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Residential Child Care Workforce Qualifications Summary

Joanne McMeeking, Fiona Mossman, Francesca Soliman
and Vicki Welch

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Improving care experiences

The Qualifications of the Residential Child Care Workforce

The following report outlines the current position in relation to the qualification of the Residential Child Care (RCC) workforce. It analyses registration and qualifications data provided by the Scottish Social Services Council (SSSC). The report sets out the numbers of staff in different groups registered with the SSSC, before moving on to highlight key points in relation to their qualifications, and concludes with a brief analysis of the qualifications data. The report represents a summary of a wider and more detailed analysis carried out by our researcher. We have conducted this analysis to aid and support workforce planning actions necessary to implement the new Level 9 qualification.

There are three groups of staff on the register:

- Managers of a Residential Child Care Service
- Residential Child Care Workers with Supervisory Responsibilities
- Residential Child Care Workers

For simplicity in this report, we refer to these groups as managers, supervisors and care workers.

Clarifications

Readers should be aware of the nature and background of the data, as these influence the findings of any analyses. The dataset used for this analysis is a snapshot, taken from the SSSC register taken on June 2016, unless stated otherwise. The SSSC provided the information in a format that ensured individual registrants could not be identified. This required withholding data where numbers were very low, and consequently the CELCIS analysis will vary slightly from any analysis SSSC conducts of the full dataset.

Additionally, information on the SSSC register is continuously updated, so readers should bear in mind that while the analyses presented in this report seek to depict a faithful landscape of residential child care qualifications in Scotland, it is only a map, of the situation on the date in question.

Clarifying the Scottish Credit and Qualifications Framework (SCQF) levels of qualifications

The SCQF was introduced in 2001 and it provides levels for the wide range of qualifications that can be attained in Scotland. We assigned SCQF levels to the qualifications found on the residential child care workforce data, using the following documents as reference:

- SOA (2013) Guidance on assessment of Scottish Vocational Qualifications (SVQs)
- The Scottish Credit and Qualification Framework

- Chartered Management Institute (2007) The Value of Management Qualifications
- SSSC (2016) Current qualifications accepted for workers, supervisors and managers in residential childcare
- SSSC (2010) Credit for existing awards

We further checked SCQF levels by searching awarding bodies' websites. The register contains qualification names that have been input in different ways; as a result, it is not always clear whether different entries describe the same or different qualifications. This can make it difficult to decide which SCQF level should be assigned to any particular entry; when in doubt, we assigned qualification levels conservatively. For example, SVQ 4 qualifications, can be either level 9 or 10, we usually assigned a level 9 unless a higher level was specifically indicated. Similarly, we presumed records of undergraduate degrees that did not mention that level 10 honours had been achieved to be ordinary degrees, and assigned a level 9. In adopting this 'safe' approach, we recognise that the prevalence of level 10 qualifications amongst the workforce will be slightly higher than our estimate.

When a registrant recorded more than one qualification on the register, we assigned their overall qualification level based on the highest level qualification accepted for the register part they were in (either fully or in part).

