



Social Work Graduate Fast Track Scheme Evaluation Report 2006 Executive Summary

Hooks & Anchors: Recruitment & Retention for the Scottish Social Services

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Executive Summary

The Social Work Graduate Fast Track Scheme is one of a range of collaborative initiatives introduced by the Scottish Executive in 2003 to address issues of recruitment and retention within the social work profession in Scotland. The scheme was developed and implemented in partnership with CoSLA and the universities that deliver qualifying social work programmes.

This evaluation indicates that the scheme is perceived as being largely successful in providing 'change of career' opportunities and in bringing some excellent new people to the profession.

Throughout this report, "trainees" mean the people undertaking the scheme and "staff" means the university and employer staff who responded to the survey.

Key messages:

1. The scheme is seen by trainees and staff as an effective route to a career in social work for graduates who wish to change careers. The present scheme is not, however, seen as a fast track to senior positions within the profession.
2. The scheme is meeting its original objective to increase the number of qualified staff in the workforce and in bringing 'new blood' into the profession.
3. Much greater flexibility, including recognition of prior learning, is sought by all.
4. Some staff expressed concern about the quality of learning opportunities for trainees. This concern was not borne out by the views of trainees themselves.
5. Collaboration is an important aspect of the success of the scheme.

Additional messages from staff:

1. The scheme should have been part of a properly funded, co-ordinated response to workforce development strategy which will accommodate diversity and local needs.
2. The scheme should accommodate both existing staff and 'new blood' trainees.
3. Administration of the scheme has improved greatly, but remains time-consuming.
4. Practical opportunities for collaboration and improved relationships between universities and employers are valued and should be further developed.

5. The scheme is seen by a number of employers as being demanding on resources. In some cases, this has led to a reduction in the number of places taken up.

Additional messages from trainees:

1. Receiving a salary was a key factor in participation. Nearly all of the trainees said that they could not otherwise have afforded to come into social work.
2. Participants were positive about their experiences, including practice learning opportunities, and were satisfied with the quality of the fast track scheme.
3. When trainees received support from university staff and their employers this made a huge difference, especially if combined with good pre-study work experience.
4. Communication delays in the selection process, particularly in the early stages of the scheme, were experienced as stressful.
5. Nearly all trainees confirmed that involvement with the scheme had increased their motivation to pursue a social work career, that it was a good investment and that they intended to remain in a social work career for at least five years.

Recommendations from the evaluation:

1. There is a need to ensure that we have a comprehensive, properly resourced strategy to attract and retain graduates and other change of career recruits, respond to local priorities and promote diversity within the future social services workforce.
2. The training and development needs both of existing staff and 'new blood' recruits need to be addressed across all sectors.
3. Collaborative workforce development should build on the collaborative opportunities which have been established within the scheme, particularly between the universities, employers and the Scottish Executive.
4. Consistent support for trainees, effective communication and streamlined organisation remain important issues to be addressed throughout the remainder of the scheme and in any future developments.
5. A funding strategy to support greater flexibility in the delivery and uptake of programmes (encouraging recognition of prior learning in the context of the SCQF) is required. Financial support for trainees needs to be adequate and equitable. To achieve this, a better understanding of the real costs to universities, employers and trainees is needed.

A Introduction

The Social Work Graduate Fast Track Scheme provides graduates with a unique opportunity to obtain a professional social work qualification while in salaried employment with a social work agency.

The scheme will have four cohorts in total, with a final intake of trainees in 2006/7. All of Scotland's 32 Local Authorities have participated in the scheme and voluntary sector organisations have been included since 2005. All of the universities who offer qualifying social work programmes are involved in the scheme.

The vast majority of the first cohort of 97 trainees have now qualified and are working with their employers, mainly in children's services.

The findings in this report are drawn from two postal questionnaires (containing some shared content). Responses were received from 70 employers and university staff and also from 130 trainees. The appendix provides a profile of the respondents.

