

Qualifications for working in Residential Child Care (Employees without qualifications for registration and new entrants)

What qualifications do I need?

As a residential worker at any level, you will need to register with the [Scottish Social Services Council](#) (SSSC).

If you are a:

Residential child care worker (*In line with registration category*) - You must have or obtain one of the following:

- SVQ 3 Health and Social Care (at [SCQF Level 7](#)) plus HNC Health & Social Care (or an award of certificated knowledge with 96 credits at or above [SCQF Level 7](#))
- SVQ 3 Children's Care, Learning and Development (at [SCQF Level 7](#)) plus HNC Health & Social Care (or an award of certificated knowledge with 96 credits at or above [SCQF Level 7](#))

Residential child care workers with Supervisory Responsibilities - You must have or obtain one of the followings:

- SVQ 4 Health and Social Care (at [SCQF Levels 8 and 9](#))
- BA (Hons) Social Work (or equivalent)
- BA Social Pedagogy (University of Aberdeen)

A qualification meeting the registration requirements of the General Teaching Council for Scotland, Nursing and Midwifery Council, General Medical Council or one of the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Practitioner Psychologists
- Speech and Language Therapists.

A Degree or Diploma in Community Education, or equivalent, as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee.

Designated Managers - You must have or obtain one of the following:

- Any qualification in the category [residential child care workers with supervisory responsibilities](#)

Plus

- SVQ Leadership and Management for Care Services (LMCS) (Level 4)

Or

- Any award in management that is certificated at or above [SCQF Level 8](#) (minimum of 60 credits) showing evidence the award has been mapped against the National Occupational Standards (NOS): Leadership and Management for Care Services.

You can access the qualification criteria on the SSSC website:

www.sssc.uk.com/sssc/all-about-registration/qualification-criteria-residential-child-care-workers.html

Other qualifications may be deemed relevant and the best advice is to contact the SSSC (0845 60 30 891 or registration@sssc.uk.com)

Where do I get these qualifications?

HNC qualifications can be accessed through further education colleges and private training providers. You will need to work with your employer to decide the best route for you. Most employers prefer you to gain these qualifications on a day release or distance learning basis. Only by talking with the qualification providers will you know how they run their course. Ensure that the HNC provider is accredited with the [Scottish Qualifications Authority](#) (SQA) or the validity of your award could be in question.

SVQ qualifications will be achieved while you are working on an everyday shift pattern therefore you should not have to attend a college or training facility in order to complete (apart from a general induction and in some cases classes for 'knowledge evidence'). Colleges and private training providers will offer assessment for this award. Accreditation by SQA of the training provider is also essential.

How much do these qualifications cost?

Different providers charge different fees. Ensure you are very clear about what you are getting for your money, as there are different arrangements for provision. Someone who thinks they are getting their award at a cheap price may discover they have only obtained part of an award and another fee will be required in order to complete.

Who pays for these qualifications?

This will be dependent upon your employer. Some larger organisations and local authorities have training budgets to pay for this. In other cases the employee is expected to pay. Make sure you speak to the training provider as they may have different payment plans. Some organisations have a loan system where they will pay for your qualification and then redeem all or a proportion by deducting an agreed amount from your wage. Speak with your employer in order to be clear about financial implications

The following link provides information on possible sources of funding:

www.sssc.uk.com/ewd/funding-for-training/funding-for-training.html#

When do I have to have these qualifications by?

As an existing employee you should have registered with the SSSC. If you are a new worker you have six months from the point of obtaining your post to register. Once registered you will receive notification of the qualifications you need to obtain and also a date by which

you need to have these completed. Currently this date will be three years after the date of registration.

What happens if I do not meet the time set?

Theoretically if you do not obtain the qualifications required to work in residential child care you will not be allowed to continue working in this field. Advice from the SSSC is that they look at cases on an individual basis and in some circumstances they will grant an extension. You should discuss such matters with your employer and make sure you keep the SSSC informed of your circumstances.

What is the difference between the two qualifications?

The HNC qualification is designed to provide the practical and theoretical knowledge that you need in order to work effectively within social care. It provides the theory to help explain why you do the things you do and why young people face the challenges they do. SVQs assess competence **and** underpinning knowledge against occupational standards. They assess your competence in relation to the everyday skills you require in order to work in a professional manner. You may require training and development prior to assessment in order to bring your skills into line with the SVQ requirements.

I have qualifications. Do they count?

In relation to SSSC registration existing qualifications may count. For example, if you have a degree or another HNC qualification this could be accepted towards your registration and you may only need to complete the SVQ 3 in Health and Social Care. Some organisations will request that you complete the HNC Health & Social Care if they feel that the degree you have is not relevant to the care sector. The SSSC has a list of qualifications on their website that meet registration requirements. Talk to your employer and be clear about what they want you to do and always get clarification from the SSSC.

How long does it take to complete these qualifications?

The duration of the HNC will depend on the type of provision that your provider is offering. Some courses are day release and can take from 12-18 months, while distance learning courses can take up to 24 months. It is essential that you find out how the provider runs their course and also consider what style of learning suits you. Distance learning may seem like a good option for some as you do not need to attend a college/learning centre but the reality of being at home and motivating yourself to learn can be difficult, especially if you have not been in an educational environment for some time.

Will my employer give me time off to complete these qualifications?

Most organisations will allow you time if you need to attend college for a day release course for the HNC. In relation to the SVQ you are usually given time to meet with your assessor while on shift. You should discuss with your employer what their policy is. Once on your course you may also feel that you need some study time in order to complete assessments and reflective accounts. The provider of the qualifications may state to you that they feel this is a good idea but it is very unlikely they will have any influence over your employer to insist that this occurs. Speak with your line manager and ask what their policy is but be prepared for the response that if they are giving you time off shift to attend college or meet with an SVQ assessor other course-related work will have to be completed in your own time.