

EXPRESSION OF INTEREST

Literature Review to enable the Migration Advisory Committee to define 'skill' and assess occupations against that definition

Summary of project

Synopsis

This project aims to better enable the MAC to define 'skill' and assess occupations against that definition, through top-down measurement and assessing bottom-up evidence. Skill is already assessed using SOC codes which are a hierarchical structure of occupations, essentially listing the most skilled jobs at the top and the least skilled at the bottom. The project will generally examine how to define skill in addition to the SOC measures, and will specifically examine other indicators and thresholds.

Objectives and scope of work

We anticipate this will begin with a literature review and, if possible, a limited meta-analysis of available studies on the definition and measurement of skill. This will be supplemented by further analysis of quantitative indicators, and particularly their possible variations across occupations.

Specifically the review should address the following questions:

- How might the skill level of occupations be defined, and how do definitions relate to theoretical understandings of skill?
- What skills measures could be defined in addition to SOC and qualifications? For example career path followed and length of time in employment.
- What might be considered indicators of skill at the occupational level, and how effective are these indicators?
- What methods can be employed to benchmark occupational skill indicators to a particular skill level, in particular, NQF level 3? What are the implications for the MAC's methodology?
- How have definitions, indicators and benchmarks been operationalised by other organisations, and what are the lessons for the MAC's purposes?
- How meaningful is it to make inferences about specific jobs from occupational skill levels – i.e. how heterogeneous / homogenous are occupations with respect to skills?
- What role does the ability of individuals play in skills acquisition?

Essential deliverables

The study will primarily involve literature review and secondary analysis of quantitative indicators. We have identified four essential components of the desired methodology:

1. Structured literature review of definitions of skill at the occupational level;

2. Structured literature review of indicators used for assessing skill at the occupational level, and how these might be benchmarked to particular levels;
3. Validation of indicators and benchmarks of skill.

The final report will be published on the MAC website and will be expected to feed into the advice given by the MAC to the government.

Criteria for receiving an Invitation to Tender

Tenderers interested in receiving a full invitation to tender for this research should provide a response of no more than **two A4 pages**, outlining the relevant knowledge and experience of their team and their ability to complete the literature review within the specified timeframe. These responses will then be evaluated by the MAC and full invitations to tender sent to organisations or individuals successful at this evaluation stage. The successful contractor will present evidence of:

- 1 The experience of your organisation
- 2 The ability of named staff to deliver the project
- 3 Quality management processes and their ability to deliver a high quality product of value to the MAC.

Please respond by email to SRGPocurement@homeoffice.gsi.gov.uk quoting **SRG/09/028 Literature Review to enable the Migration Advisory Committee to define 'skill' and assess occupations against that definition** in the subject box with your expression of interest by **THURSDAY 27 AUGUST 2009**.