



**Local government social care
workforce development
expenditure: a survey of trends
and funding (2009)**

By Keith Brown and Steven Keen

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Foreword

This is the sixth year that Learn to Care has carried out a survey, through its members, of the use by local authorities of the workforce development grants allocated by the Department of Health and the Department for Children, Schools and Families. The findings certainly make interesting reading. I'd like to record my grateful thanks to the 78 Learn to Care members for responding to this survey; and indeed to the authors of this publication for making these responses understandable and accessible to all.

Learn to Care continues to thrive on the creativity, enthusiasm and commitment to improve care services that is demonstrated by our members. Please do use our network for your day-to-day support needs via our website (www.learntocare.org.uk) and the regional representatives.

Trevor Hewitt

Chair, Learn to Care

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Introduction

Learn to Care (www.learntocare.org.uk) represents people engaged in the management and implementation of workforce development in the social care sector and has undertaken an annual survey of its members since 2004 to see how the Department of Health's and Department for Children, Schools and Families workforce development grants are being used in England. Members represent Adult and Children's services from 150 English local authorities.

For 2008-09 and beyond, the two components of the Local Area Based Grant have replaced the previous National Training Strategy and Human Resources Development grants. These two components are the Adult Social Care Workforce (£143m) and Children's Social Care Workforce grants (£18.2m) and total £161.2m for 2009-10. To reflect these components, this year's survey was split into an Adult survey and a Children's survey.

This report details the findings from both 2009 surveys and compares them with their predecessors. The 2009 surveys asked questions around the workforce development grants; the funding of workforce development in the voluntary, independent and private (VIP) sector; and good practice examples. Copies of the 2009 surveys are placed at the end of this document as appendices A and B.

Learn to Care members working in 51 Adult and 27 Children's workforce development departments responded to the 2009 survey. Therefore, 34% (Adult) and 18% (Children's) of local authorities in England are represented. Some regions are represented more than others, as Table 1 shows. This level of representation is lower than the 37% (or 56 authorities – Adult and Children's) responding to last year's (2008) survey. Although findings from 2008 and 2009 surveys are not directly comparable owing to the changes in grants outlined above, in 2009, 29 out of 51 Adult respondents also replied to the 2008 survey, as did 17 out of 27 respondents from the Children's sector. Representation from Learn to Care members working in the Children's sector is much lower than those working in the Adult sector, perhaps because, owing to the recent separation of Children's and Adult services, Children's workforce development departments are less well-established than their Adult counterparts.

Table 1: Response rate to 2009 and 2008 funding surveys by region

Region (total of authorities in brackets)	2009 Adult responses	2009 Children responses	2008 responses (adult and children)
South East (19)	5	3	6
South West (16)	11	4	7
London (33)	6	4	6
Eastern (10)	2	3	3
East Midlands (9)	1	2	3
West Midlands (14)	6	2	8
Yorkshire (15)	5	1	7
North West (22)	9	6	12
North East (12)	6	2	4
Total (150)	51 (34%)	27 (18%)	56 (37%)

Respondents to the 2009 Adult survey are broadly representative of the total local authority population i.e. a third of metropolitan, unitary and shire councils and their grant income are represented. However, respondents to the 2009 Children’s survey are under-represented by unitary authorities (11% vs. 18%) and over-represented by shire councils (26% vs. 18%) and their associated grants. Please note that not all Learn to Care respondents answered *all* the questions. Direct verbatim quotes from survey responses are contained in quotation marks and are italicised. What follows is split into six subheadings:

- Voluntary, independent and private (VIP) sector
- Grants
- Good practice examples in workforce development
- The future
- Summary of findings
- Implications.

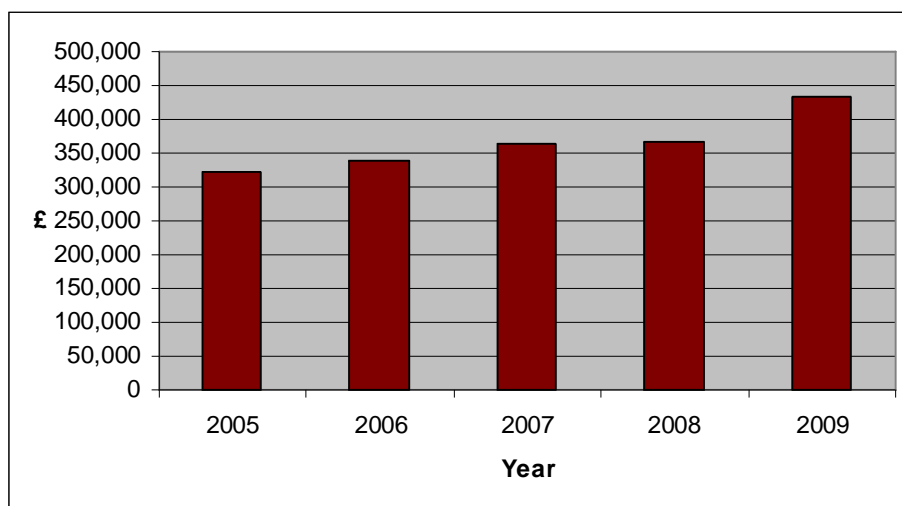
Some of these sections include mean (or average) figures and the standard deviation from this mean. Standard deviation (SD) is a measure of how the data is distributed around the mean. A low figure of standard deviation means the figures are grouped closely around the mean. A high figure of standard deviation means there is more variance in this data. Put another way, standard deviation is the most common measure of statistical dispersion, measuring how widely spread the values in a dataset are. If many data points are close to the mean, then the standard deviation is small; if many data points are far from the mean, then the standard deviation is large.

