

# Workforce Survey 2015

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In total 220 returns were received.

## Respondents Profile

### Job Category

Lead Practitioners	Practitioners	Support Workers	Unknown
104 (47%)	68 (31%)	35 (16%)	13(6%)

### Average Age

Lead Practitioners	Practitioners	Support Workers
45	34	39.6

### Average Pay

Lead Practitioners	Practitioners	Support Workers
£11.22	£8.04	£7.68

## Lead Practitioner Profile ( \* denotes average )

Profile			
Age *	45 (Range: 22-67)		
Gender	Male: 8 (8%)	Female: 96 (92%)	Unknown: 0
Registered disability	Yes: 0 (0%)	No: 104 (100%)	Unknown: 0

Workplace					
Sector	Voluntary: 52 (50%)	Private: 37 (35%)	Public: 6 (6%)	Other: 6 (6%)	Unsure: 3 (3%)

Professional Registration								
Registered SSSC / GTCS / Not Registered	SSSC: 101 (97%)		GTCS: 3 (3%)		No Reg: 0 (0%)		Unknown: 0	
Most recent registration date	2010: 5 (5%)	2011: 6 (6%)	2012: 15 (15%)	2013: 10 (10%)	2014: 17 (17%)	2015: 37 (36%)	Unsure: 8 (8%)	Unknown: 3 (3%)

Training							
Paid additional hours	Yes: 23 (22%)			No: 76 (73%)			Unsure: 5 (5%)
Extra hours required *	27						
Qualifications funded multiple answers possible	LA: 51 (49%)	Employer: 16 (15%)	Self: 27 (26%)	ILA: 17 (16%)	SAAS: 31 (30%)	Other: 7 (7%)	Unsure: 5 (5%)
Problems accessing qualifications	Yes: 35 (34%)			No: 62 (60%)			Unsure: 7 (6%)
SOSCN GIRFEC training	Yes: 61 (59%)			No: 43 (41%)			SOSCN & Other: 30 (29%)
Other GIRFEC training	Yes: 59 (57%)			No: 45 (43%)			No GIRFEC Training: 14 (13%)
Physical activity training	Yes: 25 (24%)			No: 79 (76%)			
Access ILA	Yes: 27 (26%)			No: 77 (74%)			Unsure: 0

Qualifications Opinions						
Please tell us about the content of the highest level qualification you have in relation to the following statements	Strongly Disagree:	Disagree:	Neutral:	Agree:	Strongly Agree:	Unknown:
The qualifications address the knowledge & skills required for me to do my job	2 (2%)	2 (2%)	9 (9%)	37 (35%)	52 (50%)	2 (2%)
The qualifications included in-depth knowledge of child development in middle-childhood (primary school-age)	2 (2%)	15 (14%)	18 (17%)	38 (37%)	28 (27%)	3 (3%)
The qualifications have given me the skills and knowledge to deliver quality play opportunities	2 (2%)	1 (1%)	15 (14%)	40 (39%)	44 (42%)	2 (2%)
The qualifications discussed children's rights and the United Nations Convention on the Rights of the Child (UNCRC)	2 (2%)	1 (1%)	5 (5%)	32 (30%)	62 (60%)	2 (2%)

## Qualifications Confidence

Please tell us about how confident you are about putting learning from qualifications into practice	Strongly Disagree:	Disagree:	Neutral:	Agree:	Strongly Agree:	Unknown:
I feel confident about using what I have learned through my qualifications & putting it into practice	1 (1%)	0	4 (4%)	38 (36%)	59 (57%)	2 (2%)
I am confident in knowing how to use GIRFEC and SHANARRI in my work	1 (1%)	4 (4%)	15 (14%)	44 (42%)	37 (36%)	3 (3%)
I am confident in applying the playwork principles in play opportunities in my service	1 (1%)	0	9 (9%)	41 (39%)	52 (50%)	1 (1%)
I am confident in applying the UNCRC in all aspects of my work	1 (1%)	2 (2%)	9 (9%)	40 (38%)	48 (46%)	4 (4%)
I am confident in involving children & seeking their participation in the running of the service	1 (1%)	1 (1%)	1 (1%)	30 (29%)	70 (67%)	1 (1%)

