

Minutes of the SOC Revision Steering Group (SRSG) Meeting

7 June 2017

11.00 – 12.30

ONS, 1 Drummond Gate, London, SW1V 2QQ

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| **Attendees:** |  |
| **Members** |  |
| Pete Brodie (PB) Chair | ONS |
| Daniel Sandford-Smith (DSS) | Gatsby Foundation |
| Doug Rendle (DR) | HM Treasury |
| Nigel Swier (NS)  audio | ONS |
| Penny Allen (PA) delegated by Mary Gregory  audio | Dept for Culture, Media & Sport |
| Rachel Hewitt (RH) | The Higher Education Statistics Agency (HESA) |
| Ramona Franklyn (RF) delegated by Frank Bowley | Dept for Education |
| Stephanie Freeth (SF) | Dept for Communities & Local Government (DCLG) |
| Venetia Haynes (VH)  audio | National Records of Scotland |
| **Classification and Harmonisation Representatives (CHU)** |  |
| Charlie Wroth-Smith (CWS) | ONS |
| Michaela Morris (MM) | ONS |
| Kerry Dagens (KD) Secretariat | ONS |
| **Apologies:** |  |
| Andy Darnton (AD) | Health & Safety Executive (HSE) |
| Charlie Ball (CB) | Higher Education Careers Services Unit (HECSU) |
| Chris Daffin (CD) | ONS |
| Peter Hounsome (PH) | The Tech Partnership |

1. **Welcome and Introduction – Pete Brodie**

PB welcomed everyone and thanked them for attending the meeting of the Standard Occupational Classification Revision Steering Group (SRSG). Members in the room and those attending via audio introduced themselves.

1. **Minutes of last meeting and actions - Pete Brodie**

The minutes of the last meeting were agreed, the following actions were ongoing:

Action number 5, it has been suggested that Nesta be invited to join the Steering Group as a lot of work they have done recently would be of use in the SOC revision, and that the Terms of Reference be updated to allow for further members to be invited in future, this was agreed;

Action number 7 will be taken over by ONS as part of their ongoing SOC revision engagement and research work. DSS suggested Manchester and Sheffield Local Enterprise Partnerships (LEPs) would be a good starting point as Gatsby have carried out some work with them previously using labour market statistics, he can provide contact details.

**ACTION 1 – ONS to contact NESTA to join the Steering Group.**

**ACTION 2 – Terms of Reference to be updated.**

**ACTION 3 – ONS to contact Local Enterprise Partnership.**

**ACTION 4 – DSS to supply contact details for Manchester and Sheffield.**

1. **Presentation on the progress so far MG1, 2 & 3, including stakeholder engagement – Charlie Wroth-Smith, Michaela Morris & Kerry Dagens (ONS)**

CWS gave an overview of the work so far and the issues encountered. (See Annex B for full details).

Questions and Comments:

* DSS: Whose web scraped data has been used?

Nigel Swier will cover this in his presentation later on the agenda.

MM gave an overview of some of the issues that have been researched following the first working group looking at MG1. (See Annex B for full details)

Questions and Comments:

* DSS: Based on work Gatsby are doing, Health & Safety comes up a lot in roles, but the manager roles aren’t quite SOC MG1 roles, more associate professionals.

No final decisions have been made. Currently those in 1259 with Health & Safety in the job title or job description have been identified. Further analysis will be carried out to see if directors and managers within Health & Safety can be split.

**ACTION POINT 5 – Conduct further research into Health & Safety Managers and Directors.**

* PA: How was a decision reached about which jobs went into each new group, particularly the suggested new Creative Industries group? DCMS have a set of SOC codes that they consider to be Creative Industries.

Currently only looking at MG1, 1259 is a bit of a ‘dump’ code, so looked to identify those directors in Arts, Publishing, Music, Media, Design and Architecture and managers at that level. Research suggests they are identifiable.

* Need to think about the titles and descriptions of the newly created groups, those mentioned on the slides are just for working purposes at the moment.
* DSS: Nesta will be able to feed into issues around creative arts industries.
* DSS: Feel that the term Manager is widely used and isn’t that close to director anymore.

A lot of work was carried out in the revision of SOC2000 identifying those managers whose roles were not considered to be at MG1 level and moving them into MG2, this will continue in this revision. An example is Sales Manager which was moved in the last revision as they manage a product. However the suggested new group for Charity Shop Managers and Directors would contain managers who are managing people and resources.

KD gave an overview of the work that has started on MG2 & 3 (See Annex B for full details)

Questions and Comments:

* DSS: Can you expand more on what you mean by graduates?

