



PLACING SOCIAL WORKERS IN A LOCAL AUTHORITY DURING A CHALLENGING MARKET

Case Study by Sam Cunningham

CLIENT

A Local Authority in the North of England

PROJECT OVERVIEW

To consult the local authority on the current permanent social work job market and use our available resources to attract suitable candidates. The goal was to vet the highest quality candidates in the market and ensure they were able to meet the needs of the client. The client was looking for social workers on all levels across children's and adult's teams.

The local authority also required our specialist team to proactively assist with compliance checks.

OVERCOMING CHALLENGES

A key challenge was navigating the candidate-short market. Due to the market, we were aware that there was a risk of drop-outs and candidates not committing to the process. By going through a thorough qualifying process, our specialised consultants were able to eliminate any candidates that they felt were not committed.

We were aware that the candidate-short market may make the recruitment process longer. However, by targeting our large database and advertising network of qualified candidates, we were able to speed up the process, resulting in an efficient recruitment timeline.

OUTCOME FOR CLIENT

By targeting high quality candidates, who we had previously built relationships with, we were able to fill 15 permanent social worker and manager positions across children's and adult's teams last year (2024). By working closely with the LA to streamline the permanent recruitment process, we made it more efficient and effective. This also reduced dependence on locum recruitment, which saved money and gained more stability across all services.

A word from **JONATHAN WADSWORTH, Managing Director, Charles Hunter Associates:**

Our permanent recruitment offering to the Social Work sector is a key service which we are proud to offer Local Authorities. Since the inception of our business over 15 years ago, we have provided countless numbers of permanent social workers and managers and consider ourselves experts in this niche field.

For more information on how we delivered this project, or to work with us **GET IN TOUCH WITH OUR TEAM TODAY!**



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