SSSC information and resources

May 2018
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• **SSSC Learning Strategy (May 2017)**

This learning strategy outlines the SSSC’s approach to providing workers, employers and others with learning support. It is informed by feedback from a range of stakeholders gathered in the course of the SSSC’s learning and engagement activity.


• **Continuous Learning Framework (CLF)**

The CLF sets out what people working in social services need to be able to do their jobs well now and in the future and what their employer needs to do to support them.

http://www.continuouslearningframework.com/
  
  o CLF document
  http://www.continuouslearningframework.com/?wpfb_dl=55

  o Personal Capabilities video/animation (YouTube)
  https://www.youtube.com/watch?v=i9gkMsDd15s&feature=player_detailpage

  o Organisational Capabilities video/animation (YouTube)
  https://www.youtube.com/watch?feature=player_detailpage&v=9v6jE17sS1w

  o CLF Practice examples
  http://www.continuouslearningframework.com/?cat=2

  o Illustration of an organisation using the CLF for supervision and appraisal
  http://www.continuouslearningframework.com/?p=373#more-373

  … this practice example includes a link to a staff workbook used by the organisation —
  http://www.continuouslearningframework.com/?wpfb_dl=79

**CLF Audit Tool**

http://www.continuouslearningframework.com/?p=399

  o Audit Tool pdf
    •  http://www.continuouslearningframework.com/?wpfb_dl=56
• **Step into Leadership**


Step into Leadership (SiL) is an open resource that offers pathways for people to explore their leadership profile and plan their development. SiL assists this process by signposting people to a wide range of resources and tools with links to these organised under six defined leadership capabilities. The four pathways are set out for:

![SiL pathways](image)

We signpost tools on SiL for people to assess and measure their leadership development (including [Plan your Pathway](http://www.stepintoleadership.info/frontline_questions.html), [Leadership Styles Questionnaire](http://www.kent.ac.uk/careers/sk/leadership.htm), [Learning Log](http://www.stepintoleadership.info/assets/pdf/Learning%20log%20for%20people%20using%20services.pdf) and [Leadership Capability Feedback Tool](http://workforcesolutions.sssc.uk.com/leadership/feedback/login/index.php))

The organisational capabilities by which services support the development and exercise of individuals’ leadership capabilities are drawn from the [Continuous Learning Framework](http://www.sssc.uk.com/about-the-sssc/multimedia-library/publications?task=document/viewdoc&id=3394) (see above).

You can take a video-tour of the SiL site by locating and clicking on the video graphic on the [About Step into Leadership](http://www.stepintoleadership.info/) page.

The [Leadership Logic Model](http://www.sssc.uk.com/about-the-sssc/multimedia-library/publications/67-social-services-workforce/enhancing-leadership-capability) was developed as part of the [Enabling leadership research](http://www.sssc.uk.com/about-the-sssc/multimedia-library/publications/209-research/enabling-leadership) (Scottish Social Services Council, 2016) and shows how good leadership contributes to positive outcomes. The research influenced the [Strategy for enhancing the leadership capability of Scotland’s social services Delivery plan 2017-2020](http://www.sssc.uk.com/about-the-sssc/multimedia-library/publications/67-social-services-workforce/enhancing-leadership-capability).
• **Leadership for Integration - Leadership Capabilities Feedback Tool**

The Leadership for Integration 360 tool is designed to help health and social care professionals reflect on their leadership capabilities, and identify strengths and areas for development.

https://lfi360.nes.nhs.scot/

• **Appreciative Inquiry Resource pack**

The Appreciative Inquiry resource pack is for anyone who wishes to use an Appreciative Inquiry approach to support service improvement or redesign.


• **Learning Resources**

The SSSC Learning Zone has apps and resources to help you develop your knowledge and skills. These are all completely free and you can work through them at your own pace. Learning from the resources can contribute towards your Post Registration Training and Learning (PRTL) and employers are more than welcome to use our resources within their workplaces.

http://learningzone.workforcesolutions.sssc.uk.com/

• **SSSC Publications (links by sub-categories)**

http://www.sssc.uk.com/about-the-sssc/multimedia-library/publications

• **SSSC Publications (Education & Training sub-category)**

http://www.sssc.uk.com/about-the-sssc/multimedia-library/publications/70-education-and-training

• **NOS Navigator**

NOS Navigator is a simple, easy to use tool to help you find your way around the national occupational standards for the social service sector in Scotland.

