

Social Care Workforce Reform - Care in Practice Framework



Northern Ireland

Social

Care

Council

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DoH Social Care Workforce Strategy 2025 - 2035



DoH Social Care Workforce Reform Objectives

Northern Ireland



Qualification Based Register (QBR)

Develop and deliver a proposal for the introduction of a QBR for the social care workforce register.

Career Pathway for Social Care

Develop and deliver a career pathway framework for the registered social care workforce in Northern Ireland.

Continuous Learning Framework

Develop and deliver a continuous professional learning and development framework for the registered social care workforce, aligned to registration requirements.

Care in Practice (CiP) Framework

Key:

Entrance Level Social Care Practitioner

Learning and developing new skills

Social Care Practitioner

Developing and consolidating new skills

Enhanced Social Care Practitioner

Developing and enhancing skills

Social Care Manager/Leader

Helping others achieve their goals

Qualifications pathway



Continuous learning pathway



Level 2 Certificate in Safe and Effective Practice

This is an entrance qualification for those new to health and social care. The certificate will provide learners with foundational knowledge and skills to enable them to work as an adult social care practitioner within health and social care services. It will enable learners to gain knowledge and skills in:

- Standards and Values – Underpinning social care practice.
- Understand safeguarding in social care services.
- Safe moving and positioning of individuals in social care services.
- Environmental health and safety in social care services.
- Understand safe medication practice in social care.
- Safe food handling and dysphagia awareness in social care services.
- Emergency first aid in social care services.



Level 2 Certificate in Safe and Effective Practice Pilot Programme



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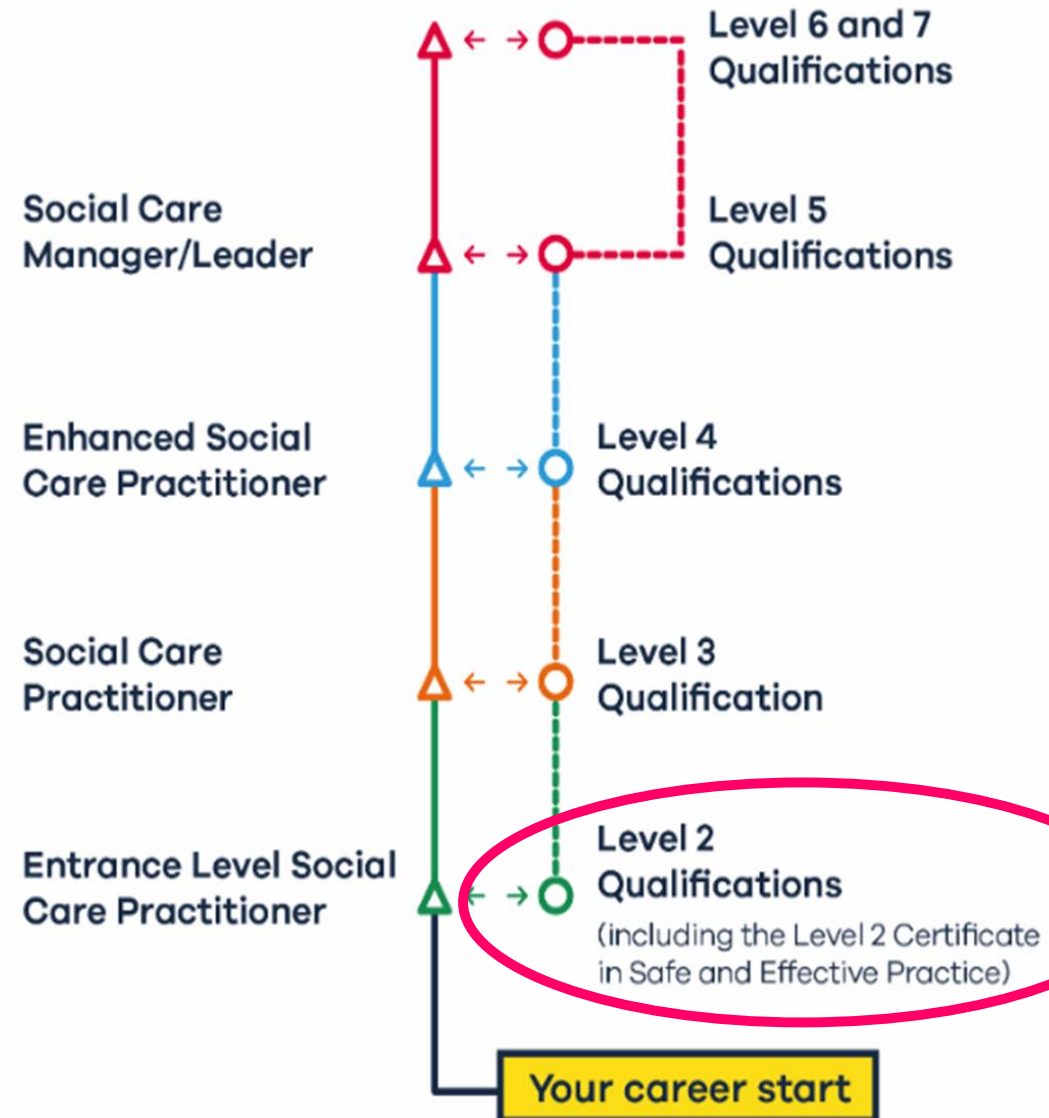
Social Care Manager/Leader

Helping others achieve their goals

Qualifications pathway



Continuous learning pathway



Level 2 Certificate in Safe & Effective Practice - Pilot Programme

The Northern Ireland Social Care Council (SCC) commissioned a **pilot programme** to test out the feasibility and viability of this qualification to meet individual learner, employer and sector needs before being fully deployed to the sector.