Respondents were asked to indicate their level of agreement, on a five point scale, with a range of statements relating to relevant aspects of the Fast Track scheme. Specific comments were invited at the end of each section and at the end of the questionnaire. The wealth of comments has been used to inform the wider discussion in the report and to illustrate the main findings.

B Context in which the scheme was implemented

The Scottish Executive's modernising agenda for the profession was outlined in a twelve point Action Plan for the Social Services Workforce (April 2002)¹. This has been complemented by a range of strategies including the Framework for Social Work Education² and the current 21st Century Review of Social Work.

A key element of this agenda is the new four year honours degree, introduced as the qualifying level for social workers within The Framework for Social Work Education, 2003. The Fast Track Scheme was also announced as part of this Framework and is one of a raft of measures designed to address recruitment and retention difficulties.

The Scottish Executive provides statistics on social worker staffing. The latest summary from October 2005 suggests that although there continues to be an overall shortage of social workers, the level of vacancies has remained stable at 536, with a slight reduction (0.7%) in vacancies in Children's Services over the four months from July to October 2005³.

¹ Scottish Executive: The Action Plan for the Social Services Workforce 2002 (page 9)

² Scottish Executive (2003): The Framework for Social Work Education in Scotland

³ Source: <http://www.scotland.gov.uk/Resource/Doc/77843/0018789.pdf>

C Background to the Fast Track Scheme

The Fast Track scheme has become well established since its introduction in the spring of 2003. From August 2003, the Scottish Institute for Excellence in Social Work Education (the Institute) has administered the scheme under the direction of a Reference Group consisting of representatives of the Scottish Executive, CoSLA, the Association of Directors of Social Work (ADSW), the Scottish Social Services Council (SSSC) and the Institute.

The initial remit was to recruit 50 suitable graduates to local authority trainee posts in child care. In August 2003, the scheme was extended by a further 70 trainee posts. In February 2004 the scheme was extended for a further three years, with up to 150 trainee places available in each of the three years. As can be seen from Table A, there has been a consistently high level of interest in the scheme, with over 1000 eligible applicants during each of the first three years.

Year	Eligible Applicants	No of places available	No of trainees appointed
2003	1077	120	97
2004	1653	150	122
2005	1703	150	104

Table A: Demand and availability of traineeships

Trainees are employed in social work agencies during their traineeship and on successful completion of their programme are then re-employed as qualified social workers. The two year contract is a key retention element of the scheme. Trainees normally complete a two to three month period of work experience with their employer at the beginning of the traineeship. The duration of the scheme varies from 15 to 24 months depending on which university programme trainees attend.

Currently available information on the progression of trainees within the overall scheme is given in the Appendix (Table 3).

D Key Messages from the 2005 Evaluation

D.1 The scheme is seen by trainees and staff as an effective route to a career in social work for graduates who wish to change careers.

74% of staff and 91% of trainees agreed that the Fast Track scheme is an effective way of providing a route to a career in social work for graduates who wish to change career.

It has been a welcome, effective innovation. Quality graduates who would not/could not consider career change have been recruited.
(Employer)

The scheme is seen by both staff and trainees to provide a potential fast track to social work qualification rather than the more traditional view of fast track to senior positions. Only 17% of staff thought that the scheme was providing a pool of high potential staff, able to reach senior positions. Only 9% of trainees thought that they would reach senior positions more quickly than social workers who had undertaken different routes to qualification (Figures A and B).

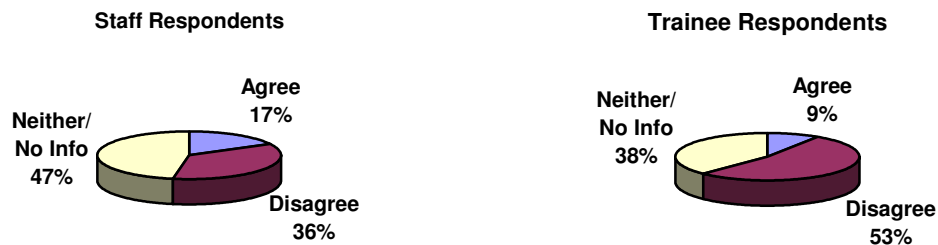


Figure A: The Fast Track scheme is providing a pool of high potential staff who will be able to reach senior positions

Figure B: On completion of the Fast Track scheme, I expect to reach senior positions more quickly than social workers who have undertaken different routes.

