

# Social Work Recruitment Summary

C&F O/S Panel – 14 August 2017

*Correct as at 19 July 2017*

# Social Work Recruitment

## Activity January to June 2017

24 adverts promoted in addition to rolling advert for experienced Social Workers, agency conversion support and ASYE & SuSW advertising and selection

Success rate overall for all vacancies advertised in this period = **63%\***

### Channels used

- Worcestershire County Council Website
- West Midlands Jobs
- Facebook
- LinkedIn
- Internal promotion
- Word of mouth via existing staff

### Issues

- System change and ongoing issue of formatting of advert, number of clicks
- Less online applications, more CVs post launch of Mercury system
- Management of Social media communications

*\*excludes rolling advert for experienced Social Workers*

## Social Work Recruitment

### Permanent Recruitment success to date

6 agency conversions to permanent positions

32 of 51 vacancies filled permanently \*

#### \* *Offers Accepted*

2 ASWP

11 Practice Leaders

2 Case Progression Officers

1 LADO

3 Team Managers

6 IRO

1 Principal Social Worker

3 Group Managers

### Challenges

Experienced Social Worker attraction

## Social Work Recruitment Summary

KPI Measure	Jan	Feb	Mar	Apr	May	June
Number of Leavers (in Month)	2	5	3	8	7	1
Number of Frontline SW Vacancies Open* (month end)	24	24	25	28	27	31
Number of Applications Received (in Month)	25	33	42	7	8	16
No candidates invited to interview	10	14	29	6	9	10
No candidates interviewed	9	13	27	6	8	9
Number of Offers made (in Month)	6	6	20	4	5	6
Number of Offers accepted (in month)	5	6	17	3	3	6

% applications successful in accepting offer of employment = average of 30%

*\*Excludes Non-Frontline SW and all other roles (e.g. ASWP, Practice Leader, Team Manager)*

# Active Social Work Agency Placements

Agency usage information							
Placements as at 1st March to 31st March							
	Newly Qualified Social Worker	Qualified Social Worker	Senior Social Worker	Senior Practitioner	Team Manager	IRO	Other Social Work Professionals
<b>Numbers</b>	0	167	241	0	63	0	55
<b>Hours in month</b>	0	5179.5	4758.5	0	2277.5	0	1670.25
Placements as at 1st June to 30th June							
	Newly Qualified Social Worker	Qualified Social Worker	Senior Social Worker	Senior Practitioner	Team Manager	IRO	Other Social Work Professionals
<b>Numbers</b>	0	103	113	0	32	0	62
<b>Hours in month</b>	0	3458.5	3773.75	0	1185	0	1629.5

**PLEASE NOTE** –All Local Authorities have recently replied to a national data request via WM ADCS Regional Network meaning we should have better access to comparative data within the next couple of months.