# 1501 Welsh Apprenticeship Pathway in Health and social care Level 2, Level 3, Level 4 and Level 5

The contents of this pathway has been agreed by Social Care Wales. This is the only apprenticeship pathway in the health and social care sector approved for use in Wales that is eligible for Medr funding.

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## Short description of the framework

This framework provides the only apprenticeship for people employed in delivering adult social care and social care to children, young people 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 jobs such as:

* care assistant
* social care worker
* residential care worker
* health care assistant
* health care support worker.

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

## Purpose of the framework

**Rationale**

This framework provides the ‘gold standard’ of initial training for learners working in joint health and social care jobs, or within social care. Learners working in a health setting may do this framework, but they may need to undertake one of the more specialist clinical health pathways. This framework is designed to develop knowledge and skills and to confirm the occupational competence of workers and managers. This framework includes higher apprenticeships.

**Social care**

A strong social care system in Wales ensures that we are able to reduce the impact of disadvantage through poverty, neglect, illness or disability. These disadvantages often lead to health inequalities and poorer prospects for children reaching their potential or for adults achieving a fulfilled life.

The vision for social care is clear: [‘A Healthier Wales’](https://www.gov.wales/healthier-wales-long-term-plan-health-and-social-care) provides a vision for a whole system approach where the focus is on the well-being of the people of Wales with a strong voice and control over the care and support they receive. That vision builds on the Social Services and Well-being (Wales) Act 2014, which guides public services for the years ahead, alongside the Regulation and Inspection of Social Care (Wales) Act 2016 to modernise the regulation and improvement arrangements, focusing on regulation for improvement. It is important that as a sector, we demonstrate our values in the way we work with the principles set out in the Well-being of Future Generations (Wales) Act 2015 and the values of One Welsh Public Service.

Social care workers are playing a vital role in caring for adults, children, young people, their families and carers in our diverse communities. They are supporting people to develop, remain active and independent, stay safe and well connected to their community and wider networks; usually working alongside family, friends, volunteers and other public services.

Social care employs around 88,000 people in Wales (Social Care Workforce Report 2023) and the workforce is becoming increasingly diverse. The social care sectors also provide a critical contribution to life in Wales. [Skills for Care and Development](https://skillsforcareanddevelopment.org.uk/) commissioned Alma Economics to write a series of reports analysing the adult social care sector’s economic and social value in the UK and in each of the four nations using data from 2022 to 2023. The Wales report found the total direct, indirect and induced value of the adult social care sector in Wales was £4.6 billion. The socioeconomic benefits of the adult social care sector in Wales were £22.6 billion in 2023, while the costs were £8.1 billion. This means that for every £1 spent on adult social care in Wales, there was £2.78 worth of socioeconomic benefits. This suggests the benefits of adult social care to society and the economy in Wales greatly outweigh the costs of providing care.

The social care workforce is one of the largest in the economy of Wales. It is made up of a wide range of small, medium and large organisations directly providing work for many, and enabling others to pursue education or work opportunities, while their loved ones are supported.

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 and managers who need to register). Apprenticeships are available to workers in accordance with the eligibility criteria in the [Apprenticeship Commissioning Programme Wales Framework](https://www.medr.cymru/wp-content/uploads/2025/06/Apprenticeship-Commissioning-Programme-Wales-Framework-2024-25.pdf). There is still a need to increase the numbers of Welsh speaking workers to improve access to services for individuals whose first or preferred language is Welsh. This is in support of ‘More than just words’, a Welsh Government policy to ensure 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 workers, offering opportunities for training and development in new or different roles or across the health and social care sectors.

Most social care workers are employed at level 2, supporting individuals and families across the range of needs outlined below. Level 3 workers work more autonomously, or are in more demanding situations, and provide support or supervision to other workers.

The roles and tasks of these workers are complex but are defined within the functional analysis that underpins the National Occupational Standards (NOS) 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 using strengths-based practice and actively promoting anti-discrimination

identify and work with potential and actual risks and safeguard 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:

* carrying out a range of delegated clinical/specialist tasks
* undertaking more complex roles in relation to areas such as changing behaviours, encouraging insight and independence
* being aware of key policies and protocols and understanding how these affect service development and delivery
* applying a range of problem-solving techniques
* supervising other team members.

**The health sector**

In the health 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, and operating theatre practice should complete the relevant specialist health care apprenticeship and not this one.

The health sector is very large, employing some 2.2 million people across the UK, with 120,000 people working in Wales. People are employed in NHS Wales’s Health Boards and Trusts 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 health services of the NHS.

NHS Wales is made up of many separate organisations. Employees can work in Secondary or Primary and Community care environments. Secondary environments include hospitals, NHS walk-in centres, ambulance services and pharmacies. Primary and Community environments include community health services, GP practices, dental services, community pharmacies and opticians. Many local services are managed and provided by Local Health Boards and Trusts in Wales. These organisations are also responsible for planning and commissioning services for their local populations. Many health services provided in the public sector are also provided within private healthcare settings.

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

**Support from employers**

Both the health and social care sectors welcome the contribution to training and development represented by learners, who make up a significant section of the workforce. There were around 8,665 apprenticeship starts in the year 2023-24 in Wales.

Since the last major review in 2010, there have been significant changes to the social care sector. 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 workforce strategy for health and social care, brings the promise of greater integration across the sectors. At all levels there are increasing qualification requirements for the social care workforce, for regulation or registration with Social Care Wales. The frameworks reflect those requirements.

Following an apprenticeship programme produces a competent worker/manager who can become a registered professional. Both the health and social care sectors now recognise that to meet the needs of employers and 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. In social care, there is a [Qualification Framework](https://socialcare.wales/qualifications-funding/qualification-framework) that sets out the required and recommended qualifications for registration and practice. Employers have been closely involved with the development of the qualifications contained in this framework and we continue to work with employers, through focus groups, to review and update it.

This framework supports the professional development of people already working within the industry. It also meets the professional qualifications and requirements needed to support their journey towards leadership and management within social care settings. It enables level 2 and 3 workers to extend their knowledge and competence to undertake more complex activities in work with individuals. It introduces the leadership role at level 4 with the opportunity for sector specific management development at level 5. While not all workers are currently required to register with Social Care Wales, the pathways within this framework allow them to register as a social care worker or manager.

**Learning providers**

We consider that learning providers are working towards the optimum apprenticeship achievement levels within the sector. However, during the Qualifications Wales review of the sector’s qualifications and learning system published in 2016, there were concerns around quality and consistency. Qualifications Wales used their powers under the Qualifications Wales Act 2015 to restrict the awarding bodies who can deliver the suite of qualifications for the sector. Following a procurement process a consortium comprising City & 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 qualifications that meet the changing needs and expectations across health and social care in Wales.

