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Best People Fit

# Specialist Child Protection and Social Worker recruitment in the UK: A case study.

In February 2017 Jo Willatts, Manager Human Services and International recruitment and Lisa Schilling Manager, Recruitment Strategy and Engagement People, Capability and Oversight, Department of Health & Human Services travelled to the UK and Dublin to recruit child protection workers who wanted to practice in Melbourne and rural Victoria.



## Child Protection Students – University Presentations

First stop was London where we visited the Social Work Departments of Goldsmiths University, Brunel University London and we also hosted an info session for students from London Metropolitan University. Jo and Lisa presented to 3rd and 4th year Bachelor and Master of Social Work students at UCD in Dublin, Glasgow Caledonian, Dundee and Edinburgh Universities. The main aim being to target students who had completed Child Protection placements and could come to Melbourne on working holiday visas this year. Over 50 students attended these presentations and some have even started working with M<sup>c</sup>Arthur aiming to relocate in 2017 once they graduate to fill entry level CPP3 roles in Victoria.

M<sup>c</sup>Arthur and DHHS also attended the Down Under live Conference just outside London which attracted 3,000+ delegates across the two days. It targeted specific skilled individuals and families that are willing to move to Australia. We met with a number of qualified social workers looking to relocate.

## Information sessions and interviews

Evening info sessions were held in London, Dublin, Dundee, Edinburgh and Glasgow by Jo and Lisa specifically targeting social workers who wanted to move to Victoria. These were highly successful and attracted both students and experienced social workers. Each session covered all aspects of working in child protection in Victoria, the recruitment process and what to expect, visas, salary and relocation assistance. These sessions were followed by an interactive Q&A session. Attendees were encouraged to register at the sessions. Interviews with the Department were also booked in with candidates.

Jo and Lisa met with over 200 social workers and students during the two weeks that they were in the UK and Ireland. Once back in Australia, M<sup>c</sup>Arthur has continued to receive applications from advanced and senior social workers who are interested in relocating to Australia.

## Overall statistics from the campaign indicated a highly successful initiative

- Over 200 attendees
- 62 applications for child protection roles
- 11 placements since March 2017
- 23 currently in transition since March 2017

