

Title of Report	Qualified status of the workforce
Public/Confidential	Public
Summary/purpose of report	This report provides the Council with an overview of the qualified status of the registered workforce. It provides an analysis of the data regarding demand for qualifications and compliance with qualification conditions. The report also identifies factors which are impacting on increasing the numbers of qualified workers and details actions that the SSSC are leading, influencing or collaborating with partners on to support the workforce to get qualified.
Recommendations	The Council is asked to endorse the actions the SSSC is taking to support the workforce to get qualified.
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Link to Strategic Plan	The information in this report links to: Outcome 1: Trusted People who use services are protected by a workforce that is fit to practise. Outcome 2: Skilled Our work supports the workforce to deliver high standards of professional practice. Outcome 3: Confident Our work enhances the confidence, competence and wellbeing of the workforce.

Link to Risk Register	Risk 2: We fail to ensure that our workforce development function supports the workforce and employers to achieve the rights standards and qualifications to gain and maintain registration.
Impact Assessment	An Impact Assessment (IA) was not required.
Documents attached	Appendix 1- Qualifying the workforce- summary of actions
Background papers	Link to Background papers

EXECUTIVE SUMMARY

1. This report provides the Council with an overview of the qualified status of the registered workforce. It is the second six monthly report. It provides an analysis of the data regarding demand for qualifications and compliance with qualification conditions. The report also identifies factors which are impacting on increasing the numbers of qualified workers and details actions that the SSSC are leading, influencing or collaborating with partners on to support the workforce to get qualified.
2. Council is asked to note the current qualified status of the registered workforce and to endorse the actions the SSSC is taking to increase percentage of the workforce that are qualified.

BACKGROUND

3. As the regulator for the social work, social care and children and young people's workforce the SSSC sets the qualification requirements for the workforce. The SSSC is responsible for ensuring the registered workforce comply with the requirements of registration including gaining an appropriate qualification for their role within a specified timescale. For most register groups they have a period of five years to gain their qualifications if they join the register unqualified. This timescale reduced to three years for most function-based register groups from 3 June 2024 with the exception of those joining the register in housing support, care at home or care home roles whose timescale will not reduce until June 2025 and for those joining the register with more than one qualification condition who will continue to have five years.

INFORMATION

Current performance

4. The percentage of the registered workforce who are qualified is a Key Operational Indicator (KOI) and is reported in the assurance report. The percentage of the registered workforce who were qualified at the end of October 2024 was 52.2%
5. It is important to note that the number of individuals on our register continues to increase and is trending upwards. The number of new registrants joining the register without a qualification is impacting on the overall percentage qualified.
6. Considering attrition rates and what we currently know about the profile of the registered workforce the maximum possible percentage of the

workforce we could expect to be qualified at any moment in time is between 60-70%. We are continuing to undertake detailed analysis to refine this figure and projection to inform what an appropriate target would be.

Profile of the Register

7. The chart below shows how qualified each of the register groups currently are. The most qualified group are practitioners, particularly those in the children and young people’s workforce and the least qualified group are support workers in the social care workforce, especially those working on Care Home Services for Adults. The table shows most register groups have increased in qualified status since 2023. While there has been a reduction in adult day care, residential childcare and residential school care accommodation, the change in numbers of individuals qualified is minimal due to the small size of these workforces. Care Home Services for Adults is one of the biggest register part groupings and also the least qualified grouping therefore the reduction in the percentage of those qualified is of greatest concern.

Register Part Grouping	Percentage Qualified	Vs 2023
Children and Young People’s Worker	68.3%	-0.2%
Day Care of Children Services	72.6%	+0.1%
Residential Child Care Services	46.7%	-1.5%
Residential School Care Accommodation Service	44.4%	-1.6%
Care Inspector	56.5%	+8.3%
Social Care Worker	39.8%	-0.2%
Adult Day Care Services	63.9%	-0.4%
Care at Home Services	39.8%	+0.6%
Care Home Service for Adults	38.4%	-1.2%
Housing Support Services	44.9%	+2.0%
Care Inspector	55.1%	+7.7%

Job Grouping	Percentage Qualified	Vs 2023
Managers	54.9%	+1.7%
Practitioners	74.1%	-0.4%
Supervisors	46.1%	+1.1%
Support Workers	39.4%	-0.1%
Primary Authorised Officer	59.9%	+8.7%
Secondary Authorised Officer	66.1%	+1.4%

8. The number of qualification conditions due over the next five years has reduced in the last six months to 79, 994 from 82,559. After attrition the

number reduces to 44,806 (previously 50,248). Of those, 34,647 are workers registered within the social care register part.

9. This is not unexpected given the social care register part includes both the largest and newest groups to join the register. The two largest groups are support workers in care at home and housing support services. Registration became mandatory for these groups in September 2020 therefore a number of individuals registered around that date who have remained on the register will not have met the five-year deadline to meet their qualification condition at this stage.
10. In addition the adult social care groups (housing support, care and home and care home services for adults) have the highest turnover rates of our register groups, particularly at support worker level, therefore there are many individuals on the register in these groups who are still within their five years to gain the required qualification. Our registration does however show turnover rates are improving.



Register Part	Number of Individuals at a point in time	Number of individuals with qualification due	Number of individuals with qualification due with attrition
social care worker	113,580	64,432	34,647
manager	3,088	1,432	743
practitioner	6,762	2,976	1,311
primary authorised officer	294	104	59
secondary authorised officer	61	13	7
supervisor	9,287	4,875	2,470
support worker	98,232	56,239	30,569
Total			

11. The biggest demand for qualifications over the next five years continues to be from support worker roles within adult social care. The qualification requirement for these roles is set at SCQF level 6 qualifications.
12. There have been two further meetings of the multi-agency adult social care skills response group. The group have identified a range of actions in relation to the themes of funding, system capacity and approaches to learning. These are detailed in Appendix 1. The group continues to meet and are scoping further potential solutions to support the workforce to get qualified and will present these to the Joint Ministerial Social Services Taskforce (JSST) in January 2025.