Pilot Programme Objectives



- Establish the participant's baseline knowledge of the topics which make up the new certificate.
- Track the development of participant's knowledge and understanding as they progressed through the certificate programme.
- Identify any areas of improvement required before the certificate is made widely available across Northern Ireland.

Level 2 Certificate in Safe & Effective Practice - Pilot Programme

Pilot programme - participation:

- **Participants** – 18 learners (17 completed, 1 withdrew)
- **Employer** – 6 employers – Statutory/ Trust, Private and Voluntary sector
- **Training Providers** – 3 providers – independently selected by employers, with 1 employer delivering the programme through their own assessment centre
- **Sites** – 3 pilot sites – across Greater Belfast

Level 2 Certificate in Safe & Effective Practice - Pilot Programme Participant Rationale

- **Participants:** in various job roles, diverse work settings and with different levels of work experience – to test the efficacy of the qualification and programme to increase participant knowledge and skills irrespective of role, workplace and/ or length of service before starting the programme.
- **Employers:** range of statutory/ Trust, private and voluntary sector employers to ensure that viability of this qualification and programme, to increase participant knowledge and skills, was tested on a cross-sector basis
- **Providers:** private training providers and employer based provision – to test the effectiveness of the delivery model to increase participant knowledge and skills

Methodology – Evaluation Approach

- **Participant Surveys:**
 - **Baseline** – statement of perceived knowledge
 - **End-point** – statement of perceived knowledge
- **Employer End-point Survey** - assessment of participant knowledge and practice skills by end of programme
- **Provider End-point Survey** - assessment of participant knowledge and competence by end of programme
- **Round-Table Feedback:** qualitative feedback from learners, employers and providers based on their reflections on the programme.

Impact - Benefits

- **Learners** reported – increased knowledge, acquisition on new skills, confidence in practice, and, overall, motivation to engage in continuous professional learning
- **Employers** reported – participants had greater confidence and knowledge, better understanding in their role and were able to fully take up their duties
- **Providers** reported – learners had improved knowledge and competence

*** **OUTCOME FINDINGS** - there was an increase in learners knowledge scores across all of the seven modules, with the participants perceived learning and understanding increasing by an average of 33% overall ***

Impact - Benefits

After undertaking the pilot programme, specific feedback was:

- **Learners** – “Taking part in the pilot for the Safe and Effective Practice Certificate has been an enriching experience for me. Personally, it’s been a journey of growth and learning that has made me more confident in my role. I’ve gained new skills ... What’s been most rewarding is seeing how these new approaches positively impact [service users] lives and feeling a greater connection to [service users] well-being.”
- **Employers** - “Staff have better understanding of their role and after completing this course it has improved their work performance.”
- **Providers** - “The Level 2 Certificate incorporates mandatory training, is standardised and portable.”

Key Findings - Challenges



Key Findings - Challenges

After undertaking the pilot programme, specific feedback was:

- **Learners** – “Time to complete assignments due to work/ life balance demands.”
- **Employers** - “Releasing staff to attend the training due to staffing levels.”
- **Providers** - “The demands of work schedule balanced with personal life meant that staff being in a room all at the same time was difficult.”

Key Findings – Practice Implications

Recommendations:

- **Time Allocation** – protected time allocation to attend learning and development sessions
- **Time** – more time to complete assignments
- **Time Management** – supporting work/ study/ life balance
- **Managerial Support** – ongoing follow up and support through supervision
- **Evidence Gathering** – using a diverse range of evidence gathering, with emphasis on direct observation in the practice setting
- **Induction Training** – incorporating the certificate completion with staff induction, should address competing work/ study/ life demands

Key Findings – Practice Implications

Recommendations:

- “The right attitude and right ethos of staff and their service manager helped to overcome the challenges.”
- “Allocating more time for the work booklet so we do not rush to submit.”
- “Moving forward we would introduce professional discussions along with the written work (as our process for other vocational quals) and we would observe practice in the workplace.”
- “Tying the Certificate to induction will really help overcome the challenges around competing demands and completing induction.”

Concluding comments

Social Care Workforce Reform webpage developed which includes:

- CiP Framework- graphic
- CiP Framework - guidance document available as an HTML file and a downloadable PDF:

[Social Care Workforce Reform – NISCC](#)

Thank you.

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Working together. Making a difference.

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