

CIPD PROFESSION MAP AND SKILL SHORTAGE IN PUBLIC SECTORS



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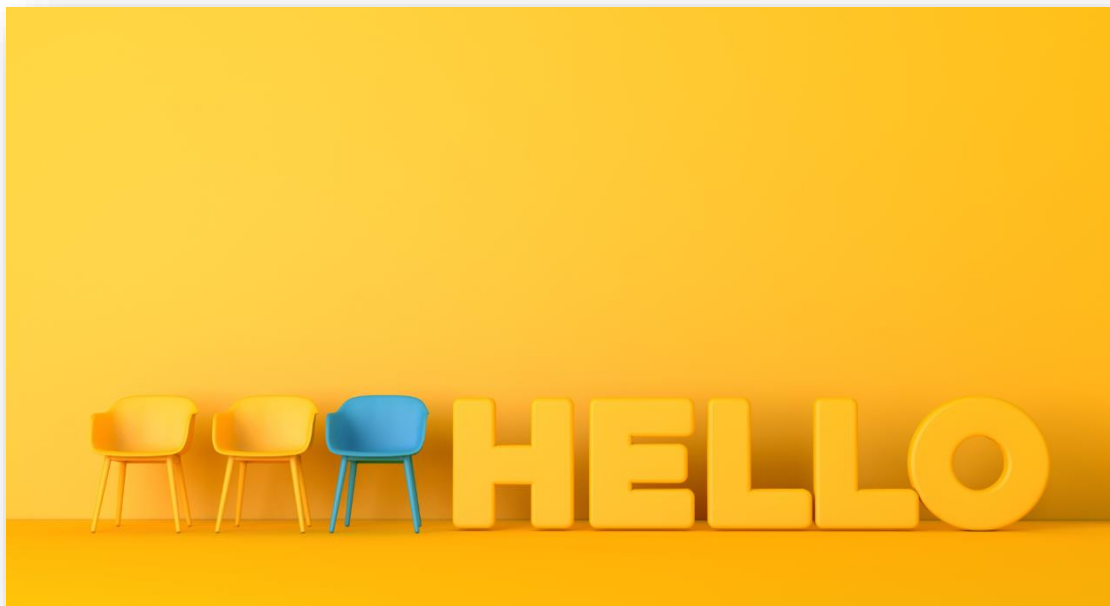
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INTRODUCTION

As a human resource manager, it is important to know what the company is looking for when comes to employment but also what skills is required, as a fact my story will have two parts.

Part I will be covered HR core behaviours, how we can define them and how can we apply, what is CIPD Profession Map and how can be applied globally. Part II will show why in UK is shortage of skills and employment in public factors and why and for what are the workers striking for.

As the end I will express my opinion in how can be improved.

CIPD PROFESSION MAP

CIPD profession Map and core behaviours

The CIPD Profession Map is a platform dedicated for individuals or organisation that are embracing Human Resources and offering support, guidance for development purpose and has established a robust basis for judicious decision-making within the Human Resources field, and it has identified Eight essential traits that will enable practitioners to generate appreciation for employees, businesses, society, and the profession itself:



Figure 1 Core Behaviours (Source: created by Student)

❖ Ethical Practice

It is essential for organizations to make sound decisions as any errors or inadequate implementation can have an adverse effect on both individuals and the reputation of those organizations. Adhering to regulations and demonstrating ethical behaviour when making choices can improve the quality of life for colleagues in their working environment.

We can ensure that ethical considerations are taken into account throughout the implementation process and when dealing with those affected by it, even if the outcome is unfavourable for some parties.

Making thoughtful decisions requires weighing various ethical viewpoints, challenging other people's choices, clearly stating our motivations and goals

❖ Professional Courage and Influence

A major aptitude required of personnel in the field of human resources is the capacity to persuade others, as well as the fearlessness to question decisions and behaviours.

It is necessary to display these behaviours daily within the workplace. It is necessary for us to persuade others to advocate for transformation, suggest concepts, gain approval from those with vested interests, and collaborate with supervisors on their personnel choices. Influencing typically requires a certain level of courage, such as the capacity to confront any reluctance or opposition, make one's voice heard if something is perceived to be wrong, and act when it is deemed the correct course.



