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Llywodraeth Cymru
Welsh Government

1607 Welsh Apprenticeship Pathway

in

Maternity and Paediatric Support

The content of this Pathway has been agreed by HEIW in collaboration with Healthcare Sector Employers. This is the only Apprenticeship Pathway in the Healthcare sector approved for use in Wales that is eligible for Welsh Government funding.

More Information can be obtained from:

FEAD DfES • Ty Afon
Bedwas Rd • Bedwas
Cf838WT

DfES-ApprenticeshipUnit@gov.wales
Gwefan • website: www.llyw.cymru
www.gov.wales

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LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway Maternity and Paediatric Support in Wales is 61 credits.

ENTRY REQUIREMENTS

Individuals wishing to undertake this Pathway must hold a relevant Level 2 qualification and should also:

- Show enthusiasm for working in the health sector
- Demonstrate the values of the employer organisation
- Have basic literacy, numeracy and communication skills on which the apprenticeship will build
- Have a suitable level of physical fitness to perform some aspects of the job roles (eg assisting in moving and handling of people)
- Be willing to undergo Disclosure and Barring Service checks
- Be flexible as there may be a requirement to work rotas

Individual health sector employers may have additional employment entry requirements e.g. a current driving licence would also be an advantage (and may be necessary for some roles).

Initial Assessment

Training providers and employers will use initial assessment to ensure that applicants have a fair opportunity to demonstrate their ability and to tailor programmes to meet individual needs, recognising prior qualifications and experience.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 3: Maternity and Paediatric Support

Qualifications

Participants must achieve the combined qualification below.

Level 3 Diploma in Maternity and Paediatric Support in Wales					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored Cymru	C00/3693/0	61	610	Combined	English-Welsh

Please see [Annex 1](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: Maternity and Paediatric Support	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	2	6

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Maternity and Paediatric Support	437	173

On/Off the Job Qualification details (Minimum Credit & Hours)

It is envisaged that this Apprenticeship Pathway will take on average 15 months to complete

On-the-job learning will comprise:

Agored Cymru Level 3 Diploma in Maternity and Paediatric Support in Wales
Evidence to support the application for an apprenticeship completion certificate for on-the-job training will include a copy of the qualification certificate for the above qualification detailing the units completed.

Off-the-job learning will comprise:

Level 2 Essential Skills Wales in Communication
Level 2 Essential Skills Wales in Application of Number
Level 2 Digital Literacy

Off-the-job training undertaken before the apprentice started their apprenticeship may count towards the off-the-job training required for the apprenticeship if it was undertaken in relation to an accredited qualification contained in the Pathway for which a completion certificate is to be applied for.

Evidence to support the application for an apprenticeship completion certificate for off-the-job training will include a copy of the qualification certificate for each of the above qualifications detailing the units completed.

It is expected that:

- On-the-job and off-the-job training hours are both planned, reviewed and evaluated jointly between the apprentice and a tutor, or teacher; their workplace supervisor or manager and, where relevant, the apprentice's coach or mentor.
- On-the-job and off-the-job training support via either a tutor, teacher, mentor or manager is made available when required by the apprentice.
- On-the-job and off-the-job training hours are delivered through one or more of the following methods: individual and group teaching; e-learning; distance learning; coaching; mentoring; feedback & assessment; collaborative / networked learning with peers; guided study.

On/Off the Job Essential Skills details

- 6 credits / 60 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 60 GLH Level 2 Essential Skills Wales Application of Number
- 6 credits / 60GLH Level 2 Essential Skills Wales Digital Literacy

OTHER ADDITIONAL REQUIREMENTS

n/a

JOB ROLES

The latest version of the job roles and job descriptions for this Pathway

Job title	Job role
Healthcare Support Worker / Healthcare Assistant	These roles provide vital assistance to Midwives and other healthcare professionals in diagnosing, treating and caring for patients. They look after the well-being and comfort of mothers and babies. They work in a variety of settings depending upon their role, including clinics, hospital or at home.
Maternity Support Workers	These roles work under the supervision of qualified midwives and assist in the care of mothers and babies. They undertake a range of routine clinical tasks and some administrative duties. They work in a variety of settings, depending upon their role, including clinics, people's homes and hospitals.
Paediatric Support Worker	These roles work under the supervision of qualified professionals and assist in the care of children and young people. They undertake a range of routine clinical and administrative duties. They work in a variety of settings, depending upon their role, including clinics, people's homes and hospitals.

PROGRESSION

On completion of this pathway, learners may progress onto further qualifications specific to their work context. A wide range of qualifications are available for use within the health sector. These may include further qualifications, a range of higher education qualifications or other work-related education and training to support Continuing Professional Development.

Progression should not just be seen as vertical. In some instances, progressing into another role at the same level may be just as rewarding as it offers the opportunity to develop new skills and knowledge.

