

apprenticeship FRAMEWORK

Health and Social Care

IMPORTANT NOTIFICATION FOR ALL APPRENTICESHIP STARTS FROM 14 OCTOBER 2016

Modifications to SASW came into effect on 14 October 2016. These changes relate to the **Essential Skills and Employer Rights and Responsibilities** requirements of a framework and they **ONLY** apply to new Apprenticeship starts on, or after, 14th October. Apprenticeship starts before this date must continue to meet the 2013 SASW requirements for Essential Skills and Employer Rights and Responsibilities.

For more details of the changes and how they will affect new apprenticeship starts, please read the following preface page to the framework document. NB: Please check the "Revising a Framework" section for information on any additional changes that may have been made to this framework.

Latest framework version?

For any previous versions of this framework: www.acwcerts.co.uk/framework_library

Issue date: 01 September 2019

Published By

Skills for Care & Development

Apprenticeship Certification
Wales

<https://acwcerts.co.uk/web/>

Document Status:
Issued



Contents

Framework information	3
Contact information	4
Revising a framework	5
Purpose of the framework	6
Entry conditions	9
Level 2: Foundation Apprenticeship in Health and Social Care (Wales)	11
Pathway 1: Health Sector	12
Pathway 2: Social Care (Adults)	21
Level 3: Apprenticeship in Health and Social Care (Wales)	30
Pathway 1: Health Sector	31
Pathway 2: Social Care (Adults)	40
Pathway 3: Social Care (Children and Young People)	49
Equality and diversity	58
On and off the job training	60
Wider key skills	64

Framework information

Information on the Issuing Authority for this framework:

Skills for Care & Development

The Apprenticeship sector for occupations in social care and the care of children and young people.

Issue number: 8	This framework includes:
Framework ID: FR04446	Level 2 <input checked="" type="checkbox"/> Level 3 <input checked="" type="checkbox"/> Level 4-7 <input type="checkbox"/>
Date this framework is to be reviewed by: 01/09/2021	This framework is for use in: Wales

Short description

This framework provides the only apprenticeship for people employed in delivering adult social care and social care to children and their families in Wales. It may also be suitable for some workers in the health sector who are not working in highly specialist or clinical areas. It provides opportunities for staff to qualify within the health and social care sectors to undertake e.g. care assistant, social care worker, residential care worker, health care assistant and health care support worker jobs.

Staff working in health or social care sectors can move between the sectors, by using appropriate continuing professional development and by obtaining additional professional development units relevant to the new role.

Contact information

Proposer of this framework

|Details of who proposed the framework|

Developer of this framework

Name: |Jacky Drysdale|

Organisation: |Skills for Care and Development (Social Care Wales and Skills for Health)|

Organisation Type: |Sector Skills Council|

Job Title: |Sector Lead|

Phone: |01745 586855|

Email: |jacky.drysdale@socialcare.wales|

Postal address: |Unit 19
Parc Busnes Llanelwy
Sir Ddinbych
LL17 0LJ|

Website: |www.ccwales.org.uk|

Issuing Authority's contact details

Issued by: |Skills for Care & Development|

Issuer contact name: |Contact Name|

Issuer contact phone: |0113 241 1240|

Issuer Email: |sscinfo@skillsforcare.org.uk|

Contact Details

Who is making this revision | Jacky Drysdale

Your organisation | Skills for Care and Development (Social Care Wales)

Your email address: | jacky.drysdale@socialcare.wales

Revising a framework

Why this framework is being revised

This framework is being rewritten to incorporate the new qualifications arising from the Qualifications Wales Review of Health, Social Care and Childcare Qualifications published in August 2016, and the development phase that followed.

Please note the qualifications available within this framework are a result of Qualifications Wales using their powers to restrict who can deliver qualifications for funding in Wales and are therefore only delivered by City and Guilds and/or WJEC through their consortium arrangement.

Summary of changes made to this framework

The QCF qualifications are being removed and the ESQ requirement for level 2 Frameworks are being reduced to the minimum requirement from the enhanced requirements.

Qualifications removed

Level 2 Diploma in Health and Social Care (Adults) in Wales and Northern Ireland

501/1809/2 Pearson EDEXCEL
501/1260/0 City & Guilds
600/1437/4 Agored Cymru
600/0697/3 Ascentis
600/4921/2 Skillsfirst Awards Ltd
600/3523/7 SQA
601/5701/X Innovate Awarding
601/6856/0 BIIAB

Level 3 Diploma in Health & Social Care (Children and Young People) for Wales and Northern Ireland (QCF)

501/1201/6 City and Guilds of London Institute
501/2374/9 Ascentis

501/1427/X Pearson EDEXCEL
600/1439/8 Agored Cymru
600/4900/5 Skillsfirst Awards Ltd

Qualifications added

C00/1238/4 City and Guilds Level 2 Health and Social Care: Core (Adults)
C00/1238/4 Level 2 Health and Social Care: Core (Children and Young People)
C00/1238/4 Level 2 Health and Social Care: Core (Adults and Children and Young People)
C00/1253/4 City and Guilds Level 2 Health and Social Care: Practice Qualification (Adults)
C00/1253/6 City and Guilds Level 3 Health and Social Care: Practice Qualification (Adults)
C00/1253/5 City and Guilds Level 3 Health and Social Care: Practice Qualification (Children and Young People)

Qualifications that have been extended

None

Purpose of this framework

Summary of the purpose of the framework

Rationale.

This framework provides the 'gold standard' of initial training for workers in joint health and social care jobs, or who work within social care. People working in a health setting may do this framework, but they may need to undertake one of the more specialist clinical health pathways.

Social Care

Social care employs around 100,000 people in Wales. This framework provides a broad based background to a wide variety of workers with a range of job titles, all undertaking similar generic roles and in some cases more specialised tasks or activities. The framework provides the qualifications required for full registration with Social Care Wales (for workers who may need to do so). Job titles vary by employer and include health care workers, social care workers, support workers, domiciliary care workers and senior care officers. The framework seeks to attract younger workers into the sector through the apprenticeship scheme since the sector has an ageing workforce and needs young recruits. There remains a need to increase the numbers of Welsh speaking staff to improve access to services for service users whose, first or preferred language is Welsh. This is in support of More than Just Words (a policy document to ensure that people using health and social care services can be offered and access services in Welsh if they wish) and 1 million Welsh Speakers by 2050. It is also suitable for existing staff, offering opportunities for training and development in new or different roles or across the health and social care sectors. Health and social care workers now operate within values and principles of the Social Services and Well-being (Wales) Act 2014

Most staff in social care are employed at level 2 support to individuals and families across the range of needs outlined above and in the settings also indicated above. Level 3 workers working more autonomously or in more demanding situations and providing support or supervision to other staff.

