

Denbighshire SCWDP Workforce Development Survey 2009/10

Background

The Annual SCWDP Workforce Development Survey was again undertaken to provide current data about the social care workforce within the independent and voluntary social care service providers working in Denbighshire. The Local Authority workforce data is collected through the Welsh Local Government Data Unit staffing census, taken on the 31st March each year and reported on in May of each year.

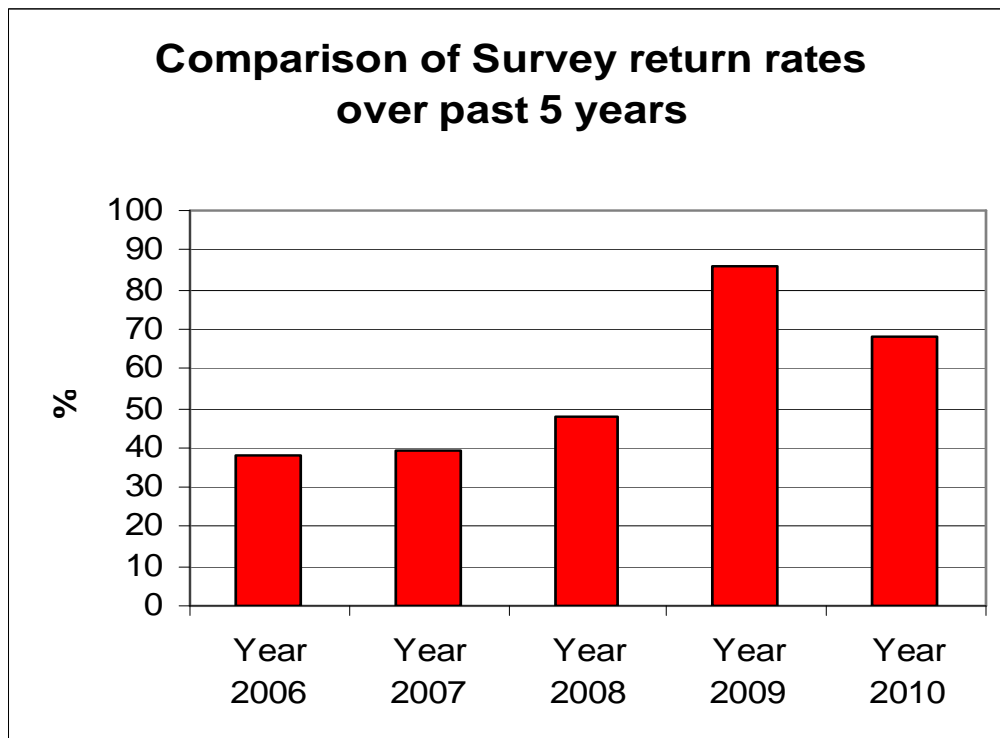
Current workforce information is needed to:

- Monitor the achievement of recommended occupational qualifications and national training targets.
- Build a profile of the local social care workforce.
- Identify skills gaps and training needs across the whole social care sector.
- Enable projections and forecasts of future requirements.

The data from the survey is analysed and used to inform the SCWDP Grant Application, and to support local Social Care employers to develop effective workforce strategies that will address staff shortfalls and recruitment and retention difficulties that are affecting the social care workforce locally and nationally.

