

COMMUNITY JUSTICE, COURTS, TRIBUNALS
AND PROSECUTION SERVICES, CUSTODIAL
CARE, FIRE AND RESCUE, FORENSIC
SCIENCE, POLICING AND LAW
ENFORCEMENT AND LEGAL SERVICES.



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1 Introduction

1.1 This report is part of a series of industry sector profiles for Scotland produced by the Alliance of Sector Skills Councils, Scotland (Alliance Scotland).

1.2 The Alliance Scotland is tasked with representing, promoting and supporting the work of the licensed UK Sector Skills Councils (SSCs) in Scotland. The SSCs are the employer-driven organisations that together articulate the voice of the employers of around 90% of the UK's workforce on skills issues. The Alliance Scotland's core purpose is to:

- Act as the collective voice of the SSCs;
- Promote understanding of the role of SSCs within the skills system across Scotland;
- Coordinate policy positions and strategic work on skills with stakeholders; and
- Help build the performance capability of the SSCs to ensure they continue to work effectively on the employer-driven skills agenda.

1.3 This report provides data for employers who are covered by Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement. Since SESS 2010 was conducted SIC code 69.10, Legal Activities, has been added to the Skills for Justice footprint.

1.4 The principal data source is the Scottish Employers Skills Survey 2010 (SESS 2010), a survey undertaken by the Scottish Government on a biennial basis. More information about this survey, and the full results, can be found at www.scotland.gov.uk/Publications/2011/03/07124359/0. Other data in this report have been taken from official sources; all sources are footnoted.

2 Summary of findings

2.1 Compared with the averages for all workplaces in Scotland, the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors are characterised by:

- A much lower proportion of workplaces with fewer than 5 employees (20%);
- A higher proportion of male employees (60%);
- A much higher proportion of employees in associate professional and technical professions (55%).

2.2 In terms of recruitment as a proportion of employment, employers within the Skills for Justice footprint report:

- A lower proportion of hard-to-fill vacancies¹ (0.3%);
- A lower proportion of skill-shortage vacancies (0.1%).

2.3 Employers covered by Skills for Justice are slightly more likely to be aware of Modern Apprenticeships (54%) but slightly less likely to have staff undertaking them (3%) than is the case for Scottish employers on average.

2.4 Employers in the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors made fewer reductions to recruitment of young people (3%) and overall staff levels (11%). At the same time, a much higher proportion of employers covered by Skills for Justice increased expenditure on training per employee (55%) as a result of the economic downturn than Scottish employers overall.

2.5 Employers covered by Skills for Justice are more likely than Scottish employers overall to have a business plan (78%) or staff training plan (59%).

3 Sector characteristics

3.1 Scotland has approximately 800 workplaces in the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors with one or more employees, which account for 0.5% of all workplaces in Scotland. There are approximately 38,300 employee jobs² in the sector. The employee jobs in the sector account for 1.6% of all jobs in Scotland.

Table 3.1: Workplaces and Employee Jobs

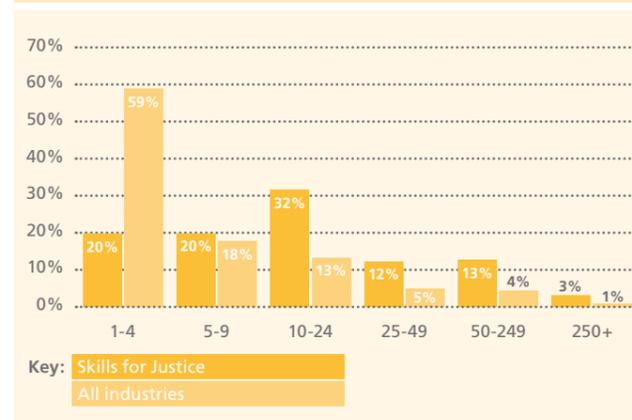
Source: Inter-Departmental Business Register, March 2009

| | Number of sector workplaces | Numbers of employee jobs |
|--|-----------------------------|--------------------------|
| Numbers in 2009 – Skills for Justice | 800 | 38,300 ³ |
| Skills for Justice as a proportion of all industries | 0.5% | 1.6% |

3.2 The Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors have a low proportion of very small workplaces, those with one to four employees. Most workplaces in these sectors have 10 or more employees, a higher proportion than among Scottish employers overall.

