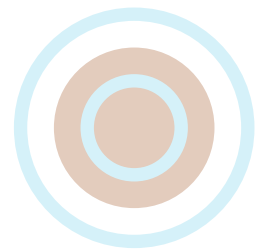
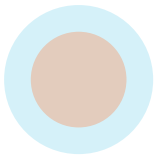
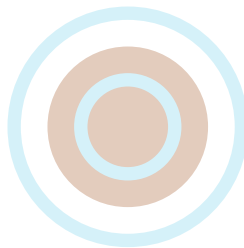
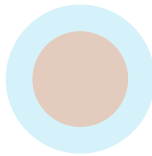
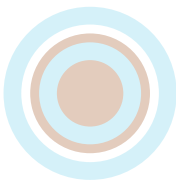
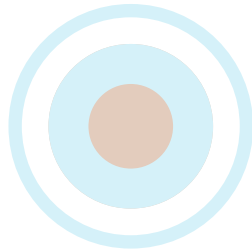
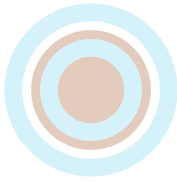
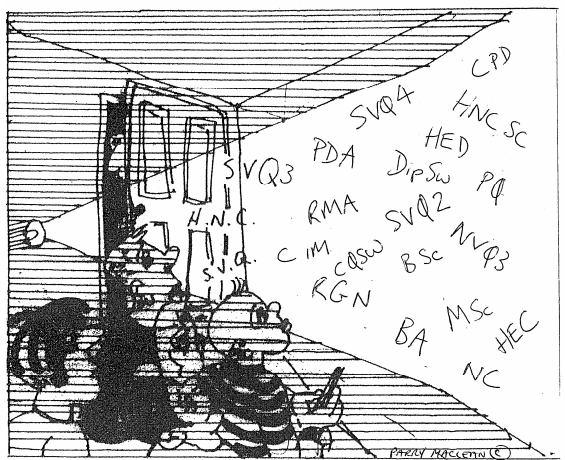


# **Understanding Qualifications Pathways**

**An Updated Guide for Voluntary  
Sector Social Service Organisations**

**(June 2009)**





**Are you in the dark about qualifications?**

*The Workforce Unit would like to thank Robin MacLean and Andrew Parry for kindly allowing the reproduction of the above cartoon*

## Understanding Qualifications Pathways

A guide for voluntary sector social services organisations to qualifications for:

- Registration with the Scottish Social Services Council (SSSC)
- Continuous Professional Development
- Lifelong learning

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### Introduction

This guide aims to clarify the current themes, qualifications and policy direction that affect employers and employees in Voluntary Sector Social Services.

The development of the Social Services workforce, through the acquirement of qualifications and other forms of learning and training, is part of the bigger picture of striving for a competent and confident workforce equipped to meet the needs of users of services, their relatives and carers. This development will only come about within a culture of lifelong learning and an acceptance of, and enthusiasm for, the benefits of learning and qualifications. It is partly driven by registration requirements both for services, with the Care Commission, and for individuals, with the SSSC. It is also part of a wider agenda that emphasises the value of lifelong learning and the continuous development of knowledge and skills.

## Registration with SSSC

The Register of Social Service Workers in Scotland opened on 1 April 2003, and is managed and regulated by the Scottish Social Services Council (SSSC). The aims of the register are both to raise levels of competence and confidence within the workforce and to protect individuals from poor practice, abuse and potential abuse.

Registration with SSSC requires that an individual acquires the qualifications for registration in the appropriate category for their job function within three years of initial registration, though preferably at the time of initial registration. The only exceptions to this are that social workers must also have a social work qualification at the time of initial registration, and that social work students need to be working towards recognised social work qualifications.

As part of the registration process, all registrants must:

- Sign up to the social services code of practice for employees
- Undergo an enhanced Disclosure Scotland check
- Have their application endorsed by their employer
- Provide certified evidence of identity
- Undertake required post registration training and learning by re-registration

All checks must be renewed every three or five years at the time of re-registration (period of registration varies). A criminal record does not necessarily preclude registration, but will be taken into consideration when decisions are taken over registration status.

The fee for registration by those categories in phase 1 is £30 per annum, except for Social Work Students and applicants who gained their qualifications overseas. The fee for Social Work students is £10 a year. The fees for phase 2 categories vary. Supervisors and practitioners in adult residential care pay £20 per annum. Support workers in adult residential care pay £15 per annum. Annual fees for housing support workers are still to be set. Applicants from overseas may initially need to pay a higher sum to cover the fee for a letter of comparability, and should check requirements with SSSC. Registrants can claim tax allowance on this fee. To claim tax allowance you should submit a claim either in writing to your tax office, in your tax return or in Form P358 (available from the tax office). Registrants are also responsible for the cost of their Disclosure Scotland check, unless their employer has agreed to pay for this.

