

“we help people who
do a great job do it
better”

UKHCA Annual England Conference

16 September 2010

Changes to Induction and Qualifications

- Refreshed Common Induction Standards (CIS)
- Qualifications and Credit Framework (QCF)
- Why should I be concerned?

CIS refresh

Background

- Huge success for Skills for Care and valued resource
- Almost 5 years old
- Opportunity to revisit the standards to ensure currency
- Personalisation, Qualifications and Credit Framework
- Need to fit with Health and Social Care Diploma requirements, the General Social Care Council Codes of Practice and the Common Core Principles for Self Care

CIS refresh - update

| | |
|------------------|---------------------|
| Jan - Mar | Public consultation |
| May | Signed off |
| June | Launch |
| June 2010 - 2011 | Transition phase |
| June 2011 | Review |

CIS refresh - update

Revised standards

Mapped to mandatory units for H&SC Diploma

1. Role of health and social care worker
2. Personal Development
3. Communicate effectively
4. Equality and Inclusion
5. Principles for implementing duty of care
6. Principles of Safeguarding in Health and Social Care
7. Person Centred Support
8. Health and safety in an adult social care setting

CIS refresh - Tools and materials

Current refreshed –available on website NOW

- Common Induction Standards log book and certificate
- Common Induction Standards managers guide
- Common Induction Standards with glossary
- Common Induction Standards workers guide

CIS refresh -Tools and materials - In progress

2 Priced publications – available before end of year

1. Workbook tool for learners

- Assist learners in completion
- Enable recording and gathering of learning
- Opportunity to store learning records
- Demonstrate links to other Skills for Care products

2. Guide for managers signing off Common Induction Standards

- Based on format of '12 weeks and beyond'
- Provide guidance as to appropriate evidence

How to find out more...

For more info on:

- Refreshed Common Induction Standards (2010)
- Refreshed publications
- FAQs

• Visit our website

[www.skillsforcare.org.uk/entry to social care](http://www.skillsforcare.org.uk/entry_to_social_care)

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Qualifications and Credit Framework (QCF)

- History of past qualifications
 - Quality but not connected
 - Confusion of specialism and genericism
 - Confusion over competence and knowledge
 - Narrow in focus

Strategic vision for the new qualifications

- Some strategic principles!
 - The qualification to fit the worker - not the worker to fit the qualification
 - Develop robust yet flexible qualifications
 - Connect as many qualifications as possible
 - Use one unit many times
 - Bridge the knowledge competence gaps

qualification development

Priority qualifications:

- Health and Social Care NVQ at L2 and L3
 - **replaced by the HSC Diploma at L2 and L3**
- Level 4 NVQ in Health and Social Care Leadership and Management in Care Services
 - **replaced by the Level 5 Diploma in Leadership in Health and Social Care**

HSC diploma at L2 and L3

3 optional pathways:

- generic diploma
- 2 specialist pathways in:
 - Learning disabilities
 - Dementia

structure – level 2/3 HSC diploma

Level 2 HSC Diploma:

- Total credits = 46 credits or more
- Credits from Group A = 24 credits
- Combined credits from Groups B and C must total at least 22 credits

Group A

Mandatory Units



Group B

Specialist (Learning Disabilities/Dementia)

Or

Generic Pathway Units - Optional



Group C

Optional Units

Level 3 HSC Diploma:

- Total credits = 58 credits or more
- Credits from Group A = 28 credits
- Combined credits from Groups B and C must total at least 30 credits

level 2 and 3 HSC diploma mandatory units

9 mandatory units covering:

- Personal Development
- Communication
- Equality and Inclusion
- Duty of Care
- Role of Health and Social care worker
- Safeguarding of Vulnerable Adults
- Person-centred Support
- Health and Safety
- Handling information

level 5 diploma in leadership in health and social care

Why a level 5?

- Comparisons with old framework and new
 - Levels 2 and 3 = new levels 2 and 3
 - Level 4 sits more comfortably at level 5
- Previous HSC level 4 and LMCS quals are still valid and do NOT have to be repeated!
- Opportunities for progression from the HSC Senior Practitioner to Management role ensuring no duplication

new qualifications

- Certificate in Supporting Individuals with Learning Disabilities – level 2 and 3
- Dementia award (knowledge only) – level 2 and 3
- Dementia Certificate – level 2 and 3

new qualifications - continued

- Assisting and moving individuals - level 2 award
- Activities Organiser - level 2 and 3 awards and certificates
- Preparing for work in the care sector - level 2 and 3
- Commissioning, Procurement and Contracting in Care Services - level 3, 5 and 7 diploma

dementia qualifications

Launched in Sept 2010

- **Level 2 Award Awareness of Dementia**
(knowledge only)
- **Level 2 Certificate in Dementia Care**
- **Level 3 Award Awareness of Dementia**
(knowledge only)
- **Level 3 Certificate in Dementia Care**

where we're going next...

Just the beginning...

- Ongoing development of new units and qualifications
- Need to identify gaps

You can help!

- To provide knowledge and expertise for future units and qualifications development

Should I be concerned?

- Has my organisation seen the 'Meeting the workforce regulations: Skills for Care advice on CQC's workforce – specific outcomes'?
- Is my workforce aware of the CIS and QCF changes?
- Is my training provider aware?

How to find out more...

- Visit our website www.skillsforcare.org.uk/qcf
 - information leaflets
 - presentations
 - FAQs
 - Approved QCF units

- For regular updates sign up to our e news:
marketing@skillsforcare.org.uk