SOCIAL WORK MANPOWER REQUIREMENTS SYSTEM

Annual Report
2018

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Executive Summary

1.   Introduction

1.1   To keep track of the manpower situation in the social work field and facilitate manpower planning, a **Social Work Manpower Requirements System** *(abbreviated as SWMRS or the System throughout this report)* has been established under the Joint Committee on Social Work Manpower Requirements (the Joint Committee) for systematic collection of the employment information of the social work personnel (SWP).

1.2   The SWMRS involves local organisations which employ SWP in different sectors.   To acquire up-to-date information for the SWMRS, comprehensive updating exercises are conducted annually by requesting each of these organisations to provide updated information on all SWP working in it and report any staff movement during the reference year (i.e. 1 April 2017 to 31 March 2018 for the latest updating exercise).   Among the 1 188 organisations approached in this updating exercise, 971 replies were received with a response rate of 81.7%.   Among the responses received, a total of 513 organisations confirmed that they had employed SWP in the reference year (i.e. 52.8% responding organisations have employed SWP in the reference year).

2.   Profile and Movement of SWP in 2017/18

2.1   Strength$^{(1)}$ as at 31 March 2018

  2.1.1   The SWMRS has recorded **15 454 filled posts** as at 31 March 2018, including 8 393 Social Work Degree Posts (including SWP in local training institutions (TIs)) and 7 061 Social Work Diploma Posts.

  2.1.2   When compared with the strength as at 31 March 2017, the same **growth rate** of 3.1% was recorded for Degree, Diploma and All Social Work Posts.

Note :   (1)   This refers to the total number of filled social work posts as reported by organisations.

2.2   Profile in 2017/18

    2.2.1   The level of educational attainment of SWP remained high in the past three years. In 2015[1], 99.3% of SWP holding Degree Posts and 30.0% of SWP holding Diploma Posts had social work degree or above. In 2018[1], the corresponding figures were 98.7% and 32.3% respectively.

    2.2.2   55.2% of SWP had been working in the social work field for over 10 years and the overall average length of service of SWP in the field was 13.0 years. The corresponding figures in 2015[1] were 52.7% and 12.7 years.

2.3   Movement in 2017/18

    2.3.1   During 2017/18, there were 2 243 turnover cases, comprising of 1 642 re-entrant and 601 wastage cases for **All Social Work Posts**[2]. The turnover, re-entrant and wastage rates were 14.7%, 10.8% and 3.9% respectively.

    2.3.2   The respective figures were 970, 534 and 436 cases for **Degree Posts**[3], and the corresponding rates were 11.7%, 6.4% and 5.3%.

    2.3.3   For **Diploma Posts**[4], there were 1 273 turnover, 605 re-entrant and 668 wastage cases, and the corresponding rates were 18.3%, 8.7% and 9.6%.

Notes : (1) As at 31 March of the reference year.
          (2) There were 503 cases involving inter-grade movement, including 119 cases switching from Degree Posts to Diploma Posts and 384 cases switching from Diploma Posts to Degree Posts, which were counted as re-entrant cases but not wastage cases for All Social Work Posts.
          (3) Cases switching from Degree Posts to Diploma Posts were counted as wastage cases but not re-entrant cases.
          (4) Cases switching from Diploma Posts to Degree Posts were counted as wastage cases but not re-entrant cases.

3.   Manpower Requirements of SWP in 2018/19 and 2019/20

3.1   All Social Work Posts

3.1.1   It is projected that the new demand for All Social Work Posts will far exceed the new supply of social work graduates in both 2018/19 and 2019/20, i.e. 2 200 vis-à-vis 1 195 and 1 642 vis-à-vis 1 337 respectively (Chart 5.3). As a result, there will be a shortage in the number of graduates potentially available for joining social work field, which will be about 1.0% and 2.7% (i.e. 175 and 480) of the respective estimated strength at the end of these two years.

3.2   Degree Posts

3.2.1   The projected new demand for Degree Posts in both 2018/19 and 2019/20 will far exceed the new supply of degree graduates, i.e. 1 300 vis-à-vis 813 and 1 176 vis-à-vis 1 002 respectively (Chart 5.1).   After excluding degree graduates occupying Diploma Posts, there will be no degree graduates potentially available for taking up Degree Posts at the end of these two years.

3.3   Diploma Posts

3.3.1   The projected new demand for Diploma Posts in 2018/19 and 2019/20 will be 1 450 and 1 061 respectively which will also far exceed the projected new supply of diploma / associate degree graduates of 480 in 2018/19 and 503 in 2019/20 (Chart 5.2). Taking into account that some of the Diploma Posts will be occupied by degree graduates, there will still be a shortage in the number of diploma / associate degree graduates potentially available for taking up Diploma Posts, which will be about 2.3% and 6.3% (i.e. 175 and 480) of the respective estimated strength at the end of these two years.

4.   **Major Limitations of the SWMRS**

4.1   The estimated number of additional new posts as advised by the participating organisations will be affected by change of circumstances. The future demand of SWP will also depend on external factors which cannot be fully envisaged. Such factors include but are not limited to -

(a)   changes in economic and social situation which may affect the demand for welfare services;

(b)   the flexibility of organisations in employment matters (e.g. determining the number of posts to be created / deleted, setting specific entry requirements of such posts, etc.) under the Lump Sum Grant Subvention System;

(c)   contracting out of welfare services by competitive bidding; and

(d)   slippage of welfare projects and / or introduction of new welfare initiatives within the projection cycle.

4.2   Moreover, an inherent difficulty for all manpower projections is to forecast the wastage rate and non-entry rate as they are affected by a number of unpredictable factors, including the availability of other jobs in the labour market, competition from overseas / the Mainland for social work staff, personal choice for leaving the sector such as further studies / family commitment / health reason / early retirement / extension of retirement age, changes in career aspiration / working environment / career prospects, etc. To take such factors into account requires the making of a number of judgmental assumptions, which are beyond the scope of this statistical exercise.

PART I   INTRODUCTION

1.1   Manpower is an important concern in the development of social welfare services in Hong Kong. To facilitate manpower planning, a **Joint Committee on Social Work Manpower Requirements** (the Joint Committee) comprising representatives from the Social Welfare Department (SWD) and The Hong Kong Council of Social Service (HKCSS) has been formed since July 1987 for the purpose. Its terms of reference and membership are at *Appendix I.*

1.2   Under the Joint Committee, a Social Work Manpower Planning System was established. Since 2005, it has been renamed as **Social Work Manpower Requirements System** *(abbreviated as SWMRS or the System throughout this report)* to better reflect its functions. The System undertakes systematic collection of the employment information of the social work personnel (SWP) for keeping track of the manpower situation in the social work field. It involves various local organisations employing SWP in different sectors which are broadly classified into three categories, namely, (a) government departments including SWD; (b) local training institutions (TIs) offering social work training programmes; and (c) non-governmental organisations (NGOs), including all subvented and self-financing welfare organisations, other major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools), hospitals under Hospital Authority (HA), special schools subvented by Education Bureau (EDB), and service units subvented by Home Affairs Bureau (HAB). Based on the data collected from the local TIs and organisations employing SWP, the Joint Committee publishes a report every year and shares it with the Advisory Committee on Social Work Training and Manpower Planning (ACSWTMP), the Social Welfare Advisory Committee, Labour and Welfare Bureau, EDB, participating organisations, local TIs and relevant organisations.

1.3   The main features of the SWMRS are as follows:

(a)   the objectives, coverage and data collection mechanism - *Appendix II (A)*;

(b)   the method of compiling the collected data and projecting the social work manpower requirements figures - *Appendix II (B)*;

(c)   the glossary - *Appendix II (C)*; and

(d)   the list of organisations employing SWP covered by the SWMRS - *Appendix II (D).*

1.4   This report is compiled with reference to the various manpower figures collected as at 31 March 2018, the estimated number of graduates for 2018 and 2019 as at November 2018 and the estimated demand figures for 2018/19 and 2019/20 as at November 2018. Relevant key statistics including the estimated number of graduates, the estimated figures on non-entry rates and wastage rates are listed in *Appendices III (A) to (C)* respectively.

1.5   There may be slight differences between the sum of individual items and the total as shown in the statistical tables owing to the rounding up or down of figures.

PART II PROJECTED MANPOWER REQUIREMENTS FOR 2018/19 AND 2019/20

1. Introduction

1.1 The manpower requirements of SWP by entry requirements (i.e. Degree Posts, Diploma Posts and All Social Work Posts), as well as the aggregate figures for the whole welfare sector, will cover a period of two projection years in this report, i.e. 2018/19 and 2019/20.

1.2 The projected new supply depends largely on the estimated number of graduates of local TIs in the year. In addition, information on non-entrants, new entrants with qualifications obtained overseas and previous years' remaining social work graduates of local TIs will be duly accounted for. On the other hand, the projected new demand covers the net additional staff requirements as reported by participating organisations and the demand for replacement of wastage. Details of the projection methodology including the working assumptions are in *Appendix II (B)*. Relevant key statistics are in *Appendices III (A) to (C)*.

1.3 The working assumptions adopted in the compilation of the manpower figures have been thoroughly considered by the Joint Committee. The outcome of this statistical exercise can only be regarded as one of the many possible scenarios of the future outlook that will occur under the assumed situation. Readers should take note of the details of the compilation methodology and interpret the outcome with due regard to the assumptions adopted.

1.4 It should be noted that the estimated number of additional new posts will be affected by change of circumstances. The exercise is primarily operated on a statistical methodology with a set of well-defined quantitative variables. There are other variables which fall outside the scope of the exercise but may affect the future demand of SWP, hence the accuracy of the outcome. Readers should take note of this when reading the report.

2. Points to Note about the Projection Methodology

2.1 Projection of Supply

2.1.1 *Non-entry rates*: Throughout the period of projection, the <u>non-entry rates</u> on the supply of degree graduates *(including master degree graduates)* and diploma / associate degree graduates are assumed to be 9.2% and 15.8% respectively (please see paragraph 2.3.3 of *Appendix II(B)*).

2.1.2 *Previous Years' Remaining Graduates*: It is observed that some graduates of local TIs do not enter the social work field right away in the year of graduation but may do so in later years. As such, it is believed that there should be some "remaining graduates" of previous years who will continue to search for jobs in the social work field. The numbers of "remaining graduates" are estimated on the basis of the following three main assumptions:

(a) a fixed proportion of new graduates in the current year (i.e. 2017 for this updating exercise) and remaining graduates in all preceding years will not seek jobs in the field at the beginning of each financial year;

(b) the wastage rate of graduate supply, which is assumed to be constant for both new graduates of current year and remaining graduates in all preceding years, is estimated by the following constraint optimisation exercise:

Maximise: Yearly wastage rate of graduate supply

Subject to the following constraints:

(i) *the net entrant rate[1] of current year graduates is not less than that of previous years' remaining graduates (if the number of remaining graduates at the beginning of the year is greater than 50); and*

(ii) *the net entrant rate of remaining graduates for the period cannot exceed 100%.*

(c) graduates are of similar competitiveness irrespective of their years of graduation.

Note : (1) The net entrant rate of graduates is defined as the number of graduates taking up social work posts during the year divided by the net supply of graduates at the beginning of the year.

2.1.3   *Graduates Potentially Available for Joining Social Work Field*:   Under the existing projection methodology, the "Graduates Potentially Available for Joining Social Work Field" at the end of the first projection year will be carried forward to the second projection year as the supply of "Previous Years' Remaining Graduates" after discounting the non-entry graduates with the assumed non-entry rates mentioned in paragraph 2.1.1 above.

2.1.4   *All Social Work Posts*: For All Social Work Posts of the whole sector, graduates of part-time degree programmes requiring social work academic qualification (such as diploma / higher diploma / associate degree in social work) and / or Registered Social Worker (RSW) qualification for admission are not counted. Nevertheless, they are still counted as the new supply of graduates for Degree Posts.

2.2   Projection of Demand

2.2.1   *Wastage rate*: The wastage rate of the strength of the Degree Posts is assumed to be 4.7%[1] for 2018/19 to 2019/20. The wastage rate of the strength of the Diploma Posts is assumed to be 9.6%[1] for 2018/19 to 2019/20.

2.2.2   *Inter-grade movement*: SWP occupying Diploma Posts who later switched to Degree Posts either in the same or different organisations are regarded as new entrants to the Degree Posts and wastage to the Diploma Posts, and vice versa. This partly explains why the wastage rate for the Diploma Posts is normally higher than that of the Degree Posts.

2.2.3   *Wastage cases for All Social Work Posts*: The number of estimated wastage cases for All Social Work Posts is equal to the estimated number of wastage cases for Degree Posts plus the estimated number of wastage cases for Diploma Posts minus the estimated number of cases involving inter-grade movement (i.e. SWP switching from Diploma Posts to Degree Posts and vice versa).

Note : (1) It refers to the "three-year weighted average wastage rate of 2015/16, 2016/17 and 2017/18". Cases involving inter-grade movement are included.

2.2.4   *Modified approach for calculation of the net additional staff requirements for the second projection year*: In response to the development of the social welfare sector, various means had been introduced to enhance the estimation of the net additional staff requirements. Moreover, starting from the 2007 round of updating exercise, a modified approach has been employed for calculating the net additional staff requirements figures for the second projection year in order to take into account the more conservative approach adopted by most of the data suppliers in the estimation.

3. Manpower Requirements for Degree Posts

> *After excluding those already occupying Diploma Posts, it is projected that there will be no degree graduates potentially available for taking up Degree Posts at the end of 2018/19 and 2019/20.*

		Financial Year	
		2018/19	*2019/20*
I.	**New Supply of Degree Graduates[1]**		
	(Year of Graduation for (1) and (2))	*(2018)*	*(2019)*
	(1) Graduates of local TIs for the year	885	1 094
	(2) Non-entrants	81	101
	(3) New entrants with overseas qualifications	9	9
	Total [i.e. (1) – (2) + (3)]	813	1 002
II.	**New Demand for Degree Posts**		
	(4) Net additional staff requirements	885	723
	(5) Replacement for wastage	415	453
	Total [i.e. (4) + (5)]	1 300	1 176
III.	**Balance Between New Supply and New Demand**		
	At end of the year *[i.e. I – II]*	-487	-174
IV.	**Previous Years' Remaining Graduates of Local TIs**		
	At end of the year	1 721	1 120
V.	**Graduates Potentially Available for Joining Social Work Field**		
	At end of the year *[i.e. III + IV]*	1 234 [2]	946 [2]
	- No. of degree graduates occupying Diploma Posts	*(1 234)*	*(946)*
VI.	**Estimated Strength**		
	At end of the year	9 278	10 001

Notes : (1) The figures also include graduates of postgraduate programmes recognised by the Social Workers Registration Board for registration.

(2) Some of these graduates could be occupying Diploma Posts as well as non-social work posts such as welfare workers in the social welfare sector.

4. **Manpower Requirements for Diploma Posts**

> *For diploma / associate degree graduates, it is projected that there will be a shortage in the number of graduates potentially available for taking up Diploma Posts, which will be about 2.3% and 6.3% of the respective estimated strength at the end of 2018/19 and 2019/20. In addition, a number of Diploma Posts will be occupied by degree graduates.*

		Financial Year	
		2018/19	*2019/20*
I.	**New Supply of Diploma / Associate Degree Graduates**		
	(Year of Graduation for (1), (2) and (3))	*(2018)*	*(2019)*
	(1) Diploma graduates of local TIs for the year	446	484
	(2) Associate degree graduates of local TIs for the year	121	110
	(3) Non-entrants	90	94
	(4) New entrants with overseas qualifications	3	3
	Total [i.e. (1) + (2) – (3)+ (4)]	480	503
II.	**New Demand for Diploma Posts**		
	(5) Net additional staff requirements[1]	737	314
	(6) Replacement for wastage	713	747
	Total [i.e. (5) + (6)]	1 450	1 061
III.	**Shortfall**		
	At end of previous year	0	175
IV.	**Diploma Posts Filled by Remaining Degree Graduates**		
	At end of the year	205	121
V.	**Diploma Posts Filled by Degree Re-entrants**		
	At end of the year	126	132
VI.	**Balance Between New Supply and New Demand**		
	At end of the year *[i.e. I – (II + III – IV – V)]*	-639	-480
VII.	**Previous Years' Remaining Graduates of Local TIs**		
	At end of the year	464	0
VIII.	**Graduates Potentially Available for Joining Social Work Field**		
	At end of the year *[i.e. VI + VII]*	-175 [2]	-480 [2]
IX.	**Estimated Strength**		
	At end of the year	7 623	7 632

Notes : (1) New posts with RSW set as the entry requirement but without specifying the social work academic qualifications are counted as Diploma Posts, irrespective of whether the organisations may actually look for social work degree holders to fill the vacancies.

(2) Some of these graduates could be occupying non-social work posts such as welfare workers in the social welfare sector.

5. Manpower Requirements for All Social Work Posts

> *For all social work graduates, it is projected that there will be a shortage in the number of graduates potentially available for joining social work field, which will be about 1.0% and 2.7% of the respective estimated strength at the end of 2018/19 and 2019/20.*

		Financial Year	
		2018/19	*2019/20*
I.	**New Supply of Social Work Graduates[(1)]**		
	(Year of Graduation for (1) and (2))	*(2018)*	*(2019)*
	(1) Graduates of local TIs for the year	1 344	1 503
	(2) Non-entrants	161	178
	(3) New entrants with overseas qualifications	12	12
	Total [i.e. (1) – (2) + (3)]	1 195	1 337
II.	**New Demand for Social Work Posts**		
	(4) Net additional staff requirements	1 622	1 037
	(5) Replacement for wastage[(2)]	578	605
	Total [i.e. (4) + (5)]	2 200	1 642
III.	**Shortfall**		
	At end of previous year	0	175
IV.	**Balance Between New Supply and New Demand**		
	At end of the year *[i.e. I – II – III]*	-1 005	-480
V.	**Previous Years' Remaining Graduates of Local TIs**		
	At end of the year	830	0
VI.	**Graduates Potentially Available for Joining Social Work Field**		
	At end of the year *[i.e. IV + V]*	-175 [(3)]	-480 [(3)]
VII.	**Estimated Strength**		
	At end of the year	16 901	17 633

Notes : (1) The figures do not include graduates of part-time degree programmes which require social work academic qualification (such as diploma / higher diploma / associate degree in social work) and / or RSW qualification for admission.