## Job Details

Term-time hours *	30
Holiday-time hours *	35
Wage *	£11.22 (range: £7.00 - £17.00)
Time working in OSC *	8.5 years

## OSC Opinion

See OSC as a career	Yes: 82 (79%)		No: 6 (6%)		Unsure: 16 (15%)	
Satisfied with job	Very: 60 (58%)	Fairly: 41 (39%)	Not very: 3 (3%)	Dissatisfied: 0	Unknown: 0	
Would like more hours	Yes: 30 (29%)		No: 65 (62%)		Unsure: 9 (9%)	

## Additional Job

Additional paid job	Yes: 16 (15%)		No: 88 (85%)		Unknown: 0	
Additional job in childcare	Yes: 7 (44%)		No: 9 (46%)		Unknown: 0	
Additional job hours *	16					

## Highest Level Qualification Achieved

BA (Honours) Childhood Practice	5 (5%)
BA Childhood Practice	16 (15%)
SQA PDA Childhood Practice (Level 9)	10 (9%)
Postgraduate Diploma in Childhood Practice	1 (1%)
Master of Education Childhood Practice	2 (2%)
SVQ 4 Playwork at SCQF Level 9	18 (17%)
SVQ 4 Children's Care, Learning and Development (CCLD) at SCQF Level 9	9 (9%)
SVQ 4 Social Services (Children and Young People) at SCQF 9	3 (3%)
SVQ 3 Playwork at SCQF Level 7	10 (10%)
SVQ 3 In Children's Care Learning and Development (CCLD) at SCQF 7	5 (5%)
SVQ 3 Social Services Children and Young People at SCQF Level 7	0
HNC Early Education and Childcare at SCQF level 7	3 (3%)
SVQ 2 Playwork at SCQF Level 6	0
SVQ 2 Children's Care Learning and Development (CCLD) at SCQF Level 5	0

HNC Additional Support Needs (Supporting the Individual)	0
National Progression Award Playwork and Child Care	0
The Early Years Developing Practice (The OU module E100)	0
PDA in Education Support Assistance at SCQF Level 6	0
No Qualification	2 (2%)
<b>Other Qualification</b>	<b>20 (19%)</b>
<b>Other Qualifications Held</b>	
BA (Hons) Childhood and Youth Studies	
BA Child and Youth studies	
BA community education	
BA Community Education	
BA in Professional Development in Childhood studies	
Bed (Hons) Primary	
BEd Degree primary education	
BEd Primary with Honours	
BMUS, LTCL	
Diploma in Teaching	
HND childcare and Education (level 8)	
HND childhood practice	
PDA childcare and education	
PDA Childhood Studies	
PDA early education and childcare SCQF level 8	

PDA level 8	
PGDE (Primary); BA Childhood studies(distinction)	
SVQ Early years childcare and education	
SVQ Level 3 Playwork	
SVQ4 PLAYWORK	

Highest Level Qualification Working Towards	
BA (Honours) Childhood Practice	5 (5%)
BA Childhood Practice	10 (9%)
SQA PDA Childhood Practice (Level 9)	16 (15%)
Postgraduate Diploma in Childhood Practice	4 (4%)
Master of Education Childhood Practice	2 (2%)
SVQ 4 Playwork at SCQF Level 9	3 (3%)
SVQ 4 Children's Care, Learning and Development (CCLD) at SCQF Level 9	2 (2%)
SVQ 4 Social Services (Children and Young People) at SCQF 9	2 (2%)
SVQ 3 Playwork at SCQF Level 7	1 (1%)
SVQ 3 In Children's Care Learning and Development (CCLD) at SCQF 7	0