Voluntary, independent and private (VIP) sector

This section looks at how far local authorities are financially supporting the VIP sector. All those answering Question 7 of the survey (n=47 adult; n=20 children) plan to support workforce development in the VIP sector to a mean of £368k (SD £384k) (Adult) and £64k (SD 84k) (Children's) per authority in 2009-10. The figures of standard deviation are large here – this means that there is much variance in this data – this is to be expected owing to large variations in the size of local authorities. To put these figures in perspective, they equate to 34% (SD 16%) (Adult) and 16% (SD 12%) (Children's) of an authority's total social care workforce budget.

This combined mean spend per authority for 2009-10 (£384k + £64k = £432k) is considerably higher than those from the 2008 (£366k), 2007 (£363k), 2006 (£338k), 2005 (£322k) and 2004 (£298k) surveys, as displayed in Chart 1. These figures demonstrate that support for the Adult VIP sector in 2009-10 is either the same (n=22), slightly higher (n=13) or substantially higher (n=3) than in 2008-09; similarly, support for the Children's VIP sector is either the same (n=14), slightly higher (n=3) or substantially higher (n=2) than in 2008-09. As Chart 1 shows, the overall trend of spending in the VIP sector is on an upwards trajectory.

Chart 1: Local authority planned financial support for the VIP sector over the last 5 years (mean planned spend)



Assuming these averages display a representative picture for all local authority councils with social services responsibilities, it can be estimated that a total of £65m (150 English councils x £432k) will be spent in the VIP sector during 2009-10. This figure equates to 40% of the Children's and Adult indicative Social Care Workforce grants [£161.2m].

In 2009, as in the 2008, 2007 and 2006 surveys, most authorities (n=40 Adult; n=17 Children's) spent all the funding allocated to the VIP sector. The 2009 survey asked Learn to Care members to specify any key issues – as in previous years, three issues are repeated:

- VIP sector capacity to release staff for workforce development (n=5 Adult; n=2 Children's)
- VIP sector staff non-attendance rate (sometimes up to 40%) (n=3 Adult; n=2 Children's)
- Local authority capacity, i.e. lack of resource, to meet the VIP sector's training and development needs and demands (n=1 Adult; n=1 Children's).

In the 2009 survey, answers to this question also raise issues around the difficulties of engaging the VIP sector (n=2 Adult; n=4 Children's), related to their workforce development 'needs'; and the unknown quality of private trainers (n=2 Adult). Learn to Care members answering question 7 (g) and (h) identify a large array of initiatives that councils continue to be involved in during 2008-09 to make workforce development opportunities available across the VIP sector. These examples are similar to, yet more extensive than, those from the 2008 survey.

- Comprehensive, often electronic, training directories specifically designed for the VIP sector.
- Up to date email contacts list and training databases.
- Local authorities organising staff surveys and training needs analyses within the VIP sector.
- Newsletters, websites, annual award ceremonies, networking and raising awareness events, recruitment programmes, workforce planning conferences and help in completing the National Minimum DataSet for Social Care to engage with the sector.

- Distribution of laptops and printers to VIP sector organisations with conditions of 'involvement' attached!
- Re-designing accounting systems to make any bureaucracy less complex for the VIP sector.
- Funding for individuals working in the VIP sector to access undergraduate, post-qualifying and post-graduate social work education programmes, including management development programmes.
- VIP sector representatives becoming key stakeholders in regular workforce strategy development, care alliances, Trust board and/or other partnership group meetings.
- The funding of posts within local authorities with specific remits to work with VIP sector managers and staff to develop programmes to meet the needs of their workforce.
- Working in partnership with neighbouring authorities to develop joint initiatives to support the VIP sector.
- Subjecting courses and programmes to rigorous quality processes

