

# Intro

## Developing a National Skills Taxonomy

We have been asked by the Unit for Future Skills (UFS) within the Department for Education to develop a structured classification of employment-related skills (a 'National Skills Taxonomy') which can be linked to both occupations and qualifications.

High quality labour market information (LMI) on skills is crucial for the various government departments and agencies responsible for shaping education and training provision, as well as for the private and public sector organisations which provide advice and guidance to people about the changing labour market and its opportunities.

LMI on skills can also help enhance employers' understanding of their workforce development needs.

We see the primary benefits of a National Skills Taxonomy as:

- Enabling better linking of skills to occupations, qualifications, and training courses
- Establishing a common language to improve the identification and communication of skills for careers guidance, credentialing, recruitment, and workforce development
- Providing a greater understanding of skills and skilled labour in the current and future labour markets and, via this, higher quality labour market information

Realising these benefits will however involve significant technical and practical challenges. We therefore see this survey as a key tool for gathering feedback from experts and potential users on their related experience, requirements and priorities to add vital diversity and depth to our thinking. With this in mind, we do hope that you choose to complete the following survey.

More information about the project is available

here: <https://warwick.ac.uk/fac/soc/ier/researchthemesoverview/dfeskillstaxonomy>

Professor Peter Elias (Warwick IER), Neil Bachelor (Omnifolio CIC) and Professor Andy Dickerson (University of Sheffield)

I have read the participant information leaflet and I am happy to continue with the survey and for the responses provided to be processed accordingly – [Participant Information Leaflet](#)

Yes

No

## Personal details

Your details

What is your name?

What is your email address?

Which organisation are you responding on behalf of?

What is your role?

## Core Questions

Does your organisation use a specific definition of skills?

- Yes
- No

Please provide this definition in the box below:

How well do the following statements match your understanding of skills? (Please choose one option per statement)

	Agree	Disagree	Unsure
They are learnt (i.e. not innate) and can be enhanced through training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They require application rather than just possession of knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
They require significant practice to become competent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have an alternative or additional conceptualisation of skill, please include it here:

Which of the following do you use skills information for? (Please select all that apply):

- Analysing skills supply and/or demand
- Analysing skills within an organisation (e.g. workforce planning and training needs)
- Creating labour market information
- Developing career or occupational profiles

- Developing qualifications, training courses or educational courses
- Developing public policy
- Developing skills taxonomies or competency frameworks
- Helping individuals to identify courses and/or employment opportunities.
- Identifying and forecasting future skills
- Recruitment
- Other

If other, please specify

Which of the following skill information sources have you used in the past, currently use, or plan to use in the future?

(Please choose one option per statement)

	Extensive Current Use	Some Current Use	Planned Future Use	Previous Use	No Use
O*NET (US Occupational Dataset)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ESCO (EU Skill, Competences & Occupations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IfATE Apprenticeship Standards & Occupational Maps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UK National Careers Service Profiles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UK NOS (National Occupational Standards)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Extensive Current Use	Some Current Use	Planned Future Use	Previous Use	No Use
Lightcast (formerly EMSI Burning Glass), Adzuna, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Australian Skills Classification (ASC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Singapore SkillsFuture Framework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LMI for All	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nesta Skills Taxonomy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skillsbuilder.org	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LinkedIn Skills API (Application Programming Interface)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you use other sources of skills information, please specify them here:

In which of the following ways could an official National Skills Taxonomy help your organisation? (Please choose one option per statement)

	Highly likely	Likely	Possible	Not At All Likely	Unsure/Not Relevant
Improve the quality of services from key suppliers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Highly likely	Likely	Possible	Not At All Likely	Unsure/Not Relevant
Improve the quality of your services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improve the quality/reach of your recruitment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improve training and/or management practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improve the sharing of data within or between organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilitate innovation and the development of new services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduce/eliminate effort maintaining your own taxonomy or skills framework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduce costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If there are other potential benefits, please specify them here:

# What features would you value within a National Skills Taxonomy? (Please choose one option per statement)

	Essential	Useful	Possibly Useful	Not Useful	Unsure
Short skill name or label (e.g. one/two word summary description)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Detailed skill description (e.g. one/two sentences)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alternative names/labels for each skill. (e.g., CAD or Computer-Aided Design)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pre-requisite skills or knowledge (e.g. Installing heat pumps would require knowledge of electrical safety)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multiple levels of skills within the taxonomy (from broad down to specific e.g. Installing Equipment vs. Installing Heat Pumps)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A measure of skill complexity or preparation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skills and knowledge categorised separately	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mapped relationships between skills and occupations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



	Essential	Useful	Possibly Useful	Not Useful	Unsure
Mapped relationships between skills and sectors	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Mapped relationships between skills and courses/qualifications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mapped relationships between skills and local geographies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An outline or suggested curriculum to acquire the skill	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A clearly defined governance and revision process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If there are other features you would value, please specify them here:

In which of the following formats would your organisation envisage accessing skills information? (Please choose one option per statement)

	Highly Likely	Likely	Unlikely	Highly Unlikely	Unsure
Data file download (e.g. .csv file)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Highly Likely	Likely	Unlikely	Highly Unlikely	Unsure
Data API/Application Programming Interface (e.g., LMI for All)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chatbot (e.g., ChatGPT type interactions)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Web pages (e.g., online career profiles)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactive web pages/data dashboards (e.g., career pathways dashboard)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If there are other formats that you would value, please specify them here:

Which of the following sub-classifications of skills would be of interest to your organisation? (Please choose one option per statement)

	Essential	Strong Interest	Some Interest	No Interest
Green	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
STEM (Science, Technology, Engineering and Mathematics)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Essential	Strong Interest	Some Interest	No Interest
SHAPE (Social Sciences, Humanities and Arts for People and the Economy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emerging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maths and numeracy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Industrial sectors (e.g., Medicine and health)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you would value other skill sub-classifications, please specify them here:

Would there be any significant challenges for your organisation in adopting, or making use of, a National Skills Taxonomy? (Please choose one option per statement)

	Major Challenge	Minor Challenge	No Challenge	Not Relevant	Unsure
The costs/resource requirements of migrating or integrating existing technical systems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The costs/resource requirements of rewriting or remapping current content.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A shortage of relevant expertise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A lack of clear business/economic case (i.e. the provision we currently have is fine).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Structural break in time series comparison of skills information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you would face any other significant challenges, please specify them here:

## Supplementary user-type questions for Q8

The following questions ask you to elaborate on your responses to earlier questions.

We would appreciate any info you can provide here but where you do not feel you have enough information to answer you can skip those questions

We would like to ask some more detailed questions about your use of O\*NET. However, if you do not feel that you have used it enough to comment, feel free to skip these questions

Please tell us more about your use of O\*NET:

Which parts of O\*NET do you use, have you used or do you plan to use? (Please choose one option per statement)

	Extensive Current Use	Some Current Use	Planned Future Use	Previous Use	No Signific Use
Tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
General Work Activities (GWAs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intermediate Work Activities (IWAs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Extensive Current Use	Some Current Use	Planned Future Use	Previous Use	No Signific Use
Detailed Work Activities (DWAs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology Skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education, Training, and Experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other, please specify (optional):

How do you currently access O\*NET data? (Please choose one option per statement)

	Mainly	Occasionally	Never
Data File Download	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
API (Application Programming Interface)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Web Pages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other, please specify:

What do you see as the main benefits and/or limitations of using O\*NET?

Do you use the levels, importance and/or relevance data of O\*NET? If so, please explain how.

Do you alter the O\*NET data in any way or use it as is (e.g. add missing categories, recalculate/rescale values, turn them into percentages, create a sub-list, change spelling to UK English, merge with other datasets)? If so, please specify.

Please tell us more about your use of ESCO:  
Which parts of ESCO have you used or plan to use? (Please choose one option per statement)

	Extensive Current Use	Some Current Use	Planned Future Use	Previous Use	No Significant Use
Transversal Skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level 1 skills (i.e. very broad e.g. 'Constructing')	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level 2 skills (e.g. 'Installing interior or exterior infrastructure')	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level 3 skills (e.g. 'Installing heating, ventilation and air conditioning equipment')	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level 4 skills (e.g. 'Installing heat pumps')	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Occupational Profiles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



If other, please specify:

How do you currently access ESCO data? (Please choose one option per statement)

	Mainly	Occasionally	Never
Data File Download	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
API (Application Programming Interface)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Web Pages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other, please specify:

What do you see as the main benefits and/or limitations of using ESCO?