SVQ 3 Social Services Children and Young People at SCQF Level 7	0
HNC Early Education and Childcare at SCQF level 7	0
SVQ 2 Playwork at SCQF Level 6	0
SVQ 2 Children's Care Learning and Development (CCLD) at SCQF Level 5	1 (1%)
HNC Additional Support Needs (Supporting the Individual)	0
National Progression Award Playwork and Child Care	0
The Early Years Developing Practice (The OU module E100)	0
PDA in Education Support Assistance at SCQF Level 6	0
No Qualification	55 (53%)
<b>Other Qualification</b>	3 (3%)
<b>Other Qualifications Working Towards</b>	
PDA Early years Level 8	
SVQ 4 Management	
SVQ level 3 early years childcare and education	

## Practitioner Profile ( \* denotes average )

Profile			
Age *	34 (Range: 18-56)		
Gender	Male: 7 (10%)	Female: 61 (90%)	Unknown: 0
Registered disability	Yes: 2 (3%)	No: 66 (97%)	Unknown: 0

Workplace					
Sector	Voluntary: 21 (31%)	Private: 38 (56%)	Public: 5 (7%)	Other: 2 (3%)	Unsure: 2 (3%)

Professional Registration								
Registered SSSC / GTCS / Not Registered	SSSC: 65 (96%)		GTCS: 0		No Reg: 3 (4%)		Unknown: 0	
Most recent registration date	2010: 6 (9%)	2011: 3 (4%)	2012: 3 (4%)	2013: 4 (6%)	2014: 11 (16%)	2015: 33 (49%)	Unsure: 3 (4%)	Unknown: 5 (8%)

Training								
Paid additional hours	Yes: 25 (37%)			No: 36 (53%)			Unsure: 7 (10%)	
Extra hours required *	23							
Qualifications funded multiple answers possible	LA: 18 (26%)	Employer: 26 (38%)	Self: 4 (6%)	ILA: 7 (10%)	SAAS: 16 (24%)	Other: 2 (3%)	Unsure: 12 (18%)	
Problems accessing qualifications	Yes: 11 (16%)			No: 52 (76%)			Unsure: 5 (7%)	
SOSCN GIRFEC training	Yes: 38 (56%)			No: 30 (44%)			SOSCN & Other: 19 (28%)	
Other GIRFEC training	Yes: 30 (44%)			No: 38 (56%)			No GIRFEC Training: 19 (28%)	
Physical activity training	Yes: 10 (15%)			No: 58 (85%)				
Access ILA	Yes: 21 (31%)			No: 43 (63%)			Unsure: 4 (6%)	

Qualifications Opinions						
Please tell us about the content of the highest level qualification you have in relation to the following statements	Strongly Disagree:	Disagree:	Neutral:	Agree:	Strongly Agree:	Unknown:
The qualifications address the knowledge & skills required for me to do my job	0	3 (%)	9 (%)	39 (%)	17 (%)	0
The qualifications included in-depth knowledge of child development in middle-childhood (primary school-age)	0	10 (%)	13 (%)	29 (%)	16 (%)	0
The qualifications have given me the skills and knowledge to deliver quality play opportunities	1 (%)	3 (%)	9 (%)	37 (%)	18 (%)	0
The qualifications discussed children's rights and the United Nations Convention on the Rights of the Child (UNCRC)	1 (%)	(0	10 (%)	29 (%)	28 (%)	0

## Qualifications Confidence

Please tell us about how confident you are about putting learning from qualifications into practice	Strongly Disagree:	Disagree:	Neutral:	Agree:	Strongly Agree:	Unknown:
I feel confident about using what I have learned through my qualifications & putting it into practice	0	0	4 (6%)	34 (50%)	30 (44%)	0
I am confident in knowing how to use GIRFEC and SHANARRI in my work	1 (1%)	6 (9%)	8 (12%)	36 (53%)	16 (24%)	1 (1%)
I am confident in applying the playwork principles in play opportunities in my service	0	3 (4%)	5 (7%)	35 (52%)	25 (37%)	0
I am confident in applying the UNCRC in all aspects of my work	0	2 (3%)	8 (12%)	39 (57%)	17 (25%)	2 (3%)
I am confident in involving children & seeking their participation in the running of the service	0	0	3 (4%)	30 (44%)	35 (52%)	0