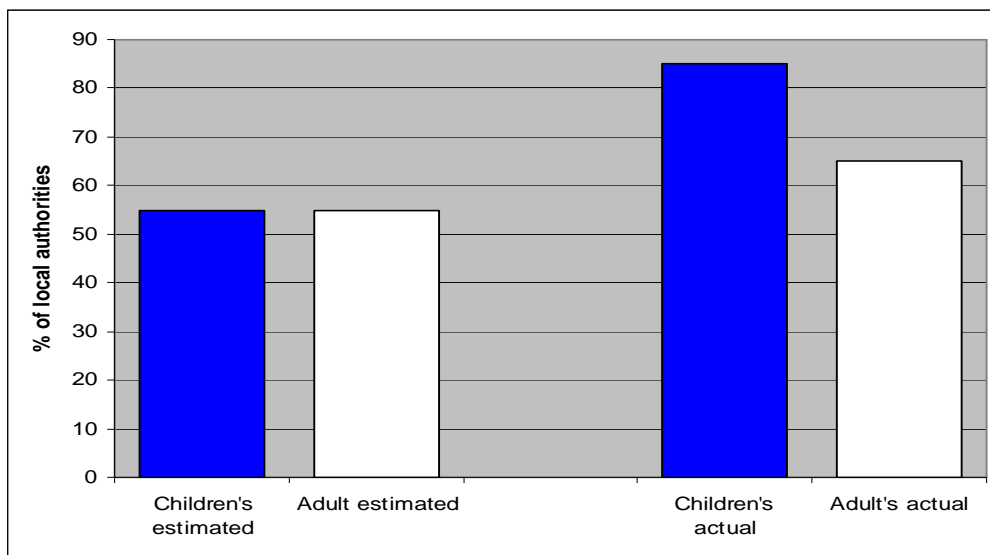
In addition to offering (mostly fully) funded places for direct, in-house and bespoke training and providing joint training opportunities within the VIP sector, councils continue to make significant investments in e-learning, for example, '*VIP partners have been given access to e-learning programmes on the authority's e-learning zone*'; and '*there are e-learning resources available free...where organisations can download training materials and access updates relating to social care*'.

Grants

2008-09

This section looks at the extent to which workforce development grants are secured for their intended purpose (Question 2). In last year's (2008) survey about half of the Learn to Care members estimated they were likely to retain *all* the indicative Children's (n=30 or 54%) and Adult (n=31 or 55%) workforce grants in 2008-09; of those authorities unable to retain 100% of these grants, they were likely to retain an average of 35% of their Children's social care workforce grant and 73% of the Adult social care workforce grant in 2008-09. In the 2009 survey, we asked Learn to Care members what percentage of the Adult and Children's social care workforce grants they *actually* secured in 2008-09 – 30 members (65%) from the Adult sector and 23 members (85%) from the Children's sector secured *all* the indicative Adult and Children's social care workforce grants (Chart 2). Of those authorities unable to retain 100% of these grants, they have been able to secure 81% (SD 11%) of the Adult social care workforce grant and 71% (SD 15%) of the Children's social care workforce grant for 2008-09.

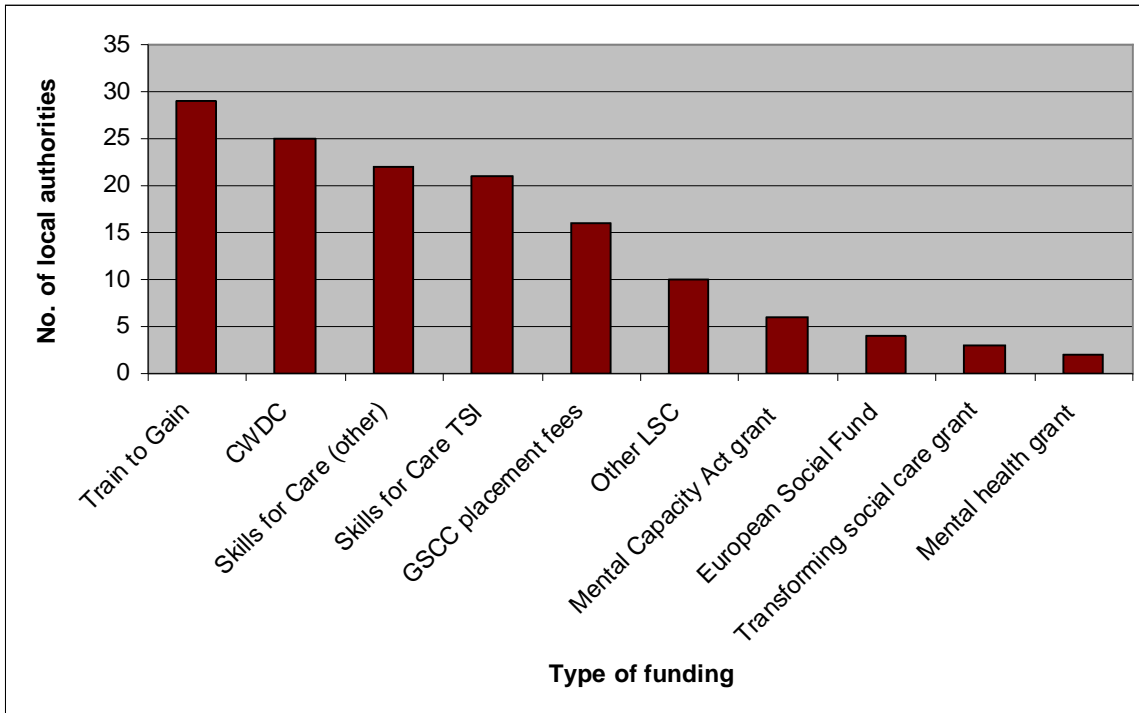
Chart 2: Estimated versus actual retention of 100% of the Adult and Children's social care workforce grant in 2008-09



The above percentages equate to an *actual* total spend of £794k (SD 460k) (Adult) and £123k (SD £60k) (Children’s) per authority on social care workforce development in 2008-09. Assuming these averages reflect all local authority councils with social services responsibilities, spending of the indicative social care workforce grants can be estimated at £138m (150 English councils x £917k (£794 + £123k) for 2008-09 – equivalent of about 88% of the combined allocated Adult and Children’s social care workforce grants for 2008-09 (£157.2m).