D2 Participants in the evaluation believe that the scheme is meeting its original objective to increase the number of qualified staff in the workforce and in bringing ‘new blood’ into the profession.

79% of staff and 89% of trainees agreed with the view that the scheme is meeting its original objective to increase the number of qualified staff in the workforce. The high number of eligible applicants each year has enhanced this aspect of the scheme as there has been a large pool from which to select trainees.

59% of staff and 77% of trainees believe the scheme has been successful in bringing ‘new blood’ into the social work profession.

Only 16% of the trainees had applied to the postgraduate bursary scheme in addition to the Fast Track scheme. This would seem to support the view that the Fast Track scheme has brought new people into the profession and does not simply ‘divert’ trainees from standard programmes.

D3 Much greater flexibility, including recognition of prior learning, is sought by all.

It is evident throughout the evaluation that respondents believe that the financial cost of training on a full time basis, combined with perceived low pay scales within the profession can have a prohibitive impact on those considering social work as a career. 90% of the staff respondents expressed the view that there should be further mixed and flexible routes to qualifying training.

The following comment was typical of a number on this issue:

There should be a variety of routes, both distance learning and Fast Track as a means of offering something that can meet the learning needs of a range of potential candidates. If there is flexibility and opportunities for existing staff this will help with recruitment and retention. (Employer)

Three quarters of the staff respondents (74%), agreed that there should have been greater scope in the scheme for recognition of prior learning. The Scottish Credit and Qualification Framework (SCQF)⁴ and the recently published Guidelines for the Recognition of Prior Learning⁵ promote and support co-ordinated and flexible learning opportunities.

However, some of the staff comments indicated that pressure and incentive to achieve more flexible provision is diluted through current disincentives in the funding system and other barriers including administration issues and concern about standards.

Whilst acknowledging the cost effectiveness of distance learning programmes, a number of employers confirmed a need to offer other routes to qualification. 64% of trainees did not agree that they would have preferred to study on a distance learning route rather than a full time route. Comments indicated that most of those who wished to study on a distance learning route were, in fact, doing so.

The short timescale for preparation of the entrance portfolio for the two distance learning routes was felt to be very demanding especially for those who do not have previous social care experience.

⁴ Quality Assurance Agency (2002) Scottish Credit and Qualifications Framework: National Plan for Implementation of the Framework

⁵ Quality Assurance Agency (2005) Scottish Credit and Qualifications Framework Guidelines for the Recognition of Prior Informal Learning (RPL)

D4 A small number of staff expressed concern about the quality of learning opportunities for trainees. This concern was not borne out by the views of trainees themselves.

Although generally staff agreed that the quality of learning opportunities for Fast Track trainees had been comparable to that for other trainees, a significant proportion disagreed (27%). (Figure C)

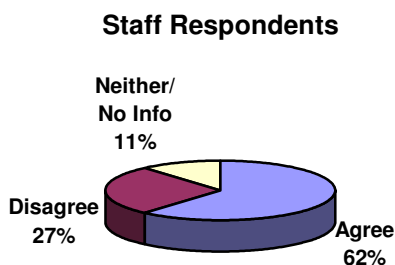


Figure C: The quality of learning opportunities for Fast Track trainees has been comparable to that for trainees on other qualifying programmes

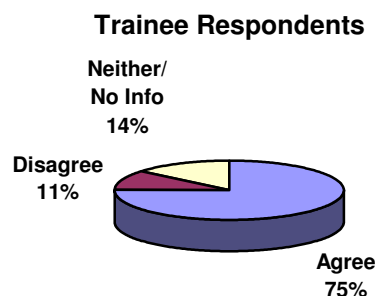


Figure D: My impression is that the quality of the learning opportunities for Fast Track trainees has been comparable to that for trainees on other qualifying programmes

It should be noted that all programmes within the scheme met the quality assurance requirements of their host institutions and were subject to approval in line with the requirements of the Scottish Social Services Council.

