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| **Company / Organisation Name:** | Cabinet Office  |
| **Team / Department**: | Office of Government Property – Property profession team |
| **Address:** | 1 Horse Guards, London (though team are spread all over, with principlal project contacts in Morecambe and Gloucester |

**Provisional title for project:**

 Government Property Profession Accreditation Evaluation

**Short description of the problem that would be addressed by the project:**

There is a target published in the Government Property Strategy 2022-2030 for 90% of senior practitioner and senior leaders to hold or be working towards professional accreditation. This target covers ~1,000 civil servants employed across different government departments in various property roles.

Since 2022, we have been enabling staff to start and achieve professional accreditation (e.g. becoming a chartered surveyor). We are now 3 years into the programme and we want to conduct an evaluation of the impact of increased rates of accreditation on productivity. We have 3 separate indicators of ‘productivity’

1. Reduction in spend on consultancy / contingent labour, as suitable skills are available in the civil service
2. Increase in staff retention, as people are more fulfilled and satisfied in their roles
3. The quality of property services improves

Overall, the question is: Has increasing professional competence in the gov property workforce improved productivity, and in turn the quality of the government estate?

**Short description of the data sources that would be used in the project, and how they would be used**

Data sources are patchy, and rarely consistently available year on year. We would need further advice and support on identifying and / or collecting suitable data sources **prior to project commencement** to ensure that the data was available to support the analysis. Relevant data currently available:

1. Annual breakdown by department of number of staff holding accreditation, collected every year as at 1 Jan since 2022
2. One off collection of spend within property function on consultancy and contingent labour in winter 2024, which could be used to compare accreditation rates with consultancy / contingent labour spend by department.
3. Property profession size by department collected annually in the Civil Service Statistics, publicly available. Some year’s new starters and leavers are detailed, which could be used to estimate staff retention
4. Civil Survey annual People Survey results for property profession, split by department. Includes engagement and ‘intention to stay’, a proxy for staff retention, questions.
5. The State of the Estate annual published report, which contains information about estate size and condition by department.

It would be possible for us to collect data, either from individuals who have undertaken accreditation, or from leaders / managers about perceived impact, given sufficient lead times.

**Would any work by the student need to be carried out on site at the Company (with the exception of supervisory**

**Meetings)?**

No

**Any issues of data confidentiality and IPR that would need to be resolved**

Yes – almost all is not in the public domain and we would need to obtain authority to share. Sufficient lead time would be required to get the right authorisations.

**Essential skills**

Social research / evaluation skills

Student would be working with HR/Property professionals, so would need to be able to communicate and explain work in layman’s terms

**Desirable skills**

N/A

**Preferred degree programmes (if any)**

N/A

**Preferred selection method**

N/A

**Support and training offered by the company**

Student could attend Gov Property Function induction to understand context of work

**Financial assistance offered by the company**

I £500 stipend

**Any other comments**

If there are any questions about the 2025 programme, please contact Richard Arnold at richard.arnold@ucl.ac.uk. The completed form should also be returned to this address.