



Scottish Social
Services Council

Continuous Professional Learning (CPL) requirements for the ELC workforce

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CPL Requirements

Annual declaration

Focus on key skills
and knowledge
required at key
career

Core learning
elements for each
register group

Mandatory learning
on trauma and adult
and child protection

Mandatory learning
for the workforce
moving from one
part of the register
to another

Flexibility for SSSC
to revise
requirements to
respond to emerging
skills gaps

Four register parts for CPL

Social workers
(including NQSW)

Care Inspectorate
authorised
officers

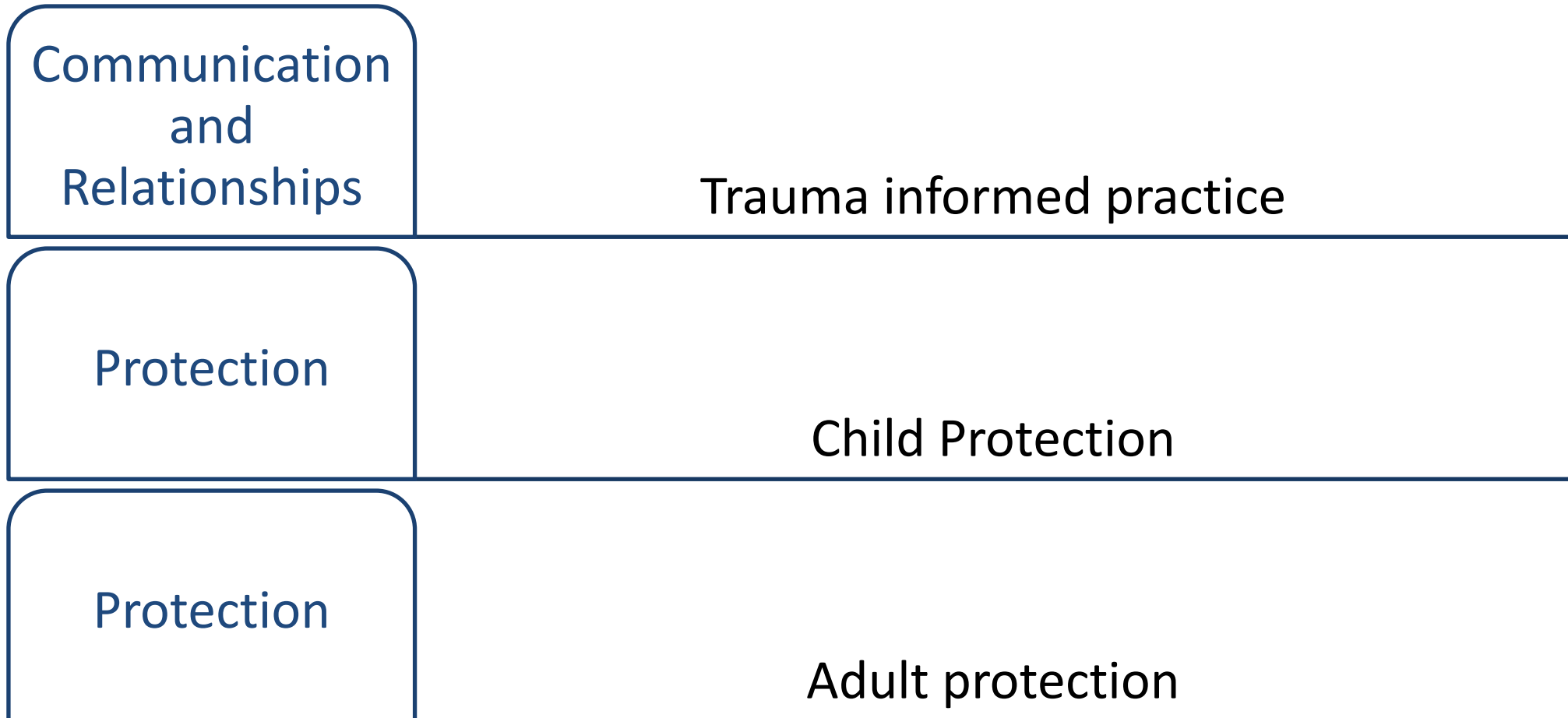
Children and
young people
workforce

Social care
workforce

Core Learning Elements for Children and young people workforce (including ELC)

- Rights based and ethical practice
- Communication and relationships
- Wellbeing and support
- Protection
- Knowledge for your role
- Reflective practice
- Leadership and quality assurance

