Modelling Health and Social Workforce: A Planning Priority
Wednesday 15\textsuperscript{th} November 2017
\textit{Lansdowne: 5:30 – 6:30pm}

A Purposeful Fit:
Demand and Supply Modelling for South Africa’s Social Services Workforce

Paul Marsden: Pact (South Africa)
@MarsdenPa
Government Capacity Building Support (GCBS) Program
Overview

Integrated Workforce Planning

Quantify Service Demand Trends

DEMAND & SUPPLY MODEL

Perceived Shortages & High Workloads

Developmental Social Welfare Services
Why we developed the model?

• Before:
  • Limited workforce planning
  • Social work a scarce skill
  • Data gaps on the sector workforce
  • Doing more with less

• After
  • Custom spreadsheet based Demand & Supply Model
  • Where and how SSP are deployed and utilized
  • Ability to test scenarios
  • 15-year projections & trends (prevalence/demographics)
What was the Process?

1. **Inception & Stakeholder Engagement**
   - Multi-Sector Task Team
   - Methodology

2. **Data Collection & Analysis**
   - Existing Sources
   - Surveys

3. **Demand & Supply Model**
   - Model (Spreadsheet based)
   - Baseline & Gaps
### How we calculated DEMAND? (Framework)

#### SERVICES
- Child Protection Services
- Care to Older Persons
- Persons with Disability
- Crime Prevention & Support
- Substance Abuse Programs
- HIV & AIDS
- Sustainable Livelihoods & Poverty Alleviation
- Food and Nutrition Programs
- Care and Support to Families
- Women Empowerment
- Youth Empowerment
- Victim Empowerment
- Community Development & Social Cooperative Programs

#### DRIVERS
- **PREVALENCE**
  - Substance abuse
  - Child headed households
  - Health indicators, i.e. HIV/AIDS
  - Crime and violence
  - Elderly dependence
  - Dependent population under 15
- **DEMOGRAPHIC**
  - Demographic transition:
    - Life expectancy
    - Birth rates
  - Population density, Urban/rural Urbanization
  - Unemployment
  - Poverty
  - Household size

#### WORKLOAD
- Average number of days spent per month
- Type of service – Prevention, Support, Rehabilitation etc.
- Time spent on Admin
- Time spent on Court Work
- Time spent travelling
- Distribution of beneficiaries

#### ESTIMATE:
- Prevalence ratio per 100,000 population
- % change in trends

---

National, Provincial and District Data

**ESTIMATE:** Workload Calibration
Our findings on ENTRANTS to the Sector

- Students enrolled in higher education
  - 1% increase in GDP per capita increases enrolment by 3.01%
- New graduates that register with SACSSP
  - 23% of enrolled students who graduate
- Number that register who enter employment
- Macro-economic conditions

ENROLMENTS

REGISTRATION

GRADUATES

EMPLOYED
If a known number enter the sector each year, how many of those will still be in the sector in the subsequent years?

... as well as EXITS from the Sector: ‘The Seven-Year Itch’
SUPPLY V DEMAND GAP: 2017-2030

<table>
<thead>
<tr>
<th>Year</th>
<th>Supply</th>
<th>Demand</th>
<th>Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>32,262</td>
<td>42,591</td>
<td>10,329</td>
</tr>
<tr>
<td>2020</td>
<td>37,590</td>
<td>45,956</td>
<td>8,366</td>
</tr>
<tr>
<td>2025</td>
<td>43,510</td>
<td>49,888</td>
<td>6,378</td>
</tr>
<tr>
<td>2030</td>
<td>47,625</td>
<td>53,970</td>
<td>6,345</td>
</tr>
</tbody>
</table>
SSP GAP: 2018-2030 BURSARY SCHEME

WITH Bursary  NO Bursary

<table>
<thead>
<tr>
<th>Year</th>
<th>WITH Bursary</th>
<th>NO Bursary</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>10,226</td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>7,633</td>
<td>7,984</td>
</tr>
<tr>
<td>2024</td>
<td>6,466</td>
<td>7,356</td>
</tr>
<tr>
<td>2027</td>
<td>6,363</td>
<td>7,977</td>
</tr>
<tr>
<td>2030</td>
<td>6,347</td>
<td>8,872</td>
</tr>
</tbody>
</table>
What are the major bottlenecks?
Overcoming data limitations and integrity

What did we learn?
How to shape the workforce at a more granular level through data

What can you do?
Make the best use of the data available...continuous monitoring and review through studies and research
THANK YOU

Support for this project is provided by the President’s Emergency Plan for AIDS Relief (PEPFAR) through USAID/Southern Africa under the terms of Contract No: 674-C013-00004. The views expressed in this document do not necessarily reflect those of USAID or the United States government.