We are unable to give much more information as we are yet to fully understand the issues. We are working with Peter Elias who produced a paper on graduates a couple of years ago, so looking at whether we can use this research and build on it. We need to look at the overall issue including skills and knowledge. Graduates were not an issue in the last revision.

* DSS: Skill levels are an area that Gatsby are interested in, particularly skill levels 4 & 5 which are recognised more internationally. O\*NET have a lot of information on quantifying skills.

We are trying to make the classification more aligned to ISCO and will consider the O\*NET data.

* RH: HESA have been looking at the debates around graduate skills as part of a review they have been running of graduate destinations data. They are willing to input into this area of discussion.

1. **Gatsby research on digital occupational mappings – Daniel Sandford-Smith (Gatsby)**

DSS gave an overview of the work Gatsby have been doing on mapping occupations, in particular those in the digital sector. The work is still draft ahead of being passed to DFE next week, it contains confidential information and is therefore not for wider circulation. (Slides attached separately).

Questions and Comments:

* CWS: O\*NET is American, how do you relate some of the American skills needed?

Gatsby worked on the assumption that, broadly speaking, a plumber, for example, in America would be the same as a plumber in the UK. Linking goes through ISCO, by taking SOC linking it to ISCO, then linking ISCO to O\*NET.

* CWS: There is a lot of research already being done which is important to build upon. If there is any other work that people know of that can be built upon as part of the SOC research let us know.

1. **Webscraping – Nigel Swier (ONS)**

The Big Data Team at ONS are looking at how new forms of data and data science techniques might be used to improve official statistics. Part of the project is looking at webscraping and job portals for job vacancy statistics. ONS currently has a job vacancy survey and are looking at exploiting online job adverts and combining this with the survey data to give more granular statistics. It would also give an indication of the online job market against the job market as a whole as one of the issues from a statistical point of view is that not all adverts are online.

The question was asked if we could use online job adverts to inform the SOC revision. A small pilot was carried out, using Adzuna, looking particularly at the IT Sector, extracting exacting job titles and the frequency of the job titles. Issues have arisen over data sharing and future use of their data until a formal agreement has been put in place. Procurement are now involved because if we continue to use Adzuna in the future it could be seen that they have an unfair advantage. A market notification has been put on the ONS tender system to advise that we are doing this work and inviting anyone who has an interest in supplying this data to contact ONS about forming a partnership, we are currently waiting to see what response we get.

Other angles that are being followed up are ONS Economic Statistics Centre of Excellence (ESCoE) who, in light of the Bean Review, are funding work being carried out by Nesta, looking at Burning Glass data and how the information might be used to look at skills and salary information. There is an opportunity to collaborate with them on this work.

A large dataset has been obtained from Universal Jobs match which needs to be looked at.

Data has only been cleaned so far, no classifications have been applied.

Questions and Comments:

* DSS: It would be worth talking to companies such as Burning Glass who develop their own occupations as they don’t think SOC is good enough as do Reed who are a British company.
* CWS: Need to understand the quality of the webscraped data as not all jobs are advertised online and we may need to consider adjustments to account for this. Also this data is about vacancies and SOC is about actual occupations.
* MM: The data supplied by Nigel has been useful in identifying new job titles and some are being added to the next version of the index.
* DR: Treasury are interested in vacancy data as a key indicator of the labour market so would be very interested in being kept involved in work being done with this data.
* DSS: In terms of issues with vacancy data, it may be possible to use LinkedIn data as this would give you job titles that are actually in use. Nigel added that this was looked into earlier in the project but there was reluctance to hand over the data as they want to do the analysis themselves.
* RF: DFE have just commissioned another employers skills survey, which will contain some information on vacancies, the findings of which should be published early next year.

1. **Update on NS-SEC – Charlie Wroth-Smith (ONS)**

Charlie gave an update on the NS-SEC contract which has been awarded to University of Essex (See Annex B for information).

1. **Any other business**

There was no other business.

1. **Date of next meeting**

The next meeting will be held on 27 November 2017 at ONS, 1 Drummond Gate, London, SW1V 2QQ, 10.30 – 12.30pm. Audio and video conference facilities will be available and will be sent nearer the time.