However, within this context, some issues were highlighted by staff including the maintenance of standards and quality in a shortened timescale and the potential preparedness of the new workers. This was expressed as a fear that Fast Track trainees may not be as confident and competent on qualification as other newly qualified workers.

Trainees, on the other hand, did not reflect significant concern in their responses. Three quarters of them (75%) confirmed their impression of the quality of learning opportunities for Fast Track trainees as comparable to that for trainees on other qualifying programmes (Figure D).

D5 Collaboration is an important aspect of the success of the scheme.

61% of staff agreed that collaborative relationships have been an important aspect of the success of the scheme. However, only half of the staff respondents (50%) and a slightly greater proportion of the trainees (59%), felt that the scheme had provided a good model of partnership between the Scottish Executive, social work employers and the universities. Comments indicate that while collaborative relationships in general were seen to be important, in practice there was a range of experience of their actual effectiveness.

A specific concern expressed by a number of university staff and employers was in relation to the level of initial consultation.

Overall figures in Table B show that only 17% of staff (19% of employers and 11% of academic staff) felt that there was sufficient consultation prior to the implementation of the Fast Track scheme.

Staff response to statements	Agree	Disagree	Neither/No information
There was sufficient consultation prior to the implementation of the Fast Track scheme.	12 (17%)	37 (53%)	21 (30%)

Table B: Level of consultation

E Additional Messages from Staff

E1 The scheme should have been part of a properly funded, co-ordinated response to the wider workforce development strategy which will accommodate diversity and local needs.

A plea for a flexible, co-ordinated approach to workforce planning was strongly voiced by employers and university staff. This suggests that the recent strategies and initiatives may not yet be sufficiently embedded to have had an impact on the experience of the workforce.

What is required is a coherent approach to social work workforce planning allied to recruitment and retention that is properly resourced to recruit, train and support suitable candidates from all walks of life, backgrounds and ages into the profession on a long term basis. (Employer)

Increasing numbers of agencies are developing local schemes which exist alongside the national Fast Track scheme. 61% of respondents agreed that the best outcomes have been where the Fast Track scheme is embedded within wider recruitment and retention strategies. A number of employers commented on the potential of the scheme to support their own policies to encourage greater diversification within the sector.

There was strong support for the development of a national undergraduate workforce strategy (70%) and a national postgraduate workforce strategy (67%) as part of a comprehensive strategy on workforce development. Continuous professional development, particularly at post qualifying level, was identified as an important element of such a strategy.

Overall, half of the staff respondents felt that the Fast Track scheme should continue beyond 2006, but that the scope of an extended scheme should be broadened.

E2 The scheme should accommodate both existing staff and ‘new blood’ trainees.

Respondents have indicated that the Fast Track scheme was introduced at a time when there were insufficient opportunities for existing staff to gain a professional qualification.

One impact of the scheme has been a call for a more concerted approach to qualifying opportunities for the existing social care workforce. In relation to the existing Fast Track scheme, over 70% of staff thought that the scheme should continue to be available for existing staff who meet eligibility criteria and nearly 60% of staff felt that the scheme should be extended to include experienced members of staff who do not necessarily have a degree.

E3 Administration of the scheme has improved greatly, but remains time-consuming.

The implementation of a national scheme within a tight timescale was challenging, not only in relation to the selection of trainees but also in terms of employment and university education. Initial administrative difficulties are outlined in the 2003 Fast Track Evaluation Report⁶.

As expectations have become clearer and organisation of the scheme has become embedded, reported satisfaction levels have increased. 67% of staff reported overall satisfaction with the current administration process managed by the Institute. Many, however, do not think that the balance between centralised and local administration is yet right.

Once the initial gremlins of the on-line administration system were rectified, this innovation received considerable approval and is reported as being user-friendly.