Qualifications for registration are often listed with information about their SCQF (Scottish Credit Qualifications Framework) level and credit points. A guide to the SCQF is attached as Appendix A.

If you are already registered with one professional body e.g. Nursing and Midwifery Council or General Teaching Council, you do not need to register with SSSC i.e. there is no necessity for your dual registration. If your registration has lapsed, you will need either to re-register with your former professional body or register with SSSC. If you register with SSSC you will be required to meet SSSC's registration

and post registration and learning requirements. For Managers and Heads of Home, SSSC is working with the Care Commission, employers and other stakeholders to ensure that those who register with other bodies meet the management requirements of their role.

For full details of the registration process, please contact:  
Scottish Social Services Council, Compass House, 11 Riverside Drive, Dundee DD1  
4NY

Tel 01382 207 101

[www.sssc.uk.com](http://www.sssc.uk.com) (select 'All about registration' tab at the top of your screen)

More information about Disclosure Scotland is available from  
[www.disclosurescotland.org](http://www.disclosurescotland.org)

## Qualifications for Registration with the SSSC

So far SSSC has issued qualifications criteria for registration in 2 phases.

**Phase 1** covers the following groups:

- Social Workers
- Social Work Students on the new Social Work Degree and Post-graduate courses
- Care Commission Officers
- Residential Child Care Workers
- Supervisors in Residential Child Care
- Heads of Residential Care (children & young people and adults)
- Heads of Adult Day Care

**Phase 2** covers the following groups:

- All workers in Early Education and Childcare
- All Adult Residential Care Workers
- All Workers in Housing Support Services

The timetable for registration of these groups is listed in **Appendix B**.

The many qualifications with which individuals can register with SSSC are listed on the SSSC website [www.sssc.uk.com](http://www.sssc.uk.com). They are not again listed here, but some general guidelines are provided in order to enable you to understand some of the underlying themes and implications for the voluntary sector. It may be useful to define two of the most prevalent qualifications: SVQ and HNC.

### SVQ (Scottish Vocational Qualification)

An SVQ is a competence-based qualification assessed in the workplace and awarded by a nationally recognised awarding body such as SQA or City and Guilds. It is made up of units derived from National Occupational Standards relevant to a particular job or function. SVQs give the opportunity to recognise an individual's achievement, skills and development in the workplace. In the social services field they include qualifications at SVQ levels 2, 3, and 4, including SVQs in Health and Social Care and the Leadership and Management for Care Services Award, and reflect the complexity and responsibility of different workers' roles.

For further information about SVQs contact:

Scottish Qualifications Authority [www.sqa.org.uk](http://www.sqa.org.uk) (Use A-Z index and click on "Care Scotland")

City and Guilds [www.city-and-guilds.co.uk/scotland](http://www.city-and-guilds.co.uk/scotland)

### HNC (Higher National Certificate)

An HNC is a qualification which is based upon the achievement of assessed units, awarded by a nationally recognised awarding body. The HNC in Social Care, for example, has 11 units, 3 of which are SVQ3 Health and Social Care core units. It is

an SCQF level 7 qualification of 96 credits, accepted for entry to some Honours Degree courses in Social Work, sometimes into the 2<sup>nd</sup> year of the 4 year course.

Visit the SQA website for information about HNCs: [www.sqa.org.uk](http://www.sqa.org.uk)  
UCAS for individual university entrance requirements: [www.ucas.ac.uk](http://www.ucas.ac.uk).

## Overseas Qualifications

The GSCC (General Social Care Council) keeps a record of overseas qualifications considered acceptable for registration as a qualified social worker. This list is shared with SSSC and the other Care Councils of the UK. Work is on-going with UK NARIC (National Recognition Centre) to look at other care and social service qualifications from overseas.

For further information contact: SSSC: [www.sssc.uk.com](http://www.sssc.uk.com)  
UK NARIC: [www.naric.co.uk](http://www.naric.co.uk)  
General Social Care Council: [www.gsc.org.uk](http://www.gsc.org.uk)

**Learn Direct Scotland** can provide advice about accessing most kinds of learning and training: [www.learnirectscotland.com](http://www.learnirectscotland.com)

## Phase 1

### Social Workers and Social Work Students

The qualifications for registration for this group are among the easiest to sort out. The new Honours Degree and post-graduate courses in Social Work (including fast-track), the predecessor Diploma in Social Work (Dip SW), Certificate of Qualification in Social Work (CQSW), Certificate in Social Services (CSS) or their recognised equivalents (a list of these is agreed on a UK basis and is kept by the General Social Care Council: [www.gsc.org.uk](http://www.gsc.org.uk) ) are the only qualifications acceptable for registration as a social worker. All social work students on the new honours degree and post-graduate courses must register in the student categories and undergo the required checks.

