

Summary of 'Scotland's Social Services Labour Market - 2nd Report of National Workforce Group'

The second edition of 'Scotland's Social Services Labour Market' report was published by the Scottish Executive in March 2006. The report provides a wide range of information that contributes to improved workforce planning and continuing development of effective policy decisions. In this context 'social services' includes social work, social care and early years and childcare.

The labour market report is compiled using a variety of data sources including the Labour Force Survey, the Care Commission's pre-inspection returns and the Social Work Services Census. This document summarises the report's key findings.

Growth and composition of the workforce

The Social Services Workforce has grown faster than the rest of the workforce over the past ten years. The 2004 Labour Force Survey indicates there are approximately 138,000 people working in the social services workforce across the public, private and voluntary sectors. The voluntary sector has grown faster than any other area of the social service workforce during the past decade and now accounts for a quarter of the total number of employees. The private sector employs the highest number of staff whilst the local authority operates more services than any other part of the sector.

Social Workers

In 1971 there were 780 social workers in Scotland – in October 2005 there were 4,915 social workers employed in Scottish Local Authorities. There are approximately 7,000 social workers in Scotland at present, although it is not known how many of these staff work within the voluntary and private sector.

Sectoral breakdown of workforce

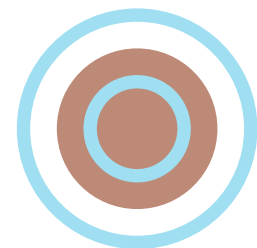
The Care Commission's pre-inspection returns provide an opportunity to illustrate the total number of services in each of the four service types. Approximate figures for service type and provision are shown below.

Service	Local Authority	Private Sector	Voluntary	Other
Care homes for adults	17%	50.9%	30.4%	1.6%
Care homes for children and young people	62.7%	10.7%	24.9%	1.8%
Early Education and Child Care	46.2%	23.8%	26.7%	3.3%
Support Services	60.2%	9.6%	28.8%	1.4%

Gender by service

The Care Commission's Pre-inspection returns also make it possible to analyse the gender split by service.

- Care homes for adults: Female (86.8%), Male (13.2%)
- Care homes for children and young people: Female (74%), Male (26%)
- Early Education and Childcare: Female (96.9%), Male (3%)
- Support Services: Female (76.8%), Male (23.2%)



Gender split by sector

This section considers the outcomes that will result from having a confident, competent and empowered workforce.

- A staff group which fulfils SSSC registration requirements.
- Flexible, response services which prioritise service user needs, taking into account the views of users and carers and ensures they feel valued, respected and in control of their lives.
- Confident staff that can meet the needs of the changing environment.
- Staff that can take responsibility for their learning needs and seek opportunities for personal development.
- A workforce which values itself and is valued by others.
- Organisations which priorities employee development, promote the development of learning and have workforce plans in place to maximise the potential of each individual.

Qualifications

The use of PIR data in the labour market report provides the first in depth analysis of qualifications held by the social services workforce.

Highest qualifications of staff members

Approximately 21% of the social service workforce hold at least an SVQ level 2 or 3 award and 16% of staff have an HNC. Nearly 9% of staff hold a degree and just over 14% of employees have a nursing qualification.

Approximately 18% (8,673) of staff in the social services workforce have no qualifications, although the PIR data suggests 9,600 staff are currently working towards an award. Approximately 65% of the staff undertaking a qualification at present are working towards an SVQ, the vast majority of whom are working towards a level 3 award. Page 28 of the Labour Market document provides some analysis of qualifications held by age.

The age of employees with no qualifications may be of particular interest:

16-24	20.2%	25-34	16.2%	35-44	26.7%
45-54	23.1%	55-64	13.7%		

Age of the workforce

The social services workforce is slightly older than the aggregate Scottish workforce. Social services employment has grown in the 25-34 bracket in recent years but the social services workforce tends to have a lower proportion of employees under 35 years of age than the rest of the workforce.

Printed copies of the document can be obtained from the Workforce Unit: e-mail vswu.admin@ccpscotland.org
Alternatively, you can download the report from www.scotland.gov.uk/Resource/Doc/96145/0023284.pdf

