

LMI4VET



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LMI4VET Methodological Guide



West University
of Timisoara



Practical Guide Introduction

- **Goal:** to support labour market-informed education and guidance strategies
- **Beneficiaries:** VET providers, employment services, TS_ETSP (Third Sector Employment and Training Service Providers) to respond to their needs
- **Approach:** understanding, interpreting, and applying labour market data
- **Focus:** disadvantaged youth and people with fewer opportunities: NEETs, vulnerable groups ...
- **Includes** surveys and consultations with stakeholders across Europe



Section 2

Key Labour Market Glossary



- Labour force, employment, unemployment.
- Labour market participation rates.
- Underemployment and precarious employment.
- Skills mismatch and NEET definition.



Section 2

Key Indicators for Vulnerable Groups



- NEET Rate: 11.2% (2023, EU average)
- Early School Leaving: 9.3% (2024)
- Gender Employment Gap: 10 pp (2024)
- Disability Employment Gap: 24 pp (2024)
- ...



Section 2

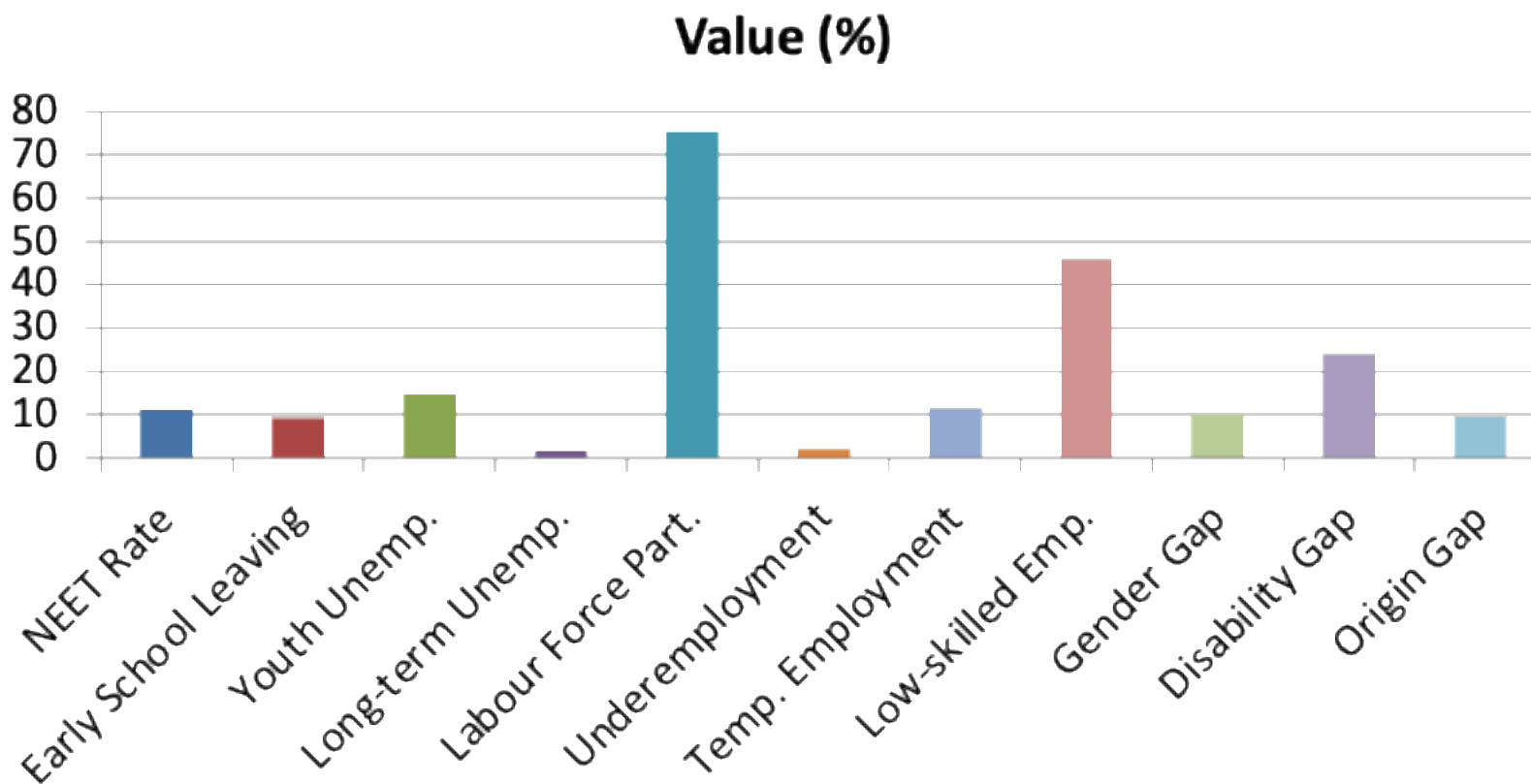
Structural Indicators



- Employment rate
- Unemployment rate
- Contract turnover
- Employment mismatch ratio
- Low literacy rate
- ...



