Skilled Staff –
The Secret to Modernising statistics

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Workshop on HRM and Training – Modernising statistics: how to get there?
Session 5: Job competencies for the future
Limited resources but…

- Increased demand for faster statistics
- Increase in the range and complexity of requests
- Keeping up-to-date on emerging technologies and their impact on data collection and data consumption
- Increased scrutiny of official statistics
- Explosion of new data sources
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Our Focus

Skilled, competent staff working to their full potential

CSO 2020

A quality management framework to set, maintain and improve standards

Streamlined, standardised, document and robust processes

The most reliable, appropriate, and integrated IT systems
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Aim:

“To create an agile workforce, positioned to deliver in a modern fast moving environment”
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Steps to achieve our aim

Skills and knowledge

Skills register

CPD

Integration
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Skills Register
Measures the existing skills levels across the organisation – Organisation wide

Allows us to identify skills gaps

Captures the level of available skills of employees – individual basis

Allows us to develop and deliver more focussed training programs to meet existing and emerging requirements
Response rate 78% in 2013

Identified and analysed the skills level across the organisation

Each Head of Division given analysis

Skills Gap Analysis

Feeds into the Workforce Plan
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Skills Register – Results example – Communication skills
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CPD
Designed Policy and Log in 2013
30 hours required per year
Categories weighted
Online data entry system
Linked to Performance Management
Linked to Skills Register
Results

- Phases 1 completed with 88% people registered
- Still in progress of gathering data only been in process for 3 months
- Regularly reviewing inputs and activity on Logs
- CPD log as record of training
CPD results

Total Hours by CPD Category

- Work Based Learning: 789
- Professional Activity: 321
- Formal Education: 642
- Self Directed: 520

- Total Hours
- Learning Hours
- Weighted Learning Hours
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Integration
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Integration

- CPD hours completed and input on log
- Automatic link to Skills Register to update skills level
- Updated Skills levels for the organisation

CPD
Skills Register
Integration
Agile workforce
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Results to date: advantages

- Higher workforce Performance
- Higher skilled staff
- Development linked to need of organisation
- Improve morale and staff motivation
- Access information
- Self assessment can be completed at ease
- Increase professionalism
- Track own training
- Creates agile workforce
Future

Next areas to focus attention on:

- Roll out next phase
- Increased collaboration with Third Level Institutions
- Integrated IT systems
- Utilisation of data in HRM/Organisational decision making
Any Questions?