

An Phríomh-Oifig Staidrimh
Central Statistics Office

Skilled Staff – The Secret to Modernising statistics

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Date: Thursday, 16 October 2014

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

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Setting the context

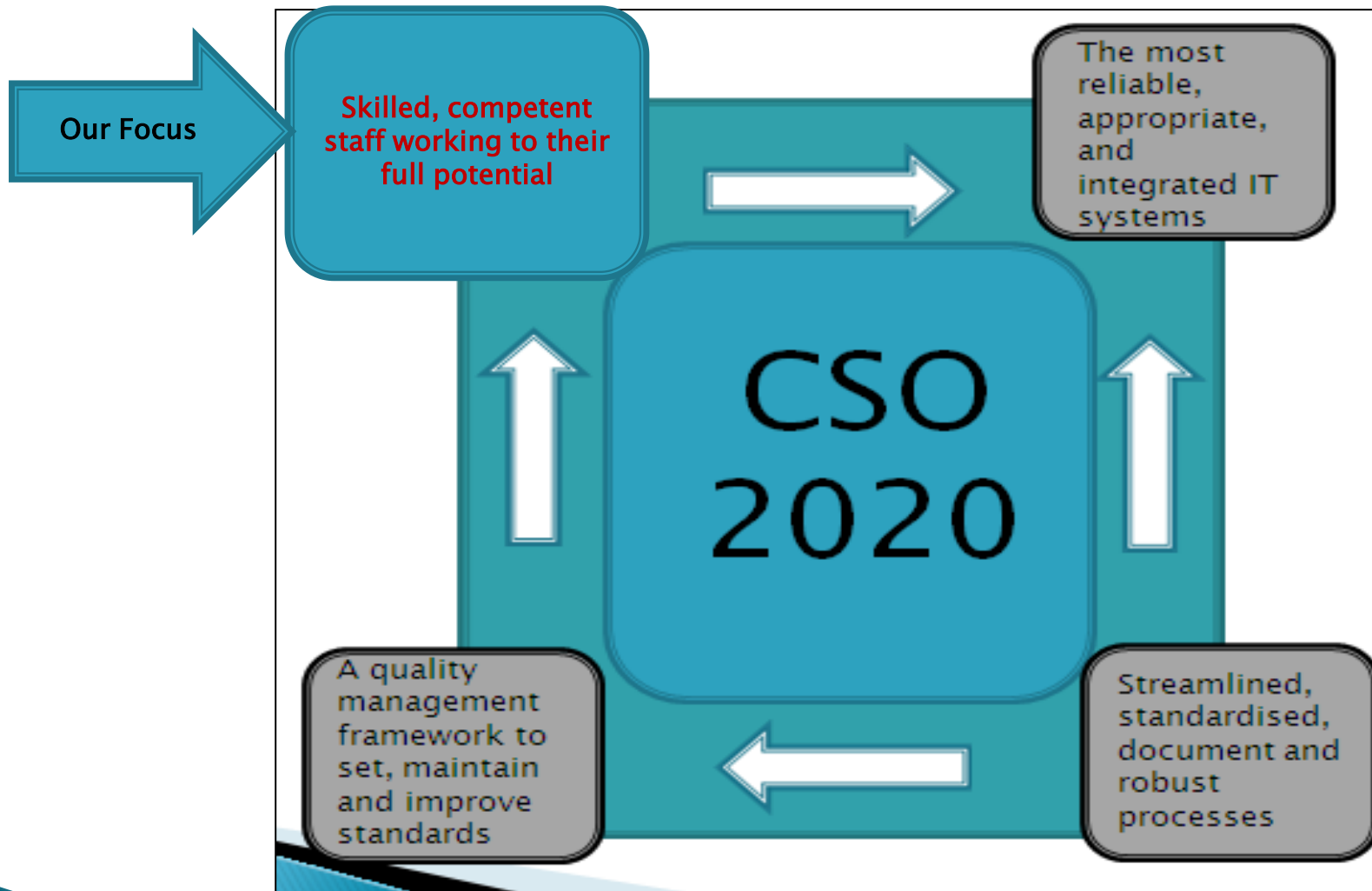
Limited resources but...

