



Apprenticeship/Foundation Modern Apprenticeship in Health & Social Care	Framework Issue Number 7.2
Advanced Apprenticeship/Modern Apprenticeship in Health & Social Care	Framework Issue Number 7.2

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Summary of Changes to this Framework

The Framework document contains the following revision:

- Addition of ASET Level 3 Health and Social Care NVQ (**100/5985/4**)
- Updated contact details for Wales
- Addition of Functional Skills-Only those centres who have been approved to take part in the QCA national pilot can use the Functional Skills at this stage instead of Key Skills

1. Contact Details of the Sectors

Title, level and coverage of apprenticeship	Health and Social Care, Level 2 & Level 3 <ul style="list-style-type: none"> ➤ The National Health Service ➤ Private Health and Social Care providers ➤ Local Authorities ➤ Voluntary organisations in Health and Social Care ➤ The Armed Forces
Name of Sector Skills Councils	Skills for Health – skillsforhealth.org.uk Skills for Care – skillsforcare.org.uk Care Council for Wales – ccwales.org.uk
Contact name	Skills for Health – Dawn Probert Skills for Care – Susan Smith Care Council for Wales – Toni Leggett
Address	Skills for Health - 2nd Floor, Goldsmiths House, Broad Plain, Bristol BS2 0JP Skills for Care - Albion Court, 5 Albion Place, Leeds, LS1 6JL Care Council for Wales – South Gate House, Wood Street, Cardiff, CF10 1EW
Telephone number	Skills for Health – 0117 922 1155 Skills for Care - Tel 0113 2451716 Care Council for Wales – 029 20226257 Minicom: 029 2078 0680
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Date sent to SfB AAG	23 rd September 2007
Date of Implementation	

1.1 Responsibility for the Framework

The Framework is jointly owned by Skills for Health, Skills for Care and Care Council for Wales. Skills for Health has the responsibility for managing the Framework document on behalf of the partners.

The Partners will each be responsible for the Guidance for Employers and Providers for the separate Sectors.

2.1 Summary of the Mandatory Outcomes for the Health and Social Care Apprenticeship/Foundation Modern Apprenticeship

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Apprenticeship/Foundation Modern Apprenticeship	Level
<p>Competence Based Element NVQ in Health and Social Care Health Award in Blood Donor Support Health Award in Clinical Support Health Award in Perioperative Support Health Award in Medical Assistance</p>	2
<p>Knowledge based element Certificate in Health and Social Care Certificate in Medical Assistance (Can only be undertaken by Defence Medical Assistants)</p>	2
<p>Key Skills Application of Number Communications OR Functional Skills (as part of the national QCA pilot) Mathematics English</p>	1 1 1 1
<p>Additional Employer Requirements None</p>	
<p>Employment rights and responsibilities It is expected that the learner will meet all the ERR requirements through completion of the mandatory outcomes and Induction to the workplace. On applying for Certification the provider the provider is declaring that the ERR requirements have been met. The SSCs will sample evidence. Further details can be found on page 9</p>	

2.2 Summary of the Mandatory Outcomes for the Health and Social Care Advanced Apprenticeship/Modern Apprenticeship

Framework Code Framework Issue Number

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Advanced Apprenticeship/Advanced Modern Apprenticeship	Level
<p align="center">Competence Based Element</p> <p align="center">NVQ in Health and Social Care Health Award Pathways: Blood Donor Support Allied Health Profession Support (General) Allied Health Profession Support (Dietetics) Allied Health Profession Support (Physiotherapy & Occupational Therapy) Allied Health Profession Support (Radiography) Allied Health Profession Support (Clinical Imaging) Allied Health Profession Support (Radiotherapy) Allied Health Profession Support (Speech and Language Therapy) General Healthcare Support Decontamination Clinical Healthcare Skills Maternity/ Paediatric Support Newborn Hearing Screening Obstetric Theatre Support Perioperative Care (Surgical Support) Perioperative Care (Anaesthetic/ PACU Support) Renal Support</p>	3
<p align="center">Knowledge based element</p> <p align="center">Certificate in Health and Social Care</p>	3
<p align="center">Key Skills</p> <p align="center">Application of Number Communications OR Functional Skills (as part of the national QCA pilot) Mathematics English</p>	2 2 2 2
<p align="center">Additional Employer Requirements</p> <p align="center">None</p>	
<p align="center">Employment rights and responsibilities</p> <p>It is expected that the learner will meet all the ERR requirements through completion</p>	

of the mandatory outcomes and Induction to the workplace. On applying for Certification the provider the provider is declaring that the ERR requirements have been met. The SSCs will sample evidence. Further details can be found on page 8	
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3 Overview of the Framework

