



Department of
**Health, Social Services
and Public Safety**

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AN ROINN

**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

MÁNNYSTRIE O

**Poustie, Resydènter Heisin
an Fowk Siccar**

REGIONAL SOCIAL WORK DEGREE TRAINEE SCHEME

STATISTICAL ANALYSIS OF TRAINEE INTAKES

2006 & 2007

October 2008

Working for a Healthier People

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Statistics compiled by Cathy Rice and Cherith Sawyers, Office of Social Services

INTRODUCTION

The Regional Social Work Degree Trainee Scheme (RSWDT) was set up in 2003 to support the recruitment of a more diverse and mature entrant into social work training.

A review was carried out in 2005 which gathered statistical data on the recruitment process and intakes from the first three years of the Scheme (2003, 2004 and 2005). The review concluded that the Scheme had been successful in attracting more mature recruits into social work training.

Comparable data has been gathered for the 2006 and 2007 trainee intakes and this report presents an analysis of the data, including a comparative analysis of the trainee profile 2003 – 2007 and a comparative analysis of the trainee profile against the social work student profile as a whole.

SECTION ONE

SUMMARY OF KEY MESSAGES

KEY MESSAGES

- RSWDT attracts a large number of applicants each year.
- Females outnumber males on the trainee scheme by approximate 3:1. There are a higher percentage of male recruits to the Trainee Scheme compared to the percentage of male entrants to the Degree in Social Work. This translates into approximately 11 male trainees per annum, which represents approximately 25% of the average number of males studying the degree each year. There has been a small decrease in the number of male trainee recruits and a slight increase in the number of male students as a percentage of the total student population.
- An average of 85% of trainees are aged 25+. 25-29 is the most popular age range for trainees, although there was a noticeable increase in the 30-34 age group in 2007. There has been a consistent increase in the numbers of over 25s recruited on to the Degree since it commenced. Approximately 60% of all students aged 25+ in 2007 and 40% under 25. This compares with 38% aged 25+ in 2004 and 62% aged under 25.
- The majority of trainees (77%) hold a primary or higher degree. There was a noticeable increase in the number of A Level holders in 2007.
- Excluding the relevant graduate (2 year) route, 23% of students studying the 3 year degree hold a Degree; 34% A Levels and 43% other qualifications, suggesting the Degree is successful in attracting entrants from a range of education backgrounds.

- The majority of trainees have between 3-6 years relevant work experience. No comparable data is available for the whole student population.
- Approximately 60% of trainees have previous work experience in social care in either the statutory or voluntary sectors. No comparable data is available for the whole student population.
- A growing number of trainees earned over £16K in their previous post, resulting in an increase in the percentage of trainees who take a drop in salary to commence study for the Degree in Social Work. Given that over 51% of the Degree student population are aged 25+, it could be assumed that these students also give up an income to commence study on the Degree in Social Work.

SECTION TWO

SUMMARY OF 2006 STATISTICAL DATA (RSWDT)

