

**An Inclusive and Sustainable approach to New  
Entrant Talent Management through the  
Procurement People of Tomorrow Programme**

The Hays and Chartered Institute of Purchasing and Supply (CIPS) Insight report 2015 highlights the excess demand for MCIPS professionals. “Demand for procurement and supply chain professionals has never been higher” states Dr John Glen, Cranfield School of Management. The Office of National Statistics demographics analysis compounds this issue through an ageing UK population with a significant number of people in the work place within Senior Procurement roles approaching retirement in the next 5 to 10 years.

Skills Development Scotland has found it difficult to recruit both Procurement Business Partners and Senior Procurement Business Partners. It has taken on average 6 months to backfill for Procurement staff who have moved for higher salaries on average 35% greater than their SDS salary. This is a common theme across the Scottish Public Sector with a large number of vacancies during a period of major transformation across the Scottish Public Sector Procurement landscape with the introduction of the Procurement Reform Regime. Scottish Public Sector organisations require to introduce the new legislation in their own right which places additional demands on all Procurement Teams.

Procurement is, for many school leavers and graduates an ‘invisible’ profession. This is due to the fact that Procurement is a relatively new profession. For example, the major schools of engineering have been in existence since Victorian times and the last school of engineering ‘Chemical’ Engineering received Chartered status in 1922.

Skills Development Scotland is a partner in the Procurement People of Tomorrow Programme. Over recent years the building blocks have been put in place to establish Vocational Qualification pathways (SVQ3) in Procurement and Knowledge based pathways (HND and Degree) in Procurement. The SVQ 3 has been aligned to the Global Occupational Standards of the Chartered Institute of Purchasing & Supply (CIPS).

MAs in procurement can commence the Level 2 in CIPS which requires 80 hours academic learning in parallel to the SVQ 3.

Please find below the Scottish Credit Qualifications Framework for Procurement qualifications: Vocational based and Knowledge based.

SCQF Levels	MA in Procurement / Scottish Vocational Qualifications (SVQS)	Educational Institution Qualifications	Professional Membership Chartered Institute of Purchasing & Supply (CIPS)	SCQF Levels
12		Doctorate (PHD)		12
11	SVQ Level 5	Masters Degree (MBA/MSC)		11
10		Honours Degree	CIPS Level 6	10
9	SVQ Level 4	Ordinary Degree	CIPS Level 5	9
8		HND in Procurement	CIPS Level 4	8
7	SVQ Level 3	HNC in Procurement		7
6		Higher	CIPS Level 2	6
5	SVQ Level 2	Intermediate 2		5
4		Intermediate 1		4
3				3
2				2
1				1

SDS has undertaken a cohesive and joined up sustainable approach through three entry routes:

1. Trainee Procurement Business Partner : SVQ 3 and CIPS Foundation Level (school leaver)
2. Trainee Graduate Procurement Business Partner Degree and CIPS Diploma (University Graduate)
3. Assistant Procurement Business Partner : CIPS Foundation and Diploma Level (career switch from other business area)

SDS have successfully provided knowledge transfer and procurement experience to new entrants into the profession.

