

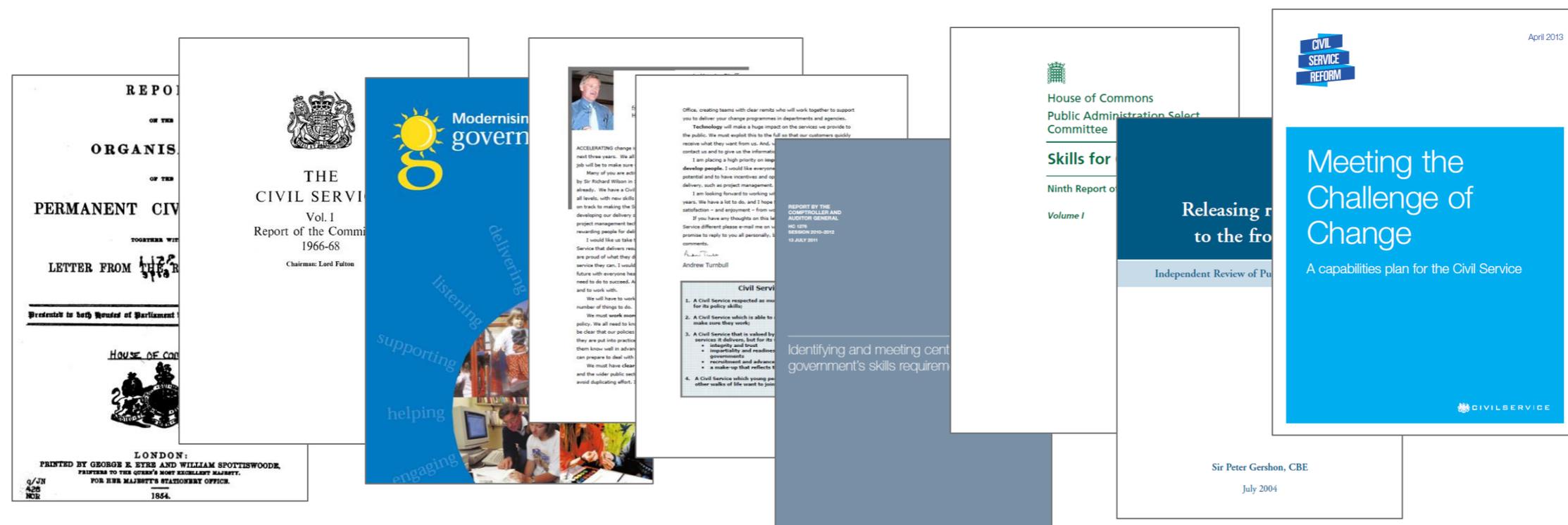
Tackling the Skills Gap

Refresh and widen the plan

But don't ditch it

Skills have been a central concern for Civil Service reform plans and reviews over the past 160 years. The *Capabilities Plan* is the latest in a long line - but it is the most extensive in Civil Service history.

The *Capabilities Plan* should remain live, at least to 2020, with an extensive 2015 refresh.



1854

2013

Build skills in context

Get fit for the future of government

The Civil Service is addressing its skills gap across four priority areas: change management, commercial skills, project management and digital. Those are crucial skills – but should be developed in the wider context of how government needs to operate.

The Civil Service should develop skills in the context of the new behaviours that government leaders will need to meet the challenges ahead.

Agile integration

- Designing and delivering through complex networks and across multiple channels.

Quiet transparency

- In an age of openness, anything else is viewed with suspicion.

Digital aikido

- Building influence and motivating action through social networks.

Horizon scanning

- Pre-empting trends with evidence-based decision-making.

Rapid prototyping

- Fail small, fail fast.

Rebel rousing

- Building better services by harnessing challenge.

Recalibrate rewards

Examine pay and benefits

The *Civil Service People Survey* reports that civil servants are not satisfied with their pay. Other research suggests that pay scales limit the pools of specialist talent available to government.

Recalibrating pay levels for senior civil servants and those with specialist skills could help mainstream the Civil Service as an employer and address skill deficits.



Source: Civil Service People Survey 2014

Thank **you.**