Figure 3.1: Size of workplaces; Skills for Justice and all industries

Source: Inter-Departmental Business Register, March 2009



3.3 Compared to all Scottish employers, the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors are characterised by:

- A lower proportion of part-time jobs;
- A higher proportion of male employees.

Table 3.2: Gender and part-time profile; Employees within the Skills for Justice footprint and the average for all industries

Source: Annual Population Survey, 2009

| | Skills for Justice | All industries |
|------------------------------|--------------------|----------------|
| Part-time employees – Male | 4% | 6% |
| Part-time employees – Female | 11% | 20% |
| All employees – Male | 60% | 52% |
| All employees – Female | 40% | 48% |

¹ A “hard-to-fill” vacancy is a vacancy that an employer struggles to fill. Where such a vacancy is proving hard-to-fill due to a lack of the required skills, qualifications or experience among applicants, it is termed a “skill shortage vacancy”.

² Employee jobs do not include those who are self-employed.

³ Since SESS 2010 was conducted SIC 69.10, Legal Activities has been allocated to the Skills for Justice footprint. Data from the Labour Force Survey for April 2009 – March 2010 shows that when Legal Services are included, the total workforce is 71,824 or 8% of the whole economy.

4 Recruitment

3.4 In terms of disability profile the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors are broadly similar to the average for Scottish employers overall.

Table 3.3: Disability profile; Employees within the Skills for Justice footprint and the average for all industries

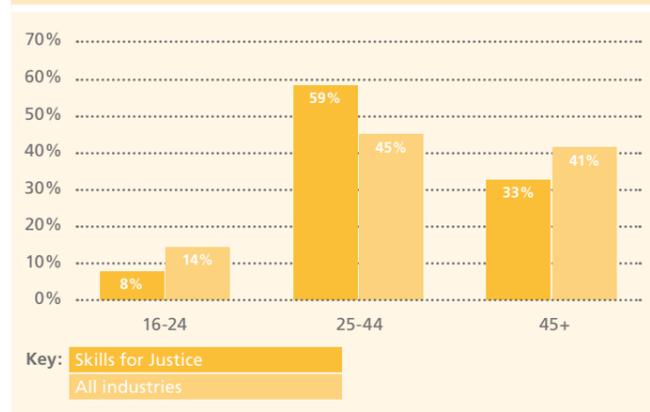
Source: Annual Population Survey, 2009

| | Skills for Justice | All industries |
|---|--------------------|----------------|
| Both DDA ⁴ (current disability) and work-limiting disabled | 4% | 5% |
| DDA disabled (current disability) only | 7% | 6% |
| Work-limiting disabled only | 2% | 2% |
| Not disabled | 86% | 87% |

3.5 In terms of age composition of the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors are more concentrated between the ages of 25 and 44, with 59% of employees falling within this range, compared to 45% for Scottish employers overall.