The restriction on all qualifications in the suite ended on 31 August 2025. WJEC and City & Guilds have confirmed they will continue to offer these qualifications. The end of the restriction means other awarding bodies may submit qualifications for approval against published approval criteria. They must ensure that the qualifications are fully bilingual and they must engage with Social Care Wales to seek inclusion on the Qualification Framework.

Learning providers have been actively involved in the development of this framework and will continue to be involved in future reviews.

**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.
* provide an apprenticeship programme for:
	+ social care workers and managers working in adult care and the social care of children and young people
	+ health care support workers (other than those offering clinical health care support)
	+ the growing number of joint health and social care workers.
* contribute towards recruiting workers and managers with diverse backgrounds and cultures, including younger people, men, Welsh speakers and international workers, although it is clearly the role of the employer to make choices about the staff they employ.

Learners will gain broad-based training in their occupational area, work experience that leads to competency in the workplace and transferable skills to support future learning and development and progression to specialist and leadership and management roles.

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 of and an increasingly qualified workforce. There are around 2,500 learners 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 Welsh Government, it is likely this number will rise in 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 joint health and social care workers being recruited across Wales.

3. To enable employers to support the training of existing workers to meet regulatory requirements, improving retention of workers and managers.

4. To assist with the recruitment of a more diverse workforce that reflects the community**.**

## 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 2 Pathway - Health and Social Care Health Sector is 77 credits
* The total minimum credit value required for the Level 2 Pathway - Health and Social Care – Social Care (Adults) is 77 credits
* The total minimum credit value required for the Level 3 Pathway - Health and Social Care – Health Sector is 92 credits
* The total minimum credit value required for the Level 3 Pathway - Health and Social Care – Social Care (Adults) is 92 credits
* The total minimum credit value required for the Level 3 Pathway - Health and Social Care – Social Care (Children and Young People) is 92 credits

## Entry requirements

Employers from the health and social care sectors using this framework offer a broad range of skills training through the individual pathways, and welcome learners from a wide range of diverse backgrounds, anticipating they will have a wide range of experience, achievements and qualifications.

Learners for this framework must have an interest and commitment to working with adults, children and young people and be suitable to do so. It is anticipated that learners will come from a variety of previous experiences and opportunities.

There are no formal learning entry conditions for this framework, although there are some expectations depending on which level apprenticeship is being undertaken. We’ll explain this further in this framework document.

Potential learners must have an enhanced Disclosure and Barring Service (DBS) check as job roles covered by this framework involve working with adults and children at risk. Workers in these sectors also need a range of characteristics and personal attributes, and employers are increasingly using values-based recruitment.

Employers in health and social care carry out DBS checks, and certain offences may disqualify potential learners from employment, automatically preventing them from enrolment onto or completing the framework. Potential learners should discuss any relevant matters with their employer before enrolment. This is a requirement of safeguarding regulations.

The selection process by employers, in partnership with learning providers, may include initial assessment where learners will be asked if they have any qualifications or experience that can be accredited against the requirements of the apprenticeship.

Employers and learning providers are interested in learners who:

* 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 - Pre-16 learners take WJEC National/Foundation Welsh Baccalaureate; Post-16 learners (studying at L3) take WJEC Level 3 Advanced Skills Baccalaureate Wales
* have GCSEs, Key Skills or Essential Skills or equivalent qualifications, in Welsh, English and Maths
* have completed, or are willing to complete tests in basic numeracy and communication skills to reach a minimum of level 1. Please note, if a learner doesn’t hold the above qualifications prior to starting their learning, the apprenticeship provides the opportunity to attain the relevant Essential Skills qualifications. If these are not completed alongside the vocational qualifications, the full apprenticeship framework cannot be achieved
* have international qualifications in English and maths that have been deemed equivalent by the UK National Information Centre (UK ENIC). An ENIC statement of comparability will need to be submitted as evidence alongside the qualification certificates when claiming an apprenticeship framework certificate.

There are resources available to employers for recruitment such as:

• [A Question of Care](https://www.aquestionofcare.org.uk/) - is an interactive video to see what working in care is like

• [Introduction to Social Care Training](https://wecare.wales/training/programmes/introduction-to-social-care) can be recognised by employers

• [WeCare Wales Career Cards](https://wecare.wales/training/learning-resources/career-cards) - is a tool which provides information about different roles in childcare

• The [WeCare Wales website](https://wecare.wales/working-in-care/apprenticeships) – this website hosts lots of apprenticeship resources

There will also be an interview to ensure learners 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 Level 2 Core Qualification) which will provide credit or knowledge towards the Foundation Apprenticeship or Apprenticeship in Health and Social Care. There are processes to make sure learners with prior knowledge, qualifications and experience are not disadvantaged by having to repeat learning. Training providers/colleges and awarding bodies will be able to advise on the current rules for accrediting prior 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 Apprenticeship Certification Wales (ACW) website.

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 within this framework require the collection of evidence from actual work activities, therefore people undertaking the level 2, 3, 4 and 5 qualifications must be undertaking tasks that meet the level descriptors for their role, in order to complete the qualification.

**What to consider at entry**

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

* putting adults, children, young people and carers rights and views at the centre of all practice
* individuality, difference and diversity are valued and celebrated
* equality of opportunity and anti-discriminatory practice are actively promoted
* 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
* health and well-being is actively promoted
* confidentiality and agreements about confidential information are respected unless safety and well-being are at risk
* willingness to undertake training and learning programmes and apply that learning in the workplace
* ability to demonstrate the potential to complete the relevant health and social care vocational qualifications and other requirements that are part of the apprenticeship programme. This means both the knowledge and competence qualifications at each apprenticeship level
* 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 listening skills and contributing towards decision making and professional practice
* a standard of communication and numeracy in keeping with the demands of the job.