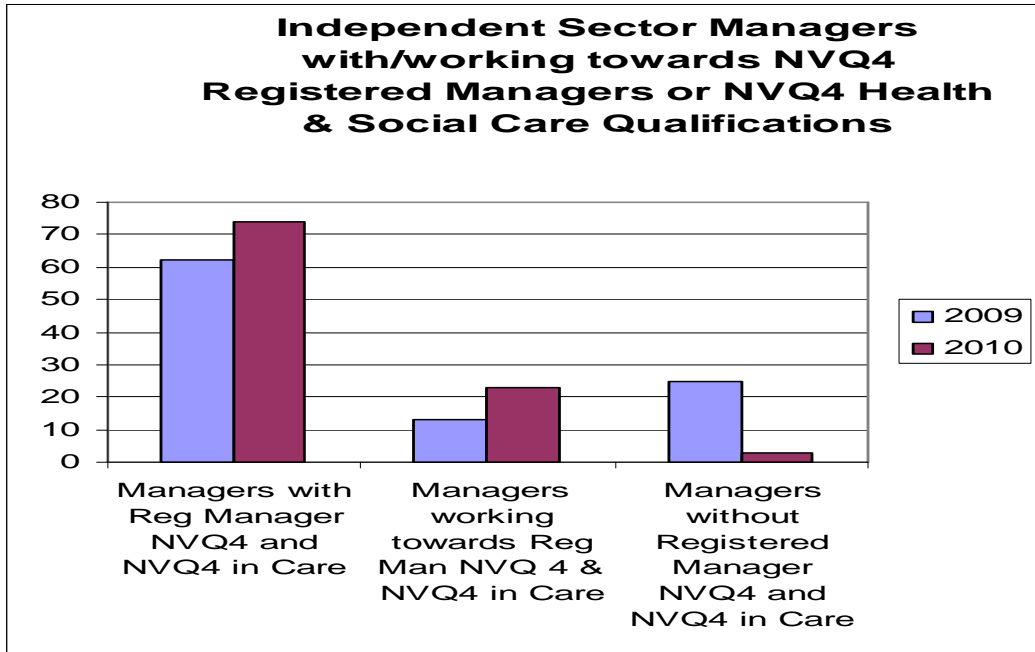
Key Conclusions

The survey return rate was slightly lower this year at 67%.



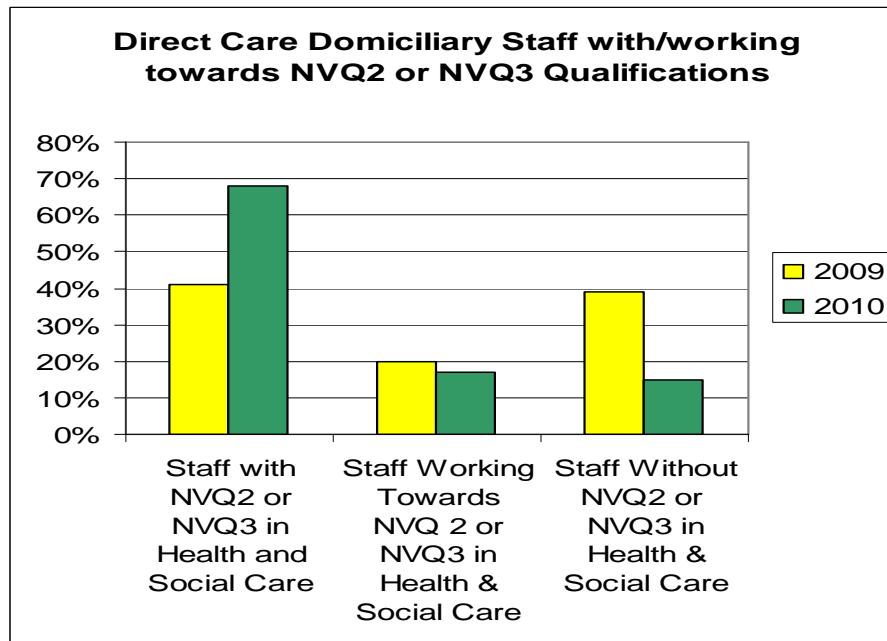
Independent Sector Residential and Domiciliary Care Managers

This year's results show that 74% of Managers in the