

# **Supporting Learning through Workplace Induction**

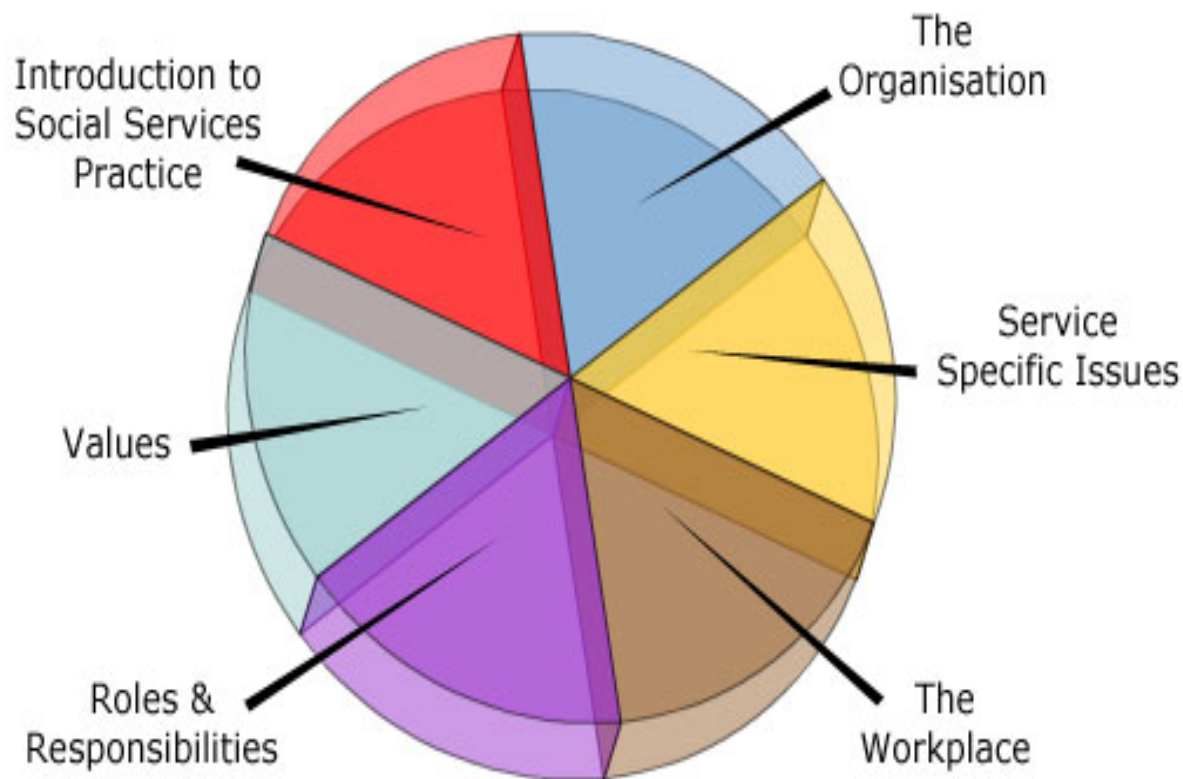
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# What is Induction?

Induction should...

- enable people to acquire the basic values, skills, knowledge and understanding to do their jobs safely and competently
- enable people to appreciate what they bring to their post that is already relevant
- provide a time of mutual evaluation and reflection by employer and employee
- establish a process of lifelong learning to include personal and professional development planning and keeping a learning and development log

# SSSC Induction Guidance



# Induction and RPL

<b>Profiling Tool</b>					
Examples from life experience	Learning and skills gained from prior experience	Evidence of application of prior learning to current practice	Match with Induction	Match with SVQ core units	Action I need to take
e.g. being a parent; working in a band etc.					

# Stories and Journeys

## Examples from the Social Service Sector in Scotland

- Alzheimer's Scotland
- Arc Scotland
- CrossReach
- Key Housing
- Social Care Association



# Moving From, Moving Towards

Moving From		Moving Towards
Induction as learning about tasks	→	Seeing induction as a time to establish values, skills, knowledge and
Starting from scratch; assuming inability	→	understanding Making the most of prior learning and experience
Induction as a discrete entity	→	Induction as part of a lifelong learning process
Every organisation deciding what it will do	→	Using SSSC guidance to establish areas of content
Organisations working independently of one another	→	Organisations and sectors working in partnership
Induction not linked to qualifications	→	Induction providing evidence that can be used for qualifications
A lack of support for organisations	→	Support and guidance available e.g. Workforce Unit and Learning Networks

# Useful Links

- VSSSWU: [www.ccpscotland.org/workforceunit](http://www.ccpscotland.org/workforceunit)
- Association for Real Change: [www.arcuk.org.uk](http://www.arcuk.org.uk)
- Alzheimer's Scotland: [www.alzscot.org](http://www.alzscot.org)
- Key Housing: [www.keyhousing.org](http://www.keyhousing.org)
- CrossReach: [www.crossreach.org.uk](http://www.crossreach.org.uk)
- Social Care Association: [www.socialcaring.co.uk](http://www.socialcaring.co.uk)
- Learning Networks:  
[www.learningnetworks.org.uk](http://www.learningnetworks.org.uk)
- SSSC: [www.sssc.uk.com/preparingforpractice](http://www.sssc.uk.com/preparingforpractice)

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