As of **September 2005** the title '**Social Worker**' is protected in law. Only people with a registerable qualification and who are registered with SSSC are able to use the title 'social worker', or to work in a role designated a social worker post in Scotland.

### Care Commission Officers

Care Commission Officers are statutory workers who work for the Care Commission. There are service inspectors working for voluntary sector organisations but they will not fall within the category 'care commission officer' and will not register as such. Care Commission Officers do however inspect voluntary sector services as part of the service registration and inspection process, and are often recruited from the voluntary sector.

Care Commission Officers must possess an acceptable qualification (the list is extensive and ranges from qualifications in social work, care, teaching and nursing, to community education and psychology – it is understandably much wider than the list of qualifications for any one group of practitioners).

In addition to this, all Care Commission Officers must undertake a specially designed and approved Care Commissioner qualification. Though they do not need to possess this at the time of registration, it will usually be required by re-registration.

### **Residential Child Care Workers**

There is a wide range of qualifications with which you can register, just as there is a wide range of functions performed by residential child care workers. Social work, nursing, teaching, community education and care qualifications are all included in the list. For example, a possible route is to undertake a listed SVQ3 **along with** the HNC in Social Care, Health Care, Child Care and Education or any other SCQF Level 7 non-SVQ qualification or a range of qualifications recognised by the Scottish Child Care and Education Board.

Although there is a great deal of flexibility, organisations employing unqualified or partly qualified workers may wish to consult with SIRCC (The Scottish Institute for Residential Child Care) when deciding which qualifications may be most appropriate for their workforce. SIRCC is also able to provide funded training places.

Contact: Scottish Institute of Residential Child Care (SIRCC): [www.sircc.strath.ac.uk](http://www.sircc.strath.ac.uk)

### **Supervisors in Residential Child Care**

For residential child care workers who have supervisory responsibilities there is also a wide range of acceptable qualifications ranging from SVQ4 in Health and Social Care or Community Justice, to social work, nursing and community education. Registrants should consult SSSC's list, and SIRCC for funded training places.

### **Heads of Residential Care Homes (Children and Young People and Adults) and Day Care (Adults)**

In addition to possessing a practice qualification from those listed, Heads of Care Homes and Day Care establishments must also possess a management qualification. A whole range of management qualifications is relevant. As long as the qualification is in management, has 60 SCQF credits and is at SCQF level 8 or above it is acceptable for registration. This includes:

- Leadership and Management for Care Services (and predecessor Registered Manager Award) (SVQ Level 4)
- PDA Certificate in Care Services Management (An SQA award offered predominantly by Further Education Colleges)



- Leading to Deliver (Scottish Executive funded leadership qualification delivered in collaboration with the Scottish Leadership Foundation and Robert Gordon University). *No longer available.*
- Open University management courses that are at least level 8, 60 credits e.g. K303 Managing Care (this has the advantage for some of being a distance learning qualification)
- SVQ4 in Management
- University Management Diplomas and Degrees (including MBA) that are confirmed at minimum SCQF level 8, 60+ credits

## Phase 2

Phase 2 covers all Adult Residential Care Workers, except Heads of Home who were covered in Phase 1, all Early Education and Childcare workers and all workers in Housing Support Services. Early Years and Playwork Services are not included in the remit of the Workforce Unit. For further information about qualifications for this group refer to [www.sssc.uk.com](http://www.sssc.uk.com)

## Adult Residential Care Workers

### Support Workers

Support workers are defined as workers who have delegated responsibility for providing support to adults using residential care.

The title 'Support Worker' is what is called a secondary classification of post based upon a definition of function. This does not mean that if you are called a 'support worker' you should register as a support worker. You must look at the definition, not the title, of your post. Many people with the title 'support worker' will actually register as practitioners because their posts meet that definition.

The qualifications for this category of worker include SVQ Level 2 Care or Direct Care or SVQ Level 2 in Health and Social Care or HNC Social Care, or Higher Education Certificate (HEC) in Care or Person Centred Approaches from Queen Margaret University (QMU) or Degree or Diploma in Curative Education from Aberdeen University or a qualification from a range of other qualifications in care, teaching, nursing and allied medical professions.

### Practitioners

Practitioners are defined as workers who provide care and support to adults using residential care and who have responsibility for co-ordinating the implementation of care plans. This may include holding key worker responsibilities.

