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| Section 1: Institution information

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| --- | --- | --- |
| **1.1** Name of Institution/Organization: |  |  |
|  | Name of Government Institution |
| **1.2** Location: |  |  |
|  | Town/City | Province/State |
| **1.3** Contact person: |  |  |  | **1.4** Title: |  |
|  | First Name Last Name |  |  |  | Work title/ name of position |
| **1.5** Email: |  |  |  |
|  | Contact person email address |  |  |

 |  |
| Section 2: Workforce Data |  |

**2.1** Please complete the table below, providing the number of social service workforce staff by ministry, department, title and location. Please attach any available job descriptions for the titles listed below.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Ministry | Department | SSW Position Title | Primary Functions of that Title | Number of Staff with that title by location🖉 |
| **# at national /central level** | **# at Provincial/ State/ Regional level** | **# at local/ community/town level** |
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**2.2** Are there national policies or legislation that describe the role or functions of any of the titles listed above? [ ]  Yes | [ ]  No

## If yes, please provide the name or title of the policy or legislation

**2.3** Please check if any of these issues currently affect the numbers of workers as listed above in the table **🖉**:

[ ]  Hiring freeze | [ ]  High vacancy rates | [ ]  Budget issues | [ ]  “Brain drain” or emigration

## Please describe

**2.4** For each ministry department listed above, please describe the department’s social welfare service mandate:

|  |  |  |  |
| --- | --- | --- | --- |
| Ministry  | Department | Description of department’s social welfare service mandate | Name of policy or legislation where this is described if available |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

Section 3: Challenges

**3.1** What are the 3 biggest challenges your country faces in strengthening the social service workforce?  Please check the **top three**:

☐ low salaries ☐ lack of training and professional knowledge

☐ high workload ☐ poor supervision and support system

☐ low motivation ☐ limited resources to work with

☐ low authority ☐ ineffective interagency collaboration

☐ lack of clarity in roles/performance expectations ☐ poor work conditions/facilities

☐ lack of career advancement opportunities ☐ weak information management, records, data management

☐ other\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Section 4: Opportunities

**4****.1** Are there compelling current initiatives underway related to planning, developing or supporting the workforce in your country that you think should be highlighted? These examples will be considered when developing a future national workforce strengthening plan, to ensure future initiatives build on existing practice. Please use the Framework for Strengthening the Social Service Workforce found [here](http://www.socialserviceworkforce.org/framework-strengthening-social-service-workforce) as a guide in order to help highlight innovative and effective approaches to strengthening the workforce. Please provide a brief description and/or send a relevant report with your response to this survey.

|  |  |  |
| --- | --- | --- |
| Primary category of the initiative  | Organization/ Project Name | Description of the initiative |
|
| Planning |  |  |
| Developing |  |  |
| Supporting |  |  |

**4.2** What are some of the country’s most important milestones and achievements in the last 5 years related to strengthening the government social service workforce? (If there are multiple important milestones, feel free to prioritize them)