

A framework for continuous learning and development

The Scottish Institute for Excellence in Social Work Education and the Scottish Social Services Council are working together to develop a Continuous Learning Framework for the social services sector. The Framework aims to provide a structure which will support the people in our workforce to be the best they can be by focusing on three important areas:

- learning and development;
- career pathways and progression;
- post registration and advanced practice standards.

The Framework is being developed in response to the vision for transformational change outlined in 'Changing Lives'. It also incorporates some of the key actions from the National Review of the Early Years and Childcare Workforce. It is by achieving this that we will be able to best meet the needs of people who use our social services.

Who is the Continuous Learning Framework for?

The Continuous Learning Framework is being developed for the **whole** social services workforce. So regardless of whether you are involved in a local authority, voluntary or private organisation or whether you work in social care, early years or social work, the framework will be relevant for you. It will also be useful to you regardless of how long you have been in the workforce. It is not intended to replace the systems and processes which many organisations already have in place but to enhance their effectiveness.

How is the Continuous Learning Framework being developed?

The Continuous Learning Framework is at an early stage in its development. We have used recent research developed in Scotland and more broadly to help us to develop a first draft of the Framework.

In the coming months we will be talking with a range of people in our reference pool who will help us to develop it further. These people bring a range of expertise in social services and include people who use services and carers, front line staff, leaders and managers, learning and development staff and people in Higher and Further Education. We have tried to make sure that we have involved a range of people with expertise in voluntary, private and public sector organisations. These people will be assisting us to develop our initial concepts and ideas so we are ready to consult with you in a more meaningful way.

From November we will begin the more formal consultation process with you. We will do this in a number of ways:

- We will work with the Learning Networks to hold a range of events across Scotland. These events will provide you with the opportunity to learn more about the Continuous Learning Framework and to

join with colleagues to discuss, debate and help to shape the Framework so that it works for you.

- We will be looking for volunteers to 'test out' the Framework in practice through a number of trials. Through the trials we hope to see the strengths of the framework while also finding out what needs more work. We will be working with the Learning Networks to find volunteers, so if you are interested in being involved let the development officers in your Learning Network know.
- The last consultation process involves an on-line survey. We want to provide as many people as possible with the opportunity to help shape this Framework. So the survey will also be available on paper and in other formats as needed.

After the consultation period we will work with the people in the reference pool to finalise the Framework. Your comments and suggestions will be a really important part of this process. The Continuous Learning Framework will be launched and ready to use in summer 2008.

For more information about the Continuous Learning Framework please contact:

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