- ▶ 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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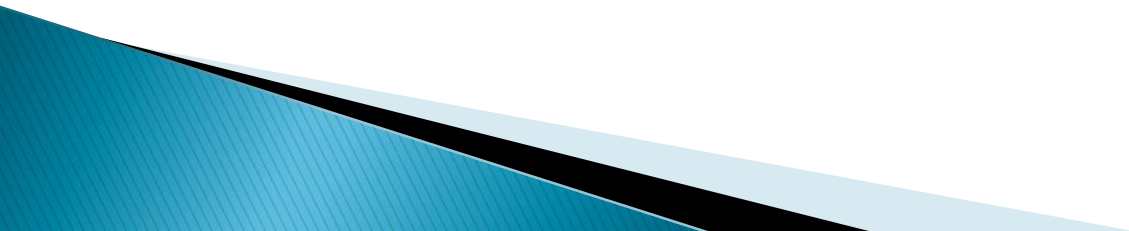
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Aim:

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



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Steps to achieve our aim



Skills
register



CPD



Integration

Skills and knowledge

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Skills Register



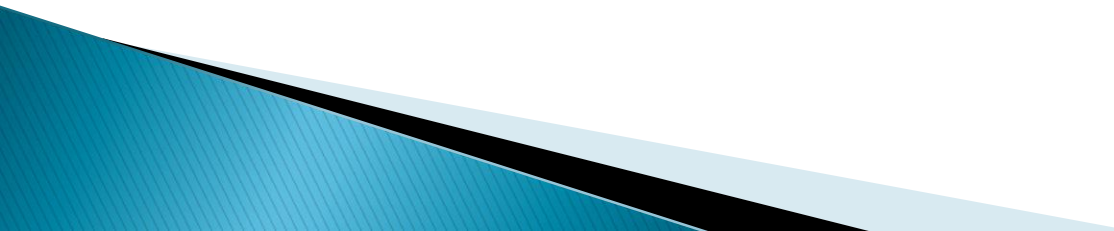
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What is: Skills Register