Practitioners can register with SVQ3 in Care, Health and Social Care, Promoting Independence, Caring for Children and Young People and some Community Justice SVQs, as well as a range of other qualifications. The HNC Social Care (2005 revised award G7ME15), HNC Social Care (all other awards pre 2005) with the 3 SVQ Health and Social Care Units DK4R04 (HSC 31, Communication); DK4K04 (HSC 32, Health and Safety); and DK5704 HSC 33, Reflective Practice) and the HEC in Care

and Person Centred Approaches from Queen Margaret University are all now acceptable stand alone qualifications for practitioners.

## **Supervisors**

Supervisors are defined as workers who have responsibility for supervising staff and for overseeing and monitoring the implementation of care plans.

Supervisors can register with SVQ, HNC, HEC or other practitioner qualifications if they also undertake an additional 15 credits at SCQF level 7 or above in supervision or management. Alternatively supervisors can register with SVQ4 in Care, or Health and Social Care, or Community Justice (Work with Offending Behaviour or Work with Victims, Survivors and Witnesses), or a range of other qualifications without undertaking the additional 15 credits.

Available supervisory qualifications include:

- Open University B121 Managing in the Workplace (care sector version designed in conjunction with Scottish Care) (30 credits at SCQF level 7).
- SQA PDA in Health and Social Care Supervision (16 credits at SCQF level 7). This is specifically designed to meet the SSSC registration requirements for Supervisors and it contains two Higher National Units, 'Supervising the Protection of People' and 'Supervising People.'
- The Thistle Foundation Leading Others (15 credits at SCQF level 8) This courses aims to develop confident, skilled and principled managers. The course provides the next natural step for those within organisations who are being promoted or wish to be considered for promotion.
- Two (or more) Units from the Leadership and Management for Care Services Award.
- Two (or more) Units from SVQ level 4 Health and Social Care – provided they have a supervisory or management focus.
- Two units from the SQA PDA Certificate in Care Services Management.
- The new HNC Unit in Supervision plus one other relevant management unit.
- University courses (including the Open University) on Management/supervision subjects that meet the 15 credit, minimum SCQF Level 7 requirement.

For employees who envisage progressing to Head of Home or Day Care Service SVQ3 is insufficient for registration in that category, even with a management qualification. You may wish to consider undertaking an SVQ4 at this stage, or undertake 15 credits that will contribute to your SVQ4.

## **Housing Support Services**

Qualifications requirements for workers in housing support services were published by SSSC in October 2005. The workforce is divided into housing support workers, supervisors and managers.

**Housing Support Workers** are employed in the provision of housing support services as defined in Section 2 (27) of the Regulation of Care (Scotland) Act 2001. For these workers the qualifications criteria include SVQ2 in Health and Social Care or HNC Social Care and a range of other qualifications, including some CIH

(Chartered Institute of Housing) qualifications if these are combined with an appropriate SVQ principles of care unit.

**Supervisors** are defined as housing support workers who have responsibility for the supervision of other workers. For this group acceptable qualifications include SVQ3 in Health and Social Care combined with 15 credits of supervisory or management credits at SCQF level 7 or above, or SVQ4 Health and Social Care or a range of other qualifications, including some CIH qualifications as above.

**Managers** are defined as workers who manage a housing support service and are responsible for the supervision of other workers. Qualifications criteria include SVQ4 Health and Social Care with a management qualification of 60 credits at SCQF level 8 or above, or a range of combinations of practice and management qualifications, including some CIH qualifications.

**Guidance** has been issued by SSSC in relation to **skills sets** at different SVQ levels which aim to identify appropriate optional SVQ Units for staff in particular roles both for registration and Continuing Professional Development.

SVQ Skills Sets	SVQ Level
Adult Mental Health Services	SVQ3
Children and Families	SVQ3
Children with Additional Needs	SVQ3
Complex Physical Care Needs	SVQ2, SVQ3
Dementia	SVQ3
Drugs and alcohol	SVQ3, SVQ4
First line managers	SVQ4
Housing Support	SVQ2, SVQ3, SVQ4
Learning Disability	SVQ3
Physical Disabilities	SVQ2, SVQ3
Secure Accommodation for Young People	SVQ3, SVQ4
Supported Employment	SVQ3
Youth Justice	SVQ3, SVQ4

**Other groups** e.g. Day Care Workers, Care at Home Workers, are expected to register in later phases.

In planning for the learning and development of workers in these later phases employers should develop strategies that match qualifications with worker function, meet National Occupational Standards and are recognised within SCQF. The new SVQs in Health and Social Care, developed by the Sector Skills Councils, including SSSC, provide a wide range of optional units as well as core units at each of levels 2, 3 & 4 in: values, principles, well-being and protection; communication; health and safety; reflective practice and professional development. They are suitable for a wide range of posts. The 2005 HNC in Social Care has the advantage of containing 3 of the 4 core SVQ3 Health and Social Care units.

