



Funding for Learning and Development

**‘Workforce Development Matters’,
Stirling, 8th November**

www.ccpScotland.org/workforceunit

Voluntary Sector Social Services Workforce Unit

Supporting the Sector

- Workforce Development
- Info & Intelligence
 - Funding
 - Qualifications
 - Recruitment & Retention
 - Workforce Planning
- National Policy

Working with You

- Events
- Network
- Info Guides & Resources
- E-bulletins
- Newsletters
- Enquiries

The Social Services Workforce

- **138,000 employees in Social Services**

Labour Force Survey, 2005



- **SSSC Registration**

- Phase one (social workers, residential child care workers, manager of adult day care services)
- Phase two (early education and child care workers, adult residential care workers and housing support workers)

- **Survey of 22 voluntary sector organisations:**

- Employ 11,155 staff
- 8,320 staff to register with the SSSC
- 1718 hold registerable qualifications (20.6%)

Voluntary Sector Social Services Workforce Unit, November 2006

Funding for Registration and beyond....

- Funding for Training (2006) – SSSC in discussions with Scottish Executive regarding ‘resource implications’ of registering workers in Housing Support Services.
- And... “a comprehensive review of the funding streams commissioned by the Scottish Executive involving relevant Scottish Executive departments and key stakeholders...to re-dress the balance, to focus on priorities and to achieve a more effective and efficient system of distributing funding.”
- ‘National Strategy for development of social services workforce’ (2005):“Organisations must have systems and processes in place to help the workforce to continually improve what they do.”
- Need to make better use of currently underused sources of funding.

Funding Sources

- Scottish Executive Section 9 Funding ???
- Skillseekers / Modern Apprenticeships
- European Structural Funds
- Voluntary Sector Development Fund
- SSSC Disbursements
- Individual Learning Accounts





Funding Initiatives

- Adult Literacy partnerships
- Centres for Excellence
- E-learning
- Core Skills Appraisal Project
- 'Return to Learn'
- Learning Networks



scottish social services
learning network

And...

- National Strategy – ‘commissioning agencies and service providers should work towards identifying 3% of service costs as a commitment to training and development’
- Specific Training Grant
- Voluntary Sector Care Providers

Key messages.....

- 'Workforce Planning Toolkit' and 'Navigating 3'
- Look into 'under used' sources of funding and support
- Contact your local learning network
- Centres for Excellence / SSSC Disbursements
- 3% of Service Costs / Specific Training Grant / Voluntary Sector Providers
- Join Workforce Unit mailing list





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