3.1 Rationale for Framework

3.1.1 THE DOMAIN

The health and social care domain is large and highly complex. Over 3.4 million people are estimated to work in both health and social care sectors in the UK. The sector is regarded as economically significant in size and is therefore a major employer. It is characterised by a large number of small and medium sized business.

3.1.2 The two sectors in the domain – health and social care – each have their own distinct characteristics but share boundaries. The boundaries are not always clear-cut. For example, there are grey areas relating to services such as mental health, learning disabilities, and long-term care, with considerable interchange of non-qualified staff between various settings.

3.1.3 Health Sector

The health care sector is very large, employing some 2.2 million people. It includes the NHS and a significant number of independent and voluntary sector providers. The health sector's primary purpose is to bring about the highest level of physical and mental health for all citizens. It does this by:

- Promoting health and preventing ill health
- Diagnosing and treating injury and disease
- Caring for those with a long term illness or disability who require the services of the NHS.

3.1.4 The NHS is made up of about 800 separate organisations. It includes: hospitals, community health services, and ambulance services; GP practices; NHS walk-in centres; dental services; pharmacies; and opticians. Many local services are managed and provided by Primary Care Trusts. These organisations are also responsible for planning and commissioning services for their local populations.

3.1.5 The health domain also includes other health care providers such as independent hospitals & clinics; private doctors and specialist practitioners, hospices; and the Armed Forces.

3.1.6 Within the Armed Forces there is a specialist role, Defence Medical Assistant which currently has its own technical certificate.

3.1.7 The Health Sector has a large and complex Career Framework <http://www.skillsforhealth.org.uk/careerframework/> Roles are constantly being developed and are mapped to this Framework. The Career Framework does not directly map to the levels in the National Qualifications Framework.

3.1.8 The Apprenticeship Framework supports young people to gain qualifications that will support entry to the Health Sector Career Framework at Level two and/ or progression into level 3 roles. Roles at Level 4 are deemed to be Assistant Practitioners and qualifications at this level are still being developed including Foundation Degrees and VRQs. Completion of an Advanced/ Modern Apprenticeship also allows progression into Higher Education pre-registration programmes e.g. Nursing, Midwifery or Operating Department Practitioner.

3.1.8 **Social Care Sector**

The total number of people working in social care is estimated at 1.2 million.

These people work with all adult service groups; older people, sensory & physical impairment service users and extra care support. People who use services are supported in a variety of settings including own homes, supported accommodation, day care provision and residential accommodation.

3.1.9 Social Care is the term given to a wide range of care and support for people with assessed need e.g. Social Care Services are administered through Local Authorities (except Northern Ireland) working with voluntary and private social care organisations. Councils may provide services themselves or commission others to do so.

3.1.10 This framework covers the entire Health and Social Care sector which includes:

- The National Health Service
- Private providers
- Local Authorities
- Voluntary organisations
- The Armed Forces

The sectors welcome the contribution to training and development represented by the apprentices who make up a significant section of the workforce.

3.1.11 The Health and Social Care NVQ and the Health Awards all share the same four Core Units. This has meant that the Technical Certificate that has been developed is appropriate for use across all of the Pathways. An illustrative guide to the Health Awards Pathways is attached as appendix C.

3.1.13 By sharing the four Core Units this allows staff to move roles within the Health Sector and by using the appropriate award for continuing professional development obtain an NVQ relevant to the new role. Career progression within the Health Sector will not always be vertical, it may also be horizontal. New ways of working and new roles are constantly evolving to meet the Health needs of the population. These new roles provide staff with opportunities to develop new competencies often described as 'expanded' roles. The area of greatest expansion is in Assistant Practitioners who would be expected to be working at Level 3 before progressing into the role. In some cases staff will be recruited directly into the role and undertake work based learning to achieve the competence required.

