Gofal Cymdeithasol Cymru
Social Care Wales

Learning

This page brings together information, guidance and learning resources to support your learning and development throughout your career.

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Learning helps you develop the knowledge, skills and behaviours you need for your role, so you can provide high-quality care and support.

Learning can be planned or unplanned, and can happen in different ways, including through:

- training
- e-learning
- webinars
- reading
- professional discussions
- day-to-day practice.

Learning should be relevant to your role, development needs, and the needs of the people you care for or support.

This page brings together information, guidance and learning resources to support your learning and development throughout your career.

Planning your learning

Planning your learning helps you identify your development needs and make the most of opportunities.

When planning your learning, think about:

- your role and responsibilities
- feedback from supervision
- learning from your day-to-day practice
- changes in legislation, guidance or best practice

- your future learning and development needs.

The following information and resources can support conversations about learning and development and help identify the knowledge, skills and behaviours needed for your role.

- Code of Professional Practice
- National Occupational Standards (NOS)
- Qualification framework
- Pay and progression framework

Starting your career

Whether you're new to social care, starting a new role or returning to practice, there’s a range of information, guidance and learning resources available to support your learning and development.

Explore the information and resources below to help you understand your role, develop core knowledge and skills, and build confidence in your practice.

- Induction framework
- New to working in social care in Wales
- Registration
- Code of Professional Practice
- Qualification framework
- Values for strengths-based practice

Developing your practice

Learning is an ongoing part of professional development. As you gain experience, learning helps you strengthen your knowledge, develop your skills and build confidence in your role.

There’s information, guidance and learning resources below to support ongoing development in your role.

- Strengths-based practice
- Learning modules
- Safeguarding
- Using Welsh at work
- Well-being resources
- National Occupational Standards (NOS)
- Infection prevention and control.

Specialist areas of practice

As your role develops, you may need to build your knowledge and skills in specific areas of practice.

Explore specialist topics to find information, guidance and learning resources that support your area of practice.

- Dementia
- Neurodiversity
- Positive approaches and reducing restrictive practices
- Positive risk and shared decision-making
- The Mental Capacity Act and Deprivation of Liberty Safeguards (DoLS)
- Camau Welsh language course
- Anti-racism

- HIV ‘Can’t pass it on’
- Training modules and courses for care workers

Leadership and management

Leadership and management play an important role in delivering high-quality care and support, developing teams and creating positive learning cultures.

Whether you want to move into a leadership role, supervise colleagues or manage a service, you can access information, guidance and learning resources below to support your learning and development.

- First steps in management
- Induction framework for social care managers
- Leadership and management learning resources
- Effective supervision
- Leadership and Management National Occupational Standards
- Strengths-based supervision
- Looking after your team's well-being
- Code of Professional Practice for Social Care Employers

Reflecting on your learning

Reflection is an important part of learning and professional development. Taking time to reflect helps you understand what you’ve learnt, how it applies to your role and what else you may need to learn or develop.

You can reflect on your own or with others, for example during supervision or team meetings. Talking about learning with colleagues can help you check your understanding, explore different perspectives and identify ways to improve your practice. Sharing learning also supports good practice across teams and can improve outcomes for people who receive care and support.

The following resources can support reflective practice.

- Reflective practice
- Reflecting on your learning
- Different ways to reflect
- Learning log
- Reflective questions for supervision

Planning your development

Learning continues throughout your career. As your role and responsibilities develop, your learning and development needs may also change.

Regular supervision and development conversations give you the chance to review learning, identify future development needs, and plan learning that supports your role and career development.

The information and resources below can help you continue your professional development.

- Continuing professional development (CPD)
- National Occupational Standards (NOS)
- Qualification framework
- Pay and progression framework

Related pages

- Understanding CPD
- Reflective practice
- Registration
- Code of Professional Practice
- National Occupational Standards (NOS)
- Qualification framework
- Pay and progression framework