

Working with employers means that local authorities, private and voluntary agencies who provide social services are our partners alongside employees and training providers.

WHAT DOES THIS MEAN FOR EMPLOYERS?

Employers will gain:

- a means to identify and plan for the skills and productivity needs of their sector
- greater dialogue with government
- greater impact on policies affecting skills and productivity
- increased influence with education and training partners
- potential opportunities to influence how money is invested in the workforce.

We work with employers, their representative bodies, education and training providers, to identify and deliver the right skills to meet the future demands of the sector.

Through a Sector Skills Agreement we will:

- assess current and future skills needs
- assess current provision
- analyse gaps in current workforce development activity
- assess the scope for collaborative action by employers to tackle skills gaps
- develop an agreed action plan with partners.

HOW WILL THE SSSC HELP?

We will promote high quality careers information & clear career pathways based on qualifications frameworks and National Occupational Standards.

Our plans for the next four years include:

- promoting use of the National Occupational Standards so that both training and staff management are based on best practice
- a qualifications framework which is used across the sector
- improve the skills of the workforce by linking with employers and training providers
- improve recruitment & retention
- improve the information about our workforce, to help with better planning.



Part of Skills for Care and Development



Find out more about workforce development and the SSSC at www.sssc.uk.com

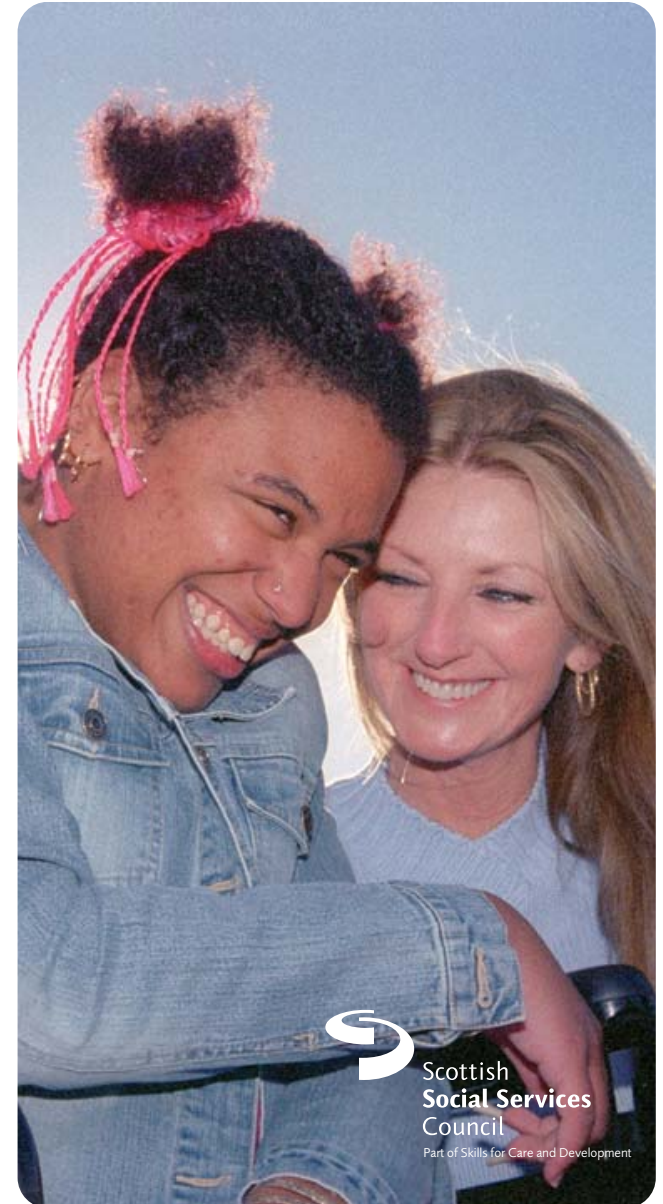
Tel: 0845 60 30 891

Email: enquiries@sssc.uk.com

If you would like to request this document in another format or language, please contact the SSSC.

Photos from www.Johnbirdsall.co.uk

DEVELOPING THE **SOCIAL SERVICE** WORKFORCE



Part of Skills for Care and Development

Are you meeting
the development
needs of your
workforce?

Do you have the
tools to help you
plan for the future?

Are you well-prepared to
face the challenges and meet
the demand for social services
in the future?

The Scottish Social Services Council is the regulatory body for the social services workforce in Scotland. As well as registering and regulating the workforce, the SSSC will lead workforce planning and development in our sector.

WHAT IS WORKFORCE DEVELOPMENT?

Workforce development is planning for the social service workforce of the future by looking at:

- the number of people who are likely to require social services in 10 - 20 years time
- the kind of care that they are likely to need
- how many workers we will need & what we will need them to do
- where they will come from and what skills and qualifications they will need to do their jobs.



SKILLS FOR CARE AND DEVELOPMENT (SfCD)

The Scottish Social Services Council is now part of a sector skills council – SfCD. SfCD is an alliance of five existing organisations – the Scottish Social Services Council, Skills for Care (formerly Topps England), the Children's Workforce Development Council, the Care Council for Wales, the Northern Ireland Social Care Council.

We will work in partnership with employers in Scotland to reduce skills gaps and shortages and help improve skills, standards and services.

We need a skilled and flexible workforce to help deliver high quality care services now and for the future. Sector skills councils are independent UK-wide organisations, licensed by the Department of Education and Skills, which cover a specific sector across the UK. Our four main goals are:

- to reduce skills gaps and shortages
- improve productivity, business and public service performance
- increase opportunities to expand the skills and productivity of everyone in the sector's workforce
- improve learning supply including apprenticeships, higher education and National Occupational Standards (NOS).

This means improving the availability and quality of training for the sector by working with employers and training and education providers.



As part of SfCD, the SSSC will:

- raise the profile of social care and children's services work
- create learning opportunities
- establish career pathways
- contribute to securing a sustainable future for social services.

Our sector:

In Scotland, around half a million people receive social services:

- 150,000 children, young people & families
- 300,000 adults
- employing 140,000 staff.

Our stakeholders include:

SfCD works with:

- employers
- workers
- training providers
- service users and carers
- governments.

People who use social care and children's services are represented on each of the organisations within the sector skills council.