The roles and tasks of these workers are complex but are defined within the functional analysis that underpins the National Occupational Standards for Health and Social Care workers as follows:

- Work directly with people who have a range of needs to encourage and promote their well-being and potential by contributing to assessment, care provision, supporting carers, families and groups, building relationships etc.

- Identify and work with potential and actual risks and protect people as far as possible from danger, harm and abuse
- Work collaboratively with people inside and outside their own organisation to plan and implement an integrated and effective service
- Carry out organisational activities that support, deliver and manage health and social care services
- Review and develop their own competence and take responsibility for promoting best practice

Level 3 workers will undertake many or all of the above, but may also include for example:

- Carry out a range of delegated clinical/specialist tasks
- Undertake more complex roles in relation to e.g. changing behaviours, encouraging insight and independence
- Supervise other team members.

The Health Sector.

In the Health Care Sector this framework is suitable for healthcare assistants and health care support workers. People undertaking more specialist or clinical roles such as Pharmacy, Pathology, Decontamination, Operating Theatre Practice should complete the relevant specialist health care apprenticeship and not this one.

The health care sector is very large, employing some 2.2 million people across the UK with 120,000 of them in Wales. It includes the NHS and a significant number of independent and voluntary sector providers. The health sector's primary purpose is to bring about the highest level of physical and mental health for all citizens. It does this by:

- Promoting health, well-being and preventing ill health
- Diagnosing and treating injury and disease
- Providing care and support for those with a long term illness or disability who require the services of the NHS.

The NHS is made up of a large number of separate organisations. It includes: hospitals, community health services, and ambulance services; GP practices; NHS walk-in centres; dental services; pharmacies; and opticians. Many local services are managed and provided by Local Health Boards in Wales. These organisations are also responsible for planning and commissioning services for their local populations.

Health care support workers and health care assistants undertake the same range of tasks outlined above. Health care support workers tend to have some delegated responsibility for a range of tasks which enables the professionally qualified staff (doctors, nurses, allied professions) to fulfil their own roles more effectively.

Support from employers

Both Health and Social Care sectors welcome the contribution to training and development represented by the apprentices who make up a significant section of the workforce (more than 12000 starts in the year 2017-18 in Wales).

There have been significant changes to the social care sector in particular since the last major review in 2010. These changes include new legislation that seeks to transform the landscape and services of health and social care across Wales. The publication of A Healthier Wales, the new strategy for health and social care brings the promise of greater integration across the sectors. At Levels 2 & 3 there is increasingly qualification requirements for regulation or registration with Social Care Wales, for the workforce in social care, and the frameworks reflect those requirements.

They will produce a competent worker who can become a registered professional. Both the Health and Social Care Sectors now recognise that in order to meet the needs of employers and to meet the aspirations of those who use the services and work in them, the use of accredited qualifications that meet the regulatory needs of the workforce remain important. Employers have been closely involved with the development of the new qualifications contained in this framework and around 120 of them were also involved in the review and changes made to this framework.

Learning Providers

We consider that learning providers are working towards the optimum achievement levels within the sector, however during the recent Qualifications Review of the sector qualifications and learning system published in 2016, there were significant concerns identified in quality and consistency. Qualifications Wales therefore used their powers under the Qualifications Wales Act 2015, to restrict the awarding bodies who can deliver a new suite of qualifications for the sector. Following a procurement process a consortium comprising City and Guilds and WJEC (The Consortium) was appointed as the only provider for a 5 year period. Since 2017 Qualifications Wales, The Consortium, Social Care Wales and Health Education and Improvement Wales have been working together with the sector to develop these new qualifications that meet the changing needs and expectations across health and social care in Wales.

Learning providers have also been actively involved in the development of this new framework and over 300 representatives from all centres currently offering apprenticeships in health and social care in Wales have been part of the review.]

Aims and objectives of this framework (Wales)

The aims of the framework are:

- To contribute towards getting and maintaining a skilled and competent workforce in the health and social care sectors in Wales, that can deliver services flexibly, effectively and to a high standard.
- To provide an apprenticeship framework for social care workers working in adult care, or the social care of children and young people; and health care support workers (other than those offering clinical health care support) and also the growing number of joint health and social care workers.
- To contribute towards recruiting under-represented groups in the sectors including

younger people, men, Welsh Speakers, although it is clearly the role of the employer to make choices about the staff they employ.

Apprentices will gain a broad based training in the occupational area, work experience that leads to competency in the workplace and transferable skills that will support future learning and development.

Employers, regulators and learning providers have endorsed the training since it is based on the National Occupational Standards. It is hoped that the programme will lead to better retention and an increasingly qualified workforce. There are around 2500 people certified using this framework in Wales each year. Given the need to recruit and retain more workers, and the priority sector status given to it by the Welsh Government, it is likely that this number will rise in the coming years.

Objectives.

1. To enable employers to recruit and train new workers to meet the changing needs of services e.g. growth in ageing population and Home Care Services.
2. To support the development of the joint health and social care workers being recruited across Wales.
3. To enable employers to support the training of existing staff to meet regulatory requirements, thus improve retention of workers.
4. To assist with the recruitment of a more diverse workforce that reflects the community.

Career progression across health and social care may not always be vertical, but may involve 'expanding roles', working in different parts of the sector with different groups of people. New ways of working and new roles are constantly evolving to meet the social care and health care needs of the population. Staff working in health or social care sectors can move between the sectors now with the joint All Wales Health and Social Care Induction Framework and the new Core qualifications.

Entry conditions for this framework

Entry Requirements

Employers from the Health and Social Care Sector using these framework offer a broad range of skills training through the individual pathways, and welcome applicants from a wide range of diverse backgrounds and anticipate that they will have a wide range of experience, achievements and qualifications.

As a guide, the Health and Social Care frameworks are suitable for applicants who have at least four GCSEs grades D to E including English and Maths. The selection process by employers (or in partnership with learning providers) may include initial assessment where applicants will be asked if they have any qualifications or experience that can be accredited against the requirements of the apprenticeship.

Employers would be interested in applicants that:

- Are keen and motivated to work in a health and/or social care environment
- Are willing to undertake a course of training both on-the-job and off-the-job and apply this learning in the workplace
- Have previous work experience or employment in the sector
- Have a Welsh BaccaLaureate
- Have GCSEs, Key Skills or Essential Skills in English and Maths
- Have completed tests in basic numeracy, literacy and communication skills and have reached a minimum of level 1 in communication by qualification or assessment.

The tasks required in these apprenticeships involve keeping records (including statutory recordings), and high level verbal communication skills. Learners may be required to take tests in basic numeracy and literacy (and verbal communications skills in English and/or Welsh). There will also be an interview to ensure applicants have selected the right occupational sector and are motivated to become an apprentice, as undertaking an apprenticeship is a major commitment for both the individual and the employer.

