

Professional development & sharing practice

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Session overview

- Who are the Scottish Social Services Council (SSSC) and what do we do?
- What do we do in relation to qualifications and standards?
- Childhood practice qualifications
- What do we do to support the learning and development of the workforce?
- Any questions?



Who are the SSSC and what do we do?

- Set up under the Regulation of Care (Scotland) Act (2001)
- Regulator of the social service workforce and its education and training
- Care Inspectorate as regulator of services
- Equivalent Councils in the other countries of the UK





What are or policy objectives?

- Strengthen and support the professionalism of the workforce
- Protect those who use services
- Raise standards of practice
- Raise public confidence in the workforce





How do we meet our policy objectives?

- Publish Codes of Practice
- Register key groups of social service workers
- •Regulate the workforce and its education and training
- Contribute to workforce planning, development of qualifications and promotion of education and training





Registration statistics – October 2015

2657 managers22,601 practitioners6394 support workers

Total: 31,552

The total on SSSC register is 96,454 – <u>DCCS make up almost</u> a 3rd of this figure!

Shortfall of 172 managers Shortfall of 956 support workers





What do we do in relation to qualifications and standards?



Develop National Occupational Standards (NOS) & subject benchmark standards which underpin qualifications for the workforce

http://workforcesolutions.sssc.uk.com/nos/



What do we do in relation to qualifications and standards?



Register based on job function
Then asked to evidence that you hold/willing to work towards appropriate qualification e.g.

- SVQ 2/NC Support Worker
- SVQ 3/HNC Practitioner
- Level 9 Childhood Practice Lead Practitioner/Manager



Childhood Practice

- National review of the early years and childcare workforce (2006)
- Research identified effective leadership of centres and improved outcomes for children is directly linked
- In 'Investing in Children's Futures' (2006) the Scottish Government's response to the National Review of the Early Years and Childcare Workforce
- 'developing leadership in the early years and childcare sector by creating a workforce that is led by BA degree or work based equivalent qualified professionals'.



Childhood Practice

- Leadership standard for the ELCC and out-of-school care sector
- Reviewed in 2015 currently at the printers!
- Based on the NOS in Social Services (Children and Young People)
- Grounded in work-based learning
- Over 1400 graduates in the workforce
- Many aspiring leaders and managers of ELCC and out-of-school care services



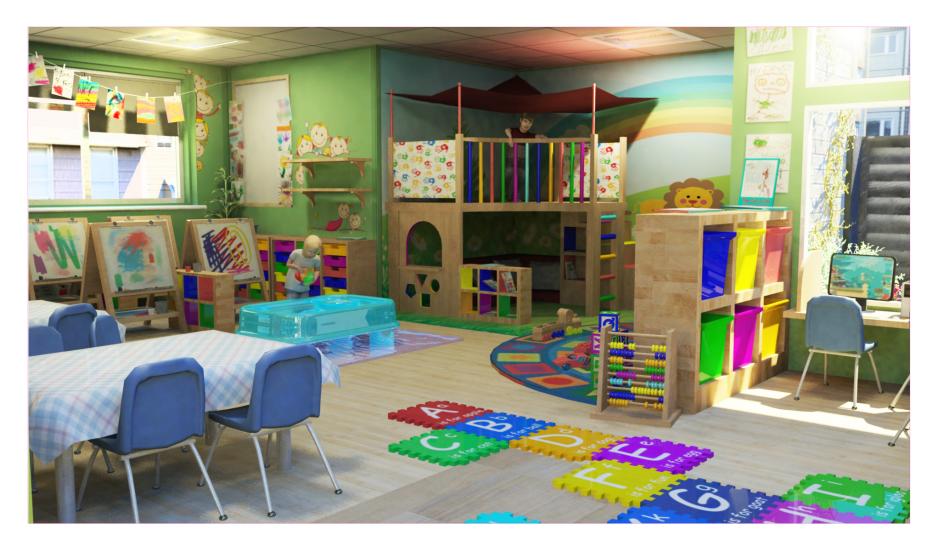


What do we do to support the learning and development of the workforce?

 Post registration training and learning (PRTL) guidance

- Continuous learning framework (CLF)
- Step into Leadership website
- Games based learning
- <u>Learning</u>
 <u>technology</u>





The project has developed an immersive 3D game based in a nursery environment that is driven by emotional Artificial Intelligence.



 The aim of the game is to develop the skills, knowledge and values needed to work with children in the early years.



 The game provides a measurable, controlled environment in which learners can develop their knowledge and understanding working with children in an early years setting.





- Safe environment in which to make mistakes no risk to the people you are working with!
- The game provides a sound basis from which to progress to real work practice placement.
- Designed to be used by a 'Trainer' who will support, facilitate and monitor the use of the game.
- The scenarios within the game are based on the National Occupational Standards (NOS) for the Children's Workforce in the UK

www.sssc.uk.com



SSSC update - what's new?

- Review of the Codes of Practice for social service workers and employers
- Formal consultation from November 2015 onwards
- Series of leadership events for the ELCC and out-ofschool care workforce, in partnership with Education Scotland – early 2016



THANK YOU