In addition to the indicative Adult and Children’s social care workforce grants, local authorities are also accessing other types of grants and funding bodies for workforce development purposes (Question 4). Members report often accessing more than one of the most common funding streams or organisations, for example, Train to Gain (n=29), CWDC (n=25) (e.g. Graduate scheme, AP, EPD, Social Work Development, Integrated Youth and Integrated Workforce grants), Skills for Care (n=22) (e.g. Employer Engagement, Care Ambassadors and Practice Educator grants) or TSI (n=21) – see Chart 3.

Chart 3: Additional sources of funding accessed by local authorities in 2008-10



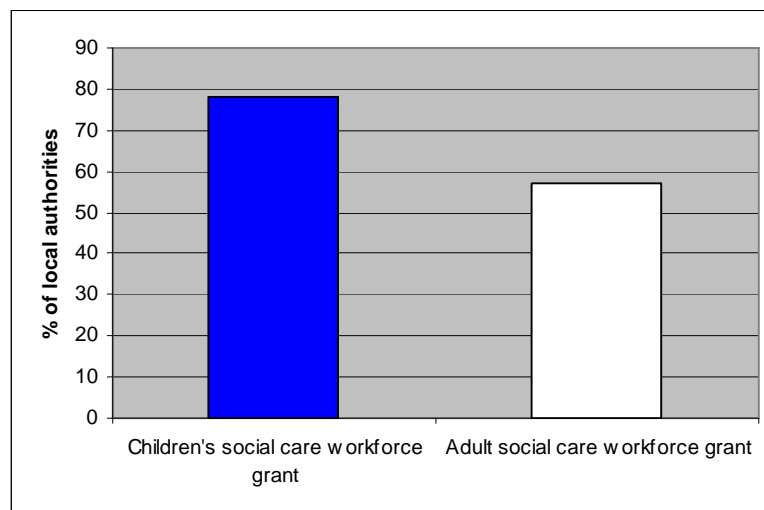
In monetary terms, these funding streams gained by 65 Learn to Care members (n=43 Adult; n=22 Children's) equate to a total of £6.5m or a mean of £201k (Adult £98k (SD 124k); Children's £103k (SD £82k)) per authority; all of this funding has been allocated over the 2008-10 financial years. These figures are very much higher than last year's total survey figure of £2.4m and mean of £67k per authority.

We also asked Learn to Care members if they had accessed Newly Qualified Social Worker funding streams (Question 6). Members from 38 Adult (75%) and 16 (59%) Children's workforce departments had accessed this funding for an average of 8 newly qualified Adult social workers (SD 4) (6 supervisors (SD 3)) and 13 (SD = 9) newly qualified Childcare social workers per authority. In the Children's sector, this has equated to funding of £67k (SD £35k) per authority.

2009-10

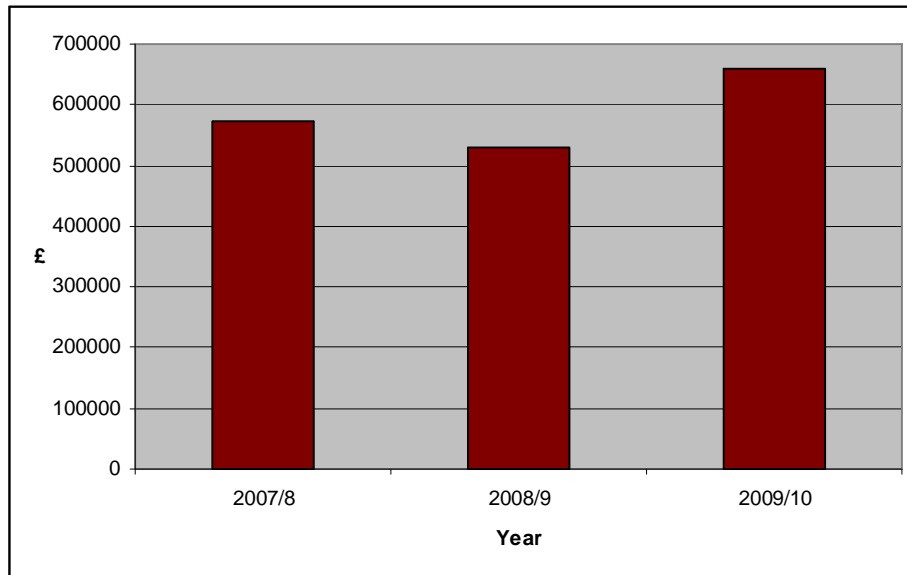
Looking forward to 2009-10, local authorities estimated the extent to which workforce development grants are likely to be secured for their intended purpose (Question 2b). Twenty-nine Learn to Care members from the Adult sector (57%) and 21 members from the Children's sector (78%) report they are likely to secure *all* the indicative Adult and Children's social care workforce grant for 2009-10. Of those authorities unlikely to retain 100% of these grants, they are likely to retain an average of 85% (SD 14%) of the Adult social care workforce and 89% (SD 5%) of the Children's social care workforce grants.