Learners who have completed the Welsh BaccaLaureate or other full time college courses may have completed units or courses (e.g. the Core Qualification) which will provide credit or knowledge towards the Foundation Apprenticeship or Apprenticeship in Health and Social Care. Processes exist to make sure that applicants with prior knowledge, qualifications and experience are not disadvantaged by having to repeat learning. Training providers/colleges and awarding organisations will be able to advise on the current rules for accrediting prior

... Health and Social Care (Wales)Apprenticeship in Construction-Building apprenticeship FRAMEWORKS ONLINE learning and recognising prior experience. There are relaxations or proxies for transferable skills qualifications (Communication and Application of Number) and

these details can be found on the ACW website.

The job roles covered by this framework do involve working with adults and children at risk and are therefore liable to a clean enhanced Disclosure and Barring Service check (which has replaced the criminal records check and the independent safeguarding checks). In addition there are a range of characteristics and personal attributes that are required for all workers in these sectors, and employers are increasingly using values based recruitment.

A current driving license may be an advantage and may be required for some roles, especially in rural locations.

It should be noted that the practice qualifications contained within this framework require the collection of evidence from actual work activities and therefore people undertaking the level 3 qualifications must be undertaking tasks that meet the level 3 descriptors in order to complete the qualification.

What to consider at entry

Many employers will look for desirable skills and attributes in potential apprentices. These could include:

- Motivation to work and succeed within the sector/s.
- Good interpersonal skills, effective verbal and physical communication skills.
- Respect for individual people who use the services.
- A suitable level of physical fitness may be necessary in order to perform some aspects of the job roles, for example, assisting in the moving and handling of people who use the services.
- Willingness to undertake training and learning programmes and apply that learning in the workplace.
- Ability to demonstrate that they have the potential to complete the Diploma in Health and Social Care and other requirements that are part of the Apprenticeship.
- Willingness and ability to work a range of shift patterns since the services are offered every day of the year and 24 hours a day.
- An ability to work in small informal teams, demonstrating their listening skills and contributing towards decision making and professional practice.
- A positive non-judgemental and open-minded attitude and value-system.
- A standard of literacy and numeracy in keeping with the demands of the job.

Level 2

Title for this framework at level 2

Foundation Apprenticeship in Health and Social Care (Wales)

Pathways for the framework at level 2:

Pathway 1: Health Sector

Pathway 2: Social Care (Adults)

Level 2, Pathway 1: Health Sector

Description of this pathway

For Health Care Assistants and Health Care Support Workers employed by health sector employers not employed in specific clinical areas. Staff in clinical areas where a clinical healthcare framework exists should do that specialist area.

Entry requirements for this pathway in addition to the framework entry requirements

Entry requirements for this pathway are the same as for the framework.

Job title(s)	Job role(s)
Health Care Worker or Health Care Assistant	These roles provide vital assistance to healthcare professionals in diagnosing, treating and caring for patients. Many are involved in looking after the well-being and comfort of patients. They work in a variety of settings, depending on their role, including clinics, people's homes and hospitals.

Qualifications

Competence qualifications available to this pathway

C1 – Level 2 Health and Social Care: Practice Qualification (Adults)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	C00/1253/4	City & Guilds	35	175	N/A

Knowledge qualifications available to this pathway

K1 – Level 2 Health and Social Care: Core Qualification (Adults)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	C00/1238/4	City & Guilds	30	300	N/A

K2 – Level 2 Health and Social Care: Core Qualification (Adults and Children and Young People)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	C00/1238/4	City & Guilds	48	480	N/A

Combined qualifications available to this pathway

Relationship between competence and knowledge qualifications

The Core qualifications above provides the underpinning knowledge for the Practice qualifications. They are linked to the All Wales Induction Framework for Health and Social Care.

Total Knowledge credits are a minimum of **30 credits**, and the competency or practice qualifications a minimum of **35 credits**. With the required ESQs at 12 credits.

This pathway has a total credit rating of 72

The qualification covers the fundamental knowledge and understanding of the All Wales Induction Framework of Health and Social Care and reflects a range of different roles and settings. The content covers:

- The principles and values of health and social care
- Health and well-being
- Professional practice as a health and social care worker
- Safeguarding individuals
- Health and safety in health and social care.]

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Communication achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Application of Number achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework? **YES** **NO**

Progression routes into and from this pathway

Progression into the Foundation Apprenticeship

Since there are no formal entry requirements apprentices will come from a wide range of backgrounds including:

- schools and colleges
- work
- work experience
- unemployment (possibly through pre-employment courses such as Traineeships)
- training or experience in the sector
- following redundancy
- vocationally related knowledge qualifications from the sector (especially level 1 and 2 qualifications)
- Welsh Baccalaureate (PLL) Society, Health and Development
- Basic or Key Skills/Essential Skills Wales

There are however a number of desirable personal characteristics outlined in the Entry Conditions of this framework. Enhanced DBS checks are required and some offences may stop you from working in these sectors.

Progression from the Foundation Apprenticeship

Progression within the health and social care sector affords a wide range of opportunities for apprentices to take on new roles and responsibilities. Progression should also 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. This may involve specialising in working with a particular group of people e.g. supporting people with learning difficulties or dementia, or working in a particular setting such as supporting people at home.. The following list is offered as a guide and is not exhaustive:

Progression to Level 3 Apprenticeship in Health and Social Care (for those apprentices where job opportunities are available).

Please note apprenticeships in health and social care are not designed to follow level progressions but are related to job roles and function. People cannot therefore progress unless they take on a new role and new responsibilities. Learners must be undertaking level 3 tasks within their job role to be able to complete the qualification. This is required to demonstrate occupational competence.

Progression to some other job roles with the appropriate qualifications or experience could be.

- Social care worker
- Senior Care Officer/Support Worker (at level 3 with increased responsibilities, expertise and autonomy)
- Day Services Office
- Healthcare Support Worker
- Maternity Support Worker
- Physiotherapy Support Worker
- Occupational Therapy Support Worker

... Health and Social Care (Wales)
..... level 2
..... Pathway 1

- Dietetic Support Worker
- Speech and Language Support Worker

The above list is not exhaustive and job titles may vary by employer for more information please see the link

<http://www.skillsforhealth.org.uk/developing-your-organisations-talent/careers-information,-advice-and-guidance/>

UCAS points for this pathway:

|Framework Developer to complete with relevant info|

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework? **YES** **NO**

| Framework Developer to complete with relevant info |

|

Level 2, Pathway 2: Social Care (Adults)

Description of this pathway

Foundation Apprenticeship in Social Care (Adults) is for people working as care workers, or care and support workers for social care employers, or in joint health and social care jobs.