REGIONAL SOCIAL WORK DEGREE TRAINEE SCHEME

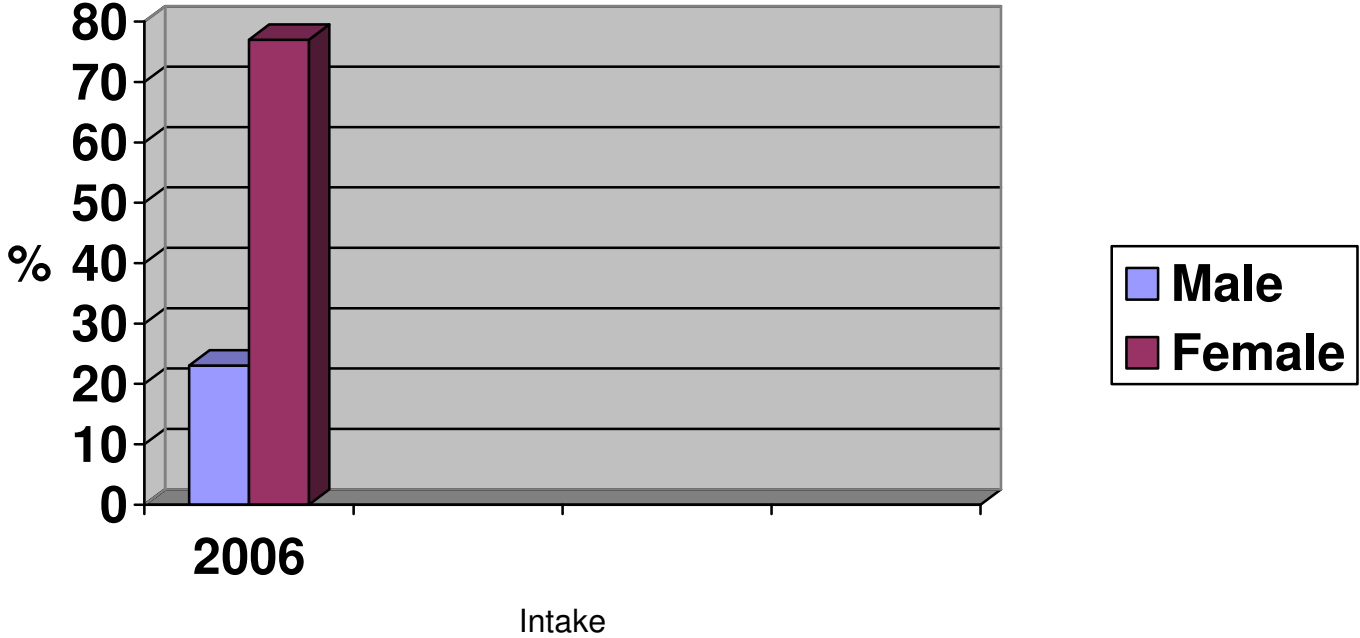
2006 INTAKE INFORMATION

BASED ON AN INTAKE OF 48

Recruitment

Applications	1198
Shortlisted	395
Appointed	48

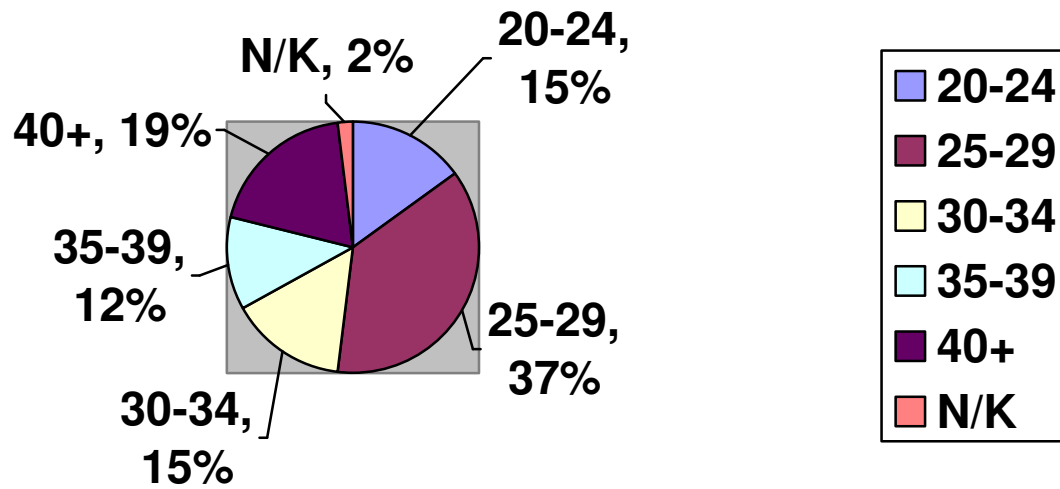
Gender



Male 11 (23%)
Female 37 (77%)

- Majority of intake female

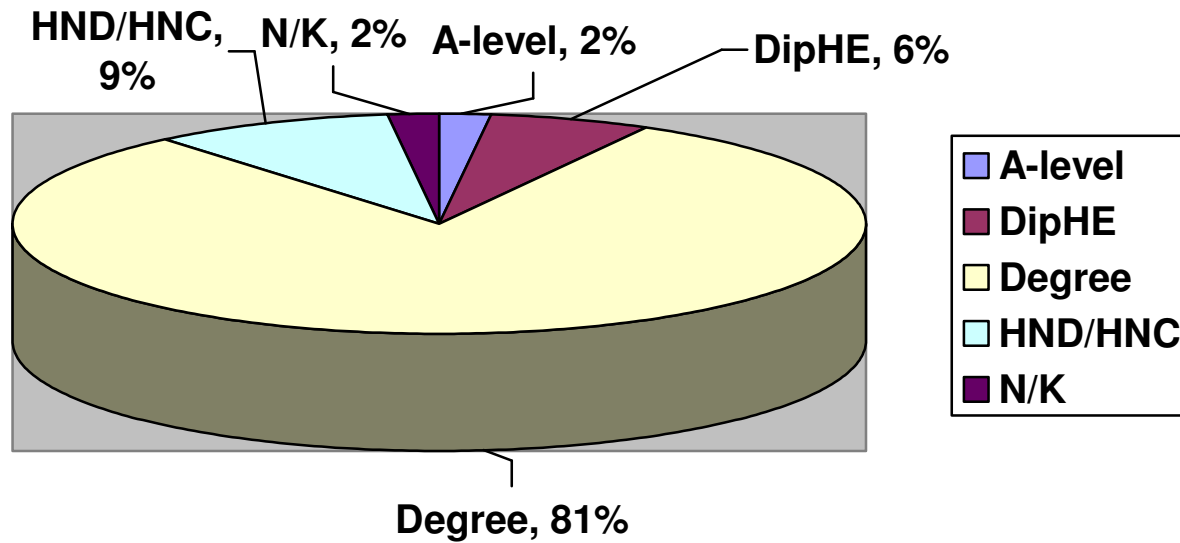
Age



20-24	7 (15%)
25-29	18 (27%)
30-34	7 (15%)
35-39	6 (12%)
40+	9 (19%)
N/K	1 (2%)

- Majority of intake in 24-29 age group

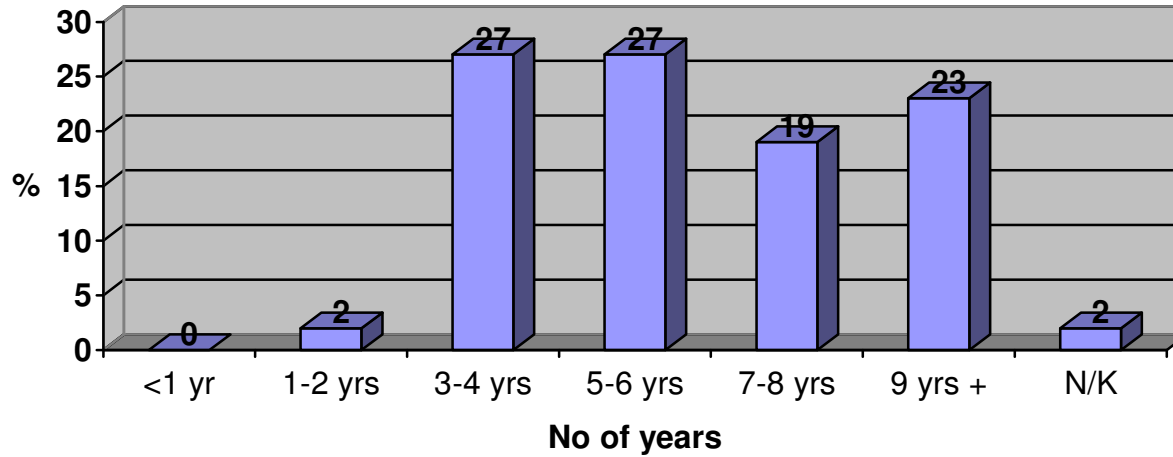
Academic Achievement



A-level	1 (2%)
DipHE	3 (6%)
Degree	39 (81%)
HND/HNC	4 (9%)
N/K	1 (2%)

