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Rationale for Departmental Reorganisation and Location of DEL Principal Activities in Similar Government Departments

1 Introduction

The following paper provides information on the reasons cited for Departmental reorganisation in a number of regional and national governments. In order to ensure the relevancy with regards to the proposed reorganisation of the Department for Employment and Learning, the paper will be focused on government departments with a similar role.

In addition, the paper includes a table detailing where the principal activities of the Department for Employment and Learning lie in other national and regional governments.

Table 1: Examples of Rationale for reorganisation of Government Departments - UK and ROI

Department Name	Region	Original Department	Rationale for Change
Department of Work and Pensions (2001)	United Kingdom	Functions previously based in two departments - Department of Social Security and the Department for Education and Employment.	Main reason was the need to create stronger, more integrated active labour market policies. In order to do this it was necessary to <i>"combat the long standing separation of: the social security system, coping with non-working people, both those of working age and pensioners and run by the Department of Social Security; and the employment advice and placement services and benefits for working-age people with qualifying employment records run by the employment divisions of the Department for Education and Employment (DEE)."</i> ⁱ
Department for Innovation, Universities and Skills (2007)	United Kingdom	Functions previously based in two Departments - Department of Education and Skills and the Department of Trade and Industry.	Development of an "integrated education ministry" - DIUS was given a strong 'innovation' and productivity focus to: <i>"provide a strong, integrated, permanent voice across Government for effective investment in research, science, enterprise and skills, embedding these into the heart of the government's competitiveness strategy"</i> . This idea reflected two themes of Brown's tenure as Chancellor of the Exchequer by marrying universities more closely to the economy in hopes of generating greater commercialization of research and innovation in the higher education sector and combating the UK's long-standing skills and productivity deficiencies. ⁱⁱ
Department for Employment and Learning (2001)	Northern Ireland	Department of Higher and Further Education, Training and Employment (DHFETE) - no change in function.	The name change was for two main reasons - as stated by the then Minister Sean Farren - <i>"Its undue length causes practical problems and its acronym, DHFETE, is unfortunate."</i> ⁱⁱⁱ

Department Name	Region	Original Department	Rationale for Change
Department of Education and Skills (2010)	Republic of Ireland	Previously known as the Department of Education and Science	Reorganised as a result of focus on job development: As stated by Taoiseach Brian Cowen: <i>"Responsibility for skills and training policy is being re-allocated to the Department of Education and Science, which will become the Department of Education and Skills. In addition to the work of the expert skills group, responsibility will transfer for the training activities of FÁS, which will therefore be aligned more closely with the further education and training activities of the VECs, the institutes of technology and programmes such as Youthreach."</i> ^{iv}
Department of Enterprise, Trade and Innovation (2010)	Republic of Ireland	Previously the Department of Enterprise, Trade and Employment	Reorganised as a result of focus on Job development with funding for the programme for research in third level institutions transferred to the Dept. The intention was to: <i>"help to bring together a streamlined and focused programme of funding of research and development aligned with the objectives of enterprise policy."</i> ^v
Finance, Employment and Sustainable Growth (May 2011)	Scotland	previously Finance and Sustainable Growth	In 2011 following the election of the SNP majority government Employment was added to the portfolio of the Finance and Sustainable Growth Cabinet Secretary. Added as a result of the cited need to continue <i>"the trend of driving down the unemployment rate will be a key feature of this Administration."</i> ^{vi}
Education and Life Long Learning (May 2007)	Scotland	Previously comprised two departments - Enterprise and Life Long Learning; and Education and Young People	As part of an overall redevelopment of the Scottish Government Departments (a reduction from 9 to 6). It was designed to deliver smaller and more effective government. As stated by Alex Salmond, First Minister, regarding the creation of the Department for Education and Lifelong Learning: <i>"There will be clear benefits from bringing together responsibility for our universities and colleges with responsibility for the rest of the education system."</i> ^{vii}