• http://learn.sssc.uk.com/nos/
• Resources to support professional development & learning

http://www.stepintoleadership.info/other_resources.html

Supervision Resource

The SSSC Supervision Resource aims to promote good practice in supervision across social work and social care in Scotland. The resource explains what supervision is and offers four models of supervision.


• Mentoring resources

http://www.stepintoleadership.info/mentoring.htm

The SSSC Mentoring Guidance explains what mentoring is and contains information on developing a mentoring policy and how to implement a mentoring programme.
• **Mentoring Guidance — Childhood Practice**

The guidance aims to promote good practice in peer mentoring, providing a framework designed to be adaptable to a range of contexts.


• **Coaching Learning Resource**

The [SSSC Coaching Learning Resource](http://www.stepintoleadership.info/assets/pdf/SSSC%20Coaching%20Aug%2016%20master.pdf) can support people in Scotland’s social services to develop a coaching approach across their organisation.


• **Promoting Excellence**
To help you develop the right knowledge and skills for working with people living with dementia, the SSSC and NHS Education for Scotland (NES) developed a learning framework called **Promoting Excellence**.


- **Dementia Managed Knowledge Network**
  http://www.knowledge.scot.nhs.uk/dementia.aspx

- **Guidance for learners, managers, assessors and educators**
  http://learningzone.workforcesolutions.sssc.uk.com/course/view.php?id=69

**Codes of Practice**

The Codes set out the standards of practice and behaviour expected of social service workers and their employers.


- Details of the changes

- Revised Codes of Practice

**Childhood Practice**

This area of the SSSC website is intended to provide access to resources and information for anyone working in Day Care of Children Services in Scotland.

http://workforcesolutions.sssc.uk.com/new/chp.html
• **Making Better Decisions (scenario-based learning)**

  This [learning resource](http://learningzone.workforcesolutions.sssc.uk.com/course/view.php?id=68) provides you with scenarios which invite some challenging decisions. Working through the scenarios enables you to see how your decisions might have an impact on people if you had to make the decisions in real life situations.

• **Open Badges**

  [Open Badges](https://www.badges.sssc.uk.com/) are digital certificates recognising learning and achievement. If you can demonstrate that you’ve learned from materials produced by the Scottish Social Services Council you can earn an Open Badge.

  [https://www.badges.sssc.uk.com/](https://www.badges.sssc.uk.com/)

  Our Open Badges video explains what they are and how they work: [https://youtu.be/Ful9QqGwX7o](https://youtu.be/Ful9QqGwX7o)

• **Registration**

  [http://www.sssc.uk.com/registration](http://www.sssc.uk.com/registration)

  - What qualifications do I need? – Find out about qualifications

• **Registration app**

  Everything you need to know about registration is in our free SSSC registration app:
  [http://learningzone.workforcesolutions.sssc.uk.com/course/view.php?id=76#section-0](http://learningzone.workforcesolutions.sssc.uk.com/course/view.php?id=76#section-0)
The app will help if you are applying to register with the SSSC for the first time. It gives guidance on the registration process, including the information you need to supply to complete your application. And if you’re already registered it will give you tips about keeping your registration up-to-date. For employers it has all the information you need to know to support your staff to achieve and maintain their registration.

- **Digital welcome pack for registrants**
  
  http://welcome.sssc.uk.com/
  
  The pack gives information about the Codes of Practice, keeping registration up to date, our free learning and development resources, how to keep in touch with us, news and our monthly newsletters. There are also handy videos and links to useful resources.

- **Definitions of Register parts**
  
  This is a list of definitions of the different parts of the SSSC Register. You can use this to check what part of the SSSC Register you should be on and also what category of worker you would register as.


- **Post Registration Training and Learning (PRTL) — including links to guidance and examples**
  
  Everyone registered with us has to meet PRTL requirements. Writing about your learning and development and submitting it to us helps us to make sure you remain suitable for registration.

  http://www.sssc.uk.com/registration/registrant-responsibilities/post-registration-training-and-learning

- **Fitness to Practise**
  
  On 1 November 2016 we changed the way we regulate social service workers from a conduct model of regulation to a fitness to practise approach

  http://www.sssc.uk.com/fitness-to-practise#
• Employer guidance
  ▪ Why we investigate and when employers should make a referral:
    http://www.sssc.uk.com/fitness-to-practise/employers/making-a-referral-about-a-worker
  ▪ How to tell us your concerns about a social service worker:

• Social service workers
  ▪ http://www.sssc.uk.com/fitness-to-practise#workers
  ▪ Find out the kind of things you need to tell us and what we do with the information:
    http://www.sssc.uk.com/fitness-to-practise/workers/tell-us-about-your-fitness-to-practise

• Workforce Intelligence
  As an official statistics provider we publish data on the social service workforce in Scotland. This website has a wide range of information, tools and charts to use for planning your future workforce
  http://data.sssc.uk.com/

• Workforce Skills Report 2017
  The Workforce Skills Report (WSR) 2016-17 gives you an overview of key skills challenges for Scotland’s 200,000 social service workers.
• **National Health & Social Care Workforce Plan**

The purpose of the [National Workforce Plan for Health and Social Care](http://www.gov.scot/Resource/0052/00529319.pdf) is to enable better local and national workforce planning to support improvements in service delivery and redesign.


• **Self-Directed Support**

  - SSKS
    http://www.sskscotland.org.uk/selfdirectedsupport
  
  - Social Work Scotland
    http://www.socialworkscotland.org/what-we-do/Self-Directed-Support/
  
  - It’s Just Us - Report of the Collaborative Practice in Assessment Program

• **Working with Personal Outcomes**

  **Website Resources - Personal outcomes Collaboration:**

  The Personal Outcomes Collaboration website (http://personaloutcomescollaboration.org/) was developed to bring together a range of evidence based resources to support the development and implementation of a personal outcomes approach in health and social care, as well as other services. Most of the resources are applicable across service settings, with additional carer-specific and dementia-specific materials provided through dedicated pages.

  Resources on this site include:
o a statement of the values and principles underpinning Personal Outcomes approaches which was agreed by the Personal Outcomes Network (PON): https://personaloutcomes.files.wordpress.com/2014/03/personal-outcomes-values-and-principles-paper-may16.pdf

o all the findings and practical issue based reports from the Meaningful and Measurable project. Meaningful and Measurable was a collaborative action research project funded by the Economic and Social Research Council (ESRC). The project brought together three academic organisations, eight practice partners and four national stakeholder organisations with a shared interest of adopting a focus on personal outcomes in health, social care and other services. https://personaloutcomescollaboration.org/meaningful-and-measurable/

o the Talking Points Practical Guide8, and a Review of Talking Points9

o a range of leadership resources: https://personaloutcomescollaboration.org/leadership-support/ including IRISS’ Leading for Outcomes guides.

Network Support – Personal Outcomes Network (PON)

The Personal Outcomes Network (PON) and its coordinating group is a national cross sector group with membership from across health, social care and housing. Members work in a wide range of roles but share a common passion for developing and implementing personal outcomes approaches locally and nationally.

The PON is an open group based on self-organisational principles, which aims to offer a safe place for reflection and sharing of practice through stories, learning, resources and evidence. Members of the smaller coordinating group gather evidence of practice change and issues to share with PON members.

Through working in this collaborative and evidence based way, the PON and its coordinating group aim to inspire, energise and influence each other and wider stakeholders, thereby advancing work around personal outcomes in Scotland.

If you wish to participate in the PON and be included on the PON mailing list please email: grace.macdonald@sssc.uk.com

Or for further information, you can phone Grace on 01382 346179 or on 07717 225664.

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9 http://lx.iriss.org.uk/content/weve-got-talk-about-outcomes-review-talking-points-personal-outcomes-approach
Outcomes & CO – conversation openers

IRISS: Outcomes & CO: conversation openers supports practitioners and managers across the social services sector to reflect on their views, values and experiences of a personal outcomes approach.

https://www.iriss.org.uk/resources/tools/outcomes-co

SSSC TV

You can find various SSSC video resources on our YouTube channel:

https://www.youtube.com/user/sssctv

Standard for Residential Child Care


- FAQs re. Standard for Residential Child Care

Equal Partners in Care (EPiC)

The Equal Partners in Care national framework supports the health and social care workforce to be more aware of carers and to work in partnership with them.

http://learningzone.workforcesolutions.sssc.uk.com/course/view.php?id=70

Athens
An Open Athens Account gives you access to databases of journal articles and the full text of journals and e-books.