- Majority of intake at Degree level

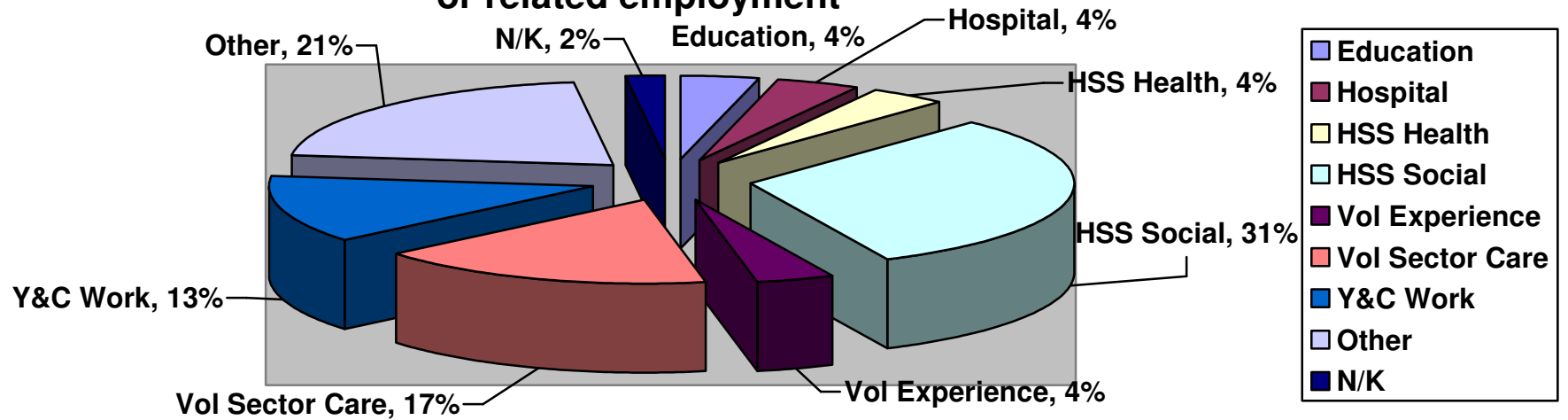
Length of previous relevant work experience



<1 yr	0
1-2 yrs	1 (2%)
3-4 yrs	13 (27%)
5-6 yrs	13 (27%)
7-8 yrs	9 (19%)
9 yrs +	11 (23%)
N/K	1 (2%)

- Majority have 3-6 years previous relevant work experience

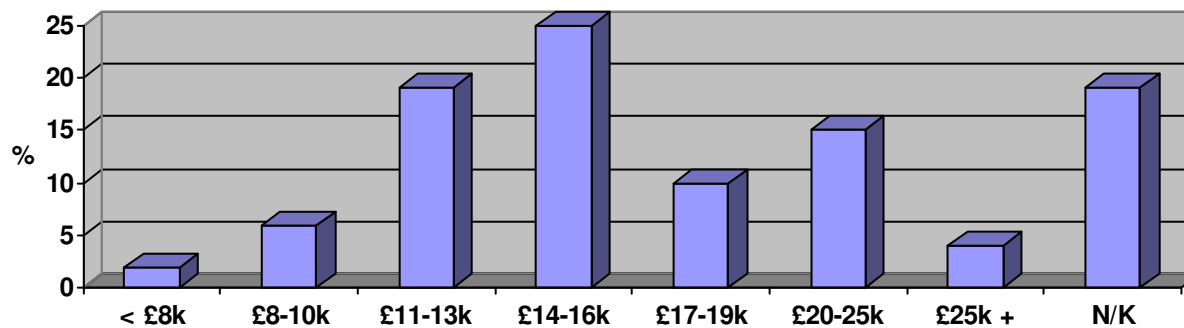
Previous experience in Social Care or related employment



Education	2 (4%)
Hospital	2 (4%)
HSS Health	2 (4%)
HSS Social	15 (31%)
Vol. Experience	2 (4%)
Vol. Sector Care	8 (17%)
Y & C Work	6 (13%)
Other	10 (21%)
N/K	1 (2%)

- Majority from HSS Social Care related employment

Previous salaries



< £8k	1 (2%)
£8-10k	3 (6%)
£11-13k	9 (19%)
£14-16k	12 (25%)
£17-19k	5 (10%)
£20-25k	7 (15%)
£25k +	2 (4%)
N/K	9 (19%)

REGIONAL SOCIAL WORK DEGREE TRAINEE PAY SCALES, APRIL 2006

Pt 16 £15,391

Pt 19 £16,667

Pt 21 £17,906

- Majority within £14-16k
- Approx. 21 candidates advantaged by joining RSWDT Scheme (44%)
- Approx. 18 candidates disadvantaged by joining RSWDT Scheme (38%)

SECTION THREE

SUMMARY OF 2007 STATISTICAL DATA (RSWDT)