Key Labour Market Indicators Values

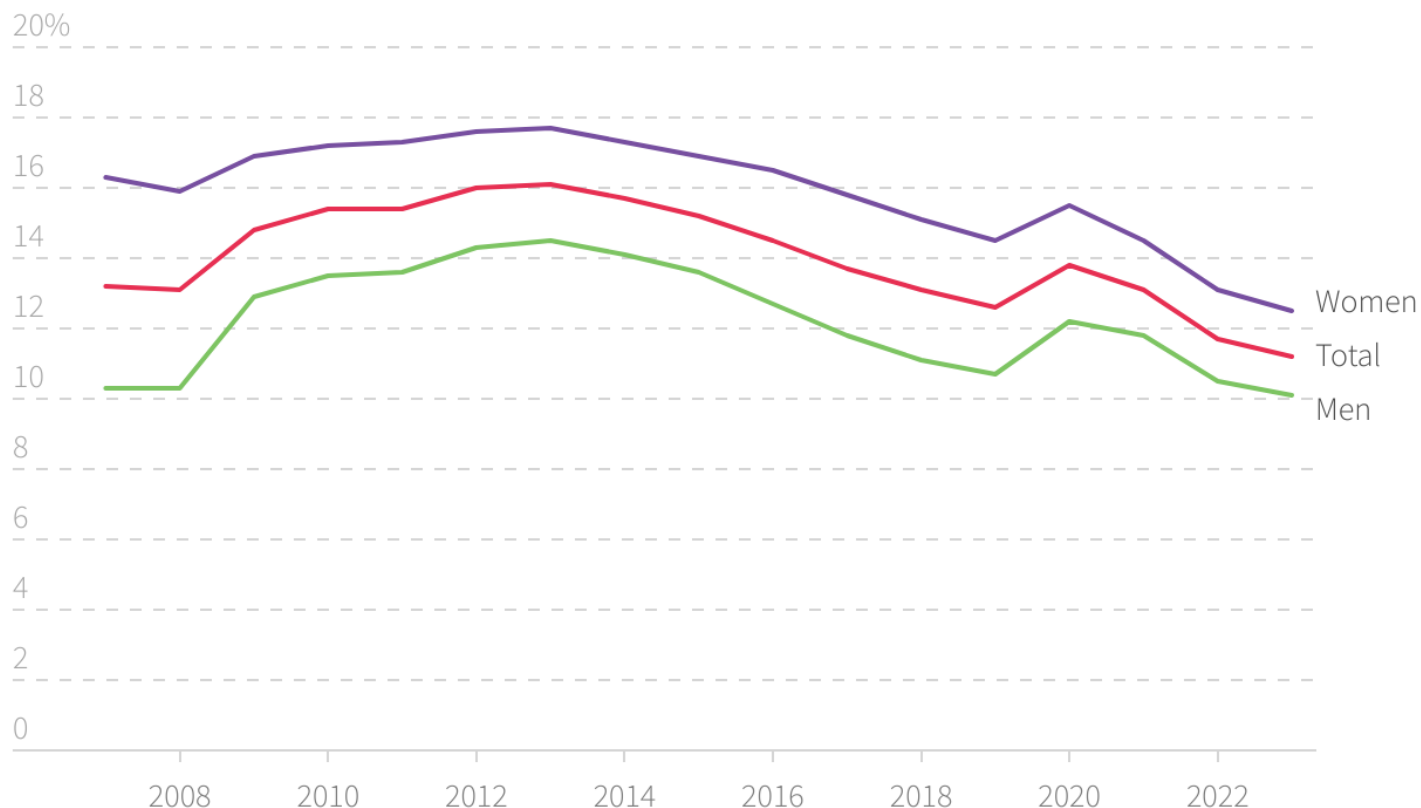


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Values refer to the latest available data (2023–2025), based on EU-level statistics

