

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
Further analysis and modelling of qualification extensions for managers and supervisors	SSSC	L	Not started-include in next report in 6 months
D365 system changes to improve recording of reasons for extensions	SSSC	L	Not started. Will be scoped after future proofing system changes go live
Introduction of leavers survey for everyone who comes off the register	SSSC	L	In effect from 3 June 2024
Target VSDF funding	SSSC	L	Applications for funding July-Sept 2024

Promote funding for qualifications and host SG resource for funding	JSST workstream SG ASC - lead	C	In progress
Address limited funded routes to gain SCQF level 6 qualifications	JSST workstream SG ASC/ Skills Development Scotland	I	In progress
Develop and deliver actions in skills response plan for Adult Social Care	Skills Development Scotland	C/I	In progress
Develop new qualification pathways including graduate apprenticeship route into social work; and SVQ Integrated Award	OCSWA	C- SW graduate apprenticeship	In progress
	SSSC	L	In progress
Support sector with guidance of recognition of prior learning	SSSC	L	Complete
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	SSSC/NES	C/I	In progress

to Scottish Funding Council			
International Recruitment social care pilot	NES	C	In progress
Workforce Skills Report	SSSC	L	Not yet started-planned to commence Q3 2024
Develop and promote pre-employment and induction guide for overseas workers, refugees and asylum seekers in Scotland	SSSC/ Scottish Refugee Council/NES	C	Complete
Develop resources to support employers when recruiting 16/17 year olds	SSSC (employability and career network)	L	In progress
Revise National Induction Framework for ASC and develop induction passport	SSSC/NES (JSST workstream)	L	In progress
CI service grades versus % workforce qualified to support targeted inspection and joint action	SSSC/CI	L	Not yet started-in discussion stages of how to achieve