On completion the **Core Qualification is 30 credits**, the **Practice Qualification is 35 credits** and two essential skills qualifications are **12 credits**.

This makes a total of 77 credits for this pathway.

Entry requirements for this pathway in addition to the framework entry requirements

Entry requirements for this pathway are the same as for the framework.

Job title(s)	Job role(s)
Social Care Worker	Undertake a range of roles supporting the physical, social, emotional and intellectual needs of people who use social care and support services, to live independently in a range of settings including residential and day care, in the service user's own home, or other community setting.
Domiciliary Care Worker	Support individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) to live in their own homes.
Support Worker	Support people to live in e.g. sheltered housing projects, supported housing projects. They offer support to the physical, social, emotional and intellectual needs, to undertake community or social activities to support independent living.
Reablement Assistant	Support people (as above) to develop or regain life skills such as mobility, shopping, cooking, lost through e.g. disability or trauma.
Residential Care Worker	Provide support and care to individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) within a residential care setting.
Day Care Assistant	Provide support and care to individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) within a day care setting.
Home Care Assistant	Support individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) to live in their own homes.
Care and Support at home	Support individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) to live in their own homes.

Qualifications

Competence qualifications available to this pathway

C1 – Level 2 Health and Social Care: Practice Qualification (Adults)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	C00/1253/4	City & Guilds	35	175	N/A

Knowledge qualifications available to this pathway

K1 – Level 2 Health and Social Care: Core Qualification (Adults)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	C00/1238/4	City & Guilds	30	300	N/A

K2 – Level 2 Health and Social Care: Core Qualification (Adults and Children and Young People)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	C00/1238/4	City & Guilds	48	480	N/A

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

The Core qualifications above provide the underpinning knowledge for the Practice qualifications. They are linked to the All Wales Induction Framework for Health and Social Care.

Total Knowledge credits are a minimum of **30 credits**, and the competency or practice qualifications a minimum of **35 credits**. There are two ESQs 12 credits.

Total credit value is 77 credits.

The core qualification covers the fundamental knowledge and understanding of the All Wales Induction Framework of Health and Social Care and reflects a range of different roles and settings. The content covers:

The principles and values of health and social care

Health and well-being

Professional practice as a health and social care worker

Safeguarding individuals

Health and safety in health and social care.

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Communication achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Application of Number achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework? **YES** **NO**

Progression routes into and from this pathway

Progression into the Foundation Apprenticeship

Since there are no formal entry requirements apprentices will come from a wide range of backgrounds including:

- schools and colleges
- work
- work experience
- unemployment (possibly through pre-employment courses)
- training or experience in the sector
- following redundancy
- vocationally related knowledge qualifications from the sector (especially level 1 and 2 qualifications)
- Welsh Baccalaureate (PLL) Society, Health and Development
- Basic or Key Skills/Essential Skills Wales/ New Essential Skills

However we anticipate that people entering the framework will have already attained a level 1 communication (or meet the requirements through initial assessment) and will be working towards level 2 communication, given the reliance on communication in the sector. They must have good verbal communication skills in English and/or Welsh.

There are a number of desirable personal characteristics outlined in the Entry Conditions of this framework. Enhanced DBS checks are required and some offences may stop you from working in these sectors.

Progression from the Foundation Apprenticeship

Since there are no formal entry requirements apprentices will come from a wide range of backgrounds including:

- schools and colleges
- work • work experience
- unemployment (possibly through pre-employment courses)
- training or experience in the sector
- following redundancy
- vocationally related knowledge qualifications from the sector (especially level 1 and 2 qualifications)
- Welsh Baccalaureate (PLL) Society, Health and Development
- Basic or Key Skills/Essential Skills Wales/ New Essential Skills

However we anticipate that people entering the framework will have already attained a level 1 communication (or meet the requirements through initial assessment). They must have good verbal communication skills in English and/or Welsh. There are a number of desirable personal characteristics outlined in the Entry Conditions of this framework. Enhanced DBS checks are required and some offences may stop you from working in these sectors.

Progression from the Foundation Apprenticeship

Progression within the health and social care sector affords a wide range of opportunities for apprentices to take on new roles and responsibilities. Progression should also 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. This may involve specialising in a particular service group e.g. supporting people with learning difficulties or dementia, or working in a particular setting such as supporting people at home. Progression to Level 3 Apprenticeship in Health and Social Care (for those apprentices where job opportunities are available). Note the integrated qualification is based on the functions of the roles of the worker and people must be undertaking level 3 tasks within their job role to be able to complete the qualification. This is required for occupational competence.

Progression to some other job roles with the appropriate qualifications or experience could be:

- Social care worker
- Rehabilitation worker
- Re-ablement worker
- Senior Care Officer/Support Worker at level 3 with increased responsibilities, expertise and autonomy
- Day Services Officer
- Healthcare Support Worker
- Maternity Support Worker
- Physiotherapy Support Worker
- Occupational Therapy Support Worker
- Dietetic Support Worker
- Speech and Language Support Worker

Apprentices can, when qualified move between health and social care using the Core Qualification. The above list is not exhaustive and job titles may vary by employer for more information please see the link. <https://www.wecare.wales/>

<http://www.skillsforhealth.org.uk/developing-your-organisations-talent/careers-information,-advice-and-guidance/>

UCAS points for this pathway:

Framework Developer to complete with relevant info

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework? **YES** **NO**

Framework Developer to complete with relevant info

Level 3

Title for this framework at level 3

Apprenticeship in Health and Social Care (Wales)

Pathways for the framework at level 3:

- | | |
|------------|---|
| Pathway 1: | Health Sector |
| Pathway 2: | Social Care (Adults) |
| Pathway 3: | Social Care (Children and Young People) |

Level 3, Pathway 1: Health Sector

Description of this pathway

On completion of the Core qualification, a minimum of 30 credits will be obtained, plus 50 credits for Practice Qualification the required transferable skills (ESW) 12 credits. **(The total number of credits is therefore 92).**

While 30 of these knowledge credits are at level 2 (through the Core qualification) there are sufficient level 3 knowledge credits in the integrated practice qualification to meet the SASW requirements.

Level 3 Knowledge Credits from the Practice Qualification are contained within the Mandatory unit : 14 credits assigned to level 3 knowledge:

Supporting core practice in Health and Social Care (Adults)

This unit contains five outcomes that reflect the level 3 application of knowledge elements covered in the Level 2 Health and Social Care: Core (Adults) qualification:

1. Principles and values
2. Health, well-being, learning and development
3. Professional Practice as a health and social care worker
4. Safeguarding individuals
5. Health and Safety in health and social care

These five areas reflect the core principles that underpin the practice of all workers in the health and social care sector and reflects the underpinning knowledge that learners have gained through the Level 2 Health and Social Care: Core (Adults) qualification. This content has been developed to highlight the core values, principles and behaviours that any learner working in a Level 3 health and social care role should know and demonstrate at all times during their work.