⁶ Scottish Institute for Excellence in Social Work Education (2004) Social Work Graduate Fast Track Scheme 2003 Evaluation Report

The on-line recruitment and selection processes were excellent and easy to use. (University staff)

E4 Practical opportunities for collaboration and improved relationships between universities and employers are valued and should be further developed.

Positive comments were made by both university staff and employers on the practical opportunities to work collaboratively within the scheme. A number of employers mentioned this as the most positive aspect of the scheme. The development of the joint selection process and allocation of places was particularly highlighted in this respect.

Despite the time pressures and stress under which different participants were working, there is evidence throughout the evaluation of considerable good practice in collaborative working between universities and employers and a desire to continue build on this. However a third of respondents (34%) did not agree that the communication was effective and identified considerable scope for development (Table C).

Staff response to statement	Agree	Disagree	Neither/No information
The communication between agencies and universities in the combined allocation of places is effective	31 (44%)	24 (34%)	15 (21%)

Table C: Communication

E5 The scheme is seen by a number of employers as being demanding on resources. In some cases, this has led to a reduction in the number of places taken up.

Information was gathered in the survey on possible reasons behind a lower than expected uptake of places by employers.

It emerged that the level of places taken up by employers within the scheme was considered to be reasonable in the light of the financial and other resource constraints within which employers were operating.

Staff identified a range of resource issues which were relevant to the lower take-up of places. A number of hidden costs were identified, including support costs and staff time in administration. There was a perception in a small number of agencies that they had reached a saturation point in the number of Fast Track trainees that could be supported in teams where there were already staff shortages. Concern about pressure on practice learning opportunities and other demands on a range of staff were also identified.

F Additional Messages from Trainees

F1 Receiving a salary was a key factor in participation. Nearly all of the trainees said that they could not otherwise have afforded to come into social work.

Almost all of the trainee respondents mentioned the salary as a key factor in choosing the Fast Track scheme. The security provided by guaranteed employment was also a crucial factor, mentioned by over half of the respondents.

There were many comments similar to the following:

I chose it because I have financial commitments and would not have been able to survive on the normal bursary route. I also liked the fact that I was guaranteed a job when I completed the course. (Trainee)

Although the salary element was widely welcomed, a number of trainees mentioned that it was “still a financial struggle”. The widely varying salary levels between employing agencies was also identified as an issue. However, these issues were raised in a context where trainees were conscious of alternative bursary levels.

F2 Participants were positive about their experiences, including practice learning opportunities, and were satisfied with the quality of the Fast Track scheme.

83% of trainees were satisfied with the overall quality of the scheme. Some of the small number who said that they were not satisfied indicated that the reasons for this included organisational issues and a perceived lack of support. 76% of trainees believed that the scheme was preparing them well for a career in social work (Table D).

Trainees' response to statements	Agree	Disagree	Neither/No information
Overall, I am satisfied with quality of the Fast Track scheme	108 (83%)	7 (5%)	15 (12%)
The scheme is preparing/has prepared me well for a career in social work	99 (76%)	7 (5%)	24 (19%)

Table D: Quality within scheme

Trainees also made positive statements about their practice learning experiences. Slightly over half of the trainees who responded on this issue indicated that they found their practice learning experiences were more demanding than they had expected. It seems that a small number of Fast Track trainees struggled while on placement. The reasons behind this were not within the scope of this evaluation, but it may be useful in a future evaluation to investigate whether the nature of the Fast Track scheme exacerbated any difficulties experienced by trainees.

F3 When trainees received support from university staff and their employers this made a huge difference, especially if combined with good pre-study work experience.

Table E shows that 87% of trainees, confirmed the importance of the employment aspect of the scheme.

Trainees' response to statement	Agree	Disagree	Neither/No information
Trainees on the Fast Track scheme have benefited from the opportunity to be employed within a social work agency.	113 (87%)	3 (2%)	14 (11%)

Table E: Employment benefit

When trainees received good support from their employers, this was greatly appreciated and was considered helpful in developing mutual relationships. Nearly all of the employing agencies in the scheme were mentioned positively as providing support. However, this was not the experience of all trainees; 12% reported that being

on the scheme had not been helpful in developing a positive relationship with their employer.