Residential and Domiciliary Sector have the recommended Registered Managers NVQ Level 4, or NVQ Level 4 in Health and Social Care Qualification, and 23% are working towards their qualifications.



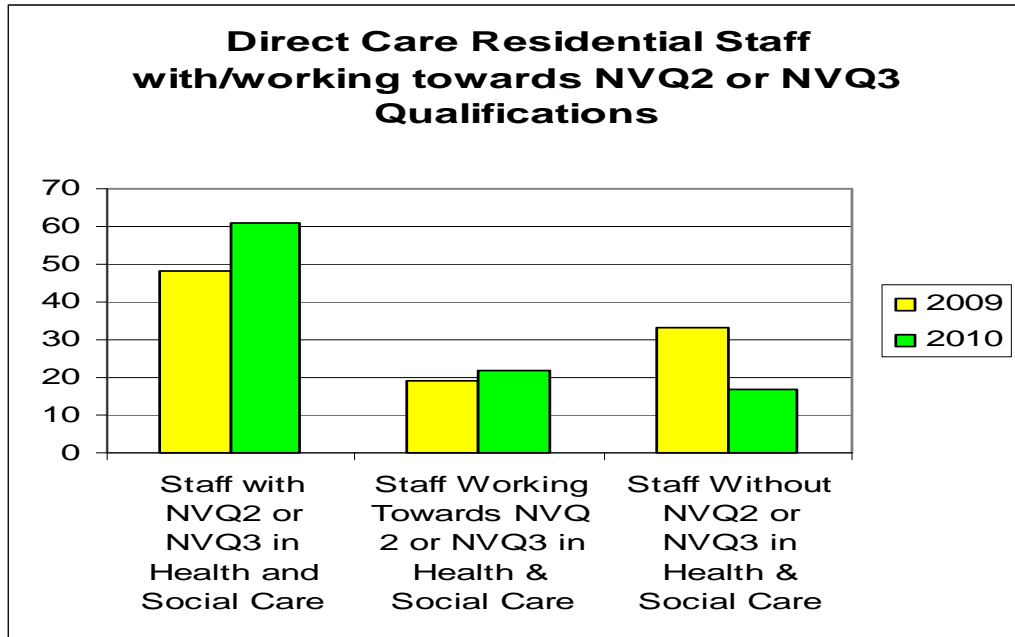
Independent Sector Domiciliary Care Staff

