



The Continuous Learning Framework

Skills to Deliver

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The Continuous Learning Framework (CLF)
was developed by





Background

The CLF:

- is a product of Changing Lives with other key policy drivers including the Sector Skills Agreement
- has been subject to robust consultation processes involving a wide range of stakeholders
- is not mandatory
- is designed to enrich rather than replace the systems and processes many organisations already have



Aims

- To improve the quality of outcomes for people using social services by supporting the workforce to be the best they can be
- To set out what people in the social services workforce need to be able to do their job well now and in the future and what employers need to do to support them



Who is it for?

- Everyone working in social services in Scotland
 - in the public, private and voluntary sectors
 - in all areas of social services including social care, social work, housing support and early years and childcare
 - in the education, training and development of social services workers
 - in integrated services

4 key areas

- Knowledge, skills, values and understanding
- Qualifications and training
- Personal capabilities - how people manage themselves and their relationships with others in the workplace
- Organisational capabilities - the culture and conditions in the workplace that enable social service workers to be the best they can be



Personal capabilities

Managing relationships

- A focus on people who use services and their carers
- Working in partnership
- Motivating and leading others
- Empathy
- Dealing with conflict



Personal capabilities

Managing self

- Professional autonomy
- Lifelong learning
- Flexibility
- Confidence
- Resilience
- Accurate self-assessment
- Awareness of impact on others
- Organisational awareness



Organisational capabilities

- Creating a learning and performance culture
- Planning for learning, development and improved practice
- Promoting access to learning and development opportunities
- Promoting access to feedback
- Treating people with dignity and respect
- Focusing on health and wellbeing



CLF can support

- learning and development of individuals including preparing for qualifications
- recognition of prior learning with SCQF
- curriculum delivery/employability
- recruitment, retention and induction
- employee development processes
- evidence of the impact of learning on practice
- evidence of continuous improvement



Embedding and evaluation

- Partnership approach with the Learning Networks and other key partners
- Information and awareness-raising
- Establishment of support networks
- Development of tools to support use of CLF
- Analyse awareness, take up and use
- Evaluate impact on practice and on outcomes for people who use services and their carers



Useful contacts

More information is available from:

- Fiona Clark at the SSSC on 01382 207218 or email: fiona.clark@sssc.uk.com
- Wilma Paterson at the SSSC on 01382 207380 or email: wilma.paterson@sssc.uk.com
- the SSSC (www.sssc.uk.com) and Learning Network (www.learningnetworks.org.uk) websites