REGIONAL SOCIAL WORK DEGREE TRAINEE SCHEME

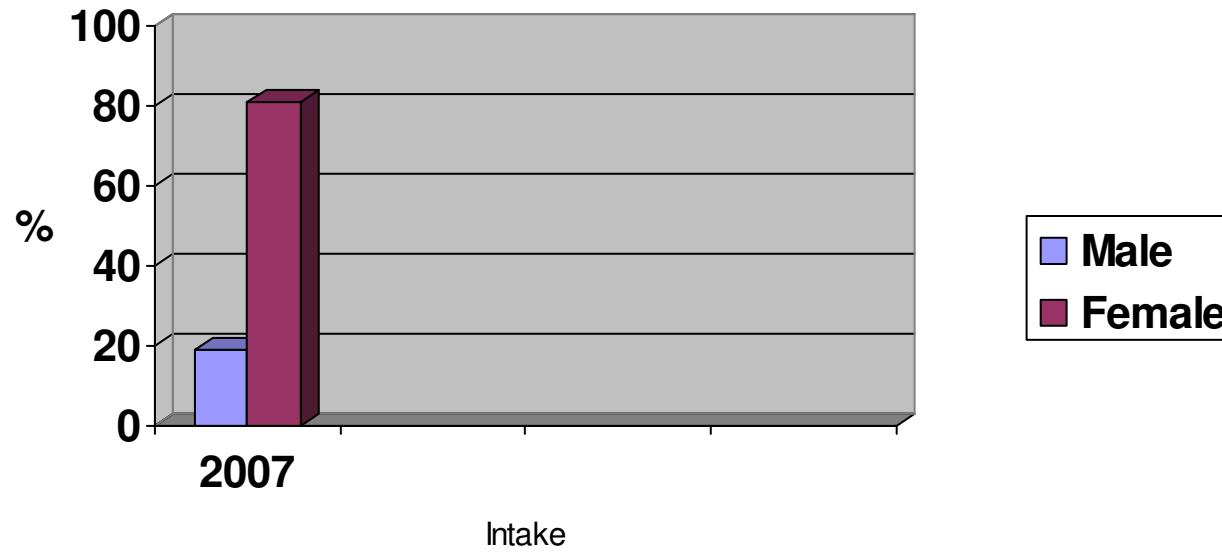
2007 INTAKE INFORMATION

BASED ON INTAKE OF 53

Recruitment

Applications	876
Shortlisted	313
Appointed	53

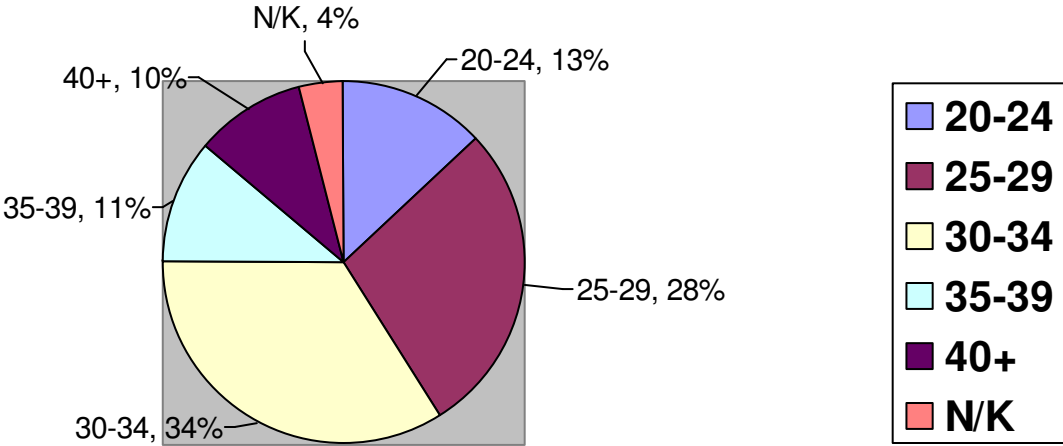
Gender



Male 10 (19%)
Female 43 (81%)

- Majority of intake female

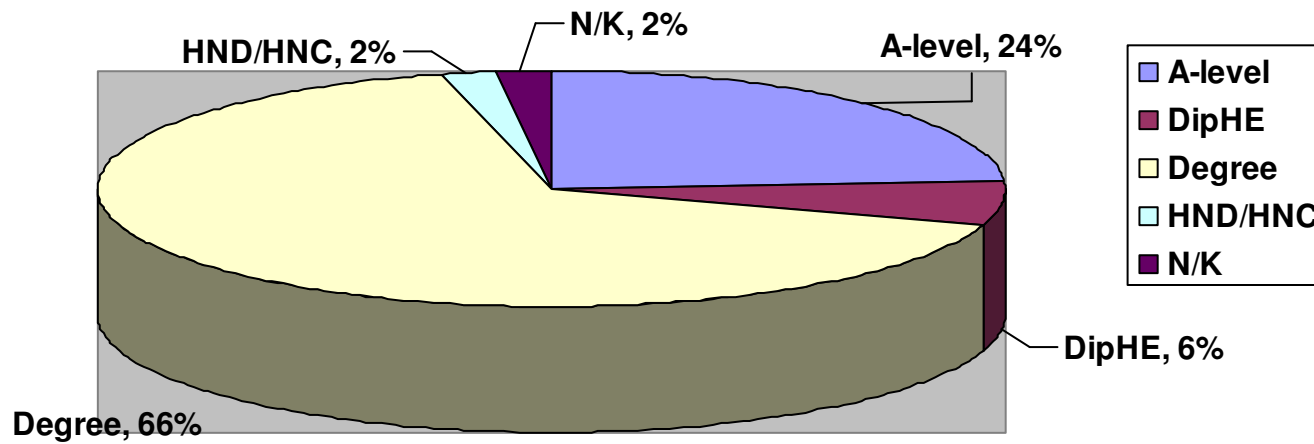
Age



20-24	7 (13%)
25-29	15 (28%)
30-34	18 (34%)
35-39	6 (11%)
40 +	5 (10%)
N/K	2 (4%)