NEET Rate

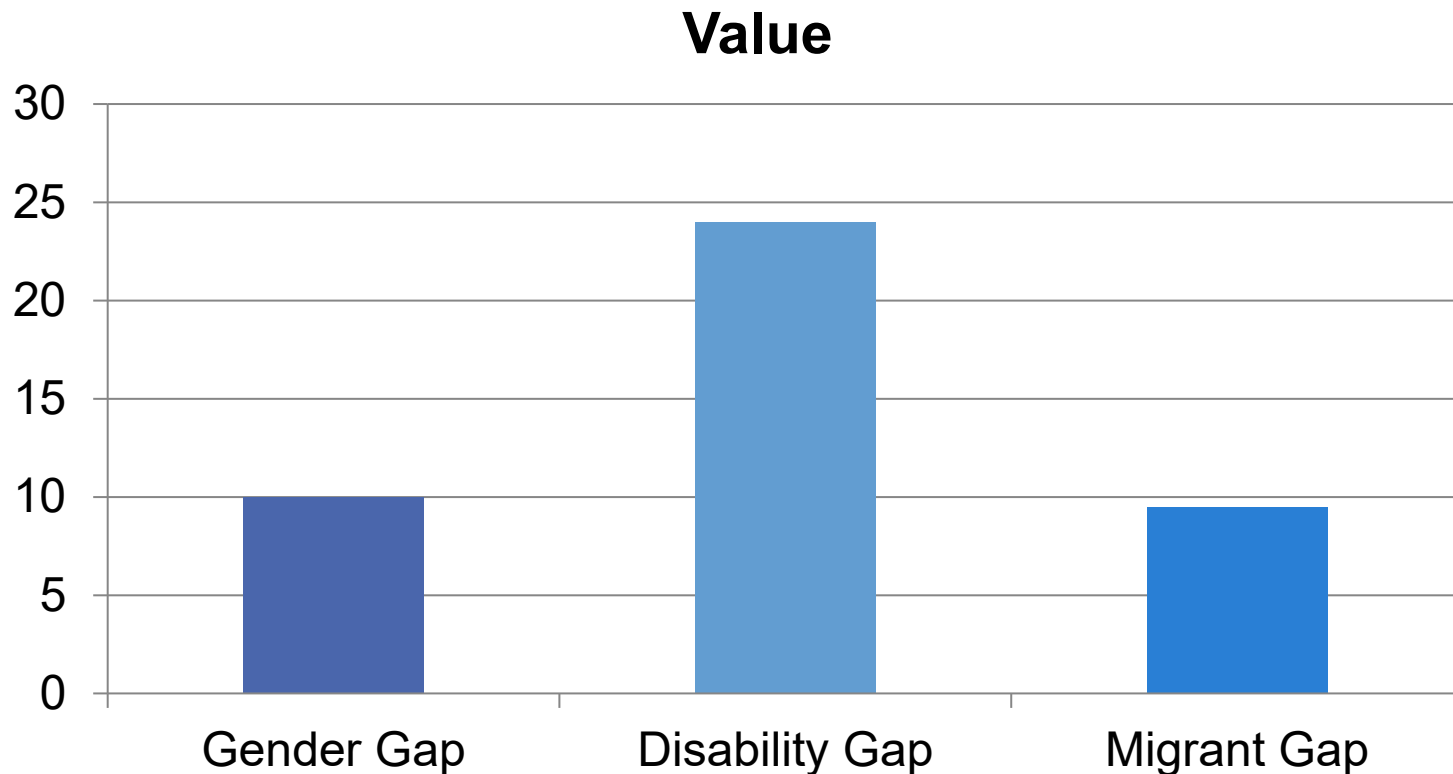
NEET rates by gender, 15-29 age group (%)



Source: Eurostat

(EU Countries, 2024)

Labour Market Gaps – Vulnerable Groups



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(EU Countries, 2024)

Section 3

How to Build a Labour Market Diagnosis



A practical framework to:

- Analyze socio-economic context: demographics, GDP, education system
- Study labour market dynamics: job demand, contracts, affiliation
- Explore job offers and skills demand
- Assess employment conditions, wages, overqualification
- Use forecasts to anticipate future trends



Step-by-step process



Socio-economic analysis
(demographics, GDP,
education)



Labour market analysis
(demand, contracts, wages,
overqualification)



Skills analysis (Skills-
OVATE, business demand)