## **Post Registration Training and Learning (PRTL), Continuous Professional Development (CPD) and Lifelong Learning**

SSSC has set criteria for the post-registration training and learning (PRTL) for all categories of staff for whom the register is currently open.

Social Workers must do a minimum 15 days (90 hours) of PRTL within each three year registration period. At least 5 days (30 hours) to focus on working effectively with colleagues and other professionals to identify, assess and manage risk to vulnerable groups.

Newly qualified social workers must do a minimum of 24 days (144 hours) of PRTL within first 12 months of registration or within first 18 months if part time. At least 5 days (30 hours) to focus on working effectively with colleagues and other professionals to identify, assess and manage risk to vulnerable groups. The registrant must keep a record that must be returned to SSSC for checking after 14 months (20 months if part time)

Residential childcare managers and all residential childcare workers must do a minimum of 15 days (90 hours) of PRTL within each three year registration period.

Managers and all other workers in day care services for children must to a minimum of 10 days (60 hours) of PRTL within each five year registration period.

Managers of care home services for adults, managers of day care services for adults must do a minimum of 15 days (90 hours) of PRTL within each three year registration period.

All other workers in care home services for adults must do a minimum of 10 days (60 hours) of PRTL within each five year registration period.

PRTL can be gained in a variety of ways, for example through study, training, seminars, courses, reading, teaching or other activities e.g. shadowing, which can be reasonably expected to “contribute to your professional development and inform your practice”. A stipulated number of these days should in future be in the protection of vulnerable people, especially children.

PRTL records must be kept on a prescribed form that can be downloaded from the SSSC website.

The need to promote a lifelong learning culture which embeds continuing professional development for everyone within organisations is also being addressed and has been promoted in The National Strategy for the Social Services Workforce (Scottish Executive 2005), Changing Lives, the Report of the 21<sup>st</sup> Century Review of Social Work (Scottish Executive 2006) and The Continuous Learning Framework (Scottish Social Services Council/IRISS 2008). The ability to build career pathways in a variety of ways is important to these developments. **[See Appendix C]**

This document cannot be definitive in relation to an evolving and changing situation. Employers are advised to consult with SSSC if they have questions about particular qualifications or issues in relation to the qualifications criteria: [registration@sssc.uk.com](mailto:registration@sssc.uk.com)

## Appendix A

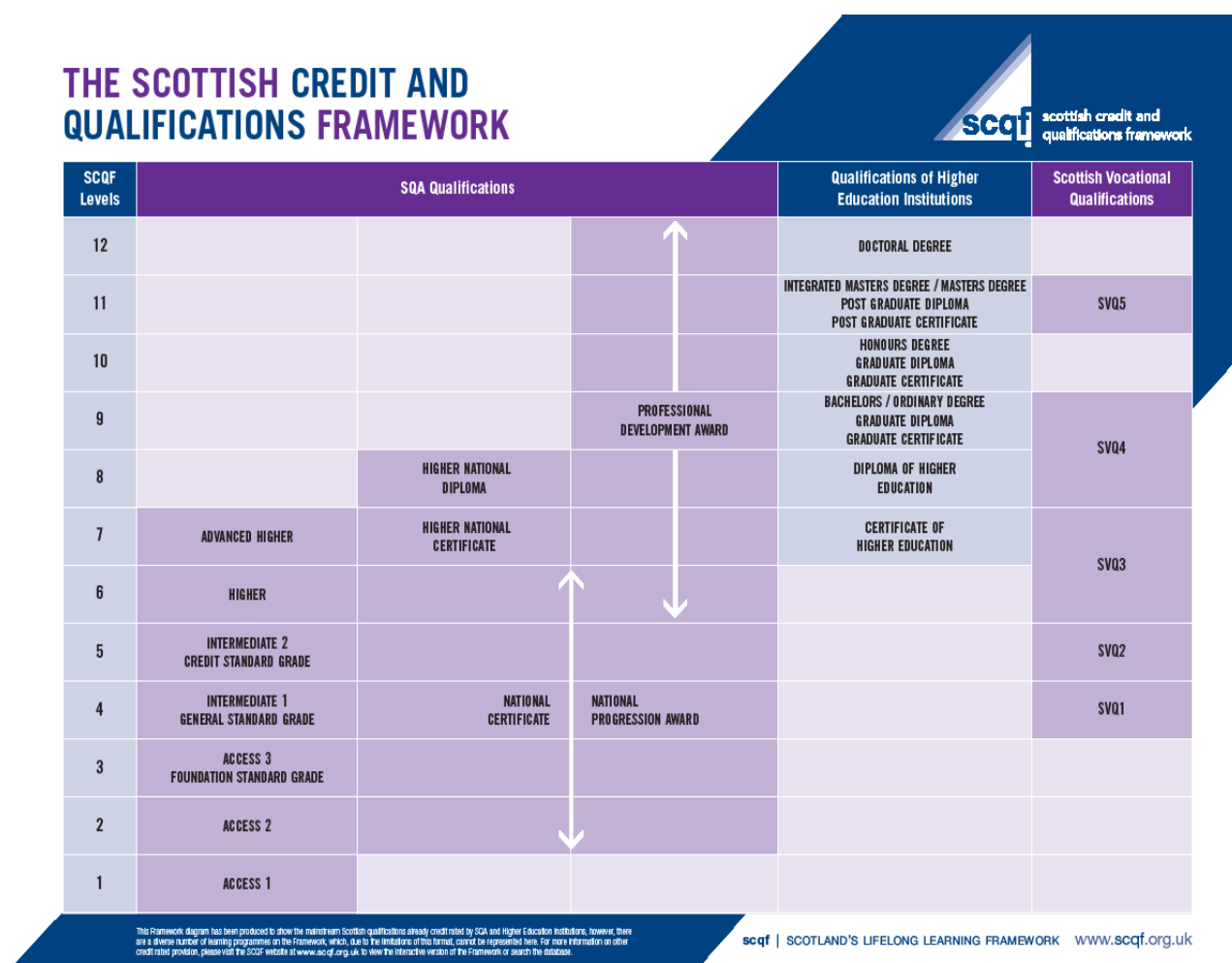
### What is the Scottish Credit and Qualifications Framework?