- ▶ 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

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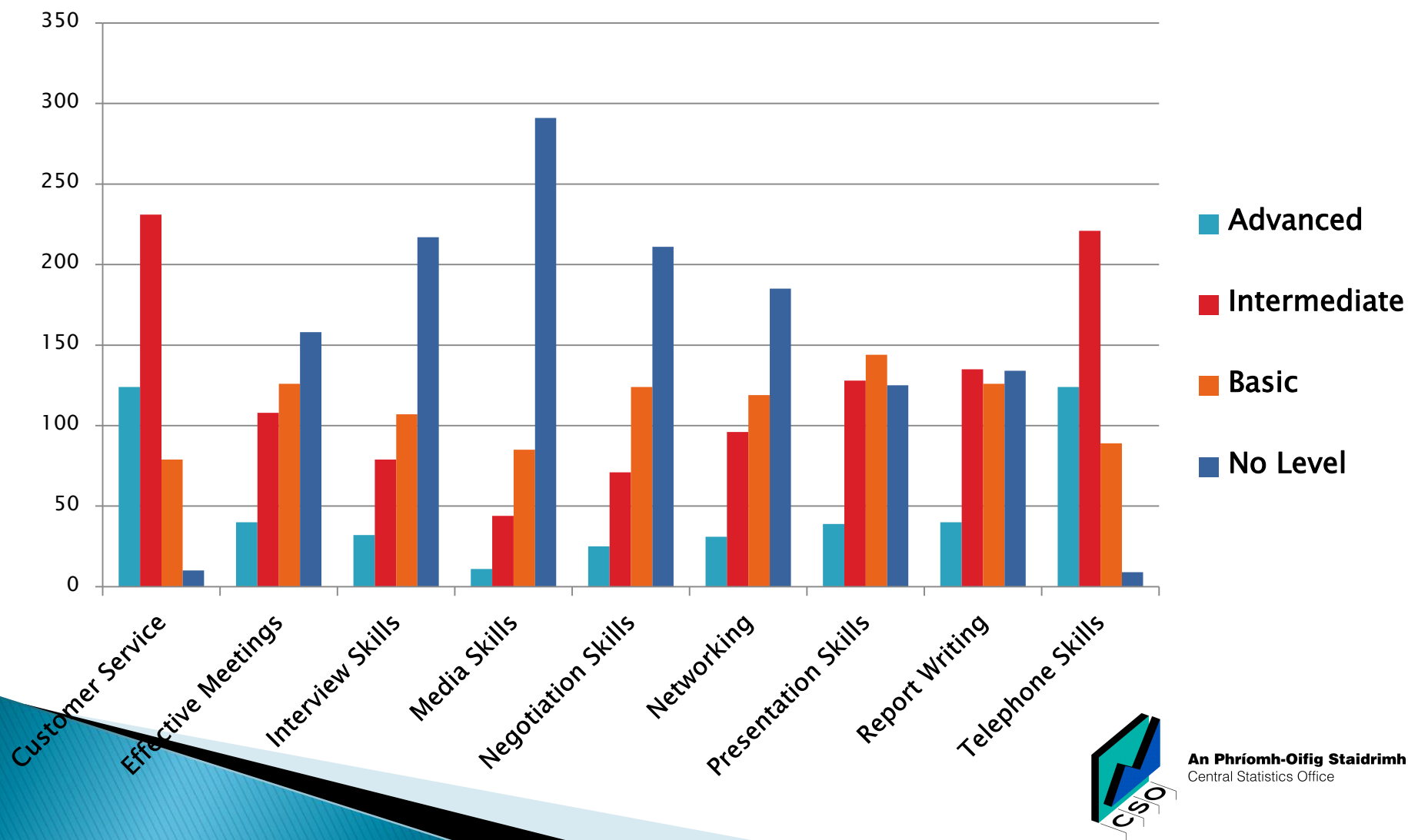
Skills Register : results

- ▶ 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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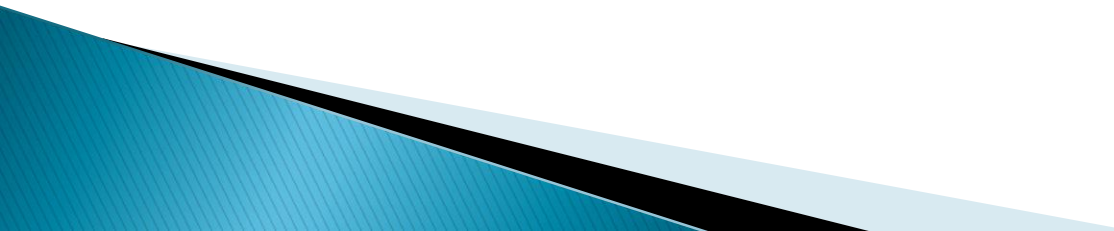
CPD



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CPD in the CSO

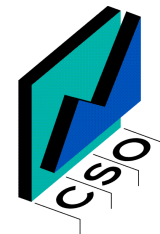
- ▶ Designed Policy and Log in 2013
 - ▶ 30 hours required per year
 - ▶ Categories weighted
 - ▶ Online data entry system
 - ▶ Linked to Performance Management
 - ▶ Linked to Skills Register
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CPD

