

# SW REGION SECTOR SUMMARY

## GOVERNMENT SKILLS

### SECTOR FOOTPRINT

Government Skills is the Sector Skills Council for Central Government. This includes Government Departments & Executive Agencies; NDPB; MOD Armed Services and Agencies & Trading Funds ([www.government-skills.gov.uk](http://www.government-skills.gov.uk)).

- The skills strategy 'Building Professional Skills for Government – a strategy for delivery' was launched on 1 April 2008.
- The Skills Qualification Strategy links closely with the skills strategy recently launched. SQS action plans are due to be developed by end June 2008.

### GOVERNMENT SKILLS LABOUR MARKET

*Source: Skills for Government- 'Overview of Civil Service Workforce by Government Office Region'; SSDA Sector Matrix, Compulsory Public and Community Services and MOD. SSC research completed July 2006 into the nature and availability of related LMI: collected data varies in quality and lacks the coverage and compatibility to allow comprehensive data collection. National workforce numbers available for most of the individual organisations within the three sub sets of the footprint. NESS 2007 data derived from LSC SW research team.*

#### Sector size

- SSC Regional data available so far indicates 52,300 civil servants in the SW comprising Ministry of Defence (23,470), Department of Work and Pensions (7,340), HM Revenue and Customs (5,150).
- The DWP is the largest employer with a dispersed workforce throughout the SW.
- A diverse range of employers with common and specialist needs within the region.
- There are concentrations of specialist functions such as the sole base for Government Communications HQ in Cheltenham and the Meteorological Office in Exeter.

#### Profile of Work force

- 5% of civil servants in the SW are Grade 7 or above.
- An ageing (40% over 45) mostly female (58%) workforce.

#### Vacancies & recruitment

- 57% of vacancies were hard-to-fill, significantly higher than the overall average for the SW of 35% (based on small sample sizes – treat with caution).
- Skills shortage vacancies also account for 10% of all hard-to-fill vacancies, significantly lower than the SW average of 62% (based on small sample sizes – treat with caution).

#### Qualifications in the Workforce

- 65% are qualified to Level 3 and above, 27% to Level 2 and 15% to Level 1 and below.

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- 90% of Government Skills establishments in the SW provided on or off the job training in the 12 months prior to the NESS07 survey, significantly higher than the average for all industries as a whole in the SW (68%) and on par with other public sector orientated SSCs such as Skills for Health. Based on small sample sizes – treat with caution.

### **KEY DRIVERS AND ISSUES**

*Source: Government Skill skills strategy:: 'Building Professional Skills – a strategy for delivery'*

The skills strategy has three main components:

- developing and driving up professional standards and using them to manage careers
- taking common action to address common skills needs, and
- strengthening the skills in the talent pool used for recruitment, by working closely with the higher and further education sectors.

The need for the civil service to be more professional in delivering public services has resulted in the introduction of a service wide framework - Professional Skills for Government. Formally launched in September 2007, this work was initially led by the cabinet office and became the remit of Government Skills when they launched in February 2006.

Key challenges in implementing the PSG framework include:

- a large workforce within the footprint
- occupational diversity within the footprint
- the refocusing of existing training within the sector to support acquisition of skills related to PSG
- most existing training is delivered on site with a wide variety of providers used
- public services efficiency and relocation agendas mean the relocation of a substantial number of public sector activities (and workforce) from London/South East to other parts of the UK and the reformation of delivery processes and use of resources to improve public services

### **NSAS/COVES /14-19 DIPLOMA/HE (NATIONAL SKILLS ACADEMIES AND CENTRES OF VOCATIONAL EXCELLENCE)**

- The National School of Government (NSG) is the business school for government, operating from its heart and dedicated to the public sector. Formerly the Civil Service College and latterly the Centre for Management and Policy Studies (CMPS).
- The NSG provides training (variety of programmes ranging from Level 3 upwards), for consultants, brokers, advisers and contract managers. NSG is also an active generator and contributor of relevant thinking for government to invigorate public services. It is adopting a new status as a non-Ministerial department.
- Henley Management School is used for senior and progressive career development programmes by senior staff.

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- Government Skills has a major interest in the development of the Public Services Diploma currently being led by Skills for Justice.
- The NSG in partnership with the University of Chester and University of Portsmouth offers a Foundation Degree in Government.

### KEY EMPLOYERS

Of organisations listed in LMI research report dated July 06, the following are known to have people working in the SW:

Government Communications HQ  
Ministry of Defence  
Crown Prosecution Service  
Dept of Trade and Industry  
Government Office for the Region  
Forestry Commission; Dept. of Health  
Job Centre Plus  
Court Service  
DVLA  
Hydrographic Office  
Meteorological Office  
Environment Agency  
LSC

### LOCAL & REGIONAL PROJECTS/NETWORKS

The South England Public Services Cluster/Alliance Group is working to develop a joint strategy and action plan to address regional and local cross sector and generic issues for the Public Sector. Currently Government Skills is not represented here, however they are keen to be, when resources allow.

### SUMMARY OF SUPPLY

*Source: LSC IPOL data (ILR extract)*

\*Analysis of further education and work based data by Sector Skills Council footprint is not yet available for 2006/07. The data presented below relates to Train to Gain funded activity. The qualifications listed are generic, and therefore cannot be reliably attributed to a specific sector. However, it is likely that some of this activity will relate to this sector.

Not aligned to a particular SSC Starts 06/07		
Starts	Certificate in Adult Literacy*	124
	Certificate in Adult Numeracy*	89
	NVQ in Business and Administration*	391
	NVQ in Customer Service*	834
	NVQ in Management*	88
	NVQ in Team Leading*	361
Total Starts		1,887

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### SUMMARY OF DEMAND

*Source: Head of Standards & Qualifications, Government Skills SSC, September 2007*

There is no specific SW information available but feedback from employer and employee surveys undertaken nationally by the SSC reveals similar findings for the whole of the UK. The recently published skills strategy, 'Building Professional Skills for Government' refers also. The key message is that with PSG as the framework, the following will have a place in the Skills Qualification Strategy:

- Apprenticeships and Adult Apprenticeships – Government Skills is currently planning a pathfinder covering apprenticeships in Central Government. This pathfinder expects to create 500 new apprenticeships nationally.

In addition, use of existing apprenticeship frameworks, in areas such as business administration, customer service, first line management and team leadership. Participants are due to begin their apprenticeship training programmes in September 2008.

- NVQ's – including Level 2 and 3 to suit a range of occupations undertaken such as Management, Customer Service and ICT
- Skills for Life – expect an increased take up
- Skills for Government Foundation Degree
- Higher level skills
- CPD and relevant qualifications for specific occupational groupings e.g. lawyers, economists, vets, scientists.

By 2010 the SSC aims to have a suite of vocationally relevant qualifications covering the whole of the PSG. When fully in place, this facility will help deepen the intake at executive level, foster mobility between departments and develop more rounded, broader experienced individuals for senior office in the civil service will exist.

### **SQS**

Detailed action plans for qualification development are due to be developed by end of June 2008.