(2) The figures do not include cases involving inter-grade movement, i.e. cases switching from Diploma Posts to Degree Posts and those switching from Degree Posts to Diploma Posts.

(3) Some of these graduates could be occupying non-social work posts such as welfare workers in the social welfare sector.

PART III MOVEMENT AND PROFILE OF SOCIAL WORK PERSONNEL (SWP) IN 2017/18

(A) Movement of SWP

1. Introduction

1.1 This Section presents key statistics showing the strength, recruitment, turnover, re-entrant and wastage cases during the reference year of 1 April 2017 to 31 March 2018. Summary statistics on the distribution patterns are also included.

1.2 The System has recorded **15 454 filled posts (strength)** as at 31 March 2018, with 8 393 for **Degree Posts** and 7 061 for **Diploma Posts**.

	Strength as at 31 March 2018			
Post type	*NGOs*[1]	*SWD*	*TIs*	*Total*
Degree Posts[2]	6 142 (+4.1%)	1 700 (+1.7%)	551 (-3.0%)	8 393 (+3.1%)
Diploma Posts[2]	6 556 (+3.3%)	505 (-0.4%)	-	7 061 (+3.1%)
All Social Work Posts	12 698 (+3.7%)	2 205 (+1.2%)	551 (-3.0%)	15 454 (+3.1%)

Notes : (1) The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

(2) Degree Posts refer to posts requiring social work degree qualification or above while Diploma Posts refers to posts requiring social work diploma / associate degree qualification.

The figures in brackets represent changes when compared with corresponding figures as at 31 March 2017.

1.3 Compared with the corresponding figures on **strength** of 8 137 for **Degree Posts** and 6 852 for **Diploma Posts** as at 31 March 2017, the **growth rates** for these two categories of posts were both 3.1%. The strength of the whole social work field also increased by 3.1% when compared with the figure as at 31 March 2017.

1.4 NGOs recorded the highest growth rate for **Degree Posts** (4.1%), followed by 1.7% for SWD. In contrast, local TIs recorded a negative growth rate of 3.0%.

1.5   The System has recorded 2 243 turnover cases for All Social Work Posts in 2017/18, consisting of 1 642 re-entrant cases and 601 wastage cases.

Movement of SWP in 2017/18
(respective rates[1] shown in %)

Post type	Turnover	Re-entrant	Wastage
Degree Posts[2]	970 (11.7%)	534 (6.4%)	436 (5.3%)
Diploma Posts[3]	1 273 (18.3%)	605 (8.7%)	668 (9.6%)
All Social Work Posts[4]	2 243 (14.7%)	1 642 (10.8%)	601 (3.9%)

Notes :   (1)   The respective rates are the number of cases over the average of strength of 2017/18.
          (2)   Cases switching from Degree Posts to Diploma Posts were counted as wastage cases but not re-entrant cases.
          (3)   Cases switching from Diploma Posts to Degree Posts were counted as wastage cases but not re-entrant cases.
          (4)   There were 503 cases involving inter-grade movement, including 119 cases switching from Degree Posts to Diploma Posts and 384 cases switching from Diploma Posts to Degree Posts (please see paragraph 4.4 in Part III(A)), which were counted as re-entrant cases for All Social Work Posts and excluded from the number of wastage cases for All Social Work Posts.

2. Recruitment Cases

2.1 There were 2 655 **recruitment cases** in 2017/18.

> *By post*
> - *45.0% were of Degree Posts*
> - *55.0% were of Diploma Posts*

2.2 Among the recruitment cases, 89.0% were reported by NGOs, followed by local TIs (7.6%) and SWD (3.4%).

Sector	Degree Posts		Diploma Posts		All Social Work Posts	
	No.	*%*	*No.*	*%*	*No.*	*%*
NGOs[1]	922	77.2	1 441	98.7	2 363	89.0
SWD	71	5.9	19	1.3	90	3.4
TIs	202	16.9	-	-	202	7.6
Total	1 195 (+5.7%)	100.0	1 460 (+0.2%)	100.0	2 655 (+2.6%)	100.0

Note : (1) The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

The figures in brackets denote changes when compared with corresponding figures in 2016/17.

3.   Turnover Cases

3.1   A total of 2 243 **turnover cases** were recorded in 2017/18, representing an overall turnover rate of 14.7%.

> *By post*
> - *43.2% were of Degree Posts*
> - *56.8% were of Diploma Posts*

3.2   The **turnover rate** for Degree Posts was 11.7% while that for Diploma Posts was 18.3%. Degree Posts in local TIs recorded the highest turnover rate of 35.5%.

Post	*NGOs*[1] No.	Turnover rate (%)	*SWD* No.	Turnover rate (%)	*TIs* No.	Turnover rate (%)	*Total* No.	Turnover rate (%)
Degree Posts	734	12.1	42	2.5	194	35.5	970	11.7
Diploma Posts	1 252	19.4	21	4.2	-	-	1 273	18.3
All Social Work Posts	1 986	15.9	63	2.9	194	35.5	2 243	14.7

Note : (1) The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

3.3   For the turnover cases, the respective length of service of the SWP in the organisations **prior to their leaving the jobs** are shown below:

Overall
- *62.7% worked for 3 years or less*

Average length of service by sector
- *4.2 years for NGOs[1]*
- *21.5 years for SWD*
- *2.8 years for local TIs*
- *4.6 years for all three sectors*

Length of service in organisation prior to leaving (years)	*NGOs[1]*		*SWD*		*TIs*		*Total*	
	No.	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*
1 or less	486	24.5	5	7.9	132	68.0	623	27.8
More than 1 to 2	446	22.5	4	6.3	11	5.7	461	20.6
More than 2 to 3	309	15.6	4	6.3	10	5.2	323	14.4
More than 3 to 4	157	7.9	-	-	3	1.5	160	7.1
More than 4 to 5	98	4.9	1	1.6	9	4.6	108	4.8
More than 5 to 10	286	14.4	6	9.5	12	6.2	304	13.6
More than 10 to 15	63	3.2	-	-	5	2.6	68	3.0
More than 15 to 20	74	3.7	1	1.6	4	2.1	79	3.5
More than 20	67	3.4	42	66.7	8	4.1	117	5.2
Total	1 986	100.0	63	100.0	194	100.0	2 243	100.0

Note : (1) The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

4. Re-entrant Cases

4.1 There were 534 and 605 re-entrant cases[1] for Degree Posts and Diploma Posts respectively in 2017/18, representing 6.4% and 8.7% of the respective average strength.

4.2 A significant proportion of SWP *(58.4% of Degree Posts and 97.5% of Diploma Posts)* were found to have moved among agencies within the NGO sector.

Sector SWP leaving from	*Degree Posts* *Sector SWP re-entering to*			*Diploma Posts* *Sector SWP re-entering to*	
	NGOs[2]	*SWD*	*TIs*	*NGOs[2]*	*SWD*
NGOs[2]	312	21	53	590	14
SWD	4	-	4	1	-
TIs	7	-	133	-	-
Total	323	21	190	591	14

Notes : (1) Re-entrant cases refer to SWP posts being filled by persons whose preceding posts were in the same grade in the field. The figures do not include SWP who were serving in the field and took up other additional posts.
(2) The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

4.3 Among the re-entrant cases of Degree Posts, 68.0% had a break of service in the field for half a year or less while 16.7% for more than two years. For re-entrant cases of Diploma Posts, the corresponding figures are 64.3% and 11.2% respectively.

> *Average duration for break of service*
> - *18.2 months for Degree Posts*
> - *11.4 months for Diploma Posts*

Duration for a break of service in the field (years)	*Degree Posts*		*Diploma Posts*		*Total*	
	No.	*%*	*No.*	*%*	*No.*	*%*
½ or less	363	68.0	389	64.3	752	66.0
More than ½ to 1	47	8.8	92	15.2	139	12.2
More than 1 to 1½	20	3.7	35	5.8	55	4.8
More than 1½ to 2	15	2.8	21	3.5	36	3.2
More than 2 to 4	31	5.8	32	5.3	63	5.5
More than 4	58	10.9	36	6.0	94	8.3
Total	534	100.0	605	100.0	1 139	100.0

4.4   Apart from re-entrant cases within the same grade, there are also cases involving inter-grade movement (i.e. switching from Degree Posts to Diploma Posts, and vice versa). As recorded in 2017/18, there were 119 cases switching from Degree Posts to Diploma Posts and 384 cases switching from Diploma Posts to Degree Posts.

	Inter-grade Movement	
Sector SWP leaving from	*From Degree Posts to Diploma Posts*	*From Diploma Posts to Degree Posts*
NGOs[1]	117	376
SWD	1	8
TIs	1	-
Total	119	384

Note :   (1)   The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

5. Wastage Cases

5.1 The number of wastage cases in 2017/18 was 436 for Degree Posts[1] and 668 for Diploma Posts[1], with the respective wastage rates being 5.3% and 9.6%. Analysed by sector[2], Diploma Posts in NGOs recorded the largest number of wastage cases, i.e. 648 cases (10.0%).

| | NGOs[3] | | SWD | | TIs | | Total | |
| | *No.*[2] | *Wastage rate (%)* | *No.*[2] | *Wastage rate (%)* | *No.*[2] | *Wastage rate (%)* | *No.* | *Wastage rate (%)* |
Post								
Degree Posts[1]	348	5.8	34	2.0	54	9.9	436	5.3
Diploma Posts[1]	648	10.0	20	4.0	-	-	668	9.6

5.2 After deducting the cases of inter-grade movement (i.e. cases switching from Diploma Posts to Degree Posts and those switching from Degree Posts to Diploma Posts), the number of wastage cases for All Social Work Posts[4] was 601, with the corresponding wastage rate of 3.9%. Analysed by sector, NGOs recorded the largest number of wastage cases, i.e. 503 cases (4.0%).

| | NGOs[3] | | SWD | | TIs | | Total | |
| | *No.*[2] | *Wastage rate (%)* | *No.*[2] | *Wastage rate (%)* | *No.*[2] | *Wastage rate (%)* | *No.* | *Wastage rate (%)* |
Post								
All Social Work Posts[4]	503	4.0	45	2.1	53	9.7	601	3.9

Notes : (1) The figures include cases involving inter-grade movement.
(2) "Wastage by sector" is defined as the number of SWP in the grade who left the sector in a reference year less the number of SWP rejoining the social work field (regardless of whether the same sector or not) in the same reference year. Under such definition, a proxy estimation has been made by assuming that the number of SWP who left the job from a sector (NGOs, SWD or local TIs, etc.) in a reference year and those who would rejoin the field again in the same reference year or afterwards would be the same as the number of SWP re-joining the field in the reference year and whose preceding post was in the same grade in that sector. This definition has been adopted starting from the 2010 round of the updating exercise.
(3) The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).
(4) There were 503 cases involving inter-grade movement, including 119 cases switching from Degree Posts to Diploma Posts and 384 cases switching from Diploma Posts to Degree Posts, which were excluded from the number of wastage cases for All Social Work Posts (please see paragraph 4.4 in Part III(A)).

(B) Profile of SWP

1. Highest Educational Attainment

> - *98.7% of SWP occupying Degree Posts*
> - *99.9% of SWP occupying Diploma Posts*
>
> *possessed the required social work qualification or above*

Highest educational attainment	Degree Posts[1] No.	%	Diploma Posts No.	%	All Social Work Posts No.	%
Degree or above	8 287	98.7	2 282	32.3	10 569	68.4
Diploma / Associate Degree or equivalent	98	1.2	4 773	67.6	4 871	31.5
Others	8	0.1	6	0.1	14	0.1
Total	8 393	100.0	7 061	100.0	15 454	100.0

2. Length of Service in Social Work Field

> *Overall*
> - *55.2% working in the social work field for over 10 years*
>
> *Average length of service by sector*
> - *11.5 years for NGOs[2]*
> - *18.9 years for SWD*
> - *23.8 years for local TIs*
> - *13.0 years for all the three sectors*

Length of service in social work field (years)	NGOs[2] No.	%	SWD No.	%	TIs No.	%	Total No.	%
1 or less	906	7.1	22	1.0	22	4.0	950	6.1
More than 1 to 2	788	6.2	39	1.8	6	1.1	833	5.4
More than 2 to 3	733	5.8	23	1.0	6	1.1	762	4.9
More than 3 to 4	745	5.9	30	1.4	3	0.5	778	5.0
More than 4 to 5	587	4.6	50	2.3	9	1.6	646	4.2
More than 5 to 10	2 668	21.0	265	12.0	22	4.0	2 955	19.1
More than 10 to 15	1 996	15.7	340	15.4	46	8.3	2 382	15.4
More than 15 to 20	1 547	12.2	223	10.1	75	13.6	1 845	11.9
More than 20	2 728	21.5	1 213	55.0	362	65.7	4 303	27.8
Total	12 698	100.0	2 205	100.0	551	100.0	15 454	100.0

Notes : (1) Other than a social work degree, Certificate in Social Studies, Certificate in Social Work and Diploma in Social Work were entry qualifications for Degree Posts in the 1960s and 1970s.

(2) The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

3.   Full-time / Part-time Posts

3.1   Among the 15 454 SWP posts, **most** of them (95.0% or 14 682) were **full-time posts**. There were 772 part-time posts, 41.5% were in local TIs and they were all Degree Posts.

Sector / post	Full-time posts		Part-time posts		Total	
	No.	*%*	*No.*	*%*	*No.*	*%*
NGOs[(1)]						
Degree Posts	5 912	38.3	230	1.5	6 142	39.7
Diploma Posts	6 335	41.0	221	1.4	6 556	42.4
SWD						
Degree Posts	1 699	11.0	1	-	1 700	11.0
Diploma Posts	505	3.3	-	-	505	3.3
TIs						
Degree Posts	231	1.5	320	2.1	551	3.6
Total	14 682	95.0	772	5.0	15 454	100.0

Note : (1) The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

3.2   The 15 454 SWP posts were taken up by **15 277 persons**. Majority of them (99.0% or 15 121) held one post only.

No. of posts taken up	No. of persons	%
One full-time post	14 561	95.3
One full-time post plus one or more part-time posts	117	0.8
One part-time post	560	3.7
Two or more part-time posts	39	0.3
Total	15 277	100.0

(C) Comparison of Major Characteristics of SWP in the Past Years

1. Reported Strength[1]

> - *The total number of SWP increased by 1 547 between 2014/15 and 2017/18 or at an average annual growth rate of 3.6%.*
> - *The strength of Degree Posts and Diploma Posts increased by 841 and 706 respectively during the period.*

	2017/18		2016/17		2015/16		2014/15	
	No.	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*
1.1. Total number of SWP	15 454	-	14 989	-	14 453	-	13 907	-
1.2. Degree Posts	8 393	100.0	8 137	100.0	7 807	100.0	7 552	100.0
NGOs[2]	6 142	73.2	5 898	72.5	5 616	71.9	5 345	70.8
SWD	1 700	20.3	1 671	20.5	1 642	21.0	1 621	21.5
TIs	551	6.6	568	7.0	549	7.0	586	7.8
1.3. Diploma Posts	7 061	100.0	6 852	100.0	6 646	100.0	6 355	100.0
NGOs[2]	6 556	92.8	6 345	92.6	6 151	92.6	5 860	92.2
SWD	505	7.2	507	7.4	495	7.4	495	7.8

Notes : (1) The figures refer to all filled posts as reported by organisations as at 31 March of the respective years.
(2) The figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and other posts. Non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

2. Highest Educational Attainment

> - *The proportion of SWP in Diploma Posts having social work degree and diploma / associate degree or equivalent qualification remained stable at about 31% and 69% respectively for 2014/15, 2015/16 and 2016/17. In 2017/18, the corresponding proportions were about 32% and 68%.*

	2017/18		2016/17		2015/16		2014/15	
	No.	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*
2.1. Total number of SWP	15 454	-	14 989	-	14 453	-	13 907	-
2.2. Degree Posts	8 393	100.0	8 137	100.0	7 807	100.0	7 552	100.0
Degree or above	8 287	98.7	8 070	99.2	7 737	99.1	7 496	99.3
Diploma / Associate Degree or equivalent	98	1.2	61	0.7	63	0.8	49	0.6
Others	8	0.1	6	0.1	7	0.1	7	0.1
2.3. Diploma Posts	7 061	100.0	6 852	100.0	6 646	100.0	6 355	100.0
Degree or above	2 282	32.3	2 201	32.1	2 092	31.5	1 909	30.0
Diploma / Associate Degree or equivalent	4 773	67.6	4 643	67.8	4 542	68.3	4 425	69.6
Others	6	0.1	8	0.1	12	0.2	21	0.3

3. Turnover Rates of SWP in Non-governmental Organisations (NGOs) by Average Strength of Degree, Diploma and All Social Work Posts

- *In 2017/18, the upper quartile turnover rates, when analysed with average strength in the range of 20.5-50 for Degree Posts and Diploma Posts, were 25.5% and 30.4% respectively. They were the highest among the recent four rounds of updating exercises.*

	2017/18			*2016/17*		
	Lower Quartile[1] Turnover Rate	*Median[2] Turnover Rate*	*Upper Quartile[3] Turnover Rate*	*Lower Quartile[1] Turnover Rate*	*Median[2] Turnover Rate*	*Upper Quartile[3] Turnover Rate*
Average strength by post type	*(%)*	*(%)*	*(%)*	*(%)*	*(%)*	*(%)*
3.1. Degree Posts						
≤ 5	0.0	0.0	20.0	0.0	0.0	33.3
5.5 – 20	0.0	9.1	18.2	0.0	14.3	25.0
20.5 – 50	4.7	14.0	25.5	7.2	8.2	13.1
> 50	6.0	9.5	12.7	4.8	8.0	10.3
3.2. Diploma Posts						
≤ 5	0.0	0.0	58.3	0.0	0.0	50.0
5.5 – 20	0.0	14.3	25.5	0.0	13.8	32.4
20.5 – 50	9.1	18.8	30.4	9.8	16.5	27.4
> 50	13.3	20.3	22.9	12.6	17.8	22.9
3.3. All Social Work Posts						
≤ 5	0.0	0.0	40.0	0.0	0.0	50.0
5.5 – 20	0.0	14.3	22.9	0.0	15.4	24.2
20.5 – 50	8.9	17.6	23.1	9.5	16.0	24.2
> 50	10.9	14.4	20.0	10.7	13.5	18.8

Notes : (1) The lower (first) quartile turnover rate is the turnover rate that delineates the lowest 25% of all the organisations concerned.

