

Continuous Learning Framework

The Scottish Social Services Council (SSSC) and the Institute for Research and Innovation in Social Services (IRISS) are working together to develop a Continuous Learning Framework for the social services sector. The consultation phase of the project is now underway (add web-link to SSSC website)

A brief outline of the Framework

The Framework aims to improve the quality of outcomes for people who use social services by supporting the people delivering those services to be the best they can be. It sets out what people in the social services workforce need in order to be able to do their job well now and in the future and outlines what employers can do to support them to do this.

The Continuous Learning Framework can be used in three different ways...

- To support learning and development
- To provide transparency of pathways for career progression
- To support continuous improvement of in standards of practice.

The Framework is focussed around four key areas. Taken together these areas can be used to describe the attributes a person needs to undertake any role in social services and the support they need from their employer to do this.



The **knowledge, skills, values and understanding** required for each role will vary depending upon the requirements of that particular role but are shaped by the National Occupational Standards, the standards underpinning the achievement of specific qualifications and awards, the

Codes of Practice for social service workers and employers and the requirements of individual organisations.

The **qualifications and training** required for each are largely determined by the Scottish Social Services Council's registration requirements. However, qualifications and training are also shaped by the specific requirements of the employing organisation.

The **personal capabilities** have been specifically developed for the Framework and aim to describe the ways in which people manage themselves and their relationships with others in the workplace. They are linked to research in social and emotional intelligence. There are seventeen personal capabilities which have been described across four stages of progression.

The **organisational capabilities** have also been designed specifically for the Framework. An individual can be committed to doing a good job but unless they are part of an organisation that supports them to learn it can be very difficult to make the most of their abilities. The organisational capabilities highlight the shared commitment required by both the individual and the organisation to really support people to learn. There are five organisational capabilities which have been described across four stages of progression.

The Consultation Phase

We are currently engaged in a range of consultation processes which include

- An [on-line consultation process](#) which provides you with the opportunity share your comments and suggestions. Responses to the [questionnaire](#) are due by the 30th of May, 2008.
- A series of **consultation events** which were held early in 2008 and attended by approximately 200 people. An independent analysis of the feedback from participants will be available on the SSSC, IRIS and Learning Networks sites shortly.
- Ongoing **engagement with people who use services, carers and practitioners**
- **Eight trials across Scotland.** Organisations are choosing to use the Continuous Learning Framework in different ways to build upon and strengthen their current approaches. Although the trials are in their early stages and varied in their approach, they are exploring how the Framework can be used
 - to enrich supervision processes
 - to describe varied job roles with a view to supporting career pathways and progression
 - to improve practice through the personal capabilities
 - to build upon and strengthen performance management for improved practice
 - to provide a framework for holistic planning for individual learning and development

- to support the induction process for new staff
- to involve people who use services in shaping the person specification for key staff supporting them.

The information from each of these consultations events will be used by members of the reference pool to shape the final Framework, which will be available in autumn, 2008.