3.1.14 At Level 2 & 3 there are no alternative qualifications suitable for the Health and Social Care workforce. In the past there has been a reliance on locally developed,

non-accredited training to provide the workforce with the necessary competence. Both the Health and Social Care Sectors are now recognising that in order to meet the needs of the sectors and to meet the aspirations of those who work in them that they must now move toward more widespread use of accredited qualifications.

3.1.15 The Care Standards Act 2000 sets the regulatory framework for staff working in Social Care and provides the base for minimum qualification requirements. The Health Sector has no equivalent requirements.

4 Content of Framework

4.1 Competence Based Element

The competence based element of the Health and Social Care Framework is comprised of a number of NVQs/ Health Awards at Level 2 and Level 3. The Health Awards are specific pathways in Health reflecting the various occupational areas.

See Sections 2.1 & 2.2 for full list of available qualifications

4.2 Knowledge Based Element

Knowledge based element of the Framework is assessed through the completion of a Technical Certificate. The Technical Certificates are appropriate for use with both the NVQ in Health and Social Care and the Health Awards. The Technical Certificate covers the Knowledge and Understanding for the Core Units in the joint award. Units from this award are used in the Core of the Health Awards.

See Sections 2.1 & 2.2 for full list of available qualifications

4.3 Key Skills or Functional Skills

The minimum requirements for Key Skills in the Framework are:

Apprentice/ Foundation Modern Apprentice

Communication Level 1
Use of Number Level 1

Advanced Apprentice/ Advanced Modern Apprentice

Communication Level 2
Use of Number Level 2

The learner, employer and provider may agree that in certain cases that the Apprentice/ Modern Apprentice or Advanced Apprentice/ Advanced Modern Apprentice could achieve at a higher level than the minimum required. Skills for Health, Skills for Care and Care Council for Wales would encourage this action.

The 'Relaxation' & Proxy rules for appropriate qualifications apply to the Health and Social Care Framework. In Wales the GCSE in Welsh can be used as an alternative to the GCSE in English.

There is no 'testing' of Key Skills in Wales but learners must still complete the portfolio.

OR Functional Skills (as part of the national QCA pilot)

Functional Skills will be accepted where learners wish to and are able undertake these as part of the national QCA pilot only *instead of Key Skills*. For the purposes of the pilot the same proxy and relaxation rules will apply to Functional Skills as to Key Skills as indicated above.

The minimum requirements for Functional Skills in the Framework are:

Apprentice/ Foundation Modern Apprentice

Mathematics	Level 1
English	Level 1

Advanced Apprentice/ Advanced Modern Apprentice

Mathematics	Level 2
English	Level 2

4.4 Additional Employer Requirements

There are no additional employer requirements for the Framework.

All Apprentices/ Modern Apprentices would be expected to complete or have completed a full Induction to the workplace. Social Care in England and Wales have minimum Induction Standards which must be met. The Health Sector does not have a minimum set of Standards but Skills for Health would expect that Apprentice/ Modern Apprentice who is employed or based with an employer as described in paragraph 5.1 will have completed an Induction that would be in accordance with the Induction that would normally be afforded to any employee and would include:

- Fire Safety
- Moving and Handling (Theory and/ or Patient depending on age of Apprentice/ Modern Apprentice)
- Health and Safety in the Workplace
- Infection Control
- Equality & Diversity Awareness
- Customer Service
- Conflict Resolution
- Relevant Human Resources policies e.g. Sickness/ Absence or Lateness Reporting

The cost of delivering Statutory/ mandatory requirements will be met by the employer.

In Social Care, there are different sets of National Induction Standards for England and Wales. They apply to all social care workers, regardless of employment status – this will include Apprenticeships

Where the Apprentice is not directly employed but will be undertaking work placement as described in para 5.1 the Induction will be sufficient to ensure that the safety and security of the trainee, staff and service users is maintained and that the Apprentice is able to

undertake activities in accordance with local policies and procedures. The nature of this 'induction' will be agreed between the work placement and the provider.

Where an Apprentice is in employment and is taken on to an Apprenticeship/ Modern Apprenticeship programme it is expected that the learner will have current Fire Safety, Health and Safety and Moving and Handling training.

It may also be appropriate for the Apprentice/ Modern Apprentice to complete relevant First Aid and Food Hygiene qualifications as 'added value' to the Framework.