- Majority within 25-29 and 30-34 age groups

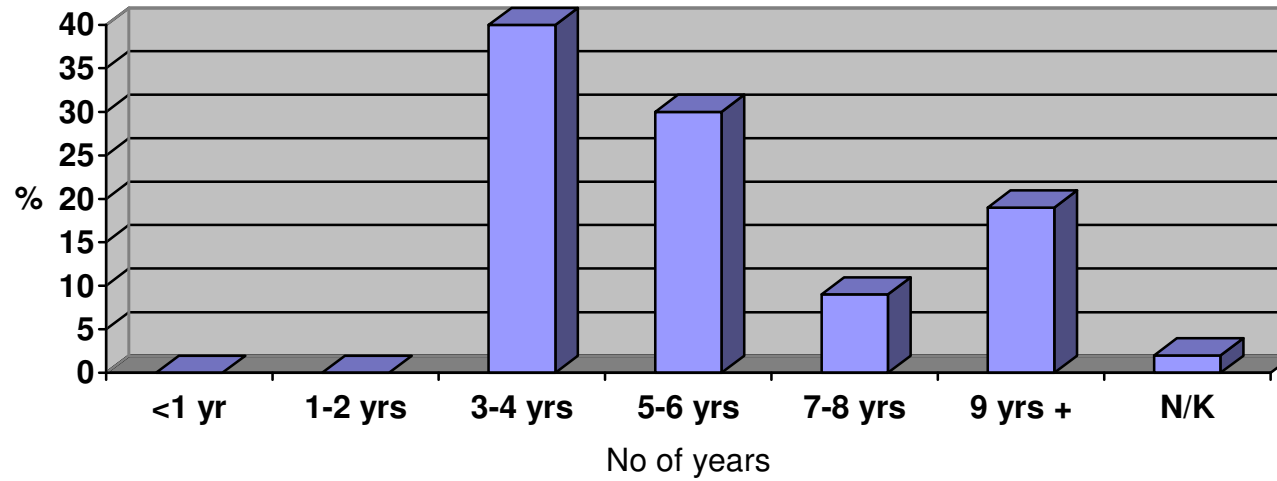
Academic Achievement



A-level	13 (24%)
DipHE	3 (6%)
Degree	35 (66%)
HND/HNC	1 (2%)
N/K	1 (2%)

- Majority of intake at Degree level

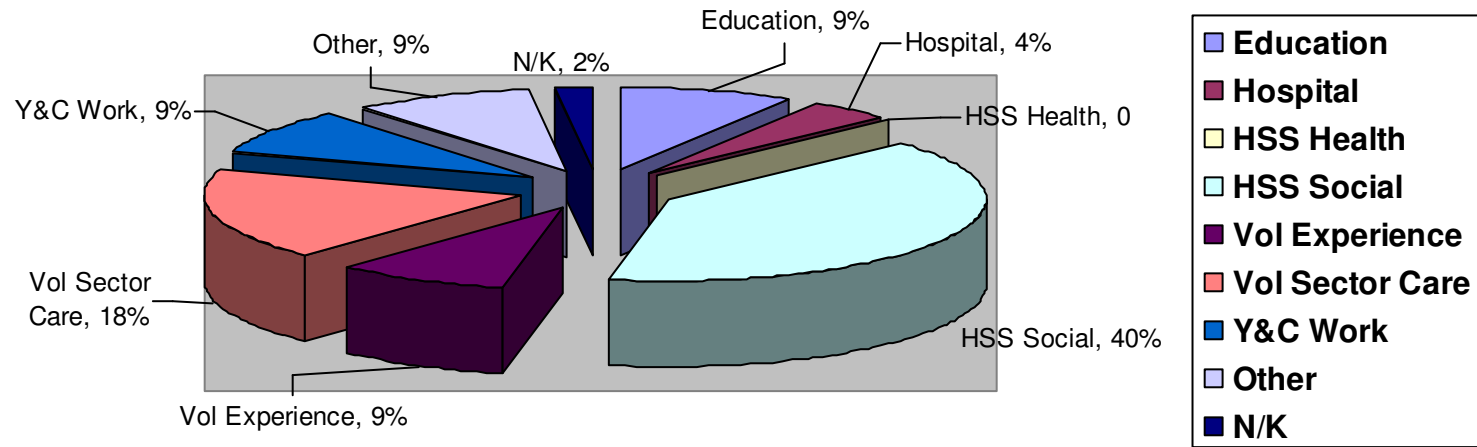
Length of previous relevant work experience



< 1 yr	0
1-2 yrs	0
3-4 yrs	21 (40%)
5-6 yrs	16 (30%)
7-8 yrs	5 (9%)
9 yrs +	10 (19%)
N/K	1 (2%)