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. There are different resources available to employers for recruitment such as:

* The WeCare Wales website hosts lots of [apprenticeship resources](https://wecare.wales/working-in-care/apprenticeships)
* [Introduction to Childcare Training Course](https://wecare.wales/training/programmes/introduction-to-childcare) can be recognised by employers
* WeCare Wales Career Cards is a tool which provides information about different roles in childcare
* A Question of Care is an interactive video to see what working in care is like

## Apprenticeship pathway learning programme(s)

**Level 2**: **Health and Social Care - Health Sector**

**Qualifications**

Participants must achieve one of the following Knowledge / Core and Competence / Practice qualification(s):

**Level 2 -Health and Social Care: Core (Adults)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1238/4  | 30 | 300 | Knowledge | English-Welsh |

**Level 2 - Health and Social Care: Core (Adults and Children and Young People)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding Body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/1238/4  | 48 | 480 | Knowledge | English-Welsh |

**Level 2 - Health and Social Care: Practice (Adults)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding Body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1253/4  | 35 | 350 | Competence | English-Welsh |

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh

|  |  |  |
| --- | --- | --- |
| Level 2: Health and Social Care - Health Sector | Level | Minimum Credit Value |
| Communication | 1 | 6 |
| Application of Number | 1 | 6 |
| Digital Literacy | N/A | N/A |

**On/Off the Job training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job training hours | Minimum Off the Job training hours |
| Level 2: Health and Social Care - Health Sector | 350 | 420 |

**On/Off the Job qualification details (minimum credit and hours)**

Total Knowledge/Core qualifications are a minimum of 30 credits, and the Competency/ Practice qualifications a minimum of 35 credits. With the required ESWs at 12 credits, this pathway has a total credit rating of 77

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is a minimum of 770 training hours. (over 12 months)

**On/Off the Job Essential Skills details (minimum credit and hours)**

* 6 credits / 45 GLH Level 1 Essential Skills Wales Communication

6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

**Level 2**: **Health and Social Care - Social Care (Adults)**

**Qualifications**

Learners must achieve one of the following Knowledge / Core and Competence / Practice qualification(s) below.

**Level 2 -Health and Social Care: Core Qualification (Adults)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding Body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1238/4  | 30 | 300 | Knowledge | English-Welsh |

**Level 2 - Health and Social Care: Core (Adults and Children and Young People)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding Body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1238/4  | 48 | 480 | Knowledge | English-Welsh |

**Level 2 - Health and Social Care: Practice Qualification (Adults)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding Body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1253/4  | 35 | 350 | Competence | English-Welsh |

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh

|  |  |  |
| --- | --- | --- |
| Level 2: Health and Social Care - Social Care (Adults) | Level | Minimum credit value |
| Communication | 1 | 6 |
| Application of Number | 1 | 6 |
| Digital Literacy | N/A | N/A |

**On/Off the Job Training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job training hours | Minimum Off the Job training hours |
| Level 2: Health and Social Care - Social Care (Adults) | 350 | 420 |

**On/Off the Job qualification details (minimum credit and hours)**

Total Knowledge/Core qualifications are a minimum of 30 credits, and the Competency/ Practice qualifications a minimum of 35 credits. With the required ESWs at 12 credits, this pathway has a total credit rating of 77

The total amount of training hours - which includes both on and off-the-job learning for this pathway is 770 training hours. (over 12 months).

On/Off the Job Essential Skills details (minimum credit and hours)

* 6 credits / 45 GLH Level 1 Essential Skills Wales Communication

6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

**Level 3**: **Health and Social Care - Health Sector**

**Qualifications**

Learners must achieve one of the following Knowledge / Core and Competence / Practice qualification(s) below.

**Level 2 - Health and Social Care: Core Qualification (Adults)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1238/4 | 30 | 300 | Knowledge | English-Welsh |

**Level 2 - Health and Social Care: Core (Adults and Children and Young People)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1238/4  | 48 | 480 | Knowledge | English-Welsh |

**Level 3 - Health and Social Care: Practice Qualification (Adults)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City and Guilds | C00/1253/6  | 50 | 500 | Competence | English-Welsh |

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh

|  |  |  |
| --- | --- | --- |
| Level 3: Health and Social Care - Health Sector | Level | Minimum credit value |
| Communication | 2 | 6 |
| Application of Number | 2 | 6 |
| Digital Literacy | N/A | N/A |

**On/Off the Job Training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job training hours | Minimum Off the Job training hours |
| Level 3: Health and Social Care - Health Sector | 500 | 420 |

**On/Off the Job Qualification details (Minimum credit and hours)**

Total Knowledge/Core qualifications are a minimum of 30 credits, and the Competency/ Practice qualifications a minimum of 50 credits. With the required ESWs at 12 credits, this pathway has a total credit rating of 92 credits.

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 920 training hours. (over 18 months).

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

* 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
* 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number

**Level 3**: **Health and Social Care - Social Care (Adults)**

**Qualifications**

Learners must achieve one of the following Knowledge /Core and Competence / Practice qualification(s) below.

**Level 2 - Health and Social Care: Core Qualification (Adults)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1238/4 | 30 | 300 | Knowledge | English-Welsh |

**Level 2 - Health and Social Care: Core (Adults and Children and Young People)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1238/4  | 48 | 480 | Knowledge | English-Welsh |

**Level 3 - Health and Social Care: Practice Qualification (Adults)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualification AssessmentLanguage(s) |
| City & Guilds | C00/1253/6  | 50 | 500 | Competence | English-Welsh |

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh.

|  |  |  |
| --- | --- | --- |
| Level 3: Health and Social Care - Social Care (Adults) | Level | Minimum credit value |
| Communication | 2 | 6 |
| Application of Number | 1 | 6 |
| Digital Literacy | N/A | N/A |

**On/Off the Job Training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job training hours | Minimum Off the Job training hours |
| Level 3: Health and Social Care - Social Care (Adults) | 500 | 420 |

On/Off the Job Qualification details (Minimum credit and hours)

Total Knowledge/Core qualifications are a minimum of 30 credits, and the Competency/ Practice qualifications a minimum of 50 credits. With the required ESWs at 12 credits, this pathway has a total credit rating of 92 credits.

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 920 training hours. (over 18 months).

On/Off the Job Essential Skills details

* 6 credits / 60 GLH Level 2 Essential Skills Wales Communication
* 6 credits / 60 GLH Level 1 Essential Skills Wales Application of Number

**Level 3**: **Health and Social Care - Social Care (Children and Young People)**

**Qualifications**

Learners must achieve one of the following Knowledge /Core and Competence / Practice qualification(s) below.

**Level 2 - Health and Social Care: Core Qualification (Children and Young People)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1238/4 | 30 | 300 | Knowledge | English-Welsh |

**Level 2 - Health and Social Care: Core (Adults and Children and Young People)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1238/4  | 48 | 480 | Knowledge | English-Welsh |

**Level 3 - Health and Social Care: Practice Qualification (Children and Young People)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence /Knowledge/ Combined | QualificationAssessmentLanguage(s) |
| City & Guilds | C00/1253/5 | 50 | 500 | Competence | English-Welsh |

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh

|  |  |  |
| --- | --- | --- |
| Level 3: Health and Social Care - Social Care (Children and Young People) | Level | Minimum Credit Value |
| Communication | 2 | 6 |
| Application of Number | 1 | 6 |
| Digital Literacy | N/A | N/A |

**On/Off the Job training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job Training Hours | Minimum Off the Job Training Hours |
| Level 3: Health and Social Care - Social Care (Children and Young People) | 500 | 420 |

**On/Off the Job qualification details**

Total Knowledge/Core qualifications are a minimum of 30 credits, and the Competency/ Practice qualifications a minimum of 50 credits. With the required ESWs at 12 credits, this pathway has a total credit rating of 92 credits.