An Apprentice employed by the NHS and subject to the Terms and Conditions of employment under Agenda for Change would be expected to have a Knowledge and Skills Profile for the role.

4.5 Employment Rights and Responsibilities

Employment Rights and Responsibilities (ERR) include material covering:

- The rights and responsibilities of workers (including equal opportunities legislation)
- The organisation, disciplines and representative structures of the industries concerned
- The impact on the sector of public law and policies

4.5.2 ERR will be part of the Apprenticeship Framework and evidence will be provided through completion of the technical certificate and NVQ. Where a learner's Social Care employer has complied with the Department of Health's requirements for Minimum Standards, uses the TOPPS Induction Standards (cease September 2006, Sfc Common Induction Standards from Sept 2006) or in Wales has complied with the Welsh Assembly Government's National Minimum Standards and uses the Care Council for Wales's Induction Framework or similar Induction Programme then some aspects of the ERR may have been covered. The ERR have been mapped to the Core Units of the NVQ and all have been met except

'The Candidate recognises and can form a view on issues of public concern that affect their organisation and industry'.

It is anticipated that through completion of the Technical Certificate that the learner will meet the above requirement.

4.5.4 ERR does not need to be formally assessed. Evidence that the learner has met the ERR requirements will be sampled at the point of Certification.

5 Implementation of Framework

5.1 Employed Status

For Apprentices/Foundation Modern Apprentices and Advanced Apprentices/Modern Apprentices, employed status is the preferred route, unless there are exceptional circumstances. Apprentices can be:

- directly employed by an employer and on their payroll
- based with an employer but not directly employed and paid an allowance by the employer
- based with a provider and placed with an employer who will provide work based learning opportunities.

Where an Apprentice is directly employed by the NHS and recruited into an Apprentice role the status of 'trainee' will be applied as described in Annex U of the Agenda for Change Terms and Conditions of Service.

Where the apprentice is not employed, there must be a clear link with an employer who can provide the on the job learning.

Further detail of the requirements for work based assessment can be found in the assessment strategies for the Health and Social Care NVQ and the Health Awards

The requirements of Care Standards Act 2000 are set out in the regulations and National Minimum Standards, Service providers will need to ensure that their service complies with these requirements. There are requirements about the workforce providing the service. Trainees are for the purpose of regulation considered to be part of the workforce. There are, for example, requirements about the suitability of staff and induction, which apply to all workers. In residential care there are restrictions on those under 18 providing intimate care. Managers of services and training providers will need to be clear about the requirements of the Act and their relative responsibilities.

The Health Sector has no restrictions on the minimum age at which an individual may provide intimate care. Skills for Health suggest that the employer, apprentice and training provider should agree when the learner is competent to undertake intimate care based on:

- Emotional Maturity
- Patient consent
- Assessed competence
- Risk Assessments have been completed

Under no circumstances should a young person under the age of 18 undertake patient moving and handling in the social care sector.

Apprentices under 18s employed within the **health sector** may only undertake Patient Moving and Handling if the health employer or provider can provide **a signed formal letter sent or emailed to** Dawn Probert, Development Manager- Apprenticeships at Skills

for Health (contact details on p 2) to confirm that the Apprentices have received Patient Moving and Handling training and any necessary refreshers and that appropriate Risk Assessments are in place. Skills for Health will then send a confirmation letter to acknowledge this.

Skills for Health wish to continue working with NHS trusts on this issue to enable existing and new future under 18s to continue to be employed and trained within the NHS.

5.2 Entry Requirements

There are generally no laid down minimum entry or previous experience requirements for Apprenticeships/Foundation Modern Apprenticeship or Advanced Apprenticeships/Modern Apprenticeship. Any minimum entry requirements will be a guide for applicants rather than a prescriptive measure. The following list is offered for guidance.

