

NOS Governance Group - 2020-21 Quarter 1 Update

NOS Strategy

The current National Occupational Standards (NOS) Strategy is due to expire at the end of 2020 and work is progressing the NOS Governance Group to create a new strategy for the future of NOS.

Whilst the current strategy's priorities continue to be relevant, there is a growing consensus around the need to consider how young people and adults are equipped to navigate a changing world of work in context of industry 4.0, increased use of technology and wider societal shifts. As a key element of the architecture of the apprenticeships and vocational qualifications systems across the UK, NOS must respond to these changes so that learners and businesses are equipped to thrive. Having been in existence since the 1980s, it is important the future of NOS is considered in light of the changing world we live in. Not least brought into sharp relief lately with the rapid change in working practice required by the COVID-19 pandemic.

The NOS Governance Group is committed to sustaining and maintaining the NOS system and has agreed the following high-level priorities for the new strategy:

- Transferability and portability of skills and competencies across employers, sectors and borders.
- Supporting the concept of lifelong learning.
- Reacting to emerging occupations and economic changes.
- Accommodating varying work practices and stages of change within an occupational area.
- Alignment to SOC2020 codes and relationship to other standards.

A number of pieces of research will inform the evidence base when developing the strategy, including recommendations proposed by the Edge Foundation following stakeholder research it undertook on behalf of the NOS Governance Group earlier this year.

Summary of key Edge Foundation recommendations

1. The NOS 2020 Strategy should start with a clear articulation of the problems that the system addresses for employers, providers and individuals across the UK. Using this as a starting point, it should set out the clear benefits and value proposition that the system brings to address these problems.
2. The NOS 2020 Strategy should set a clear scope for NOS going forward, that clarifies both what will be covered and what will not (e.g. occupations for which there are already professional standards). The Strategy should also set out an outline of how NOS will fit with the other key elements of the system, creating the starting point for a clearer map of occupation and skills classification.
3. The NOS Governance Group should consider the extent to which it wishes to become the convening group that brings together and makes links between all of the different strands and pieces of work going on in the area of occupational and skills classification.
4. The NOS Governance Group should invite an English representative from the Institute for Apprenticeships and Technical Education to join as an observer, with a view to building a constructive relationship and creating the right conditions to offer ongoing attendance or a permanent presence permanent over the coming years.

5. The NOS 2020 Strategy should set out an ambition to continue to simplify and improve access to NOS and the Governance Group should explore partnership opportunities to address this with the aim of creating a single clear portal.
6. The NOS Governance Group should consider a range of options for inclusion in the Strategy to create a 'fast-track' process for developments in emerging occupations and build data into NOS development that helps to look slightly ahead as new occupations and approaches emerge through the fourth industrial revolution.
7. The NOS Governance Group should undertake a specific workshop as part of Strategy development to discuss and agree on the approach to communications and branding, keeping an open mind to ensure that they respect the important heritage of NOS, while considering all options for the best outcome.

Skills Development Scotland is currently carrying out a tender exercise to commission a consultant to take the NOS strategy development work forward.

NOS Governance Conflict Resolution Procedure

A new NOS Governance Conflict Resolution Procedure has been developed, setting out the NOS Governance Group's commitment to resolving customer dissatisfaction, handling complaints and valuing customer feedback.

Stakeholder consultation/employer engagement

NOS Governance Group members are grateful to suppliers and their sub-contractors for the measures and responses that have been put in place to operate flexibly this year to engage with stakeholders, in light of challenges presented by Covid-19 restrictions. If any issues/challenges are experienced, please contact SDS for support and to discuss potential solutions. Email: nos@sds.co.uk

Supplier workshops

The UK Standards & Frameworks Panel is running a series of virtual workshops to support suppliers/sub-contractors:

- Welsh Language Requirements (13 July)
- Apprenticeship Developments NI, Wales and Scotland (15 July)
- Quality Criteria (14 August)
- NOS Governance update (date to be confirmed)

For further information or copies of presentations/papers please contact NOS@sds.co.uk

NOS Database – top searches

Top searches	April & May	June
1	Aesthetics	Aesthetics
2	Health & Social Care	Social Responsibility
3	Teaching Assistants (April) Soft Furnishings (May)	Pharmacy

Contracts awarded 2020-21

Annex 1 lists the NOS which have been commissioned for development, review and translation during 2020-21 through the Standards & Frameworks Programme.

Annex 1 – NOS commissioned for development, review and translation during 2020-21 through the Standards & Frameworks Programme

NOS Suite	Outcome required
Maintenance and Repair – Heavy Vehicle	Review
Maintenance and Repair – Motorcycle	Review
Accident Repair – Paint	Review
Electric and Hybrid Vehicles	Review
Bus & Coach Engineering	Review
Facilities Management	Welsh Translation
Insulation and Building Treatments	Review
Wood machining	Review
Construction Contracting Operations	Review
Construction Contracting Operations Management	Review
Demolition	Welsh Translation
Controlling Lifting operations	Welsh Translation
Construction and civil engineering operations	Welsh Translation
Plant Operations	Welsh Translation
Interactive Media and Computer Games	Review
Hair and make up for film and TV	Review
Editing	Review
Costume	Review
Camera	Welsh Translation
Lighting	Welsh Translation
Sound Recording and Music Technology	Welsh Translation
Engineering Core NOS	Review and creation of some new NOS
Plant Operations Extractives	Review
Advanced Manufacturing	New
Engineering Technical Support Suite 3	Review
Aeronautical Engineering part 1	Review of 1 st part of NOS suite
Aeronautical Engineering part 2	Review of 2 nd part of NOS suite
Engineering maintenance	Review
Food and Drink Operations: Engineering Maintenance	Review
Non-destructive testing	New
Business and Administration	Review
Marketing	Review
Digital Marketing	New
Customer Service	Review
Management and Leadership	Review
Contact Centre	Review

Social Marketing	Welsh Translation
Sporting Excellence	Welsh Translation
Regulatory Compliance Life Science	Welsh Translation
Cleaning and Support Services	Welsh Translation
Confined Spaces	Welsh Translation
Hairdressing	Review
Barbering (2 suites Barbering & Hairdressing & Barbering)	Review
Beauty Therapy	Review
Advanced Aesthetics – Trichology, PRP, Plasma Pen (additional modalities identified during 2019 project)	New
Nail Services	Review
Spa Therapy	Review
Sports Coaching	Review
Outdoor Programmes	Review
Exercise & Fitness	Review
General Healthcare, Clinical Healthcare Support, Maternity, Perioperative, Infection Control, Health Informatics, Emergency and Unscheduled Care. Part 1	Review
General Healthcare, Clinical Healthcare Support, Maternity, Perioperative, Infection Control, Health Informatics, Emergency and Unscheduled Care. Part 2	Review
Emergency Call Handlers	New
Aviation Ground security operations	Review
Aviation Operations in the Air- Cabin crew	Review
Aviation Operations on the Ground	Review
Systems analysis	Review
Systems architecture	Review
Systems design	Review
Requirements engineering	Review
Industrial Internet of things IoT	New
Digital foresight and technology road mapping	New
Data visualisation	New
Environmental Awareness & Management	Review
Floristry	Review
Animal Care	Welsh Translation
Farristry	Welsh Translation
Equine Hoof Care	Welsh Translation
Environmental Conservation	Welsh Translation
Pre-press (Digital Print Production)	Review
Post press (Print Finishing)	Review
Nuclear Decommissioning	Review
Career Information, Advice & Employability Support	Review

Enabling Clients to access career development services	Review
Learning and Development	Review
Travel Services	Review