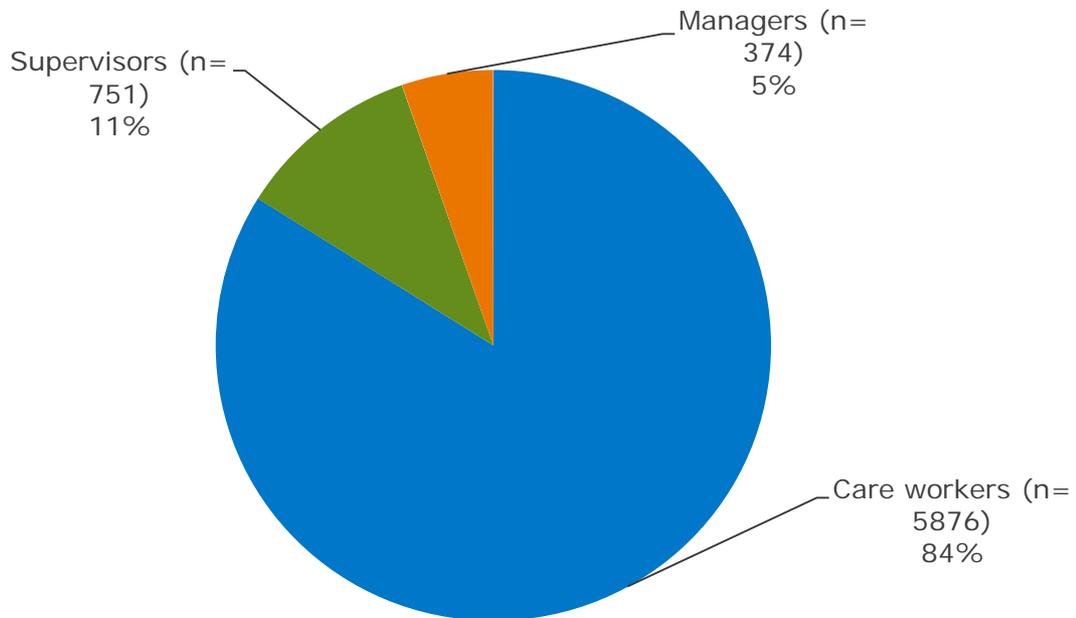
Some social work qualifications on the register were awarded prior to 2001 when the SCQF framework and levels were introduced. We have therefore assigned notional levels to these pre SCQF qualifications. As before, where information was lacking we have estimated levels with caution.

Analyses

General workforce data

The SSSC register in June 2016 recorded the following data:

Figure 1 Staff on the register (total 7001)



The SSSC Workforce Data Report 2014 noted that 68% of the workforce was female, 32% were male and the average age of the workforce in 2014 was 43 years.

Summary of key points from 2016 Qualifications Data

- SSSC register data taken in June 2016 shows a total of 7001 staff (374 managers, 751 supervisors, and 5876 care workers).
- Of these, 5377 recorded at least one completed qualification on the register (324 managers, 518 supervisors, and 4535 care workers).
- A total of 4303 staff are known to meet all qualification conditions for their part of the register. This represents 61% of the total workforce; as might be expected, this varied between different types of staff (257 or 69% of managers, 527 or 70% of supervisors, and 3519 or 60% of care workers).
- Out of the total number of staff on the register, 23% of managers, 37% of supervisors, and 84% of residential child care workers did not have an accepted level 9 qualification.
- Around 19% of the total workforce had yet to obtain a level 7 qualification.

Overview of the data

Of the workforce numbers noted above, 5377 staff recorded at least one qualification on the register (77% of the total workforce), with 3170 staff recording more than one qualification (45% of the workforce). Table 1 below outlines progress being made towards required qualifications for their role.

Table 1 Qualification Progress

	Total staff on register	Total staff with qualification conditions	Total of staff with NO recorded qualification on register	Staff with no recorded qualification who have qualification conditions	Staff with no recorded qualification and no conditions
Managers	374	117	50	45	5
Supervisors	751	224	233	219	14
Care Workers	5876	2357	1341	1312	29
Grand Total	7001	2698	1624	1576	48

Conditions and qualifications in progress

A total of 1624 staff had no recorded qualification on the register. Of these, 1576 (97%) had a qualification condition, meaning they were in the process of obtaining a qualification (45 managers, 219 supervisors, and 1312 care workers). SSSC ask registrants only to list those qualifications that are relevant to the part of the register that they wish to register for. Therefore, it is likely that managers and supervisors with conditions whose qualifications were not recorded, already held a qualification of level 7 or above and were working towards higher level qualifications; i.e. those relevant to their current management/supervisory role. It is also likely that the 1312 care workers with no recorded qualification had yet to obtain level 7 qualifications. This group represents almost one fifth of the total workforce, and will clearly need time and support to obtain level 9 qualifications within the timeframe allowed by the new regulations. In particular, the 45 managers without a qualification, who are working towards one, should be prioritised given that the new requirements for managers will be introduced soonest.

Overview of qualification levels among the whole workforce

This section analyses the SCQF level of the highest accepted qualification held by each of the 5377 staff who recorded at least one qualification on the register.