Figure 3.2: Age profile of people in employment

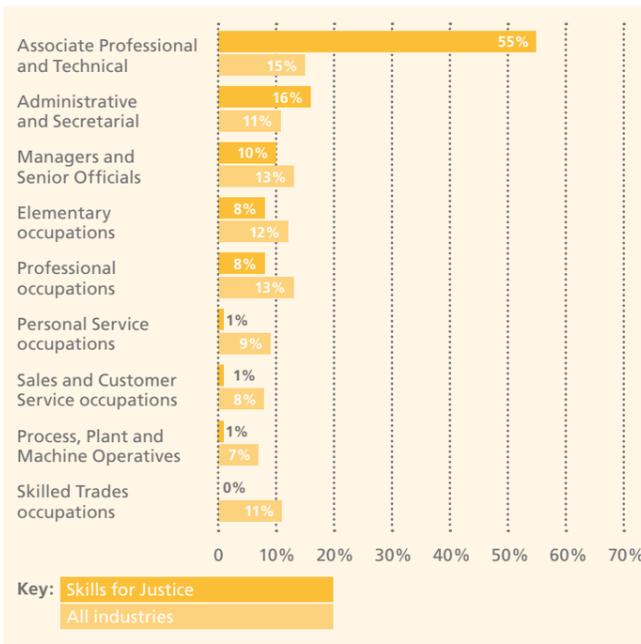
Source: Annual Population Survey, 2009



3.6 The pattern of occupations within the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors differs from that seen across Scottish employers in that there is a very high proportion of associate professional and technical occupations, and very few personal services⁵ or sales and customer service occupations, process, plant and machine operatives and skilled trade occupations within these sectors.

Figure 3.3: Distribution of employees by occupation

Source: Annual Population Survey, 2009



⁴ DDA disability refers to persons who meet the criteria for identification as a disabled person under the Disability Discrimination Act, (c-50) 1995. A person has a disability for the purposes of this Act if he / she has a physical or mental impairment which has a substantial and long-term adverse effect on his / her ability to carry out normal day-to-day activities.

⁵ Personal services include occupations such as care staff, catering staff, hairdressers, domestic staff and caretakers.

4.1 While 65% of all Scottish employers have recruited in the past two to three years, 56% of employers in the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors have done so.

4.2 Skill shortage vacancies occur when employers cannot find job applicants with the skills, qualifications or experience required for a role. Overall, skill shortages affect 3% of employers in Scotland and 1% of employers within the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors. Skill shortage vacancies and hard-to-fill vacancies have potentially severe consequences for employers. Compared with other sectors, employers covered by Skills for Justice are characterised by:

- A lower proportion of vacancies as a percentage of employment;
- A lower proportion of hard-to-fill vacancies as a percentage of employment; and
- A lower proportion of skill shortage vacancies as a percentage of employment.

Table 4.1: Vacancy, hard-to-fill vacancy and skill shortage vacancy rates

Source: SESS 2010

| | Skills for Justice | All industries |
|---|--------------------|----------------|
| Vacancies as a % of employment | 0.9% | 1.9% |
| Hard-to-fill vacancies as a % of employment | 0.3% | 0.7% |
| Skill shortage vacancies as a % of employment | 0.1% | 0.3% |

Base – all employers (Skills for Justice=65, all industries=6,001), all employers with vacancies (Skills for Justice=17, all industries=1,130)

Modern Apprenticeships

4.3 Modern Apprenticeships (MAs) offer people aged 16 and over the chance of paid employment combined with the opportunity to train for jobs at different levels. They target those aiming to achieve Scottish Vocational Qualifications (SVQ) at Level 3 or above to train them as technicians and supervisors: the format of training is decided by the corresponding SSC. Employers within the Skills for Justice footprint have similar awareness of MAs as Scottish employers overall, but are less likely to have staff undertaking MAs.

Table 4.2: Modern Apprenticeships

Source: SESS 2010

| | Skills for Justice | All industries |
|--|--------------------|----------------|
| Aware of Modern Apprenticeships | 54% | 52% |
| Have staff undertaking Modern Apprenticeships | 3% | 5% |
| Offer Modern Apprenticeships but have no staff undertaking them at present | 0% | 4% |

Base – all employers (Skills for Justice=65, all industries=6,001)

Qualifications sought from candidates

4.4 When recruiting over the past two to three years, 37% of all Scottish employers sought a particular qualification; by comparison, 59% of employers in the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors sought a particular qualification from recruits.

4.5 For 30% of employers covered by Skills for Justice, the most recent recruit held a Degree Level qualification; this is comparable to recruitment by all Scottish employers.

5 Workplace development

- 5.1 Compared with other industries, employers in the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors are slightly less likely to provide off-the-job training only (15% compared to 24%), but more likely to provide other types of training.
- 5.2 Employers who had provided training were asked whether, if they could have done, they would have provided more training than they were able to over the past 12 months. Almost half of all Scottish employers (48%) would have done so; 45% in the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors would have done so.
- 5.3 Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors employers who had provided training were most likely to have used a dedicated training centre (72%), followed by staff on site (57%) to deliver the training.
- 5.4 Within the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors, employers who had sought external advice on skills or training related issues were most likely to have consulted Skills for Justice (22%), voluntary organisations (18%) or private training providers or consultants (14%).

