



Call for Evidence: Further Education Workforce Data

Views of the further education sector are requested to help shape how its workforce data is collected in future

What is the Call for Evidence about?

The purpose of this Call for Evidence is to gather the views of the further education (FE) sector and its key stakeholders.

High quality, accurate and comprehensive workforce data will help DfE and the sector to achieve:

- A strong and resilient sector comprised of a range of providers delivering high quality learning opportunities for all their learners and employers.
- Outstanding leadership and high quality teaching everywhere. This is an essential part of ensuring everyone in our society has the opportunity to succeed and to improve the productivity of the country.

The Call asks for views on what workforce data is currently collected, what might be needed, and how the sector thinks comprehensive coverage could be achieved. The Department for Education (DfE) will use the evidence to inform how workforce data will be collected in the future developments. If subsequent changes are proposed, the Call will ensure any changes build on and learn from current good practice.

We are seeking views on all data recording details of the FE workforce. [The Staff Individualised Record](#) is one well-known and regarded data source. We are also interested in other sources, for example:

- [The Workforce Survey](#);
- [Work based Learning Workforce Survey](#);
- [Adult and Community Learning Workforce Survey](#);
- [The Experiences of Black and Minority Ethnic Staff in Further and Higher Education](#).

Who should participate and why?

DfE is interested in hearing the views of people working in the FE sector who interact with workforce data in the following ways:

Organisations and individuals who **provide** the data on their staff i.e. FE institutions and businesses;

Organisations who **collect** data on their workforce on behalf of others. Examples include the Education and Training Foundation's Staff Individualised Record (SIR), the Association of Colleges' senior pay survey, and the University and College Union's freedom of information requests, among many others;

Organisations who **use** the data. Examples include government departments, learning providers, representative bodies, research networks, and academics; and/or,

Individuals who are the **subjects** of data collections i.e. staff working in FE institutions and businesses.

A comprehensive FE workforce data collection is in the interests of all who want to ensure the sector can deliver high quality outcomes for learners. The potential value of robust, high-coverage workforce data and associated analysis of trends includes:

- Better understanding of the implications of government policy reforms and their impact on staffing and their specialisms. Policy examples include the introduction of T-Levels, transition to apprenticeship standards, or changes to the teaching of English and maths to post-16 learners;
- Greater understanding of pay in the sector e.g. gender pay gaps or impact of pay on retention;



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- Identifying skills gaps in the sector more comprehensively;
- Ability to model skills gaps on a vast and complex sector more accurately; and
- Reducing the burden on providers responding to multiple, differing requests for data in future years.

What is involved?

The Call for Evidence online questionnaire will be open for responses between Wednesday 6th June and Friday 20th July 2018. Most questions are open-ended so that respondents can share detailed views which means the questionnaire can take up to 25 minutes to complete.

The questionnaire can be accessed via the following link:

<https://consult.education.gov.uk/fe-analysis-and-research-team/fe-workforce-data>

If respondents are unable to complete the online questionnaire, responses to the Call for Evidence can be emailed to the DfE at Feworkforce.data@education.gov.uk. Emailed responses will be included in the analysis of results if they follow the same order as the questions in the Call for Evidence questionnaire, ad hoc responses not following this format will not be processed.

In addition to the Call for Evidence questionnaire, sector views on workforce data will also be gathered using depth interviews with stakeholders, and by speaking to data providers and users at a number of sector events throughout the summer.

What will happen to the results?

DfE has commissioned CFE Research to manage the Call for Evidence on its behalf including analysing and reporting the findings. CFE Research is an independent social research company, providing research and evaluation services to government departments, public sector agencies, education providers, and local and national charities. More information about CFE Research can be found [here](#).

DfE will review the findings reported by CFE Research, alongside its own data needs, to work out what any future FE workforce data collections could and should look like. The aim is to ensure the best data possible is available to the sector to

improve its workforce using methods that minimise administrative burden associated with collection.

Any personal information collected in the Call for Evidence questionnaire will be held by CFE for no more than one month following the end of the study in August 2018. You can withdraw your consent to participate in the Call at any time without giving a reason; this means that if you change your mind we will remove any personal data held about you within 28 days.

All data will be reported anonymously. Anonymised (i.e. non-identifiable) data will be used to inform a series of published reports, presentations and outputs for DfE. Appropriate safeguards are in place to ensure the secure collection, storage, transmission and disposal of your personal information in accordance with the General Data Protection Regulation. To view CFE Research's full privacy notice click [here](#).

Where can I find further information?

For more information regarding this Call for Evidence, or if you wish to discuss any difficulties you foresee, then please contact either CFE Research via Rachael Archer, Senior Research Manager, at FECall@cfe.org.uk or on 0116 2293300 or the DfE team at the Feworkforce.data@education.gov.uk email address.

Thank you!

We would like to take this opportunity to thank you in anticipation of your participation in this Call for Evidence on FE workforce data.