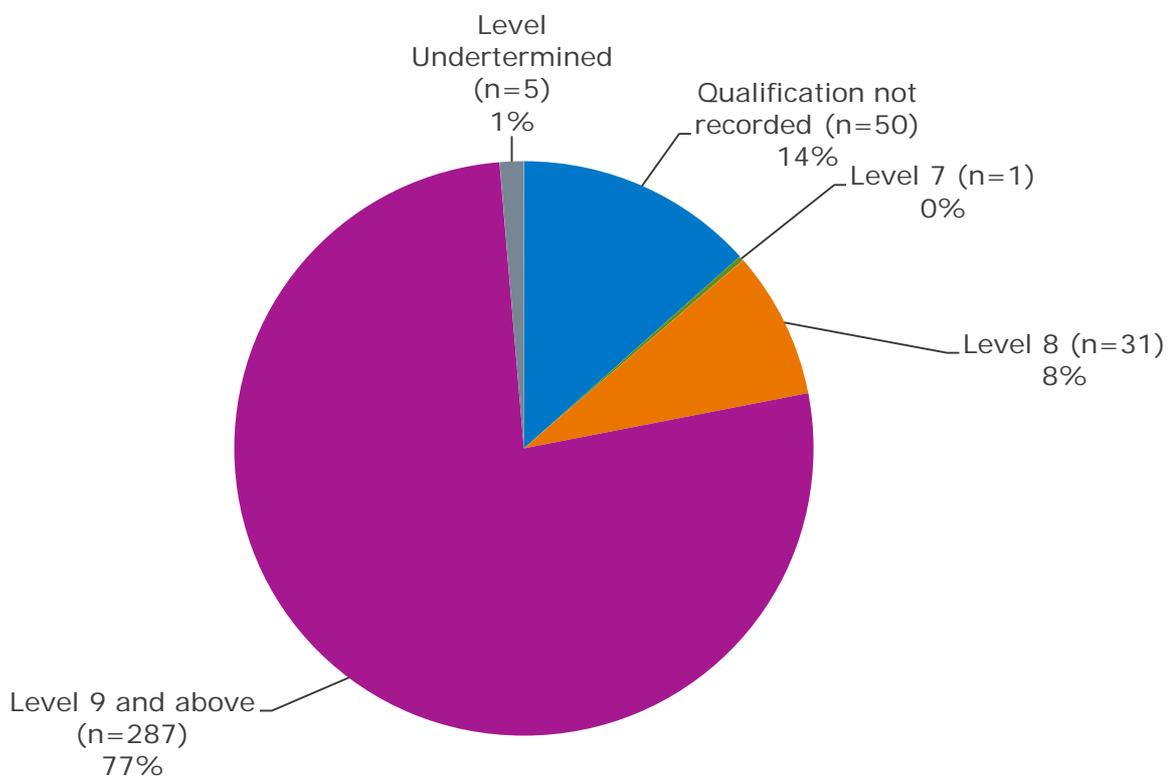
Table 2 Qualification Levels

Staff	Level 6	Level 7	Level 7+7 HNC+S /NVO3	Level 8	Level 9	Level 10	Level 11	Undetermined	Total
Managers		1		31	228	29	30	5	324
Supervisors		1		39	464	9	2	3	518
Care Workers	10	892	2449	219	687	163	91	24	4535
Total	10	894	2449	289	1379	201	123	32	5377

Overview of qualification levels among Managers

Amongst 117 managers who recorded at least one qualification on the register, 89% held as their highest level qualification a qualification of level 9 or above. This is 77% of the total number of managers if we include with no qualifications recorded in the dataset. Another 10% had a level 8 qualification (8% of total managers), one individual had a level 7 qualification, and five had a qualification whose level could not be determined. We would suggest that managers who recorded no qualification are already likely to hold qualifications of sufficient level to register as care workers. Out of the total number of managers on the register, 23% (n=87) do not currently have a level 9 qualification.