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 920 training hours. (over 18 months).

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

* 6 credits / 60 GLH Level 2 Essential Skills Wales Communication
* 6 credits / 60 GLH Level 1 Essential Skills Wales Application of Number

**Other additional requirements**

None

**Job roles**

Go to the Social Care Wales [qualification framework](https://socialcare.wales/qualifications-funding/qualification-framework) for specific job roles in social care. This will explain which qualifications are required for registration and recommended for practice.

**Level 2 health sector**

|  |  |
| --- | --- |
| **Job role** | **Job description** |
| Health Care Support 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. |

**Level 2 social care sector**

|  |  |
| --- | --- |
| **Job role** | **Job description** |
| Domiciliary Care Worker | Support individuals to live in their own homes, for example older people, people with learning disabilities, people with mental ill health, people who are physically disabled, people with chronic health conditions.  |
| Domiciliary Care Worker - Reablement Worker | Support people (as above) to develop or regain life skills lost through disability or trauma such as mobility, shopping, cooking. |
| Adult Care Home Worker | Provide support and care to individuals within a residential care setting, for example older people, people with learning disabilities, people with mental ill health, people who are physically disabled, people with chronic health conditions. |
| Adult Day Service Assistant / Officer | Provide support and care to individuals within a day care setting, for example older people, people with learning disabilities, people with mental ill health, people who are physically disabled, people with chronic health conditions. |

**Level 3 social care sector**

|  |  |
| --- | --- |
| **Job role** | **Job description** |
| Domiciliary Care Senior / Supervisor or Coordinator | Support individuals to live in their own homes, for example older people, people with learning disabilities, people with mental ill health, people who are physically disabled, people with chronic health conditions. |
| Domiciliary Care Reablement Senior Worker | Support people (as above) to develop or regain life skills lost through disability or trauma such as mobility, shopping, cooking. |
| Adult Care Home Senior Worker | Provide support and care to individuals within a residential care setting, for example older people, people with learning disabilities, people with mental ill health, people who are physically disabled, people with chronic health conditions. |
| Adult Day Service Senior Officer | Provide support and care to individuals within a day care setting, for example older people, people with learning disabilities, people with mental ill health, people who are physically disabled, people with chronic health conditions. |
| Residential Care Worker / SeniorSecure Accommodation Worker | Provide support and care to children and young people within a residential care setting. |
| Special School Residential Worker | Provide support and promote independent living through the development of appropriate social, independent, self-help and life skills. |
| Residential Family Centre Worker / Deputy Manager | Provide accommodation for children and their parents (or any person who is looking after the child) where:* the parents’ capacity to respond to the child’s needs and to safeguard their well-being is monitored or assessed, and
* the parents are given such care and support as is thought to be necessary.
 |
| Children’s Day Service Officer / Senior Officer | Provide support to children and families to access a broad range of activities aimed at increasing individual well-being and social inclusion. |

## Progression

**Level 2**

**Progression into the apprenticeship**

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. Pre-16 learners take WJEC National/Foundation Welsh Baccalaureate
* Basic or Key Skills/Essential Skills Wales.

**Progression from the apprenticeship**

Progression within the health and social care sector gives 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.

**Progression to a 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. Learners 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 level 3 apprenticeship. This is required to demonstrate occupational competence.

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

* Senior Worker / Senior Care Officer / Supervisor (at level 3 with increased responsibilities, expertise and autonomy)
* Adult or Children’s Day Service Senior Officer
* Deputy Manager
* Healthcare Support Worker
* Maternity Support Worker
* Physiotherapy Support Worker
* Occupational Therapy Support Worker
* Dietetic Support Worker
* Speech and Language Support Worker.

The above list is not exhaustive, and job titles may vary by employer.

**Level 3**

**Progression into the apprenticeship**

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. Post-16 learners (studying at L3) take WJEC Level 3 Advanced Skills Baccalaureate Wales
* Basic or Key Skills/Essential Skills Wales/New ESW
* Foundation apprenticeships.

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 gives learners a wide range of opportunities to take on new roles and responsibilities. Progression from this pathway may lead to further qualifications specific to work context and to management opportunities through the Level 4 Professional Practice pathway (where the Level 4 Preparing for Leadership and Management can be taken as an optional additional qualification), and Level 5 Leadership and Management of Health and Social Care: Practice.

Progression to higher education (HE) for Level 4, 5 and 6 qualifications can be an option, using apprenticeship qualifications towards entry requirements.

Progression should also not just be seen as vertical, as stated in the Level 2 progression section. 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.

To become a registered in a different sector, for example as a nurse, allied health practitioner, healthcare scientist, teacher or social worker, learners will progress from their apprenticeship to undertake specific HE qualifications - often a 3 year university degree. But learners will have to meet the specific entry requirements of their chosen HE provider.

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

The social care sector in Wales is also seeing the emergence of new roles to meet the social care and health care needs of the population in Wales, for example social service practitioner and information advice and assistance worker. These roles can offer further career progression opportunities with the Open University Certificate of Higher Education in Social Care Practice or the City & Guilds Social Services Practitioner Level 4 work based learning opportunities provided by some employers.

Health and social care learners can move across both sectors with the content of induction frameworks being aligned to both sectors and the Core, Practice and Leadership and Management qualifications.

There’s information about progression into a Level 4 and 5 apprenticeships further on in this framework document.

## Equality and diversity

The Welsh Government is committed to a more equal Wales, through the Well-being of Future Generations Act. The Welsh Government also “believes that every person should be treated fairly, and we are working towards a more equal Wales, a country which ensures equity of access to services, tackles inequality and discrimination and seeks fairer outcomes for all our citizens, both current and future generations.” (Jane Hutt MS, Cabinet Secretary for Social Justice, Trefnydd and Chief Whip: Strategic Equality and Human Rights Plan 2025 to 2029).

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 those who share protected characteristics and those 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 **mus**t also comply with the other duty under the Equality Act 2010 to ensure learners are not discriminated against in terms of entry to the industry based upon those nine protected characteristics. Reasonable adjustments can be considered in line with qualification requirements.

Traditionally, health and social care work has been provided by women. Recruitment campaigns have included attracting more men, young people and international workers into the profession to make sure care can be offered to meet individuals’ needs and wishes.

Also, 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.

Sector bodies continue to raise awareness of the need to promote equality and anti-discriminatory practice to employers, training providers and learners, to encourage local recruitment to reflect the community. Apprenticeship completion data provides an insight into how apprenticeships reflect equality and access to apprenticeships across Wales.