**Annexes:**

1. List of Actions
2. Presentations

**Annex A**

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| **ACTIONS FROM THE SRSG MEETING – 7 December 2016** | | | | |
| **Action No** | **Agenda Item No** | **Action** | **Responsible** | **Status** |
| 1 | 2 | Contact NESTA regarding joining the steering group | Michaela Morris |  |
| 2 | 2 | Update the TOR to reflect inviting additional members to join the steering group | Kerry Dagens | Completed |
| 3 | 2 | Contact LEPs | Michaela Morris |  |
| 4 | 2 | Supply contact details for Manchester and Sheffield to Michaela Morris | Daniel Sandford-Smith | Completed |
| 5 | 3 | Conduct further research into Health & Safety Managers and Directors | Michaela Morris | 14/06/17 – Andy Darnton from HSE emailed for further advice. |

**Annex B**

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| Slide 1 |  |  |
| Slide 2 |  | The contract was agreed at the end of last year and was awarded to NatCen & Warwick University, this includes Peter Elias who is an expert in this field and has been involved in the past two revisions and is involved in many other relevant projects across government.  The agreed approach is to concentrate on one major group at a time. This approach involves a day workshop for each MG where we focus on user needs, data and issues to make recommendations for the revision. Some issues span across a number of MGs so we are identifying what these are and assessing how to handle these on a case by case basis. So for example we are looking at the graduates and how to address this.  Preparation for these workshops is key as we only have a short amount of time to discuss each issue at the working group meetings. We are spending a lot of time preparing for these, identifying what we need to discuss and ensuring we have all the relevant evidence we have to make a decision. The team within ONS are working on gold coding LFS and Census subsamples to ensure that the data we are basing our decisions on is correctly coded. We are also analysing the feedback we have received from our stakeholders on issues which need to be addressed within the revision.  Using Census data, LFS data and are waiting for webscraping data  MG1 – Managers, Directors and Senior Officials  MG2 – Professional occupations  MG3 – Associate Professional and Technical Occupations |
| Slide 3 |  | We will go through some of the main issues we have experienced so far in this revision process and detail how we are trying to manage these issues  We are in the process of trying to share the LFS and Census data with NatCen and Warwick uni, also including Scotland and Northern Ireland data to ensure we have full coverage. This has not been an easy process but we are nearly there. Due to the amount of time it has taken to get the data access agreements in place, ONS have had to conduct the majority of the analysis which has had a knock on effect to our timetable. This data agreement should be signed soon so we can get back on track.  We are having issues with permission to webscrape data from the web company. We’ve managed to get one extract of data but we want this extract on a regular basis to measure trends. Our commercial data team are currently dealing with this issue alongside our Big Data team in ONS.  As a result we have had a small delay in the second workshop, it was originally planned for the end of May but now it will be mid July. This shouldn’t be a big issue as ONS continues to analyse the data and we have a fair amount of contingency time built into the timetable.  Looking to have a review point in July to review how the revision process is going.  In February we circulated a paper to the steering group and stakeholders about the preliminary decisions made on major group 1. We explained that it was not a comprehensive and that we still had some issues that needed further analysis  We asked our stakeholders for feedback, the feedback we received has been included as part of our research  I’d like to go through with you the outcomes of *some* our research….which still need to be agreed by the SOC working group. I’d also like to get agreement from the steering group that our recommendations seem sensible |
| Slide 4 |  | In February we circulated a paper to the steering group and stakeholders about the preliminary findings and decisions made on major group 1. We explained that it was not a comprehensive and that we still had some issues that needed further analysis  We asked our stakeholders for feedback, the feedback we received has been included as part of our research  I’d like to go through with you the outcomes of *some* our research, which still needs to be agreed by the SOC working group. I’d also like to get agreement from the steering group that our recommendations seem sensible |
| Slide 5 |  | One of the issues identified was ‘Should the group ‘Shopkeepers and Proprietors in Wholesale and Retail’ remain in Major Group 1?’  Major group 1 – Managers, Directors and Senior Officials - covers occupations where tasks consist of planning, directing and coordinating resources to achieve the efficient functioning of organisations and businesses. Shopkeepers are classified as ‘Managers’ in SOC2010 but in the International Standard Classification of Occupations (ISCO) they are classed as ‘Services and Sales workers’. We carried out analysis to gauge whether we should move these to major group 7 which are our ‘Sales and Customer Service Occupations’.  Alongside this we also researched other selected groups shown on the slide to determine whether they share similar characteristics to the ISCO definition of shopkeepers and if they did, were they also candidates for moving out of Major Group 1 |
| Slide 6 |  | In a similar vein we looked at Hotel and Accommodation Managers and Proprietors to determine whether some occupations using the terms B&B, Guest, Caravan, etc, could be moved out of Major Group 1, again to align more closely with ISCO ensuring that international comparisons are more aligned. |