This leaves 36 competency credits within the practice qualification.

Entry requirements for this pathway in addition to the framework entry requirements

Entry requirements for this pathway are the same as for the Framework. However apprentices must be operating at level 3:

'Achievement at level 3 reflects the ability to identify and use relevant understanding, methods and skills to complete tasks and address problems that, while well defined, have a measure of complexity. It includes taking responsibility for initiating and completing tasks and procedures as well as exercising autonomy and judgement within limited parameters. It also reflects awareness of different perspectives or approaches within an area of study or work.'

Job title(s)	Job role(s)
Health Care Worker OR Health Care Support Worker	This role provides vital assistance to healthcare professionals in diagnosing, treating and caring for patients. They look after the wellbeing and comfort of patients. Some have supervisory responsibilities at this level or undertake complex tasks without direct supervision.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

K1 – Level 2 Health and Social Care: Core Qualification (Adults)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	C00/1238/4	City & Guilds	30	300	N/A

K2 – Level 2 Health and Social Care: Core Qualification (Adults and Children and Young People)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	C00/1238/4	City & Guilds	48	480	N/A

Combined qualifications available to this pathway

B1 – Level 3 Health and Social Care: Practice Qualification (Adults)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	C00/1253/6	City and Guilds	50	240	N/A

Relationship between competence and knowledge qualifications

On completion of the Core qualification, a minimum of 30 credits will be obtained, plus 50 credits for Practice Qualification the required transferable skills (ESW) 12 credits. **(The total number of credits is therefore 92).**

While 30 of these knowledge credits are at level 2 there are sufficient knowledge credits in the integrated practice qualification to meet the SASW requirements.

Level 3 Knowledge Credits from the Practice Qualification are contained within the Mandatory unit: 14 (of the 18) credits assigned as level 3 knowledge: Supporting core practice in Health and Social Care (Adults)

This unit contains five outcomes that reflect the level 3 application of knowledge elements covered in the Level 2 Health and Social Care: Core (Adults) qualification:

1. Principles and values
2. Health, well-being, learning and development
3. Professional Practice as a health and social care worker
4. Safeguarding individuals
5. Health and Safety in health and social care

These five areas reflect the core principles that underpin the practice of all workers in the health and social care sector and reflects the underpinning knowledge that learners have gained through the Level 2 Health and Social Care: Core (Adults) qualification. This content has been developed to highlight the core values, principles and behaviours that any learner working in a Level 3 health and social care role should know and demonstrate at all times during their work.

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Communication achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Application of Number achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework? **YES** **NO**

Progression routes into and from this pathway

Progression into the Apprenticeship

Since there are no formal entry requirements apprentices will come from a wide range of backgrounds including:

- schools and colleges
- work
- work experience
- unemployment (possibly through pre-employment courses or Skill Build)
- training or experience in the sector
- following redundancy
- vocationally related knowledge qualifications from the sector (especially at level 2 qualifications)
- Welsh Baccalaureate (PLL) Society Health and Development
- Basic or Key Skills/Essential Skills Wales
- Foundation apprenticeships

There are however a number of desirable personal characteristics outlined in the Entry Conditions of this framework. Enhanced DBS checks are required and some offenses may stop you from working in these sectors.

Achievement at level 3 reflects the ability to identify and use relevant understanding, methods and skills to complete tasks and address problems that, while well defined, have a measure of complexity. It includes taking responsibility for initiating and completing tasks and procedures as well as exercising autonomy and judgement within limited parameters. It also reflects awareness of different perspectives or approaches within an area of study or work.

Progression from the Apprenticeship

Progression within the health and social care sector affords a wide range of opportunities for apprentices to take on new roles and responsibilities. Progression from this pathway may lead to further qualifications specific to the work context. A wide range of qualifications are available these may include higher level specialist qualifications, progression to some management roles or progression to HE to undertake professional qualifications such as social work or nursing or professions allied to medicine.

Progression should also 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. This may involve specialising in a particular group of people e.g. supporting people with learning difficulties or dementia, or working in a particular setting such as supporting people at home.

To become a qualified practitioner (e.g. nurse, allied health practitioner, healthcare scientist) apprentices would progress from their apprenticeship to undertake specific qualifications (often a 3 year university degree) but individuals would have to meet the specific entry requirement as outlined by their chosen HE providers.

Many health care support apprentices complete their apprenticeship and continue to work as health care support workers or health care assistants with delegated responsibility for a range of tasks. They may also supervise other team members.

... Health and Social Care (Wales)
..... level 3
..... Pathway 1

The health sector is also seeing the emergence of a new role: assistant practitioners. At present not all health sector employers use this role, but it is growing. It is likely these roles will grow in the coming years leading to education and learning pathways to support the development.

Health care apprentices can move to work in social care or joint jobs.

UCAS points for this pathway:

Framework Developer to complete with relevant info

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework? **YES** **NO**

Framework Developer to complete with relevant info

Level 3, Pathway 2: Social Care (Adults)

Description of this pathway

Apprenticeship in Social Care (Adults) for people working for social care employers, or in joint health and social care jobs.

Entry requirements for this pathway in addition to the framework entry requirements

Entry requirements for this pathway are the same as for the Framework. However apprentices must be operating at level 3:

'Achievement at level 3 reflects the ability to identify and use relevant understanding, methods and skills to complete tasks and address problems that, while well defined, have a measure of complexity. It includes taking responsibility for initiating and completing tasks and procedures as well as exercising autonomy and judgement within limited parameters. It also reflects awareness of different perspectives or approaches within an area of study or work.' In social care workers will often be in supervisory or senior roles.

Job title(s)	Job role(s)
Senior/Social Care Worker	Undertake a range of roles supporting the physical, social, emotional and intellectual needs of people who use social care and support services, to live independently in a range of settings including residential or day care, own home. Supervise other staff or undertake complex tasks.
Senior Domiciliary Care Worker.	Support individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) to live in their own homes. Supervise other staff or undertake complex tasks.
Senior Support Worker.	Support people to live in sheltered housing projects, supported housing projects, undertake community or social activities to support independent living. Supervise other staff or undertake complex tasks.
Reablement Officer	Support people (as above) to develop or regain life skills such as mobility, shopping, cooking, lost through e.g. disability or trauma. Supervise other staff or undertake complex tasks.
Senior Residential Care Worker	Provide support and care to individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) within a residential care setting. Supervise other staff.
Day Care Officer.	Provide support and care to individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) within a day care setting. Supervise other staff or undertake complex tasks.
Senior Home Care Worker.	Support individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) to live in their own homes. Supervise other staff or undertake complex tasks.
Senior care and support at home worker	Support individuals (e.g. older people, people with learning disabilities, people with mental health problems, people who are physically disabled, people with chronic health conditions) to live in their own homes. Supervise other staff or undertake complex tasks.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

K1 – Level 2 Health and Social Care: Practice Qualification (Adults)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	C00/1238/4	City & Guilds	30	300	N/A

K2 – Level 2 Health and Social Care: Core Qualification (Adults and Children and Young People)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	C00/1238/4	City & Guilds	48	480	N/A

Combined qualifications available to this pathway

B1 – Level 3 Health and Social Care: Practice Qualification (Adults)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	C00/1253/6	City and Guilds	50	240	N/A

Relationship between competence and knowledge qualifications

On completion of the Core qualification, a minimum of 30 knowledge credits will be obtained, plus 50 credits for Practice Qualification the required transferable skills (ESW) 12 credits.