Athens login: http://www.ssk.org.uk/login.aspx
Athens registration: https://www.athensregistration.scot.nhs.uk/

- **SSKS (Social Services Knowledge Scotland)**
  
  SSKS is a website and digital library dedicated to the social services sector. SSKS provides access to high-quality materials like e-books and e-journals to help inform your research and practice
  

- **Yammer — Workforce Development and Planning Network**
  
  Yammer is an online community that helps you to connect with the SSSC and colleagues, share knowledge, learn from each other and find answers to burning questions and solutions together.
  
  [https://www.yammer.com/workforcedevelopmentandplanning/](https://www.yammer.com/workforcedevelopmentandplanning/)

- **Social media guidance video for social service workers**
  
  This video shows how to use social media in a way that doesn't conflict with the professional social service role, highlighting the SSSC Codes of Practice and the need to maintain professional boundaries
  
  [https://www.youtube.com/watch?v=rb5zrgNJSUA](https://www.youtube.com/watch?v=rb5zrgNJSUA)
**Social media guidance**

Our guidance provides advice for workers on using social media in a way that meets the SSSC Code of Practice, which sets out the expected behaviours and values of the workforce. It focuses on issues registrants and other stakeholders come across most frequently:

[http://www.sssc.uk.com/socialmediaguidance](http://www.sssc.uk.com/socialmediaguidance)
- **Tablet apps (iPad/Android)**

<table>
<thead>
<tr>
<th>App title</th>
<th>iTunes App Store</th>
<th>GooglePlay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understanding Dementia</td>
<td><a href="http://apple.co/22r7x8m">http://apple.co/22r7x8m</a></td>
<td><a href="http://bit.ly/1T17Nsj">http://bit.ly/1T17Nsj</a></td>
</tr>
<tr>
<td>Dementia: Understanding Stress and Distress</td>
<td><a href="http://apple.co/1N60DUh">http://apple.co/1N60DUh</a></td>
<td><a href="http://bit.ly/1UY3di2">http://bit.ly/1UY3di2</a></td>
</tr>
<tr>
<td>Dementia: Personal Outcomes</td>
<td><a href="http://apple.co/1SvHJm1">http://apple.co/1SvHJm1</a></td>
<td><a href="http://bit.ly/1Q4mxC5">http://bit.ly/1Q4mxC5</a></td>
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</tbody>
</table>

- **Modern Apprenticeships**

<table>
<thead>
<tr>
<th>Core Skills (Social Service &amp; Healthcare) Level 1 2</th>
<th><a href="http://apple.co/1Yrb2H">http://apple.co/1Yrb2H</a></th>
<th><a href="http://bit.ly/1qMK5ah">http://bit.ly/1qMK5ah</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Core Skills (Social Service &amp; Healthcare) Level 3</td>
<td><a href="http://apple.co/1qFIAdP">http://apple.co/1qFIAdP</a></td>
<td><a href="http://bit.ly/1Nmimlm">http://bit.ly/1Nmimlm</a></td>
</tr>
<tr>
<td>Core Skills (Children &amp; Young People) Level 3</td>
<td><a href="http://apple.co/1Vlfm0I">http://apple.co/1Vlfm0I</a></td>
<td><a href="http://bit.ly/1Nmimlm">http://bit.ly/1Nmimlm</a></td>
</tr>
<tr>
<td>Technical Apprenticeship Career Skills</td>
<td><img src="http://apple.co/1Sd1ZPu" alt="Image" /></td>
<td><img src="http://bit.ly/1Yro62S" alt="Image" /></td>
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<tr>
<td>Professional Apprenticeship Career Skills</td>
<td><img src="http://apple.co/1SKXdD9" alt="Image" /></td>
<td><img src="http://bit.ly/1S2Ydme" alt="Image" /></td>
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**Social Service Induction Guides**

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<tr>
<th>Health and Safety for Social Service Workers</th>
<th><img src="http://apple.co/1XsHk8b" alt="Image" /></th>
<th><img src="http://bit.ly/1VlgHVl" alt="Image" /></th>
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<tr>
<td>Communication and Relationships</td>
<td><img src="https://appsto.re/gb/EE86ab.i" alt="Image" /></td>
<td><img src="http://bit.ly/1Q4mRk8" alt="Image" /></td>
</tr>
<tr>
<td>Principles of Care</td>
<td><img src="http://apple.co/1UY2zkr" alt="Image" /></td>
<td><img src="http://bit.ly/1Q4mQwI" alt="Image" /></td>
</tr>
<tr>
<td>Maintaining your ongoing learning and development</td>
<td><img src="https://appsto.re/gb/wac7ab.i" alt="Image" /></td>
<td><img src="http://bit.ly/20xO4Dx" alt="Image" /></td>
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- **Smartphone apps** (Designed as performance support apps for the care workforce)

