**Apprenticeship framework**

Have your say on our proposals

Consultation closes on 5 July 2020



**Contact details**

**Social Care Wales**

South Gate House

Wood Street

Cardiff CF10 1EW

Tel: 0300 3033 444

Minicom: 029 2078 0680

Email: info@socialcare.wales

[socialcare.wales](https://socialcare.wales/)

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**Other formats:** This document is available in large text or other formats, if required. Copies are also available in Welsh.

**Why we need your views**

Social Care Wales has been commissioned by Welsh Government to develop apprenticeship frameworks at level 4 and 5 in Health and Social Care (HSC) **and** Children’s Care, Play, Learning and Development (CCPLD).

We have completed our initial engagement and have produced our first draft document for consultation. We are seeking a range of opinions from across the sectors, and are particularly interested in the views of learning providers and people working in health and social care, and early years and childcare in Wales.

We have included details about each of the pathways in the apprenticeship framework in this consultation document for ease of reference and to help you prepare your responses. The questionnaire should take no longer than 15 to 20 minutes to complete.

Your views will be used to inform the final framework, which will be available in September 2020.

If you would like to take part, read this consultation document**and complete the** [questionnaire](https://www.surveymonkey.co.uk/r/9SY2NJS) **by midnight on 5 July 2020.**

**Please share this document with interested colleagues. If you need a copy in a different format or have any questions, contact us at** consultations@socialcare.wales**.**

**Thank you for telling us what you think.**

**Framework overview**

This consultation document provides an overview of:

* the name of the apprenticeship pathways at levels 4 and 5
* the total number of guided learning hours for each pathway
* the total qualification time for each pathway
* the number of credits for the qualification element of the pathway
* the number of credits for the essential skills element of the pathway.

All apprenticeships are made up of a combination of theory, practice and essential skills, and state the minimum guided learning hours and number of credits that are needed. The pathways in each of the frameworks are slightly different in terms of guided learning hours, total qualification time and credit value. So some learners, depending on the pathway they’ve chosen, may complete more than the minimum required to achieve the framework.

This framework is designed to help learners access the appropriate pathways for their job function and provides them with opportunities to prepare for their future career progression.

We are proposing giving learners the option to undertake Preparing for Leadership and Management at level 4 (pathways 8,13 and 19). This is to give people the opportunity to advance their management career by achieving this qualification alongside their specialist qualification, as this qualification is a requirement of the Level 5 Management pathway (15 and 20). It also aligns with the regulatory requirements in social care and will support people who may wish to move into registered manager positions in the future.

We are proposing to set the essential skills requirement at level 2, which keeps it at the current level and in line with other sectors in Wales for level 4 and 5 frameworks. The current proposal only includes essential skills in communication and application of number. Digital literacy has not traditionally been included in previous frameworks, but we would welcome your views as to whether we should reconsider this.

To help with this, here’s a summary of the content of the Essential Digital Literacy Skills at level 2:

* appropriate use of digital approaches to ensure safety and minimise risk
* choose the most appropriate tools and techniques
* organise, store, share and protect
* maintain devices and solve common problems
* efficiently search for, refine, assess and organise digital information
* understand and use creative digital solutions.

**The 20 pathways we are proposing across levels 4 and 5 in Health and Social Care and Children’s Care, Play, Learning and Development are:**

