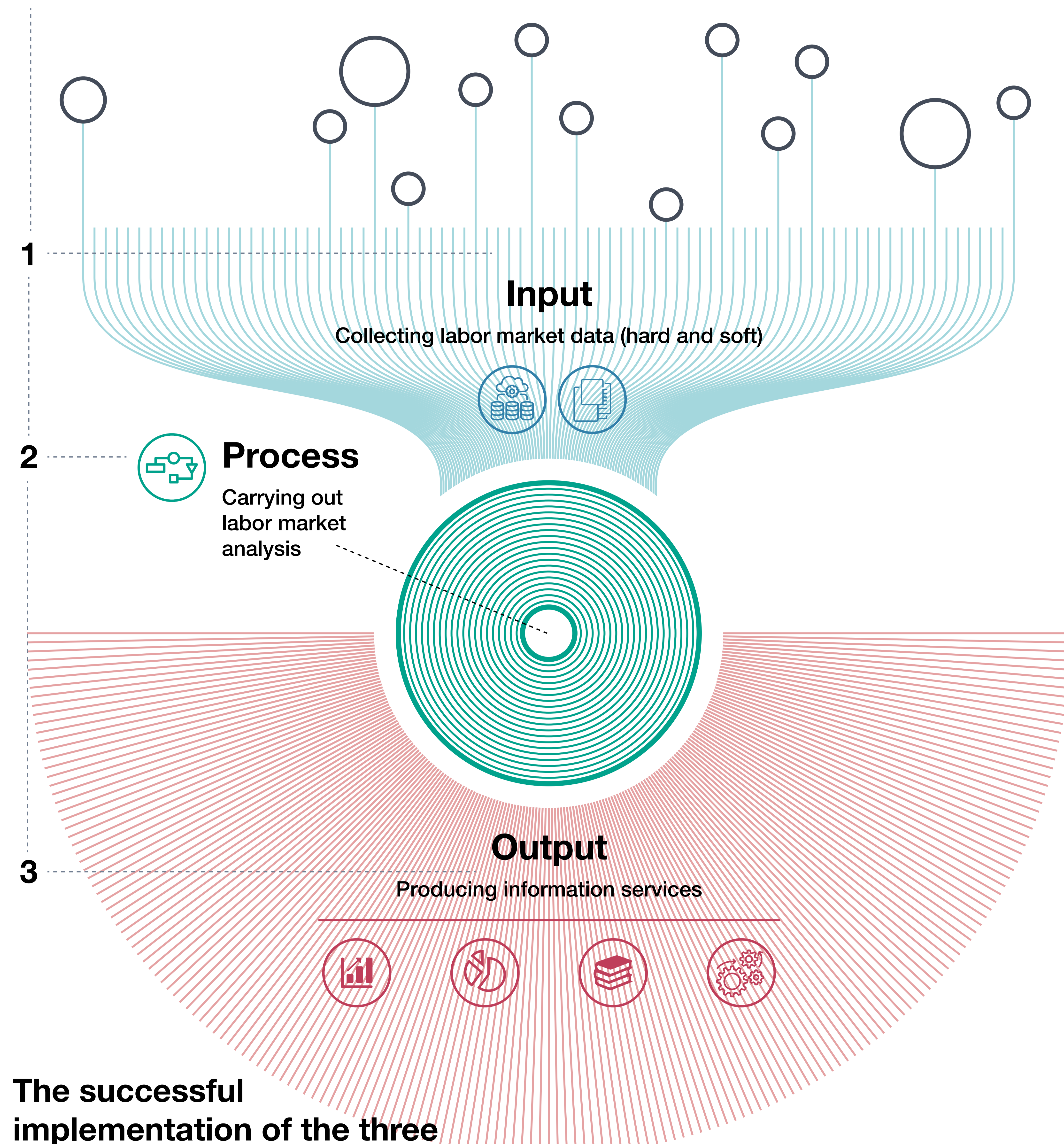# Building blocks for advanced labor market intelligence services in Indonesia