Figure 2 Impact of CIPD.

Source Acacia Learning (2019)

❖ Working Inclusively

With work being conducted in a variety of locations, it is essential that individuals are heard and enabled to collaborate effectively. As professionals in the field of people management, it is our duty to work together cooperatively and with diversity in mind, stimulating collaboration between different teams, developing trustful relationships, and managing disagreements productively.

❖ Commercial Drive

As human resources personnel, it is our duty to prioritize those tasks which will bring the most benefit to both individuals and organizations. It is imperative to recognize and capitalize on the personnel-related issues, prospects, and dangers that will have a considerable influence on the productivity and prosperity of organizations. It implies forming alliances with clients, comprehending the monetary effects of work, demonstrating the fiscal rationale for alteration, and taking on accountability to accomplish it and to aid us in sustaining enthusiasm and perseverance while executing our duties.



Figure 3 HR

Source: Created by Student

❖ Passion for Learning

It is essential that professionals in the field take a holistic approach to their education. It is beneficial for us to analyse our learning and contemplate the implications it has on our professional practices, ranging from being inquisitive about the labour market and interacting with those in similar fields to seeking feedback concerning our daily activities.

❖ Insights focused

As human resources specialists, we must take a methodical approach to comprehending and diagnosing issues, then utilizing an array of data to generate personnel insights and solutions following the steps:

- ⇒ Inquiring queries
- ⇒ Gathering data
- ⇒ Evaluating evidence critically
- ⇒ Collecting data to comprehend the full matter and its broader consequences.

❖ Situational decision-making

Situational decision-making involves the selection of a course of action which is both effective and realistic, considering the circumstances at hand, thus, precluding any attempt to employ a generalized method

CIPD Globally

To reflect changes in workplace and employee responsibilities, CIPD updated its profession map. We must innovate considering changing demographics, employment trends, and technological developments. Updated map to reflect evolving work environment supplying HR, and labour.

When uncertain, ethical decision-making resources. Learn new things, encourage changes. developed growth. Teams, Ppl. competencies. Based on Professional Map, the CIPD. advancement through time. Map from 2013 is still useful for current locations. This report examines post-2030 job prospects while also looking at future trends and the HR profession.

Internal change

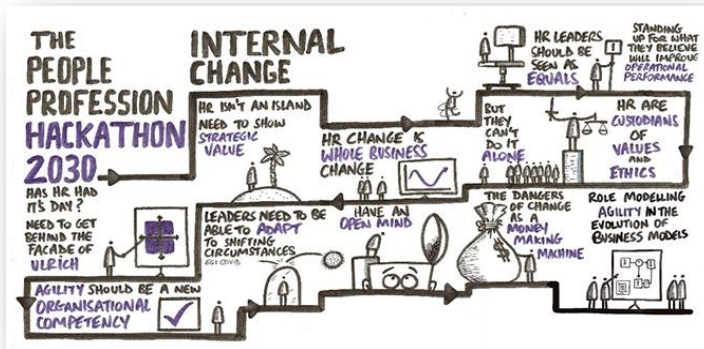


Figure 4 Internal Change

Source: CIPD (2023)

- ⇒ Grow skills to succeed in a changing world, such as agility and autonomy.
- ⇒ Prioritize horizon scanning and scan external environment to predict workplace changes.
- ⇒ Adapt functions to context.
- ⇒ Lead change and growth.