Is there anything else about ESCO that you'd like us to consider?

Please tell us more about how your use of IfATE Standards:

Please specify the parts of the IfATE standards that you have used or plan to use. (Please choose one option per statement)

	Extensive Current Use	Some Current Use	Planned Future Use	Previous Use	No Significant Use
High level details	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duty Statements (where available)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge Statements (where available)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skill Statements (where available)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Extensive Current Use	Some Current Use	Planned Future Use	Previous Use	No Significant Use
Behavioural Statements (where available)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Occupational Maps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other, please specify:

How do you currently access the standards? (Please choose one option per statement)

	Mainly	Occasionally	Never
Data File Download	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
API (Application Programming Interface)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Web Pages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other, please specify:

How could a National Skills Taxonomy support your use of IfATE information?

UK National Careers Service Profiles

Please briefly describe how you have used or plan to use UK National Careers Service Profiles and how a National Skills Taxonomy could best be designed to support this?

Lightcast (formerly EMSI Burning Glass)

Please briefly describe how you have used or plan to use Lightcast data and how a National Skills Taxonomy could best be designed to support or replace this?

### UK NOS (National Occupational Standards)

Please briefly describe how you have used or plan to use National Occupation Standards and how a National Skills Taxonomy could best be designed to support this?

### Australian Skills Classification (ASC)

Please briefly describe how you have used or plan to use the Australian Skills Classification and how a National Skills Taxonomy could best be designed to support this?

### Singapore SkillsFuture Framework

Please briefly describe how you have used or plan to use the SkillsFuture framework and how a National Skills Taxonomy could best be designed to support this?

## Supplementary usage-type questions Q7

### Analysing skills supply & demand

If you haven't already in previous sections, please briefly describe how you use skills information to analyse skills supply & demand and how a National Skills Taxonomy could best be designed to help with this?

### Analysing skills within an organisation

If you haven't already in previous sections, please briefly describe how you use skills information to analyse skills within your/an organisation and how a National Skills Taxonomy could best be designed to help with this?

## **Creating labour market information**

If you haven't already in previous sections, please briefly describe how you use skills information to create labour market information and how a National Skills Taxonomy could best be designed to help with this?

## **Developing career or occupational profiles**

If you haven't already in previous sections, please briefly describe how you use skills information to develop career or occupational profiles and how a National Skills Taxonomy could best be designed to help with this?

## **Developing courses or qualifications**

If you haven't already in previous sections, please briefly describe how you use skills information to develop educational resources or qualifications and how a National Skills Taxonomy could best be designed to help with this?

## **Developing public policy**

If you haven't already in previous sections, please briefly describe how you use skills information to develop public policy and how a National Skills Taxonomy could best be designed to help with this?

## **Developing skills taxonomies or competency frameworks**

If you haven't already in previous sections, please briefly describe how you use skills information to develop skills taxonomies and how a National Skills Taxonomy could best be designed to help with this?

## **Helping individuals to identify courses & employment opportunities.**



If you haven't already in previous sections, please briefly describe how you use skills information to support individuals and how a National Skills Taxonomy could best be designed to help with this?

### **Identifying and forecasting future skills.**

If you haven't already in previous sections, please briefly describe how you use skills information to identify and forecast future skills and how a National Skills Taxonomy could best be designed to help with this?

### **Recruitment**

If you haven't already in previous sections, please briefly describe how you use skills information to help with recruitment and how a National Skills Taxonomy could best be designed to help with this?

## Supplementary user-type question

How do you think advanced AI tools such as ChatGPT will, or currently do, affect the way that you generate or process skills information? (Optional)

Is there anything else that you would like us to consider in the design of a National Skills Taxonomy?

## Many thanks

Many thanks for taking part in the survey.

As a final request, would it be okay to contact you if we had any queries or follow up questions in relation to your responses?

- Yes, I am happy to be contacted for follow up questions
- No, I do not wish to be contacted for follow up questions

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