## Job Details

Term-time hours *	21.5
Holiday-time hours *	27.5
Wage *	£8.04 (range: £6.80 - £13.35)
Time working in OSC *	5.1 years

## OSC Opinion

See OSC as a career	Yes: 47 (69%)	No: 12 (18%)	Unsure: 9 (13%)		
Satisfied with job	Very: 36 (53%)	Fairly: 26 (38%)	Not very: 6 (9%)	Dissatisfied: 0	Unknown: 0
Would like more hours	Yes: 34 (50%)	No: 23 (34%)	Unsure: 11 (16%)		

## Additional Job

Additional paid job	Yes: 24 (35%)	No: 44 (65%)	Unknown: 0
Additional job in childcare	Yes: 16 (67%)	No: 8 (33%)	Unknown: 0
Additional job hours *	21		

## Highest Level Qualification Achieved

BA (Honours) Childhood Practice	0
BA Childhood Practice	0
SQA PDA Childhood Practice (Level 9)	0
Postgraduate Diploma in Childhood Practice	0
Master of Education Childhood Practice	0
SVQ 4 Playwork at SCQF Level 9	6 (9%)
SVQ 4 Children's Care, Learning and Development (CCLD) at SCQF Level 9	2 (3%)
SVQ 4 Social Services (Children and Young People) at SCQF 9	0
SVQ 3 Playwork at SCQF Level 7	13 (19%)
SVQ 3 In Children's Care Learning and Development (CCLD) at SCQF 7	18 (27%)
SVQ 3 Social Services Children and Young People at SCQF Level 7	0
HNC Early Education and Childcare at SCQF level 7	9 (13%)
SVQ 2 Playwork at SCQF Level 6	4 (6%)
SVQ 2 Children's Care Learning and Development (CCLD) at SCQF Level 5	1 (1%)

HNC Additional Support Needs (Supporting the Individual)	0
National Progression Award Playwork and Child Care	0
The Early Years Developing Practice (The OU module E100)	0
PDA in Education Support Assistance at SCQF Level 6	0
No Qualification	4 (6%)
<b>Other Qualification</b>	11 (16%)
<b>Other Qualifications Held</b>	
Bachelor Degree Community Education	
Nc early education and childcare	
NNEB	
NQ Early years education and childcare	
NVQ 3 Childcare, Learning and Development	
Primary and English Teacher	
SVQ Level 2 and 3 childrens development	
SVQ Level 2 and 3 childrens development	

## Highest Level Qualification Working Towards

BA (Honours) Childhood Practice	1 (1%)
BA Childhood Practice	1 (1%)
SQA PDA Childhood Practice (Level 9)	1(1%)
Postgraduate Diploma in Childhood Practice	1(1%)
Master of Education Childhood Practice	0
SVQ 4 Playwork at SCQF Level 9	1(1%)
SVQ 4 Children's Care, Learning and Development (CCLD) at SCQF Level 9	1(1%)
SVQ 4 Social Services (Children and Young People) at SCQF 9	0
SVQ 3 Playwork at SCQF Level 7	5 (8%)
SVQ 3 In Children's Care Learning and Development (CCLD) at SCQF 7	0
SVQ 3 Social Services Children and Young People at SCQF Level 7	2 (3%)
HNC Early Education and Childcare at SCQF level 7	1 (1%)
SVQ 2 Playwork at SCQF Level 6	1 (1%)
SVQ 2 Children's Care Learning and Development (CCLD) at SCQF Level 5	0