Chart 4: Percentage of authorities likely to retain 100% of the Adult and Children's social care workforce grants in 2009-10



Local authorities are supporting workforce development in social care during 2009-10 (Question 3) in addition to the Adult and Children's social care workforce and other grants above – otherwise known as 'core' funding – to a total of £19m or a mean of £661k per authority. This figure is made up of average spending per authority in Adult (£344k (SD £260k)) and Children's (£317k (SD £265k)) sectors. Assuming these averages reflect all local authority councils with social services responsibilities, 'core' funding can be estimated at a total of £99m (150 English councils x £661k) for 2009-10; £19m more than last year's survey figure for 2008-09 (£80m) and indeed more than the previous year's survey figure (2007-08 – £86m).

Chart 5: Core funding from local authorities to support workforce development in social care



Good practice examples in workforce development

Question 8a requested examples of what had gone particularly well in each local authority area during 2008-09. Fifty-nine Learn to Care members (41 Adult; 18 Children's) offer a response, although anecdotally these types of initiatives are replicated in the many other local authorities who have not responded to this survey. In previous years there has been a clear focus on the development of strategic partnerships and this continues to be emphasised in the 2009 survey.

The Children's sector cite effective strategic partnerships as examples of good practice with Adult, VIP other 'child' related sectors, in particular with the integration of workforce development opportunities. The importance of work with Newly Qualified Social Workers is also highlighted:

'we expanded our remit to ensure that the whole children's service can access training and development pertinent to their needs and roles – thereby supporting the integrated and multi-agency agenda'

'we set up action learning sets for new and recently qualified social workers – to meet and share learning examples and discuss how they can resolve issues that arise'

'work with the VIP sector has really developed this year through the use of a grant to employ an engagement officer who has made real progress in 'attendance' at networking events, meeting learning and development needs and applying specific bursaries and funding streams to the sector'.

The Adult sector also cite effective partnership as examples of good workforce development practice with health, VIP and Children's sectors. The outworkings of these partnerships include the completion of the National Minimum DataSet for social care and provision of tailored training opportunities, including post-qualifying leadership and management awards. Work around the transformation and personalisation agendas are also specifically mentioned:

'we've recruited a Human Resources consultant who sits in our contracts team but links to us in learning and development. This role provides free advice to the VIP sector. Many of the issues we identify employers need help with relate to HR practice, so this is a valuable service that can help with recruitment and retention'

'we've recently introduced a dedicated training post to support service users and PA's employed via direct payments or individual budgets. It's too early to assess any impact'

'the learning and disability qualification has been offered twice now and successfully undertaken by workers from various establishments across the council, independent and health sectors...with comments on real life impacts and a good grounding to start individuals continuing professional development'.

The future

In addition to providing examples of good practice, the funding survey also asks respondents for details of longer term plans for development in their local authority area (Question 8b). In the 2007 survey, long term plans for development focused on increased working with the VIP sector. In the 2008 survey, support for the VIP sector again featured strongly in future plans; members also planned to continue supporting the transition to integrated working within social work teams.

In the 2009 survey, the Children's sector wish to continue engaging with the VIP sector and not only support the transition to integrated working within social work teams but continue to provide integrated learning and development opportunities. Part of these opportunities include designing clearer professional development pathways e.g. for newly qualified social workers. Similarly, the Adult sector are also focussed on the VIP sector and integrating joint workforce development strategies and opportunities, with particular emphases on dementia care and the transformation and personalisation agendas.

Summary of findings

Learn to Care members working in 51 Adult and 27 Children's workforce development departments responded to the 2009 survey. Therefore 34% (Adult) and 18% (Children's) of local authorities in England are represented. Twenty-nine out of the 51 Adult respondents also replied to the 2008 survey, as did 17 out of this year's 27 respondents from the Children's sector. A summary of the key findings is detailed below.

Voluntary, Independent and Private Sector

- Local authorities plan to support workforce development in the voluntary, independent and private (VIP) sector to an average of £432k (£64k – Children's sector, and £368k – Adult sector) per authority in 2009-10. This average spend has been rising steadily since 2004.
- Assuming these averages are representative of all local authorities councils with social services responsibilities in England, it can be estimated that a total of £65m (150 English Councils x £432k) will be spent in the VIP sector during 2009-10. This figure equates to 40% of the combined Adult and Children's indicative Social Care Workforce grants [£161.2m].
- In 2008-09, as in previous years, most authorities (>62%) spent *all* the funding allocated to the VIP sector.
- The key issue for Learn to Care members working with the VIP sector remains 'capacity' – in particular, VIP sector capacity to release staff for workforce development opportunities.

Grants

2008-09

- In last year's (2008) survey about half of the Learn to Care members estimated they were likely to secure *all* the indicative Children's and Adult workforce grants in 2008-09. In this year's survey, 65% (Adult) and 85% (Children's) actually retained *all* their Adult and Children's Social Care Workforce grants for 2008-09.
- Of those members unable to retain 100% of these grants, they were able to spend an average of 81% (SD 11%) of their Adult social care workforce grant and 71% (SD 15%) of their Children's social care workforce grant on social care workforce development in 2008-09.