Information services that provide individuals, firms, policymakers, practitioners, and researchers with comprehensive and relevant information on labor market indicators, outcomes and the impact of different policies and programs, with the purpose of informing investments in education and training, policy formulation, and beyond.
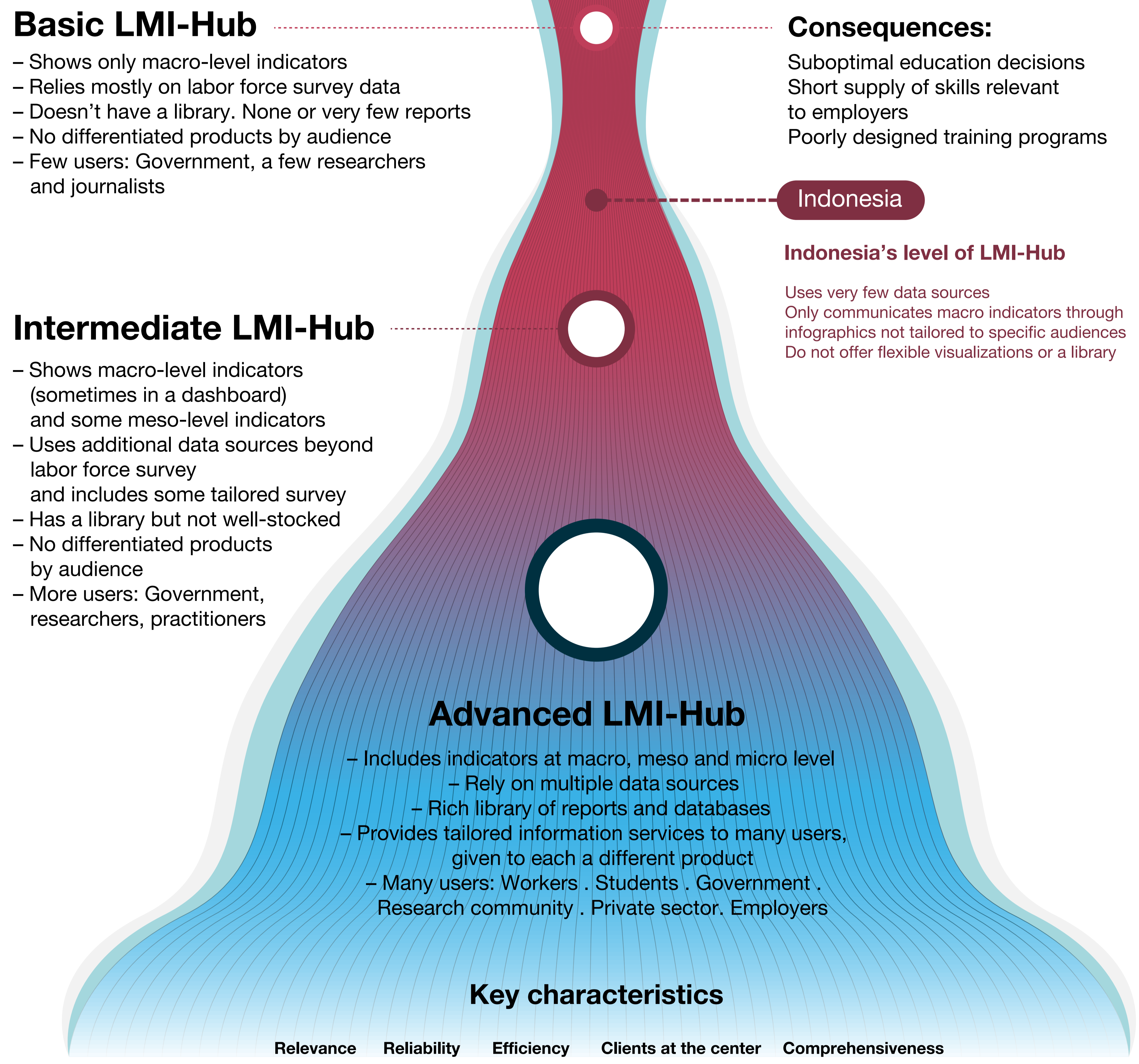
3 building blocks