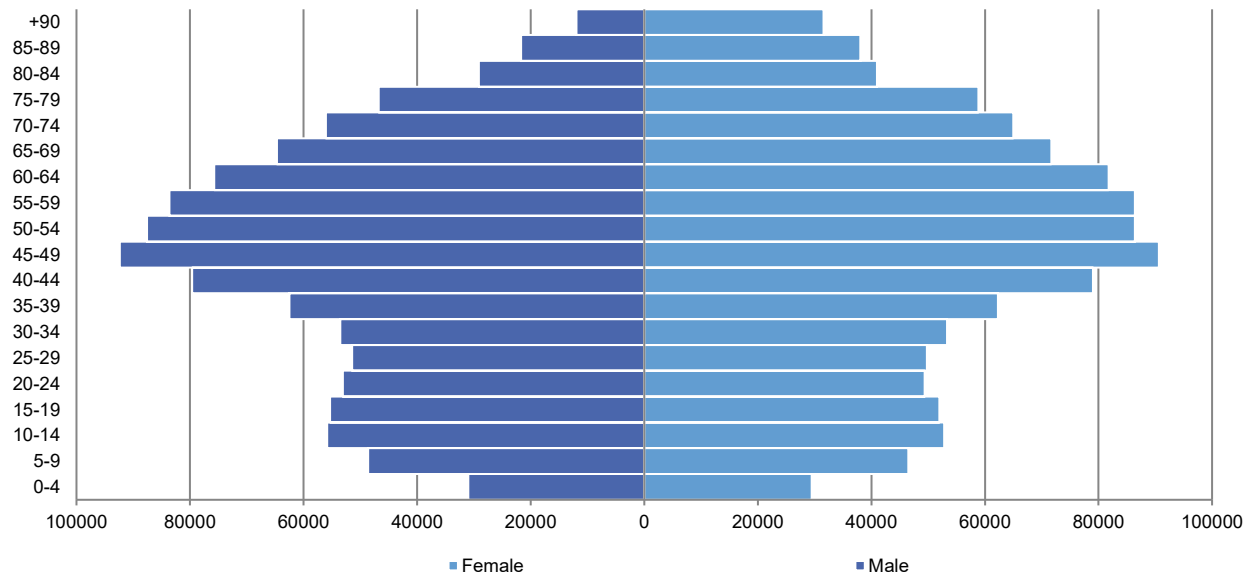
Future forecasts (emerging
occupations, green and digital
transitions)



Practical example: population pyramid



Example of population pyramid



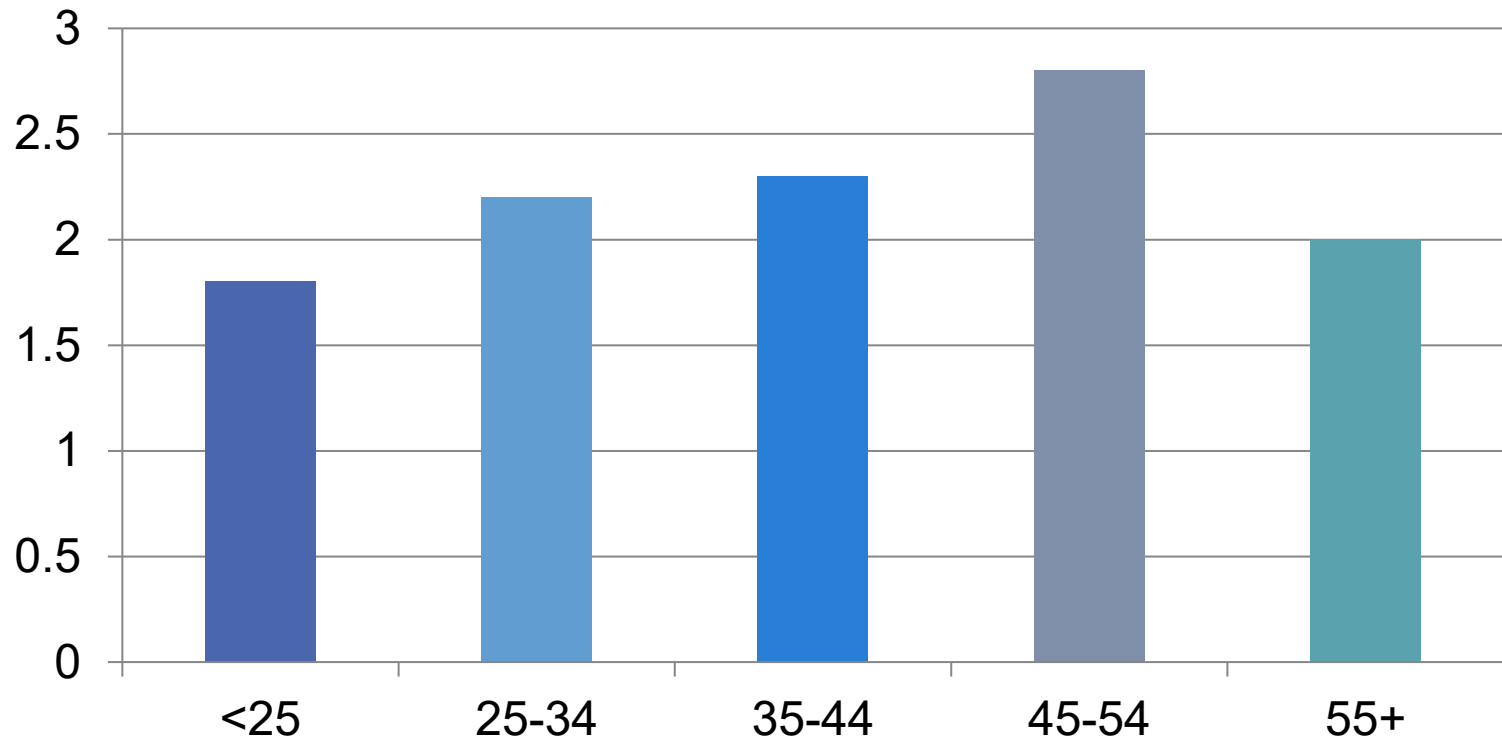
- Typical EU regressive pyramid (narrow base, broad top)
- Shows imbalance between retirements and young people entering the workforce
- Implications: shortage of profiles and need for renewal