- The above ('Grant') figures demonstrate a significant change from the 2008 survey findings, where just 2 out of 10 members secured *all* the workforce development grants for their intended purpose.
- Learn to Care members are increasingly accessing (2007-08 – £67k per authority; 2008-09 – £201k per authority) more than one of the most common funding streams e.g. CWDC, Train to Gain, and the Skills for Care Training Strategy Implementation Fund.

2009-10

- Twenty-nine Learn to Care members from the Adult sector (57%) and 21 members from the Children's sector (78%) report they are likely to secure *all* the indicative Adult and Children's Social Care Workforce grants for 2009-10.
- Of those authorities unlikely to retain 100% of these grants, they *estimate* receiving an average of 89% (SD 5%) of their Children's Social Care Workforce grant and 85% (SD 14%) of the Adult Social Care Workforce grant.
- Local authorities are supporting workforce development with 'core' funding during 2009-10 to a mean of £661k per authority (£344 Adult + £317k Children's). Assuming these averages reflect all local authority councils with social services responsibilities in England, 'core' funding can be estimated at a total of £99m (150 English councils x £661k) for 2009-10; £19m more than last year's survey figure for 2008-09.

Good practice examples in workforce development

- In previous years there have been numerous 'good practice' examples around the development of strategic partnerships – they continue to be emphasised in responses to this 2009 survey, in particular with 'health' and VIP sectors.

The future

- As in previous years, supporting the transition to integrated working within social work teams, the development of integrated workforce development opportunities and continued engagement with the VIP sector feature strongly in future plans for Learn to Care members from both Adult and Children's services.

Implications

In last year's survey (2008) about 7 in 10 Learn to Care members thought they were likely to retain all their grants for workforce development in 2007-08 – in reality, just 2 in 10 actually did, the biggest reductions coming from the Children's sector. These survey findings were circulated widely in the professional press just shortly after the tragedy of Baby Peter in Haringey. One year on, the picture is different, as many councils appear to have heeded the warnings associated with not using the social care workforce grants for their intended purpose. Just over half of the Learn to Care members responding to last year's survey estimated they were likely to retain all workforce grants for this year – 2008-09. In fact, 65% (Adult) and 85% (Children's) of members secured *all* their Social Care workforce grants for their intended purpose. Of those unable to retain 100% of the grants, they secured roughly three-quarters of the monies – an improvement on the prediction of retaining just 35% (Children's sector) the year before.

However, many Learn to Care members continue to be concerned about the future. Looking forward to 2009-10, the numbers of members expecting to secure *all* the grants is reducing at a likely rate of 10% a year. Put in context though, councils appear to be accessing more and more money from funding streams external to these indicative grants e.g. Train to Gain. This year has seen a threefold leap (£67k to £201k per authority) in the amount received by councils from these external funding streams over a two year period. Of course, these figures only 'hold water' if they can be replicated across the country. The low response rate from the Children's sector adds a large question mark over the data, even though 17 members from this year's Children's survey responded to last years.

In response to feedback from members, we set an earlier date for completion of the 2009 funding survey. Undoubtedly, this has affected the number of returns, in particular from the Children's sector. Some members were simply unable to gain the financial information they needed from their council; others were unable to complete the survey as, in the middle of mid-year financial reviews, spending was being re-prioritised as a result of operational pressures.

Further notable findings include the increasing mean spend per local authority on supporting workforce development in the voluntary, independent and private sector since 2004. It now stands at £432k per authority; this equates to approximately 40% of the

combined workforce grants, up from 35% last year. Examples of strategic partnership working, in particular with integrated teams, 'health', voluntary, independent and private sectors, continue to be emphasised as 'good practice', and are a core focus of the future for Learn to Care members.

Nevertheless, the main message of this year's funding survey has two aspects to it. Although many councils appear to have heeded the warnings associated with not using the Social Care Workforce grants for their intended purpose, the amount of indicative grant kept for its intended purpose appears to be decreasing in the future. Learn to Care members are increasingly accessing short-term funding streams from sources external to these indicative grants. Social care workforce development requires long-term strategic planning coupled to sustainable funding. The Social Work Taskforce is likely to propose changes that will require long-term sustainable funding. If the balance of funding is shifting from indicative grants toward short-term 'here one year gone the next' funding, the long-term vision of *Putting People First* and anything that comes after it is most definitely on the line.

Appendix A: Learn to Care 2009 Adult Funding Survey

LEARN TO CARE

Funding of Workforce Planning and Development in Social Care - Adult Services 2009

One of the services which Learn to Care provides for its members is the collation of funding information across both Adults and Children's social care services

Experience has shown that this information is also used by other organisations in the care sector to enable them to understand the wider funding implications for workforce planning and development.

To enable Learn to Care to understand and influence key stakeholders, a robust and statistically valid return is vital. We strongly urge your Authority to complete this survey with as much information as you are able to provide. You may find it helpful to refer to your authority's PSSEX1 in the completion of this questionnaire (see www.ic.nhs.uk for further details).

The Learn to Care Executive Committee gives full assurance that the names of authorities and individuals will remain anonymous in the analysis of any data and in the writing of any subsequent reports.

