



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Appendix 2: at a glance: training needs

A summary of training needs

First published: 9 November 2023

Last updated: 13 November 2023

This document was downloaded from socialcare.wales and may not be the latest version.

Go to <https://socialcare.wales/resources-guidance/safeguarding-list/national-safeguarding-training-learning-and-development-framework/appendix-2-at-a-glance-training-needs> for the latest version.

Group A

Initial training

- Complete the e-learning module before starting work, or as part of induction.

Refresher training

- Every three years.
- Following a change to safeguarding legislation.
- When an employer or manager says it's needed.

How many hours?

- One to three hours.

Group B

Initial training

- As part of induction or probation period (first six months).
- May need to do training on specific topics relevant to role, if the employer or manager thinks it's needed.

Refresher training

- Minimum of three years.
- If there's a change to safeguarding law.
- When an employer or manager says it's needed.

- This can include wider role specific learning and development specific to the role.

How many hours?

- Minimum of six hours, which can be done in one or more sessions.

Group C

Initial training

- Any training the hiring manager thinks is needed before they begin their role.
- Eight hours during probation period (first six months), and any extra learning specific to the role.

Refresher training

- The generic training.
- Learning specific to the role.
- Updated every three years.

How many hours?

- At least eight hours of the generic training, plus training specific to the role.

Group D

Initial training

- Minimum of eight hours during the probation period (first six months).

- Any learning specific to the role.

Refresher training

- Learning specific to the role, over two to three years.

How many hours?

- Minimum 24 hours over three years.

Group E

Initial training

- Minimum of six months.

Refresher training

- Maintain a formal CPD log to record learning and development over three years.

How many hours?

- Minimum 24 hours over three years.

Group F

Initial training

- E-learning module before starting work, or as part of induction or probation (first six months).

Refresher training

- Group A e-learning
- Bespoke refresher development every three years (at least).

How many hours?

- Minimum of six hours.