The total number of credits is therefore 92.

While 30 of these credits are at level 2 there are sufficient knowledge credits in the Integrated practice qualification to meet the SASW requirements.

Level 3 Knowledge Credits from the Practice Qualification are contained within the Mandatory unit: 14 credits allocated to Level 3 knowledge.

Supporting core practice in Health and Social Care (Adults)

This unit contains five outcomes that reflect the level 3 application of knowledge elements covered in the Level 2 Health and Social Care: Core (Adults) qualification:

1. Principles and values
2. Health, well-being, learning and development
3. Professional Practice as a health and social care worker
4. Safeguarding individuals
5. Health and Safety in health and social care

These five areas reflect the core principles that underpin the practice of all workers in the health and social care sector and reflects the underpinning knowledge that learners have gained through the Level 2 Health and Social Care: Core (Adults) qualification but knowledge and application is required at level 3.

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Communication achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Application of Number achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework? **YES** **NO**

Progression routes into and from this pathway

Progression into the Apprenticeship

People undertaking a level 3 apprenticeship must be in a level 3 role. This will usually mean they have knowledge and experience within the sector and are in a supervisory or senior role.

Since there are no formal entry requirements apprentices will come from a wide range of backgrounds including:

- schools and colleges
- work
- work experience
- unemployment (possibly through pre-employment courses or Skill Build)
- training or experience in the sector
- following redundancy
- vocationally related knowledge qualifications from the sector (especially 2 qualifications)
- Welsh Baccalaureate (PLL) Society Health and Development
- Basic or Key Skills/Essential Skills Wales/ Essential Skills Qualifications Wales
- Foundation apprenticeships

There are however a number of desirable personal characteristics outlined in the Entry Conditions of this framework and employers are increasingly using values based recruitment. Enhanced DBS checks are required and some offences may stop you from working in these sectors.

Achievement at level 3 reflects the ability to identify and use relevant understanding, methods and skills to complete tasks and address problems that, while well defined, have a measure of complexity. It includes taking responsibility for initiating and completing tasks and procedures as well as exercising autonomy and judgement within limited parameters. It also reflects awareness of different perspectives or approaches within an area of study or work.

Progression from the Apprenticeship

Progression within the health and social care sector affords a wide range of opportunities for people to take on new roles and responsibilities. Progression from this pathway may lead to further qualifications specific to the work context and to management opportunities through the Step up the Management course, Advanced Practitioner Level 5 Diplomas and Management and Leadership level 5 Diplomas. A wide range of qualifications are available including progression to HE to undertake professional qualifications.

Progression should also not just be seen as vertical. In some instances moving into another role at the same level may be just as rewarding as it offers the opportunity to develop new skills and knowledge. This may involve specialising in a particular service group e.g. supporting people with learning difficulties or dementia, or working in a particular setting such as supporting people at home.

To become a qualified practitioner (e.g. nurse, allied health practitioner, healthcare scientist, or social worker) apprentices would progress from their apprenticeship to undertake specific

qualifications (often a 3 year university degree) but individuals would have to meet the specific entry requirements as outlined by their chosen HE providers.

Many health and social care apprentices complete their apprenticeship and continue to work as care or support workers or move on to supervise other team members in senior or management positions.

The social care sector in Wales is also seeing the emergence of a new role: e.g. social service practitioners and information advice and assistance workers. These roles can offer further career progression opportunities with HE Cert Social Service Practitioner or SSP Level 4 work based learning opportunities provided by some employers.

Health and social care apprentices can move across both sectors.

UCAS points for this pathway:

Framework Developer to complete with relevant info

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework? **YES** **NO**

Framework Developer to complete with relevant info

Level 3, Pathway 3: Social Care (Children and Young People)

Description of this pathway

Apprenticeship in Health and Social Care workers specialising in work with children and young people. In social care residential child care workers are required to register with Social Care Wales. This pathway provides them with all the required qualifications to continue their registration.

Entry requirements for this pathway in addition to the framework entry requirements

Entry requirements for this pathway are the same as for the Framework. However apprentices must be operating at level 3:

Achievement at level 3 reflects the ability to identify and use relevant understanding, methods and skills to complete tasks and address problems that, while well defined, have a measure of complexity. It includes taking responsibility for initiating and completing tasks and procedures as well as exercising autonomy and judgement within limited parameters. It also reflects awareness of different perspectives or approaches within an area of study or work.

Job title(s)	Job role(s)
Residential Child Care Practitioners	Support children and young people within a residential setting. The work involves being a role model, guidance with learning life skills and personal development.
Senior residential child care practitioners	Support children and young people within a residential setting. The work involves being a role model, guidance with learning life skills and personal development. It may involve supporting young people with very complex needs, taking responsibility for shifts or supervising other staff.
Child Care Worker	Support children and young people within a range of family or community settings. The work involves being a role model, guidance with learning life skills and personal development.
Senior Child Care Worker	Support children and young people within a range of family or community setting. The work involves being a role model, guidance with learning life skills and personal development. It may involve supporting young people with very complex needs, responsibility for shifts or supervising other staff.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

K1 – Level 2 Health and Social Care: Practice Qualification (Adults)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	C00/1238/4	City & Guilds	30	300	N/A

K2 – Level 2 Health and Social Care: Core Qualification (Adults and Children and Young People)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	C00/1238/4	City & Guilds	30	300	N/A

Combined qualifications available to this pathway

B1 – Level 3 Health and Social Care: Practice (Children and Young People)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	C00/1253/5	City and Guilds	50	240	N/A

Relationship between competence and knowledge qualifications

On completion of the Core qualification, a minimum of 30 credits will be obtained, plus 50 credits for Practice Qualification the required transferable skills (ESW) 12 credits.

(The total number of credits is therefore 92).

While 30 of these knowledge credits are at level 2 there are sufficient knowledge credits in the integrated practice qualification to meet the SASW requirements.

