

# How the social worker degree apprenticeship can meet future employer needs

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# Purpose of the Trailblazer group

To develop a Social Work Apprenticeship that will:

- ✓ Provide flexible routes into the social work profession for high quality candidates
- ✓ Provide a new opportunity for career progression within the social care workforce
- ✓ Enable employers to use the apprenticeship levy to develop social care staff and improve retention
- ✓ Improve the recruitment market for social workers

# Support from the sector

- ✓ Employers
- ✓ HEIs
- ✓ Skills for Care

Over 200 responses when the standard was released for consultation

Support from Chief Social Workers

Support from Health Care Professions Council

# Why we need it – the gaps

National  
shortage  
occupation

Ageing  
workforce

Brexit

High  
turnover,  
especially  
near  
London

***'Social work recruitment and retention are amongst the biggest risks facing children's services, say leaders'*** Community Care Inform (August 2017)

# Why we need it – the current supply

Fewer first  
degree  
applications

44 Social  
Work  
courses in  
clearing  
2018

Fewer  
applicants  
from 18  
year olds

Step-up,  
Frontline,  
Think  
Ahead

# Why we need it – the Apprenticeship Levy

At least  
2.3% of  
workforce  
apprentice  
starts

0.5% of  
pay bill  
over  
£15000

Most social  
workers  
employed  
by public  
bodies

# Why we need it – retention

**Career  
progression  
needed for  
social care  
workforce**

**A new  
flexible  
route for  
quality  
candidates**

**Reduced  
funding to  
support MA  
routes and  
develop  
trainee  
schemes**

**Improve  
retention**

# Additional benefits

**A workforce  
to better  
represent the  
communities  
we work with**

**Employers  
lead  
recruitment**

**Savings:  
Agency worker  
costs, external  
recruitment  
costs**

**Upskill  
non-  
qualified  
workforce**



# What next...

Implementation  
challenges eg  
posts, models,  
practice  
learning, HR

Commission  
courses

Develop a  
Level 7  
route into  
Social  
Work

Monitor take  
up and funding

Thank you