The initial work experience with their agency was especially valued by trainees as part of the package. It was clear from the responses that when this period was structured with an identified employer contact and communication with other trainees, this gave them a very good start with benefits that continued throughout their programme.

There were mixed perceptions of levels of communication and co-ordination between employers and universities. 31% of trainee respondents were satisfied with levels of communication, while 38% expressed dissatisfaction. Comments indicated that this was an area where there was some confusion and that this should be addressed in continued or future initiatives.

F4 Communication delays in the selection process, particularly in the early stages of the scheme, were experienced as stressful.
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The selection and appointment process was particularly vulnerable to communication difficulties and delays, especially in the early stages of the scheme. Rushed timescales, as experienced in the early stages of the implementation of the Fast Track scheme undoubtedly contributed to a number of delays in communication which were experienced by the trainees as being stressful.

The increasing satisfaction of the three cohorts with the support and advice which they received in relation to the organisation of the selection process is illustrated in Figure D.

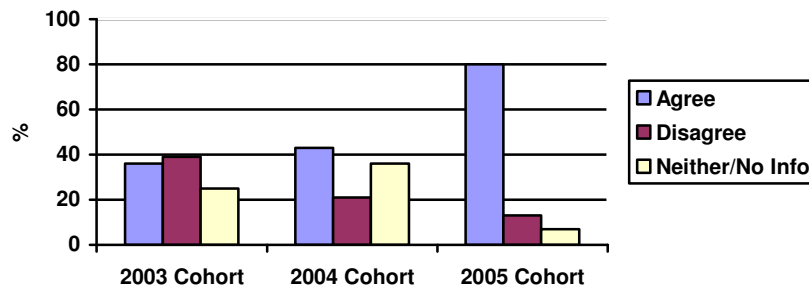


Figure D: Trainees' response to statement 'Over the experience as a whole, I received sufficient support and advice (Selection process and organisation)'

F.5 Nearly all trainees confirmed that involvement with the scheme had increased their motivation to pursue a social work career, that it was a good investment and that they intended still to be in a social work career in five years time.

Responses to the following group of statements indicate the high levels of motivation on the part of most trainees. Nearly all trainees felt that the scheme was a good investment of their time and energy and that their experience had raised their awareness of the need for continuing professional development as they progress through their careers (Table F). A small, but significant number of respondents (14%) felt that the expectations that they had prior to the scheme were not being met by their experience. It was difficult to draw conclusions about the potential reasons for this as there was little further comment on this issue. This area might usefully be explored further in a future evaluation.

Trainees response to statements	Agree	Disagree	Neither/No information
Involvement with the Fast Track scheme has increased my motivation to pursue a career in social work	106 (82%)	7 (5%)	17 (13%)

The expectations I had prior to the scheme are being met/were met by my experience	89 (69%)	18 (14%)	23 (18%)
I feel the scheme is a good investment	121 (93%)	1 (1%)	8 (6%)
I would recommend the scheme to a friend	112 (86%)	4 (3%)	14 (11%)
The Fast Track scheme has raised my awareness of the need for continuing professional development/lifelong learning.	113 (87%)	2 (2%)	15 (12%)
I expect that I will continue to be in a social work career in five years time.	117 (90%)	2 (2%)	11 (9%)

Table F: Trainee motivation

High motivation levels help to sustain trainees in a very demanding context.

It provided a fantastic opportunity to get into social work, but it was not for the faint-hearted. (Trainee)

G Support for Trainees

It was known from previous anecdotal feedback from trainees that they valued the support they received and regarded adequate support frameworks as being crucial to their success in completing very demanding traineeships. Through the survey, further information was sought on the sources of support which were important to trainees. The responses are outlined in Table G.