(2) The median (second) quartile turnover rate is the turnover rate that delineates the lowest 50% of all the organisations concerned.

(3) The upper (third) quartile turnover rate is the turnover rate that delineates the lowest 75% of all the organisations concerned.

Average strength by post type	2015/16			2014/15		
	Lower Quartile[1] Turnover Rate (%)	Median[2] Turnover Rate (%)	Upper Quartile[3] Turnover Rate (%)	Lower Quartile[1] Turnover Rate (%)	Median[2] Turnover Rate (%)	Upper Quartile[3] Turnover Rate (%)
3.1. Degree Posts						
$\leqq 5$	0.0	0.0	40.0	0.0	0.0	0.0
5.5 – 20	0.0	9.8	23.9	0.0	11.8	20.0
20.5 – 50	4.0	11.1	16.9	9.5	13.1	19.7
> 50	5.6	9.9	13.0	6.2	8.6	12.2
3.2. Diploma Posts						
$\leqq 5$	0.0	0.0	35.0	0.0	0.0	25.4
5.5 – 20	4.3	14.3	22.2	0.0	9.1	21.1
20.5 – 50	8.6	20.2	26.3	11.6	16.5	20.4
> 50	13.3	19.2	23.2	11.7	15.1	17.6
3.3. All Social Work Posts						
$\leqq 5$	0.0	0.0	40.0	0.0	0.0	20.0
5.5 – 20	0.0	11.9	22.1	0.0	11.8	21.1
20.5 – 50	10.1	14.0	19.1	6.2	11.9	19.3
> 50	10.2	15.4	20.3	10.5	13.7	18.9

Notes : (1) The lower (first) quartile turnover rate is the turnover rate that delineates the lowest 25% of all the organisations concerned.

(2) The median (second) quartile turnover rate is the turnover rate that delineates the lowest 50% of all the organisations concerned.

(3) The upper (third) quartile turnover rate is the turnover rate that delineates the lowest 75% of all the organisations concerned.

PART IV ANALYSIS OF PAST TREND

(A) Demand-Supply Analysis on Degree, Diploma and All Social Work Posts from 1997/98 to 2019/20

1. Introduction

1.1 The new supply of graduates refers to the number of new graduates of local TIs in the reference year plus new entrants with overseas qualification minus non-entrants.

1.2 The new demand for posts refers to the sum of net additional staff requirements and replacement for wastage.

2. Degree Posts (Chart 5.1)

2.1 The new supply of degree graduates remained stable at around 350 to 400 places each year during the period from 1997/98 to 2004/05. Due to the introduction of new undergraduate and postgraduate programmes, the new supply of degree graduates has increased since 2005/06 and the projected new supply in 2018/19 and 2019/20 will be 813 and 1 002 respectively.

2.2 The new supply of degree graduates exceeded the new demand for Degree Posts for most of the years during the period from 1997/98 to 2017/18 (except 2002/03, 2005/06 to 2007/08 and 2011/12). The new demand for Degree Posts ranged between 498 and 756 during the period from 2006/07 to 2017/18. However, the number of projected new demand for Degree Posts will increase sharply to 1 300 in 2018/19 and then drop to 1 176 in 2019/20.

2.3 Since it is anticipated that the new supply of degree graduates will fall short of the new demand for Degree Posts in the coming two years, this will lead to a decrease in the number of remaining degree graduates.
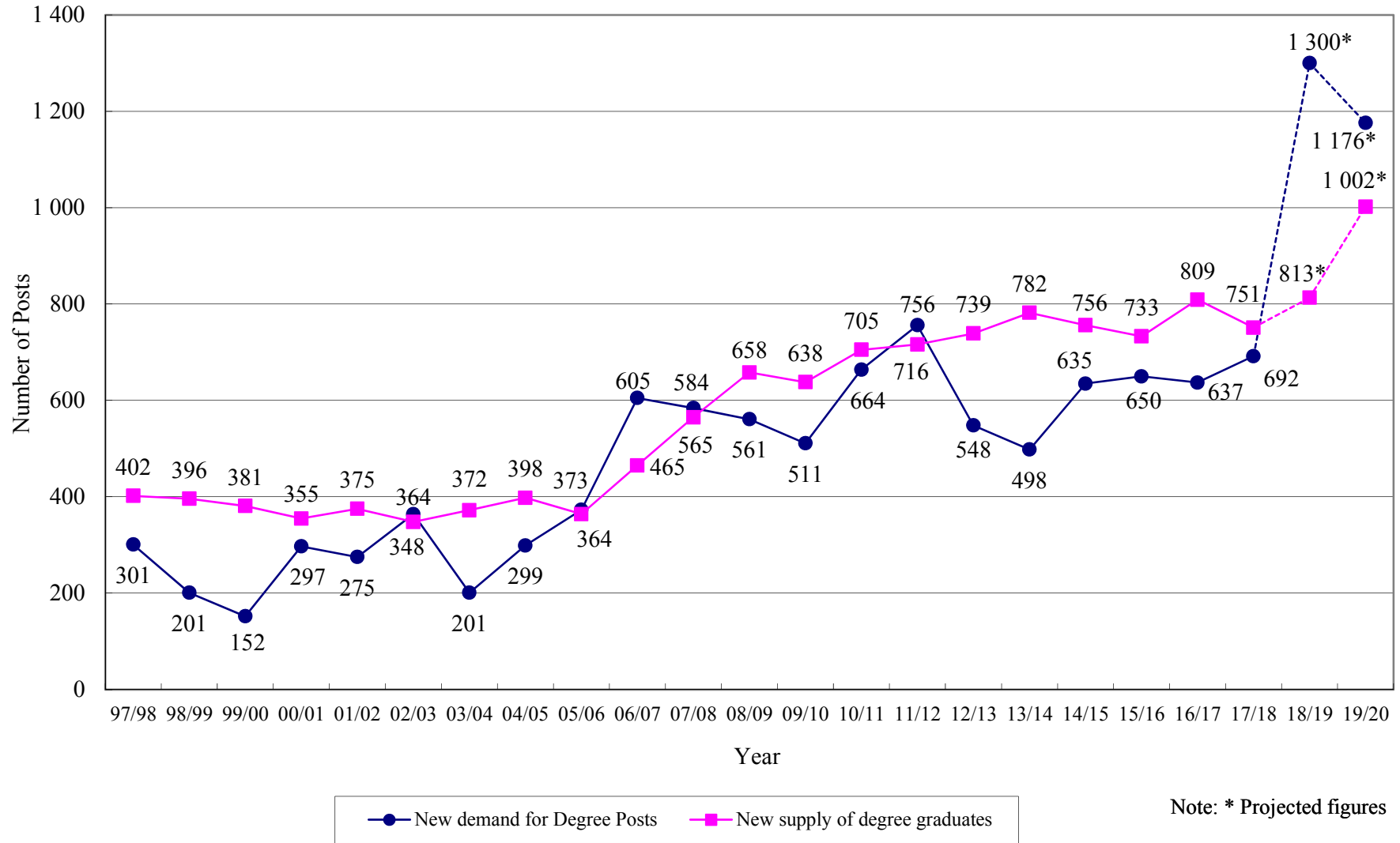
3.   Diploma Posts (Chart 5.2)

3.1   The new supply of diploma / associate degree graduates decreased continuously during the period from 1997/98 to 2006/07. It increased in 2007/08 and remained steady within the range from 346 to 503 between 2008/09 and 2017/18. The number of projected new supply for Diploma Posts will be 480 in 2018/19 and 503 in 2019/20. On the other hand, the new demand for Diploma Posts recorded a fluctuating but upward trend during the period from 1997/98 to 2017/18. The number of projected new demand for Diploma Posts will increase sharply to 1 450 in 2018/19 and then drop to 1 061 in 2019/20.

3.2   There has been a persistent shortage gap between the new supply of diploma / associate degree graduates and the new demand for Diploma Posts since 2001/02 up to 2017/18. Some of the Diploma Posts have been occupied by the remaining degree graduates and degree re-entrants (i.e. degree graduates not occupying posts requiring degree qualification), resulting in a relatively low entry rate of diploma / associate degree graduates (please refer to the analysis in Part IV(B)).

3.3   In 2018/19 and 2019/20, a number of Diploma Posts will continue to be occupied by degree graduates. However, even taking into account those degree graduates already occupying Diploma Posts, the projected new supply will still fall short of the new demand for Diploma Posts in 2018/19 and 2019/20.
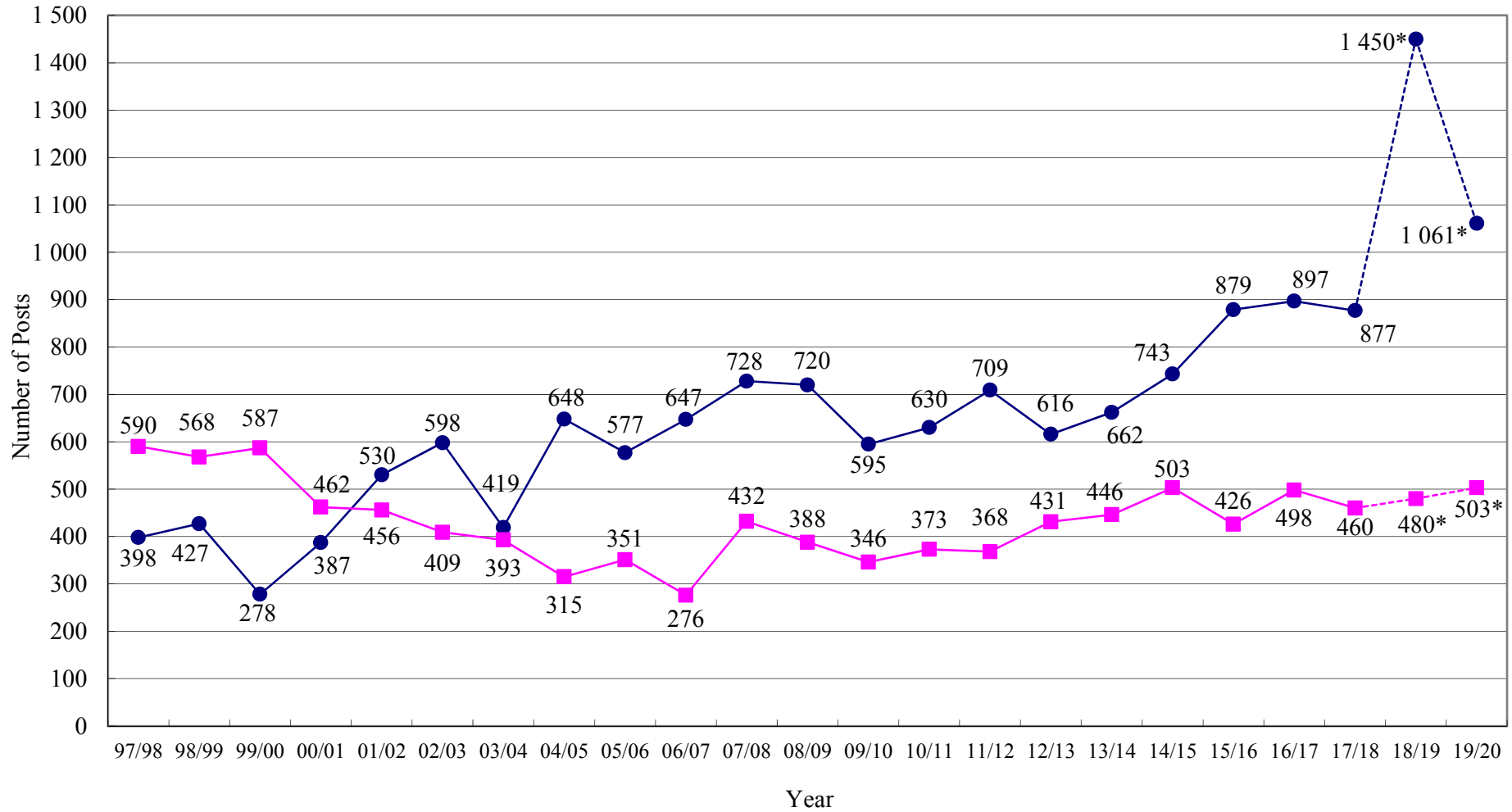
4.   All Social Work Posts (Chart 5.3)

4.1   On the supply side, graduates of part-time degree programmes requiring social work academic qualification (such as diploma / higher diploma / associate degree in social work) and / or RSW qualification for admission are not counted on the assumption that most of them may already occupy social work posts before graduation. On the demand side, wastage cases involving inter-grade movement are excluded from the new demand for All Social Work Posts in order to avoid double counting.

4.2   Generally speaking, the new supply of social work graduates showed a downward trend during the period from 1997/98 to 2004/05 but has been on the rise since 2005/06. There were fluctuations in the new demand for All Social Work Posts from 1997/98 to 2017/18.

4.3   Although the new demand for All Social Work Posts exceeded the new supply of graduates during the period from 2004/05 to 2008/09, the gap was readily filled up by the remaining graduates of previous years. The new demand and new supply were of relatively similar level during the period from 2009/10 to 2017/18. However, it is projected that the new demand for both 2018/19 and 2019/20 will be much higher than the new supply of social work graduates, i.e. 2 200 vis-à-vis 1 195 and 1 642 vis-à-vis 1 337 respectively (please refer to the projected manpower requirements figures in Part II).

Chart 5.1 Demand-Supply Analysis (Degree Posts)

Chart 5.2 Demand-Supply Analysis (Diploma Posts)
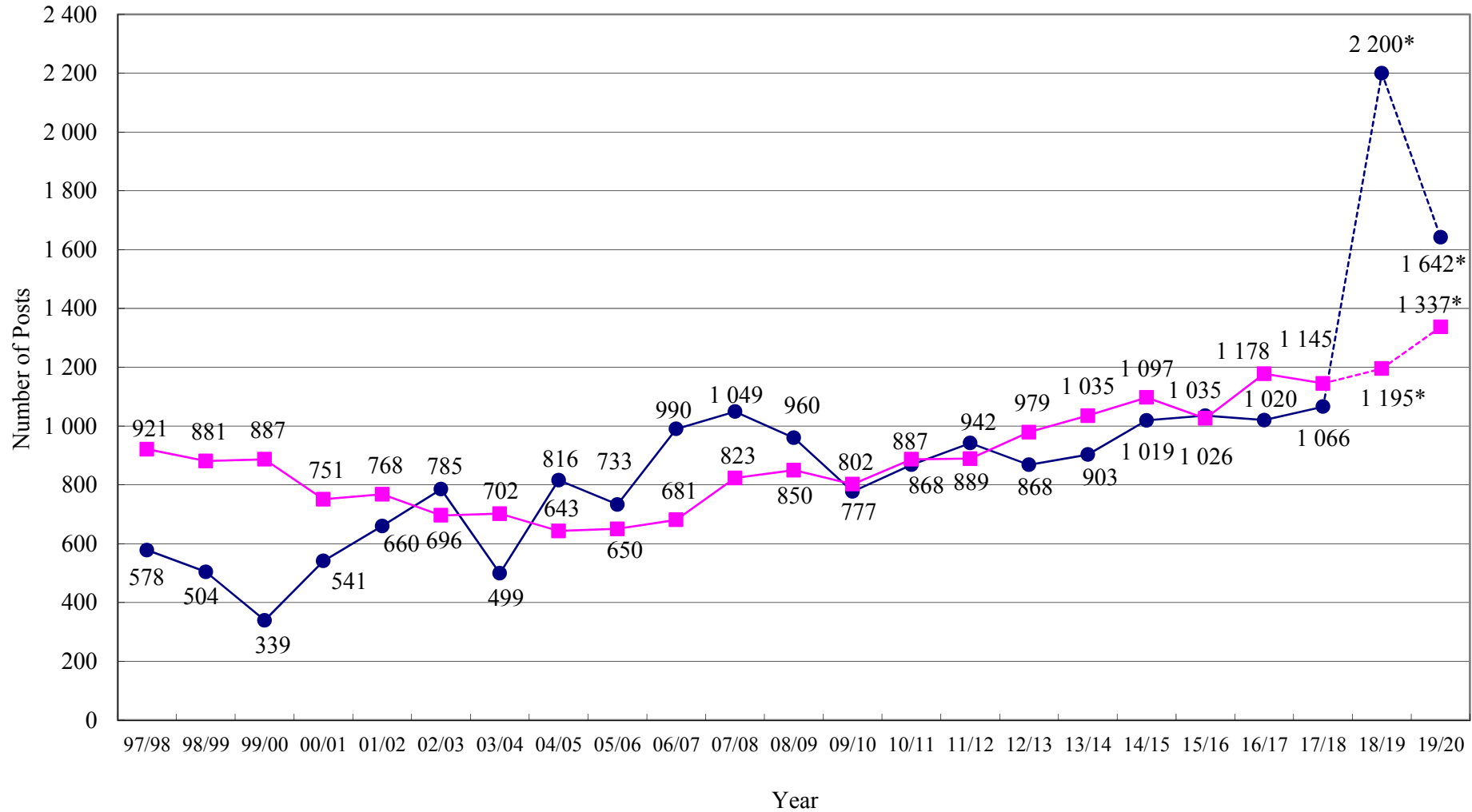

Legend: ●— New demand for Diploma Posts   ■— New supply of diploma/associate degree graduates

Note: * Projected figures

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Chart 5.3 Demand-Supply Analysis (All Social Work Posts)

Note: * Projected figures

(B) **Entry Rates of Degree and Diploma / Associate Degree Graduates by Year of Graduation and Post Type**

1. **Point to Note**

1.1 For simplicity in presentation, graduates who have obtained social work posts before graduation are counted as entering the profession in their year of graduation.

