

## Summary of labour market demand and supply, initial key findings for the Yorkshire and Rural Teaching Partnership – January 2018

### Introduction

The Yorkshire Urban and Rural Teaching Partnership is a social work teaching partnership of four local authorities and two universities in West and North Yorkshire. We are working collaboratively **to deliver inspirational education and training that leads to high quality social work**. The partnership is led by Social Work Senior Managers within local authorities.

It brings together Principal Social Workers, Workforce Development Leads, Social Work academics and researchers, frontline practitioners and young people and adults who have experienced social care. Our partnership includes the following organisations:

- Calderdale Council
- Kirklees Council
- City of York Council
- North Yorkshire County Council
- University of Huddersfield
- University of York

**Our vision:** We will **promote and develop excellence in social work practice and education** to inspire **person centred and relationship based** social work,

This report is based on the Workforce Planning Workstream, revealing our work so far in relation to labour market outlook, workforce demand and supply, covering the period 2015 to 2017. Actions are identified in the labour market plan 2018 to 2023 (appendix 1) to bridge the gap between where the workforce is now to where we want to be in the future.

The labour market analysis, workforce planning and development is informing our understanding of service critical areas for:

- Children and adult social work service demand
- Current social work workforce capability and capacity
- What is required into the future
- What the gaps are.

The material contained in this report has been prepared by the Workforce Planning Work stream and is drawn from a variety of sources considered to be reliable.

We very much hope that you will see how we are strengthening our understanding of the social work workforce to meet current and future needs of our population.

## Context and environment

For children's services demand across the four Local Authorities (LAs) combined based on per 10,000 child population between 2014/ 15 and 2015/16 indicates a reduction of 394 in referrals. For children in need, a reduction of 19. The number of child protection plans decreased by 5, the number of children looked after reduced by 5. A review of current demand will be used to inform future projections based on demographic predictions up to 2021.

The population projections for people aged 65 and over increases by 7.4% by 2021. The number of people aged 18 to 64 with a learning disability, mental health problem or physical disability is also predicted to increase by 2021.

## Children social work workforce as at 2015/16

- The number of children's social workers employed across the four Local Authorities is 768.01 Full Time Equivalent (FTE), 58% were case holders which is slightly higher than the National Average of 54%. 14% were first line managers, 10% were middle managers. Nationally there is a greater proportion of Senior Practitioners and those who are qualified without cases, and a lower proportion of middle managers in comparison to the Teaching Partnership.
- One LA has a higher proportion of Senior Practitioners than the other Authorities, and the National Average. Two LA's have a higher percentage of qualified Social Workers without cases; however, they do not exceed the National Average of 15%.
- The new starter rate is 4 %.
- The vacancy rate is 4%: which is lower than the national average of 16.7%; an estimated 20.7 FTE vacancies.
- The turnover rates is 11.4%: this is lower than the National Average of 15.1%. All LAs are seeing a consistent number of leavers aged 50 and below, further insight is required to understand which posts have the highest turnover, plus evidence of why social workers leave LAs and the profession.
- The majority of social workers have been in service for less than 10 years, which is above the National Average.
- There is a large variance in the employment of agency worker rates, ranging from zero to 26.2%, this equates to an average rate of 11.9%, which is below the National Average of 16.1%.
- Out of the 768.01 FTE across the Teaching Partnership, 10109 days were lost to absence throughout 2016, which is an average absence rate of 5.2%, the National Average is 3.5%, further absence management interventions and analysis is underway.
- The majority of social workers are white, female (82.1%), aged between 30 to 59 years old.
- Future projections to maintain service delivery for children's social workers are currently based on turnover and population projections; this shows an estimated 88 FTE will be required on average per year up to 2021, across the Teaching Partnership. Further workforce analysis to identify which roles are required is outlined in the labour market plan.

### **Adult social work workforce as at 2015/16**

- The number of adult social workers employed across the four Local Authorities is 446.09 FTE.
- The vacancy rate across the four LAs is 11.5 % FTE, which is slightly higher than the national average of 10.6 %.
- The turnover rate is 12.2%, which is lower than the National Average of 15.5%, further insight is required to understand which posts have the highest turnover and why.
- 50% of adult social workers and been in service for less than two years, with the exception of one LA of which 75% have been in service less than two years.
- There were 4617.5 days lost to absence throughout 2016, giving an average absence rate of 4.1%; further absence management analysis is in progress.
- The age distribution of the workforce does not vary significantly from the National Average, where 45 to 54 years old which is the largest age category.
- The majority of social workers are white, female, between 30 to 59 years old, which reflects the National picture.
- There is an even spread of leavers across the four LAs, which are below the 50 to 59 age group, further insight is required to understand which posts have the highest turnover, plus evidence of why social workers leave LAs and the profession.
- To date it is not been possible to identify agency rate for adult social worker at a Teaching Partnership level, this work is ongoing.
- The median average pay varies slightly ranging from £28,203 to £30,075, which fall below the National Average of £33,477.

### **Higher Education Institutions analysis 2015/16**

#### **University of Huddersfield**

- The most recent graduate employment destinations data from the 2015/16 survey recorded 6 months after graduation and relates to the BSc (Hons) Social Work only, shows 65% gained employment in social work roles. There is no data for the MSc due to the small sample size.
- 83% of academic staff are qualified social workers, 75% are registered social workers.
- The majority of students are white female.

#### **University of York**

- The 2015/16 data indicates that 86% of BA graduates gained employment in social work roles after 6 months, 100% of MA graduates gained employment in social work roles after 6 months.
- 100% of academic staff are qualified social workers, 70% are registered social workers.
- The majority of students are white female.

**What our work has revealed so far:** Our Phase 1 review for workforce planning has revealed gaps in the quality and quantity of the teaching partnerships management information that is currently available for decision-making. Happily our work has found green shoots of good practice in recruitment, training and development and evidence where it exists, our review sets out a number of priorities and actions within our labour market plan 2018 to 2023 (appendix 1) to be adopted across the partnership.