**All Wales induction framework for health and social care**

**Learning and assessment methods**

**Some of the learning and assessment methods:**

* mentoring by a more experienced colleague
* coaching
* distance learning
* e-learning
* guided reading
* structured use of supervision
* shadowing
* taught programmes / training
* group work
* practical experience
* reflective practice
* completing the workbooks
* written or verbal questioning
* assignments
* case studies with questions
* presentations
* tests
* direct observation of practice
* feedback from others – for example, individuals, carers, other workers
* self-assessment / reflective accounts
* evidence of accredited training / qualifications.

**Follow up questions:** You may need to use ‘follow up’ questions to test the understanding of a new worker in more depth. Ideally, this should be done in a way that draws out their thinking and helps them discuss their thoughts

**Direct observation of practice:** This aspect of assessment will provide evidence of how a new worker is performing in their role and how they are applying their knowledge and understanding to their practice. Constructive feedback about their practice will help new workers know how they are doing and understand the areas they need to improve in a supportive way.

**Feedback from others:** Feedback from individuals, carers and other workers can be valuable in establishing how well the new worker is doing. It is important that this is done in a way that is open and supportive to learning.

**Reflection:** The new worker can be asked to give a work-related example of something they have done and consider whether it went well, what the outcomes were and what they learnt from this. It is a good way of judging whether a worker can think through tasks and learn through reflection and analysis.