HOUSEKEEPING

- Please join the webinar with your microphone enabled, but stay muted until instructed to unmute
- Please keep your webcam switched off throughout
- Please join with your full name if possible
- If you lose audio at any point, click on the blue circle telephone/headphone symbol to leave and rejoin
- You can use the public chat box to ask any questions but please hold LMI questions until the Q&A section

Please note: This webinar is being recorded

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WORKSHOP PLAN

- Welcome & Intro – Katie Hoare, PGR Entrepreneurial Development Officer
- Overview of LMI – Andrew Shortt, Senior Scientific Consultant, SRG
- LMI resources demo – Holly Prescott, PGR Careers Adviser
- Break-out groups activity
- Break-out groups feedback
- How to use LMI effectively – Andrew & Holly
- Individual activity
- Q&A

LEARNING OUTCOMES

- Recognise the main ways the UK job market has been affected by Coronavirus
- Identify tools and resources to help you discover the challenges and opportunities in your sector/s of interest
- Apply this knowledge to aid your job search and action planning
- Develop insight into how recruiters and recruitment agencies work and how they can help you in your job search

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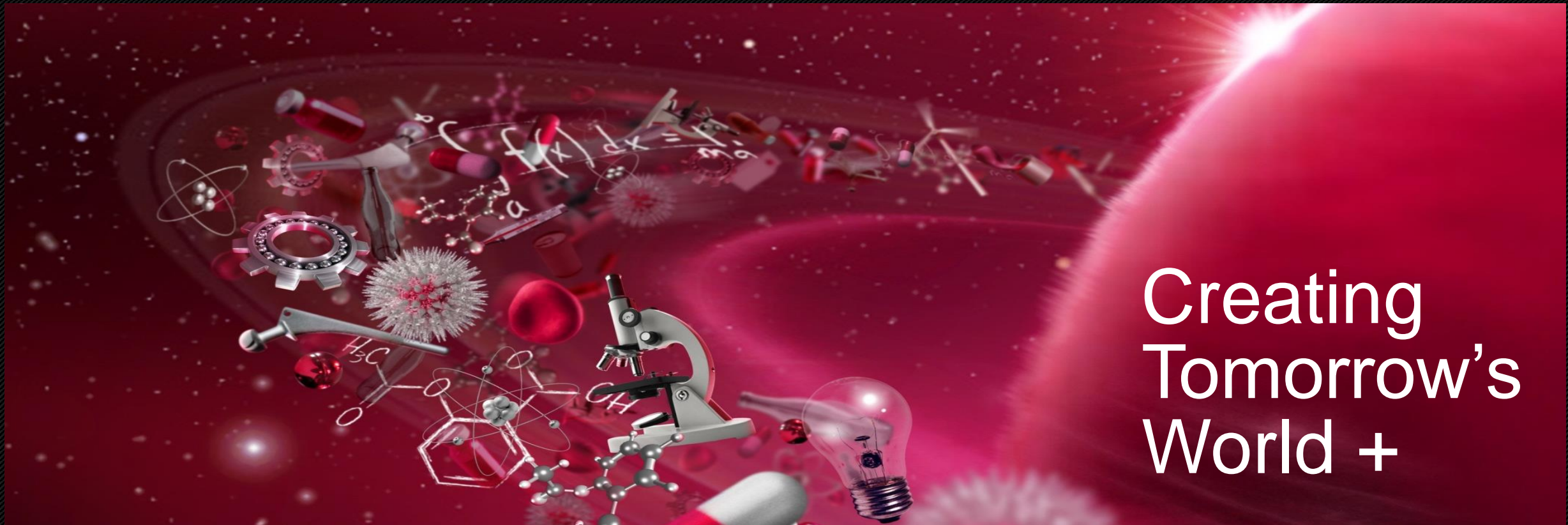
Creating Tomorrow's World +