Apprenticeship/Foundation Modern Apprenticeship	Advanced Apprenticeship/Modern Apprenticeship
<ul style="list-style-type: none"> ➤ Progression from a Young Apprentice Programme (England) ➤ Initial Assessment L2 (see 3.9 below) ➤ Interview with learning provider and employer ➤ Evidence of Record of Achievement 	<ul style="list-style-type: none"> ➤ Initial Assessment L3 (see 3.9 below) ➤ Interview with learning provider and employer ➤ Evidence of Record of Achievement

5.1.2 Examples of desirable skills and attributes in potential apprentices could include:

- Motivation to succeed within the Sector/s
- Good interpersonal skills, especially respect for individual service users and good verbal and physical communication skills
- A suitable level of physical fitness may be necessary in order to perform some aspects of the job roles, for example, lifting and handling
- Willingness to undertake training and learning programmes and apply that learning in the workplace
- Ability to demonstrate that they have the potential to complete the NVQs and other qualifications that are part of the Apprenticeship
- An ability to work in small informal teams, playing the appropriate role, listening and contributing towards decision making and practice
- A positive non-judgemental and open-minded attitude and value-system
- A standard of literacy and numeracy in keeping with the demands of the job
- Willingness to undergo a Criminal Records Bureau check, for example when working with children and vulnerable adults (Enhanced CRB checks are mandatory for all those working directly with patients or service users in the Health and Social Care Sector)

5.3 Minimum Duration of Training

Whilst there is be no time serving, the expectation is that A/FMA or AA/MA will spend about 2 years in the programme. The minimum duration acceptable for

completion should be at least 12 months and for AA/MA 24 months unless individual circumstances (such as significant prior learning) make the relevant minimum length of stay inappropriate.

5.3.2 Early leavers should be provided with the opportunity for a full exit interview and achievements that attract certification will be catered for e.g. Unit Certification

5.4 Health and Safety

5.4.1 Owing to the wide range of workplaces in the sector, specific health and safety considerations may apply.

5.4.2 Health, safety and security issues are a formal part of the induction of all apprentices and are a key element of the Employment Responsibilities and Rights component of this framework. Units within the technical certificates cover Health and Safety in the workplace.

5.4.3 Providers must monitor the compliance of employers with health and safety requirements. All partners involved in the implementation of apprenticeships must adhere to their statutory responsibilities for health and safety as follows:

- A safe working environment for apprentices must be provided whilst they are at work or in training
- Appropriate training on health and safety in the workplace must be given to each apprentice
- Awareness of, and compliance with, legislation relating to the Health & Safety at Work Act 1974 and the Working Time Regulations 1998 and any other relevant legislation must be demonstrated
- Specific considerations, for example, local authority regulations for registration of those working with children or vulnerable adults and compliance with the Care Standards Act 2000
- The apprentice must be aware of and comply with their statutory responsibility for health and safety at work. This relates to their own safety and to the safety of others in the work place. They must also be aware of, and comply with, any additional health and safety procedures laid down by their employer/provider
- Local LSC/ DELLS regional offices are responsible for monitoring the compliance of partners to their statutory health and safety obligations and will carry this out through their Quality Assurance procedures.

5.5 Equality and Inclusion

5.5.1 There should be open recruitment of apprentices to the programme, which is available to all young people, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability who meet the stated selection criteria.

5.5.2 All partners involved in the delivery of the apprenticeship – LSC/ DELLS regional offices, providers, assessment centres and employers must be committed to a policy of equal opportunities with a stated equal opportunities policy and procedure.

5.5.3 Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with the following relevant legislation such as:

- The Welsh Language Act 1993 Chapter 38 (Wales only)
- The Care Standards Act 2000
- The Sex Discrimination Act, 1975 and Code of Practice
- The Race Relations Act, 1976 and Code of Practice
- Race Relations (Amendment) Act 2000
- The Disability Discrimination Act, 1995 and Code of Practice
- Data Protection Act 1998
- Employment Right Act 1996
- The Gender (Re-assignment) Act 1999
- Harassment Act 1997
- Health and Safety at Work Act 1974
- Human Rights Act 1998
- Public Interest Disclosure Act 1998 (Whistle Blowing Charter)
- Rehabilitation of Offenders Act 1974-1986 Amendment
- Sexual Discrimination Act 1976
- Proposed Code of Practice – Recruitment & Employment of Gay Men & Lesbians

5.5.4 The apprentice's knowledge about equal opportunities policies and procedures can be used as evidence for the Employment Responsibilities and Rights component of the Technical Certificate.

