

Effective Practice in SSCYP MA Frameworks

The SDS/Education Scotland “SSCYP Effective Practice” event was held on 28th November 2019. Providers who attended considered the findings and recommendations of the Education Scotland review of Social Services (Children and Young People) (SSCYP) Modern Apprenticeships and considered quality improvements in their training delivery.

What providers took away from this event



Hannah Falconer

Modern Apprentice, Social Services,
Children & Young People

Equality and Diversity in SSCYP

- Reflect on why diversity is important to frame strategy
- Establish links with equalities organisations
- Plan strategic communication and promotion with primary schools
- Build links with local groups, e.g. Syrian refugees, Boy's Brigade
- Offer additional support for male apprentices, e.g. shadowing males, male buddies
- Offer English Language classes



Stuart Drummond

Modern Apprentice, Social Services,
Children & Young People

Supporting apprentices to achieve

- Use the Education Scotland review to assess processes
- Seek opportunities to share best practice
- Introduce a pre-assessment day
- Provide tutoring classes outside of working hours
- Adopt a learning styles questionnaire
- Celebrate achievement with graduations
- Test for additional needs individually, not in groups

Equality and diversity workshop

What providers asked of SDS and our response

Promote diversity and equality in schools: SDS works with the recently appointed Improving Gender Balance and Equalities officers who work with primary and secondary schools across Scotland to raise awareness of, and challenge, gender stereotyping. SDS also works with equality officers within schools to promote apprenticeships as a route into employment.

Case studies recognising the success of diverse candidates: Providers can help by encouraging individuals to take part and passing leads to the [SDS equality team](#), who are always looking for fresh case studies to promote diversity. SDS is trialling the use of Facebook adverts, focusing on professional careers for BME individuals; based on any insight gained from this, the concept may be extended to other groups.

Resources for positive recruitment and to promote benefits to employers: SDS equality team works across Scotland to support providers and employers, including signposting employers to useful resources and support such as [Equate Scotland's mentoring training programme](#). SDS works with [Re:Markable](#) to review how equality is embedded within their Investors in People framework.

SDS continues to work with the Employer Equality Group of the Scottish Apprenticeship Advisory Board to identify support for employers such as inclusive recruitment and retention guides.

Talent without Limits is the central theme of the [2020 Scottish Apprenticeship Week](#). Employers will be encouraged to participate in a range of events and activities across Scotland.

A recruitment incentive for males in under-represented sectors: SDS currently has no plans to consider gender focussed recruitment incentives as, to date, there is limited evidence of their effectiveness. SDS Industry Team continues to support the sector to raise the profile of men in child care and social care. [Skills Investment Plan for Scotland's early learning and childcare sector](#).



Supporting apprentices to achieve workshop

What providers asked of SDS and the SSSC and our response

Modern Apprenticeship Framework to include SCQF Level 6: The sector has determined that the job of Early Years Practitioners requires individuals to perform at SCQF level 7 therefore the starting point for MAs in SSCYP is set at that level. SDS is not aware of plans to review the SCQF level for the current MA framework. Senior Phase school pupils can prepare for entry to a Modern Apprenticeship via the Foundation Apprenticeship which is at SCQF Level 6.

Provide clarity on whether employers should pay apprentices for study sessions that are outside working hours: SDS has an expectation that providers include the time spent by the apprentice in off the job training (including the time required to prepare and undertake assessment) as time spent at work. For employers who pay the National Minimum Wage please refer to [HMRC guidance](#).



SSSC should create a national online induction resource: The Care Inspectorate were commissioned by Scottish Government to develop an induction resource. This was implemented earlier this year and can be accessed [here](#).

SSSC should manage registrations rather than this being left up to the apprentice: When registering as an apprentice an [agreement](#) is issued which all parties must sign. This agreement provides a prompt that the apprentice must register with the SSSC if they are employed in a regulatory role. This status must be confirmed when signing the document. As apprentices are employed, the [Code of Practice](#) requires the employer to make sure that workers know and understand their responsibilities in regard of legislation and policies; this includes [registration](#) with the SSSC, and this is also picked up in the continuous improvement induction materials.

SSSC currently receive a duplicate registration charge when apprentices move from one employer to the other. Providers should contact [SSSC](#) direct if they experience this

Questions about funding and compliance

What providers asked of SDS and our response

Extend funding for older apprentices: The 2018-19 review of contribution rates led to an increase of £1,000 per apprentice for those aged 25+ in SSCYP. This in turn led to an increase in the number of starts from this age group. SDS is planning a full review of contribution rates that will apply from 2021/22. Providers and stakeholders will be consulted in the exercise to determine delivery costs.

Funding for childminders: Currently self-employed individuals are not considered for apprenticeship funding. We are unaware of any changes to this Scottish Government (SG) policy but will feed the ask to SG policy colleagues.

Reduce the amount of compliance: Part of SDS's commitment to continuous improvement is to reduce bureaucracy and streamline processes to ensure that a quality service is delivered. In consultation with providers, SDS has reduced the MA documentation required for 2020/21 and while some forms are mandatory, providers shall be able to produce their own documentation, providing it meets minimum requirements. The Key Performance Levels have been reviewed and clarified for 20/21.

Better communicate changes in compliance: The Modern Apprenticeship Specification for 2020/21 has been published as part of our procurement process and there is a programme scheduled to communicate this to Providers. All documents are published on the [SDS](#) and [Apprenticeship.Scot](#) websites. Providers will be notified of any changes in year.

