

TEN YEAR PACIFIC STATISTICS STRATEGY (TYPSS) Phase II
11TH PACIFIC STATISTICS STEERING COMMITTEE (PSSC) MEETING

Tanoa Plaza Hotel, Suva, Fiji Islands
24th – 27th November, 2015

PSSC-11 Agenda Item 11.1

Meeting Paper Title: Skills Audit

1. Purpose of Paper

- To initiate discussion on a Long-Term Training Strategy for Statistics Professional Development resulting from
 - o 2011 Skills Audit by SPC SDD, and Key Issues
- To obtain PSSC decision on Recommendation.

2. Background

2.1. In PSSC-10, the Coordinator was tasked to work with USP and TWGs to identify skills gaps drawing on the previous work of SPC SDD and NSO national capacity assessments.

2.2. In 2011, A Skills Audit Analysis Result was conducted by SPC and tabled at PSSC-9. No decision was reached on a way forward to address the major findings, although there was intent to develop a Long-term Training Strategy for Statistics Professional Development, to be informed by the audit.

3. Key Issues

3.1. **Need for a revised Skills Audit:** The Skills Audit 2011 revealed a number of capacity challenges in the NSOs surveyed. A number of NSOs have since experienced changes in their staffing and supporting systems. In order to inform a way forward to assist staffing issues in particular, there is need to re-assess the profiles of individual NSOs, and provide a revised audit to PSSC.

3.2. It has been suggested by TYPSS PICTs in the phone conferences facilitated by the Coordinator in October, that this revision be requested of SPC SDD. NSOs particularly from the Micronesia and Melanesian region, have also shared there is need to continue to tap into the 'aging' pool of statisticians' expertise, who have more than 20 years of experience but who are nearing retiring age and would soon be lost to the NSO workforce

3.3. **Long-term Training Strategy for Statistics Development:** It was discussed in previous PSSCs, that the Skills Audit 2011 would generate the development of a Long-Term Training Strategy for Statistics Development, although the Coordinator is unable

to find formal records of a decision to begin the development of said strategy, or the original objectives and aims for said strategy. It is timely to develop the strategy, informed by a revised skills audit, which should also include:

- i. **An Annual or 2-year NSO Country Support Plan** which should include South-South Cooperation Activities. As part of the strategy, a plan should be developed that lists ALL activities to support capacity supplementation, training, assistance provided to NSO. Such a plan should indicate the capacity needs of NSOs as identified by a revised Skills Audit either supplementation or attachment or training, and map out the available expertise in the region to support or assist onto a time-line. The Plan should also include South-South Cooperation in the context of providing capacity

3.4. **Mechanism to support the Long-Term Training Strategy:** to support the implementation of the strategy, key mechanisms must also be considered:

- i. Establish a **Subcommittee or TWG Training** to oversee the implementation of the Long-Term Training Strategy, reporting to PSSC
- ii. Determine a **sustainable funding source**, and administering agency or unit to oversee the processes and implementation of the Country Support Plan, reporting to PSSC
- iii. the establishment of a **Database of Statistical Experts in the Pacific Region**, such a database would be established with Guidelines for inclusion in the database and remuneration for the experts, and would be the primary pool to draw from to support all activities under the plan, including South-South Cooperation activities

3.5. **Coordination Unit Budget:** The Coordination Unit has an annual budget which has incurred cost savings from the salary of the Coordinator, as well as salary of the Monitoring and Evaluation Advisor whose responsibilities has been taken over by the Coordinator. Hence, there is funding available to support the implementation of a Long-Term Training Strategy

4. Key Recommendation

4.1. PSSC to request SPC SDD to undertake the Skills Audit for presentation to PSSC-13: the audit will inform the development of a Long-Term Training Strategy for Professional Statistics Development

5. Annexes

Annex I: Pacific Island NSOs Skills Audit - Executive Summary

Annex II: PSSC-6 Agenda Item 2 Skills Audit Analysis Results, 2011