Technological and Digital Transformation

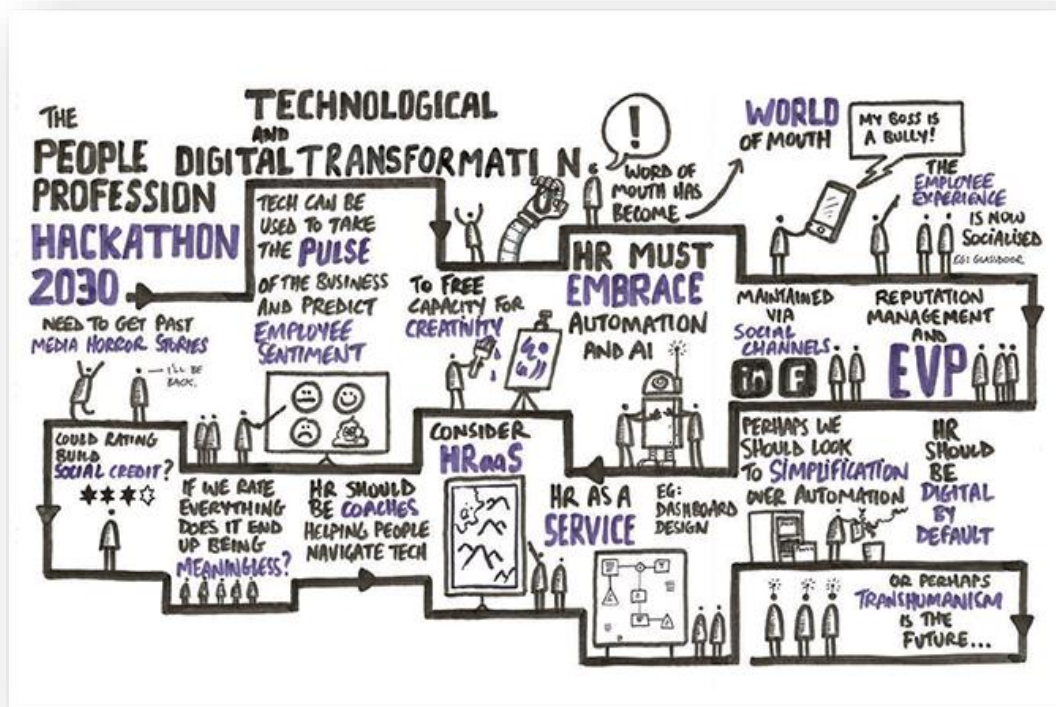


Figure 5 TDT

Source: CIPD (2023)

- ⇒ Learn digital skills, and bridge gaps.
- ⇒ Enhance analytical/data abilities & build trustworthiness.
- ⇒ Utilize expertise for digital transformation to add value.
- ⇒ Encourage other departments to evaluate the impact of transformation on people and their work.
- ⇒ Apply ethics when applicable.

Change demographic and D&I Strategies

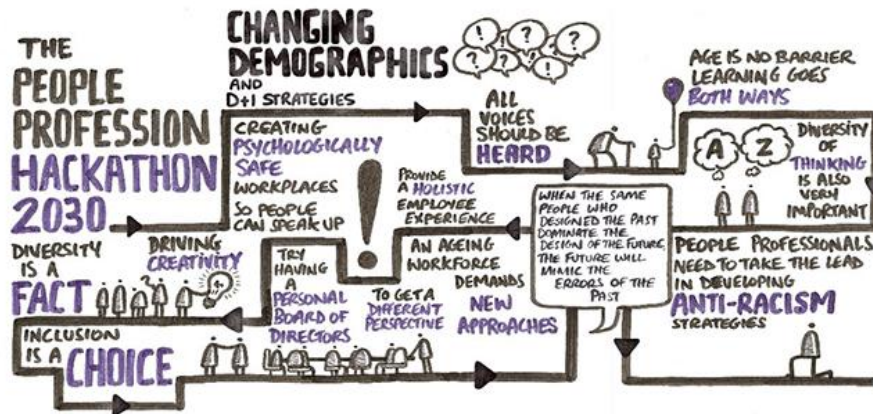


Figure 6 Change Demographic and D&I strategy.

Source: CIPD (2023)

- ⇒ Utilize people skills & management techniques to produce an effective D&I strategy.
- ⇒ Cultivate yourself on D&I.
- ⇒ Check for systemic D&I.
- ⇒ Prioritize & allocate resources to act on D&I.
- ⇒ When projecting and analysing demographic changes, use evidence.