- Majority have 3-6 years previous relevant work experience

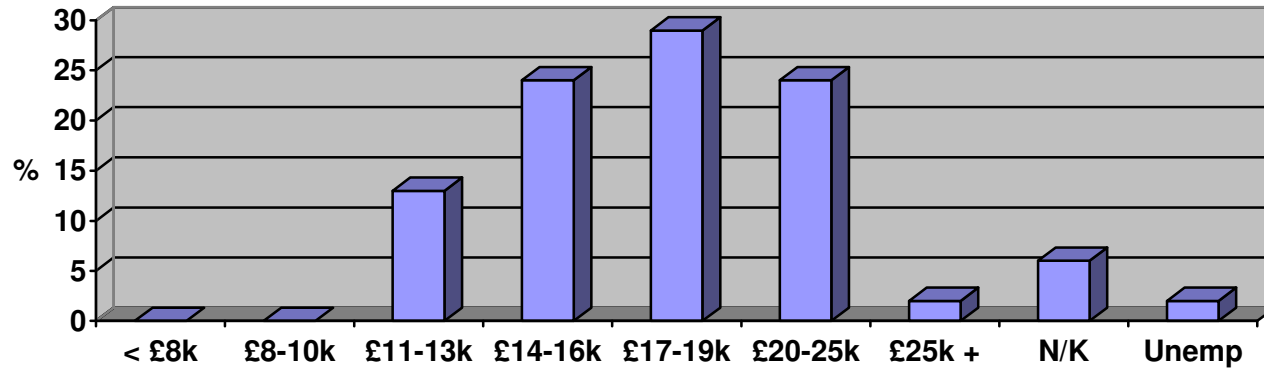
Previous experience in Social Care or related employment



Education	5 (9%)
Hospital	2 (4%)
HSS Health	0
HSS Social	21 (40%)
Vol Experience	5 (9%)
Vol Sector Care	9 (18%)
Y & C Work	5 (9%)
Other	5 (9%)
N/K	1 (2%)

- Majority from HSS Social Care related employment

Previous salaries



<£8k	0
£8-10k	0
£11-13k	7 (13%)
£14-16k	13 (24%)
£17-19k	15 (29%)
£20-25k	13 (24%)
£25k +	1 (2%)
N/K	3 (6%)
Unemployed	1 (2%)

REGIONAL SOCIAL WORK DEGREE TRAINEE PAY SCALES, APRIL 2007

Pt 16 - £15,776

Pt 19 - £17,084

Pt 21 - £18,354

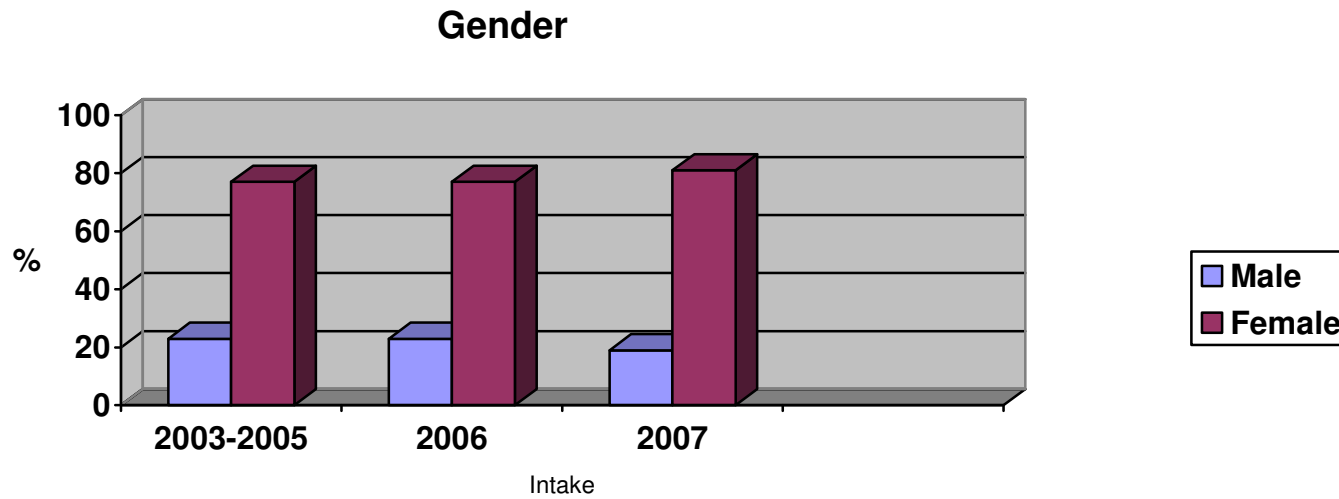
- Majority within £17-19k
- Approx 18 candidates advantaged by joining RSWDT Scheme (34%)
- Approx 29 candidates disadvantaged by joining RSWDT Scheme (55%)

SECTION FOUR

COMPARATIVE ANALYSIS 2003 - 2007 (RSWDT)

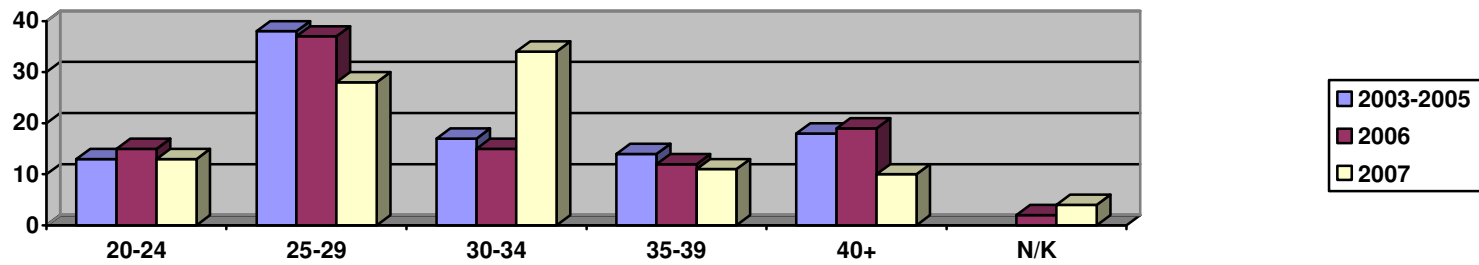
Recruitment 2003 – 2008

	Applications	Shortlisted	Appointed
2003	217	125	51
2004	445	97	50
2005	563	194	49
2006	1198	395	48
2007	876	313	53
2008	680		



