

**What is Labour Market Information (LMI)?**

LMI is information and analysis about an economy's workforce and employment conditions. It can help you make informed decisions about your career, job search or training goals.

LMI can include:

- Forecasts of job trends and hiring opportunities in specific industries
- Hiring qualifications for specific jobs (e.g. experience, skill requirements and training)
- Salary info for specific jobs or cost of living for different geographical locations
- Breaking news for an industry/company e.g. new projects, roles and investments
- Info on trends in industries and jobs related to technological and legislative changes

**How can LMI help you?**

**Exploring Careers:** You can use **LMI** to watch for employment trends in occupations or industries you're interested in, in your preferred geographic areas and elsewhere.

Example: If you are thinking about becoming a teacher, you could use LMI to investigate:

- Has the employment rate gone up or down in Peel Region over the last few years?
- What is the forecast for the next few years? When I graduate?
- How does this information compare to more rural or remote areas in Ontario?
- Are there some subjects or levels of teaching more in demand than others?

Tip: Explore, research and be open to various career and industry possibilities that fit you. Your research may influence your career decisions, training you seek and where to search for work.

**Finding Employment:** Using **LMI** allows you to research specific industries and companies to learn more about the types of positions they hire for and the qualifications they seek.

Example: If you are exploring marketing positions in Mississauga-based tech companies you could use LMI to:

- Target companies and address their hiring needs in your resume and cover letter
- Learn industry-specific or company-specific language to use in your job search
- Understand how competitive you are for specific positions and the skills you might need to build to become a more successful candidate
- Know how to respond to wage expectations for the job you are interviewing for

Tip: Use business directories, professional associations or on-line searches to do research. Review company websites for descriptions of goods, services and advertised job openings.

**Pursuing Further Education:** If you're thinking about furthering your education (masters degree, post-graduate diploma or continuing education) it may be helpful to first research requirements for further training and the type of training that will be most effective for your career goal

Example: You may have heard an MBA is needed to advance in your career. LMI can help you answer these kinds of questions:

- What is the employment rate of MBA students in Ontario? In other provinces?
- Which industries and organizations are hiring new MBA grads?
- What kind of positions and salaries can I expect as a result of an MBA?

Tip: Exploring different types of further education can help you to see multiple options to a similar path.

**General LMI Questions to Guide Your Career Planning:**

- Which industries, relating to your career interests, are experiencing growth?
- What jobs in your field of interest are in demand? Location? (region & industry)
- What trends might impact the future of your field of interest?
- What work opportunities will exist (in light of these trends)?
- Is your career goal or interest likely to grow, decline, or shift (projected changes)?
- Based on your job goals, what skills, education, and experience are employers seeking?

Where can you find this Information? Below is a list of sample resources to help get you started.

**Print Sources (available at the Career Centre Library):**

- Professional Association and industry directories (Environmental, Pharma, Biotech)
- Newspapers & magazines (Harvard Business Review, Entrepreneur)
- Career Centre binders (contains career-specific LMI- e.g. Public Policy or Biology)
- The LMI binder; has outlooks and forecasts for various industry sectors (e.g. Chemical Manufacturing)

**Online Sources: (Canada)**

- **UTM Career Centre Website** | [www.utm.utoronto.ca/careers](http://www.utm.utoronto.ca/careers) → Jobs → Resources-Links
- **Career Cruising** | Accessed by logging in to CLNx → Resources Tab  
Canadian resource with extensive information about careers, working conditions, and earnings
- **City Directories** | <http://www.mah.gov.on.ca/Page1591.aspx>  
A lot of city-specific websites provide overview of the local major sectors and companies.
  - **Example: City of Mississauga** | [www.mississauga.ca/portal/business/keysectors](http://www.mississauga.ca/portal/business/keysectors)
- **Professional Associations and Sector Councils** | <http://www.canadiancareers.com/sector.html>
- **Local GTA Labour Market** | <https://www.workforceinnovation.ca/>
- **Ontario Government** | <https://www.ontario.ca/page/labour-market>
- **Canadian Government Trend Analysis** | <https://www.jobbank.gc.ca/trend-analysis>
- **Canadian Government LMI** | <https://clmi-explore-icmt.ca/viz?page=home&lang=en>
- **Canadian Business Directory** | <https://www.canadaone.com/business/index.html>
- **Business Yellow Pages** | <https://www.yellowpages.ca/>
- **Canadian Occupational Project System** | [occupations.esdc.gc.ca/sppc-cops/w.2lc.4m.2@-eng.jsp](http://occupations.esdc.gc.ca/sppc-cops/w.2lc.4m.2@-eng.jsp)  
Projections of future trends for 292 occupational groups, covering 2017 to 2026 period
- **Talent Egg Career Guides** | <https://talentegg.ca/career-guides>

**Salary Information: (Canada)**

- **Job Bank Compare Wages** | [www.jobbank.gc.ca/wage-outlook\\_search-eng.do?reportOption=wage](http://www.jobbank.gc.ca/wage-outlook_search-eng.do?reportOption=wage)
- **PayScale – Salary & Career Information** | [www.payscale.com/research/CA/Country=Canada/Salary](http://www.payscale.com/research/CA/Country=Canada/Salary)
- **Glassdoor** | <https://www.glassdoor.ca/Salaries/index.htm>
- **Indeed Salary Guide** | [www.indeed.ca/salaries](http://www.indeed.ca/salaries)

**Non Canadian Resources:**

- **VAULT Guides (US)** | Accessed by logging in to CLNx → Resources Tab  
Provides information on employers, educational programs and industries, salary information, employer surveys and job search advice.
- **Occupational Outlook Handbook, Bureau of Labor Statistics (US)** | [www.bls.gov](http://www.bls.gov)  
This resource measures U.S. labor market activity, working conditions, and wage changes.
- **IBIS World (for detailed US & international industry reports)** | [www.ibisworld.com](http://www.ibisworld.com)
- **GoinGlobal (International)** | Accessed by logging in to CLNx → Resources Tab  
Career Guides for a country’s hiring trends, industry overviews, and top recruiting companies.

\*Please note that this information is subject to change. It is best to refer to the original sources for the most up to date information. (Updated June 2019) \*