Our labour market intelligence also shows that it’s equally important that we increase the numbers of Welsh speakers in social care and improve access to services through the medium of Welsh. This will help meet the Welsh Government’s expectations of More than just words and the Active Offer, where people are offered and can receive support through the medium of Welsh if they want to. Apprenticeships in Wales can be done in Welsh or bilingually.

The responsible sector bodies also have materials to promote and engage both learners and employers. This has involved producing bilingual materials, which promotes a diverse workforce.

## Employment Responsibilities and Rights (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory, but it is recommended that all apprentices (especially the 16 to18 years group) receive a company induction programme.

The Regulation and Inspection of Social Care (Wales) Act 2016 Statutory Guidance for service providers and Responsible Individuals on meeting service standard regulations for:

* care home services
* domiciliary support services
* secure accommodation and
* residential family centre services

gives guidance that social care workers complete the relevant induction programme required by Social Care Wales within the defined timescale, alongside any service-specific induction programmes.

## 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/Medr Apprenticeships Guidance.

**You can get more information from: Medr.**

# 1502 Welsh Apprenticeship Pathway in Health and Social Care Level 4 and Level 5

The content of this pathway has been agreed by Social Care Wales. This is the only apprenticeship pathway in the health and social care sector approved for use in Wales that is eligible for Medr funding.

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## Learning programme content

The learning programme provision is comprised of three mandatory elements:

* Qualifications
* Essential Skills
* On/off the job training.

The total minimum credit value required for the Level 4 Pathway - Health and Social Care – Professional Practice in Health and Social Care is 62 credits

The total minimum credit value required for the Level 4 Pathway - Health and Social Care –Independent Advocacy is 52 credits

The total minimum credit value required for the Level 4 Pathway - Health and Social Care – Social Services Practitioner is 120 credits

The total minimum credit value required for the Level 4 Pathway - Health and Social Care – Adult Placement / Shared Lives is 45 credits

The total minimum credit value required for the Level 5 Pathway - Health and Social Care – Leadership and Management of Health and Social Care: Practice is 120 credits.

## Entry requirements

The Professional Pathway for Leadership and Management in Health and Social Care Services is suitable primarily for learners who have experience in the sector.

They must be in a management or team leader/supervisory position currently. They could perhaps be an assistant manager or senior care worker seeking to improve their progression opportunities and assist with the succession planning for managers within their workplace. They may wish to move from one service area to another, e.g. from working with adults to working with children and young people. The current post will determine the pathway to be completed.

Some employers may see this as an opportunity to develop their own future managers and offer ‘acting up’ positions for their staff who can be given additional responsibilities to complete the requirements of the qualifications.

Achievement at level 4 and 5 reflects the ability to identify and use relevant understanding, methods and skills to address broadly-defined, complex problems. It includes taking responsibility for planning and developing courses of action as well as exercising autonomy and judgement within broad parameters. It also reflects understanding of different perspectives, approaches or schools of thought and the reasoning behind them. Learners will need to be prepared for study at this level before starting the apprenticeship.

Learners will need to be in a position that provides real life work opportunities that meet these criteria.

Learners should ideally:

* have completed the Health and Social Care Apprenticeship Pathway at level 2 or 3 (including the Core and Practice qualifications)

or have,

* the NVQ level 2, 3 or 4 in Health and Social Care

or,

* the Qualification and Credit Framework (QCF) level 2 or 3 Diploma in Health and Social Care.

They should now be acting as advanced practitioners, supervisors, deputy managers or managers. Learners who have not completed these qualifications must have significant previous experience of working in supervisory or management positions in the sector.

The job roles covered by this pathway involve working with vulnerable adults and children and are therefore liable to a clean enhanced Disclosure and Barring Service checks (described in the entry requirements section for the level 2 and 3 apprenticeships). Workers in these sectors also need a range of characteristics and personal attributes.

Some of the posts are required to register with Social Care Wales, so social care managers will either hold or be working towards qualifications within these pathways.

There’s information on the required qualifications linked to registration here: [Qualification framework for social care and regulated childcare in Wales | Social Care Wales](https://socialcare.wales/qualification-framework). Check with the Social Care Wales registration team for clarification on the relevant qualification before enrolment on an apprenticeship programme.

An initial assessment of each learner should be made before the start of their programme to identify:

* if the learner has any specific training needs
* what support and guidance they may need when working towards their qualification
* the appropriate type and level of qualification.

It is highly likely that learners will be asked to undertake (or will already have completed at interview) a variety of tests which will include communication skills in Welsh or English and application of number. These are not meant as a barrier to entry, but to understand the ability of the learner to achieve the programme, and to help tailor the individual learning plan to meet their needs and those of the employer. Learners will be supported to develop communication and application of number skills appropriate to the function of their role, if they don’t already hold the relevant qualifications.

There are processes to make sure learners with relevant prior knowledge, qualifications and/or experience are not disadvantaged by having to repeat learning. Training providers, awarding organisations, and colleges will be able to advise on the current rules for accrediting prior learning and recognising prior experience. This may be particularly relevant if the learner is changing service areas, e.g. from child care to adult care. Since learners will already be working in the sector or will have recently worked in the sector, they can apply to have their experience formally recognised by an awarding body and this will count towards the qualifications in this pathway.

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. There are different resources available to employers for recruitment such as:

* The WeCare Wales website hosts lots of [apprenticeship resources](https://wecare.wales/working-in-care/apprenticeships)
* [Introduction to Childcare Training Course](https://wecare.wales/training/programmes/introduction-to-childcare) can be recognised by employers
* WeCare Wales [Career Cards](https://wecare.wales/training/learning-resources/career-cards) is a tool which provides information about different roles in childcare
* A [Question of Care](https://www.aquestionofcare.org.uk/) is an interactive video to see what working in care is like

## Apprenticeship pathway learning programme(s)

**Level 4: Health and Social Care - Professional Practice in Health and Social Care**

**Pathways**

Participants must achieve one of the following Knowledge and Competence / Practice qualification(s) below, with the additional option of Level 4 Preparing for Leadership and Management in Health and Social Care.

