

Scottish Social Services Council

Workforce Planning Tool


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Background

- why workforce planning?
- what is workforce planning?
- role of SSSC in workforce planning
 - S.58 Regulation of Care (Scotland) Act 2001
- role of Skills for Care & Development in workforce planning

Approach Taken

- discussions with SIRCC, VSSSWU and ADSW
 - a guide
 - commissioning of software developer
 - prototype – April 07
 - final version available end-May 07
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Employers' Organisation model

-“Guide to Workforce Planning in Local Authorities”, EO, 2003

- 8 stage process:

- pre-planning
- data collection
- assessment of current position
- future needs



8 Stage Process (cont'd)

- gap analysis
 - strategies and action plans
 - evaluations against initial plans
 - evaluation against workforce planning process
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