How To Engage With Recruiters And An Overview Of LMI

Andrew Shortt

A little about me…

Graduated with 1st class chemistry from OU

Gained distinction in MSc in pharmacology from Aston University

Spent almost a year researching early stage pharmaceuticals at Aston Uni

Co-author on 2 papers researching anxiety and obesity

5+ years in STEM recruitment

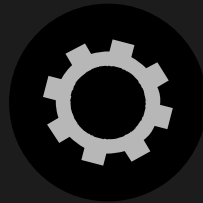Love science fiction and rambling in rivers with my little son!
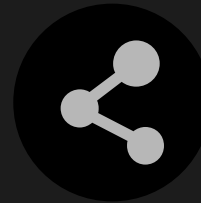
Divisions Within SRG

SCIENTIFIC

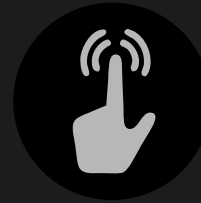| RESEARCH & DEVELOPMENT	MANUFACTURING	NEW PRODUCT DEVELOPMENT	QUALITY CONTROL

QUALITY ASSURANCE	REGULATORY	VALIDATION	COMMERCIAL

Our Clients

syngenta

Reckitt Benckiser

gsk
GlaxoSmithKline

MedImmune

NOVARTIS

Why build a relationship with a recruiter?

Relationships with numerous companies

Advice for your cv and for interviews

Introductions to smaller companies

Understand the market

Can offer personalised careers advice

Soft Skills

Graduates are valued for their analytical thinking, problem solving skills and numeracy as well as technical or subject specific skills.

Do not undersell and experience you have gained dealing with customers, problem solving or creative thinking.

Talk to us about this – it may be more important that you realise

Build a working relationship with your consultants

We understand the market

Find out more about you

Find out about options available

Discuss companies that you may not have heard about. There may be companies that you don't know about that

Ask us for advice

+ We may be able to help you to tailor your cv to a specific job

+ We understand what you are going through and can offer inside knowledge

+ We can guide you through the whole process rather than going into an interview completely unprepared

+ Also ask us about career paths outside and inside the laboratory

Temporary or permanent?

+ Permanent roles
  + Payroll of employer
  + Access to company benefits

+ Temporary roles
  + Employed by the agency
  + Can be short or long term
  + Paid holiday and pension etc.

What is LMI and What LMI Do People Want?

Labour Market Information or LMI is any quantitative or

qualitative data about the nature and operation of the labour

market.

Two key types of LMI are:
• Quantitative information is usually numerical and based on rigorous research methodologies (eg studies such as the Census of Population)
• Qualitative information is usually extracted from interviews or structured discussions. It can also be anecdotal, coming from sources such as press reports, local employers or personal networks.

Keeping up-to-date with LMI in the science sector

We use a variety of resources to compile data such as:

Adzuna Jobs Tracker (adzuna.co.uk)

Office for National Statistics (ons.gov.uk)

hiringpeople.co.uk

These resources help us to build a real time picture of the UK jobs market in terms of vacancies

What Do We Use This Information For?

It helps us to understand the jobs market. Which sectors are growing and which sectors are retracting.

It can help when thinking about what the future might hold, so we can support your career decision making.

It gives us a deep level understanding of vacancies vs candidates applying.

It gives us confidence in speaking to clients to help them make informed decisions on recruiting strategy

How Can It Help You?

LMI can help you understand:

- What a job involves on a day-to-day basis
- Which jobs are growing or declining – for example, it is predicted that the amount of nurses will rise, but the amount of printers will fall
- What qualifications or skills you might need to do a job
- How much you might earn
- How your interests and skills are relevant to particular jobs
- What jobs there are in your region