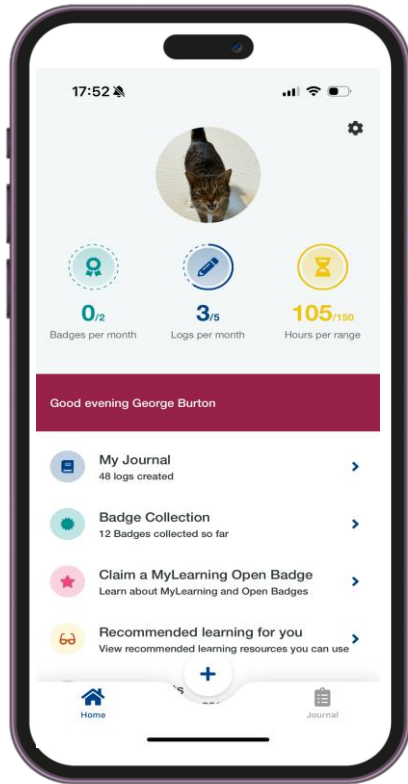
Mandatory learning for Children and young people workforce (including ELC)



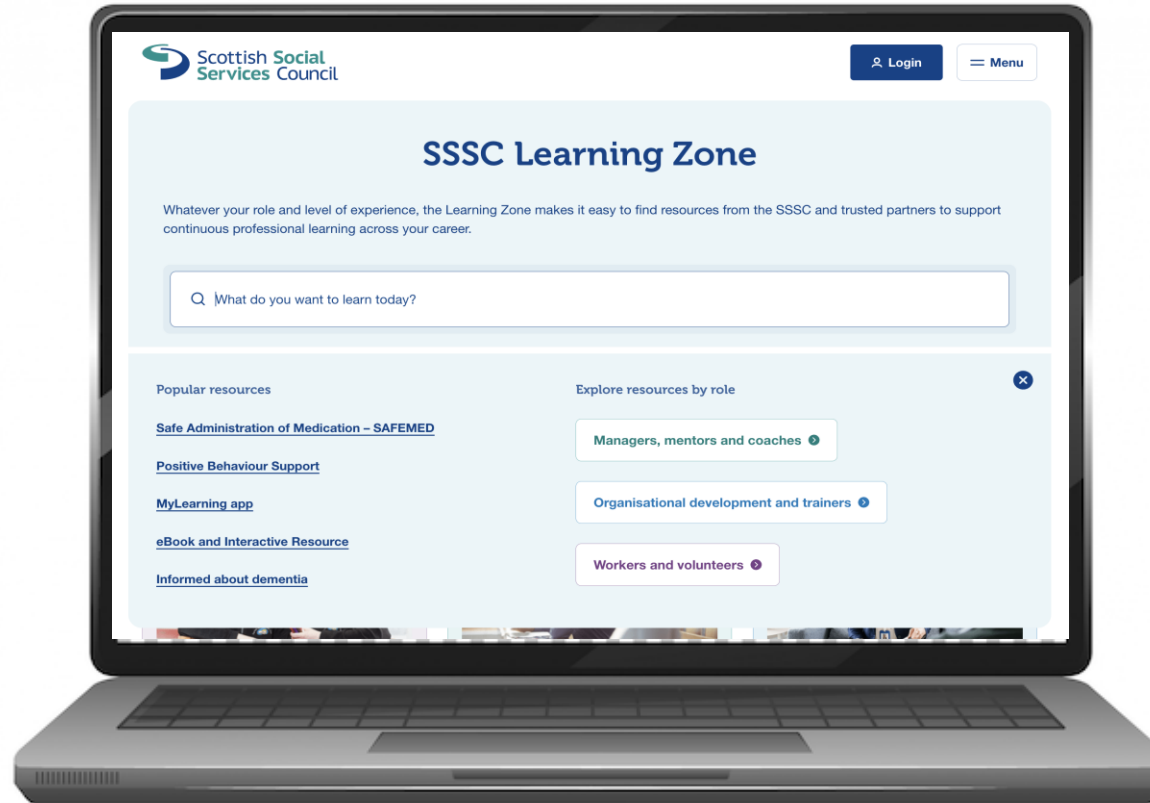
What counts as CPL?