1. Level 4 Professional Practice in Health and Social Care **(Leading support for reducing restrictive practices through positive approaches for behavior)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/3977/8  | 63 | 630 | Combined | English-Welsh |

2. Level 4 Professional Practice in Health and Social Care **(Leading practice with individuals living with mental ill-health)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence /Knowledge / Combined | Qualificationaassessment language(s) |
| City & Guilds | C00/3977/8  | 62 | 620 | Combined | English-Welsh |

3. Level 4 Professional Practice in Health and Social Care **(Leading practice with individuals living with dementia)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/3977/8  | 65 | 650 | Combined | English-Welsh |

**4.** Level 4 Professional Practice in Health and Social Care (**Leading practice with individuals living with a learning disability/autism)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/3977/8  | 65 | 650 | Combined | English-Welsh |

5. Level 4 Professional Practice in Health and Social Care **(Leading practice for disabled children and young people)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence /Knowledge/ Combined | Qualificationassessment language(s)) |
| City & Guilds | C00/3977/8  | 63 | 630 | Combined | English-Welsh |

6. Level 4 Professional Practice in Health and Social Care **(Leading practice for children and young people who are looked after)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence /Knowledge/ Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/3977/8  | 62 | 620 | Combined | English-Welsh |

7. Level 4 Professional Practice in Health and Social Care **(Leading practice with families/carers)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence /Knowledge/ Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/3977/8 | 65 | 650 | Combined | English-Welsh |

8. Level 4 Professional Practice in Health and Social Care –**(Preparing for Leadership and Management in Health and Social Care)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/1260/5 | 60 | 600 | Knowledge | English-Welsh |

Please see Annex 1 for the relationship between the Knowledge and Competence / Practice qualifications.

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh

|  |  |  |
| --- | --- | --- |
| Level 4: Health and Social Care - Professional Practice in Health and Social Care | Level | Minimum credit value |
| Communication | 2 | 6 |
| Application of Number | 2 | 6 |
| Digital Literacy **(Optional)** | 2 | 6 |

**On/Off the Job Training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job training hours | Minimum Off the Job training hours |
| Level 4: Health and Social Care - Professional Practice in Health and Social Care | 340 | 400 |

On/Off the Job qualification details (Minimum credit and hours)

Total Knowledge and Competency / Practice credits are a minimum of 62 credits with an option of 60 Knowledge credits. With the required ESQs at 12 credits, this pathway has a total minimum credit rating of 74 credits

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 740 training hours (over 24 months).

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

* 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
* 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number
* 6 credits / 45 GLH Level 2 Essential Skills Wales Digital Literacy **Optional**

**Job roles**

|  |  |
| --- | --- |
| **Job role** | **Job description** |
| Adult care home senior care worker | The senior adult care home worker provides person-centred care and support for individuals that helps them to achieve positive outcomes. They will also undertake additional supervisory duties. |
| Adult care home deputy manager | The deputy manager supports and assists the manager of the service and will, where required, deputise for them. |
| Secure accommodation worker | The secure accommodation worker provides child-centred care and support for children and young people that helps them to achieve positive outcome |
| Residential child care worker | The residential child care worker provides child-centred care and support for children and young people that helps them to achieve positive outcomes. |
| Residential child care senior care worker | The residential child care senior care worker provides child-centred care and support for children and young people that helps them to achieve positive outcomes. They will also undertake additional supervisory duties. |
| Residential child care deputy manager | The residential child care deputy manager supports and assists the manager of the service and will, where required, deputise for them. |
| Adult day service assistant | An assistant will help individuals take part in activities in accordance with their care and support plan and personal well-being outcomes. |
| Adult day service officer | An officer will provide person-centred day service activities and support for individuals in accordance with their care and support plan and personal well-being outcomes. |
| Adult day service deputy manager / senior officer | These roles support the co-ordination of person-centred day service provision, including the management of buildings and staff where appropriate. Deputies assist the manager of the service in a number of the crucial management functions and will, where required, deputise for them. |
| Children’s day service officer | Provides person-centred day service activities and support for children and their families in accordance with their care and support plan and personal well-being outcomes. |
| Children’s day service deputy manager / senior officer | These roles support the coordination of person-centred day service provision, including the management of buildings and staff where appropriate. Deputies assist the manager of the service in a number of the key management functions and will, where required, deputise for them. |
| Domiciliary care support worker (adults and children) | Domiciliary care support workers provide person or child-centred care and support for individuals to help them achieve positive outcomes and stay independent in their homes. |
| Domiciliary care senior worker / supervisor (services for adults and children) | Senior domiciliary care workers provide person or child-centred support to individuals to help them achieve positive outcomes. They will also carry out supervisory duties. |
| Domiciliary care service coordinator (adults and children) | The domiciliary care service coordinator is responsible for coordinating domiciliary care and support workers in their day-to-day duties. |
| Domiciliary care deputy manager (adults and children) | The deputy domiciliary care manager supports and assists the manager, and will, where required, deputise for them. |
| Residential family centre support worker | The residential family centre support worker provides person-centred care and support for families. |
| Residential family centre deputy manager | The residential family centre deputy manager supports and assists the manager of the service and will, where required, deputise for them. |
| Social work support worker | Provides person-centred care and support for individuals (adults or children) to enable them to live independent lives and meet their personal well-being outcomes. |
| Special school residential workers | Special school residential workers support the provision of education and accommodation to children with Additional Learning Needs (ALN), Autism and co-occurring conditions, learning and physical disabilities. |

**Level 4 - Health and Social Care - Independent Advocacy**

**Pathways**

Learners must achieve one of the following Knowledge and Competence / Practice qualification(s) below, with the additional option of Level 4 Preparing for Leadership and Management in Health and Social Care.

1. Level 4 Independent Advocacy **(Independent advocacy with adults)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/4016/5 | 52 | 520 | Combined | English-Welsh |

2. Level 4 Independent Advocacy **(Independent advocacy with children and young people)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time  | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/4016/5 | 54 | 540 |  Combined | English-Welsh |

3. Level 4 Independent Advocacy **(Independent mental health advocacy)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/4016/5 | 54 | 540 | Combined | English-Welsh |

4. Level 4 Independent Advocacy **(Independent mental capacity advocacy)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence /Knowledge / Combined | Qualificationassessment language(s) |
| City & Guilds | C00/4016/5 | 58 | 580 | Combined | English-Welsh |

Please see Annex 2 for the relationship between the Knowledge and Competence / Practice qualifications.

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh

|  |  |  |
| --- | --- | --- |
| Level 4: Health and Social Care - **Independent Advocacy** | Level | Minimum credit value |
| Communication | 2 | 6 |
| Application of Number | 2 | 6 |
| Digital Literacy **(Optional)** | 2 | 6 |

**On/Off the Job Training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job training hours | Minimum Off the Job training hours |
| Level 4: Health and Social Care - **Independent Advocacy** | 110 |  530 |

On/Off the Job qualification details (Minimum credit and hours)

Total Knowledge and Competency / Practice credits are a minimum of 52 credits with an option of 60 Knowledge credits. With the required ESQs at 12 credits, this pathway has a total minimum credit rating of 64 credits

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 640 training hours (over 24 months).

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

* 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
* 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number
* 6 credits / 45 GLH Level 2 Essential Skills Wales Digital Literacy **Optional**

5. Level 4 Health and Social Care - **Preparing for Leadership and Management in Health and Social Care**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/1260/5 | 60  | 600  | Knowledge | English-Welsh |

Level 4 Health and Social Care - **Social Services Practitioner**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification Number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessment language(s) |
| City & Guilds | C00/4016/9 | 120 | 1200 | Combined | English-Welsh |

Please see Annex 3 for the relationship between the Knowledge and Competence / Practice qualifications.