The SCQF brings all mainstream Scottish qualifications – both vocational and academic – into a single framework. It is designed to help learners, employers and educators understand how different qualifications relate to each other in terms of level and complexity.

#### SCQF aims to:

- Encourage logical educational pathways and lifelong learning
- Increase the accessibility of courses through enabling credit transfer and the recognition of prior learning – this should be particularly beneficial to candidates who left school with little or no education
- Enable learners to progress through or along the framework, avoiding duplication of previous learning

The Framework is outlined below:



## **How does SCQF work?**

SCQF is split into levels relating to the complexity of qualification in question. Levels range from the very basic education of Level 1, to Level 12, which is doctorate level. Most social services qualifications are at Level 5 or above.

Each award is also given a credit rating. Credits indicate the average time a qualification takes to complete, with one credit point equivalent to roughly 10 hours of learning. An HNC in Social Care, for example, is worth 96 credits, roughly equal to 960 hours of learning time.

Most qualifications are now designed on a credit basis, stipulating the amount and level of credit required. For example, to achieve a Higher National Diploma, a candidate would need to gain 96 SCQF credit points, with at least 48 of these at level 8.

## **Credit Transfer**

Within the SCQF Framework, credit points can be used to transfer from one qualification to another, for example, credit from an HNC course could be used to transfer to the second year of a degree course. This should reduce the amount of repetition of learning that candidates would otherwise face throughout their education and training.

It is important to note, however, that while SCQF points can be used to help candidates transfer from one programme to another, a distinction is made between 'general' and 'specific' credit. While general credit is assigned to a unit by the SCQF, the amount of 'specific' credit which can be transferred to another programme depends on the institution to which the candidate is applying. The amount of 'specific' credit requires the new institution to make a judgement comparing the outcomes of the previous learning with the requirements of the new course.

## **Recognising Prior Learning (RPL)**

Guidelines have been established to facilitate the recognition of prior informal learning (which has not previously been assessed or credit rated) within the SCQF framework.

This will include prior learning achieved through:

- Life and work experiences
- Informal learning
- Community-based learning
- Work based training
- Continuing Professional Development
- Voluntary work

Establishing an effective mechanism for recognising prior learning is a particularly important development for the social services sector, as a large proportion of the workforce has significant practical experience, but few, if any, formal qualifications relating to this experience. Allowing candidates to receive credit for experience already gained should not only provide a confidence boost, but also enable people

who would otherwise struggle to be accepted on any course to access formal education and training.

In order to achieve credit for prior learning, candidates will have to go through a process of reflecting on their experiences, and recognising what they have learned from this experience. These reflections are then used to value the experience within the SCQF framework.