Results

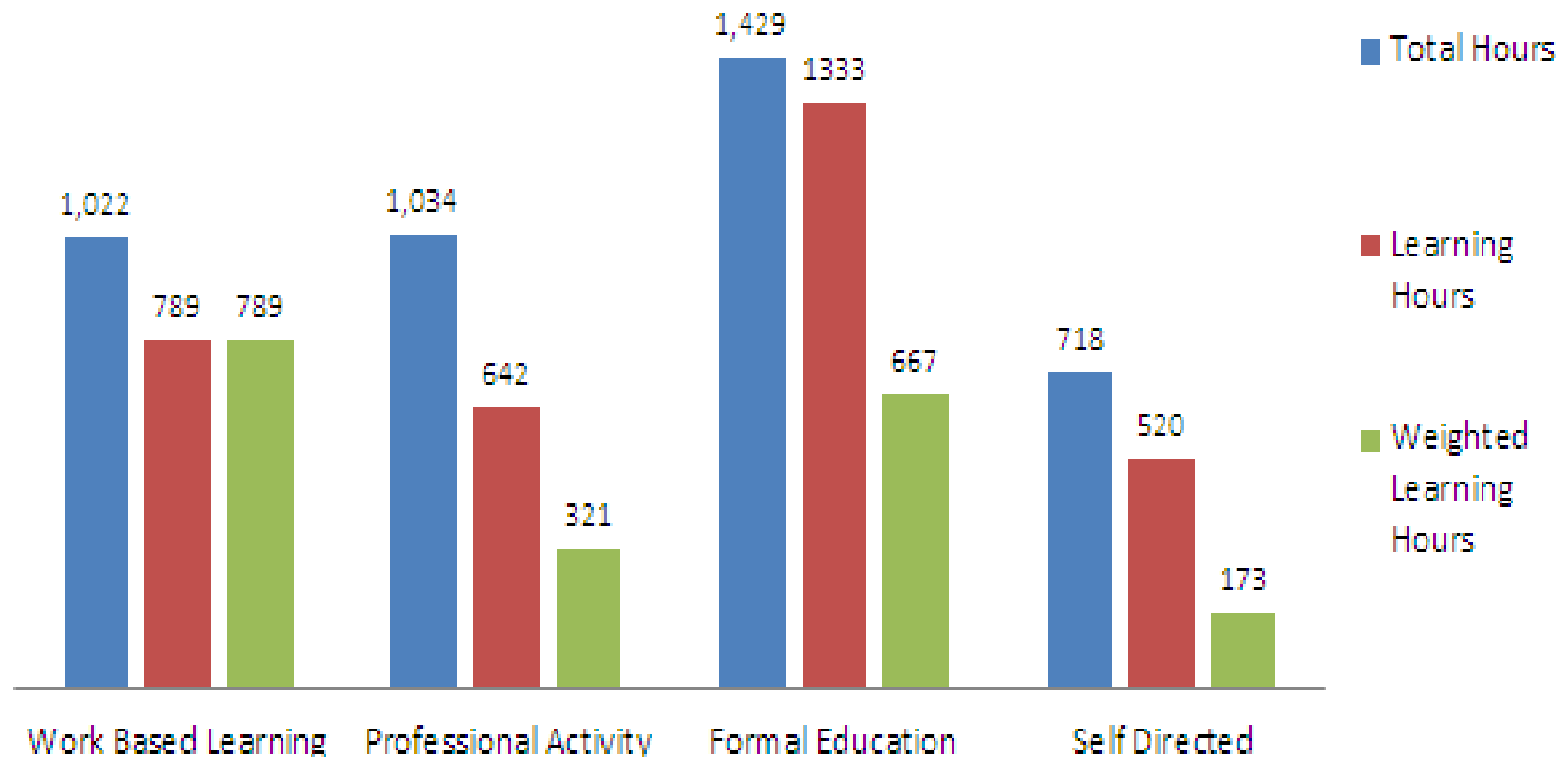
- ▶ Phases 1 completed with 88% people registered
- ▶ Still in progress of gathering data only been in process for 3 months
- ▶ Regularly reviewing inputs and activity on Logs
- ▶ CPD log as record of training



