



intelligence

These Intelligence bulletins from the Scottish Social Services Council, as part of Skills for Care and Development, will let you find out more about the workforce and help plan the Scottish social services workforce for the future.

Skills for Care and Development is the sector skills council for social care, children and young people's workforce in the UK.

IN THIS EDITION OF INTELLIGENCE, THE SSSC LOOKS AT MIGRANT WORKERS IN THE SCOTTISH SOCIAL SERVICES WORKFORCE. USING EVIDENCE FROM LOTS OF SOURCES, THIS EDITION WILL PROVIDE YOU WITH INTELLIGENCE ON KEY SKILLS AND SOCIAL SERVICE WORKFORCE ISSUES.

Migrant workers in the Scottish social services workforce

The number of migrant workers in Scotland has grown in recent years. This bulletin:

- summarises findings from research by the SSSC and other organisations
- highlights key issues relating to migrant workers in the social services sector.

In this bulletin migrant workers are people from:

- fourteen member states that joined the European Union (EU) prior to 2004. These individuals are free to live and work in the UK
- eight accession states that joined the EU from 2004. Their freedom to work is regulated by the Workers Registration Scheme
- Romania and Bulgaria, who joined the EU in 2007
- other countries eligible to work in the UK, such as the Commonwealth.

Migrant workers in the UK and Scotland

Registrations for National Insurance (NI) numbers are a key indicator for measuring the number of migrant workers entering the UK.

Approximately 346,200 migrants registered during 2002/03. The numbers of migrants registering for an NI number has increased steadily since then with approximately 733,000 migrants applying for an NI number in the UK in 2007/08. In Scotland there were 14,700 registrations in 2002/03, compared with 52,400 registrations in 2007/08.

¹ Cyprus and Malta joined the EU in 2004. Workers from these countries have the same rights as the fourteen nations that joined the EU prior to 2004. Liechtenstein, Norway and Switzerland are not EU members, although their citizens have the right to work in the UK.

² These workers may require permission before seeking employment in the UK.

Migrant workers in social services (excluding adult residential care)

Research published by the SSSC in 2008 found limited evidence of migrant workers in six sub-sectors (table one).

Table one: amount of migrant workers by sub-sector

SUB-SECTOR	TOTAL NUMBER OF EMPLOYEES	NUMBER OF MIGRANT WORKERS	PERCENTAGE OF MIGRANTS IN SECTOR	MIGRANTS AS PERCENTAGE OF TOTAL WORKFORCE
Adult day care	1685	35	8%	2.1%
Housing support and domiciliary care	8623	169	37%	2.0%
Domiciliary care	3113	194	42%	6.2%
Early years and child care	847	10	2%	1.2%
Housing support	1875	33	7%	1.8%
Residential child care	1865	17	4%	0.9%
Total	18,008	458	100%	2.5%

The research included a survey of 611 establishments which is the largest study to date. Approximately 17 per cent of these establishments employ migrant workers. In total, they employed 18,008 care staff, of which 458 (2.5 per cent) were migrants. Approximately 55 per cent of migrants were employed by the private sector and 28 per cent by the voluntary sector. Most migrants do not have supervisory responsibility. The full report is available at www.sssc.uk.com

Scottish Care at Home (SCAH) research suggests that approximately three per cent of the care at home workforce in the voluntary and private sector are migrant workers.

Migrant workers in adult residential care

A survey of Scottish Care's membership suggests that six per cent of staff in voluntary and private sector care homes are from an EU country outwith the UK and seven per cent are employed under work permits. Following this work by Scottish Care, the SSSC undertook a survey of 100 care homes for older adults and 100 care homes for other adults (table two). Migrant workers comprised five per cent of the workforce in these care homes. The majority are in the private or voluntary sector.

**Table two: migrant workers in adult residential care
(based on survey of 200 care homes)**

SUB-SECTOR	TOTAL NUMBER OF EMPLOYEES	NUMBER OF MIGRANT WORKERS	PERCENTAGE OF MIGRANTS IN SECTOR
Adult residential care (older adults)	2413	108	4%
Adult residential care (other adults)	1652	108	7%
Total	4065	216	5%

The number of migrant workers in social services is lower than other sectors. Approximately 11 per cent of the total British workforce are migrant workers.

Qualifications and skills needs

Approximately 38 per cent of migrant workers in table one hold non-UK care qualifications, as do 51 per cent of migrants working in adult residential care. Only four per cent of social workers registered with the SSSC hold a non-UK social work qualification.

Adult residential care providers are more likely to check the validity of qualifications held by migrant workers than other parts of the sector. Many employers believe migrant workers have similar skill levels to the whole workforce and tend to stay in post for as long as other staff.

Only 10 per cent of employers offer language training. A small number of employers offer migrant workers a training course on an introduction to British society and culture. A recent study of migrant workers by the Workers Educational Association (in Argyll and Bute and Dumfries and Galloway) found many individuals develop language skills outside of work.

Migration Advisory Committee

The Migration Advisory Committee (MAC) advises the British Government on where skilled labour shortages can sensibly be filled by immigration from outwith the European Economic Area (EEA). The MAC developed a shortage occupation list which outlines the categories of workers that employers can recruit from outwith the EEA. The evidence indicates that demand for social care workers is not as heavily influenced by economic conditions as other sectors.

The MAC recommended that skilled senior care workers should be on the shortage occupation list which means Scottish employers can continue to recruit these workers from outwith the EEA where individuals are filling posts that will be registered with the SSSC. The MAC indicated that the shortage list should also include social workers working with children and families. Employers can continue to recruit social workers from outwith the EEA in the short-term, although they will be expected to recruit more from the UK in future. The MAC was unconvinced of a need for employers to recruit social workers who work with adults from outwith the EEA.

Summary

The numbers of migrants in Scotland has grown rapidly and the evidence indicates that some sectors employ more migrant workers than social service organisations. Employers feel that migrant workers in the social services sector tend to be as skilled as the rest of the workforce and remain in post as long as other workers. Many migrant workers hold qualifications obtained outwith the UK. The MAC agreed that Scottish employers can continue to recruit skilled senior care workers and social workers working with children and families from outwith the EEA.

For more information about these bulletins or if you have any comments or feedback please contact Neil MacLeod at: neil.macleod@sssc.uk.com

Sources

Department of Work and Pensions (2009) National Insurance number registrations to adult overseas nationals in the UK, 2002/03 – 2007/08

GEN (2008) Migrant Workers Research: A report to the SSSC

Migration Advisory Committee (2009) Skilled, shortage, sensible: First review of the recommended shortage occupation list for the UK and Scotland, spring 2009

Scottish Care (2007) Scottish Care Workforce Survey Executive Summary

Scottish Care at Home (2008) Workforce Survey report

Workers' Educational Association (2008) Workforce Development and Migrant Workers research project

IF YOU WOULD LIKE TO REQUEST THIS DOCUMENT IN ANOTHER FORMAT OR LANGUAGE, PLEASE CONTACT THE SSSC ON 0845 60 30 891.

© Scottish Social Services Council 2009
RR Donnelley B61756 09/09