This year's results show 68% of Domiciliary Direct Care Staff have achieved the NVQ in Health and Social Care Level 2 or Level 3 qualification, with a further 16% working towards Level 2 or Level 3.



Independent Sector Residential Care Staff

The results from the survey show that 61% of residential care staff have an NVQ Health and Social Care Level 2 or Level 3 and a further 22% are working towards either Level 2 or Level 3 qualifications.

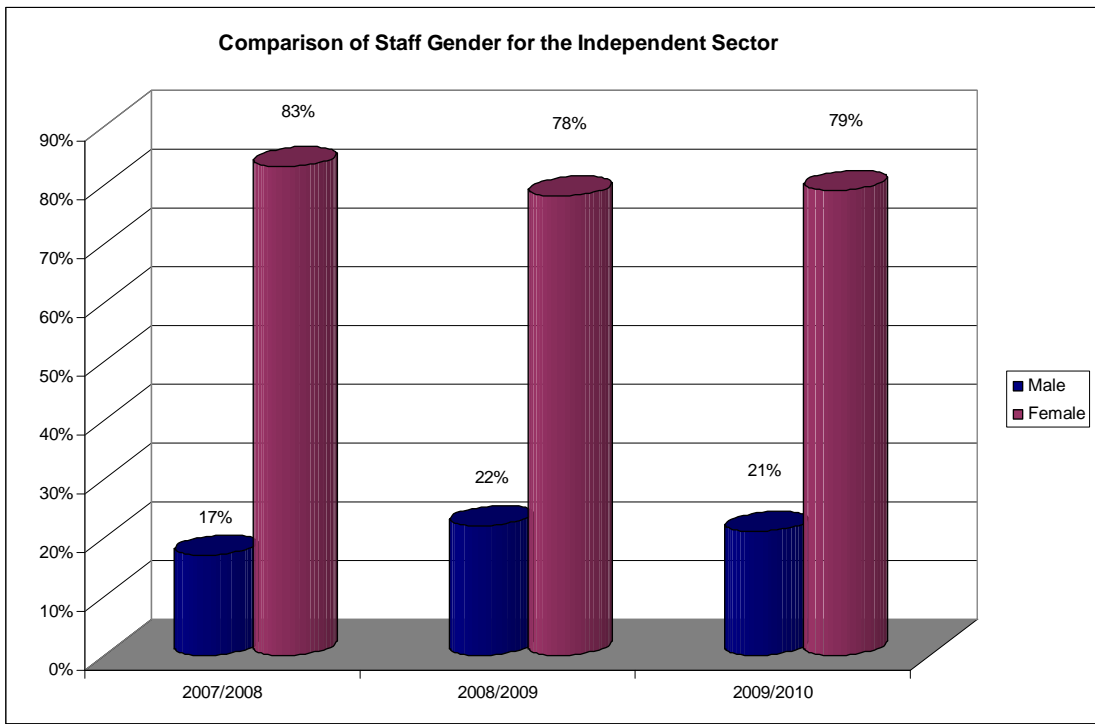


Gender and Age of Independent Sector Residential and Domiciliary Care Staff

Gender

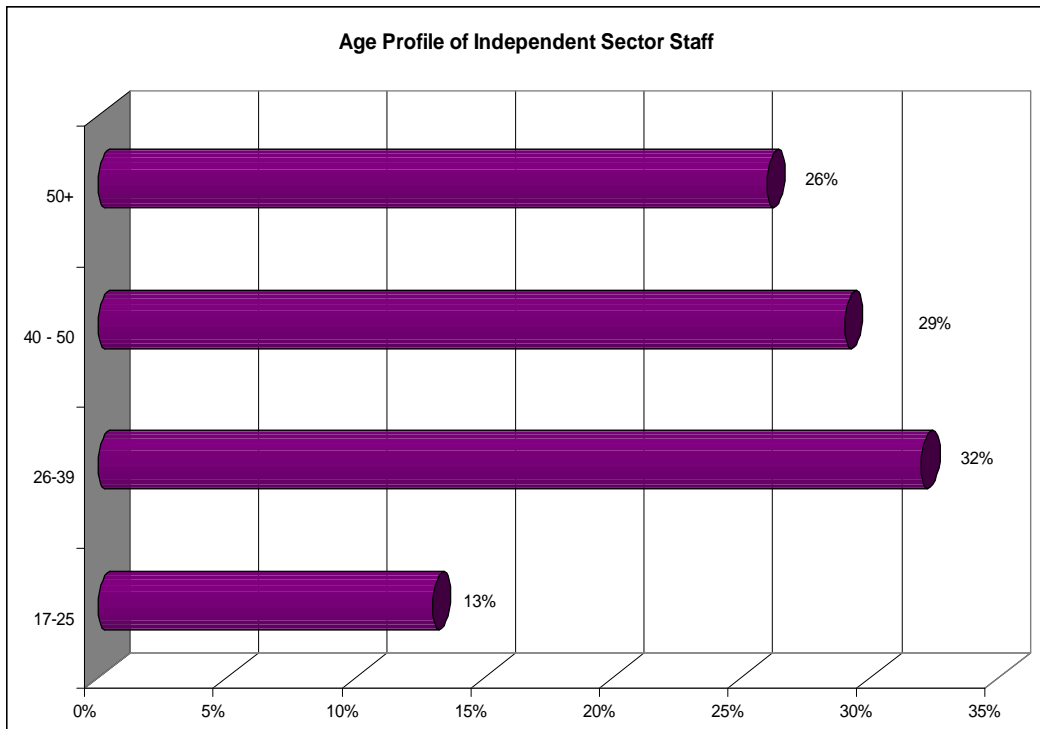
It can be seen by the charts below, the gender profile has remained similar over the past two years. It is hoped that the continual promotion at school/college events and the appointment of Care Ambassadors within Denbighshire to promote the sector will assist in increasing the proportion of male workers within the sector.