Diversity of Employment Relationships

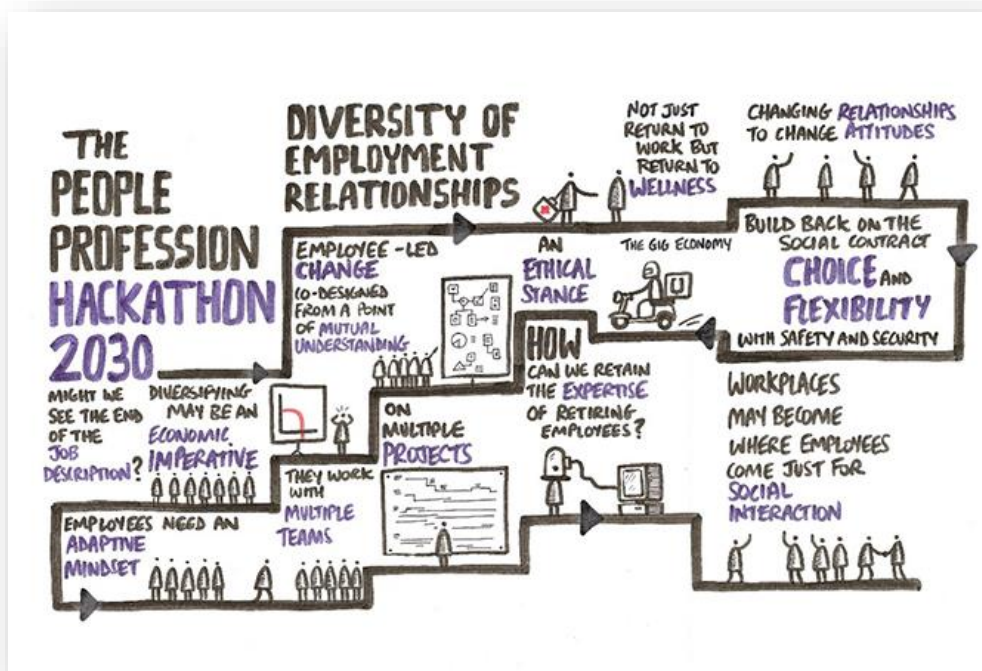


Figure 7 Diversity of employment relationships Source: CIPD (2023)

- ⇒ Equip management to operate in multifaceted workplace.

- ⇒ Balance expectations, ethics, and customer needs with what's appropriate for the business.
- ⇒ Pay heed to equity, impartiality and power imbalances in work practices and relationships.

Sustainability, Purpose, and Responsible Business

- ⇒ People's adaptability functions to indicate CSR, sustainability, responsible business, and values.
- ⇒ Lead in responsible business.
- ⇒ Incorporate social value/purpose throughout employee journey.
- ⇒ Strategize responsibly.

Reasons of Shortage of skills

Engineering sector



Figure 8 Engineers

Source: Austin Nichols Technical Search (2016)

Fewer than half of new engineering hires have the skills to succeed, per IET's yearly survey. Organization concerned UK skills shortage will continue unless government & industry act. Engineering employers endured a tough year. Covid-19 has impacted businesses, causing employees to work remotely, self-isolate or be furloughed/laid off. Shutdowns & revenue drops caused disruption.

This report presents an analysis of the consequences of Covid-19 and Brexit, as well as deficits in skills, recruitment difficulties, sustainability strategies, and increased labour force participation through five distinct categories. It also offers essential recommendations to ensure that current and anticipated personnel requirements are met.

Results of the IET Skills and Demand in Industry Survey indicate that close to half of employers in the engineering and technology domain are still facing challenges with regards to recruiting. Technicians not being acknowledged has caused a lack of personnel. We must create a trustworthy STEM education system and incentivize people to pursue a career in STEM. Equip workers with skills/knowledge to enable swift adaptation and future readiness. Digital, manufacturing and sustainability skills key to net-zero goals & economic growth. In the UK, a comprehensive system must be implemented to facilitate skill development and address regional disparities to promote equitable growth.