Contract Rotation Rate by Age Group



Contracts per person



Section 4

How to Identify Market Tensions



Methodology:

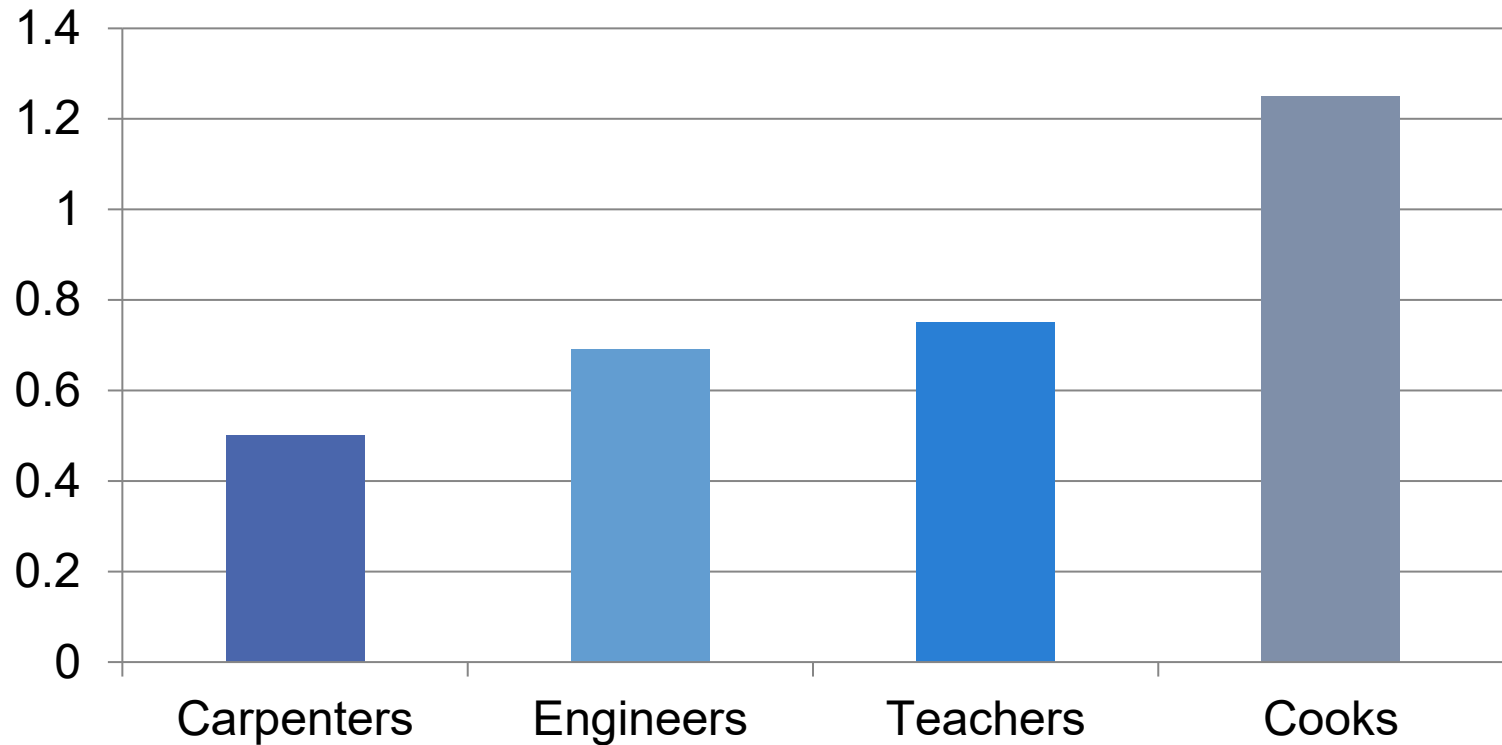
- Calculate mismatch ratio: unemployed jobseekers vs permanent hires
- Identify occupations under tension (ratio <1)
- Analyse year-on-year hiring trends
- Focus on sectors and occupations with growth potential
- Use CEDEFOP's Skills-OVATE and similar tools for real-time trends