5.5.5 Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

5.5.6 Local LSC/ DELLS regional offices have overall responsibility to monitor practice to ensure that providers meet the criteria specified in their quality management systems. This includes monitoring the representation of apprentices in terms of gender, ethnicity and disability to ensure that it reflects, as far as possible, the levels of representation within the local community.

5.5.7 The Sector Skills Councils will retain overall responsibility for the development of the apprenticeship and for monitoring equality of opportunity, primarily by the analysis of LSC/ DELLS statistical returns. Where questions arise concerning policy and practice, the Sector Skills Councils will work closely with the local LSC/ DELLS regional office concerned to identify causes and to implement positive action where appropriate.

5.6 Transfer Arrangements from Previous Framework

5.6.1 The transfer arrangements will depend on the time an apprentice has spent in the programme. Candidates registered under the old framework who have progressed less than half way through may transfer to the new framework provided the additional study requirements will not adversely affect their successful completion of

the programme. Skills for Health together with Skills for Care and the Care Council for Wales wish to state that the decision to retain existing apprentices under the old framework, or transfer them onto the revised framework will be made in the best interests of the apprentice and will be agreed by them and their employer and both will record the decision on a revised Individual Learner Record or Individual Apprenticeship Plan. There is no requirement to register candidates with the SSCs on commencement of the Framework.

5.7 Monitoring Arrangements for the Framework

Monitoring of the Framework will be undertaken jointly by Skills for Health, Skills for Care and Care Council for Wales.

- Skills for Health will do this through its Apprenticeship Board
- Skills for Care will do this through its Apprenticeship Steering Group
- Care Council for Wales will do this through its Qualification Framework Development Group

Uptake of the Framework, completion rates and currency of qualifications will all be within the remit of these groups who will use the available data e.g. LSC, Welsh Assembly Government, ALI to make decisions on changes required to the Framework.

Changes to the Framework are agreed by all partner SSCs and no unilateral decision on a change can be made.

The partner SSCs will work with representative groups e.g. Association of Learning Providers, National Learning Forum and the Widening Participation Strategy Unit to ensure an ongoing dialogue between SSCs, employers and providers.

6 Achievement and Progression

6.1 Certification

The successful apprentice will receive an apprenticeship completion certificate from Skills for Health who provide the service for the partner Sector Skills Councils (Skills for Care and the Care Council for Wales). This is a separate form in addition to those certificates awarded for the individual components of the framework, e.g., NVQ, Key Skills, Technical Certificate.

Providers are responsible for claiming the completion certificate from Skills for Health and for providing evidence of completion of the mandatory outcomes. They are also responsible for ensuring the apprentice receives the completion certificate when awarded by Skills for Health.

Skills for Health's requirements for claiming the certificate are:

- Copies of Certificates demonstrating completion of the mandatory requirements
- Providers apply for the apprentice certificates
- A charge for certification will be levied by Skills for Health

6.2 Progression

Within the health and social care sector there is a wide range of opportunities for apprentices to progress. In some cases other entry requirements may be expected in addition to the A/FMA or AA/MA outcome. The following list is offered as a guide and is not exhaustive:

- A/FMA – progression to AA/MA (for those As/FMAs who have the potential and where job opportunities are available)
- Progression to job roles within the sector. For example:

- Care assistant	- Home care organiser
- Community care worker	- Midwifery support worker
- Community support worker	- Nursing assistant
- Day care assistant	- Residential worker
- Day care officer	- Rehabilitation worker
- Family aid	- Sensory impairment worker
- Family Carer's Support Worker	- Sheltered housing assistant
- Health care assistant	- Social care officer
- Health care support worker	- Team support worker
- Home care assistant	
- AA/MA – progression to NVQ levels 4 or 5 and Higher Education, including, where appropriate, opportunities for progression to Foundation Degrees. The Skills for Health Foundation Degree Framework can be found at <http://www.skillsforhealth.org.uk/qualifications-4.php>
- Social Worker
- Progression within the sector to other NVQs

- Progression to professional qualifications:
 - Diploma HE Nursing/ Midwifery
 - Professions Allied to Medicine
 - Operating Department Practitioner
 - Management e.g. Registered Manager Award

- Progression to other specific job roles.
 - Assistant Practitioner
 - Care Manager
 - Officers in Charge/Registered Manager
 - Day Services Manager

- Progression routes open to Medical Assistants in the Armed Forces include:
 - Pharmacy technician
 - Health Care assistant
 - Paramedic
 - Practice Manager
 - Operating Department Practitioner
 - Nursing

Many of the above are also available to Medical Assistants on leaving the Armed Forces, and, in addition, other careers can be considered including Clinical Support Worker and Offshore Oil Rig Medic.