6 Impact of the economic downturn

- 6.1 Employers covered by Skills for Justice appear to have made fewer changes to recruitment and staff levels as a result of the economic downturn than Scottish employers overall. Three per cent (3%) of employers in the Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors have recruited fewer young people (aged under 25) to their first job as a result of the economic downturn, compared with 13% across all industries. The number of staff employed overall has decreased as a result of the downturn for 11% of establishments in these sectors, compared with 21% of all industries.
- 6.2 Amongst those who provide training for their employees, 15% of Community Justice, Courts, Tribunals and Prosecution Services, Custodial Care, Fire and Rescue, Forensic Science, Policing and Law Enforcement sectors employers have reduced their expenditure on training per employee as a result of the economic downturn, compared with 21% of all Scottish employers. In comparison with all employers, those covered by Skills for Justice are more likely to have experienced decreases in the proportion of training provided by external providers (22% compared to 19%), but less likely to have reduced the amount of training leading to qualifications (4% compared to 12%). Employers within these sectors are also more likely to have increased emphasis placed on informal learning compared to Scottish employers overall (29% compared to 19%).

7 Appendices

7.1 The principal data source used in this profile is the SESS 2010, which was established to provide robust research on employers' views on skills, training and recruitment for Scotland. Table 7.1 shows the number of establishments sampled for Skills for Justice and for all industries by size band.

Table 7.1: Sample size of Scottish Employer Skills Survey by size band – Skills for Justice and all sectors (Number of establishments sampled)

| | 1-4 | 5-9 | 10-24 | 25-49 | 50-249 | 250+ | Total |
|--------------------|-------|-------|-------|-------|--------|------|-------|
| Skills for Justice | 8 | 8 | 15 | 9 | 15 | 10 | 65 |
| All industries | 1,689 | 1,319 | 1,476 | 754 | 612 | 151 | 6,001 |

7.2 Two sources have been used in addition to SESS 2010. These are:

- The Inter-Departmental Business Register (IDBR), for figures on the count and employment of VAT and / or PAYE based local units, as at March 2009. The IDBR excludes those working on a self-employed basis and not VAT registered: it is therefore an undercount of the total numbers in employment, although it represents nearly 99% of UK economic activity.
- The Annual Population Survey 2009 for employment figures on gender, part-time work, disability and occupation. The data include employees and the self-employed, but figures are based on a sample survey. Data have only been presented as percentages.

7.3 Tables 7.2 and 7.3 show the Standard Industrial Classification (SIC) codes used to define the Skills for Justice footprint for SESS 2010 and SESS 2008. The SIC 2007 code definitions are used for the sampling and weighting of SESS 2010 data, and are used throughout this report.

7.4 There are numerous differences in SIC codes between the 2003 and 2007 definitions involving reclassifications which are too numerous to be detailed here. Because this profile uses SIC 2007, whereas the 2009 profile used SIC 2003, direct comparisons are not possible and this profile does not attempt to identify trends. Readers wishing to draw comparisons between this profile and the 2009 profile are advised to bear in mind the considerable differences in the definitions and to exercise caution.

Table 7.2: SIC 2007 codes included in the Skills for Justice footprint in SESS 2010 and this report

| SIC 2007 code | Description |
|---------------|------------------------------------|
| 8423 | Justice and judicial activities |
| 8424 | Public order and safety activities |
| 8425 | Fire service activities |

Since SESS 2010 was conducted SIC 69.10, Legal Activities, has been allocated to the Skills for Justice footprint.

Table 7.3: SIC 2003 codes included in the Skills for Justice footprint in SESS 2008 and the 2009 report

| SIC 2003 code | Description |
|---------------|---|
| 7523 | Justice and judicial activities |
| 7524 | Public security, law and order activities |

