Statistical Training Framework based on the GSBPM
Content of Presentation

• Summary of **Statistical Training Framework**
• Framework Design
• What the **Framework will measure**
• Why the **GSBPM Model?**
• **Key Benefits** of the Framework
• Possible **uses** of the Statistical Training Framework
• Where now?
Summary

• Ireland’s Central Statistics Office (CSO) developed a Statistical Training framework with input from the HLG-MOS Developing Organisational Resilience Group. The framework aligns:

For each role within a Statistical Organisation

Framework designed in line with GSBPM model
Design of the Framework

- **Working group** set up, comprising of internal subject matter experts & Learning & Development professionals
- A number of one day workshops (brainstorm), focus groups, presentations, Q&A sessions etc
- Resulted in a concise model with **13 high-level headings**
- The model outlines final headings and assigns them in line with the GSBPM model
- Framework peer reviewed internationally
Creation of a Statistical Training Framework

1. Design **Statistical training model** in-house in line with GSBPM

2. Working group of **experts** set up to assist with design elements

3. **Descriptors** set out at Basic, Intermediate and Advanced.

4. **Skills register** updated by staff, specific role requirements identified, skills gaps identified and learning paths formulated

5. Programme of learning interventions made available
# STATISTICAL TRAINING FRAMEWORK

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<th>Specify Needs</th>
<th>Design</th>
<th>Build</th>
<th>Collect</th>
<th>Process</th>
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Example of a Descriptor: Including 3 levels: Basic, Intermediate & Advanced

Evaluating User Statistical Needs

Basic:

- I maintain a catalogue of users and uses of outputs, including information on unmet user needs
- I am able to develop experimental statistical outputs and gather feedback to help them to develop
- I know how to obtain user information and feedback from a range of different sources, including complaints, web metrics, social media, customer satisfaction surveys, media monitoring

Intermediate:

- I can undertake a user consultation, including providing evidence, summarising and analysing responses, developing and implementing an action plan
- I am able to follow up and probe user requirements, and to generate innovative solutions to meet their needs
- I am able to design and run a user engagement event
- I maintain regular communication with a range of users using a variety of channels

Advanced:

- I am able to undertake cost-benefit analysis of a range of outputs and requirements to determine the right balance of outputs to cover a range of user needs with limited resources
- I am able to develop a long-term work programme to develop my statistical outputs in support of users’ needs

Where does Evaluating User Statistical Needs fit into GSBPM model? (dark blue is central and light blue is minor)
What will the Framework measure?

- **Statistical Capability**
- **Essential Statistical Infrastructure**
- **Deliver an enhanced statistical skillset**
- Ensuring Statisticians have the relevant **knowledge, skills and expertise** to work effectively
- **Assist with Mobility policies**
- **Identify skills gaps & strengths in** Statistical Organisations
Skills Register

**Staff Member**
Completes the Skills Register based on Skills Heading and Descriptors (Statistical Framework)

**Statistical Role Specification**
Identify Skills levels for specific role using Skills Headings and Descriptors (Statistical Framework)

Overlap Skills Register for Individual with Skills levels for Specific Role

*Skills gaps and strengths identified*
Why the GSBPM model?

- Describes and defines the **set of business processes** needed to produce official statistics
- It provides a **standard framework**
- **Harmonised terminology** to help statistical organisations to modernise their processes
- It was selected as a **high European standard for processing meta-data & it’s components**
Why the GSBPM Model?

• GSBPM is important in the standardisation of statistical business processes.

“Increasing the understanding of statistical business processes”

“Increasing understanding of description and assessment of statistical business processes.”
## Key Benefits of the Framework

| **Organisational** | Better quality statistics, increased output, higher retention rates, upskilled workforce, and knowledge databases.  

Innovative work force, better staff engagement, continuous learning culture, gaps and strengths identified, Effective Workforce Planning (right people, in the right place at the right time) |
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<tr>
<td><strong>Employee</strong></td>
<td>High work performance, self-rated skills assessment, knowledge of key statistical processes, career paths, learning paths, increase in expertise.</td>
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<td><strong>Manager</strong></td>
<td>Aids with workforce planning, skills gaps are easily identified, on the job training becomes more transparent and quicker to identify and increased efficiency. <strong>Improved performance management.</strong></td>
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| **Cost efficiency** | Cost effective measures, in house expertise utilised for training, training interventions booked in advance leading to group rate discounts, strategic planning for training budgets, easy to see where money is spent and return on investment.  

Gaps identified and more focused training interventions. Workforce Planning, use of current resources (right people, right place, with the right skills). |
The Statistical Training Framework can be used for a number of purposes

- Integral part of strengthening NSIs overall capability - will measure statistical capability based on the GSBPM
- Align training across all statistical processes with GSBPM
- Identify gaps in statistical levels in organisations but also across the wider NSI
- Assist NSIs in Workforce Planning
- Allow Management Board to identify
  - Where training is taking place
  - Where over training is happening
  - Where undertraining is happening
The Statistical Training Framework can be used for a number of purposes – cont.

- Allow NSIs to develop clear learning paths for staff through effective delivery of statistical training interventions
- Assist with decision making on the Mobility of Staff
- Provide staff with greater understanding of the range of statistical skills, knowledge and expertise linked to GSBPM
- Maturity Model could be developed to assess where NSIs are with regard to training and the GSBPM
Next Steps

“The world can not be understood without numbers. And it can not be understood with numbers alone”

_Hans Rosling, Ten Reasons We’re Wrong About the World — and Why Things are Better Than You Think_

Design a Capability Development Framework in line with the GAMSO
(focus on soft skills)

Encompass all activities involved in producing official statistics
(Statistical Training encompassed in the GSBPM)
Thank you