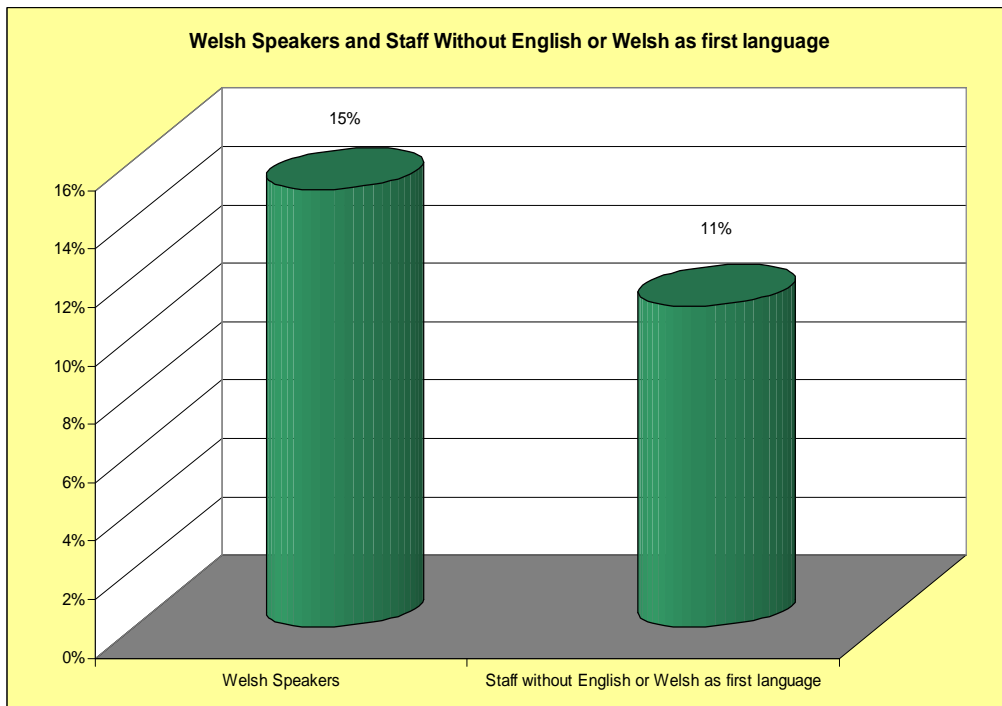
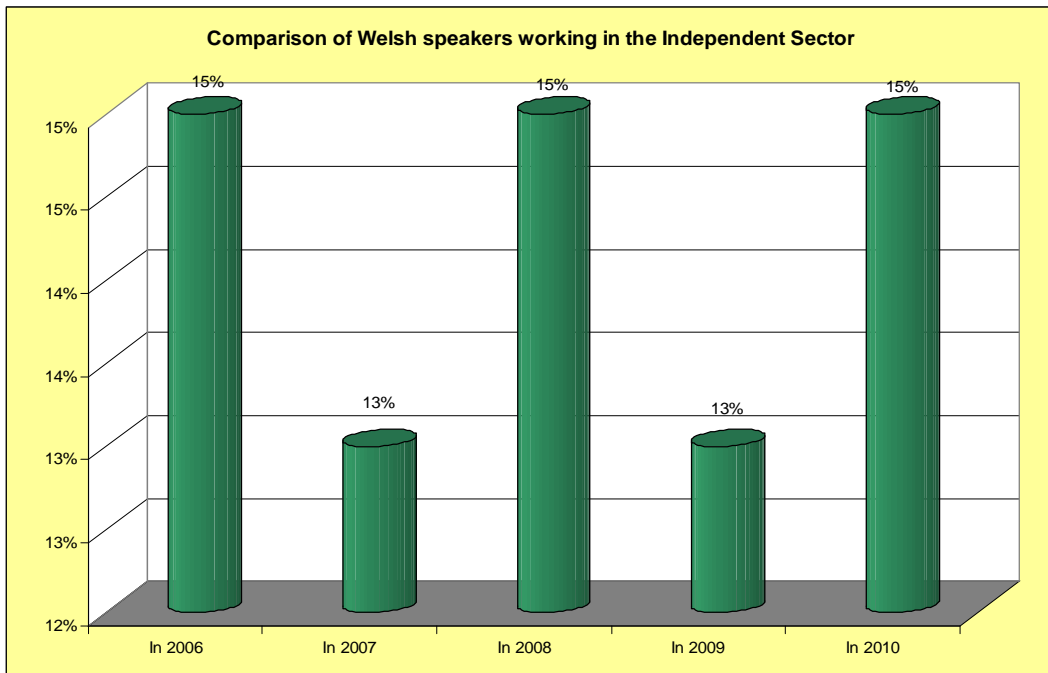
Age

The highest percentage of workers is those aged 26-39. The number of workers aged over 50 still remains a concern for reasons of workforce planning and replacing skills of experienced staff when they retire.

