

EU-analytical network – note on workforce data considerations

Background

In the first and third meetings of the EU analytical network, there was considerable discussion of the data requirements around workforce, as relevant to Brexit and Scotland's negotiating position. This note aims to set out some of the current thinking about supporting the (uncertain) analytical requirements, as negotiations unfold. This is based on the discussion at the EU analytical network on 21/6, and on individual discussions with analytical colleagues.

Workforce data – national level

1. The current best source of workforce data is the APS/LFS, managed by [Redacted 38(1)(b) – Personal Information] and her team in OCEA. This is the data that is most often used for work-sector breakdowns, and for EU nationals analysis. [Redacted 38(1)(b) – Personal Information] recent paper captures the main analysis: [EU nationals living and working in Scotland](#)

The team is currently working on an updated (and possibly expanded) refresh of this report, which will be circulated when ready.

Action:

[Redacted 38(1)(b) – Personal Information] **will circulate refreshed paper when available**

2. A recent SPICe paper is another useful compilation:

http://www.parliament.scot/ResearchBriefingsAndFactsheets/S5/SB_16-86_EU_nationals_living_in_Scotland.pdf

Action:

[Redacted 38(1)(b) – Personal Information] **is developing a Guidance note on the different sources and their strengths and limitations. She will circulate in due course**

Workforce data – sectoral breakdowns

3. The Census and APS/LFS offer a level of local and sectoral breakdown, which is often sufficient for analysis. However, for policy planning and delivery, more detailed data is often required and there are a range of sources across sectors for the collection of this data.

There are a number of axes of useful analysis, depending on the sector, including public/.private/voluntary breakdowns, regional breakdowns, and various occupational classifications.

4. To date a number of ASDs are pursuing bespoke research and data collection to attend to their pressing evidence needs around impact of Brexit on their sector and its workforce. These include:

- RESAS: [Redacted 38(1)(b) – Personal Information] on agricultural workers; underway
- EAS : [Redacted 38(1)(b) – Personal Information] Contribution of EU27 workers to the social care sector, to be commissioned
- HEALTH: to be updated by [Redacted 38(1)(b) – Personal Information]

- MARINE: [Redacted 38(1)(b) – Personal Information] - Employment in the seafood processing sector.

[Redacted 38(1)(b) – Personal Information] note will provide a fuller update on sources, projects and on-going activity.

Classification

5. Strategic Analysis are working with the Chief Statistician to explore the case for SG to make a recommendation for the voluntary use of specific questions/classifications to collect optimal data from new data collections, gathering data to assess the current workforce landscape, specifically in anticipation of changes incurred by UK exiting the EU. We have identified the need to be able to distinguish between non-UK EU-ROI citizens and non-UK rUK citizens.

Action:

Strategic Analysis will consult and communicate on this question in due course

Using data to communicate

6. Publications and briefing have been developing a number of effective ways to visualise the data from either census or APS sources, and we are hearing that there is demand for more flexible methods of communicating aspects of workforce data, during discussions and meetings. One example of a recent illustration has been compiled using R and [Redacted 38(1)(b) – Personal Information] has produced an interactive tool to illustrate 2011 census breakdowns for Scotland.

[Redacted 38(1)(b) – Personal Information]

7. We remain keen to explore innovative and effective ways of communicating the data we collect.

Strategic approaches

8. The Senior Engagement Forum is seeking to confirm where lead responsibility lies for cross-cutting policy thinking on Public Sector Workforce considerations, to consider the operational implications for public service delivery in Scotland of the potential loss of skilled and unskilled workforce.

9. Also the Fairer Work Directorate-led Labour Market Strategy Group considered Brexit at its meeting on 22/6.

It will be necessary for these two initiatives to work closely in order to identify where the most significant analytical gaps lie, to allow the Heads of profession and relevant Directors to prioritise these.

10. Ministers are engaging closely with stakeholders and are receiving a range of evidence and data, which can be assessed and QA'd by analysts locally.

11. The current operating position is that the Senior Engagement Forum, alongside discreet policy Directorates (and their ASD partners) will identify whether any national level sectoral analysis is required. Until then, Directorates will use the DEXA templates exercise (deadline 30 June) to identify where data gaps in relation to Scotland's EU workforce. The next EU analysts network will update on Ministers' views on their sectoral evidence base.

Action:

The Strategic Analysis team will discuss with DEXA colleagues how best to use this data to identify priority data needs.

Action:

[Redacted 38(1)(b) – Personal Information] will engage with the Heads of Profession to discuss an approach to identifying priority workforce data gaps

[Redacted 38(1)(b) – Personal Information]

Strategic Analysis

30 June