HNC Additional Support Needs (Supporting the Individual)	0
National Progression Award Playwork and Child Care	0
The Early Years Developing Practice (The OU module E100)	0
PDA in Education Support Assistance at SCQF Level 6	0
No Qualification	49 (74%)
<b>Other Qualification</b>	4(7%)
<b>Other Qualifications Working Towards</b>	
BA (Hons) Childhood Studies	
PDA childhood practice level 8	
BA (Hons) Childhood Studies	

## Support Worker Profile ( \* denotes average )

Profile			
Age *	39.6 (Range: 18-74)		
Gender	Male: 7 (20%)	Female: 27 (77%)	Unknown: 1 (3%)
Registered disability	Yes: 2 (6%)	No: 32 (91%)	Unknown: 1 (3%)

Workplace					
Sector	Voluntary: 9 (26%)	Private: 18 (51%)	Public: 2 (6%)	Other: 2 (6%)	Unsure: 4 (11%)

Professional Registration								
Registered SSSC / GTCS / Not Registered	SSSC: 35 (100%)		GTCS: 0		No Reg: 0		Unknown: 0	
Most recent registration date	2010: 0	2011: 0	2012: 1 (3%)	2013: 1 (3%)	2014: 15 (43%)	2015: 15 (43%)	Unsure: 2 (5%)	Unknown: 1 (3%)

Training							
Paid additional hours	Yes: 19 (54%)			No: 11 (32%)		Unsure: 5 (14%)	
Extra hours required *	25.2						
Qualifications funded multiple answers possible	LA: 4 (11%)	Employer: 12 (34%)	Self: 3 (9%)	ILA: 4 (11%)	SAAS: 3 (9%)	Other: 2 (6%)	Unsure: 9 (26%)
Problems accessing qualifications	Yes: 1 (3%)			No: 27 (77%)		Unsure: 7 (20%)	
SOSCN GIRFEC training	Yes: 21 (60%)			No: 14 (40%)		SOSCN & Other: 12 (34%)	
Other GIRFEC training	Yes: 20 (57%)			No: 15 (43%)		No GIRFEC Training: 6 (17%)	
Physical activity training	Yes: 10 (29%)			No: 25 (71%)			
Access ILA	Yes: 8 (23%)			No: 26 (74%)		Unsure: 1 (3%)	

Qualifications Opinions						
Please tell us about the content of the highest level qualification you have in relation to the following statements	Strongly Disagree:	Disagree:	Neutral:	Agree:	Strongly Agree:	Unknown:
The qualifications address the knowledge & skills required for me to do my job	1 (3%)	1 (3%)	0	23 (66%)	5 (14%)	5 (14%)
The qualifications included in-depth knowledge of child development in middle-childhood (primary school-age)	1 (3%)	4 (11%)	4 (11%)	15 (43%)	6 (17%)	5 (14%)
The qualifications have given me the skills and knowledge to deliver quality play opportunities	1 (3%)	1 (3%)	3 (9%)	21 (60%)	4 (11%)	5 (14%)
The qualifications discussed children's rights and the United Nations Convention on the Rights of the Child (UNCRC)	2 (6%)	1 (3%)	4 (11%)	16 (46%)	7 (20%)	5 (14%)

## Qualifications Confidence

Please tell us about how confident you are about putting learning from qualifications into practice	Strongly Disagree:	Disagree:	Neutral:	Agree:	Strongly Agree:	Unknown:
I feel confident about using what I have learned through my qualifications & putting it into practice	1 (3%)	1 (3%)	3 (9%)	24 (69%)	4 (11%)	2 (6%)
I am confident in knowing how to use GIRFEC and SHANARRI in my work	1 (3%)	1 (3%)	9 (%)	19 (54%)	4 (11%)	2 (6%)
I am confident in applying the playwork principles in play opportunities in my service	1 (3%)	1 (3%)	4 (11%)	23 (66%)	5 (14%)	1 (3%)
I am confident in applying the UNCRC in all aspects of my work	1 (3%)	2 (6%)	6 (17%)	21 (60%)	3 (9%)	2 (6%)
I am confident in involving children & seeking their participation in the running of the service	1 (3%)	0	1 (3%)	23 (66%)	9 (26%)	1 (3%)