Please return the completed survey to
Keith Brown at the address opposite
by **Tuesday 30th June 2009**
Tel: 01202 964765
E-mail: kbrown@bournemouth.ac.uk

Centre for Post-Qualifying Social Work,
Bournemouth University,
R401 Royal London House
Christchurch Road
Bournemouth
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Alternatively, this funding survey can be completed online. A link to the funding survey will be available from 6th April 2009 on the Learn to Care website:

www.learntocare.org.uk

Thank you!

Background to the survey

In April 2008, changes were made to the delivery of the grants to support social care workforce development. The Adults Social Care Workforce Grant and Children's Social Care Workforce Grant are incorporated into Local Authorities' Area Based Grant arrangements, the purpose of which is explained in the Local Authority Social Services letter of 12th February 2008 (LASSL (DH)(2008)2):

'Although these contributions are now split between adults and children's social care services they are designed, as in previous years, to support workforce training and development in the adults and children's social care workforce in the statutory, private and voluntary sectors'.

This survey will evaluate the impact and spending patterns, not only of these grants but also other funding opportunities which are accessed by Local Authorities. Previous Learn to Care survey reports are available on the Learn to Care website: <http://www.learntocare.org.uk/index.aspx?o=1045>

We have set an earlier closing date for completion of the 2009 survey following feedback from our members. This will inform your negotiations around the Area Based Grant. We have also brought forward the date of the Learn to Care one-day Funding event, which this year will take place on 6th October, to ensure you have as much information as possible to support your preparation for the 2010-11 financial year.

1. Authority/Organisation/Region:

GRANTS AND FUNDING

2. (a) How much of the indicative adults social care workforce grant did you secure for workforce planning and development in **2008/2009**?

Total: £

%age:

(b) How much of the indicative adults social care workforce grant are you likely to be able to secure for workforce planning and development in **2009/2010**?

Total: £

%age:

3. Does your local authority provide funding (in addition to that which you receive via workforce planning and development/training grants) for workforce planning and development/training in adult social care during **2009/2010**?

Please circle: **YES / NO**

(b) If yes, how much?

Total £

(c) What percentage is this of your total budget?

%age:

4. Please list in the table below all other sources of funding for workforce planning and development in adult social care which your Authority has access to e.g. Skill for Care funding, European social fund, Learning and Skills Council, Train to Gain.

Funding source*	Total amount	Period covered	Additional information

* If you have a number of contracts with the same organisation, please list separately.

5. What percentage of your total budget is used to support staff directly employed by the Local Authority?

%age:

6. (a) From 1st April 2009, Skills for Care will make additional funding available to support Newly Qualified Social Workers (NQSW's). Is it your intention to access this funding?

Please circle: YES / NO

If yes, how many:

i) NQSW:

ii) Supervisors:

INDEPENDENT, PRIVATE AND VOLUNTARY SECTOR

7. (a) Will your local authority be supporting workforce planning and development in independent, private and voluntary sectors for 2009/2010?

Please circle: YES / NO

(b) If yes, please estimate how much? £

%age of total budget:

(Please make sure that you include your total costs, for example, proportions of staff and administration costs, organisational on-costs, and programme and training costs for supporting workforce development in the independent, private and voluntary sector)

(c) Please say how this compares to 2008/2009 by circling the appropriate statement below:

Substantially less Slightly less The same Slightly higher Substantially higher

(d) What percentage of the adults social care workforce grant was actually spent on the independent, private and voluntary sector in 2008/2009?

%

(e) In your area/region, in 2008/2009, was all the funding allocated to the independent, private and voluntary sector spent?

Please circle: YES / NO

(f) What were the issues, if any?

(g) During 2008-09, how has your council made available workforce planning and development opportunities available across the independent, private and voluntary sector?

(h) Additional comments please, for instance, on other ways in which you support the independent, private and voluntary sector:

GOOD PRACTICE EXAMPLES

8. In order to help colleagues develop improved outcomes for the people who use services, good practice examples are required detailing how your local authority is using the funding in creative ways and how this effects workforce planning and development across the adults social care sector in your area.

(a) What has gone particularly well, so far, in your local authority area?

(b) What are your longer term plans for positive developments?

(c) If you are willing to be contacted about this by other interested colleagues, please give a contact e-mail address below. This will not be used in any analysis of the funding survey but will be incorporated in a future publication illustrating examples of good practice. The Learn to Care Executive Committee gives full assurance that the names of authorities and individuals will remain anonymous in the analysis of any data and in the writing of any subsequent reports.

E-mail:

9. Any further comments that you would like to contribute to this funding survey?

10. Would you like a copy of your funding survey returned to you?

Yes

No

Please return the completed survey to Keith Brown at the following address by **Tuesday 30th June 2009**.

Centre for Post-Qualifying Social Work,
Bournemouth University,
R401 Royal London House, Christchurch Road
Bournemouth, BH1 3LT

Tel: 01202 964765

E-mail: kbrown@bournemouth.ac.uk

Alternatively, this funding survey can be completed online. A link to the funding survey will be available from 6th April 2009 on the Learn to Care website:

www.learntocare.org.uk

Many thanks for taking the time to complete this survey
Learn to Care Executive Committee (April 2009)

Appendix B: Learn to Care 2009 Children's Funding Survey

LEARN TO CARE

Funding of Workforce Planning and Development in Social Care - Children's Services 2009

One of the services which Learn to Care provides for its members is the collation of funding information across both Adults and Children's social care services

Experience has shown that this information is also used by other organisations in the care sector to enable them to understand the wider funding implications for workforce planning and development.

