

Appendix 1- Qualifying the workforce - summary of actions

Action	Lead Agency	SSSC Role- Lead (L), Contribute (C) Influence (I)	Progress
Wider acceptance of qualifications	SSSC	L	In effect from 3 June 2024
Reduce timescale for qualifications	SSSC	L	In effect from 3 June 2024 with the exception of ASC groups – changes to timescales postponed to June 2025
Annual declaration information on progress towards qualifications	SSSC	L	In effect from 3 June 2024
Determine maximum possible % qualified (taking into account turnover rates etc) and revise current KOI target	SSSC	L	In progress-current projections estimate between 60-70%
D365 system changes to improve recording of reasons for extensions	SSSC	L	Scoping in progress
Introduction of leavers survey for everyone who comes off the register	SSSC	L	Live from 30 Sept 2024
Target VSDF funding	SSSC	L	2024/5 funding allocated to 86 providers to support workers in ASC (supervisors, practitioners and support workers) to get qualified
Promote funding for qualifications	JSST workstream SG ASC - lead	C	Resource developed and

and host SG resource for funding			will be live on SSSC Careers Website later this month.
Develop new qualification pathways including graduate apprenticeship route into social work ; and SVQ Integrated Award	OCSWA SSSC	C- SW graduate apprenticeship L	In progress Award approved by SQA, ready for delivery from end of the year
Review of National Occupational Standards (NOS)	SSSC	L	In progress
Develop career pathway resource for adult and children social care to promote diverse range career opportunities and support recruitment campaigns	SSSC/NES (JSST workstream)	L	In progress
CEOs to Write to Minister for Higher and Further Education highlighting qualification challenges in social care based for consideration in letter of priorities to Scottish Funding Council	SSSC/NES	C/I	Complete
International Recruitment social care pilot	NES	C	In progress
Workforce Skills Report	SSSC	L	In progress
Develop resources to support employers when	SSSC (employability and career network)	L	In progress

recruiting 16/17 year olds			
Revise National Induction Framework for ASC and develop induction passport (learning mapped to NOS and transferrable as evidence towards Qualification and CPL)	SSSC/NES (JSST workstream)	L	In progress
CI service grades versus % workforce qualified to support targeted inspection and joint action	SSSC/CI	L	In progress
Supervisor learning events to support CPL/qualifications	SSSC/L2C/Scottish Care/CCPS	L	Scheduled December-March
Policy changes to address higher fees for qualifications for workers on Tier 2 visas	SFC/CDN	I	In progress
Briefing to Education and Skills Directorate in SG to seek changes to the contribution rates for over 25's undertaking health and social care and children and young people MAs (currently highest rate goes to under 25s)	SDS/SSSC/SG	C	In progress
Promotion of flexibility within current assessment strategy and comms to training	SQA/SSSC	C	In progress

providers to encourage use and innovation to capture learning in more naturalistic ways and for learners to provide evidence in easier ways			
Revise assessment strategy and guidance (for SVQs)	SQA	C	Assessment strategy will be revised with SVQs on completion of NOS review
Highlight eligibility barriers to funding providers	SFC/SSSC	I	In progress
Develop Comms- to highlight support available for employers to enable better use of apprenticeship levy	SDS/SSSC	C	Not started
Explore development of more micro qualifications which can count towards fuller qualification	CDN	C	Not started
Collect data on SVQ/MA dropout rates and reasons	SQA/SDS	I	Not started
Gather views from candidates, verifiers and assessors on their experience of qualifications	SQA/SSSC/SG	C	Not started
Scope possible models of practice education/assessor support including whether current models in health ie Care Home Education	NES	C	Not started

Facilitators (CHEFs) can be upscaled for social care			
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