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CPD results

Total Hours by CPD Category



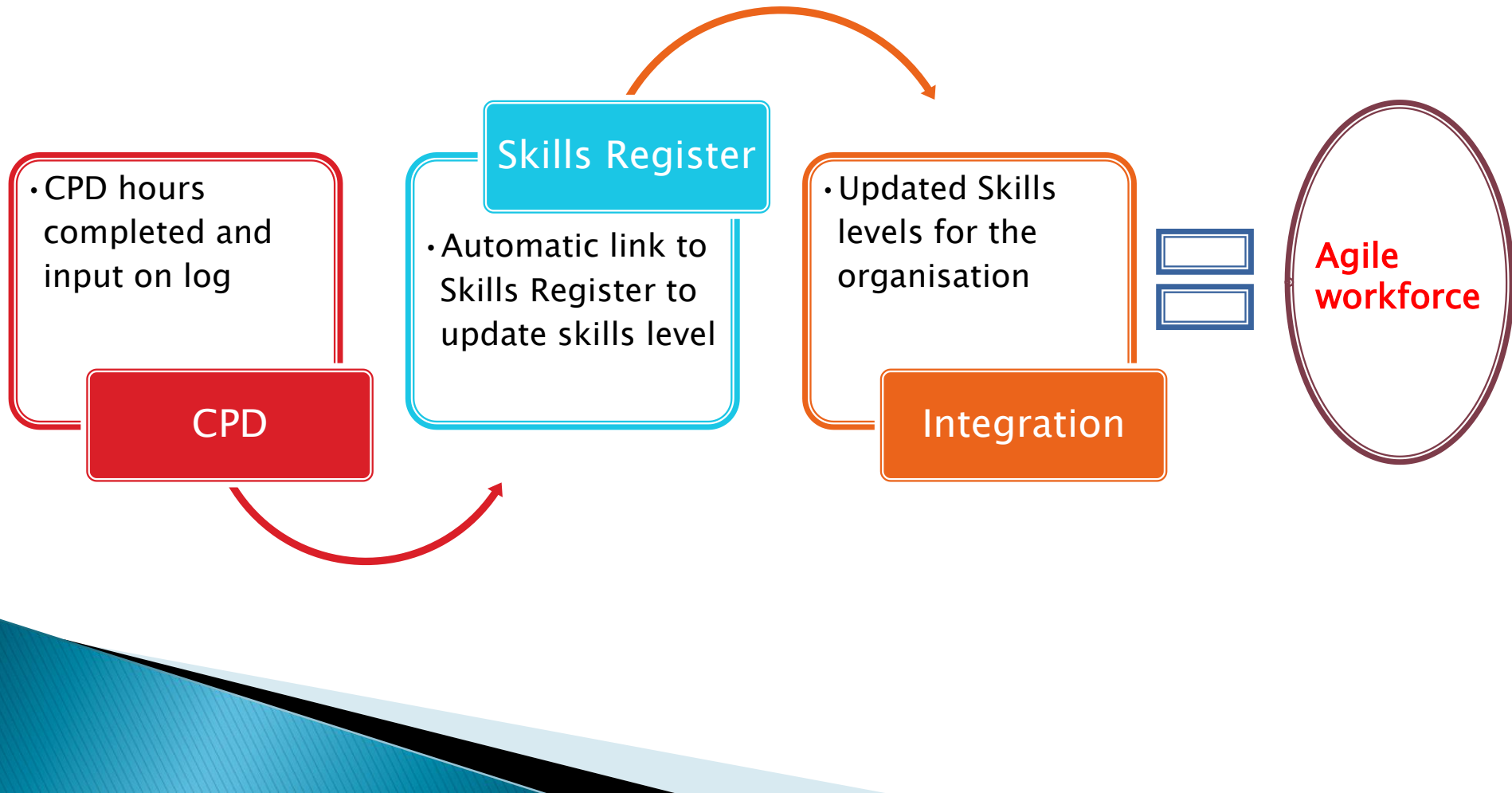
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Integration



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Integration



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Results to date : advantages

CPPD

Integration

Skills
register

- 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



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Any Questions?



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