Responses from trainees in thinking about the relevant importance of support from various sources, ranked on a 5 point scale - 5 (very important) to 1 (unimportant).	5	4	3	2	1	No Info
Support from employer	73	25	17	9	5	1
Support form tutor/academic staff	90	27	8	1	3	1
Support from practice teacher and placement agency staff	91	23	7	0	2	7
Support from other trainees	49	50	26	3	1	1
Support from friends and family	60	44	19	6	0	1
Support from Fast Track scheme staff	22	31	37	17	16	7

Table G: Importance of support

The findings from the survey indicate that support from all sources is very important and that clear information and designated staff, with whom participants can discuss issues at an early stage, are essential.

H Conclusion and Recommendations

This evaluation has shown that respondents believe that the Fast Track scheme has been largely successful in providing ‘change of career’ opportunities and in bringing some excellent new people to the profession. However, there is a continuing need to address recruitment and retention issues to ensure that service users receive the level of service which they are entitled to expect.

It has made a difference and the investment in the sector is much appreciated. Perhaps, a new version that is much more inclusive of experienced social care workers with some accreditation of prior learning would be a better focus for the future. (Employer)

The following recommendations emerged from the findings of this evaluation:

- 1 There is a need to ensure that we have a comprehensive, properly resourced, strategy to attract and retain graduates and other change of career recruits, respond to local priorities and promote diversity within the future social services workforce.**
- 2 The training and development needs both of existing staff and ‘new blood’ recruits need to be addressed across all sectors.**
- 3 Collaborative workforce development should build on the opportunities which have been established within the scheme, particularly between the universities, employers and the Scottish Executive.**
- 4 Consistent support for trainees, effective communication and streamlined organisation remain important issues to be addressed throughout the remainder of the scheme and in any future developments.**
- 5 A funding strategy to support greater flexibility in the delivery and uptake of programmes (encouraging recognition of prior learning in the context of the SCQF) is required. Financial support for trainees needs to be adequate and equitable. To achieve this, a better understanding of the real costs to universities, employers and trainees is needed.**

Finally, in relation to the overall impact of Fast Track and similar initiatives, the findings of this evaluation support the observation noted by Viney et al (1996)⁷ that “the trick is to recruit a small but steady stream of graduates, to avoid over-enthusiastic recruiting at the peaks and turning the tap off in the dips”.

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Scottish Institute for Excellence in Social Work Education
March 2006

⁷ Viney, C, Adamson, S and Doherty, N (1996) *Paradoxes of fast-track career management* in Personnel Review 26/3 (pp179)

Profile of the Respondents to the Evaluation

1. Staff Respondents

Responses were received from 70 staff who had been involved with the Fast Track Scheme. 52 were employers and 18 were from universities. Staff roles in agencies are outlined below. Fifty of the employer respondents were from Local Authorities, two were from voluntary agencies.

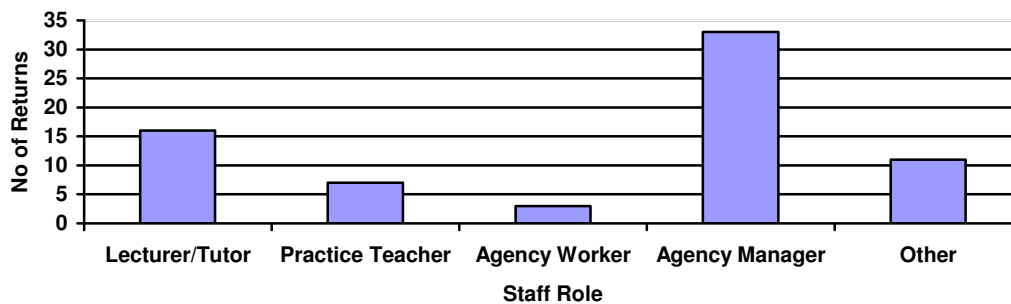


Figure 1: Staff Role of Respondents

'Other' staff roles included those who described their role as Director of Social Service (1) Head of University Social Work Dept (1), Administrative staff (1), HR staff (2), Training Staff (4) and Practice Learning staff (2)

2 Trainee Respondents

130 of the 323 trainees who have participated in the scheme responded to the questionnaire – a response rate of approximately 40%.