## Job Details

Term-time hours *	14.5
Holiday-time hours *	21.7
Wage *	£7.68 (range: £6.90 - £12.60)
Time working in OSC *	4.6 years

## OSC Opinion

See OSC as a career	Yes: 13 (%)	No: 14 (%)	Unsure: 8 (%)		
Satisfied with job	Very: 19 (54%)	Fairly: 11 (31%)	Not very: 2 (6%)	Dissatisfied: 2 (6%)	Unknown: 1 (3%)
Would like more hours	Yes: 17 (49%)	No: 15 (43%)	Unsure: 3 (8%)		

## Additional Job

Additional paid job	Yes: 17 (49%)	No: 18 (51%)	Unknown: 0
Additional job in childcare	Yes: 6 (35%)	No: 11 (65%)	Unknown: 0
Additional job hours *	16.8		

## Highest Level Qualification Achieved

BA (Honours) Childhood Practice	0
BA Childhood Practice	0
SQA PDA Childhood Practice (Level 9)	0
Postgraduate Diploma in Childhood Practice	0
Master of Education Childhood Practice	0
SVQ 4 Playwork at SCQF Level 9	0
SVQ 4 Children's Care, Learning and Development (CCLD) at SCQF Level 9	0
SVQ 4 Social Services (Children and Young People) at SCQF 9	0
SVQ 3 Playwork at SCQF Level 7	3 (9%)
SVQ 3 In Children's Care Learning and Development (CCLD) at SCQF 7	2 (6%)
SVQ 3 Social Services Children and Young People at SCQF Level 7	0
HNC Early Education and Childcare at SCQF level 7	1 (3%)
SVQ 2 Playwork at SCQF Level 6	7 (20%)
SVQ 2 Children's Care Learning and Development (CCLD) at SCQF Level 5	1 (3%)

HNC Additional Support Needs (Supporting the Individual)	1 (3%)
National Progression Award Playwork and Child Care	0
The Early Years Developing Practice (The OU module E100)	0
PDA in Education Support Assistance at SCQF Level 6	1 (3%)
No Qualification	14 (40%)
Other Qualification	5 (14%)
Other Qualifications Held	
National 5, Early Education and Childcare	
National qualification	
nc early education and child care intermediate 2	
Speech and Language Pathology Honours Degree	
SVQ2	

## Highest Level Qualification Working Towards

BA (Honours) Childhood Practice	0
BA Childhood Practice	0
SQA PDA Childhood Practice (Level 9)	0
Postgraduate Diploma in Childhood Practice	0
Master of Education Childhood Practice	0
SVQ 4 Playwork at SCQF Level 9	0
SVQ 4 Children's Care, Learning and Development (CCLD) at SCQF Level 9	0
SVQ 4 Social Services (Children and Young People) at SCQF 9	0
SVQ 3 Playwork at SCQF Level 7	2 (6%)
SVQ 3 In Children's Care Learning and Development (CCLD) at SCQF 7	1 (3%)
SVQ 3 Social Services Children and Young People at SCQF Level 7	0
HNC Early Education and Childcare at SCQF level 7	0
SVQ 2 Playwork at SCQF Level 6	3 (9%)
SVQ 2 Children's Care Learning and Development (CCLD) at SCQF Level 5	0



HNC Additional Support Needs (Supporting the Individual)	0
National Progression Award Playwork and Child Care	0
The Early Years Developing Practice (The OU module E100)	0
PDA in Education Support Assistance at SCQF Level 6	1 (3%)
No Qualification	24 (69%)
<b>Other Qualification</b>	4 (11%)
<b>Other Qualifications Working Towards</b>	
MA(Hons) Education	
Mandatory training	
PDA childhood practice level 8	
SVQ 4 Management	