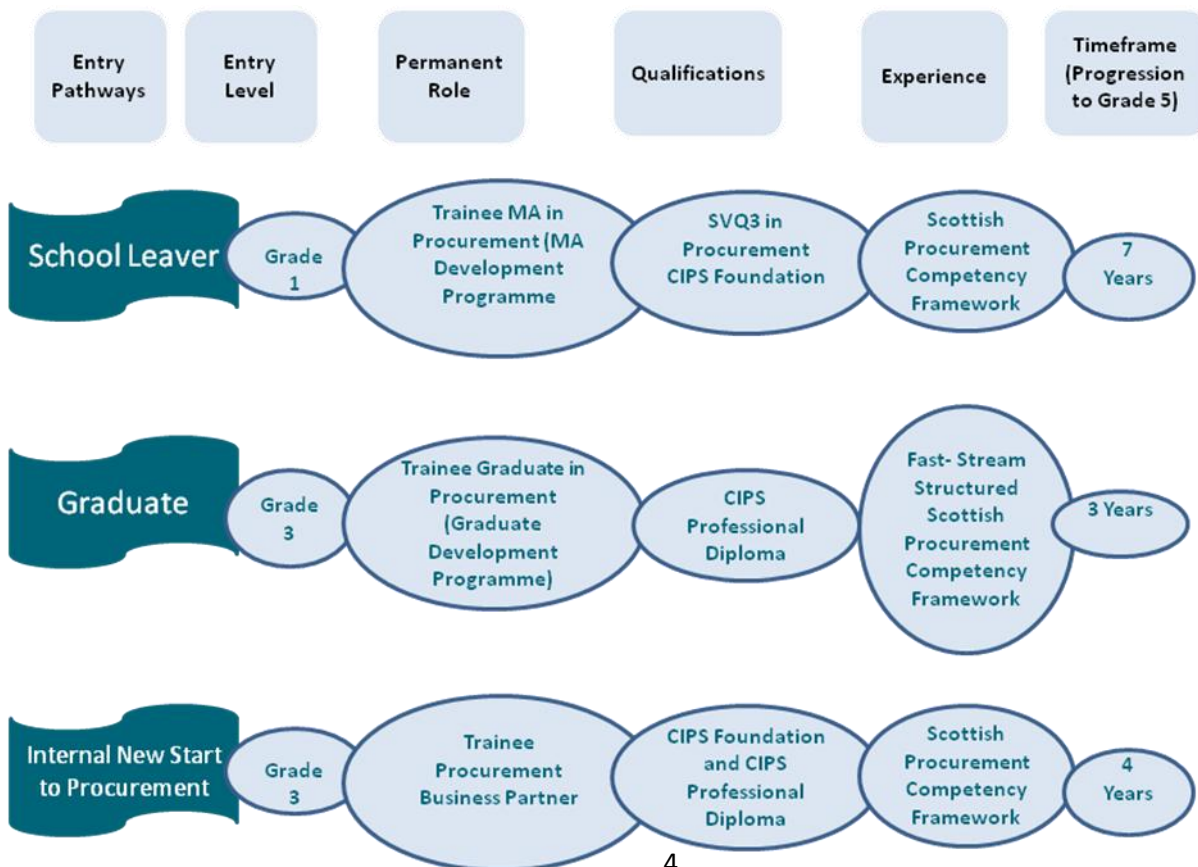
Our Trainee Procurement Business Partner, Julie McNaught, started as a 17 year old school leaver Modern Apprentice and has now completed the SVQ 3 (please see attached Annex A the MA Training Plan for the SVQ 3). Julie has now commenced the Foundation stage of the CIPS Professional exams.

Our Trainee Graduate Procurement Business Partner Maria McGorry is working towards the completion of the CIPS Diploma.

A change of career can bring new entrants into the profession. Janice McGuinness our Assistant Procurement Business Partner has successfully completed the CIPS Foundation Level and the CIPS Diploma. Janice joined the Central Procurement Team from another business area bringing a business understanding of operational matters.

Please find below the Developmental Pathways:

### Career Pathways to Procurement Business Partner



## Annex A: MA Training Plan for the SVQ 3

Plan for Julie McNaught to complete the SVQ Level 3 in Procurement and Supply Chain								
<b>Mandatory Units</b>	<b>Order</b>	<b>Month for completion</b>	<b>SQA Code</b>	<b>SSC Code</b>	<b>Man. or Opt.</b>	<b>SCQF Credits</b>	<b>SCQF Level</b>	
Analyse information on the procurement of supplies in the supply chain	1	October 14	DX4W 04	SfL121	M	4	6	
Analyse the performance of suppliers	3	December 14	DX4Y 04	SfL123	M	4	6	
Identify potential suppliers for the supply chain	5	February 15	DX5P 04	SfL124	M	4	6	
Place orders with suppliers	7	April 15	DX6L 04	SfL125	M	4	5	
Monitor and progress the delivery of orders	10	July 15	DX61 04	SfL126	M	3	5	
<b>Optional Units</b>			<b>SQA Code</b>	<b>SSC Code</b>	<b>Man. or Opt.</b>	<b>SCQF Credits</b>	<b>SCQF Level</b>	
Analyse information on the supply chain	2	November 14	DX4X 04	SfL114	O	5	6	
Monitor the achievement of project tasks	8	May 15	DX63 04	SfL116	O	4	7	
Administer contracts	6	March 15	DX4V 04	SfL120	O	4	6	
Verify the capability of suppliers to meet supply specifications	4	January 15	DX7E 04	SfL122	O	4	6	
Produce specifications for supplies	9	June 15	DX6E 04	SfL97	O	7	4	
Create and maintain effective working relationships with other people					O			
Communicate in a business environment	12	September 15	FE02 04	CFABAA615	O	3	6	
<b>Total of 12 units required.</b>					Total	46		
SVQ3 start date - October 14								
SVQ3 end date - September 15								