

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 managers

22,601 practitioners

6394 support workers

Total: 31,552

The total on SSSC register is
96,454 – **DCCS make up almost
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
- [Learning technology](#)





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-of-school care workforce, in partnership with Education Scotland – early 2016

THANK YOU