2025

Department of Health & Social Care

THE CARE CERTIFICATE

Care Certificate: recommended routes for adult social care

New hire

Care Certificate standards

An agreed set of standards that define the knowledge, skills and behaviours expected of specific job roles in health and social care. The 16 minimum standards should be covered if you are 'new to care' and should form part of a robust induction programme.

The Care Certificate standards could be used to inform what information you cover during induction. This might be done by using the standards to guide the topics/competencies you cover but using other resources to achieve that learning. This learning should happen alongside any statutory and mandatory training.

INFLUENCE

Induction programme

The process of introducing a new worker to your organisation in a way that makes them feel supported and ensures they have the right knowledge and skills needed to do their new job.

When someone new starts with your organisation, you must provide a robust induction programme which introduces them to your organisation and ensures they have the right skills and knowledge. Skills for Care's induction toolkit helps you offer a robust induction to fully support new starters and ensure you create the right first impression. www.skillsforcare.org.uk/induction

Statutory and mandatory training

Training you must do to ensure you comply with legislation and regulations. Review the training guide: www.skillsforcare.org.uk/mandatory

Level 2 Adult Social Care Certificate qualification

This accredited qualification is based on the same 16 Care Certificate standards but builds, deepens and consolidates knowledge, understanding and skills.

You should look to continue learning and development through the Level 2 Adult Social Care Certificate qualification or other development opportunities as outlined in the Care Workforce Pathway. You might want to enrol a worker on the qualification right away to begin building upon the knowledge and skills gained during induction, or you could wait until the worker has passed their probation period.

Provide supervision and ensure competency in the workplace

It's an employer's responsibility to ensure that their staff are supervised, competent and have the right skills and knowledge.

Employers should check that the necessary knowledge/skills have been understood through supervision and signing off competency.

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