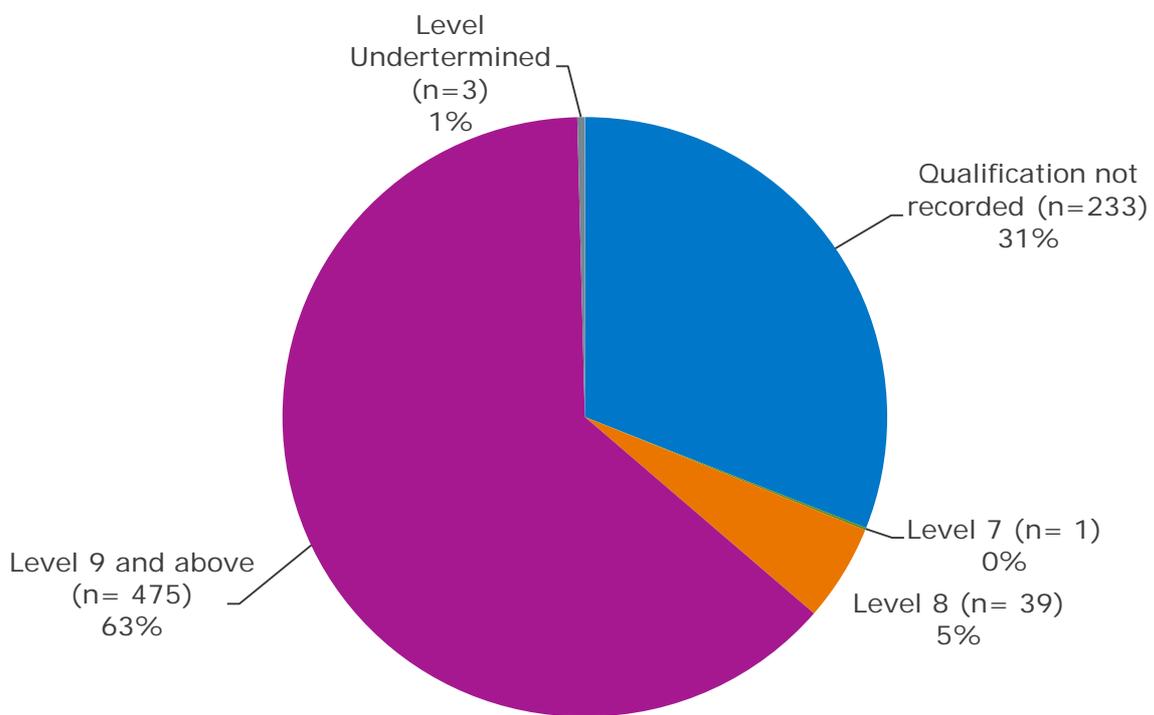
Figure 2 Qualification Level - Managers



Overview of qualification levels among Supervisors

Amongst the highest level qualification held by 233 supervisors who recorded at least one qualification on the register, 92% held a qualification of level 9 or above (63% of the total number of supervisors). Another 8% had a level 8 qualification (5% of total supervisors), one individual had a level 7 qualification, and three had a qualification for which a level could not be determined. As with managers, it should be noted that those who recorded no qualification are likely to already hold qualifications of sufficient level to register as care workers, i.e. level 7 (or above). Out of the total number of supervisors on the register, 37% (n=276) do not currently have a level 9 qualification.