To enable Learn to Care to understand and influence key stakeholders, a robust and statistically valid return is vital. We strongly urge your Authority to complete this survey with as much information as you are able to provide. You may find it helpful to refer to your authority's PSSEX1 in the completion of this questionnaire (see www.ic.nhs.uk for further details).

The Learn to Care Executive Committee gives full assurance that the names of authorities and individuals will remain anonymous in the analysis of any data and in the writing of any subsequent reports.

Please return the completed survey to Keith Brown at the address opposite by **Tuesday 30th June 2009**

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Thank you!

Background to the survey

In April 2008, changes were made to the delivery of the grants to support social care workforce development. The Adults Social Care Workforce Grant and Children's Social Care Workforce Grant are incorporated into Local Authorities' Area Based Grant arrangements, the purpose of which is explained in the Local Authority Social Services letter of 12th February 2008 (LASSL (DH)(2008)2):

‘Although these contributions are now split between adults and children's social care services they are designed, as in previous years, to support workforce training and development in the adults and children's social care workforce in the statutory, private and voluntary sectors’.

This survey will evaluate the impact and spending patterns, not only of these grants but also other funding opportunities which are accessed by Local Authorities. Previous Learn to Care survey reports are available on the Learn to Care website: <http://www.learntocare.org.uk/index.aspx?o=1045>

We have set an earlier closing date for completion of the 2009 survey following feedback from our members. This will inform your negotiations around the Area Based Grant. We have also brought forward the date of the Learn to Care one-day Funding event, which this year will take place on 6th October, to ensure you have as much information as possible to support your preparation for the 2010-11 financial year.

1. Authority/Organisation/Region:

GRANTS AND FUNDING

2. (a) How much of the indicative children's social care workforce grant did you secure for workforce planning and development in 2008/2009?

Total: £

%age:

(b) How much of the indicative children's social care workforce grant are you likely to be able to secure for workforce planning and development in 2009/2010?

Total: £

%age:

3. (a) Does your local authority provide funding (in addition to that which you receive via workforce planning and development/training grants) for workforce planning and development/training in social care during 2009/2010?

Please circle: YES / NO

(b) If yes, how much?

Total: £

(c) What percentage is this of your total budget?

%age:

LEARN TO CARE Funding Survey 2009

4. Please list in the table below all other sources of funding for workforce planning and development in children's social care which your Authority has access to e.g. CWDC funding, European social fund, Learning and Skills Council, Train to Gain.

Funding source*	Total amount	Period covered	Additional information

* If you have a number of contracts with the same organisation, please list separately.

5. What percentage of your total budget is used to support staff directly employed by the Local Authority?

Percentage:

6. (a) In 2008-09, CWDC introduced additional funding to support Newly Qualified Social Workers (NQSWS). Did you access this funding?

Please circle: YES / NO

(b) If yes, for how many NQSW's?

Total amount of Grant received: £

LEARN TO CARE

Funding Survey 2009

INDEPENDENT, PRIVATE AND VOLUNTARY SECTOR

7. (a) Will your local authority be supporting workforce planning and development in independent, private and voluntary sectors for 2009/2010?

Please circle: YES / NO

- (b) If yes, please estimate how much? £

%age of total budget:

(Please make sure that you include your total costs, for example, proportions of staff and administration costs, organisational on-costs, and programme and training costs for supporting workforce development in the independent, private and voluntary sector)

- (c) Please say how this compares to 2008/2009 by circling the appropriate statement below:

Substantially less Slightly less The same Slightly higher Substantially higher

- (d) What percentage of the children's social care workforce grant was actually spent on the independent, private and voluntary sector in 2008/2009?

%

- (e) In your area/region, in 2008/2009, was all the funding allocated to the independent, private and voluntary sector spent?

Please circle: YES / NO

- (f) What were the issues, if any?

(g) During 2008-09, how has your council made available workforce planning and development opportunities available across the independent, private and voluntary sector?

(h) Additional comments please, for instance, on other ways in which you support the independent, private and voluntary sector:

GOOD PRACTICE EXAMPLES

8. In order to help colleagues develop improved outcomes for the people who use services, good practice examples are required detailing how your local authority is using the funding in creative ways and how this effects workforce planning and development across the children’s social care sector in your area.

(a) What has gone particularly well, so far, in your local authority area?

(b) What are your longer term plans for positive developments?

(c) If you are willing to be contacted about this by other interested colleagues, please give a contact e-mail address below. This will not be used in any analysis of the funding survey but will be incorporated in a future publication illustrating examples of good practice. The Learn to Care Executive Committee gives full assurance that the names of authorities and individuals will remain anonymous in the analysis of any data and in the writing of any subsequent reports.

E-mail:

9. Any further comments that you would like to contribute to this funding survey?

10. Would you like a copy of your funding survey returned to you?

Yes
No

Social care workforce development funding survey

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Learn to Care Executive Committee (April 2009)

About the authors:

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