2. **Degree Graduates (Charts 5.4a and 5.4b)**

2.1 Chart 5.4a presents the proportion of degree graduates first obtaining Degree Posts by number of years after graduation. The proportion of degree graduates obtaining Degree Posts during the first year after graduation ranged from around 28% for graduates of Year 2012 to around 20% for graduates of Year 2016. This trend demonstrates that job opportunities of Degree Posts decreased for the period from 2012 to 2016, i.e. the proportion of graduates working in Degree Posts during the first year after their graduation was decreasing.

2.2. A number of degree graduates obtained Degree Posts a few years after their graduation. It is observed that some of them are willing to enter the sector by taking up a lower grade post first (i.e. Diploma Posts) and then seek for job opportunities in Degree Posts in the sector.

2.3 Chart 5.4b presents the proportion of degree graduates first obtaining social work posts (i.e. either Degree or Diploma Posts) by number of years after graduation. It is noted that the proportion of degree graduates obtaining social work posts during their first year after graduation stayed at a relatively high level (over 67%) for graduates of Years 2012 to 2017. The difference in results of Charts 5.4a and 5.4b may be caused by the higher flexibility in employment under the Lump Sum Grant Subvention System, which allows NGOs to set RSW as the minimum entry requirement for their new social work posts. Furthermore, some degree graduates may be willing to accept Diploma Posts as their first step for entering the social work field or graduates of part-time degree programmes previously working in Diploma Posts might hold such posts continuously upon their first year of graduation.

3. **Diploma / Associate Degree Graduates (Chart 5.5)**

3.1 The proportion of diploma / associate degree graduates obtaining Diploma Posts during the first year after graduation stood at a relatively low level of below 40 % (between 29% to 37%) except for graduates of Year 2014 (43%). The low entry rate of diploma / associate degree graduates, alongside the high entry rate of degree graduates to social work posts, indicated that a number of the Diploma Posts were taken up by degree graduates.

Chart 5.4a Proportion of Degree Graduates Who First Obtained Degree Post by Number of Years after Graduation
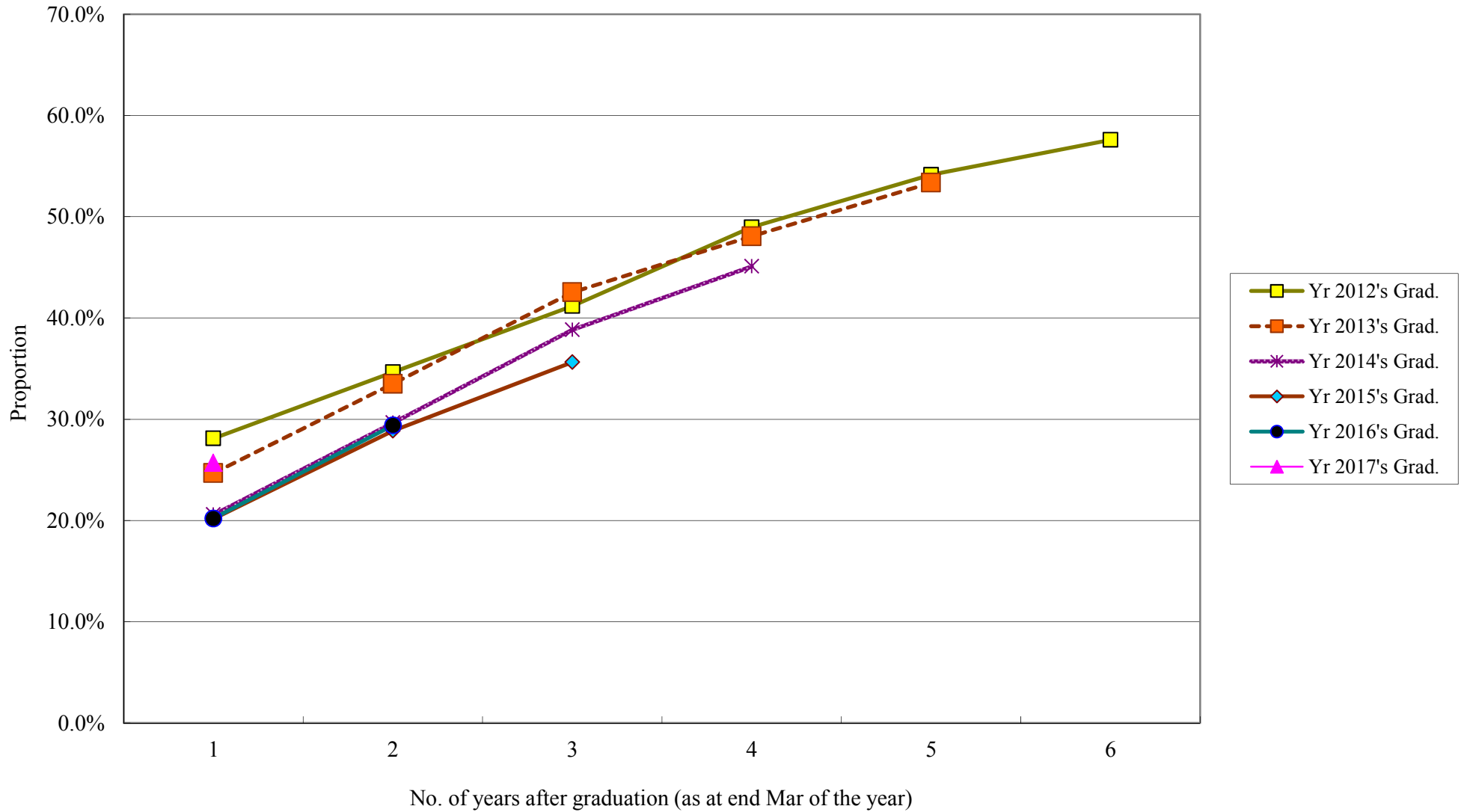
Chart 5.4b Proportion of Degree Graduates Who First Obtained Social Work Post by Number of Years after Graduation
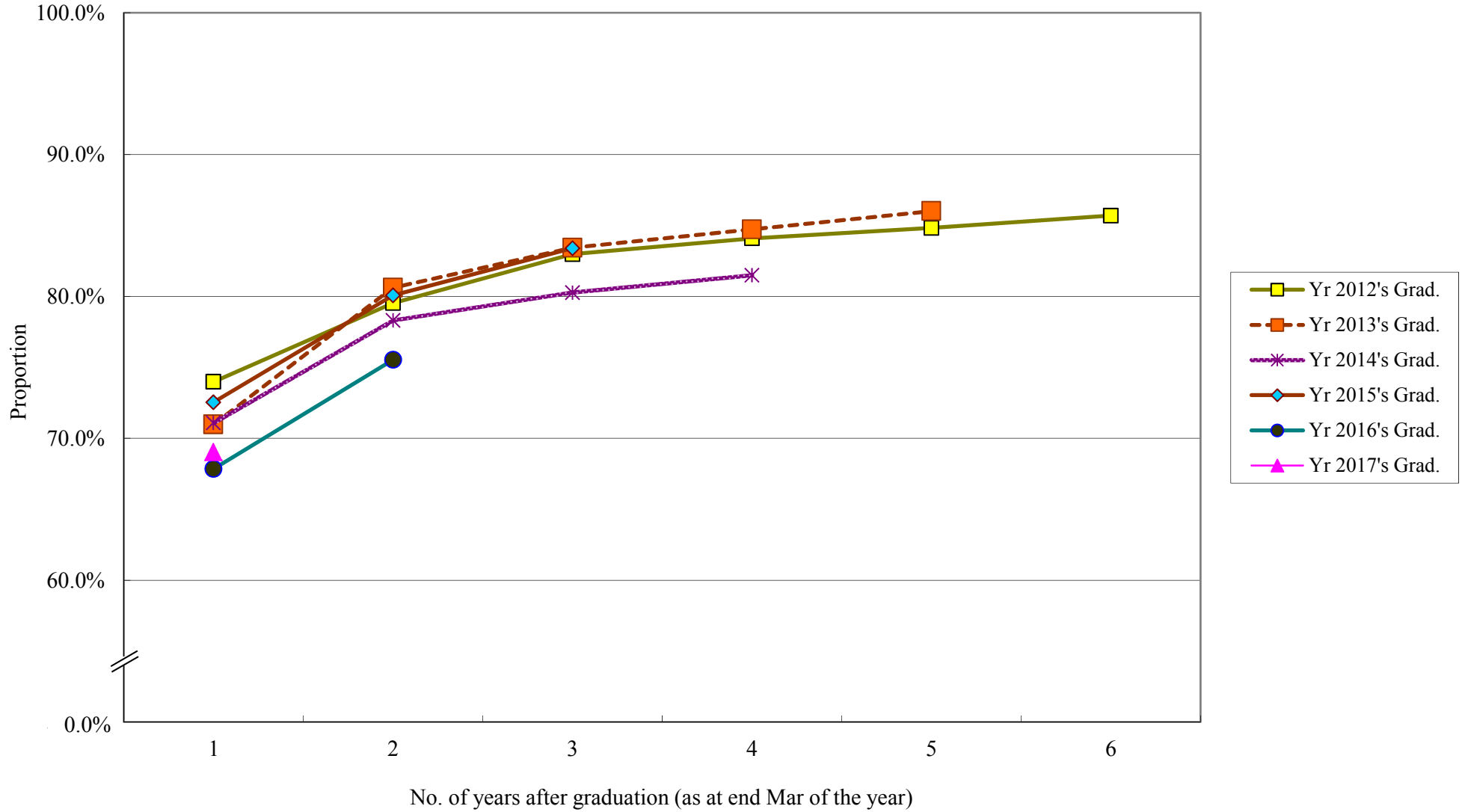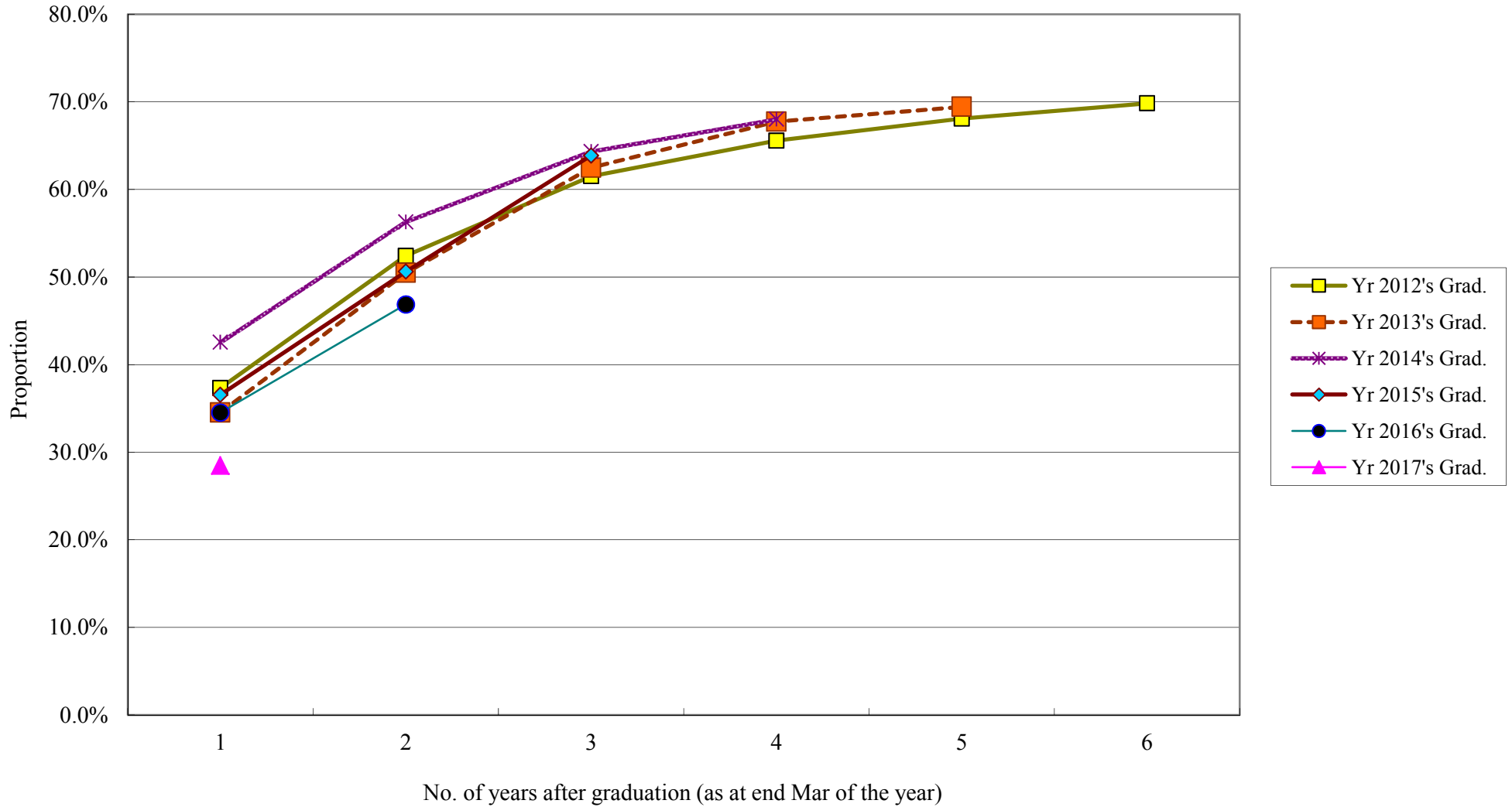
Chart 5.5 Proportion of Diploma / Associate Degree Graduates Who First Obtained Diploma Post by Number of Years after Graduation

(C) **Turnover Rates and Wastage Rates of Social Work Posts by Post Type**

1. **Points to Note**

1.1   The turnover rate and wastage rate of Diploma Posts were generally higher than the respective rates of Degree Posts in the corresponding years, which might partially be attributed to the fact that a number of SWP previously holding Diploma Posts had taken up Degree Posts in later years. Such cases are regarded as wastage and turnover cases for Diploma Posts but new entrants for Degree Posts.

2. **Turnover Rates (Chart 5.6)**

2.1   The number of turnover cases of All Social Work Posts is equal to the sum of the number of turnover cases of Degree and Diploma Posts.

2.2   All the turnover rates of Degree, Diploma and All Social Work Posts dropped significantly during the period from 1995/96 to 1999/2000. The downward trend reversed and the turnover rates remained relatively stable during the period from 2000/01 to 2003/04. Coupled with the recovery of the economy and other factors, the turnover rates of Degree, Diploma and All Social Work Posts gradually increased during the period from 2004/05 to 2006/07. After that, the turnover rates for Degree Posts were quite stable.

2.3   The turnover rates for Diploma and All Social Work Posts dropped during 2007/08 to 2009/10, and then rose slightly in 2010/11. In 2011/12, the turnover rates for both the Degree and All Social Work Posts moved upwards. However, the turnover rates for Degree, Diploma and All Social Work Posts moved downwardly in both 2012/13 and 2013/14. While the turnover rates for Degree Posts and All Social Work Posts rose in 2014/15, a slight drop was recorded in the turnover rate for Diploma Posts. There were increases in the turnover rates for Degree, Diploma and All Social Work Posts in 2015/16. The turnover rates for Degree and All Social Work Posts dropped in 2016/17, but a rise was recorded in the turnover rate for Diploma Posts. In contrast, the turnover rates for Degree and All Social Work Posts rose in 2017/18, but a slight drop was recorded in the turnover rate for Diploma Posts.

3. **Wastage Rates (Chart 5.7)**

3.1   The number of wastage cases of All Social Work Posts is equal to the sum of wastage cases of Degree and Diploma Posts minus the number of cases involving inter-grade movement (i.e. cases switching from Diploma Posts to Degree Posts or vice versa).

3.2 The wastage rates of Degree, Diploma and All Social Work Posts fluctuated more noticeably when compared with the turnover rates in the corresponding years. Nevertheless, the wastage rate of All Social Work Posts rose gradually during the period from 2001/02 to 2006/07, indicating more social workers might have left for non-social work jobs during the economic recovery or for other reasons. After that, the wastage rates of Degree Posts remained relatively stable.

3.3 The wastage rates of Diploma and All Social Work Posts dropped in the years 2007/08 and 2008/09 but rose again in 2009/10 and 2010/11. In 2011/12, there were mild increases in the wastage rates for Diploma and Degree Posts but a decrease for All Social Work Posts. In 2012/13, there were decreases in the wastage rates for Degree and Diploma Posts whilst an increase was recorded in the wastage rate for All Social Work Posts. As for 2013/14, it was noted that there were increases in the wastage rates for Degree, Diploma and All Social Work Posts. The wastage rates for Degree, Diploma and All Social Work Posts moved downwardly in 2014/15, but they all rose again in 2015/16. While the wastage rates for Degree and All Social Work Posts dropped in 2016/17, a rise was recorded in the wastage rate for Diploma Posts. In contrast, the wastage rates for Degree and All Social Work Posts rose in 2017/18, but a drop was recorded in the wastage rate for Diploma Posts.