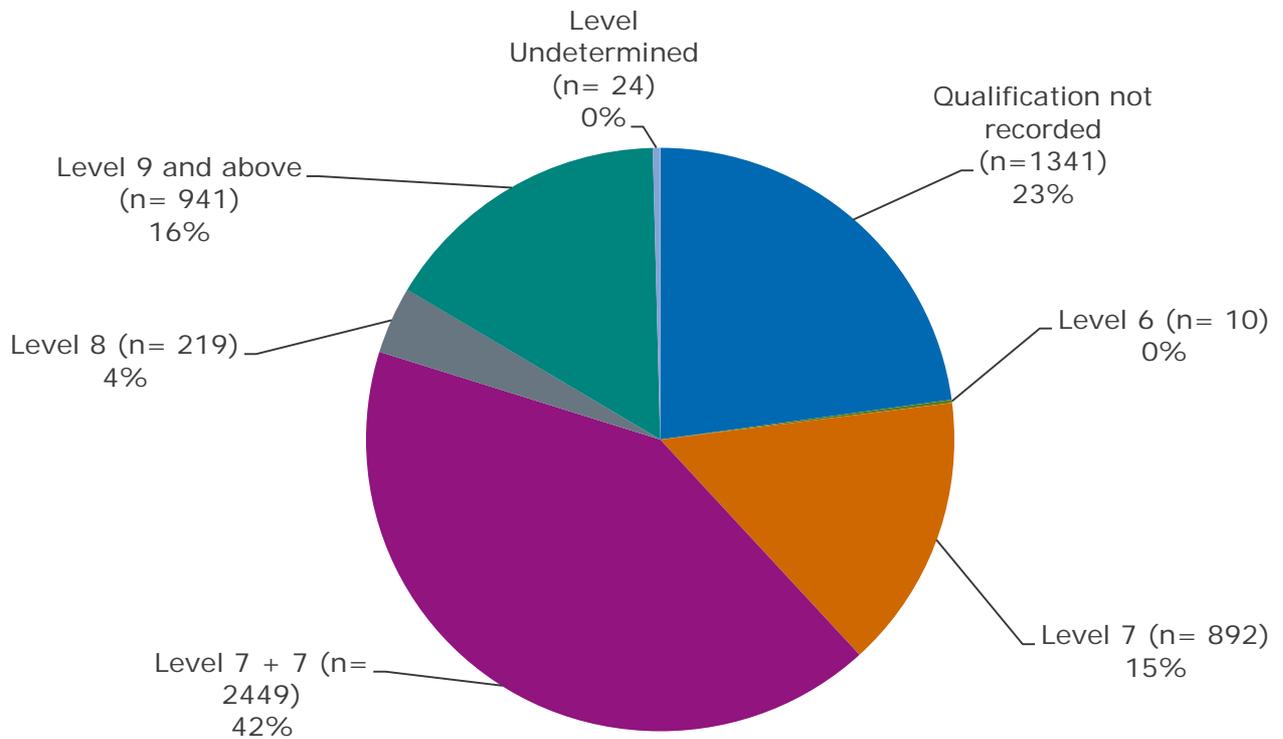
Figure 3 Qualifications Levels - Supervisors



Overview of qualification levels among care workers

Considering the highest held qualification of 2357 care workers who recorded at least one qualification, 21% held a qualification of level 9 or above (16% of the total number of care workers). Another 5% had a level 8 qualification (4% of total care workers), ten individuals had a level 6 qualification, and 24 had a qualification whose level could not be determined. The remaining 74% (n=3341) had a level 7 qualification. Of these, three-quarters held a joint HNC + S/NVQ 3 qualification, while the others usually held either an HNC or an S/NVQ 3 and were working towards obtaining the other. When considering the total number of residential care workers (including those with no recorded qualifications), 23% have yet to achieve a level 7 qualification, 15% have a level 7 qualification but do not meet full registration criteria, 42% have a joint HNC + S/NVQ 3, 4% have a level 8 qualification, and 16% have a qualification of level 9 or above. Out of the total number of care workers on the register, 84% (n=276) do not currently have a level 9 qualification.

Figure 4 Qualifications Levels - Care Workers



Breakdown of social work qualifications

Table 3 shows the social work qualifications recorded in the register. Whilst this group of staff will need to do some further study towards the new qualification, they currently already hold a related and relevant qualification at Level 9 or above. It was therefore felt to be important to further analyse this set of qualifications.

Under “Degree in social work” are included the following undergraduate social work qualifications: Degree Social Work; BA Social Work; BA Social Work (Residential Child Care); BA(Hons) Social Work; BA(Hons) Social Work (Residential Child Care) BSc Social Work; and MA (Hons) Social Work. The term “IRS equivalent” includes international qualifications that have been assessed by the International Recognition Service (IRS) of the GSCC (General Social Care Council) as being equivalent to a Diploma in Social Work.

Seven members of staff had more than one social work qualification, four of whom (one manager, one supervisor, and two workers) had both a degree and a diploma in social work. Out of all staff on the register, 26% of managers, 11% of supervisors, and 4% of workers recorded a social work qualification. Over all, this means that less than 6% of the total workforce holds a social work qualification.

