Offices.

The private portal will be the back-end of the system. It will be accessed by the system administrators, which include:

* The MoLSI
* District Labour Offices
* The Technical, Entrepreneurial and Vocational Education and Training Authority (TEVETA)
* Other bodies or organisations the MoLSI grants access

HOW WILL DATA BE COLLECTED FOR LMIS?

* The Government ministries will populate the system using existing data sources.
* The district labour offices will send out officers to visit businesses and collect their data.
* The general public will be encouraged to input their data on any businesses they own, and/or through setting up a job seeker profile. The public will be able to access the public version of the system through internet-enabled devises or at the District Labour Offices.
* Data will also be imported from other systems such as the TEVET Management Information System (TMIS) and Education Management Information Systems (EMIS).

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> *The LMIS will provide fast, accurate, and up-to-date information on the labour market in Malawi that will enable the TEVET sector to be truely responsive to the needs of the industry. (Todini Marecha, STEP)*

WHAT DATA WILL BE COLLECTED ON LMIS?

Data will be collected for 17 International Labour Organisation (ILO) indicators as well as for country specific indicators. Data collection templates will be used by various departments of the Ministry and other stakeholders for the capturing of their relevant data and feeding it into the LMIS. Data will include but not be limited to:

* The names and details of businesses and workplaces, including the locations and contact details, number of employees, job vacancies, projected workforce needs in the next 5 years, the number of employees trained, the number of employees retrenched.
* Job seeker profiles will include personal and contact details, work experience, and education history.
* Data imported from the TMIS will include the total number of TEVET graduates in a year and their courses.
* Data imported from the EMIS, which will include number of graduates and other school leavers who will enter the job market.
* Information on the number and types of accidents in workplaces, number of cases resolved, and number of prosecutions.

WHAT ARE THE USES AND BENEFITS OF LMIS?

Public version:

Employers can search through job seeker profiles to find qualified candidates for job vacancies.
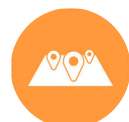
Job seekers can search for job vacancies and apply.

People can make informed decisions on career planning, preparation, education, and training.

Job seekers can investigate which skills are most in demand in the labour market to help them decide what further skills training or work experience they need to make themselves more employable.

The public can use the system as a business directory to find business, trades, and services.

Employers can make informed decisions on investments, hiring, and workforce training and investments.

Information on the skills demand by the industry will inform the training institution's alignment of skills training to suit industry demand.

Private version:

The Government can identify skills gaps in the labour market and work to close those gaps through education and skills training policies.

The Government and development partners can track labour market statistics to measure if policies and programmes are successful.

Policy makers and agents in the labour market can access information on labour market needs to inform decision-making.

Higher education bodies and institutions, such as TEVETA, TEVET institutions, and universities, can plan what courses they offer based on labour market needs.

Policy makers and labour market agents can review emerging trends influencing the labour market to identify and address imbalances in the labour market.

HOW WILL LMIS BE ROLLED OUT?

The MoLSI aims to launch LMIS in 2019.
The Malawi Confederation of Chambers of Commerce and Industry are planning a campaign to launch LMIS to its members.

LMIS CONTACTS

For further information or updates on LMIS please contact:
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