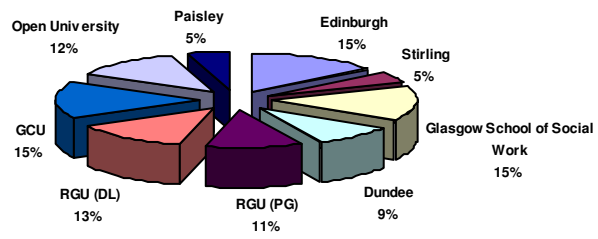


Figure 2: University course attended by trainee respondents

3 Employers of trainees⁸

Council/Organisation	Trainee Respondents In the Evaluation	2003 No of Trainees Appointed	2004 No of Trainees Appointed	2005 No of Trainees Appointed	Total for first three cohorts
Aberdeen City	6	5	2	3	10
Aberdeenshire	6	2	7	7	16
Angus	3	1	2	4	7
Argyll and Bute	3	3	2	1	6
City of Edinburgh	11	10	13	20	43
Clackmannanshire	2	2	1	0	3
Comhairle nan Eilean Siar	0	0	1	0	1
Dumfries & Galloway	8	4	2	5	11
Dundee City	1	4	4	0	8
East Ayrshire	2	2	0	2	4
East Dunbartonshire	4	2	6	4	12
East Lothian	3	2	2	3	7
East Renfrewshire	2	2	2	2	6
Falkirk	1	2	0	0	2
Fife	6	2	5	11	18
Glasgow City	32	26	29	8	63
Highland	9	5	6	8	19
Inverclyde	0	0	3	2	5
Midlothian	2	2	4	4	10
Moray	1	0	1	1	2
North Ayrshire	2	4	4	0	8
North Lanarkshire	1	5	0	0	5
Orkney Islands	1	1	1	1	3
Perth and Kinross	3	0	1	3	4
Renfrewshire	1	4	4	2	10
Scottish Borders	2	1	4	0	5
Shetland Islands	0	0	0	0	0
South Ayrshire	1	1	1	2	4
South Lanarkshire	4	3	6	6	15
Stirling	3	1	3	2	6
West Dunbartonshire	4	0	4	0	4
West Lothian	2	1	2	0	3
Voluntary Sector	2	n/a	n/a	3	3
No Information	1				
Totals	130	97	122	104	323

Table 1: Employers of trainees who participated in Fast Track scheme

⁸ Respondents were employed by the Voluntary Sector and 29 of the 32 Local Authorities. (Evaluation forms were not received from trainees in Inverclyde or the Western Isles. There are no trainees in the Shetland Islands.)

4 Universities attended by trainees

Universities	Trainee Respondents In the Evaluation	2003 No of Trainees	2004 No of Trainees	2005 No of Trainees	Total for first three cohorts
Dundee University	12	7	12	15	34
Edinburgh University	19	16	21	27	64
Glasgow Caledonian University	21	11	24	9	43
Glasgow School of Social Work	19	12	24	12	48
Paisley University	6	10	11	8	30
Open University (Distance Learning)	16	29	4	n/a	34
Robert Gordon University (Distance Learning)	17	1	16	21	37
Robert Gordon University	14	9	4	10	21
Stirling University	6	2	6	2	12
Totals	130	97	122	104	323

Table 2: Universities attended by trainees who participated in Fast Track scheme

5 Progression statistics from the overall Fast Track Scheme (Drawn from information available to the scheme in November 2005)

Stage of progression	2003 cohort No of Trainees	2004 cohort No of Trainees	2005 cohort No of Trainees	Total
Successfully completed programme	85	0	0	85
Some work to be completed	5	0	0	5
Progressing on schedule	0	115	102	217
Temporarily withdrawn	0	2	0	2
Withdrawn	5	3	2	10
Transferred to another programme	1	0	0	1
Studies terminated	1	2	0	3
Totals	97	122	104	323

Table 3: Progression of trainees