learning procedures
professional journals
collegiate conversations
professional networking
visiting other settings
courses
academic papers
preparing for new work
sharing practice
workshop
listening
books
reading
coaching
podcasts
inductions
shadowing
conferences
buddying
qualifications
supervision
group supervision
webinar
documentaries
policy review
open badges
practice changes
reflection on learning
supporting induction
team meetings
articles
modules
mentoring
legislation
national policy
reading guidance
formal discussions
informal discussions

Recording, sharing, discovering CPL



MyLearning
smartphone app



Search-based Learning Zone



MyLearning
Badges

CPL Portal for Children and Young People's workforce



Use the QR code to access the CPL portal for the children and young people's workforce or find it here:

<https://cpldirectory.elc.sssc.uk.com/>

A one-stop-shop for learning resources to support children and young people professionals.

CPL modules



Learning resources to help develop your knowledge and skills in key areas of practice.

[Visit CPL modules](#)

CPL directory



Find training opportunities in your area to help your learning and development in the CPL directory.

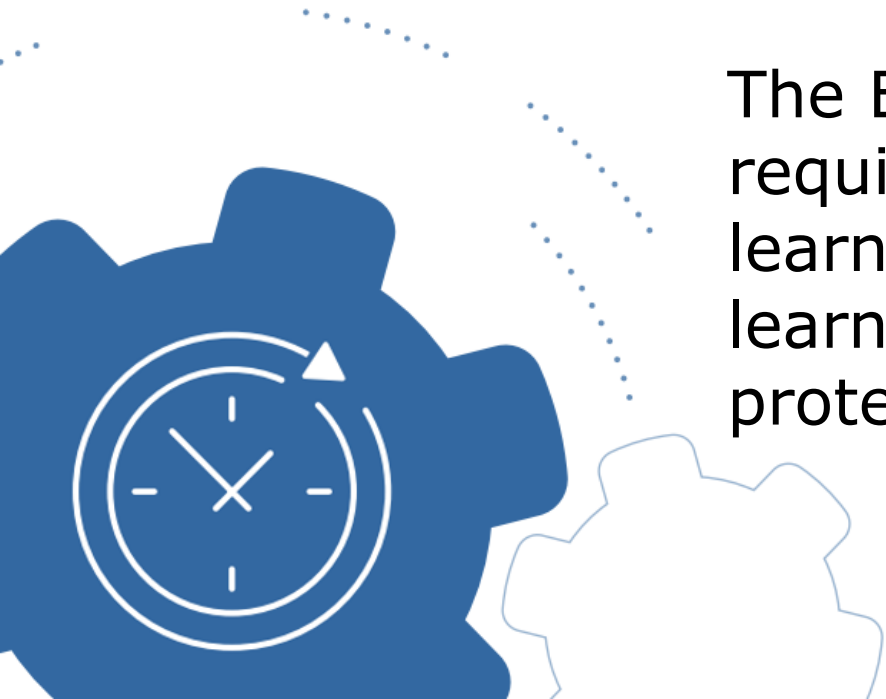
[Search CPL directory](#)

The 12 hours of CPL question

Scottish Government have updated the Funding follows the child and The National Standard for Early Learning and Childcare providers: Operating Guidance in line with our new CPL requirements.

Sub-criteria 1.4 now reads: All SSSC registered staff in the setting are achieving the Continuous Professional Learning requirements as set by the SSSC.

The ELC workforce should follow the new requirements for CPL by covering the seven core learning elements each year, including mandatory learning for trauma awareness and child and adult protection.



Annual declaration and sampling

- Each year an annual declaration will be signed to say that the registrant has completed CPL on their registration anniversary.
- If they have not completed CPL, or are sampled, we will ask for further information and contact their supervisor or counter-signatory for the organisation for confirmation.
- Sampling questions from June 2025 will concentrate on Trauma informed practice and Child and Adult protection. We will also ask what registrants have done to cover the core learning elements.



Summary

- All core learning elements must be covered every year. It is up to the registrant and their supervisor to select appropriate learning.
- Trauma learning and Adult and Child protection are mandatory every year. These can be informal opportunities as well as formal sessions.
- We provide suggestions via our CPL website to free training and resources relevant to the core learning elements.
- The Learning Zone and CPL Portal for ELC are searchable.
- Employers can provide their own learning opportunities or direct registrants to those on the CPL website and registrants are free to record their CPL as they choose.

CPL website



Use the QR code to access the
CPL website or find it here:

<https://learn.sssc.uk.com/cpl/>

