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

**‘What if…?’ questions**

**List of potential ‘what if…?’ questions to consider**

1. there is no access to the internet/a computer
2. the new worker fails to complete the induction within six months
3. a worker leaves/joins part way through completing the induction
4. the manager signs off the induction, but when an assessor looks at the evidence presented, they don’t think it is sufficient or robust enough to meet the standards for the qualifications
5. a worker starts and has already completed the induction framework and workbooks with another employer
6. a worker starts who is not new to the social care sector
7. a worker starts who has completed the workbooks as pre-employment
8. a manager is struggling to find the time to provide the induction
9. if a worker moves to another employer, does the manager need to see the portfolio of evidence completed or just accept the certificate of completion?
10. the employer refuses to release the workbooks/evidence that the worker has completed if they are moving to another setting

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| 1. From the selection of ‘what if…?’ questions listed, select three of them and think about how these could be addressed.
2. Can you think of any other ‘what if…?’ questions?
3. How would you suggest you address these?
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