Level 3 Knowledge Credits from the Practice Qualification are contained within the Mandatory unit 14 credits are assigned to level 3 knowledge:

Supporting core practice in Health and Social Care (Adults)

This unit contains five outcomes that reflect the level 3 application of knowledge elements covered in the Level 2 Health and Social Care: Core (Adults) qualification:

1. Principles and values
2. Health, well-being, learning and development
3. Professional Practice as a health and social care worker
4. Safeguarding individuals
5. Health and Safety in health and social care

These five areas reflect the core principles that underpin the practice of all workers in the health and social care sector and reflects the underpinning knowledge that learners have gained through the Level 2 Health and Social Care: Core (Children and Young People) qualification. This content has been developed to highlight the core values, principles and behaviours that any learner working in a Level 3 health and social care role should know and demonstrate at all times during their work.

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Communication achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

Does this framework require Application of Number achievement above the minimum SASW requirement? **YES** **NO**

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework? **YES** **NO**

Progression routes into and from this pathway

No ICT or Digital Literacy now required

Progression into the Apprenticeship

Since there are no formal entry requirements apprentices will come from a wide range of backgrounds including:

- schools and colleges
- work
- work experience
- unemployment (possibly through pre-employment courses or Skill Build)
- training or experience in the sector
- following redundancy
- vocationally related knowledge qualifications from the sector (especially level 1 and 2 qualifications)
- Welsh Baccalaureate (PLL) Society Health and Development
- Basic or Key Skills/Essential Skills Wales/New ESW
- Foundation apprenticeships

There are however a number of desirable personal characteristics outlined in the Entry Conditions of this framework. Enhanced DBS checks are required and some offences may stop you from working in these sectors.

Achievement at level 3 reflects the ability to identify and use relevant understanding, methods and skills to complete tasks and address problems that, while well defined, have a measure of complexity. It includes taking responsibility for initiating and completing tasks and procedures as well as exercising autonomy and judgement within limited parameters. It also reflects awareness of different perspectives or approaches within an area of study or work.

Progression from the Apprenticeship

Progression within the health and social care sector affords a wide range of opportunities for apprentices to take on new roles and responsibilities. Progression from this pathway may lead to further qualifications specific to the work context and to management opportunities through the Advanced Practitioner Level 5 Diplomas and Management and Leadership level 5 Diplomas. A wide range of qualifications are available these may include further QCF qualifications, further specialisation, progression to some management roles or progression to HE to undertake professional qualifications.

Progression should also 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. This may involve specialising in a particular service group e.g. supporting young people with learning difficulties or in fostering or adoption services, or

working in a particular setting such as supporting young people leaving care. The extensive number of QCF units available in the sector enables a flexible approach to Continuous Professional Education and Learning both horizontally and vertically and a CPEL framework is being developed for social care managers and workers.

To become a qualified practitioner (e.g. nurse, allied health practitioner, healthcare scientist, teacher or social worker) apprentices would progress from their apprenticeship to undertake specific HE qualifications (often a 3 year university degree) but individuals would have to meet the specific entry requirement as outlined by their chosen HE providers.

Many health and social care apprentices complete their apprenticeship and continue to work as child care or support workers or move on to supervise other team members in senior positions.

The social care sector in Wales is also seeing the emergence of a new role: e.g. social service practitioners and information advice and assistance workers. These roles can offer further career progression opportunities with HE Cert Social Service Practitioner or SSP Level 4 work based learning opportunities provided by some employers.

Health and social care apprentices can move across both sectors.

UCAS points for this pathway:

Framework Developer to complete with relevant info

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework? **YES** **NO**

Delivery and assessment

Framework Developer to complete with relevant info

How equality and diversity will be met

The sectors are dominated at these levels by women; many of who are over 35 and the need to recruit younger staff and men in particular is promoted by the publication and use of this apprenticeship framework. It is equally important from our labour market intelligence that we must increase the numbers of Welsh speakers in social care and improve access to services through the medium of Welsh by this initiative. This will meet the Government expectation of More than Just Words and the Active Offer where people are offered and can receive their support through the medium of Welsh if they want to.

Skills for Health and Skills for Care and Development (Care Council for Wales) are very aware that the Health & Social Care Worker role is predominantly female dominated in terms of uptake. Care has traditionally been seen as 'jobs for women' and the need to attract more men into the profession to ensure care can be offered by men to men is important. In addition as traditional heavy industry jobs are lost in Wales more men are looking for work in the service industries and care and health are two of the largest employers in Wales. Gender imbalance is not unique to this framework as it is also an issue for the health, care and support sector as a whole.

The SSCs responsible for the compliance of the Health & Social Care framework, are not aware of any other imbalance in the take up of the framework by ethnic groups for instance. While there are a small number of workers from ethnic minorities, the number do correlate to those of the population.

The SSCs undertake to raise awareness and the need to promote equality and value diversity to employers, training providers and learners to try and encourage local recruitment to reflect the community on this apprenticeship framework.

The SSCs responsible for this framework seeks to improve the equality and diversity monitoring of all our frameworks via registration data and its certification of completions to assist with a better understanding of this issue. In addition the responsible SSCs are currently undertaking a marketing strategy producing materials to promote all its frameworks and particularly to engage both learners and employers with the Frameworks. This has involved producing bilingual material which promotes both younger people and male images in the sector.

There should be open recruitment of apprentices to the programme, which is available to all young people, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability who meet the stated selection criteria.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and

training activities must comply with the following relevant legislation such as:

The Equality Act 2010

The Welsh Language Act 1993 Chapter 38

The Care Standards Act 2000

Data Protection Act 1998

Employment Right Act 1996

Health and Safety at Work Act 1974

Human Rights Act 1998

Public Interest Disclosure Act 1998 (Whistle Blowing Charter)

Rehabilitation of Offenders Act 1974-1986

Amendment Sexual Discrimination Act 1976

Proposed Code of Practice – Recruitment & Employment of Gay Men & Lesbians

The Sector Skills Councils will retain overall responsibility for the development of the apprenticeship and for monitoring equality of opportunity, primarily by the analysis of statistical returns . Where questions arise concerning policy and practice, the Sector Skills Councils will work closely with the government departments concerned to identify causes and to implement positive action where appropriate.

On and off the job training

Summary of on- and off-the-job training

Level 2 : To satisfy the requirements of this framework, an apprentices will have to complete 1450 hours training over a 12 month period. This will include 312 hours **off the job** training (and 1138 hours on the job training).

For apprentices already employed within the sector, their previous or current work experience will have equipped them to move forward with the assessment of competence based tasks within a shorter time period and completion of the framework may take 8-12 months. The use of previous work experience or units of competence e.g. the completion of the All Wales Induction Framework for Health and Social Care or the Core qualification in school or college may further reduce the time taken.