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh

|  |  |  |
| --- | --- | --- |
| Level 4: Health and Social Care - **Social Services Practitioner** | Level | Minimum credit value |
| Communication | 2 | 6 |
| Application of Number | 2 | 6 |
| Digital Literacy **(Optional)** | 2 | 6 |

**On/Off the Job Training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job training hours | Minimum Off the Job training hours |
| Level 4: Health and Social Care - **Social Services Practitioner** |  580 |  740 |

On/Off the Job qualification details (Minimum credit and hours)

Total Knowledge and Competency / Practice credits are a minimum of 120 credits. With the required ESQs at 12 credits, this pathway has a total minimum credit rating of 132 credits.

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 1,320 training hours (over 24 months).

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

* 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
* 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number
* 6 credits / 45 GLH Level 2 Essential Skills Wales Digital Literacy **Optional**

**Job roles**

|  |  |
| --- | --- |
| **Job role** | **Job description** |
| Social Services Practitioner | Working in partnership with other professionals and agencies to promote person-centred outcomes for individuals with care and support needs and within communities. It will include some responsibilities for formal care and support planning and assessment. |

Level 4 Health and Social Care - **Adult Placement / Shared Lives**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total Qualification Time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/4016/6  | 45 | 450 |  Combined | English-Welsh |

Please see Annex 4 for the relationship between the Knowledge and Competence / Practice qualifications.

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh

|  |  |  |
| --- | --- | --- |
| Level 4: Health and Social Care - **Adult Placement / Shared Lives** | Level | Minimum credit value |
| Communication | 2 | 6 |
| Application of Number | 2 | 6 |
| Digital Literacy **(Optional)** | 2 | 6 |

**On/Off the Job Training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job training hours | Minimum Off the Job training hours |
| Level 4: Health and Social Care - **Adult Placement / Shared Lives** |  270 |  300 |

On/Off the Job qualification details (Minimum credit and hours)

Total Knowledge and Competency / Practice credits are a minimum of 45 credits. With the required ESQs at 12 credits, this pathway has a total minimum credit rating of 67credits

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 570 training hours (over 18 months).

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

* 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
* 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number
* 6 credits / 45 GLH Level 2 Essential Skills Wales Digital Literacy **Optional**

Job roles

|  |  |
| --- | --- |
| **Job role** | **Job description** |
| Adult placement / shared lives deputy / assistant manager | The adult placement/shared lives deputy manager supports and assists the manager of the service and will, where required, deputise for them. |
| Adult placement / shared lives coordinator | The adult placement/shared lives coordinator is responsible for the assessment, monitoring and supervision of adult placement/shared lives carers. |

**Level 5: Leadership and Management of Health and Social Care: Practice**

**Pathways**

Learners must achieve the following Knowledge and Competence / Practice qualification(s) below.

**Please note: The University of South Wales Level 4 Certificate Step Up to**

**Management qualification is an industry recognised and acceptable proxy for the**

**Level 4 Preparing for Leadership and Management in Health and Social Care**

Level 4 -**Preparing for Leadership and Management in Health and Social Care**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessmentlanguage(s) |
| City & Guilds | C00/1260/5 | 60 | 600 | Knowledge | English-Welsh |

Level 5 - **Leadership and Management of Health and Social Care: Practice**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Awarding body | Qualification number | Credit value | Total qualification time | Competence / Knowledge / Combined | Qualificationassessment language(s) |
| City and Guilds | C00/1260/7  | 120 | 1200 | Competence | English-Welsh |

**Essential Skills Wales (ESW)**

Essential Skills Wales qualifications assessment languages are English-Welsh

|  |  |  |
| --- | --- | --- |
| Level 5: Leadership and Management of Health and Social Care: Practice | Level | Minimum credit value |
| Communication | 2 | 6 |
| Application of Number | 2 | 6 |
| Digital Literacy **Optional** | 2 | 6 |

**On/Off the Job Training**

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job training hours | Minimum Off the Job training hours |
| Level 5: Leadership and Management of Health and Social Care: Practice | 1200 | 720 |

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

Total Knowledge and Competency / Practice credits are a minimum of 180 credits. With the required ESQs at 12 credits, this pathway has a total minimum credit rating of 192 credits

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 1,920 training hours (over 36 months).

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

* 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
* 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number
* 6credits / 45 GLH Level 2 Essential Skills Wales Digital Literacy **Optional**

## Other additional requirements

Enhanced DBS checks are required and some offences may stop apprentices from working in these sectors.

## Job roles

|  |  |
| --- | --- |
| **Job role** | **Job description** |
| Domiciliary care manager (adults or children and young people) | The manager sets the operational direction and organises the effective running of the service provision to meet the setting’s statement of purpose. |
| Residential child care manager | The residential child care manager will set the operational direction and organise the effective running of the service provision to meet the setting’s statement of purpose. |
| Residential family centre manager | The residential family centre manager will set the operational direction and organise the effective running of the service provision to meet the setting’s statement of purpose. |
| Special school residential manager | The residential special school manager will set the operational direction and organise the effective running of the service provision to meet the setting’s statement of purpose. |
| Secure accommodation manager | The secure accommodation manager will set the operational direction and organise the effective running of the service provision to meet the setting’s statement of purpose. |
| Adult care home manager | The manager will set the operational direction and organise the effective running of the service provision to meet the setting’s statement of purpose. |
| Adult day services manager  | The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs. |
| Children’s day services manager | The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs. |
| Advocacy services manager (adults or children and young people) | The advocacy services manager will be responsible for the operational direction and the effective running of the independent advocacy provision to meet the statement of purpose. |
| Adult placement / shared lives deputy / assistant manager | The adult placement/shared lives deputy manager supports and assists the manager of the service and will, where required, deputise for them. |
| Adult placement / shared lives manager | The adult placement/shared lives manager will set the operational direction and organise the effective running of the service provision to meet the setting’s statement of purpose. |

Go to the Social Care Wales [qualification framework](https://socialcare.wales/qualifications-funding/qualification-framework) for specific job roles in social care. This will explain which qualifications are required for registration and recommended for practice.

## Progression

**Progression into the apprenticeship**

The pathway has been developed to provide scope and breadth for those in and moving into leadership and management roles in the sector.

As a guide, learners may enter from a range of routes including:

* Apprenticeships (level 2 or 3) and the Level 4 Professional Practice Pathways
* through other qualifications, for example in management
* work experience
* unemployment but with previous related experience in health and social care
* NVQ/QCF Diplomas at levels 2, 3 and 4 or knowledge qualifications relevant to health and social care (e.g. from colleges or universities)
* Social work qualifications and nursing qualifications.

