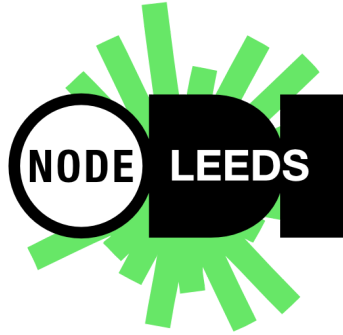




Tech Nation

Skills Skills Skills

Saturday 9 June

Notes, ideas, questions, etc

The dataset is password protected for use of attendees of the Skills Skills Skills data workshop

Lucy says we should look at the Prototype Skills Map from Nesta --

<https://www.nesta.org.uk/blog/the-uk-needs-a-skills-map/> --

<http://data-viz.nesta.org.uk/skills-map/index.html>

Tom says we should take a look at www.skillsroute.com

Spreadsheet of skills -

<https://docs.google.com/spreadsheets/d/1uzrAp6iV8W9TNEKQt8nYdJr-LXeB1wK732gd15zxPfM/edit?usp=sharing>

Wider questions

We have jobs data here, but what about population data? It would be so great if we could know who took each job wouldn't it?

- How are people searching for jobs? Does it vary by seniority, industry etc?
- How can Yorkshire and Humberside, and NE recruit people in tech like the North West has?
- Can we explore more job shadowing and closer relationship between business and education?
- How do we attract more graduates to Leeds? How do we stop brain drain?
- Can we suggest how DWP should be using this data - look where the skills gaps are, and then focus on upskilling those out of work to re-enter the labour market? Especially new graduates who have just left uni. And are based in Leeds

- What is classed as core or essential skills across all job sectors? What is classed as desirable skills? These will vary by sector

Questions that we can ask of the data?

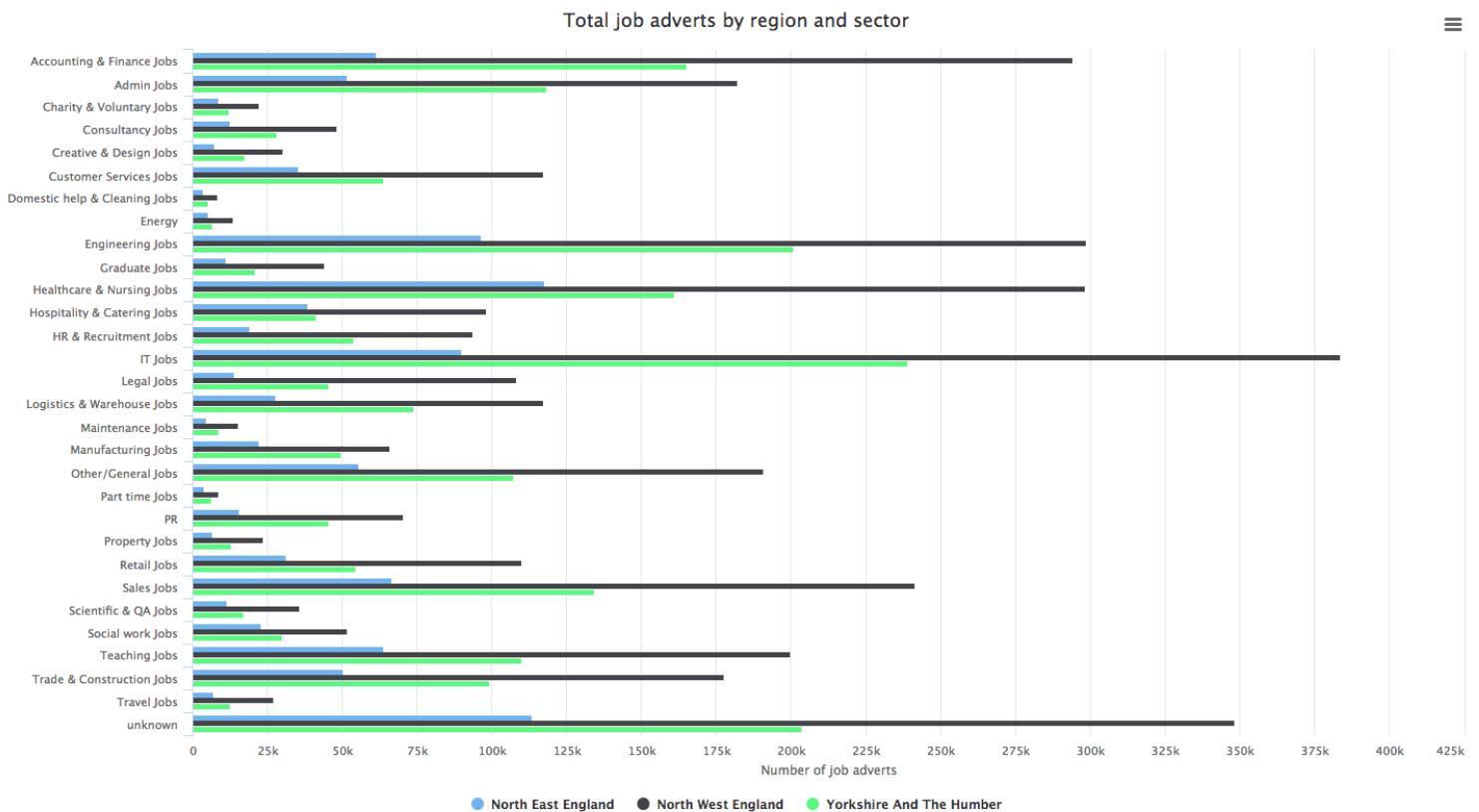
- Looking at re-advertising rates seems useful. Does this show us much?
- Can we estimate turnover rate from this data? Number of adverts per position.
- Can we use this data to define “job families” which may seem different but which share a skillset? This could be useful so that people can be encouraged to move across jobs using transferable skills
- Can we use this data to measure the impact of accessibility on salary, ability to hire, skills retentions, etc...
- How are recruitment agencies recorded in the data? Are they restricting the employee choice in local areas
- What about people who are recruited for Tech/IT jobs who applied by CV? This dataset doesn't include CV content. This may potentially contain key skills employers are looking for which appeared in the skills top 20

Who are the users? Who are we building this for?