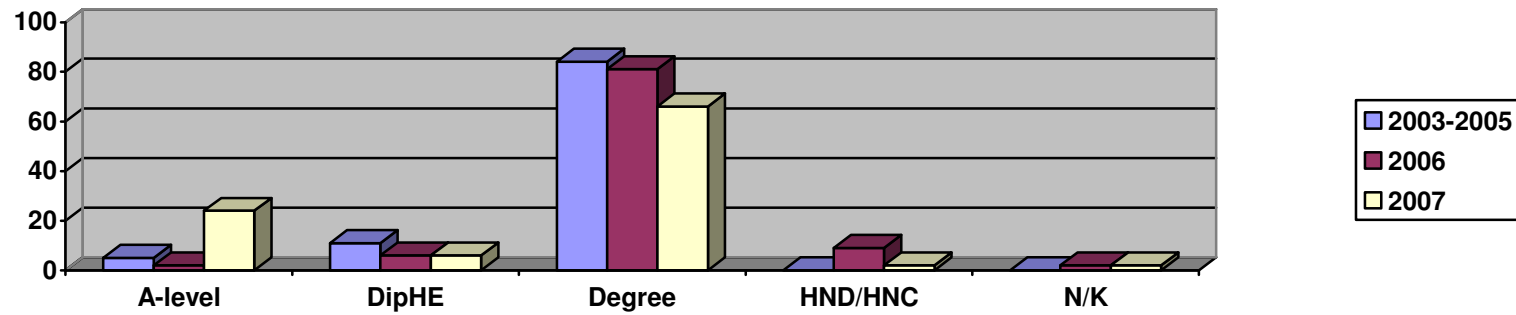
- Continually over 75% of Trainees are female, with a slight increase in 2007

Age



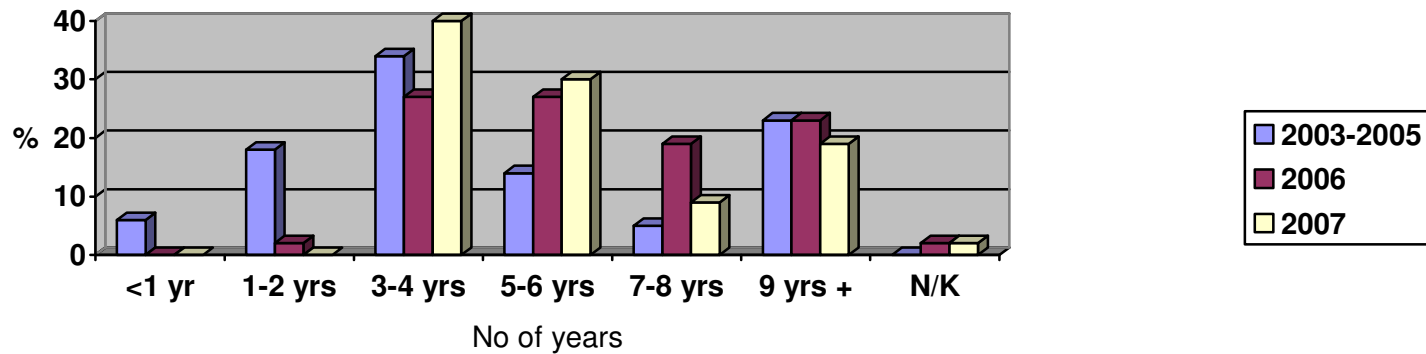
- 25-29 remains the most popular age group for Trainees with a noticeable spike with the 30-34 age group for the 2007 intake
- Over 85% of all Trainees are over the age of 25

Academic achievement



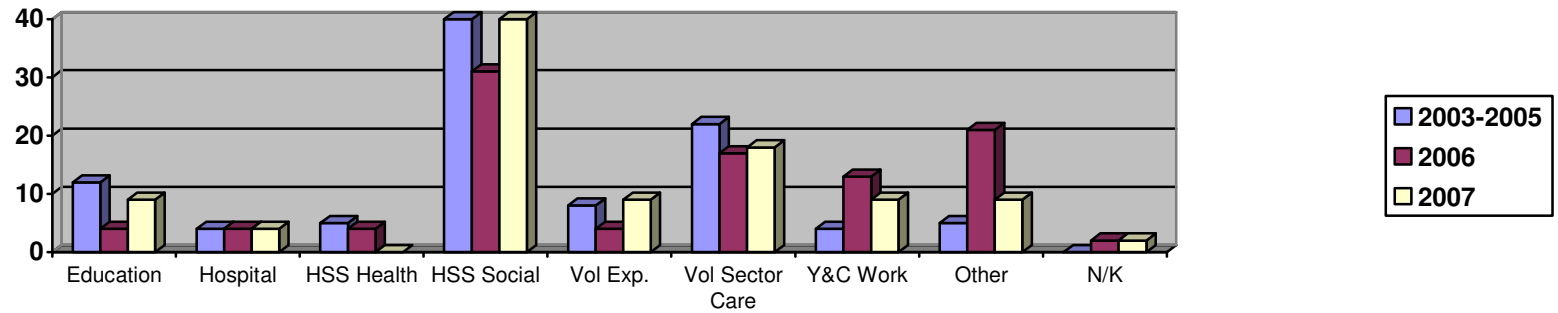
- Majority of Trainees hold a primary or higher degree as their highest academic achievement with a noticeable spike in A-level holders in 2007