Chart 5.6 Turnover Rate of Social Work Posts by Post Type
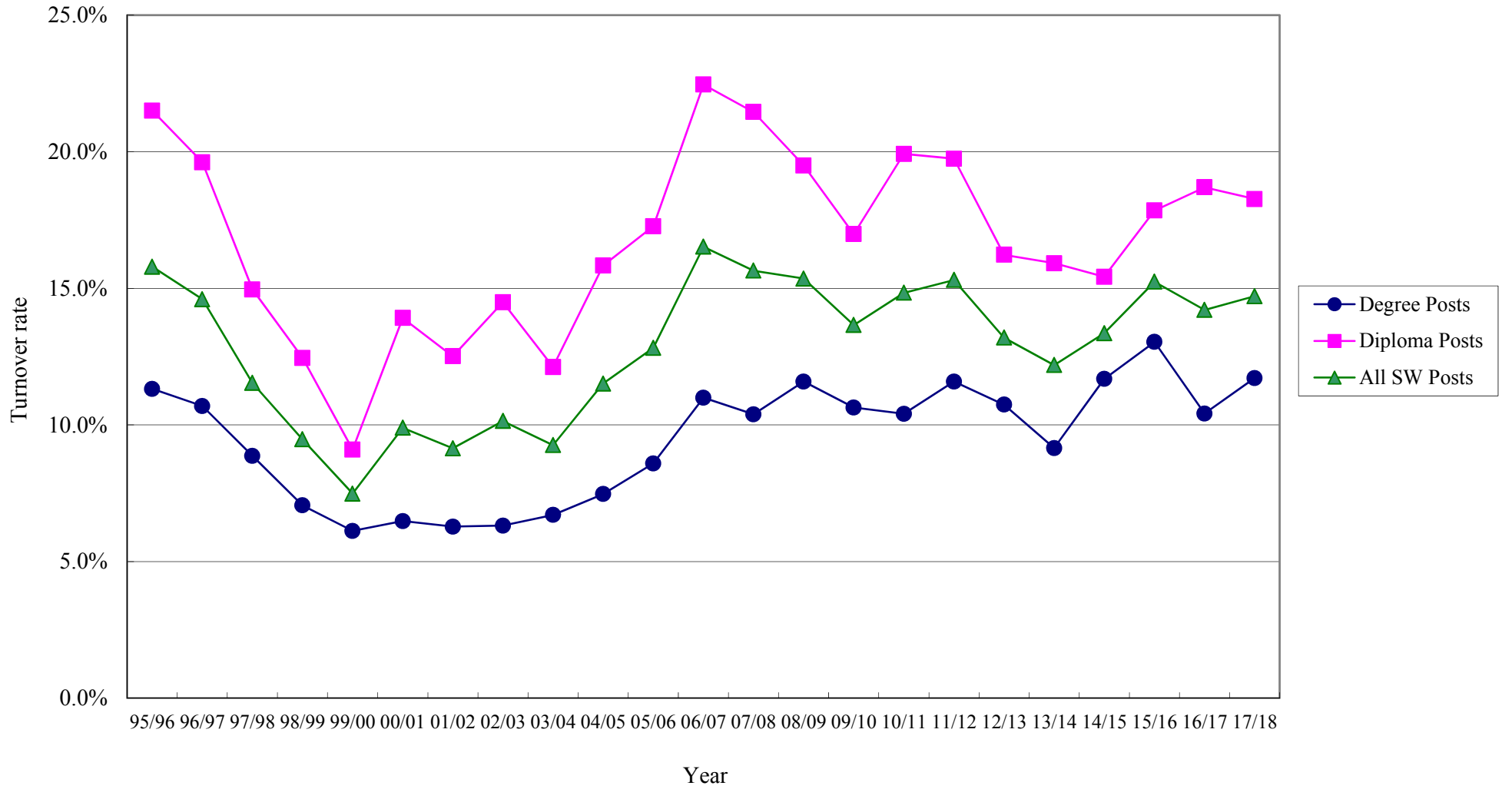
Chart 5.7 Wastage Rate of Social Work Posts by Post Type
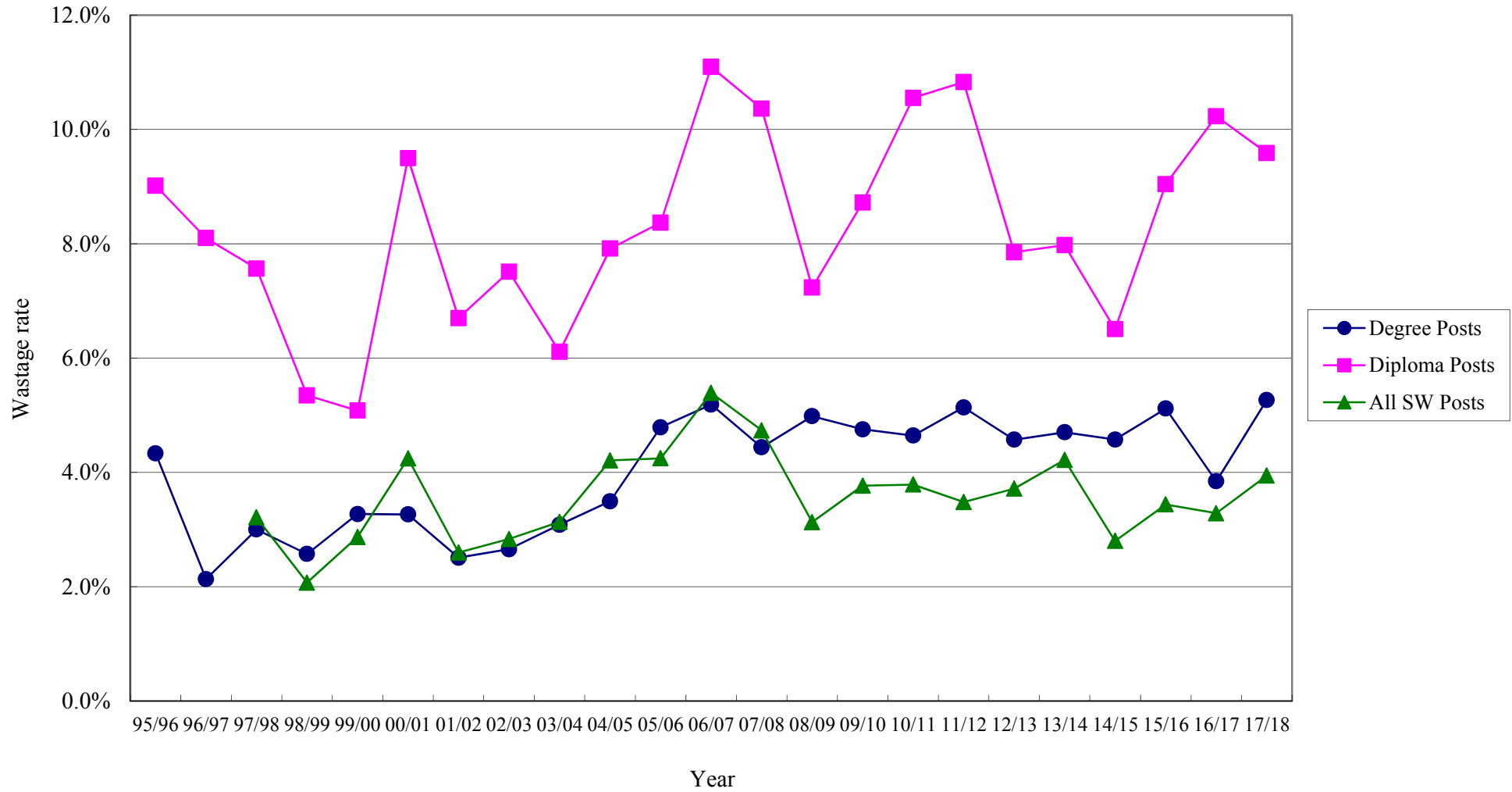
Note: The wastage rates of All Social Work Posts before Year 1997/98 are not available.

APPENDIX I   TERMS OF REFERENCE AND MEMBERSHIP OF THE JOINT COMMITTEE ON SOCIAL WORK MANPOWER REQUIREMENTS

1.   BACKGROUND

1.1   The **Joint Committee on Social Work Manpower Requirements,** formerly known as the Joint Committee on Social Welfare Manpower Planning System, is set up to undertake the collection and analysis of information on the demand and supply of SWP in Hong Kong.

2.   TERMS OF REFERENCE

2.1   To interpret and analyse the collected manpower data to keep track of the manpower situation in the social work field and to provide information for policy makers to look into the likelihood of any future shortage of social workers so as to ensure adequate supply of social workers for publicly-funded services.

2.2   To prepare the annual report for reference by bodies including EDB, Labour and Welfare Bureau, Social Welfare Advisory Committee, Advisory Committee on Social Work Training and Manpower Planning, participating organisations, local training institutions and relevant organisations including the University Grants Committee and The Hong Kong Council for Accreditation of Academic and Vocational Qualifications.

2.3   To consider and make recommendations on special requests for the release of aggregate data.

3.   MEMBERSHIP

3.1   The Committee comprises representatives of the Social Welfare Department (SWD) and The Hong Kong Council of Social Service (HKCSS). Its membership as at March 2019 is as follows -

Chairperson :	Mrs Frances YIM TSE Kai-li	(SWD)
Members :	Ms Rainbow CHEUNG Kam-hung, JP	(HKCSS)
	Dr FUNG Cheung-tim	(HKCSS)
	Cliff CHOI Kim-wah	(HKCSS)
	Prof WONG Yu-cheung	(HKCSS)
	Ms Jenny YAN Lai-ming	(SWD)
	Andrew KWAN Kai-ming	(SWD)
Secretary :	Ms Jacqueline KWAN Pui-yin	(SWD)

APPENDIX II   OVERVIEW OF METHODOLOGY

Appendix II (A)   System Updating and Maintenance

1.   **OBJECTIVES**

1.1   The **SWMRS** is maintained by the SWMRS Office in SWD, with the following objectives:

    1.1.1   To collect information on the demand and supply of SWP to keep track of the manpower situation in the social work field; and

    1.1.2   To provide information for policy makers to look into the likelihood of any future shortage of social workers so as to ensure adequate supply of social workers for services funded by public money.

2.   **COVERAGE**

2.1   The SWMRS covers various local organisations which employ SWP in different sectors which are broadly classified into three categories, namely, (a) government departments including SWD; (b) local TIs offering social work training programmes; and (c) NGOs, including all subvented and self-financing welfare organisations, other major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools), hospitals under HA, special schools subvented by EDB, and service units subvented by HAB.

2.2   All SWP engaging in posts requiring social work training in the sectors mentioned in paragraph 2.1 above, i.e. the following ranks or equivalent, are covered by the System:

    (a)   *Directorate posts requiring social work training*
    (b)   *Principal Social Work Officer (PSWO)*
    (c)   *Chief Social Work Officer (CSWO)*
    (d)   *Senior Social Work Officer (SSWO)*
    (e)   *Social Work Officer (SWO)*
    (f)   *Assistant Social Work Officer (ASWO)*
    (g)   *Teaching staff of social work discipline in local TIs*
    (h)   *Chief Social Work Assistant (CSWA)*
    (i)   *Senior Social Work Assistant (SSWA)*
    (j)   *Social Work Assistant (SWA)*
    (k)   *Other posts requiring social work training*

3.   DATA COLLECTION AND UPDATING

3.1   To acquire up-to-date information for the SWMRS, comprehensive updating exercises are conducted annually by asking each of the organisations to provide updated information on all SWP working in it and report any staff movement during the reference year.

3.2   In each updating exercise, a number of lists based on the most up-to-date information kept in the System are prepared and distributed to individual organisations on a restricted basis. They include basic information of (a) all SWP serving in individual organisations at a specific reference date; and (b) new recruit and turnover cases that are known during the reference year. The organisations are requested to check and update the lists against their records and return them to the SWMRS Office.

3.3   To set up the System, a large scale data collection exercise was first launched in late September 1987 to collect information on the personal particulars of SWP as at 30 September 1987. Since then, a total of 31 comprehensive updating exercises have been carried out.

4.   CONFIDENTIALITY OF DATA

4.1   The data maintained in the SWMRS are **analysed and presented in aggregate form**. Data pertaining to individual SWP and organisations is kept in strict confidence and will not be released to any other parties including other government bureaux / departments.

5.   RESPONSE TO THE LATEST UPDATING EXERCISE

5.1   In the latest updating exercise covering the period from 1 April 2017 to 31 March 2018, a total of **1 188** organisations (including SWD, 1 172 NGOs[1], and 15 local TIs) were approached. 971 replies were received with a response rate of 81.7%. Among them, 513 organisations confirmed that they had employed SWP in the reference year (i.e. 52.8% responding organisations have employed SWP in the reference period). Out of the 217 non-responded organisations, 31 of them had replied in the last updating exercise that they had employed SWP. On this basis, it is assumed that the data of these 31 non-responded organisations have remained unchanged since the last updating exercise.

5.2   A list of the **497** NGOs[1] **employing SWP** (including the responded and non-responded NGOs employing SWP) covered by the System is at *Appendix II (D)*.

Note :   (1)   Including all subvented and self-financing welfare organisations, other major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools), hospitals under HA, special schools subvented by EDB, and service units subvented by HAB.

Appendix II (B)   Compilation Method

1.   INTRODUCTION

1.1   The compilation is carried out by taking stock of the social work posts at the base year and carrying them forward to subsequent year. The projected new supply depends largely on the estimated number of graduates of local TIs in the year. On the other hand, the projected new demand covers the net additional staff requirements as reported by participating organisations and the demand for replacement of wastage.

2.   PROJECTED NEW SUPPLY

2.1   Projected New Supply for a Year

2.1.1   Projected new supply for a year = Estimated number of fresh social work graduates in local TIs in the year x (1 - projected non-entry rate) + Estimated number of new entrants with qualifications obtained overseas.

2.2   Graduates of Local TIs for the Year

2.2.1   The number of fresh graduates for each year of the projection period is estimated by the respective local TIs on the basis of their latest available information on the number of intakes for all social work courses in September 2018 (figures for graduates corresponding to intakes up to academic year 2017/18 were based on the triennial plan covering academic years 2016/17 to 2018/19. For Degree Posts, full-time or part-time degree / post-graduate programmes only attended by SWP holding Degree Posts are excluded from the supply side. For All Social Work Posts, full-time or part-time degree / post-graduate programmes attended by serving SWP are excluded.). Possible drop-outs during the courses have been taken into account in their estimation as far as possible.

2.2.2   The figures are subject to the change of circumstances such as re-allocation of funding within local TIs and the enrolment situation of self-financed programmes.

2.2.3   A breakdown of the estimated number of graduates by training programme is at *Appendix III (A).*

2.3 Wastage Rate of Graduate Supply

2.3.1 Wastage rate of graduate supply refers to the proportion of new graduates and remaining graduates who have decided not to enter the social work field at the beginning of each reference year.

2.3.2 The wastage rate of graduate supply is assumed to be constant for all new graduates of current year and remaining graduates in all preceding years. The wastage rate is estimated by the following constraint optimisation exercise:

Maximise: Yearly wastage rate

Subject to the following constraints:

(i)   the net entrant rate[1] of current year graduates is not less than that of previous years' remaining graduates (if the number of remaining graduates at the beginning of the year is greater than 50); and

(ii) the net entrant rate of remaining graduates for the period cannot exceed 100%.

2.3.3 The estimated yearly wastage rates of degree and diploma / associate degree graduates based on the above optimisation exercise are 9.2% and 15.8% respectively.

2.4 New Entrants with Qualifications Obtained Overseas

2.4.1 This category applies to both degree / post-degree graduates and diploma / associate degree graduates.

2.4.2 The figures are estimated by taking the average of actual new entrants with qualifications obtained overseas in the past three reference years (i.e. 2015/16 to 2017/18 for this updating exercise).

2.4.3 While there are more unknown factors in estimating the number of new entrants with qualifications obtained overseas, its effect on the accuracy of the projection would be relatively insignificant as it is small in number of overseas graduates.

Note : (1) The net entrant rate of graduates is defined as the number of graduates taking up social work posts during the year divided by the net supply of graduates at the beginning of the year.

2.5   Limitations

2.5.1   Whether graduates will enter the social work field depends on a number of complex factors, including the choices of the graduates such as pursuing further studies / entering the social work field in the Mainland or overseas, their career aspiration, the socio-economic environment, the unemployment conditions, the availability of social work posts, relative attractiveness of other jobs in the local labour market, etc. It should be noted that as the number of overseas graduates is insignificant, the number of graduates is basically pre-determined by the number of intakes into publicly-funded and self-financing places by local TIs back to the first year study of the relevant cohort of graduates.

2.5.2   Since the graduates who are still looking for jobs in the social work field cannot be easily identified, it is difficult to verify the estimates of non-entry rate and the number of remaining graduates.

2.5.3   One factor which complicates both the estimation of the non-entry rate and the number of remaining graduates is that the graduates may not enter the field in the year of their graduation. It is always difficult to forecast when they will take up jobs requiring their social work qualifications. The number of remaining graduates depends very much on the availability of posts that the graduates may have interest in.

2.5.4   To take into account the possible factors set out in paragraphs 2.5.1 to 2.5.3 would require further studies on the entry patterns of fresh graduates. However, it is beyond the scope of this statistical exercise to conduct these studies.

2.5.5   Patterns on the years when fresh graduates took up jobs requiring their respective qualifications and the non-entry rates are at *Appendix III (B)*.

3. PROJECTED NEW DEMAND

3.1 Methodology

3.1.1 Projected new demand for a year =
Estimated <u>net additional staff requirements</u> for the year
+ Estimated <u>replacement for wastage</u> for the year
+ Shortfall of supply for the previous year
- Estimated number of Diploma Posts filled by degree graduates in the current year
(for the new demand for diploma / associate degree graduates only)

3.2 Net Additional Staff Requirements

3.2.1 For the years <u>2018/19 and 2019/20</u>, the estimated number of **new posts (less** the number of **posts to be deleted)** for the following sectors are included:

(a) *all posts in SWD*;
(b) *SWD-subvented posts in NGOs*; and
(c) *non-SWD-subvented posts and other posts [non-SWD-subvented posts include those subvented by EDB and HAB while other posts include those in HA, non-subvented posts in NGOs, local TIs and major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools)].*

3.2.2 The estimated numbers of <u>new posts in SWD and the SWD-subvented sector in NGOs</u> for <u>2018/19 and 2019/20</u> are compiled by making reference to the information known to SWD in November 2018. They are estimates of **approved projects with funding allocation.** The estimates for subvented new projects in NGOs are notional for planning purpose and may vary from the actual number of posts turning up in the sector. The estimated number of new posts for non-SWD-subvented posts and others are made by referring to the information on manpower requirements provided by NGOs, local TIs and major non-conventional settings in September 2018.

(Note: Starting from the 2007 round of updating exercise, a modified approach is employed for calculating the net additional staff requirements figures for the second projection year in order to take into account the more conservative approach adopted by most of the data suppliers in the estimation. Thus, the net additional staff requirements for 2019/20 is obtained by averaging the (a) projected figure collected from the data suppliers; and (b) projected figure compiled by using the annual growth rate derived from a five-year moving average.)