Mismatch Ratio by Occupation



Mismatch Ratio



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Source: based on simulation

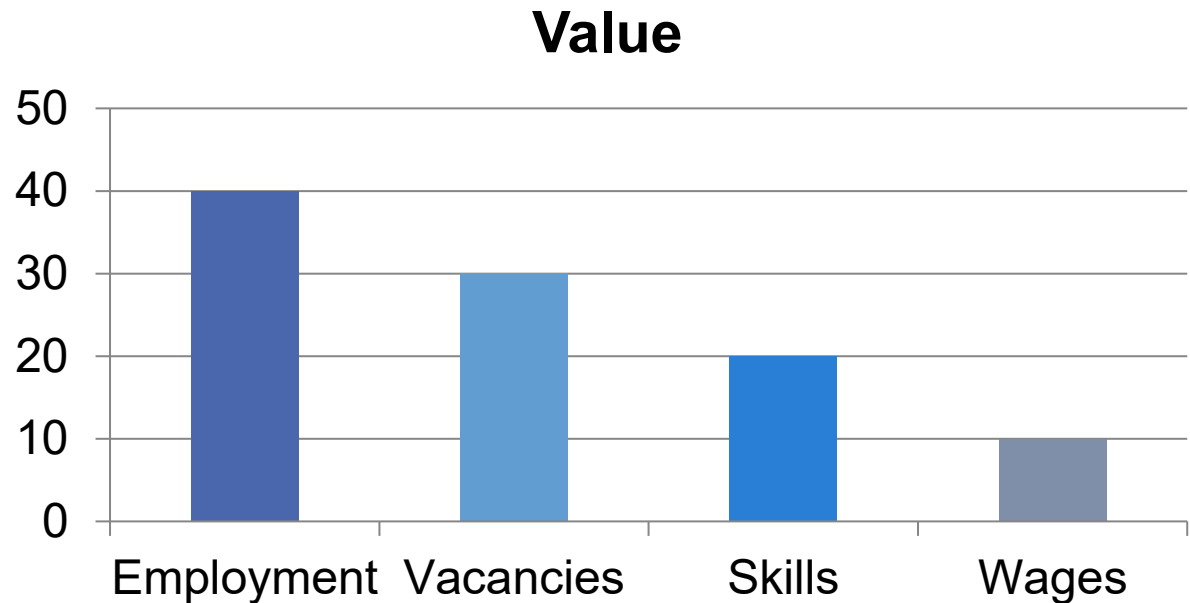
Section 5

Key LMI Resources



- EUROSTAT Labour Force Survey
- CEDEFOP Skills-OVATE
- LMI Hub (LMI-EUniv Project)
- ESCO, Europass

Types of LMI data





About LMI4VET Project

- **Goal:** Align VET systems with labour market needs.
- **Tools:** Guide, online course, AI-powered chatbot.
- **Approach:** Co-design with stakeholders.
- **Validation** across multiple EU countries.



Added value of the LMI4VET project



- The guide is an operational toolkit, not just a manual
- Tools to be integrated: online course, AI chatbot, co-design workshops.
- Objective: inclusive policies and TS_ETSP aligned with the labour market.



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