**Apprenticeship frameworks:
Health and social care**

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

**Minimum credits:** 62

**Minimum guided learning hours:** 280

**Minimum total qualification time:** 620 hours

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Pathways** | **Credits**  | **Guided learning hours** | **Total qualification time** | **Essential Skills** **L2 Application of Number: 6 credits****L2 Communication: 6 credits** |
| 1. **Leading support for reducing restrictive practices through positive approaches for behaviour**
 | 63 | 285 | 630 | 12 |
| 1. **Leading practice with individuals living with mental ill-health**
 | 62 | 309 | 620 | 12 |
| 1. **Leading practice with individuals living with dementia**
 | 65 | 322 | 650 | 12 |
| 1. **Leading practice with individuals living with a learning disability/autism**
 | 65 | 345 | 650 | 12 |
| 1. **Leading practice for disabled children and young people**
 | 63 | 284 | 630 | 12 |
| 1. **Leading practice for children and young people who are looked after**
 | 62 | 280 | 620 | 12 |
| 1. **Leading practice with families/carer**
 | 65 | 280 | 650 | 12 |
| 1. **Learners will also have an opportunity to complete the Preparing for Leadership and Management Qualification alongside Level 4 Professional Practice if they wish. This would consist of an option from the above list, plus Preparing for Leadership and Management in Health and Social** **Care** (only 38 credits as learners would have 22 credits transferred from the specialist pathway)
 | 38 + option from above | 220 + option from above | 380 + option from above | 12 |

**Level 4 – Independent Advocacy**

**Minimum credit:** 52

**Minimum guided learning hours:** 219

**Minimum total qualification time:** 520 hours

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Pathways** | **Credits**  | **Guided learning hours** | **Total qualification time** | **Essential Skills** **L2 Application of Number: 6 credits****L2 Communication: 6 credits** |
| 1. **Independent advocacy with adults**
 | 52 | 219 | 520 | 12 |
| 1. **Independent advocacy with children and young people**
 | 54 | 229 | 540 | 12 |
| 1. **Independent mental health advocacy**
 | 54 | 244 | 540 | 12 |
| 1. **Independent mental capacity advocacy**
 | 58 | 249 | 580 | 12 |
| 1. **Learners will also have an opportunity to complete the Preparing for Leadership and Management Qualification alongside Level 4 Independent Advocacy if they wish. This would consist of the Level 4 Independent Advocacy + Preparing for Leadership and Management in Health and Social Care**
 | 60 + option from above | 335 + option from above | 600+ option from above | 12 |

**Social Services Practitioner**

**Total credits:** 120

**Guided learning hours:** 266

**Total qualification time:** 1,200 hours

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Pathways** | **Credits**  | **Guided learning hours** | **Total qualification time** | **Essential Skills** **L2 Application of Number: 6 credits****L2 Communication: 6 credits** |
| 1. **Social Services Practitioner**
 | 120 | 266 | 1,200 | 12 |

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

**Minimum total credits:** 120

**Minimum guided learning hours:** 394

**Minimum total qualification time:** 1,200 hours

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

**Total credits:** 60

**Guided learning hours:** 335

**Total qualification time:** 600 hours

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Pathways** | **Credits**  | **Guided learning hours** | **Total qualification time** | **Essential Skills** **L2 Application of Number: 6 credits****L2 Communication: 6 credits** |
| 1. **Level 4 Preparing for Leadership and Management in Health and Social Care**

**Plus: Level 5 Leadership and Management of Health and Social Care: Practice** | 60120 | 335395 | 6001,200 | 12 |
| **Total** | 180 | 730 | 1,800 | 12 |

**Apprenticeship frameworks: Children’s Care, Play, Learning and Development**

**Level 4 Professional Practice in Professional Practice in Children’s Care, Play, Learning and Development**

**Minimum total credit:** 60

**Minimum guided learning hours:** 295

**Minimum total qualification time:** 600 hours

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Pathways** | **Credits**  | **Guided learning hours** | **Total qualification time** | **Essential Skills** **L2 Application of Number: 6 credits****L2 Communication: 6 credits** |
| 1. **Working with families and carers to develop parenting skills**
 | 64 | 295 | 640 | 12 |
| 1. **Working with Children with Speech, Language and Communication Needs (SLCN)**
 | 64 | 315 | 640 | 12 |
| 1. **Recognising and Supporting Children with Additional Learning Needs (ALN)**
 | 60 | 290 | 600 | 12 |
| 1. **Learners will also have an opportunity to complete the Preparing for Leadership and Management Qualification alongside Level 4 Professional Practice if they wish. This would consist of an option from the above list, plus Preparing for Leadership and Management in Health and Social** (only 38 credits as learners would have 22 credits transferred from the specialist pathway)
 | 38 + choice from above | 220 + choice from above | 380 + choice from above | 12 |