The SCQF Social Services RPL working group have developed a set of resources to support the recognition of prior learning. These resources include:

- SCQF Social Services Recognition of Prior Informal Learning (RPL) Resource Pack
- SCQF Social Services Recognition of Prior Informal Learning (RPL) Profiling Tool for SVQ Health and Social Care (level 3)
- SCQF Social Services Recognition of Prior Informal Learning (RPL) Links to SVQ3 Unit HSC 33 – Reflect on and develop your practice
- SCQF Social Services Recognition of Prior Informal Learning (RPL) Mentor Guidance Pack

**Find out more...**

Detailed information about SCQF is available at [www.scqf.org.uk](http://www.scqf.org.uk)

RPL resources are available from [enquiries@sssc.uk.com](mailto:enquiries@sssc.uk.com) or phone 01382 207 101.

## Appendix B

### Timetable for Registration with the Scottish Social Services Council

Registration of social workers began in April 2003. Protection of the title of 'social worker' came into effect on 1 September 2005. Legislation came into force on 30<sup>th</sup> April 2009 that effectively set deadlines for registration with the SSSC for categories of the register open at that date.

The registration specifies 'Required Registration' dates for each category of the register after which employers will be committing an offence if, without reasonable excuse, they employ a worker in a post subject to registration who is not registered with the SSSC or other relevant regulatory body e.g. the Nursing and Midwifery Council.

#### Phase 1 timetable:

Category		Opened	Deadline
Qualified Social Workers		Opened April 2003	N/A
Students on the new social work honours degree & postgraduate courses		Opened May 2004	N/A
Care Commission Officers		Opened Dec 2004	Deadline 31 March 2010
Residential Childcare Services	Managers of Residential Childcare Services	Opened June 2005	Deadline 30 Sept 2009
	Workers with Supervisory Responsibilities	Opened Oct 2005	Deadline 30 Sept 2009
	All other Residential Child Care Workers	Opened July 2006	Deadline 30 Sept 2009
Managers of Residential Care Homes for Adults		Opened Jan 2006	Deadline 30 Nov 2009
Managers of Adult Day Care Services		Opened Jan 2006	Deadline 30 Nov 2009

Contact [registration@sssc.uk.com](mailto:registration@sssc.uk.com) or phone 01382 207 101 for further information.