 **Progression from the apprenticeship**

Progression within the health and social care sector gives learners a wide range of opportunities to take on new roles and responsibilities. Progression from this pathway may lead to further qualifications specific to work context.

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

Progression to higher education for level 4, 5, and 6 qualifications can be an option, it may be possible to use apprenticeship qualifications towards entry requirements.

Learners can also move to other parts of the sector, for example from adult care to children’s services or into the health sector, completing additional sector and job-relevant development and qualifications as appropriate.

## Equality and diversity

The Welsh Government is committed to a more equal Wales through the Well-being of Future Generations Act. The Welsh Government also “believes that every person should be treated fairly, and we are working towards a more equal Wales, a country which ensures equity of access to services, tackles inequality and discrimination and seeks fairer outcomes for all our citizens, both current and future generations.” (Jane Hutt MS, Cabinet Secretary for Social Justice, Trefnydd and Chief Whip: Strategic Equality and Human Rights Plan 2025 to 2029).

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 those who share protected characteristics and those 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 learners are not discriminated against in terms of entry to the industry based upon those nine protected characteristics. Reasonable adjustments can be considered in line with qualification requirements.

Traditionally, health and social care work has been provided by women. Recruitment campaigns have included attracting more men, young people and international workers into the profession to make sure care can be offered to meet individuals’ needs and wishes.

Also, 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.

Sector bodies continue to raise awareness of the need to promote equality and anti-discriminatory practice to employers, training providers and learners to try and encourage local recruitment to reflect the community. Apprenticeship completion data provides an insight into how apprenticeships reflect equality in terms of access to apprenticeships across Wales.

Our labour market intelligence also shows that it’s equally important that we increase the numbers of Welsh speakers in social care and improve access to services through the medium of Welsh.

To meet the Welsh Government’s expectations of More than just words and the Active Offer, where people are offered and can receive support through the medium of Welsh if they want to. Apprenticeships in Wales can be done in Welsh or bilingually.

The responsible sector bodies also have materials to promote and engage both learners and employers. This has involved producing bilingual materials, which promotes an inclusive and anti-discriminatory workforce.

## Employment Responsibilities and Rights (ERR)

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

Social Care Wales co-produced an [induction framework](https://socialcare.wales/qualifications-funding/induction-frameworks) for social care managers, which is available for all managers to use if they’re new to their role, service or organisation. Or it can be used for continuing professional development.

## 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/Medr Apprenticeships Guidance.

**You can get more information from: Medr.**

## Annex 1

**Level 4 - Health and Social Care - Professional Practice in Health and Social Care**

**Relationship between knowledge and competence qualifications**

This qualification provides knowledge for learners to achieve the Competence / Professional Practice qualification in Health and Social Care.

Knowledge credits are a minimum of 28 credits, and the Competency / Practice credits are a minimum of 34 credits. With the required ESWs at 12 credits, this pathway has a **minimum** total credit rating of 74, depending on which pathway is chosen.

In addition, if the Level 4 Preparing for Leadership and Management qualification is chosen, the total Knowledge credits are 88 credits and Competency / Practice credits are a minimum of 34 credits. With the required ESWs at 12 credits, this pathway has a **minimum** total credit rating of 134, depending on which pathway is chosen.

The content covers:

Mandatory for all **Professional Practice** pathways:

* Legislation, theories and models of person/child-centred practice
* Professional practice.

Mandatory for chosen **Professional Practice** pathway:

* Leading support for reducing restrictive practices through positive approaches for behaviour
* Leading practice with individuals living with mental ill-health
* Leading practice with individuals living with dementia
* Leading practice with individuals living with a learning disability/autism
* Leading practice for disabled children and young people
* Leading practice for children and young people who are looked after
* Leading practice with families and carers.

Mandatory for chosen **Preparing for Leadership and Management** pathway:

* Legislation, theories and models of person/child-centred practice
* Theoretical frameworks for leadership and management in health and social care
* Leadership and management of effective team performance in health and social care services.

## Annex 2

**Level 4 - Health and Social Care - Independent Advocacy**

**Relationship between knowledge and competence qualifications**

This qualification provides knowledge for learners to achieve Competence / Practice in Independent Advocacy.

Knowledge credits are a minimum of 41 credits, and the Competency / Practice credits are a minimum of 11 credits. With the required ESWs at 12 credits, this pathway has a **minimum** total credit rating of 64, depending on which pathway is chosen.

In addition, if the Level 4 Preparing for Leadership and Management qualification is chosen, the total Knowledge credits are 101 credits and the Competency / Practice credits are a minimum of 11 credits. With the required ESWs at 12 credits, this pathway has a **minimum** total credit rating of 124, depending on which pathway is chosen.

The content covers:

Mandatory for all **Independent Advocacy** pathways:

* Providing independent advocacy – principles and practice
* Understanding legislation in the context of independent advocacy.

Optional pathways:

* Independent advocacy with adults
* Independent advocacy with children and young people
* Independent mental health advocacy
* Independent mental capacity advocacy.

Mandatory for chosen **Preparing for Leadership and Management** pathway:

* Legislation, theories and models of person/child-centred practice
* Theoretical frameworks for leadership and management in health and social care
* Leadership and management of effective team performance in health and social care services.

## Annex 3

**Level 4 - Health and Social Care - Social Services Practitioner**

**Relationship between knowledge and competence qualifications**

This qualification provides knowledge for learners to achieve Competence / Practice in the Social Services Practitioner role.

Knowledge credits are a minimum of 62 credits, and the Competency / Practice credits are a minimum of 58 credits. With the required ESWs at 12 credits, this pathway has a **minimum** total credit rating of 132.

The content covers:

Mandatory

* Understanding legislation in the context of the Social Services Practitioner role
* Professional practice
* Understanding theories and models and their relationship to person/child centred practice and rights-based approaches
* Understanding factors that contribute to individuals and/or carers needing care and support
* Support the assessment and care and support planning process
* Safeguarding individuals.

## Annex 4

**Level 4 - Health and Social Care - Adult Placement / Shared Lives**

**Relationship between knowledge and competence qualifications**

This qualification provides knowledge for learners to achieve Competence / Practice in a role that supports shared lives placements/arrangements and Adult Placement/Shared Lives Carers.

Knowledge credits are a minimum of 18 credits, and the Competency / Practice credits are a minimum of 27 credits. With the required ESWs at 12 credits, this pathway has a **minimum** total credit rating of 57.

The content covers:

Mandatory

* Provide support for Adult Placement/ Shared Lives carers.

Optional Pathways

* Develop understanding of dementia
* Develop understanding of learning disability and autism
* Develop understanding of mental ill-health.