# Visual Statistics of UK Jobs Market pre & post Covid

UK Job Vacancies (thousands) - Total Services
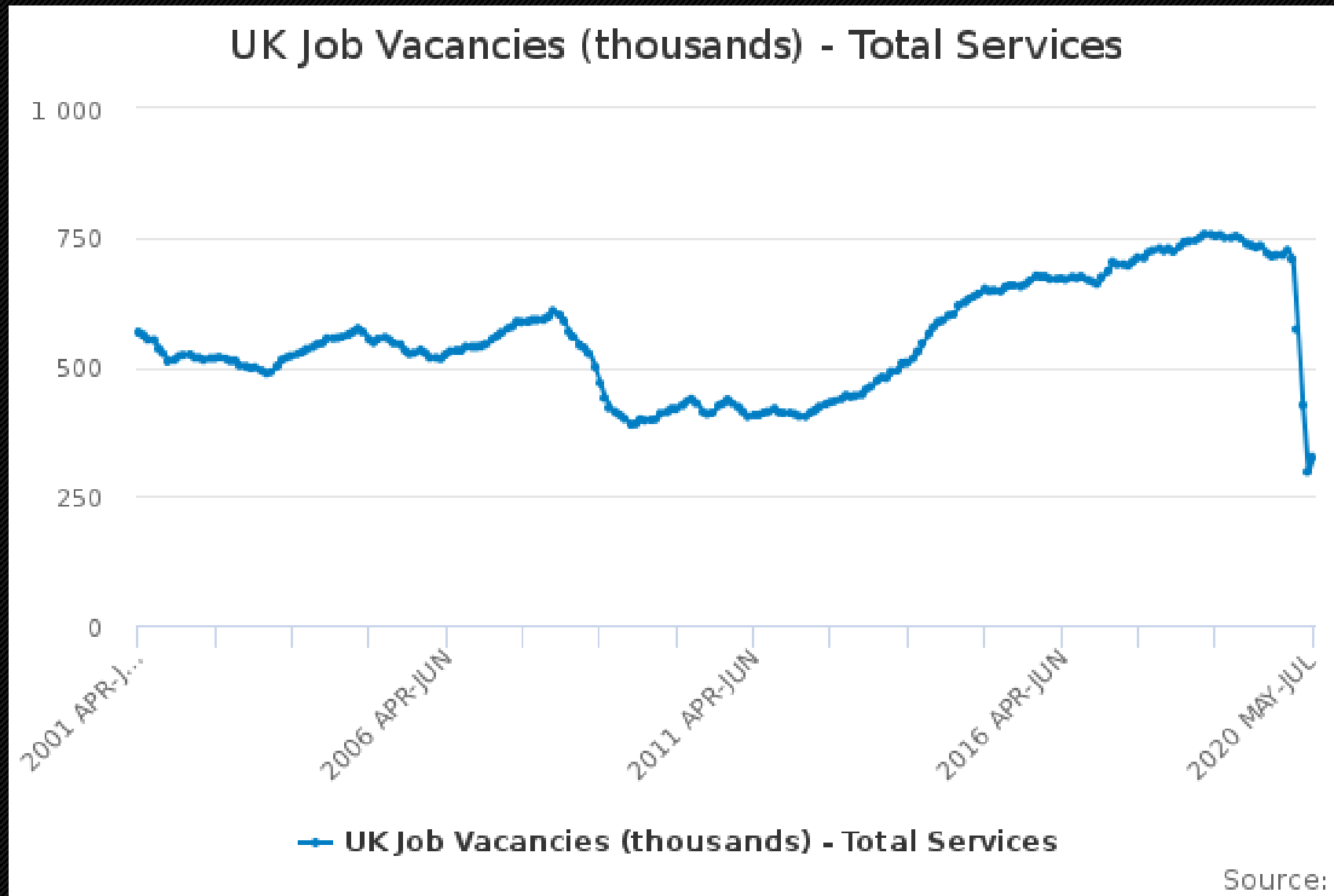
Source:

A Hint of Optimism.....?
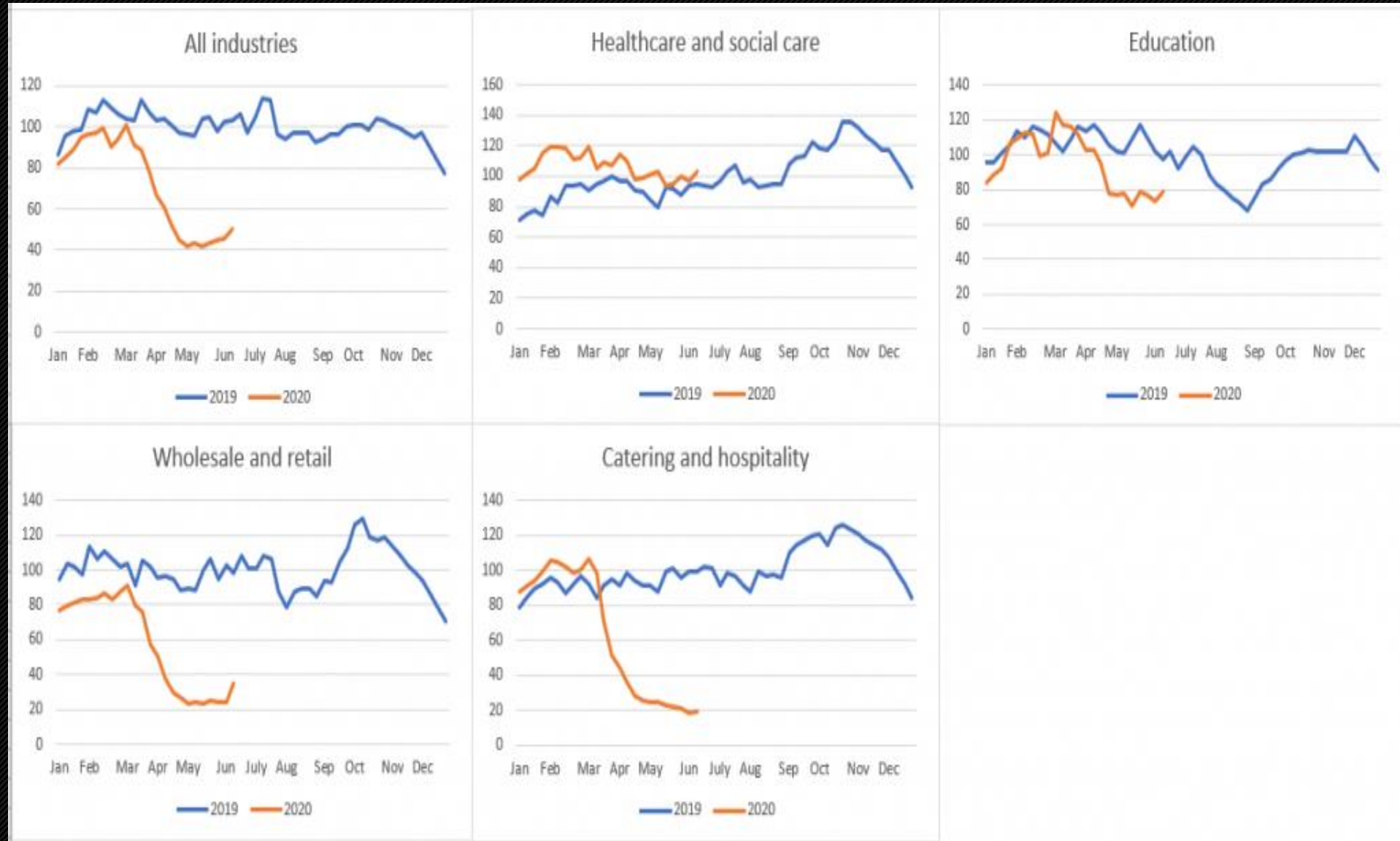
SOURCING YOUR OWN LABOUR MARKET INFORMATION (LMI)…

- Prospects 'Luminate': https://luminate.prospects.ac.uk/

- Your sector(s): going 'back in time' to check the impact; sector-specific job boards via the 'Way Back Machine': https://archive.org/web/

