

Summary of the National Strategy for the Development of the Social Services Workforce in Scotland: A plan for Action 2005-2010

The 'National Strategy for the Development of the Social Service Workforce in Scotland: A Plan for Action 2005 – 2010' was published by the Scottish Executive in October 2005. The strategy is split into five main sections:

Section One: Effective Workforce Development (Pages 14-21)

This section highlights the need for organisations to develop a learning culture and to implement systems and processes which help the workforce to improve their practice.

- Learning and development should feature in the roles of managers at all levels within an organisation.
- Commissioning agencies and service providers should work towards identifying 3% of service costs as a commitment to training and development.
- Policies on staff development should include systems that allow organisations to assess how effective learning and development is in maintaining and improving standards of practice.
- Employees must value and invest in learning as a key feature of their strategies that support employees and their future development.

The roles of managers, HR staff, service users, carers and trade unions in creating a learning culture are also defined within this section.

Section Two: Spectrum of learning and development (Pages 22-27)

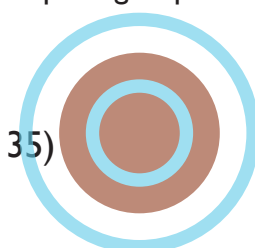
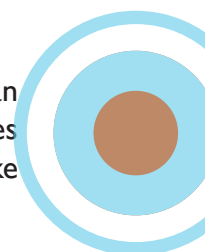
This section analyses the full spectrum of learning and development taking place within an organisation. The spectrum ranges from the prior learning and induction undertaken by employees when they begin a job to the post-registration training and learning requirements they undertake upon completion of an award.

- The SSSC aims to develop a framework to ensure a consistent approach to induction by April 2006.
- The Codes of Practice for Social Service Workers and Employers makes clear that organisations must support staff to undertake essential work-related qualifications.
- Continuous Professional Development can be undertaken in many forms. The strategy details some of these options, ranging from experiential learning to job shadowing and peer group learning.

Section Three: Supporting Workforce Development (Pages 28 – 35)

This section outlines some of the initiatives that support workforce development.

- National Occupational Standards are statements setting out the skills, knowledge and experience required to meet outcomes.



- Skills for Care and Development (SCFD) SCFD is the Sector Skills Council for the social services sector. SCFD has a range of objectives and targets, including the delivery of National Occupational Standards and encouraging and increasing the workforce's skills base.
- Learning Networks support the continuing employee development of the whole workforce. Learning Networks create and support a learning culture within agencies and enable a wider range of staff to contribute to the learning process.
- Centres for Excellence develop and publish best practice in their respective fields. One of these Centres is the Scottish Institute for Excellence in Social Work Education (SIESWE) which is currently helping to strengthen the evidence base for practice and professional education.

Section Four: Resources (Pages 36-41)

There are various funding sources available to help organisations comply with workforce requirements and support the ongoing development of the workforce. These include the Voluntary Sector Development Fund, Modern Apprenticeships, Futurebuilders and Charitable Trusts.

- The Specific Training Grant is ring fenced and allocated to local authority social services in Scotland. Local Authorities are required to produce an annual return indicating how they have used this funding to support voluntary and private sector organisations.
- There are various publications which contain further information on funding sources. These include 'A guide for the Voluntary Sector to Scottish Executive Grants' and the Voluntary Sector Social Services Workforce Unit's 'Navigating the Funding Streams.' The SSSC is also exploring the possibility of adding additional information about funding sources to their website.

Section Five: What might success look like? (Pages 42-45)

This section considers the outcomes that will result from having a confident, competent and empowered workforce.

- A staff group which fulfils SSSC registration requirements.
- Flexible, responsive services which prioritise service user needs, taking into account the views of users and carers and ensures they feel valued, respected and in control of their lives.
- Confident staff that can meet the needs of the changing environment.
- Staff that can take responsibility for their learning needs and seek opportunities for personal development.
- A workforce which values itself and is valued by others.
- Organisations which prioritise employee development, promote the development of learning and have workforce plans in place to maximise the potential of each individual.

Hard copies of the National Strategy for the Development of the Social Service Workforce are available from Blackwell's Bookshop – tel: 0131 622 8283.

Alternatively, you can download a copy of the strategy from www.scotland.gov.uk/Publications