1. National government policy makers (in many departments, BEIS, DfE, DCMS).
2. Local government, especially combined authorities, with skills strategies to develop.
3. Enablers for people - students in education
4. Jobs changers
5. Recruiters and recruitment firms
6. Education course developers - OCR, AQA, universities etc.
7. OFQAL

Bespoke cuts:

- Number of job adverts by region and sector - https://docs.google.com/spreadsheets/d/1-ArmasOeMYA-gKmA-mu6w1_2gnCjB3Ghcbx96UhkWy4/edit?usp=sharing



I (Tom) did a thing. I looked at requested skills in Leeds, Bradford, and Castleford -- and found that it's the same. This is quite interesting, even if it's also really boring.

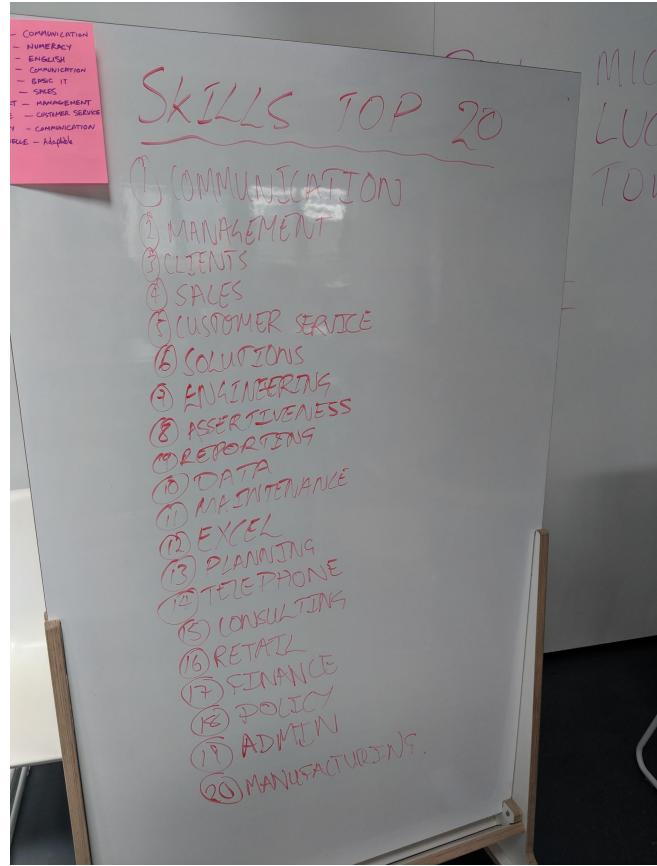
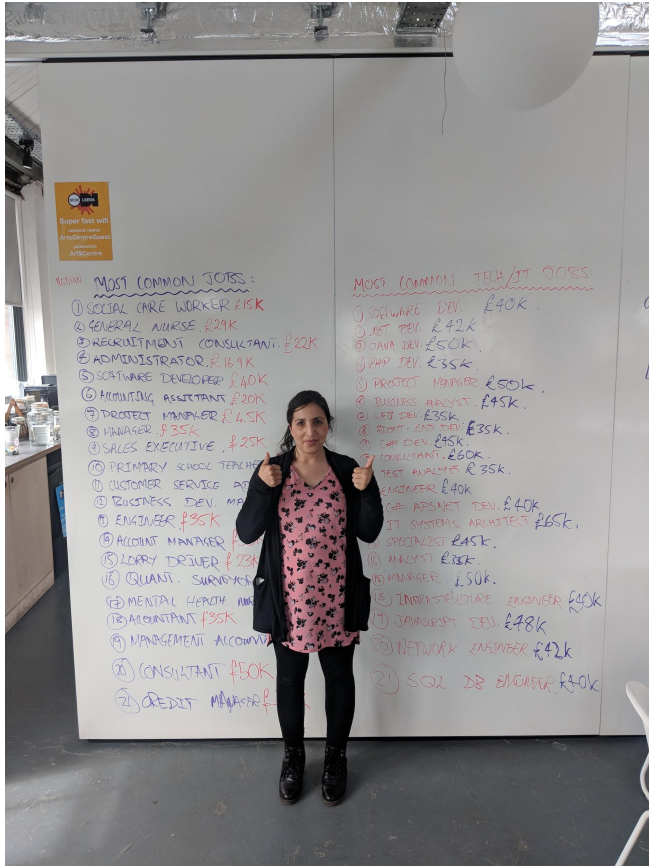
Skills demand by place

Top 10 Leeds	Top 10 Bradford	Top 10 Castleford
1 Communication	Communication	Communication
2 Management	Clients	Management
3 Clients	Management	Customer Service
4 Customer Service	Customer Service	Sales
5 Sales	Sales	Clients
6 Solutions	Engineering	Assertiveness
7 Reporting	Reporting	Reporting
8 Assertiveness	Manufacturing	Engineering
9 Engineering	Solutions	Data
10 Data	Data	Attention to Detail

It's even more boringly interesting when we look at the median Max Salary offered in each place,

Median offered salary

	Castleford	Bradford	Leeds
£	24,000	£ 25,783	£ 35,000



- Most common skills:

<https://data.world/api/chart/export/5dcf7607c6c243f850ac971e1892739b1bd394653646948cfd6ee7609d0a2068.png>