Many maternity and paediatric support apprentices complete their apprenticeships and continue to work as Clinical support workers/ healthcare assistants /maternity support workers/ paediatric support workers with delegated responsibilities assigned to them by the practitioners they work alongside. They may also supervise other team members.

To become a Health Professional (e.g. Nurse, Midwife, Allied Health Practitioner) apprentices would have to progress from their apprenticeship to undertake a specific qualification, often a 3-year university Degree, which, on completion, would enable them to register as a professional. Apprentices who have achieved this Level 3 qualification will be guaranteed an interview on applying for an appropriate Health Professional undergraduate course.

Further detailed information and advice on careers within the health sector can be found at <http://www.wales.nhs.uk/>

Progression routes into:

- Level 4 qualifications
- HEI programmes

Progression from:

Some apprentices may have already undertaken a level 2 apprenticeship (eg Foundation Apprenticeship in Health – Clinical Healthcare Support & CCPLD).

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

There should be open recruitment to apprenticeships which is available to all who meet the stated selection criteria for the apprenticeship programme they are applying to. Skills for Health expects all partners involved in the delivery of the apprenticeship to comply with the Equality Act 2010 to ensure that applicants are not discriminated against, in terms of entry to and progression within the health sector.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection, recruitment and employment. All promotional, selection and training activities must be monitored and comply with legislation.

There is a gender imbalance within the health sector, which is a predominantly female workforce. All jobs are open to both males and females and are advertised accordingly. Male role models are positively promoted through marketing materials, photos and case studies. However, a perception that certain job roles are for women remains and this may prevent some males from applying to work in these job roles. Local apprenticeship programmes may be designed by employers to encourage a higher number of male applicants into these roles and into the workforce as a whole.

Skills for Health is not aware of any other imbalance in the take up of this particular Pathway. For all health apprenticeships local recruitment is encouraged to reflect the local community.

Skills for Health will monitor take up and achievement of all Apprenticeships and take steps to address any barriers to take up and achievement as part of our Sector Qualifications Strategy.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1

On completing the combined qualification the total number of credits which an apprentice will attain equals 65 which exceeds the statutory required minimum of 37 credits.

An integrated qualification at Level 3, which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

Relationship between competence and knowledge qualifications

Agored Cymru Level 3 Diploma in Maternity and Paediatric Support in Wales				
Unit Title	Level	Credit Value	Credits for Knowledge	Credits for Competence
Communication Skills for use within Healthcare Settings	Three	7	5	2
Fundamental Skills for Work Based Practice within the NHS in Wales	Three	16	7	9
Clinical skills for paediatric support for NHS Wales	Three	12	5	7
Wales Maternity Support Worker: Clinical Skills	Three	12	4	8
Wales Maternity Support Worker: Working as a Member of a Multidisciplinary Team	Three	4	2	2
Working within Multidisciplinary, Primary, Secondary and/or Community Teams	Three	2	1	1
Support Disabled Children and Young People and Those with Specific Requirements	Four	6	2	4
Cleaning, Decontamination and Waste Management	Two	2	2	0
Obtain and test capillary blood samples	Three	4	1	3
Understand How to Support Positive Outcomes for Children and Young People	Three	3	3	0
Understand Child and Young Person Development	Three	4	4	0
Promote Child and Young Person Development	Three	3	1	2
Work with Babies and Young Children to Promote their Development and Learning	Three	6	4	2
Engage Young Parents in Supporting Their Children's Development	Three	3	3	0
Carry out vision screening	Three	4	1	3
Wales Maternity Support Worker: Health, Safety and Security	Three	3	2	1
Wales Maternity Support Worker: Health Promotion	Three	2	1	1
Care of a Tracheostomy	Three	3	2	1
Supporting Long-Term Ventilation	Three	6	4	2
Healthcare Assistant (Maternity): Induction to Work in Maternity Care Settings	Two	3	2	1

Minimising Infection in Healthcare Settings within NHS Wales	Three	4	3	1
Provide Support for Mobility	Two	2	0	2
Develop and Run Support Groups	Three	3	1	2
Fundamentals of the Maternity and Paediatric support role	Three	3	2	1
Support and promote the health, wellbeing and the care of an infant	Three	9	4	5
Catheterisation and Care of the Catheter	Three	5	2	3
Anatomy and physiology for Maternity support	Two	3	3	0
Communicate with children and young people	Three	4	2	2
Prepare for and Carry out Enteral Feeding Techniques	Three	4	2	2
Healthcare Support Worker: Using Oxygen with newborns, infants and children	Three	3	2	1
Provide advice and information to enable parents to promote the health and wellbeing of their infants	Three	4	2	2
Principles of Safeguarding and Protection in Health and Social Care	Two	3	3	0
Anatomy and physiology for paediatric support	Two	5	5	0
Performing Oral Suctioning	Three	3	1	2
Performing Tracheal Suction	Three	3	1	2
Undertake Wound Dressings	Four	4	2	2