

## **TASK:**

Imagine we take graduates out of the university who are high performers into children's social work, they are recruited by a Client.

They spend the first 12 months doing a PGD in Social Care in partnership with different Universities where they spend time with different local authorities to get experience to understand if they like the experience and would like to carry on.

The Clients will pay them a bursary throughout the period to encourage them to pursue it as an opportunity. After that year, the client places them with local authorities suitable for them so it matches their background and where they live.

How it's done now in the current scheme is that they are randomly placed and asked to carry on. Clients want to tailor the right people to the right areas (local authorities). Help children by introducing the right people to their communities and attracting the right people so they understand the children's background.

Now the recruitment is not good so we want to understand who makes a good social worker and why do they stick and what makes them work.

As they finish PGD and get placed with local authorities, clients will pay grant payment for the first year to local authorities to subsidise wages. After the year we stop paying for grants and expect them to stick.

Strong KPIs: except someone sticks after grant payment is stopped, client don't hit our metrics and don't get our KPIs.

Solution: Client needs to find people who will be good social workers and get them through the 3-year programme without leaving.

There will be a Learning portal that will sit around the higher edu portal that delivers the training.

Allow them to communicate to people in their cohort

Pull data from university, how they are performing in their courses and how they've done in their placement

Local authority data when placed permanently. We don't know what huge amount of data we will get.

## **Summary of requirements**

- Capture KPIs to make sure we're hitting all of our requirements
- Who are the right people to bring to the programme
- Who is a good social worker? Personality traits
- Retention - from the end of the programme to 3 years post

- Focus on underrepresented groups
- 500 people a year going through the course
- CRM system data
- Moodle learning (Linked to Moodle of uni)
- Can we leverage Local Authority data? e.g., how well they're doing in their local authority
- Service delivery and learning programme managers - feedback from them

#### **Data Analytics/Data science needs**

- Who makes a good social worker? Who is good?
- Why do people stay?
- Feed the data back into recruitment to enable them recruit the right people

#### **Task:**

Create a 2-3 page proposal to respond to this opportunity focusing on how the leaver analysis and performance analysis will be implemented.