3.3   **Replacement for Wastage**

3.3.1   Estimated replacement for wastage of respective post =

        Estimated average strength for the year x Projected wastage rate on strength

3.3.2   Since the strength at the end of the year depends on the supply and demand, the replacement for wastage is estimated by the following formulae:

   (a)   In case there is a shortfall for the year, replacement for wastage =

$$\frac{[\text{Strength at beginning of the year} + 0.5 \ (\text{Projected new supply})] \ \text{x Projected wastage rate}}{1 + 0.5 \ (\text{Projected wastage rate})}$$

   (b)   In case there is a surplus for the year, replacement for wastage =

        [Strength at beginning of the year + 0.5 (Net additional staff requirements)]
           x   Projected wastage rate

3.3.3   For 2018/19 and 2019/20, three-year weighted average wastage rate of 2015/16, 2016/17 and 2017/18 is taken as the projected wastage rate of respective grade.

3.3.4   Estimated replacement for wastage for All Social Work Posts =
        Estimated replacement for wastage for Degree Posts
       + Estimated replacement for wastage for Diploma Posts
       - Estimated number of cases switching from Diploma Posts to Degree Posts
       - Estimated number of cases switching from Degree Posts to Diploma Posts

3.3.5   Detailed figures on the wastage rates are at *Appendix III (C)*.

3.4   **Limitations**

3.4.1   It should be noted that the estimated number of net additional new posts is subject to the change of circumstances. For the current exercise, impact of certain factors which would affect the future demand of SWP could not be fully reflected. They include but are not limited to changes in economic and social situation which may affect the demand for welfare services, the flexibility of organisations in employment matters under the Lump Sum Grant Subvention System, contracting-out of welfare services, slippage of welfare projects and / or introduction of new welfare initiatives within the projection cycle, etc.

3.4.2   The numbers of new posts for non-SWD-subvented and other sectors are estimated by individual parties concerned as known in September 2018. It is difficult to ascertain their accuracy. For new funding initiatives in the non-welfare sector, there is also difficulty in translating them to more concrete manpower requirements for SWP. Besides, the numbers of new posts for SWD-subvented ones are ball-park estimates subject to change in their project schedules.

3.4.3   It is also difficult to forecast the wastage rate of social work manpower in the future years, which would be affected by a number of factors. Such factors include the availability of other jobs in the labour market, competition from overseas / the Mainland for social work staff, personal choice for leaving the sector such as further studies / family commitment / health reason / early retirement / extension of retirement age, changes in career aspiration / working environment / career prospects, etc. To take such factors into account requires the making of a number of judgmental assumptions, which are beyond the scope of this statistical exercise.

4.   ESTIMATED NUMBER OF DIPLOMA POSTS FILLED BY REMAINING DEGREE GRADUATES

4.1   Proportion of Diploma Posts filled by Degree Graduates

4.1.1   The proportion of Diploma Posts filled by degree graduates is defined as:

$$\frac{\begin{array}{l}\text{(3-year average conversion factor of degree holder to diploma holder from 2015 to 2017}\\ \text{x   Surplus of degree graduates for Diploma Posts)}\end{array}}{\begin{array}{l}\text{[(3-year average conversion factor of degree holder to diploma holder from 2015 to 2017}\\ \text{x   Surplus of degree graduates for Diploma Posts)}\\ \text{+ New supply of diploma / associate degree graduates}\\ \text{+ Remaining diploma / associate degree graduates in previous years]}\end{array}}$$

4.1.2   Surplus of degree graduates for Diploma Posts =
          New supply of degree graduates for a year (excluding part-time degree graduates)
          - Number of non-entrants
          + Number of previous years' remaining degree graduates not holding Diploma Posts
          - New demand for Degree Posts (excluding wastage cases involving inter-grade movement from Diploma Posts to Degree Posts)

          It is assumed that the wastage cases involving inter-grade movement (i.e. from Diploma Posts to Degree Posts) would be filled by degree graduates holding Diploma Posts.

4.2   Conversion Factor of Degree Holder to Diploma / Associate Degree Holder

4.2.1   The conversion factor in a specific year is defined as:

$$\left(\frac{\text{Diploma Posts filled by degree graduates}}{\text{Diploma Posts filled by diploma / associate degree graduates}}\right) \ \text{x}$$

$$\left(\frac{\begin{array}{l}\text{New supply of diploma / associate degree graduates}\\ \text{+ Remaining diploma / associate degree graduates in previous years}\end{array}}{\text{Remaining degree graduates available for Diploma Posts}}\right)$$

4.2.2   The remaining degree graduates available for Diploma Posts is the sum of the surplus of current-year degree graduates and the surplus of previous years' remaining degree graduates not having occupied any social work posts.

4.2.3   Surplus of current-year degree graduates =
          Number of current-year degree graduates
          - Number of non-entrants
          - Estimated recruitment of Degree Posts from current-year degree graduates

4.2.4   Surplus of previous years' remaining degree graduates not having social work posts =
          Number of previous years' remaining degree graduates not having social work posts
          - Estimated recruitment of Degree Posts from remaining degree graduates

5.   REMAINING GRADUATES OF LOCAL TIs

5.1   Introduction

It is observed that some graduates do not enter the social work field in the year of graduation but may do so in later years. As such, it is believed that some graduates of previous years not entering the social work field will search for a job in the social work field after the first year of their graduation (hereafter called "remaining graduates"). Based on the assumptions mentioned in paragraphs 5.2 and 5.3 below, the numbers of "remaining graduates" are estimated as illustrated in paragraph 5.5 below.

5.2   Demand Assumption

The new demand for graduates of local TIs (assumed to be the total new demand minus supply of graduates with overseas qualification) in the current year would be met by the supply of not only graduates of local TIs in the current year but also remaining graduates in the preceding years.

5.3   Supply Assumptions

(a)   For Degree Posts, the number of remaining graduates (i.e. those not yet obtained any Degree Posts) as supply at beginning of a year =
　　Number of remaining degree graduates available for Degree Posts at the end of the previous year
　x   (1 - estimated yearly wastage rate for degree graduates)

(b)   For Diploma Posts, the number of remaining graduates (i.e. those not yet obtained any Diploma Posts) as supply at the beginning of a year =
　　Number of remaining diploma / associate degree graduates available for Diploma Posts at the end of the previous year
　x   (1 - estimated yearly wastage rate for diploma / associate degree graduates)

(c)   For All Social Work Posts, the number of remaining graduates (i.e. those not yet obtained any social work posts) as supply at the beginning of a year =
　　Number of remaining degree graduates available for Social Work Posts at the end of the previous year
　x   (1 - estimated yearly wastage rate for degree graduates)
　+   Number of remaining diploma / associate degree graduates available for Diploma Posts at the end of the previous year
　x   (1 - estimated yearly wastage rate for diploma / associate degree graduates)

(d)   The graduates are of similar competitiveness irrespective of their years of graduation.

5.4   Compilation

Based on the observations in analysing the entry pattern of degree graduates of local TIs in recent years, the following survival rates for remaining degree graduates are assumed:

Year after graduation	Survival rate (at beginning of year)	Conditional survival rate (for remaining degree graduates)
0	1	-
1	0.908	0.908
2	$0.824=0.908^2$	0.908
3	$0.749=0.908^3$	0.908
4	$0.680=0.908^4$	0.908
5	$0.617=0.908^5$	0.908
6	$0.560=0.908^6$	0.908

Therefore, *Number of remaining degree graduates available as supply at the end of a year =*
(Number of remaining degree graduates brought forward from the end of the preceding year x *Conditional survival rate)*
- Number of degree graduates entered Degree Posts during the year

5.5   Illustration

In Item V of Section 3 of Part II on page 7, the estimated number of degree graduates potentially available for joining social work field at the end of 2018/19 is 1 234 which is calculated as follows:

Estimated number of degree graduates potentially available for joining social work field as at end of 2018/19 =
        Estimated number of remaining degree graduates as at beginning of 2018/19
    +   New supply of degree graduates in 2018
    -   New demand for Degree Posts in 2018/19

The estimated number of the remaining graduates as at beginning of 2018/19 is 1 721 which is the sum of remaining graduates in the previous six years (i.e. 108 in 2012; 160 in 2013; 226 in 2014; 310 in 2015; 434 in 2016 and 483 in year 2017). Compilation of the figures is illustrated as follows:

2012 graduates

Reference year	At beginning of year (1)	Conditional survival rate at beginning of year[(1)] (2)	Remaining graduates at beginning of year (3) = (1) x (2)	Recruitment during the year (4)	Remaining graduates at end of year (5) = (3) - (4)
2012/13	811	0.908	736	228	508
2013/14	508	0.908	461	53	408
2014/15	408	0.908	370	53	317
2015/16	317	0.908	288	63	225
2016/17	225	0.908	204	42	162
2017/18	162	0.908	147	28	119
2018/19	119	0.908	**108**		

2013 graduates

Reference year	At beginning of year (1)	Conditional survival rate at beginning of year[1] (2)	Remaining graduates at beginning of year (3) = (1) x (2)	Recruitment during the year (4)	Remaining graduates at end of year (5) = (3) - (4)
2013/14	851	0.908	773	210	563
2014/15	563	0.908	511	75	436
2015/16	436	0.908	396	77	319
2016/17	319	0.908	290	47	243
2017/18	243	0.908	221	45	176
2018/19	176	0.908	**160**		

2014 graduates

Reference year	At beginning of year (1)	Conditional survival rate at beginning of year[1] (2)	Remaining graduates at beginning of year (3) = (1) x (2)	Recruitment during the year (4)	Remaining graduates at end of year (5) = (3) - (4)
2014/15	816	0.908	741	168	573
2015/16	573	0.908	520	74	446
2016/17	446	0.908	405	75	330
2017/18	330	0.908	300	51	249
2018/19	249	0.908	**226**		

2015 graduates

Reference year	At beginning of year (1)	Conditional survival rate at beginning of year[1] (2)	Remaining graduates at beginning of year (3) = (1) x (2)	Recruitment during the year (4)	Remaining graduates at end of year (5) = (3) - (4)
2015/16	783	0.908	711	158	553
2016/17	553	0.908	502	68	434
2017/18	434	0.908	394	53	341
2018/19	341	0.908	**310**		

2016 graduates

Reference year	At beginning of year (1)	Conditional survival rate at beginning of year[1] (2)	Remaining graduates at beginning of year (3) = (1) x (2)	Recruitment during the year (4)	Remaining graduates at end of year (5) = (3) - (4)
2016/17	871	0.908	791	176	615
2017/18	615	0.908	558	80	478
2018/19	478	0.908	**434**		

2017 graduates

Reference year	At beginning of year (1)	Conditional survival rate at beginning of year[1] (2)	Remaining graduates at beginning of year (3) = (1) x (2)	Recruitment during the year (4)	Remaining graduates at end of year (5) = (3) - (4)
2017/18	817	0.908	742	210	532
2018/19	532	0.908	**483**		

Note : (1) 0.908 = 1 – 0.092 (i.e. yearly wastage rate of degree graduates)

6.   **DEGREE GRADUATES OCCUPYING DIPLOMA POSTS**

6.1   Degree graduates occupying Diploma Posts at the end of the year =
          Number of degree graduates potentially available for joining social work field at the end of the year
    -   Number of degree graduates not occupying Diploma Posts

6.2   Number of degree graduates not occupying Diploma Posts =
          Surplus of degree graduates for Diploma Posts
    -   Number of Diploma Posts filled by degree graduates

7.   **ESTIMATED STRENGTH**

7.1   Estimated strength at the beginning of a year =
          Estimated strength at the end of the preceding year

7.2   Estimated strength at the end of a year =
          Estimated strength at the beginning of the year
    +   Expected net additional staff requirement to be filled for that year
    -   Expected new vacancies arising from wastage not likely to be filled for that year

Appendix II (C)   Glossary

All Social Work Posts
It includes both Degree Posts and Diploma Posts.

Balance between New Supply and New Demand
For Degree Posts, it is defined as the <u>projected new supply</u> *less* the <u>projected new demand</u>.

For Diploma Posts, it is defined as the <u>projected new supply</u> *less* the <u>projected new demand</u> *less* the shortfall as at end of previous year *plus* Diploma Posts filled by Remaining Degree Graduates *plus* Diploma Posts filled by Degree Re-entrants.

For All Social Work Posts, it is defined as the <u>projected new supply</u> *less* the <u>projected new demand</u> *less* the shortfall as at end of previous year.

Base Year
It refers to the year used as the beginning or the reference year for statistical compilation.

Degree Posts
It refers to posts requiring social work degree qualification or above.

Diploma Posts
It refers to posts requiring social work diploma / associate degree qualification or equivalent.

Grade
It refers to all posts bearing social work titles in the grade and those equivalents of similar entry requirement in social work qualification.

Graduates Potentially Available for Joining Social Work Field
It is defined as "Balance between New Supply and New Demand" *plus* the estimate of "Remaining Graduates". In other words, it represents the estimated number of candidates as at end of the projection years, whom have been graduated in current and previous years, and are projected to be available for joining the field in subsequent years after discounting the yearly non-entrants on supply and the projected demand figures. **Negative value** implies that there would be inadequate potential entrants to meet the projected new demand. On the contrary, **Positive value** signifies that there would be potential entrants available for further expansion / improvement of services.

Highest Educational Attainment
It refers to the highest educational qualification related to the social work training *(for a person with no training in social work, his / her highest educational level is taken)*.

Inter-grade Movement
An SWP post of a specific grade (e.g. Degree Post) in the specified period being filled by a person whose preceding post was in another grade (e.g. Diploma Post) in the field is regarded as a case of inter-grade movement.

NGOs

For the SWMRS, NGOs refer to all subvented and self-financing welfare organisations, other major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools), hospitals under HA, special schools subvented by EDB, and service units subvented by HAB. Special schools are not regarded as individual NGOs and are classified under their affiliated NGOs.

New Entrants to a Grade

It refers to persons who first entered the social work field in the grade in the specified period. *(SWP of Diploma Posts who switched to Degree Posts, in the same or different organisations, are regarded as new entrants to the Degree Posts and wastage to the Diploma Posts.)*

Non-entrants on Supply

For Diploma and Degree Posts, they refer to graduated students who do not enter their respective social work post types *(i.e. degree / master social work graduates to Degree Posts and diploma / associate degree graduates to Diploma Posts)*. For All Social Work Posts, it refers to graduated students who do not enter any grades of the social work field. Non-entrants include both <u>voluntary non-entrants</u> *(those who choose not to enter the social work field on their own account)* and <u>involuntary non-entrants</u> *(those who are "forced" not to enter the respective grades due to insufficient vacant posts or other reasons)*.

Rates

Non-entry Rate (%) of degree / diploma / associate degree graduates in a Year =

$$\left(\frac{\text{No. of non-entrants of degree / diploma / associate degree graduates to the respective Degree / Diploma Posts for the year}}{\text{Total no. of degree / diploma / associate degree graduates for that year}} \right) \times 100\%$$

Turnover, Re-entrant and Wastage Rate (%) of a Grade in a Year =

$$\left(\frac{\text{No. of turnover / re-entrant / wastage cases of a grade for the year}}{\text{Average strength of the post type for that year}} \right) \times 100\%$$

Recruitment Cases

It refers to the number of "occurrences" of SWP recruited in the specified period. *(If a SWP has taken up more than one new job during the period, he / she would be counted more than once depending on the total number of new jobs in any organisations covered by the System that he / she has taken up.)*

Re-entrant Cases of a Grade in a Year

An SWP post of a specific grade being filled by a person whose preceding post was in the same grade is regarded as a re-entrant case. *(A part-time post being newly filled by a SWP who is currently serving in another full-time post in the field is regarded as a re-entrant case only if he / she has once resigned from a part-time or a full-time job.)*

Remaining Graduates

It refers to the graduates of previous years who have never entered the social work field and are available to join the field after discounting the yearly non-entrants on supply.

Strength / Social Work Posts

Unless otherwise specified, the number of Social Work Posts / strength refers to the number of **posts** *(full-time or part-time)* being filled by SWP. *(A SWP holding two posts, either one full-time post and one part-time post or two part-time posts, would therefore be counted twice.)*

Average Strength for a Year =
$$\frac{\text{(Strength as at beginning of the year + Strength as at end of the year)}}{2}$$

Turnover Cases

It refers to the number of "occurrences" of SWP <u>leaving</u> any organisations for whatever reasons in the specified period, regardless of whether they have joined / would join the field again. *(If a SWP has resigned from more than one job or resigned from more than one organisation during the period, he / she would be counted more than once depending on the total number of jobs that he / she has left.)*

Wastage Cases of a Grade in a Year

It is defined as the number of turnover cases *less* the number of re-entrant cases for the grade. *(SWP of the Diploma Posts who are transferred to the Degree Posts, in the same or different organisations, are regarded as new entrants to the Degree Posts and wastage to the Diploma Posts.)*

Wastage Cases of the Whole Sector in a Year

It is defined as the sum of the number of turnover cases by grade *less* the sum of the number of re-entrant cases by the grade *less* the number of cases of inter-grade movement in a year.