**Level 5 Leadership and Management of Children’s Care, Play,**

**Learning and Development: Practice**

**Minimum total credits:** 120

**Minimum guided learning hours:** 415

**Minimum total qualification time:** 1,200

**Level 4 Preparing for Leadership and Management in Children’s Care, Play, Learning and Development**

**Minimum total credits:** 60

**Minimum guided learning hours:** 335

**Minimum total qualification time:** 600 hours

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| --- | --- | --- | --- | --- |
| **Pathways** | **Credits**  | **Guided learning hours** | **Total qualification time** | **Essential Skills** **L2 Application of Number: 6 credits****L2 Communication: 6 credits** |
| 1. **Level 4 Preparing for Leadership and Management in Children’s Care, Play, Learning and Development**

**Plus: Level 5 Leadership and Management of Children’s Care, Play, Learning and Development: Practice** | 60120 | 335415 | 6001,200 | 12 |

**About you/your organisation**

Are you responding to this consultation:

|  |  |  |
| --- | --- | --- |
| 1. **as an individual**
 |[ ]  **or** | 1. **on behalf of an organisation**
 |[ ]
|  |
| **If as an individual, are you a/an:** |  |  | **Is the organisation:** |  |
| Social care manager |[ ]   | Central or devolved government |[ ]
| Social care worker |[ ]   | A local authority |[ ]
| Social worker |[ ]   | A health sector organisation |[ ]
| Social work student |[ ]   | An employer |[ ]
| Individual using care and support |[ ]   | A learning provider |[ ]
| Member of the public  |[ ]   | Other – please describe below: |
| Employed by NHS Wales |[ ]   |  |
| Learning provider |[ ]   |  |
| Carer |[ ]   |  |
|  |  | Organisation name/type of work carried out: |
| Other – please describe below: |  |  |
|  |  |  |

**Consultation questions**

1. **Do you agree with the proposal for 20 pathways across Health and Social Care and Children’s Care, Play, Learning and Development?**

Yes/No

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| --- |
| If no, please tell us why: |

1. **Do you have any specific comments about the suitability of any of the
20 pathways?**

Please use the number of the pathway as a reference when responding.

|  |
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1. **Do you agree with the proposal to offer options for people to undertake the Preparing for Leadership and Management qualification, along with one of the specialist pathways in Level 4 (specifically pathways 8, 13 and 19)?**

Yes/No

|  |
| --- |
| If no, please tell us why: |

1. **Do you agree with the proposal to maintain the level of essential skills at level 2?**

Yes/No

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| --- |
| If no, please tell us why: |

1. **Do you agree with the proposal to not include digital literacy as an essential skill?**

Yes/No

|  |
| --- |
| If no, please tell us why: |

1. **Do you have any other comments or observations about the proposed apprenticeship frameworks?**

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|  |

1. **We would like to know your views on the effects that all the proposals in this consultation will have on the Welsh language, specifically on:**

**i) opportunities for people to use Welsh**

**ii) treating the Welsh language no less favourably than the English language.**

**What effects do you think there would be? How could positive effects be increased or negative effects be mitigated?**

Please provide your comments in the space below:

|  |
| --- |
|  |

**How we will use your views**

Any response you send us will be seen in full by our staff dealing with the issues this consultation covers. It may also be seen by other members of staff to help us plan future consultations.

We will be publishing a summary of the responses to this document. We may also publish the responses in full. Normally, the name and address of the person or organisation who sent the response are published with the response. This helps show that the consultation was carried out properly. If you do not want your name or address published, please tell us this in writing when you send your response. We will then blank them out.

Names or addresses we blank out might still get published later, although we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including Social Care Wales. This includes information that has not been published.

However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone’s name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we decided to reveal the information.