| Slide 7 |  | Should the groups ‘Marketing and Sales Directors’ and ‘Public Relations Directors’ merge?  The reason for this is that digital techniques and social media are causing Marketing and PR roles to merge, so it’s becoming increasingly difficult to accurately code some occupations to either 1132 or 1134 consistently  We found that Marketing and Public Relations are definitely interchangeable but that Sales occupations are more defined, though they do have elements of marketing linked to them  We are suggesting 2 new groups ( as shown on the slide) where we propose that Sales Directors will be in one group and that Marketing and PR Directors will form the other. |
| Slide 8 |  | ‘Are Managers and Directors in Transport and Distribution and in Storage and Warehousing still viable’ ?  We identified that whilst the directors within these two groups have very similar roles to each other, it was found that the managers within these 2 groups still have distinct roles from each other. To overcome this we said that we would create a new group for the Directors that will cover logistics and operational management and that 2 new groups for managers would be created.    We also said that some directors within ‘Managers and Directors in Retail and Wholesale’ may need to be moved to the newly created director group mentioned above, but further research found that it wasn’t that easy to identify which directors in 1190 would be suitable to move to the new director group, so we are recommending to leave 1190 as it is. |
| Slide 9 |  | Another issues we raised was ‘Is it possible to further disaggregate Managers and Proprietors in Other Services’ ?, because this group is very large  At the working group we determined that the 5 new groups as shown on the slides, were easily identifiable in the data, we have conducted further analysis to determine the feasibility of coding occupations to each of the groups and I’m pleased to say that the new groups seem viable. |
| Slide 10 |  | Further disaggregation of groups was raised a lot in the consultation. We found that Charity managers and directors were also easily identifiable and have therefore suggested a new group for these  To reiterate, no final decisions have been reached on any of these new groups. |
| Slide 11 |  | Lastly for MG1 issues, we were informed that in recent years there has been a major policy drive towards ‘integrated services’ that cross between health and social care. We were asked whether a new group for ‘Integrated Health and Social Care Services Managers and Directors’ might be possible.  At this time there is little evidence in the data to identify this area, but we will be checking more recent data, including web scraped as and when we receive it. |
| Slide 12 |  | MG2 is professional occupations and MG3 is associate professional & technical occupations  Ahead of the next working group meeting in July, we have started looking at some of the MG2 & 3 issues, as previously mentioned none of the findings so far have been ratified by the working group.  Researching issues raised by stakeholders, consultation responses and those identified through our ongoing work & research.  The following slides highlight some of the issues researched so far. |
| Slide 13 |  | Teachers – Can those in teaching jobs be identified by the subject they teach?  Initial research would suggest while subjects can be identified, the newly created groups would be too small, we looked particularly at maths & Science subjects.  Nurses – This is currently a large group, can it be split by specialist training?  Initial research suggests specialists and practitioners could be identified and it’s possible to create new unit groups to reflect these. To support this research, we’ve looked at RCN factsheets on specialist nursing in the UK and also NHS health careers. This confirmed 2 types of post registration specialist training for nurses leading to such roles as district nurse and practice nurse  Health Professionals n.e.c and Therapy Professionals n.e.c - Can these be split further?  As with the splitting of teachers, whilst specific roles are identifiable, such as within the health professional, dietician & audiologist and within therapy professionals, chiropractor & psychotherapist, the newly created groups would be too small. |
| Slide 14 |  | The biggest issues within MG2 & 3 are around graduates and IT/Digital & creative sectors. We are still discussing the approach we are going to take for graduates, but work has started on IT/Digital & Creative.   * Using datasets from LFS & DLHE, Webscraped data, stakeholder suggestions, the latest IT/Digital & Creative job titles added to the SOC index and information supplied by Gatsby. We have created a list of jobs within the IT/Digital & creative sector and are in the process of grouping similar roles together. As a starting point we will map them to an occupational map for digital roles created by Gatsby, which Daniel Sandford-Smith will give an overview of. |
| Slide 15 |  | Update on where we are with the revision of NS-SEC (to measure employment relations and conditions of occupations)  Contract was awarded to University of Essex – David Pevalin, David Rose, John Goldthorpe, Colin Mills. They have experience with NS-SEC over the years in terms of constructing the classification and or being involved in subsequent revisions.  There are two phases to the revision, phase 1 will last 6 months and finishes in September. This will involve scoping out the work needed to conduct the revision, it is ikely that we will need to collect some more data on employment relations so this phase will assess the best possible way to do this, including looking at existing data sources, admin data and survey data etc.  A review point will take place at end of phase 1 to assess whether we should enter phase 2.  ONS are attending a workshop is being held on 8 June at Nuffield college, Oxford University. There will be a range of experts across employment relations fields. The aim is to collate expert opinion on a range of issues related to the NS-SEC and the revision.  This workshop has two main aims: (1) to consider and discuss a range of recommendations for the process of rebasing the NS-SEC; and (2) to consider and discuss potential measures of employment relations as they relate to the NS-SEC to be used in any new data collection. |