NB This list is by no means exhaustive but will serve to indicate the breadth of the range of potential options that could be open in the sector.

6.2.2 The apprentice's knowledge about career pathways, information sources and the names of relevant professional bodies are part of the Employment Responsibilities and Rights component of this framework

7 Fact Sheet

Health & Social Care

What's involved?

An apprentice can expect to be doing work based learning with an employer and to be paid, either a wage if they are employed, or an allowance. The apprenticeship will include a National Vocational Qualification, Key Skills and a 'knowledge based element or technical certificate as listed below.

Competence Based Element	Knowledge Based Element	Key Skills
NVQ in Health and Social Care L2 or L3 Health Awards at L2 or L3	Technical Certificate	Application of Number Communication OR Functional Skills Mathematics English

The decision on which competence based and knowledge elements will be studied will be made by the employer and/or training provider in discussion with the apprentice.

Entry requirements:

There are generally no laid down minimum entry or previous experience requirements for Apprenticeships/Foundation Modern Apprenticeship or Advanced Apprenticeships/Modern Apprenticeship. Any minimum entry requirements will be a guide for applicants rather than a prescriptive measure.

Minimum Periods of Training:

Whilst there is be no time serving, the expectation is that A/FMA or AA/MA will spend about 2 years in the programme.

What type of job might an apprentice be doing?

There are a very wide range of roles that may be undertaken by an Modern/ Apprentice. These would depend on whether the Apprentice is working in Health or Social Care and the Level of the Apprenticeship. The following list is examples and is not exhaustive:

Apprentice/ Foundation Modern Apprentice

Care Worker
Day Care Assistant
Healthcare Assistant
Healthcare Support Worker
Home Care Assistant
Medical Assistant (Armed Forces only)
Nursing Assistant

Advanced Apprentice/ Advanced Modern Apprentice

Care Manager
Day Care Manager
Dietetic Assistant
Senior Healthcare Assistant
Occupational or Physiotherapy Therapy Assistant
Radiotherapy Assistant
Senior Support Worker
Further information on Careers in Health & Social Care can be found at:

<http://www.nhs Careers.nhs.uk/>

<http://www.socialcarecareers.co.uk/>

How long does the apprenticeship take to complete?

The minimum duration acceptable for completion should be at least 12 months and for AA/MA 24 months unless individual circumstances (such as significant prior learning) make the relevant minimum length of stay inappropriate.

Career progression after completing this apprenticeship

There is a very wide range of options for career progression following completion of the Frameworks. Progression options will vary depending on the level of the Framework completed and the Sector.

The Health Sector is currently populating a career framework . Details can be found at:

<http://www.skillsforhealth.org.uk/careerframework/>

An Apprentice/ Foundation Apprentice may want to progress into and Advanced/ Advanced Modern Apprenticeship in order to further their career option by progression into Social Work or a Healthcare Profession e.g. Nursing, Operating Department Practitioner or an Allied Health Profession.

Those who have completed the L2 Pathway in Medical Assistance may have the opportunity to

progress into Pharmacy Technician or Paramedic

Framework developed by:

Skills for Health
Skills for Care
Care Council for Wales

Annex A

Apprenticeship/FMA in

Health and Social Care

(Please complete the tables below and include with your submission to the SfB AAG. The qualifications to be listed are those that are a mandatory requirement. You do not need to fill in the shaded boxes.)