to have service-driven LMI-Hub tailored to a wide array of clients

1 Input
Collecting labor market data (hard and soft)

2 Process
Carrying out labor market analysis

3 Output
Producing information services

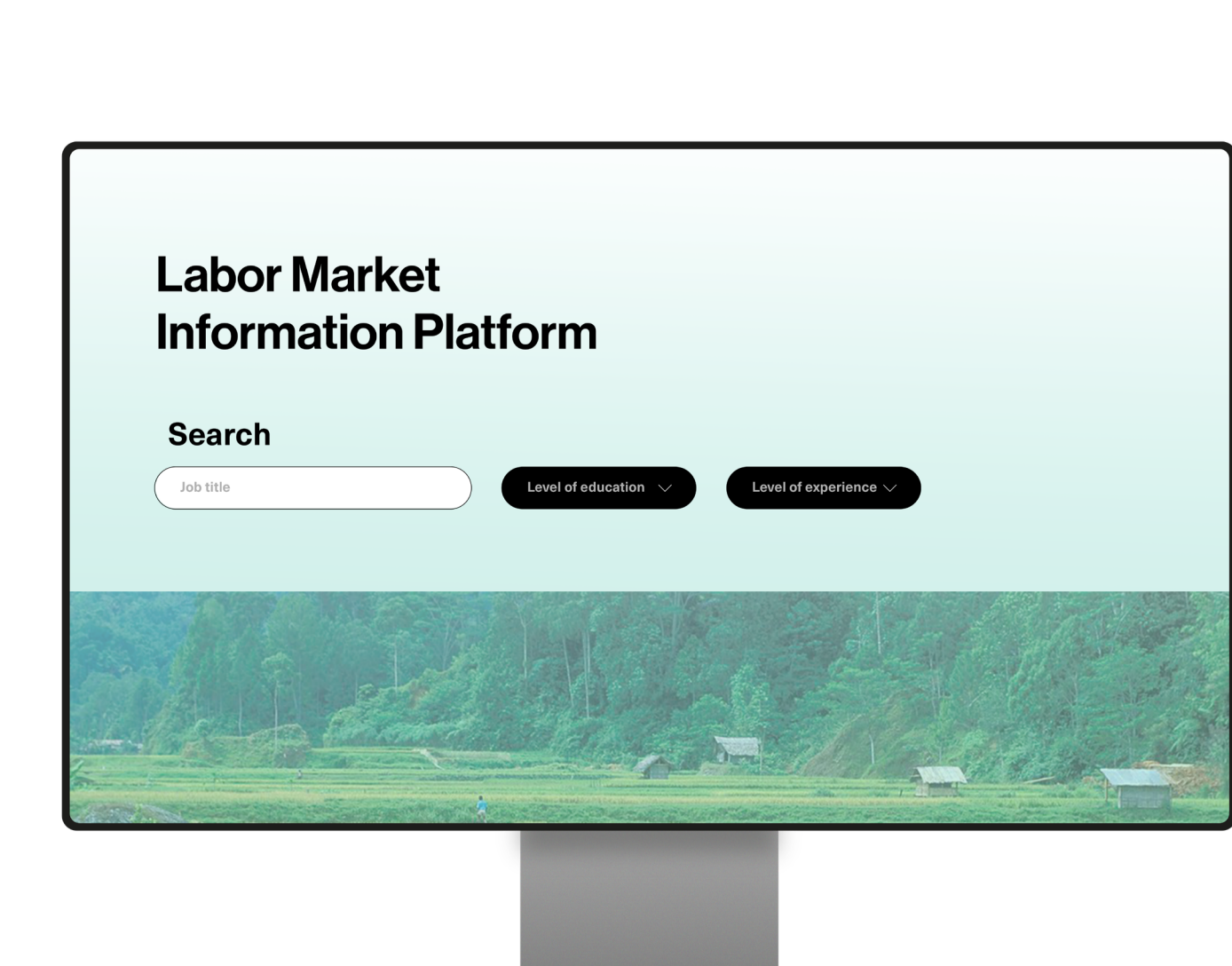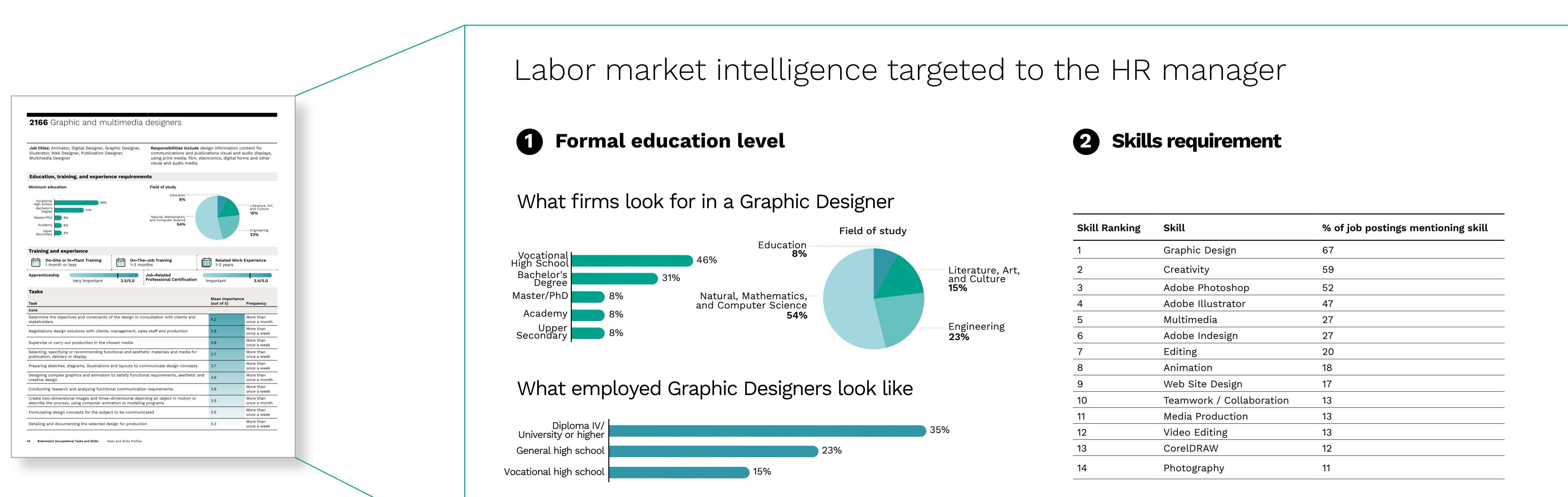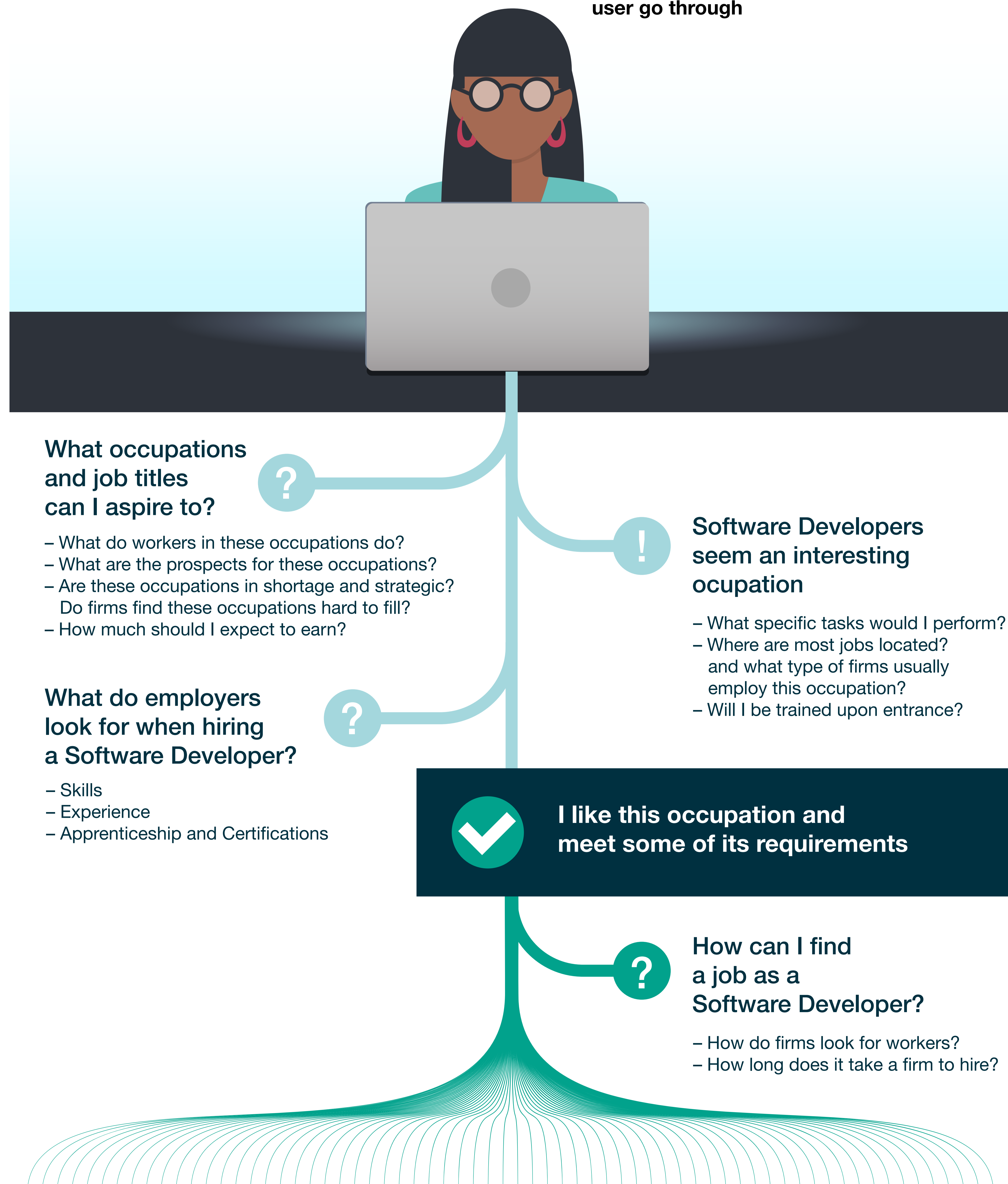### The successful implementation of the three building blocks depends on:

- **strong partnerships and links with other parts of the labor market and skills development systems**
- the **utilization of technological solutions** that guarantee effective, efficient, reliable, and secure information management, and
- **clear institutional arrangements,** which may vary across countries.

Road to advanced labor market intelligence services

Basic LMI-Hub
- Shows only macro-level indicators
- Relies mostly on labor force survey data
- Doesn't have a library. None or very few reports
- No differentiated products by audience
- Few users: Government, a few researchers and journalists

Consequences:
Suboptimal education decisions
Short supply of skills relevant to employers
Poorly designed training programs

Indonesia

Indonesia's level of LMI-Hub
Uses very few data sources
Only communicates macro indicators through infographics not tailored to specific audiences
Do not offer flexible visualizations or a library

Intermediate LMI-Hub
- Shows macro-level indicators (sometimes in a dashboard) and some meso-level indicators
- Uses additional data sources beyond labor force survey and includes some tailored survey
- Has a library but not well-stocked
- No differentiated products by audience
- More users: Government, researchers, practitioners

Advanced LMI-Hub
- Includes indicators at macro, meso and micro level
- Rely on multiple data sources
- Rich library of reports and databases
- Provides tailored information services to many users, given to each a different product
- Many users: Workers . Students . Government . Research community . Private sector. Employers

Key characteristics

Relevance   Reliability   Efficiency   Clients at the center   Comprehensiveness

Information services are tailored to the needs of different users

Tailored information services require starting thinking about the decisions each user go through

What occupations and job titles can I aspire to?
- What do workers in these occupations do?
- What are the prospects for these occupations?
- Are these occupations in shortage and strategic? Do firms find these occupations hard to fill?
- How much should I expect to earn?

Software Developers seem an interesting occupation
- What specific tasks would I perform?
- Where are most jobs located? and what type of firms usually employ this occupation?
- Will I be trained upon entrance?

What do employers look for when hiring a Software Developer?
- Skills
- Experience
- Apprenticeship and Certifications

I like this occupation and meet some of its requirements

How can I find a job as a Software Developer?
- How do firms look for workers?
- How long does it take a firm to hire?

Labor market intelligence targeted to the HR manager

1 Formal education level

What firms look for in a Graphic Designer

What employed Graphic Designers look like

2 Skills requirement

Labor Market Information Platform

Search

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