Level 3 : To satisfy the requirements of this framework, an apprentice will have to complete **1994 hours training** over an 18 month period including **312 off the job** training hours and **1682 on the job** training hours.

For apprentices already employed within the sector, their previous or current work experience will have equipped them to move forward with the assessment of competence based tasks within a shorter time period and completion of the framework may take 12-14 months. The use of previous work experience or units of competence e.g. the completion of the All Wales Induction Framework for Health and Social Care or the Core qualification in school or college or through a foundation apprenticeship may further reduce the time taken.

The assessment planning process will be undertaken jointly with the apprentice, employer, assessor (tutor or teacher) and any workplace supervisors or mentors. It will determine what training and develop will happen, in what environment and also plan direct and naturalistic observations for the assessment of competence. The employer will indicate appropriate assessment points.

Off-the-job training

Level 2

For Pathway 1: the Health Pathway

For an apprentice, new to the sector, it is expected that they will require 312 hours off-the-job training.

For Pathway 2: Social Care (Adults)

For an apprentice, new to the sector, it is expected that they will require 312 hours off-the-job training.

Level 3

For Pathway 1: the Health Pathway

For an apprentice, new to the sector, it is expected that they will require 312 hours off-the-job training.

For Pathway 2: Social Care (Adults)

For an apprentice, new to the sector, it is expected that they will require 312 hours off-the-job training.

For Pathway 3: Social Care (Children and Young People)

For an apprentice, new to the sector, it is expected that they will require 312 hours off-the-job training.

How this requirement will be met

Off the job training is defined as any activity that takes the apprentice away from their normal working duties.

It might include:

- Some formal training course such as, Moving and Handling, Fire Safety, Protection of Vulnerable Adults and/or Children. This might happen in a college, with a learning provider or in your work place with trainers;
- Completing some specific modules relating to the knowledge based units of the diploma agreed by your learning provider and employer;
- Researching and completing the ERR booklet;
- Visiting other units or settings to extend your learning and understanding of the sectors;
- Private study and research to aid your learning, including e-learning where possible and appropriate;
- Coaching, mentoring which support your learning and development that takes place away from the actual working environment.
- Time with your assessor and mentor and/or employer discussing an assessment plan for the Diploma and making careful choices about the units you will take to meet the requirements of the diploma;
- Include selecting the correct context knowledge units from Optional unit B to ensure you understand more about the setting you are working in and the service users who you support;
- It will include planning the appropriate naturalistic direct observations to ensure competence for the competence units within the diploma, including which service users might be involved gaining service user permissions, using expert witness testimony if required etc;
- Time taken to formally assess the knowledge based units. This might include researching and writing comments or keeping reflective diaries, writing up reflective accounts, preparing work for and following your direct observations or completing written tasks or on-line assessments.

This Apprenticeship and the qualifications that are at its centre, underline the importance of the integration of knowledge into practice to ensure competence and protect public confidence and safety.

The assessment of competence is made in real work settings by skilled and occupationally competent assessors who also have additional qualifications in the assessment of competence,

and are accepted as qualified by the awarding organisation. Awarding organisations also retain quality assurance and external verifying responsibilities for the qualifications within this framework.

On-the-job training

On-the-job training includes workplace activity where skills are being applied in the course of an apprentice's normal work duties.

Level 2

For Pathway 1: the Health Pathway

For an apprentice, new to the sector, it is expected that they will require 1138 hours on-the-job training.

For Pathway 2: Social Care (Adults)

For an apprentice, new to the sector, it is expected that they will require 1138 hours on-the-job training.

Level 3

For Pathway 1: the Health Pathway

For an apprentice, new to the sector, it is expected that they will require 1682 hours off-the-job training.

For Pathway 2: Social Care (Adults)

For an apprentice, new to the sector, it is expected that they will require 1682 hours on-the-job training.

For Pathway 3: Social Care (Children and Young People)

For an apprentice, new to the sector, it is expected that they will require 1682 hours on-the-job training.

How this requirement will be met

On the job training hours relate to all activities that would normally be undertaken in the course of your working activities.

The learner, employer and learning provider together will keep a record of how this time is spent: showing what time is taken to complete these tasks and what tasks are achieved (e.g. reflective diary, supervision notes or performance reviews and diaries can all be used as evidence).

These might include:

- Supporting individuals or groups of people;
- Planning and completing activities;
- Undertaking roles and tasks as required by your employer;
- Observations, modeling and mentoring by more experienced staff
- Attending staff meetings and in situ training
- Recording information;
- Liaison with other professionals and preparing reports or charts;
- Attending supervision sessions with managers/mentors to discuss performance and development in relation to the work environment;
- Attendance at meetings relating to service users (to observe or participate).

The assessment principles for the qualifications at the heart of this apprenticeship require direct observation in real work settings before competence is agreed. The assessment planning and reflection however, are part of the off the job hours identified above.

Wider key skills assessment and recognition

While Wider Key Skills are not a **mandatory** part of the framework, training providers are encouraged to provide apprentices the opportunity to achieve them.

For this framework, there are natural opportunities for Wider Key Skills to be embedded within the mandatory units of the following qualifications:

Enter Qualification Names

Improving own learning and performance

This includes developing independent learners who are clearly focused on what they want to achieve and able to work towards targets that will improve the quality of their learning and performance. The standards include process skills, e.g., target-setting, planning, learning, reviewing and interpersonal skills, e.g., communicating own needs, accepting constructive feedback, negotiating learning opportunities and support. This is already covered within the Diplomas in a range of the mandatory units at levels 2 and 3 L/601/5470 Introduction to personal development in health, social care or children's and young people's settings A/601/1429 Engage in personal development in health, social care or children's and young people's settings. There was no support from the sector employers or learning suppliers that Wider Key Skills were required in addition. **This is therefore not an additional requirement.**

Working with others

This includes process and interpersonal skills to support working cooperatively with others to achieve shared objectives, work cooperatively and have regard for others. This is already covered within the Diplomas across a range of the mandatory units at levels 2 and 3 and therefore there was no support from the sector employers or learning suppliers that Wider Key Skills were required in addition. This is therefore not an additional requirement.

Problem solving

This includes encouraging learners to develop and demonstrate their ability to tackle problems systematically, for the purpose of working towards their solution and learning from this process. Three types or combinations of problems are dealt with: diagnostic problems that depend primarily on analysis to arrive at conclusions, design problems that depend mainly on synthesis to create a product or process, and contingency problems that typically involve resource planning and gaining the cooperation of others, eg when organising an event. Problem solving is central to the role and competence of health and social care workers and integral to many of the units within the Diploma. There was no support from the sector employers or learning suppliers that Wider Key Skills were required in addition. This is therefore not an additional requirement.

apprenticeship FRAMEWORK

For more information visit-
www.acwcerts.co.uk/framework_library