- Fill in the details: professional bodies; industry podcasts; Glassdoor

- Consulting firms, e.g. McKinsey

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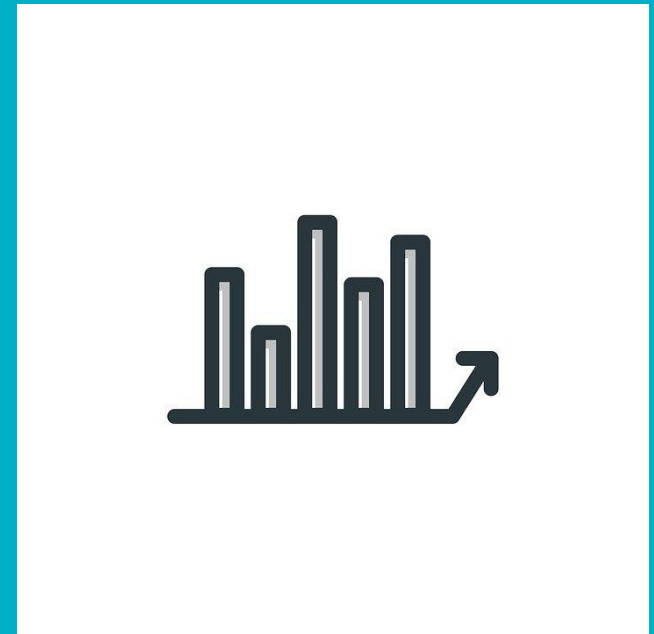
RESOURCE SHOWCASE

Screen Share demo

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BREAK-OUT ACTIVITY

- 15 minutes
- Allocated to a room with a small group
- Can turn on mic and webcam
- Open resources page in new tab
- Identify your allocated sector using your break-out room number
- Complete the SWOT on your sector's padlet
- Choose someone to feedback

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SWOT
a
sector

GROUP FEEDBACK

If you experience issues with audio after returning from your break-out room please leave and re-join the audio by clicking on the blue circle with either a telephone or headphone symbol which is located below this slide

Access all padlets

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'USING' LMI…

- Help you to work with *current* information in a rapidly-changing market
- Can inform practical decisions
- Understand nuances between and within sectors
- Be able to talk in application and interview about how companies are being challenged/ have responded

But remember:

- Averages can hide variation!
- 'The past is a different country…'
- 'CRAAP test' – where is your information coming from?
- Motivation and values count

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How To Effectively Use LMI And Build Your Network

Andrew Shortt

Why Should We Care About LMI?

LMI is crucial to effective careers practice because high quality, impartial, current, expert knowledge about the labour market, compliments careers planning in conjunction with other types of support.

LMI provides the knowledge and understanding of how the labour market functions and is vital for making sense of changing economic circumstances.

It is a great tool to utilize when thinking about what the future might hold to support your career decision making.

How To Effectively Use LMI…

Chances are that you've used LMI information in the past without realising it! But it's useful to really use it in a more targeted way.

It can be used to explore:
- Sector "hotspots"
- Establish a career path
- Sector salaries
- To find employment services
- Assess educational requirements or attainment for your sector or career
- Industry trends
- Quarterly employer bulletins

Useful LMI Resources

A quick Google search will show you many resources that will help with using LMI as a resource for your career planning.

However, it is important to note:

- Objectivity - who produced or funded the LMI and are they likely to have an agenda?
- Is it fit for purpose - will it help young people make good career decisions?
- Is it up to date - are there likely to have been changes since the research was completed?
- Geographical basis - will it apply to you and your job search or careers path?

Networking and Using LinkedIn

It is *very* important to network and this can also be used to gather LMI in your chosen sector.

- Attend events that are relevant and of interest – virtual or in person
- Contact specialist recruiters (don't use generalists!)
- Make sure you have a well crafted LinkedIn profile – use Holly!
- Increase your LinkedIn network, but be specific and relevant to utilise LinkedIn's algorithms
- Contact hiring managers or HR/TA directly – this increases visibility and can have surprising results
- Treat your network as a living thing that needs to be attended to!

INDIVIDUAL ACTIVITY

- 10 minutes
- In a new tab/window start to apply your new LMI knowledge, e.g.
  - Find a job to apply for
  - Make a new connection on LinkedIn
  - Join a LinkedIn group
  - Identify a professional body/association
  - Read a relevant LMI sector report

Start an action

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OPTIONAL FEEDBACK

Share your experience and knowledge

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After this event you will receive an email requesting some feedback on how we've done (it only takes 2 minutes)

At such a uniquely challenging time we really want to deliver what you need.

We look forward to welcoming you to future events.

Tell us what you found useful so we can do more of it.

Tell us what we could do differently and we'll make changes.