Appendix II (D)   List of Organisations Employing SWP Covered by the SWMRS

1. **Social Welfare Department**

2. **Non-governmental Organisations**[1]

   1st Step Association Limited
   ABM Hong Kong Swatow Baptist Church Community Service Association, The
   AD & FD POHL Mrs Cheng Yam On School
   AIDS Concern Foundation Limited
   Aberdeen Kai-Fong Welfare Association Social Service Centre
   Action for REACH OUT
   Adventure-Ship Limited
   Against Child Abuse Limited
   Agency for Volunteer Service
   Alice Ho Miu Ling Nethersole Charity Foundation Alice Ho Miu Ling Nethersole Nursing Home
   Alice Ho Miu Ling Nethersole Hospital - Medical Social Work Department
   Alliance Primary School Sheung Shui
   Alliance Primary School Whampoa
   Amity Mutual Support Society
   Ap Lei Chau Home for the Elderly
   Apostolic Faith Church of Hong Kong Limited
   Asbury Methodist Social Service
   Asia Women's League Limited
   Asian Outreach Hong Kong Limited
   Assembly of God Grace Light Church Limited - Social Services Department
   Association Concerning Sexual Violence Against Women
   Association for Engineering and Medical Volunteer Services
   Association for the Rights of Industrial Accident Victims Limited
   Association of Baptists for World Evangelism (HK) Limited
   Association of Evangelical Free Churches of Hong Kong, The
   Baptist Mid-Missions Butterfly Bay Baptist Church Social Centre for the Elderly
   Baptist Oi Kwan Social Service
   Barnabas Charitable Service Association Limited
   Beijing Elder Centre Limited
   Benji's Centre
   Bo Charity Foundation Limited
   Bonaventure Integrated Children and Youth Centre
   Boys' Brigade, Hong Kong Limited, The
   Boys' and Girls' Clubs Association of Hong Kong, The
   Bradbury Hospice - Medical Social Service Department
   Breakthrough Limited
   Bring Me A Book Hong Kong Limited
   Buddhist Chi King Primary School
   Buddhist To Chi Fat She Yeung Yat Lam Memorial School
   Buddhist Wing Yan School
   Bui O Public School
   CCC But San Primary School
   CCC Chuen Yuen First Primary School
   CCC Heep Woh Primary School
   CCC Heep Woh Primary School (Cheung Sha Wan)
   CCC Kei Tsun Primary School

2. Non-governmental Organisations[1]

CCC Kei Tsz Primary School
CCC Kei Wa Primary School
CCC Kei Wa Primary School (Kowloon Tong)
CCC Kei Wai Primary School
CCC Mongkok Church Kai Oi School
CCC Tai O Primary School
CHR & Missionary Alliance Sun Kei Primary School
CNEC Kei Shek Social Service Centre Limited
CNEC Ta Tung School
CPMS Inc, Neighbourhood Elderly Centre of Grace
Care & Services Elderly Centre (North Point)
Care for Your Heart
Caritas - Hong Kong
Caritas Medical Centre - Medical Social Work Department
Carmel Alison Lam Primary School
Centre for Restoration of Human Relationships
Chai Wan Baptist Church Social Service
Chain of Charity Movement
Cheshire Home, Chung Hom Kok, The - Medical Social Services Department
Cheshire Home, Shatin - Medical Social Work Department
Cheung Chau Rural Committee Integrated Youth Centre
Chi Hong Primary School
Chi Lin Buddhist Primary School
Chi Lin Nunnery Social Service Division
Children's Cancer Foundation
Chinese Evangelical Zion Church Social Service Division
Chinese Rhenish Church Hong Kong Synod Rhenish Church Grace School
Chinese Rhenish Church Hong Kong Synod, Social Service Department, The
Chinese YMCA of Hong Kong
Ching Chung Taoist Association of Hong Kong Limited
Chiu Sheung School, Hong Kong
Christian Action
Christian and Missionary Alliance Church Union Hong Kong Limited
Christian Concern for the Homeless Association
Christian Family Service Centre
Christian Fellowship of Pastoral Care for Youth, Limited
Christian Nationals' Evangelism Commission Grace Light Neighbourhood Elderly Centre
Christian New Being Fellowship Limited
Christian Oi Hip Fellowship Limited
Christian Zheng Sheng Association Limited
Chuk Lam Ming Tong Limited
Chun Tok School
Chung Shak Hei (Cheung Chau) Home for the Aged Limited
Chung Sing Benevolent Society
Chung Sing Church Limited - Chung Sing Church Bradbury Social Service Centre
Church of United Brethren in Christ, Hong Kong Limited - Social Service Division
Comfort Care Concern Group, The
Community CareAge Foundation Limited
Community Drug Advisory Council
Concern For Grassroots' Livelihood Alliance Limited

2. <u>Non-governmental Organisations</u>[1]

Conservative Baptist Jubilee Centre Limited
Conservative Baptist Lui Ming Choi Primary School
DACARS, Limited
Dance with Depression Association Limited
Direction Association for the Handicapped
Duchess of Kent Children's Hospital, The - Medical Social Service Department
ELCHK Faith Love Lutheran School
ELCHK Hung Hom Lutheran Primary School
Ebenezer School and Home for the Visually Impaired
Eminent Rehabilitation Centre Company Limited
End Child Sexual Abuse Foundation
Endeavourers HK Bert James Young Neighbourhood Elderly Centre, The
Enlighten Hong Kong Limited
Evangelical Free Church of China - Evangel Children's Home
Evangelical Lutheran Church Social Service - Hong Kong
Evangelize China Fellowship Holy Word School
Evangelize China Fellowship Shatin Canaan Church Limited - Bradbury Student Development Centre
Everbright Concern Action Limited
Evergreen Nursing Home Cum Day Care Centre
FDBWA Chow Chin Yau School
FSFTF Fong Shu Chuen Primary School
Fai-To Sino-West Combined Home for the Aged
Family Planning Association of Hong Kong, The
Fanling Assembly of God Church Primary School
Free Methodist Church of Hong Kong, The
Fresh Fish Traders' School
Fu Hong Society
Fuk Tak Education Society Primary School
Fung Kai Public School - Fung Kai Care & Attention Home for the Elderly
Fung Ying Seen Koon
Girls' Brigade Hong Kong, The
Grace Nursing Home (Tak Tin)
Grantham Hospital - Medical Social Services Department
Granyet (Shan King) Elderly Care Centre
Great Honour Home for Elderly
Greenery Elderly Home
Greenwood, The
HHCKLA Buddhist Chan Shi Wan Primary School
HHCKLA Buddhist Wisdom Primary School
HHCKLA Buddhist Wong Cho Sum School
HK Baptist Mr & Mrs Au Shue Hung Rehabilitation & Healthcare Home Ltd
HKCCCU Kwong Yum Care Home
HKCTU Training Centre
HKFEW Wong Cho Bau School
HKSYC&I Association Chan Nam Chong Memorial School
HKTA Shun Yeung Primary School
HandsOn Hong Kong Limited
Hang Fook Home for the Aged Limited
Hans Andersen Club Limited
Harmony House Limited

2. **Non-governmental Organisations**[1]

Haven of Hope Christian Service
Haven of Hope Hospital - Medical Social Work Department
Health in Action Limited
Heep Hong Society
Heep Yunn Primary School
Helping Hand
Heung Hoi Ching Kok Lin Association
Hiu Kwong (Tai Kok Tsui) Nursing Centre Company Limited
Hiu Kwong (To Kwa Wan) Nursing Centre
Hiu Kwong Nursing Centre Company Limited
Hok Yau Club
Holy Family Canossian School
Home Care for Girls
Hong Chi Association
Hong Kong & Kowloon Kaifong Women's Association Limited, Tsang Hui Yuk Wan Neighbourhood Elderly Centre
Hong Kong & Macau Lutheran Church Social Service Limited
Hong Kong - Macao Conference of Seventh-Day Adventists, Social Service Department
Hong Kong Aged Concern Limited
Hong Kong AIDS Foundation Limited
Hong Kong Alzheimer's Disease Association
Hong Kong Anti-Cancer Society, The
Hong Kong Association for Specific Learning Disabilities
Hong Kong Association of Gerontology
Hong Kong Association of the Deaf
Hong Kong Baptist Convention Primary School
Hong Kong Baptist Hospital Au Shue Hung Health Centre
Hong Kong Blind Sports Federation
Hong Kong Blind Union
Hong Kong Bodhi Siksa Society, Ltd. Care And Attention Home For The Aged, The
Hong Kong Breast Cancer Foundation Limited
Hong Kong Buddhist Association, The
Hong Kong Buddhist Hospital - Medical Social Services Department
Hong Kong Cancer Fund
Hong Kong Catholic Marriage Advisory Council
Hong Kong Children and Youth Services
Hong Kong Chinese Church of Christ, The
Hong Kong Chinese Women's Club
Hong Kong Chiu Chow Po Hing Buddhism Association Limited
Hong Kong Christian Kun Sun Association Limited, The
Hong Kong Christian Mutual Improvement Society
Hong Kong Christian Service
Hong Kong Council of Social Service, The
Hong Kong Council of the Church of Christ in China
Hong Kong Down Syndrome Association, The
Hong Kong Eating Disorders Association Limited
Hong Kong Employment Development Service Limited
Hong Kong Evangelical Church Social Service Limited
Hong Kong Family Welfare Society
Hong Kong Federation of Handicapped Youth

2. **Non-governmental Organisations**[1]

Hong Kong Federation of the Blind
Hong Kong Federation of Trade Unions Hong Ling Society for the Well-being of the Elderly, The
Hong Kong Federation of Women's Centres
Hong Kong Federation of Youth Groups, The
Hong Kong Girl Guides Association
Hong Kong Housing Affairs Association
Hong Kong Housing Society
Hong Kong Joint Council of Parents of the Mentally Handicapped, The
Hong Kong Juvenile Care Centre
Hong Kong Lutheran Social Service, Lutheran Church - Hong Kong Synod
Hong Kong Mutual Encouragement Association Limited
Hong Kong Network for the Promotion of Inclusive Society Limited
Hong Kong Neuro-Muscular Disease Association Limited
Hong Kong PHAB Association
Hong Kong Playground Association
Hong Kong Red Cross
Hong Kong Red Cross John F. Kennedy Centre
Hong Kong Red Cross Margaret Trench School
Hong Kong Red Cross Princess Alexandra School
Hong Kong Rehabilitation Power
Hong Kong Sea School, The
Hong Kong Sheng Kung Hui Welfare Council Limited
Hong Kong Single Parents Association
Hong Kong Society for Rehabilitation, The
Hong Kong Society for the Aged
Hong Kong Society for the Blind, The
Hong Kong Society for the Deaf, The
Hong Kong Society for the Protection of Children
Hong Kong Stoma Association Limited
Hong Kong Student Aid Society
Hong Kong Tuberculosis, Chest and Heart Diseases Association
Hong Kong Unison Limited
Hong Kong West Point Baptist Church Neighbourhood Elderly Centre
Hong Kong Women Development Association Limited
Hong Kong Women Foundation Limited
Hong Kong Women Workers' Association
Hong Kong Workers' Health Centre Limited
Hong Kong Young Women's Christian Association
Hong Lok Yuen Aged Sanatorium Centre Limited
Hong Yee Elderly Centre
Hop Yat Church, The Church of Christ in China, Neighbourhood Elderly Centre
Hop Yat Church School
Hub Hong Kong Children and Youth Centre, The
Industrial Evangelistic Fellowship Limited
Intellectually Disabled Education and Advocacy League Limited, The
International Buddhist Progress Society (HK) Limited
International Church of the Foursquare Gospel Hong Kong District Limited
International Home of Aged Limited
International Social Service Hong Kong Branch
International Women's League Limited

2. **Non-governmental Organisations**[1]

Jade Elderly Home
Jockey Club Centre for Positive Ageing
Jordan Valley Kaifong Welfare Association - Social Service Office
KELY Support Group
Kam Kwong Integrated Community Service Center - Yuen Long
Kam Ma Home of Aged Limited
Kam Tin Mung Yeung Public School
Kam To Nursing Centre
Kam Tsin Village Ho Tung School
Kei Tak Institution of Old Age Limited
Kei Tak Rehabilitation Home Limited
Kiangsu Chekiang and Shanghai Residents (HK) Association Tuen Mun Hostel and Kwai Tsing Hostel
 For The Elderly
Kong Tai (Chuk Yuen) Care for the Aged Home Limited
Kong Wan Care Home
Kornhill Alliance Church Family Services Centre
Kowloon City Baptist Church Neighbourhood Elderly Centre
Kowloon Hospital - Medical Social Service Department
Kowloon Women's Welfare Club
Kwai Tsing Safe Community and Health City Association
Kwong On Nursing Center Limited
Kwong Wah Hospital - Medical Social Service Department
Kwun Tong Government Primary School (Sau Ming Road)
Kwun Tong Methodist Social Service
Kwun Tong Resident Association Tsui Ping Mutual Help Child Care Centre
LCH Charitable Foundation Limited
LKWFS Lau Tak Yung Memorial Primary School
LKWFS Wong Yiu Nam Primary School
Lai Lai Nursing Centre (Allway) Limited
Lam Tin Estate Kai Fong Welfare Association Limited, The
Lam Tsuen Pub Wong Fook Luen Memorial School
Lee Chi Tat Memorial School
Life Education Activity Programme
Light and Love Home Limited
Ling Liang Church Sau Tak Primary School
Lok Chi Association Limited
Lok Sin Tong Benevolent Society, Kowloon
Lok Sin Tong Yeung Chung Ming Primary School
Lotus Association of Hong Kong, The - Chi Yun School
Louis Program Training Centre Company Limited
Lovewide Rehabilitation Centre
Lutheran Philip House Limited
Lutheran School for the Deaf
Ma On Shan St. Joseph's Primary School
MacLehose Medical Rehabilitation Centre - Medical Social Work Department
Mary Rose School
Marycove School
Maryknoll Fathers' School (Primary Section)
Maxgrace Fuller House
Mental Health Association of Hong Kong, The

2.   **Non-governmental Organisations**[1]

Methodist Centre
Methodist Epworth Village Community Centre
Methodist Study Trust Education
Mie King Home for Aged Limited
Mission Covenant Church Limited, The
Mission to New Arrivals Limited
Mongkok Kai-Fong Association Limited Chan Hing Social Service Centre
Mother's Choice Limited
Music Children Foundation Limited
Neighbourhood & Worker's Education Centre Limited
Neighbourhood Advice-Action Council, The
New Home Assoication Limited
New Life Church of Christ
New Life Psychiatric Rehabilitation Association
New Pine Care Centre (Shun Lee Estate)
New Territories Association Retraining Centre Limited
New Territories Women & Juveniles Welfare Association Limited
New Voice Club of Hong Kong, The
New Wine Ministries Hong Kong Limited
OIWA Limited
On Fuk Nursing Home Limited
Open Door Ministries Limited
Operation Dawn Limited
Our Lady of Maryknoll Hospital - Medical Social Work Department
PLK Chan Yat Primary School
PLK Dr Jimmy Wong Chi Ho (Tin Sum Valley) Primary School
PLK Fong Wong Kam Chuen Primary School
PLK Gold & Silver Exchange Society Pershing Tsang Primary School
PLK Grandmont Primary School
PLK Siu Hon Sum Primary School
PLK Tin Ka Ping Primary School
Pak Tin Baptist Church Neighborhood Centre
Pamela Youde Nethersole Eastern Hospital - Community & Patient Resource Department
Parenting Forum Limited
Parents' Association of Pre-school Handicapped Children, The
Pentecostal Church of Hong Kong
Pentecostal Holiness Church Ling Kwong Bradbury Centre for the Blind
Pentecostal Yu Leung Fat Primary School
People Service Centre Limited
Personalised Care Program for Persons with Severe Mental Illness
Phoenix Olympic Nursing Home Limited
Pine Care (Manning) Elderly Centre
Pine Care (Po Tak) Elderly Centre
Pine Care (Tak Fung) Elderly Home
Pine Care Chun King Elderly Centre
Pine Care Hong Fai Elderly Centre
Pinecrest Elderly Centre
Playright Children's Play Association
Pneumoconiosis Mutual Aid Association
Po Leung Kuk

2. **Non-governmental Organisations**[1]

Pok Oi Hospital - Medical Social Services Department
Pok Oi Hospital, Social Service Office
Project Care
Prosperous Nursing Centre Limited
Pui Chak Garden
QES Old Students' Association Branch Primary School
QES Old Students' Association Primary School
Queen Elizabeth Hospital - Medical Social Service Department
Queen Elizabeth Hospital - Patient Resource Centre
Queen Mary Hospital - Cancer Care & Support Unit
Queen Mary Hospital - Li Ka Shing Hospice Centre
Queen Mary Hospital - Patient Resource Centre
RainLily
Regeneration Society Limited
Richmond Fellowship of Hong Kong
Ruttonjee & Tang Shiu Kin Hospitals - Medical Social Work Department
SAHK
SRBCEPSA Lee Yat Ngok Memorial School
STFA Lee Kam Primary School
STFA Leung Kit Wah Primary School
STFA Wu Mien Tuen Primary School
Sai Kung District Community Centre
Salesian School
Salvation Army, The
Salvation Army Ann Wyllie Memorial School, The
Salvation Army Centaline Charity Fund School, The
Salvation Army Lam Butt Chung Memorial School, The
Salvation Army Tin Ka Ping School, The
Sam Shui Natives Association Lau Pun Cheung School
Samaritan Befrienders Hong Kong, The
Saviour Lutheran School
Scout Association of Hong Kong
Senior Care (Fuk Kwan) Elderly Care Home
Senior Care (Man Kee) Elderly Care Home
Senior Care (Tai Wah) Elderly Care Home
Senior Citizen Home Safety Association
Sha Tau Kok Central Primary School
Shamshuipo Kaifong Welfare Advancement Association
Shanghai Alumni Primary School
Shap Pat Heung Rural Committee Kung Yik She Primary School
Shatin Baptist Church
Shatin Public School
Shatin Women's Association Limited
Sheng Kung Hui St. Christopher's Home Limited
Shong Yen Aged Home Branch Home
Shui Hong Nursing Home (Cheung Shan Estate)
Shui Hong Nursing Home (Everwin Mansion)
Shui On Nursing Centre (Kwai Shing East) Company Limited
Shui On Nursing Centre (Yau Tong) Company Limited
Shun Yan Elderly Centre (Kin Fook) Limited

2. **Non-governmental Organisations**[1]

Shun Yan Elderly Centre Limited
Sik Sik Yuen - Social Services Unit
Silence Limited
Sin Tin Toa Home for the Aged
Sing Hong Association Rehabilitation Centre
Sisters of the Good Shepherd
Social Workers Across Borders Limited
Society for AIDS Care Limited, The
Society for Community Organization
Society for the Aid and Rehabilitation of Drug Abusers, The
Society for the Promotion of Hospice Care, The
Society for Truth and Light, The
Society of Boys' Centres
Society of Pastoral Care Company Limited
Society of Rehabilitation and Crime Prevention, Hong Kong, The
South Kwai Chung Social Service
St. Antonius Primary School
St. Bonaventure Catholic Primary School
St. James' Settlement
St. Teresa's Hospital
Stewards
Suen Mei Speech & Hearing Centre
Suicide Prevention Services Limited
Sun King Home of Aged Limited
Sun Tao Yuen for the Aged
Superioress of the Sisters of the Precious Blood, The - Precious Blood Children's Village
TREATS
TWGHs Fung Yiu King Hospital - Medical Social Service Department
TWGHs Wong Tai Sin Hospital - Medical Social Service Department
TWS St. Bonaventure Catholic Primary School
Ta Ku Ling Ling Ying Public School
Tai Hang Residents' Welfare Association
Tai Po Baptist Church Social Service
Tak Sun School
Tang Tat Home Aged
Tang Tat Home for Elder
Tang Tat Home for Elder (Kwai Chung)
Taoist Ching Chung Primary School (Wu King Estate)
Telford Nursing Centre
Ting On Home for the Aged Limited
Toi Shan Association Primary School
True Word Lutheran Church Limited, The
Tsang Mui Millennium School
Tseung Kwan O Pui Chi School
Tseung Kwan O Sion Church Limited
Tsimshatsui District Kaifong Welfare Association
Tsuen Wan Elderly Centre Limited
Tsung Tsin Mission of Hong Kong Social Service, The
Tsz Wan Shan Kaifong Welfare Association Choi Jun School
Tuen Mun District Women's Association Limited

