

Workforce Information & Planning

role of Skills for Care & Development

raise employer engagement, demand and investment in skills;

ensure authoritative labour market information (LMI) for their sector;

develop national occupational standards and ensure qualifications meet employer needs.

(taken from Skills for Scotland, 2007)

- role of Scottish Social Services Council:

- ascertaining the numbers of social workers and social services workers required in Scotland;*
- ascertaining the education/training required by social service workers and those who want to be one;*
- ascertaining what financial and other assistance is required for promoting such training;*
- encouraging the provision of such assistance;*
- drawing up occupational standards for such workers*

(S.58 Regulation of Care Scotland Act)

What is workforce planning?

is concerned with developing your workforce in a particular direction in order to adapt to a changing environment;

a form of change management;

“...the right people, in the right place, at the right time, with the right skills for the right cost...”

- not a new process.



Drivers for workforce planning – national and local

- demographic change

- over-65 population – in 2009 1 in 6 total population and by 2029 1 in 4 of population*
- oldest old age groups increasing at fastest rate (e.g. over-90's to increase by 200% between 2009 and 2029).*
- expected increased demand for services which will have significant implications for demand for staffing*

registration agenda – SSSC and Care Commission

policy developments – e.g. shifting the balance of care

Workforce data

good quality data essential for workforce planning

what data is gathered at a national level?

- *ONS national data sets*
- *annual survey of childcare services*
- *annual census of LASWS*
- *Care Commission annual returns*

Issues

- *accessibility*
- *comparability – core minimum data set*
- *accuracy*

Current strategic workforce planning activity

Scottish Government projects -

- Workforce vision & strategy project - is examining roles and responsibilities for workforce planning at local and national levels, taking account of Government policy and the demographic context.*
- Data project – an analysis of Care Commission data; an analysis of stakeholder requirements; analysis of roles and responsibilities for data collection, analysis and management of.*

Current strategic workforce planning activity – cont'd

- SSSC projects:

- estimating future service demand community care services – April 2009*
- estimating future service demand criminal justice social work services – April 2010*
- estimating size of workforce in SSSC registration categories – August 2009*