Length of previous relevant work experience



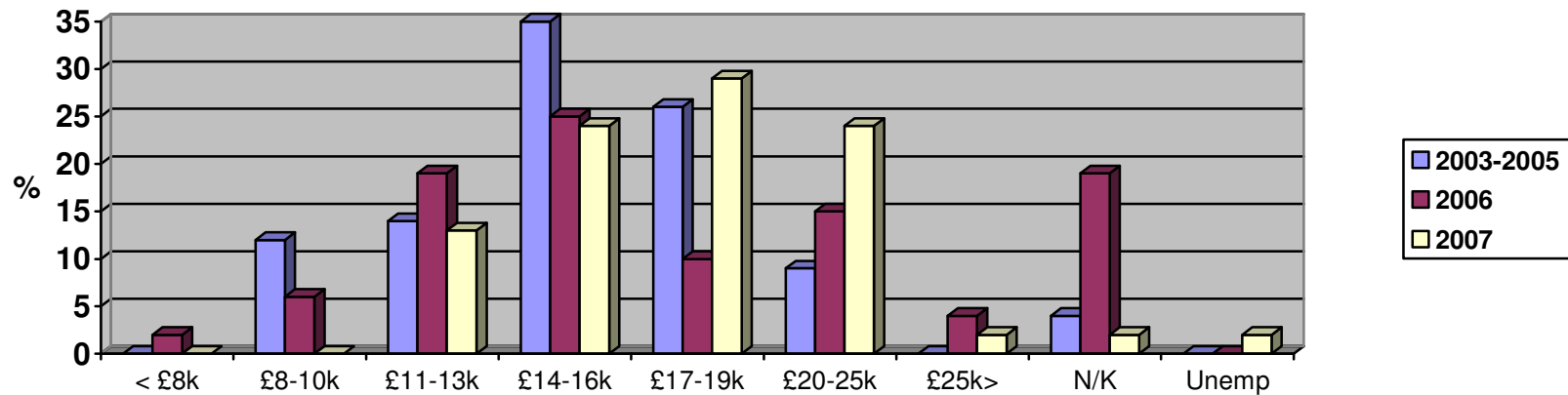
- Trainees are required to have “3 years of regular and sustained paid/voluntary work experience in social care or in a related field”
- Majority continue to have between 3-6 years relevant work experience with approx 1 in 5 having more than 9 years work experience in a relevant field

Previous Experience in Social Care or Related Employment



- Continuing trend of majority of Trainees coming from HSS Social Care and Vol Sector Care sectors

Previous salaries



- Growing trend of majority of Trainees earning over £16k leading to an increase in the percentage of Trainees who take a drop in salary to commence study for the Degree in Social Work (the marked drop in the £17-19k bracket for 2006 may be explained by the corresponding spike in the not known category for the same year)

SECTION FIVE

COMPARATIVE ANALYSIS OF RSWDT INTAKES WITH DEGREE INTAKES 2003 - 2007

Recruitment

Regional Social Work Degree Trainee Scheme

2003	51
2004	50
2005	49
2006	48
2007	53

Degree intake

2004	274
2005	298
2006	296
2007	298

- **The target intake for trainees each year is 54**
- **The target intake for the Degree in Social Work each year is 300**
- **On average, trainees represent 21% of the total social work student intakes**

It is recognised that the actual numbers of trainees entering the Degree each year varies, so the findings are more indicative than conclusive.

This comparative analysis is based on an estimated average intake of 50 trainees to the Degree each year and a comparison of each of the characteristics of the 2 groups based on the calculated average of the profile of

- (a) trainees 2003 – 07; and**
- (b) social work students 2004 – 2007.**

Gender

Regional Social Work Degree Trainee Scheme

	Male	Female
2003-05	23%	77%
2006	23%	77%
2007	19%	81%

Degree intake

	Male	Female
2004	11%	89%
2005	16%	84%
2006	14%	86%
2007	15%	85%

- **Overall, the trainee scheme has a higher percentage of male recruits than the degree intake. On average, this equates to 11 males per annum. There has been a small decrease in this percentage in 2007**
- **There has been a small increase in the number of males entering the Degree since 2004. On average, this equates to 41 males per annum**
- **Male trainees represent on average 25% of the number of male social work students**
- **Males continue to be under-represented in social work education**

Age

Regional Social Work Degree Trainee Scheme

	Under 25	25 +
2003-05	13%	87%
2006	15%	85%
2007	13%	87%

Degree intake

	Under 25	25 +
2004	62%	38%
2005	44%	56%
2006	51%	49%
2007	40%	60%

- The age profile of the trainee scheme is predominantly in the over 25 bracket
- There has been a decline in the % of social work students in the under 25 age range
- On average over the 4 years, 49% of social work students have been under 25

Academic achievement

Regional Social Work Degree Trainee Scheme

	Degree	A-levels	Other
2003-05	84%	5%	11%
2006	81%	2%	17%
2007	66%	24%	10%

Degree intake

	Degree	A-levels	Other
2004	47%	28%	25%
2005	47%	22%	31%
2006	52%	20%	28%
2007	50%	21%	29%

- **An average of 77% of trainees hold a first degree on recruitment to the Scheme, compared to an average 49% of all social work students who hold a degree on entry to the course**
- **Excluding 2007, an average 3% of trainees had A-levels compared to 22% of all social work students**
- **13% of trainees hold other qualifications compared to 43% of social work students on the 3 year route**
- **Excluding relevant graduates, approximately 23% of students on the 3 year route hold a degree on entry to the course**
- **Excluding relevant graduates, approximately 34% of students on the 3 year degree course hold A-levels. In 2007, 24% of trainees held A-levels**

In 2006, 61% of trainee entrants to the Degree entered the 2 year RGR.

In 2007, 53% of trainee entrants to the Degree entered the 2 year RGR.