

Social Worker Permanent Recruitment: Agency Feedback Summary

22nd August 2022

- 30 attendees from **20 agencies**
- 89% of agencies confirmed that they would be **very or somewhat likely** to bid on a regional permanent recruitment framework
- 100% of agencies confirmed **interest in supporting international recruitment in London**

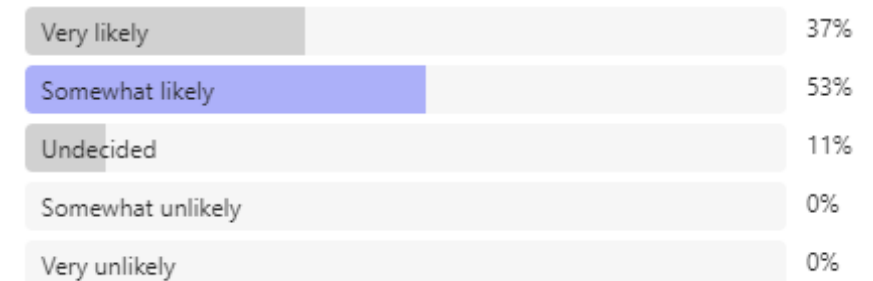
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Poll 5 – How likely would your agency be to bid on a regional permanent recruitment framework?



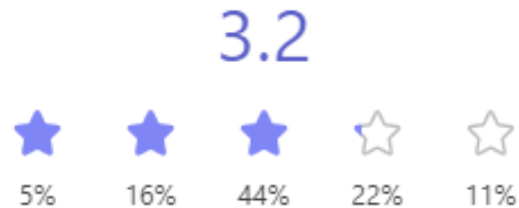
Intentions of a regional solution

- To develop a regional supplier framework of agencies supporting permanent Social Worker recruitment, led by London Councils
- Engage a mix of smaller/local and larger/national agencies who can attract diverse and local talent
- Provide an effective route of engagement for London Boroughs with a trusted agency supply chain
- Provide consistent opportunities for agencies to support the region as a whole
- Ensure consistent quality and referencing of candidates
- Improved candidate experience of permanent recruitment processes



Effectiveness of current practice

How well are you able to support LAs with the permanent recruitment of Social Workers through current systems?



“We use 3 main routes of engagement with LAs for permanent recruitment 1) through the Managed Service Provider, 2) directly with the LA, 3) via LGRP”.

“Utilizing a neutral vendor for this a permanent recruitment framework would probably work better. Then you wouldn’t have any issues with agencies signing up and delivering on the framework.”

Considering the benefits

Poll 2 – What do you see as the benefits of being part of a regional framework?



For boroughs

- Level playing field for Boroughs
- Will improve the LAs that don't engage or who are poor at it
- confidence for LA's

For Candidates

- Better choice for the candidate that does not wish to engage client direct
- More opportunities for QSW's
- Uniformed process

For agencies

- Access to more clients
- Access to more vacancies
- Fair access to opportunities
- Potential of additional opportunities
- Streamlined process



Assessing the risks

Poll 3 – Are there any potential risks that DCS should be live to?



Borough Reputation

- Weak EVPs where caseload, support and inspirational management reign
- Benefits offered by other councils
- Competition and not enough candidates
- Poor borough reputation = no candidates
- Rates agreed with Local Authorities outside of London could encourage placing there instead

Access

- Multiple candidate interviews will disappoint all but 1 Borough
- Candidates registered with multiple agencies
- Access to International candidates
- The Pledge 6 month cool off conflicting with the permanent message

Supply Chain

- Getting the fees right
- Right to Represent issues
- Exclusion of SMEs
- Big players shunning the pledge due to fees not being competitive



What agencies expect of LAs

Poll 4 – Is there anything you would expect from London Boroughs to support effective recruitment processes?



Communications

- Good communication
- Up to date vacancy lists (fortnightly)
- Real time updates
- Regular feedback
- Clear criteria

Efficiency

- Sense of urgency
- Quick turnaround times
- Speed of response
- Timely references for all leavers
- Opportunities for international candidates

LA Commitment

- More work on EVPs
- Buy-in from Hiring Managers
- Competitive salaries for London