Framework Code Framework Issue Number

2	3	6		0	7
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Implementation date

November 2007

Competence Based Element

Title of NVQ	Level	Qualification reference number	Awarding body	<i>Occupational sector (to be completed by LSC national office)</i>	Qualification funding category (to be completed by LSC national office)
Health and Social Care	2	100/5984/2	ASET	<u>L: Health, Care & Public Services</u>	
Health and Social Care	2	100/4792/X	CGLI	<u>L: Health, Care & Public Services</u>	
Health and Social Care	2	100/4795/5	EDEXCEL	<u>L: Health, Care & Public Services</u>	
Health and Social Care	2	100/4819/4	EDI	<u>L: Health, Care & Public Services</u>	
Health and Social Care	2	100/4924/1	OCR	<u>L: Health, Care & Public Services</u>	
Health and Social Care	2	100/4798/0	OU	<u>L: Health, Care & Public Services</u>	
Health	2	100/4987/3	CGLI	<u>L: Health, Care & Public Services</u>	
Health	2	100/4985/X	EDEXCEL	<u>L: Health, Care & Public Services</u>	

Knowledge Based Element

Title of knowledge based qualification	Level	Qualification reference number	Awarding body	Number of Guided Learning Hours (GLH)*	Funding Rate 16-18 (to be completed by LSC national office)	Funding Rate 19+ (to be completed by LSC national office)
Certificate in Health and Social Care	2	100/5929/5	ASET	90		
Certificate in Health and Social Care	2	100/5918/0	City & Guilds	180		
BTEC Certificate in Health and Social Care	2	100/6064/9	Edexcel	180		
GOAL Certificate in Health and Social Care	2	100/5868/0	EDI	120		
Certificate in Health and Social Care	2	500/1133/9	OCR	60		
Certificate in Medical Assistance (Can only be undertaken by Defence Medical Assistants)	2	100/4336/6	City & Guilds	86		

*Note: These must be the recommended GLH detailed by the awarding body. Incorrect GLH information will lead to incorrect funding of providers.

Key Skills (or Functional Skills)

Title of Key Skill	Level	LSC funding rate (to be completed by national office)	
Application for Number	1		
Communication	1		
Title of Functional Skill			
Mathematics	1		
English	1		

Annex B

Advanced/Modern Apprenticeship in

Health and Social Care

(Please complete the tables below and include with your submission to the SfB AAG. The qualifications to be listed are those that are a mandatory requirement. You do not need to fill in the shaded boxes).

Framework Code **Framework Issue Number**

2	3	6		0	7
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Implementation date:

November 2007

Competence Based Element

Title of NVQ	Level	Qualification reference number	Awarding body	<i>Occupational sector (to be completed by LSC national office)</i>	<i>Qualification funding category (to be completed by LSC national office)</i>
Health and Social Care	3	100/5985/4.	ASET	L: Health, Care & Public Services	
Health and Social Care	3	100/5036/X	CACHE	L: Health, Care & Public Services	
Health and Social Care	3	100/4793/1	CGLI	L: Health, Care & Public Services	
Health and Social Care	3	100/4796/7	EDEXCEL	L: Health, Care & Public Services	
Health and Social Care	3	100/4820/0	EDI	L: Health, Care & Public Services	
Health and Social Care	3	100/4925/3	OCR	L: Health, Care & Public Services	
Health and Social Care	3	100/4799/2	OU	L: Health, Care & Public Services	
Health	3	100/4988/5	CGLI	L: Health, Care & Public Services	
Health	3	100/4986/1	EDEXCEL	L: Health, Care & Public Services	

Note: The occupational sector and the Funding Code may not map directly if the Funding Code is annotated with an asterisk. In these cases the funding category will be derived from the NVQ reference number (see Annex A), for example, occupational sector may be Hospitality (J) but may be funded at (F) Management and Professional

Knowledge Based Element

Title of knowledge based qualification	Level	Qualification reference number	Awarding body	Number of Guided Learning Hours (GLH)*	Funding rate 16-18 (to be completed by LSC national office)	Funding rate 19+ (to be completed by LSC national office)
Certificate in Health and Social Care	3	100/5974/X	ASET	120		
Certificate in Health and Social Care	3	100/5919/2	City & Guilds	240		
BTEC Certificate in Health and Social Care	3	100/6065/0	Edexcel	180		
GOAL Certificate in Health and Social Care	3	100/5869/2	EDI	220		
Certificate in Health and Social Care	3	500/1132/7	OCR	80		

*** Note: These must be the recommended GLH detailed by the awarding body. Incorrect GLH information will lead to incorrect funding of providers.**

Key Skills or (Functional Skills)

Title of Key Skill	Level	LSC funding rate (to be completed by LSC national office)	
Application of Number	2		
Communication	2		
Title of Functional Skill			
Mathematics	2		
English	2		