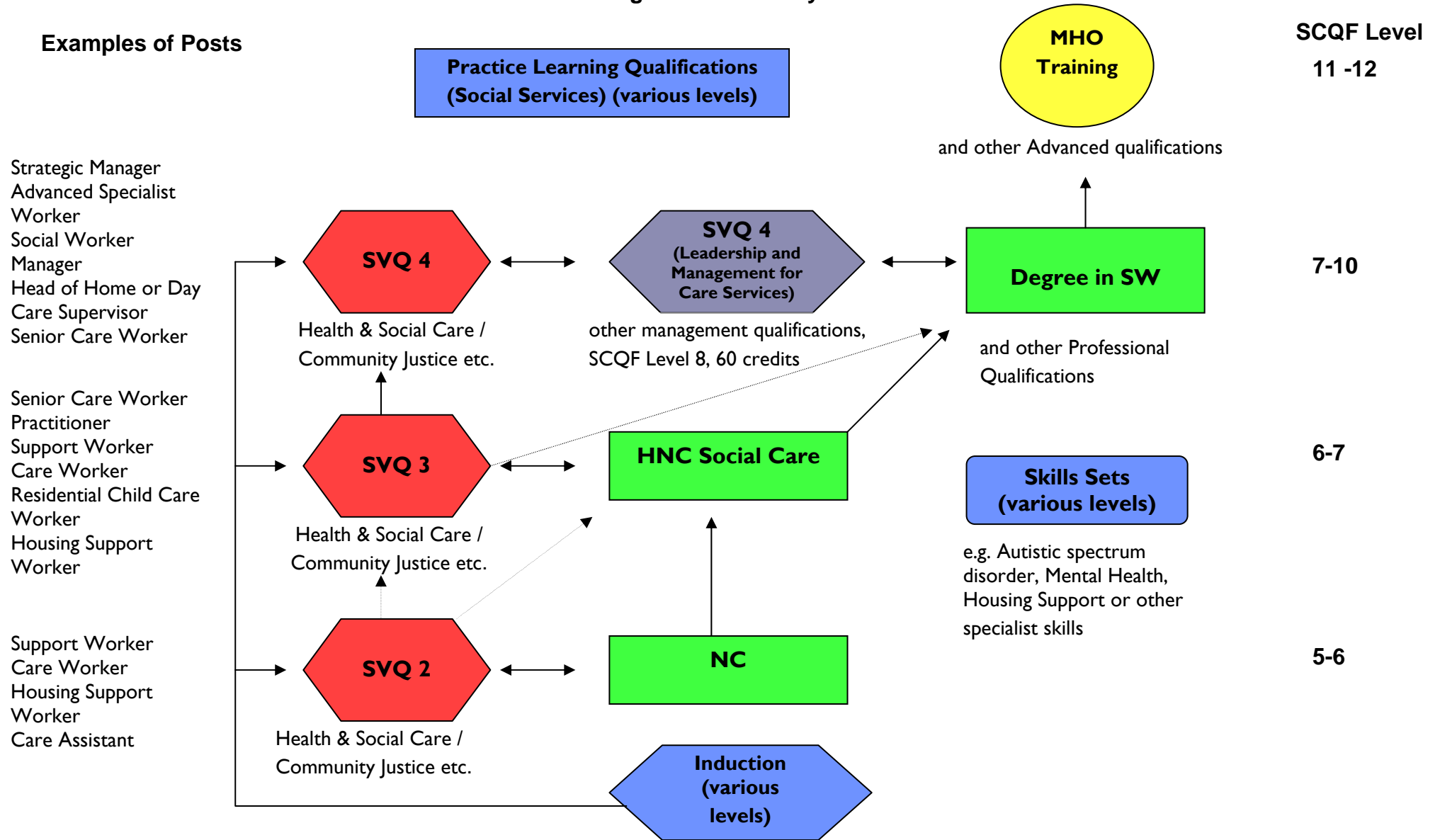
**Phase 2 timetable:**

<b>Category</b>		<b>Opened</b>	<b>Deadline</b>
Day Care of Children Services	Managers/lead practitioners	Opened Oct 2006	Deadline 30 Nov 2010
	Practitioners	Opened March 2007	Deadline 30 Sept 2011
	Support Workers	Opened Oct 2008	Deadline 30 June 2014
Adult Residential Care	Supervisors	Opened Oct 2007	Deadline 30 March 2012
	Practitioners	Opened Jan 2009	Deadline 29 March 2013
	Support Workers	Opened April 2009	Deadline 30 Sept 2015
Housing Support		From autumn 2009	TBA

Contact [registration@sssc.uk.com](mailto:registration@sssc.uk.com) or phone 01382 207101 for further information.

# Appendix C

## Building Career Pathways



## Glossary

**Care Commission** – The Scottish Commission for the Regulation of Care, known as the Care Commission is responsible for the regulation of care services in Scotland.

**Continuing Professional Development (CPD)** – CPD contributes to the lifelong learning of social service workers.

**Disclosure Scotland** - Disclosure Scotland is a service designed to enhance public safety by providing potential employers and the voluntary sector with criminal history information on individuals applying for posts.

**GSCC - General Social Care Council** is the social care workforce regulator in England.

**GTC – General Teaching Council** is the regulatory body for the teaching profession in Scotland.

**HNC/ Higher National Certificate** – A unit based qualification at SCQF Level 7.

**Learn Direct Scotland (part of Skills Development Scotland)**– provides advice on accessing a wide variety of training and development opportunities.

**NMC – The Nursing and Midwifery Council** is the regulatory body for the nursing and midwifery profession. It aims to protect the public by ensuring that nurses and midwives provide high standards of care to their patients and clients.

**SCQF – Scottish Credit and Qualifications Framework** – SCQF is a framework designed to help learners, educators and employers understand how different academic and vocational qualifications relate to each other in terms of level and complexity.

**SIRCC – Scottish Institute for Residential Child Care** is the centre for excellence, promoting good practice in the field of Residential Child Care.

**SQA – Scottish Qualifications Authority** - is the national body in Scotland responsible for the development, accreditation, assessment and certification of qualifications other than degrees.

**SSSC - Scottish Social Services Council** is the regulatory body for the Scottish Social Service Workforce. The Council has responsibility for the regulation of the social service workforce and its education and training, and the performance of Sector Skills Council functions.

**SVQ – Scottish Vocational Qualification** – A competence based qualification which is assessed in the workplace and awarded by a nationally recognised awarding body.

**UK NARIC – The National Recognition Information Centre for the United Kingdom** is the official source of information and advice on the comparability of international qualifications from over 180 countries worldwide with those in the UK.

## Understanding Qualifications Pathways

This document will be kept under review. Please provide us with feedback to help us to ensure that the next version provides the information you require.

- 1) Did you find this guide useful?
  
  
  
  
  
  
  
  
  
  
- 2) Can you identify any other areas we should include in this guide?
  
  
  
  
  
  
  
  
  
  
- 3) Is this document the right length? Too short? Too long? Does it cover areas in too much detail or not enough?
  
  
  
  
  
  
  
  
  
  
- 4) How could we improve this document?
  
  
  
  
  
  
  
  
  
  
- 5) Do you have any suggestions for other areas we should write guides about?
  
  
  
  
  
  
  
  
  
  
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Many thanks for your help.