2. **Non-governmental Organisations**[1]

Tuen Mun Hospital - Community Services Centre
Tung Chung Safe and Healthy City
Tung Fong Home for the Aged (Kiu Fat Building)
Tung Fong Home for the Aged (Sheung Shui Home 1)
Tung Fong Home for the Aged (Wah Ming Centre)
Tung Hoi Association for the Gifted Child Limited
Tung Lum Buddhist Aged Home
Tung Sin Tan Home for the Aged
Tung Wah Eastern Hospital - Medical Social Service Department
Tung Wah Group of Hospitals
Tung Wah Hospital - Medical Social Service Department
United Christian Hospital - Medical Social Service Department
United Christian Nethersole Community Health Service
Urban Peacemaker Evangelistic Fellowship Limited, The
Vocational Training Council Vocational Training for People with Disabilities Section
Wah Fung Nursing Centre Limited
Wai Ji Christian Service
Watchdog Limited
Windshield Charitable Foundation
Wing On Home for the Aged (Ap Lei Chau)
Wing On Home for the Aged (Fuk Tsun Street)
Wing On Home for the Aged (Kwai Shing Circuit)
Women's Welfare Club (Eastern District) HK, The
Women's Welfare Club, Western District HK
Wu Oi Christian Centre
YCH Chiu Tsang Hok Wan Primary School
YCH Ho Sik Nam Primary School
Yan Chai Hospital - Medical Social Services Department
Yan Chai Hospital Social Services Department
Yan Kwong Social Service Limited
Yan Oi Elder Centre
Yan Oi Elder Centre Limited
Yan Oi Tong Limited
Yan Oi Tong Madam Lau Wong Fat Primary School
Yan Oi Tong Tin Ka Ping Care And Attention Home
Yang Memorial Methodist Social Service
Yaumati Catholic Primary School (Hoi Wang Rd)
Yi Wo Yuen Aged Sanatorium Centre Limited
Young Men's Christian Association of Hong Kong
Youth Diabetes Action
Youth Outreach
Yu Yee Home for the Aged
Yu Yee Rehabilitation Centre
Yuen Long Church (Church of Christ in China) Limited
Yuen Long Long Ping Estate Wai Chow School
Yuen Long Merchants Association Primary School
Yuen Long Po Kok Primary School
Yuen Long Town Hall Management Committee Limited
Yuen Yuen Institute, The
Yuk Chi Resource Centre Limited

2. **Non-governmental Organisations**[1]

Yuk Yin School
Yung Long Public Middle School Alumni Association Primary School
Zion Social Service Limited

3. **Local Training Institutions**

Caritas Institute of Higher Education *(formerly known as Caritas Francis Hsu College before 27 May 2011)*
Chinese University of Hong Kong, The
City University of Hong Kong
City University of Hong Kong, Community College of City University
Gratia Christian College
Hong Kong Baptist University
Hong Kong College of Technology
Hong Kong Institute of Vocational Education (Sha Tin) of the Vocational Training Council
Hong Kong Nang Yan College of Higher Education
Hong Kong Polytechnic University, The
Hong Kong Polytechnic University, Hong Kong Community College, The
Hong Kong Shue Yan University
Lingnan Institute of Further Education *(The Community College at Lingnan University (CCLU) and Lingnan Institute of Further Education (LIFE) were merged with effect on 1 July 2017)*
School of Continuing and Professional Studies, the Chinese University of Hong Kong
University of Hong Kong, The

Note : (1) For the SWMRS, NGOs refer to all subvented and self-financing welfare organisations, other major non-conventional settings employing SWP (such as private elderly homes, private residential care homes for persons with disabilities and primary schools), hospitals under HA, special schools subvented by EDB, and service units subvented by HAB.

APPENDIX III STATISTICAL TABLES

Appendix III (A) Estimated Number of Graduates by Training Programme [1]

1. Number of Social Work Degree / Master Graduates[2]

			Year of graduation		
Training institution / programme	2018	2019	2020	2021	2022
The Chinese University of Hong Kong					
MSScSW – full-time, 2 years	61	57	53	58	55
MSScSW – part-time, 3 years	62	66	57	60	56
BSSc (Major in SW) – full-time, 4 years	39	61	58	55	57
City University of Hong Kong					
MSW – combined mode, 2 to 3 years	53	60	60	60	60
BSSSW – full-time, 4 years	89	99	85	85	85
BASW – part-time, 3 years	60	60	60	7	7
Hong Kong Baptist University					
MSScSW – full-time, 2 years	-	20	20	20	20
MSScSW – part-time, 2 years	38	41	40	40	40
BSW – full-time, 4 years	50	64	75	75	75
The Hong Kong Polytechnic University					
MSW – part-time, 3 years	57	64	59	75	75
BASW – full-time, 4 years	82	54	56	50	47
BASW – part-time, 4 years	48	70	77	74	-
The University of Hong Kong					
MSW – full-time, 2 years	51	63	65	66	66
MSW – part-time, 3 years	29	41	40	52	48
BSW – full-time, 4 years	43	40	44	39	43
Hong Kong Shue Yan University					
BSW – full-time, 4 years	33	65	43	53	42
Caritas Institute of Higher Education					
BSSSW – full-time, 2 or 4 years	90	90	90	90	90
BSW – part-time, 3 years	-	55	55	55	81
Gratia Christian College					
BSW – full-time, 2 or 4 years	-	24	20	19	40
Hong Kong Nang Yan College of Higher Education[3]					
BSW – full-time, 4 years	-	-	-	-	45
Total	**885**	**1 094**	**1 057**	**1 033**	**1 032**

Notes : (1) It refers to those local social work training programmes recognised by the Social Workers Registration Board (SWRB) (http://www.swrb.org.hk/). The information depends largely on the estimated number of graduates provided by the respective local TI as at November 2018.

(2) Number of graduates refers to those who would graduate in the summer of the respective years.

(3) The four-year full-time BSW programme has been introduced. According to the latest information of the SWRB website (as at 15 November 2018), the first intake to Year 1 would be in 2018/19.

2. **Number of Social Work Diploma / Associate Degree Graduates**[1]

Training institution / programme	*Year of graduation*				
	2018	*2019*	*2020*	*2021*	*2022*
Community College of City University, City University of Hong Kong					
AssSSSW – full-time, 2 years	67	74	62	-	-
AssSSSW – part-time, 3 years	54	36	36	-	-
Hong Kong College of Technology					
HDSW – full-time, 2 years	40	40	40	40	40
HDSW – part-time, 3 years	80	80	80	80	80
Caritas Institute of Higher Education					
HDSW – full-time, 2 years	108	108	108	108	108
HDSW – part-time, 3 years	54	54	54	81	81
The Hong Kong Institute of Vocational Education (Sha Tin) of the Vocational Training Council					
HDSW – full-time, 2 years	71	69	67	75	75
School of Continuing and Professional Studies, The Chinese University of Hong Kong					
HDSW – full-time, 2 years	34	45	50	50	50
Hong Kong Community College, The Hong Kong Polytechnic University					
HDSW – full-time, 2 years	59	88	62	-	-
Total	**567**	**594**	**559**	**434**	**434**

Note :   (1) Number of graduates refers to those who would graduate in the summer of the respective years.

Appendix III (B) Estimated Figures on Non-entry Rates

1. Analysis of Graduates by Year of First Entering the Respective Posts

Year of graduation	Total no. of graduates	*No. of graduates first entering the respective grades upon graduation*[1]						Non-entry rate by Mar 18
		by Mar 13	by Mar 14	by Mar 15	by Mar 16	by Mar 17	by Mar 18	
Degree / Master Graduates First Entering Degree Posts								
2012	811	228 (28.1%)	281 (34.6%)	334 (41.2%)	397 (49.0%)	439 (54.1%)	467 (57.6%)	42.4%
2013	851		210 (24.7%)	285 (33.5%)	362 (42.5%)	409 (48.1%)	454 (53.3%)	46.7%
2014	816			168 (20.6%)	242 (29.7%)	317 (38.8%)	368 (45.1%)	54.9%
2015	783				158 (20.2%)	226 (28.9%)	279 (35.6%)	64.4%
2016	871					176 (20.2%)	256 (29.4%)	70.6%
2017	817						210 (25.7%)	74.3%
Diploma / Associate Degree Graduates First Entering Diploma Posts[2]								
2012	517	193 (37.3%)	271 (52.4%)	318 (61.5%)	339 (65.6%)	352 (68.1%)	361 (69.8%)	30.2%
2013	533		184 (34.5%)	269 (50.5%)	333 (62.5%)	361 (67.7%)	370 (69.4%)	30.6%
2014	597			254 (42.5%)	336 (56.3%)	384 (64.3%)	406 (68.0%)	32.0%
2015	498				182 (36.5%)	252 (50.6%)	318 (63.9%)	36.1%
2016	591					204 (34.5%)	277 (46.9%)	53.1%
2017	541						154 (28.5%)	71.5%

2. Analysis of Degree Graduates by Year of First Entering the Social Work Sector

Year of graduation	Total no. of graduates	*No. of graduates first entering the social work sector grades upon graduation*[3]						Non-entry rate by Mar 18
		by Mar 13	by Mar 14	by Mar 15	by Mar 16	by Mar 17	by Mar 18	
Degree / Master Graduates First Entering Degree / Diploma Posts								
2012	811	600 (74.0%)	645 (79.5%)	673 (83.0%)	682 (84.1%)	688 (84.8%)	695 (85.7%)	14.3%
2013	851		604 (71.0%)	686 (80.6%)	710 (83.4%)	721 (84.7%)	732 (86.0%)	14.0%
2014	816			580 (71.1%)	639 (78.3%)	655 (80.3%)	665 (81.5%)	18.5%
2015	783				568 (72.5%)	627 (80.1%)	653 (83.4%)	16.6%
2016	871					591 (67.9%)	658 (75.5%)	24.5%
2017	817						564 (69.0%)	31.0%

Notes : (1) Graduates who had entered their respective grades before graduation, for simplicity in presentation, were counted as entering the profession in their year of graduation.

(2) The figures exclude those diploma / associate degree graduates who first entered Diploma Posts after obtaining degree qualification.

(3) Graduates who had entered the sector before graduation, for simplicity in presentation, were counted as entering the profession in their year of graduation.

The figures in brackets represent the proportions of students who had entered their respective grades by the period.

Appendix III (C) Estimated Figures on Wastage Rates

Year	Number of cases				Rate on strength		
	Turnover cases	Re-entrant cases	Wastage Cases[1]	Average strength	Turnover rate	Re-entrant rate	Wastage rate
	(a)	(b)	(c) = (a) - (b)	(d)	(e) = (a) / (d) x 100%	(f) = (b) / (d) x 100%	(g) = (c) / (d) x 100%

1. Degree Posts

Year	(a)	(b)	(c)	(d)	(e)	(f)	(g)
95/96	371	229	142	3 277	11.3	7.0	4.3
96/97	381	305	76	3 564	10.7	8.6	2.1
97/98	337	223	114	3 800	8.9	5.9	3.0
98/99	277	176	101	3 927	7.1	4.5	2.6
99/00	245	114	131	4 005	6.1	2.8	3.3
00/01	266	132	134	4 105	6.5	3.2	3.3
01/02	268	161	107	4 269	6.3	3.8	2.5
02/03	283	164	119	4 484	6.3	3.7	2.7
03/04	311	168	143	4 639	6.7	3.6	3.1
04/05	355	189	166 (74)	4 753	7.5	4.0	3.5 (1.6)
05/06	418	185	233 (65)	4 866	8.6	3.8	4.8 (1.3)
06/07	564	298	266 (48)	5 129	11.0	5.8	5.2 (0.9)
07/08	569	326	243 (29)	5 477	10.4	6.0	4.4 (0.5)
08/09	665	379	286 (25)	5 740	11.6	6.6	5.0 (0.4)
09/10	638	353	285 (28)	5 998	10.6	5.9	4.8 (0.5)
10/11	657	364	293 (-57)	6 312	10.4	5.8	4.6 (-0.9)
11/12	776	432	344 (-91)	6 697	11.6	6.5	5.1 (-1.4)
12/13	757	435	322 (122)	7 045	10.7	6.2	4.6 (1.7)
13/14	662	322	340 (162)	7 234	9.2	4.5	4.7 (2.2)
14/15	879	535	344 (105)	7 523	11.7	7.1	4.6 (1.4)
15/16	1 007	612	395 (18)	7 722	13.0	7.9	5.1 (0.2)
16/17	832	525	307 (-101)	7 988	10.4	6.6	3.8 (-1.3)
17/18	970	534	436 (52)	8 281	11.7	6.4	5.3 (0.6)

	Number of cases				Rate on strength		
Year	Turnover cases	Re-entrant cases	Wastage Cases[1]	Average strength	Turnover rate	Re-entrant rate	Wastage rate
	(a)	(b)	(c) = (a) - (b)	(d)	(e) = (a) / (d) x 100%	(f) = (b) / (d) x 100%	(g) = (c) / (d) x 100%

2. Diploma Posts

Year	(a)	(b)	(c)	(d)	(e)	(f)	(g)
95/96	551	320	231	2 562	21.5	12.5	9.0
96/97	545	320	225	2 778	19.6	11.5	8.1
97/98	443	219	224	2 961	15.0	7.4	7.6
98/99	396	226	170	3 180	12.5	7.1	5.3
99/00	308	136	172	3 385	9.1	4.0	5.1
00/01	485	154	331	3 485	13.9	4.4	9.5
01/02	454	211	243	3 628	12.5	5.8	6.7
02/03	573	276	297	3 954	14.5	7.0	7.5
03/04	502	249	253	4 141	12.1	6.0	6.1
04/05	704	352	352 (313)	4 447	15.8	7.9	7.9 (7.0)
05/06	799	412	387 (338)	4 625	17.3	8.9	8.4 (7.3)
06/07	1 073	543	530 (486)	4 777	22.5	11.4	11.1 (10.2)
07/08	1 064	550	514 (465)	4 959	21.5	11.1	10.4 (9.4)
08/09	1 019	641	378 (318)	5 227	19.5	12.3	7.2 (6.1)
09/10	925	450	475 (403)	5 446	17.0	8.3	8.7 (7.4)
10/11	1 095	515	580 (504)	5 497	19.9	9.4	10.6 (9.2)
11/12	1 107	500	607 (519)	5 606	19.7	8.9	10.8 (9.3)
12/13	924	477	447 (351)	5 693	16.2	8.4	7.9 (6.2)
13/14	940	469	471 (392)	5 905	15.9	7.9	8.0 (6.6)
14/15	939	543	396 (276)	6 089	15.4	8.9	6.5 (4.5)
15/16	1 161	573	588 (471)	6 503	17.9	8.8	9.0 (7.2)
16/17	1 263	572	691 (585)	6 755	18.7	8.5	10.2 (8.7)
17/18	1 273	605	668 (549)	6 968	18.3	8.7	9.6 (7.9)

	Number of cases				Rate on strength		
Year	Turnover cases	Re-entrant cases	Wastage Cases[(2)]	Average strength	Turnover rate	Re-entrant rate	Wastage rate
	(a)	(b)	(c) = (a) - (b)	(d)	(e) = (a) / (d) x 100%	(f) = (b) / (d) x 100%	(g) = (c) / (d) x 100%

3. All Social Work Posts

Year	(a)	(b)	(c)	(d)	(e)	(f)	(g)
97/98	780	563	217	6 761	11.5	8.3	3.2
98/99	673	526	147	7 107	9.5	7.4	2.1
99/00	553	341	212	7 390	7.5	4.6	2.9
00/01	751	429	322	7 590	9.9	5.7	4.2
01/02	722	517	205	7 897	9.1	6.5	2.6
02/03	856	617	239	8 438	10.1	7.3	2.8
03/04	813	538	275	8 780	9.3	6.1	3.1
04/05	1 059	672	387	9 200	11.5	7.3	4.2
05/06	1 217	814	403	9 491	12.8	8.6	4.2
06/07	1 637	1 103	534	9 906	16.5	11.1	5.4
07/08	1 633	1 139	494	10 436	15.6	10.9	4.7
08/09	1 684	1 341	343	10 967	15.4	12.2	3.1
09/10	1 563	1 132	431	11 444	13.7	9.9	3.8
10/11	1 752	1 305	447	11 809	14.8	11.1	3.8
11/12	1 883	1 455	428	12 303	15.3	11.8	3.5
12/13	1 681	1 208	473	12 738	13.2	9.5	3.7
13/14	1 602	1 048	554	13 139	12.2	8.0	4.2
14/15	1 818	1 437	381	13 612	13.4	10.6	2.8
15/16	2 168	1 679	489	14 225	15.2	11.8	3.4
16/17	2 095	1 611	484	14 743	14.2	10.9	3.3
17/18	2 243	1 642	601	15 248	14.7	10.8	3.9

Notes : (1) The figures include cases involving inter-grade movement.
(2) The figures exclude cases involving inter-grade movement.

The figures in brackets represent wastage cases and rates for Degree and Diploma Posts after discounting inter-grade movement.

A negative wastage rate means that the sum of the number of re-entrant cases within the same grade and cases involving inter-grade movement is larger than the number of turnover cases in the respective year. It could be interpreted as that these cases may meet not only the requirements due to staff wastage in the year but also partly the demand arising from creation of new posts as well.