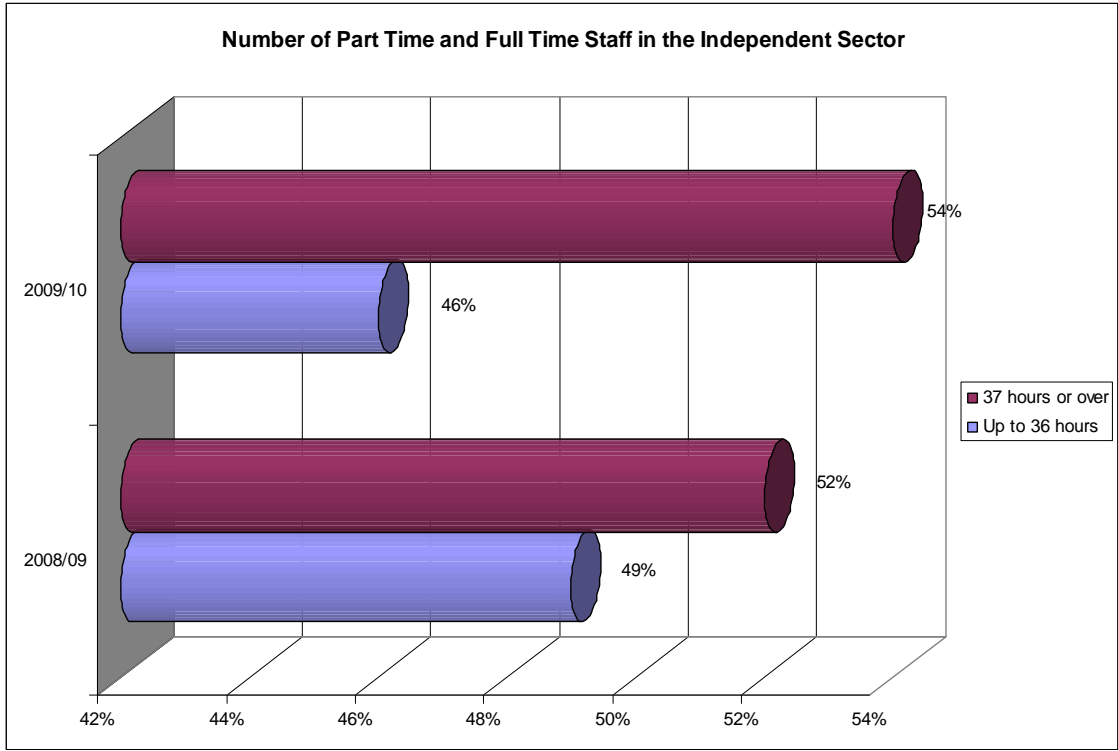


Languages of Independent Sector Residential and Domiciliary Care Staff

It can be seen from the graph below that 11% of staff do not have English or Welsh as their first language.

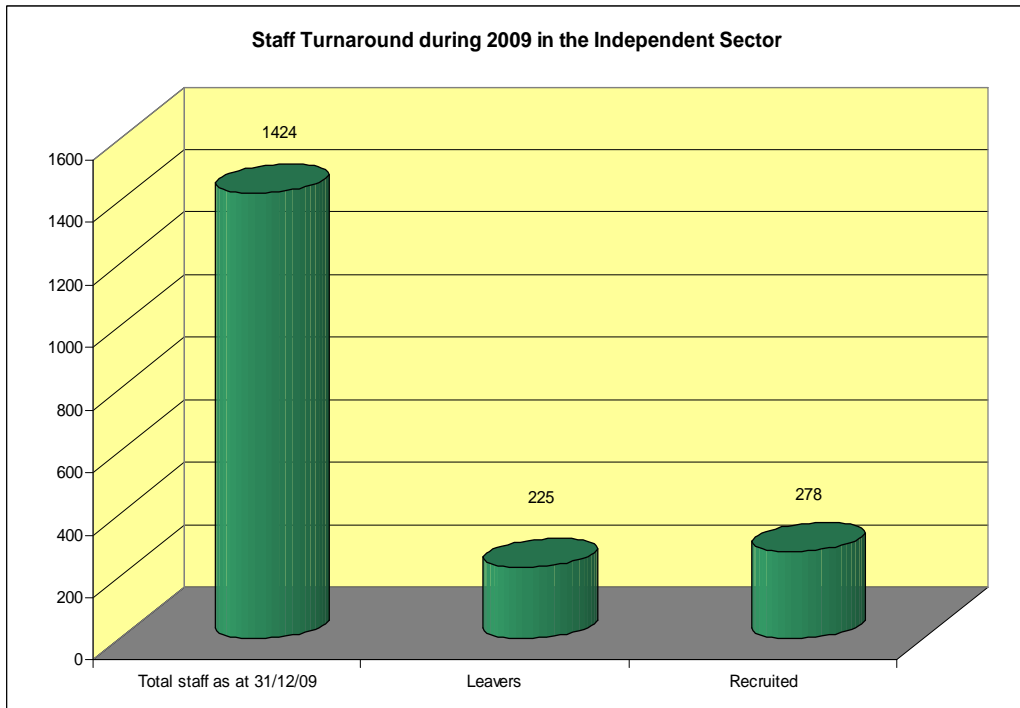


Number of Part Time and Full Time Staff in the Independent Sector



The number of part time staff has decreased marginally over the past two years. This data is more varied than reported by the Care Council for Wales in 2006 where around 62% of staff worked full-time and 38% worked part time.¹

Staff Turnover in the Independent Sector during the past 12 months



¹ The Social Care Workforce in Wales – Themes and Trends Care Council for Wales 2006

The chart on the previous page identifies that the number of staff recruited was higher than the number of leavers. In identifying the reasons for leaving, the chart below gives the reasons that were given, however the information should be treated with caution. This particular section of the survey was the most inaccurately completed and did not give representative data when comparing the numbers of leavers and the reasons for leaving. It does, however, give an overall summary as to the reasons behind why staff may have left the organisation when those reasons are known. The charts also highlight a need for improvements to be made in obtaining accurate information when staff leave and the reasons why. There are still a high percentage of reported 'unknown' reasons.