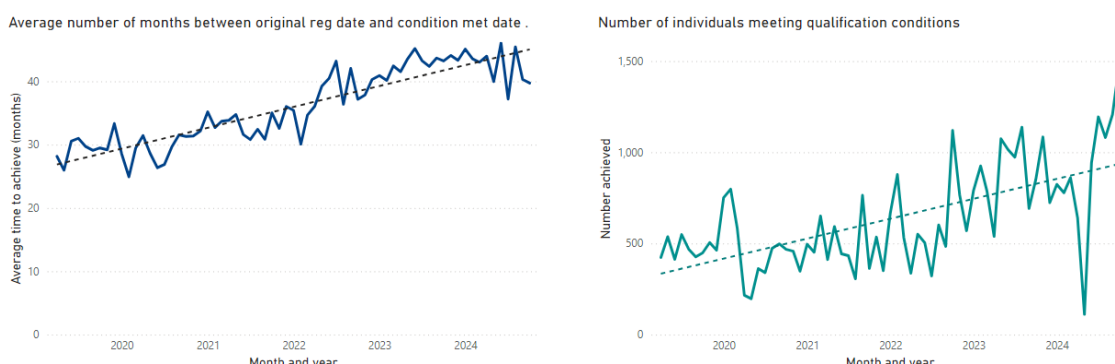
Compliance with qualification conditions

13. There are 6,090 individuals, currently on the Register (as of 31 October 2024), who have had their qualification condition reapplied. The number of individuals with an extension to their qualification conditions represents 4.1% of registrants. This is an increase from the previous report and is being driven by extensions of those working in social care (4.7% registered with a previous condition).
14. Other than covid, our data shows the three main reasons given for extensions were personal sickness/bereavement, difficulties securing training provision, or other - which in many cases has been documented as caring responsibilities.
15. In May 2024 we reported on the number of managers and supervisors who have had their qualification condition extended highlighting a particular concern regarding the number of supervisors, particularly within adult social care settings, who were yet to qualify. Further analysis has taken place to understand if the extensions were for both the practice qualification and the supervisory credits or if only for the supervisory requirement. Analysis of these extensions shows that of the 227 supervisors currently in social care who had had an extension to their

qualification conditions, 161 individuals have gained their practice qualification therefore it is only the supervisory additional credits they are still working towards. 64 registered supervisors with an extension hold neither the practice or supervisory requirement.

16. In response to the number of supervisors who have had an extension to their qualification requirement we extended the eligibility criteria for this year's Voluntary Sector Development Funding (VSDF) to support supervisors without a practice qualification as well unqualified practitioners and support workers working in adult social care. Applications have now closed and 86 organisations have been allocated funding from this year's fund to support getting their workforce qualified.
17. We are also leading work with Leading2Change, CCPS and Scottish Care to deliver a combination of four face to face and four online sessions for those newly recruited into a supervisory role and / or those who are in a supervisory role and working toward their formal qualifications. (Face to face sessions will be hosted in Glasgow, Perth, Aberdeen and Dumfries and Galloway). Participants will have the opportunity to record their reflection on learning and its application in practice to support their qualification achievement and evidence of Continuous Professional Learning (CPL). These events are taking place from December through to March 2025.

Rate the workforce is gaining qualifications.



18. The current average timescale it takes individuals to gain their qualification has increased slightly from 36.90 months to 37.57 months. This average has seen an increase as a result of the covid extensions. Although the average timescale is increasing the rate and number of individuals meeting their qualification condition each month continues to increase and is above pre-covid rates. The average timescale for the social care workforce is currently 39.3 months compared to an average timescale of 31.79 months for the children and young people's workforce.

The groups taking the longest to qualifying are Care Inspectorate (CI) authorised officers and managers.

19. As part of Future Proofing changes we are now gathering data from the annual declarations on what progress individuals are making towards their qualification requirements. We are currently analysing this data to understand where individuals are within their qualification timescale versus the progress they have made. This will be valuable intelligence to understand supply and demand and likelihood of individuals meeting the requirements within the specified timescales. It will take a full year of data to accurately understand the qualified profile of the full registered workforce to this level of detail. We having been collecting the data since June 2024.
20. Future proofing also brought in changes to the flexibility of qualifications we will accept for registration. Since June 2024, 1308 registrants (610 the children and young people's workforce and 698 in the social care workforce) have benefitted from the change in our approach and no longer required to gain additional qualifications.

Impact of qualifications

21. We are continuing to explore if there is any correlation between the qualified status of the workforce in services and their CI service grades. Initial findings show there is a weak but positive statistical correlation, and this correlation increases when we look at the qualified status of managers and supervisors. Further analysis is required, and an update will be reported to Council in future reports.

ACTIONS

22. Setting the qualification requirements, timescale to gain qualifications and ensuring registrants meet the requirements for registration, including the qualification requirements, are the only factors directly within the SSSC's control. We are able to influence and work in collaboration with key partners to address the influencing factors but they are not directly within our control. A full list of actions and progress is available at Appendix 1.

RISKS

23. We have a cautious risk appetite to the management of regulatory quality and effective regulatory functions.

IMPLICATIONS

Resourcing

24. There are no resourcing requirements identified in this report.

Compliance

25. There are no compliance issues identified as part of this report.

IMPACT ASSESSMENT

26. An impact assessment was not required.

CONCLUSION

27. The Council is asked to endorse the actions the SSSC is taking to support the workforce to get qualified.