Department Name	Region	Original Department	Rationale for Change
Education and Skills (May 2011)	Wales	Previously Children, Education, Lifelong Learning and Skills	Department renamed but remains largely the same. Minister to " <i>focus on mainstream education from early years to Higher Education.</i> " Additional responsibility in two areas - looking after devolved interests in respect of welfare reform and responsibility for Welsh language as a result of education role in its promotion. ^{viii}
Education, Lifelong Learning and Skills (2007)	Wales	Previously Education and Lifelong Learning	Same functions as previous title. Review of announcement on the 6th June 2007 could find no reasons for change cited. The Committee may wish to note that this Department underwent three title changes in 2007 and three different Ministers. No reasons could be identified for the reshuffles. ^{ix}
Education and Lifelong Learning (2000)	Wales	Previously Education and Training; and Education and Children	Pre-16 and post 16 education departments amalgamated. Review of announcement by the Welsh First Minister on the 17 October 2000 found no reason cited for the restructuring. ^x

Table 2: Location of DEL Principal Activities in other National and Regional Governments^{xi}

DEL Principal Activities^{xii}	United Kingdom	Republic of Ireland	Scotland	Wales
Higher Education	Department of Business, Innovation and Skills	Department of Education and Skills	Education and Training	Education and Skills
Further education	Department of Business, Innovation and Skills	Department of Education and Skills	Education and Training	Education and Skills
Adult education	Department of Business, Innovation and Skills	Department of Education and Skills	Education and Training	Education and Skills
Student support	Department of Business, Innovation and Skills	Department of Education and Skills	Education and Training	Education and Skills
Advisory services, such as the Careers Service	Department of Work and Pensions	Department of Social Protection (Transferred January 2012)	Education and Training	Education and Skills
Training and employment programmes (such as Steps to Work, Pathways to Work and Apprenticeships NI)	Department of Work and Pensions	Department of Social Protection (Transferred January 2012)	Education and Training	Education and Skills
Services to employers	Department of Business, Innovation and Skills	Department of Jobs, Enterprise and Innovation	Business and Industry	Business and Economy
Development and implementation of policies and legislation to promote effective employment relations and best practice in the workplace	Department of Business, Innovation and Skills	Department of Jobs, Enterprise and Innovation	Business and Industry	Business and Economy

References:

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- ⁱ London School of Economics, May 2010, Making and Breaking Whitehall Departments
- ⁱⁱ Ibid
- ⁱⁱⁱ Northern Ireland Assembly Official Report 26 March 2000 <http://archive.niassembly.gov.uk/record/reports/010326.htm>
- ^{iv} Speech by the Taoiseach, Mr Brian Cowen, TD, Dáil Éireann, Nomination of Members of Government, 23rd March, 2010
http://www.taoiseach.gov.ie/eng/Government_Press_Office/Taoiseach's%20Speeches%202010/Speech_by_the_Taoiseach,_Mr_Brian_Cowen,_TD,_Dáil_Éireann,_Nomination_of_Members_of_Government,_23rd_March,_2010.html
- ^v Ibid
- ^{vi} Scottish Parliament, Official Report 17 May 2007 Ministers and Junior Ministers <http://www.scottish.parliament.uk/parliamentarybusiness/28862.aspx?r=4724>
- ^{vii} Scottish Parliament, Official Report 25 May 2011 Ministers, Junior Ministers and Law Officers <http://www.scottish.parliament.uk/parliamentarybusiness/28862.aspx?r=6320>
- ^{viii} National Assembly for Wales, Official Report 18 May 2011 Statement by the First Minister on his Cabinet Appointments <http://www.assemblywales.org/bus-home/bus-chamber-fourth-assembly-rop.htm?act=dis&id=216148&ds=5/2011>
- ^{ix} National Assembly for Wales, Official Report 6 June 2007 Statement on the Cabinet <http://www.assemblywales.org/bus-home/bus-third-assembly/bus-chamber/bus-chamber-third-assembly-rop.htm?act=dis&id=52191&ds=6/2007>
- ^x National Assembly for Wales, Official Report 17 October 2000 Statement on the Government of Wales's Cabinet <http://www.assemblywales.org/bus-home/bus-first-assembly/bus-chamber-first-assembly/bus-chamber-first-assembly-rop.htm?act=dis&id=9183&ds=10/2000>
- ^{xi} Based upon a review of Governmental websites and published information regarding roles of Departments
- ^{xii} Identified via the DEL Annual Report 2010/11 – please note, as this covers “Principal Activities” it may not include all of DEL’s activities