<table>
<thead>
<tr>
<th>App Title</th>
<th>iTunes App Store</th>
<th>Google Play</th>
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<tr>
<td>SafeMed (Safe Administration of Medication for care workers)</td>
<td><a href="http://apple.co/1Dhy9lE">http://apple.co/1Dhy9lE</a></td>
<td><a href="http://bit.ly/1Q4mWV7">http://bit.ly/1Q4mWV7</a></td>
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- **Smartphone apps** (General support apps for the care workforce)

<table>
<thead>
<tr>
<th>App Title</th>
<th>iTunes App Store</th>
<th>Google Play</th>
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</thead>
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• **Practice Simulations**

**Online Learning**

- Multi-Professional Practice Simulation for social services, health and education - [http://bit.ly/1eJwnQt](http://bit.ly/1eJwnQt)

- Childhood Practice (2 simulations) - [http://bit.ly/1DYl0ca](http://bit.ly/1DYl0ca)


• **23 Digital capabilities to support practice and learning in social services**

Everything you will need to take part in the [23 things programme](http://bit.ly/1eJwnQt) is accessed via [this website](http://bit.ly/1DYl0ca). The programme is open to any social service worker (statutory, voluntary, private) in Scotland.
• **Develop your communication skills online**

The Communication skills for caring resource will be useful to people who need support to develop their skills in reading, writing, speaking and listening — all vital skills for working in social services. There is a directory of local, national and online support. The resource includes guidance for people who speak English as a second language and people who have additional learning needs.

• **Building your Personal Learning Network**

People who can seek new information, make sense of it, and share it with their colleagues will be an asset to any work team

[https://www.iriss.org.uk/resources/videos/building-your-personal-learning-network](https://www.iriss.org.uk/resources/videos/building-your-personal-learning-network)

• **Careers Pathway Tool**

Our interactive career pathways tool helps social service workers see what opportunities and different professional roles a career in social services could offer them. There are three main pathways to explore:

- working with children and young people
- working with adults
- social work.

[http://learn.sssc.uk.com/careers/](http://learn.sssc.uk.com/careers/)
• **Childcare careers website (not live yet)**
  You can be part of children’s early learning experiences and make a significant difference to their lives. Explore our childcare careers website to find out how.
  
  http://learn.sssc.uk.com/childcarecareers

• **Palliative and End of Life Care Framework**
  A framework to support the learning and development needs of the health and social service workforce in Scotland.
  

• **SSSC News**
  Keep up to date with news about learning resources, events and developments in the sector.
  
  http://ssscnews.uk.com/category/your-learning/

• **Safer Recruitment through Better Recruitment**
  The Safer Recruitment Through Better Recruitment resource is good practice guidance intended to help employers, especially those in social care, early education and childcare and social work to meet existing legislative and regulatory requirements in relation to the safer recruitment and selection of people who work with individuals who receive support and care from social services in Scotland –
  
  http://hub.careinspectorate.com/media/428646/safer-recruitment_final.pdf
• **Right Values, Right People (recruitment toolkit)**
  The *Right Values, Right People* toolkit contains information to support employers and workers to adopt values-based approaches to recruitment. The toolkit contains different types of resources including videos and PDF documents that can be downloaded: [http://learn.sssc.uk.com/rvrp/](http://learn.sssc.uk.com/rvrp/)

• **Scottish Credit and Qualifications Framework (SCQF)**
  The *Scottish Credit and Qualifications Framework* (SCQF) is Scotland’s national qualifications framework. The SCQF supports lifelong learning and can help:
  - workers to access appropriate education and training over their career
  - employers, learners and the general public to understand the full range of Scottish qualifications, how qualifications relate to each other and to other forms of learning, and how different types of qualification can contribute to improving the skills of the workforce.

• **Health and Social Care Standards**
  Scotland’s new Health and Social Care Standards set out what we should expect when using health, social care or social work services in Scotland.
  They seek to provide better outcomes for everyone and to make sure that individuals are treated with respect and dignity and that the basic human rights we are all entitled to are upheld.