Table 3 Social Work Qualifications

Staff	Degree in social work (level 9-10)	Diploma in social work (Level 8)	Cert. Social Work ¹	CCETSW Cert. of Qual. in Social Work (Level 8) ²	Cert. of Qual. in Social Work ³	Cert. Social Service (level 8) ⁴	IRS Equivalent (level unknown]	Total
Managers	29	53			12	2	2	98
Supervisors	38	33	3	3	2		1	80
Care Workers	163	49			7	1	5	225
Total	230	135	3	3	21	3	8	403

¹ Certificate Social Work (CSW issued by the council for training in Social Work from 1962 to 1971) [level unknown]

² CCETSW Certificate of Qualification in Social Work [level 8]

³ Certificate of Qualification in Social Work (CQSW issued by CCETSW from 1971 to 1998) [level 8]

⁴ Certificate Social Service [level 8]

Implications for Workforce Planning

The timescales for the introduction of the new requirements are shown in Table 4.

Table 4 Timescales for new requirements

Part of the register	New requirements phased in from	Time allowed to gain award
Managers of a residential child care setting and all new starts	1 October 2017 or re-registration date following that. Immediate for new registrations (originally April 2016).	5 years
Supervisors of a residential child care setting	1 October 2017 or re-registration date following that (originally April 2016).	5 years
Residential child care workers	1 October 2019 or re-registration date following that (originally April 2018)	5 years

Given these timescales and the results of our analyses, we feel there are a number of priorities for implementation of the Level 9:

- The data highlight that one fifth of the workforce had yet to obtain a Level 7 qualification. This group should be supported to reach this level by 1st October 2019 when the Level 9 requirement will be introduced for care workers. CELCIS have provided a separate report outlining how this group might be supported.
- Twenty-three percent of Managers and 37 % supervisors do not currently have a level 9 qualifications. This group should also be prioritised, as the new requirements for Managers and Supervisors will be introduced soonest (i.e. on 1st October 2017).
- Four hundred and three members of the workforce had social work qualifications, 225 care workers, 80 supervisors and 98 managers. Whilst this group will need to do some further study towards the new qualification, they currently already hold a related and relevant qualification at Level 9 or above. Therefore, consideration should be given as to how best to support this group in relation to the recognition of their prior learning and their continual professional development.

To assist with workforce planning, employers should be aware that the new requirement will apply to all existing staff at the point of re-registration. Staff will thereafter have five years to meet the requirement. We advise that employers act now to identify the dates of re-registration for all staff. This will enable them to first support members of staff who need to meet the new requirement soonest, with support for subsequent staff as a phased process.

Summary

This analysis has evidenced that the current residential childcare workforce has a range of qualifications at differing levels. Learning providers and employers will therefore need to develop a broad range of strategies, supports, and learning to support individuals to meet the new registration requirements. A more detailed report will be available from CELCIS clarifying qualification rates in different geographical areas; this will further assist in the national workforce planning process.

Key points from the 2007 audit

Stakeholders have also asked us to share information regarding the impact of implementing the Level 7. This information is available in a detailed audit of the Residential Child Care workforce carried out in 2007 by Scottish Institute for Residential Child Care (SIRCC). SIRCC also carried out three qualification audits in 2002, 2004, and 2007. The following points are particularly relevant.

- The workforce increased from 4,367 in 2004 to 4,620 in 2007 and as noted earlier, the current numbers are 7,001 in 2016. Whilst there has been an increase in care providers over this period, the significant increase in numbers is encouraging in relation to the impact of qualification on the workforce.
- In relation to further positive progress, it should be noted those who met the qualification requirements of their role were as follows;
- In 2004, 18% of staff were qualified: 7.4% of managers, 30% of supervisors and 16.4% of care workers.
- In 2007, 32% of staff were qualified: 39.3% of managers, 39% of supervisors and 30.6% of care workers met the registration requirements.
- In 2016, 61% of staff are qualified with 69 % of managers, 70% of supervisors, 60% of care workers meeting the current qualifications and registration requirements.

Therefore, members of the residential child care workforce are already in a strong position to undertake the Level 9 qualification and continue this positive progress to improve the care experiences of the children and young people in their care.