HEALTHCARE



Figure 9 Healthcare

Source: Paterson Healthcare (2022)

Brit. public services inadequacies identified as factor by economists. Prolonged NHS wait times, insufficient assistance for those with medical issues, plus Covid-19 impacts are regularly reported. Complaints often cite lack of affordable childcare, support for elderly relatives and employers' refusal to offer flexible working. Over 2.5 million people have been affected by a rise of long-term illnesses due to COVID-19.

A survey was conducted Dec. 9-31, 2015, via e-newsletter to network members. Facebook & Twitter used for marketing. Readers could join the network via the Guardian's online platform. 1/4 surveyed sought counselling/medical care due to work stress & 1/2 said family life was impacted. Seventy-two percent of those surveyed reported typically working beyond their predetermined hours. Roughly 22% of the participants did not take pauses at all, whereas 40% took them sporadically. Seventy-two percent of respondents reported that stress was responsible for their difficulty sleeping, 43% experienced headaches, and 36% claimed it resulted in

episodes of crying. Results indicated that a vast majority (82%) of paramedics reported experiencing insomnia due to stress, and 59% revealed an increased consumption of tobacco, alcohol, or drugs. 83% of the survey respondents reported that cost-cutting initiatives implemented within the last five years had enhanced their workload. 68% of participants reported a decrease in real wages due to cuts, and almost 50% stated that personnel were let go as a result.

Transport

UK Transport & Logistics faces uncertain times. Transport & Logistics jobs hit record high this year. Rain Newton-Smith (CBI) reported an increase in demand, which brought more orders to suppliers and resulted in businesses hiring more staff & investing in training. Employers and job seekers are hopeful, but there's a lack of suitable candidates and skills. Businesses can't benefit from post-COVID demand. Employers offering better benefits to draw in candidates has caused salaries to increase.

The United Kingdom's railway sector is currently undergoing a period of expansion. Significant governmental expenditure in infrastructure projects, such as the £96b invested in the integrated rail plan, has a potential to generate up to 12,000 jobs annually over a five-to-ten-year period in addition to existing funding for sustaining and operating railways.

Planning the workforce aids companies in understanding their existing staff and foreseeing future requirements, essential for investing in personnel and skills. Wage inflation reduced, social value up, diversity improved - all due to workforce planning. Workforce planning in rail industry is new, but when done right, it boosts results and evaluates social value/diversity changes.

Investing in training, especially apprenticeships, is key to addressing skills gaps. NSAR data reveals £3 return for every £1 spent on UK rail skills training. Skills investment benefits all, providing chances to advance. Market failure in training/apprenticeships due to first-mover disadvantage, employers fear staff poaching. Working closely with businesses and assisting them to develop programs will lead to more training of staff.



Figure 10 Railway

Source: Politico (2016)

Education

The main reason is the low pay as in Scotland, teachers are going beyond and above to get 10% pay rise, when Scotland has offered only 5%, in England and Wales has hit already 5% rise in 2022. Teacher unions are advocating for additional funding to schools to avoid the need for salary increases being drawn from existing school budgets.

Teachers nation-wide feel discontented with poor working conditions and lack of support. Educators stayed loyal to their duties, similar to nurses and care providers, during the pandemic. Our org., serving disadvantaged & neglected pop's, quickly adapted to provide students continued learning w/ free meals, materials for online learning & mental health support for families. Educators used their own resources to get materials for virtual instruction and institutions gave laptops to households in need. What incentives for educators? Wages decreased 14% from 2010-2023, per reports



Figure 11 Education

Source: made by student

Conclusion

As I mention in introduction, the core behaviours for human resources manager, is important to work ethical, to be professional and encourage people, value them, stay focus, to develop learning with passion, to work inclusive, to be able to make decision based on different situation, to use the best approach on people and influence them towards the target goal.

The lack of skills has become a major problem that UK is facing, and the reasons are impact of COVID-19, returning to the home countries for the foreign workers, Brexit new rules and regulation, low wages, people used with government support, benefits. Etc, toxic and overworking environment and cost of childminder high, and these are just some of examples.

To reduce the number of unskilled workers, they should be able to have access to qualification, they should be financially motivated, offered flexible schedule, support with childcare and feel appreciated.

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