Maternity Support Workers

# Where to find learning resources and support

# Care Certificate

Following the Maternity Support Worker (MSW) mapping exercise, the Care Certificate was frequently cited by Local Maternity Systems (LMS) as one of the main education gaps.

The Care Certificate was jointly developed by Health Education England (HEE), Skills for Health and Skills for Care. It comprises 15 standards that set out the knowledge, skills and behaviours expected of specific roles in health and social care.

The standards are:

1. Understand your role
2. Your personal development
3. Duty of care
4. Equality and diversity
5. Work in a person-centred way
6. Communication
7. Privacy and dignity
8. Fluids and nutrition
9. Awareness of mental health, dementia and learning disabilities
10. Safeguarding adults
11. Safeguarding children
12. Basic life support
13. Health and safety
14. Handling information
15. Infection prevention and control

Those new to health and social care should complete the Care Certificate as part of their induction programme. In addition, the Maternity Support Worker Competency, Education and Career Development Framework requires that all MSWs (levels 2, 3 and 4) complete the Care Certificate.

Materials to support learners and employers implementing the Care Certificate, including revised standards and guidance, are available to download from the [Skills for Health](http://www.skillsforhealth.org.uk/standards/item/216-the-care-certificate) and [Skills for Care](http://www.skillsforcare.org.uk/Learning-development/Care-Certificate/Care-Certificate.aspx) websites.

Leaners in NHS organisations can freely access two programmes on [eLearning for Healthcare](https://www.e-lfh.org.uk/) to help them complete the Certificate:

* The [Care Certificate programme](https://www.e-lfh.org.uk/programmes/care-certificate/)
* [HCSW2020 Accelerated Care Certificate e-learning programme](https://www.e-lfh.org.uk/programmes/hcsw2020-accelerated-care-certificate/)

## Support available for employers

An online course is also available for those who want to become Care Certificate assessors and for existing assessors to refresh their skills. Employers may also be able to claim from the Workforce Development Fund for each employee that completes the course. [Visit Skills for Care to find out more about assessment](https://www.skillsforcare.org.uk/Learning-development/inducting-staff/care-certificate/Assessing-and-the-Care-Certificate.aspx).

Trainers and assessors are also welcomed to participate in the monthly Care Certificate Network. It provides an opportunity for colleagues to:

* engage with others across the sector;
* receive national updates on the care certificate; and,
* share good practice.

Email carecertificate@hee.nhs.uk to join the mailing list and receive invites.

# Public Health Initiatives

The MSW mapping results also showed that competency 6 of the framework – ‘Actively engage with public health initiatives’ - was the most common competency gap. The competency explicitly details knowledge of screening, immunisation, and infant feeding.

eLearning for Healthcare has a wealth of programmes covering these topics, as well as over 20 others related to public health, beneficial for both learners and educators.

Please note that for those that have already completed the SHCSW Apprenticeship MSW route, the **Maternity Support Worker programme contains four modules that must be completed in order to be fully mapped to the Framework**. The programme contains learning modules covering screening, immunisation, anatomy and physiology, and legal and ethical.

All are freely available for those in NHS organisations:

[Maternity and newborn programmes](https://www.e-lfh.org.uk/programmes/?order_by_cat=maternity-and-newborn), including:

* [Maternity Support Worker](https://www.e-lfh.org.uk/programmes/maternity-support-worker/)
* [NHS Screening programmes](https://www.e-lfh.org.uk/programmes/nhs-screening-programmes/)
* [Infant Feeding](https://www.e-lfh.org.uk/programmes/infant-feeding/)
* [Supporting a Smokefree Pregnancy and Smokefree Families](https://www.e-lfh.org.uk/programmes/smoking-in-pregnancy/)

[Public health](https://www.e-lfh.org.uk/programmes/?order_by_cat=public-health), including:

* [Health Literacy](https://www.e-lfh.org.uk/programmes/healthliteracy/)
* [Embedding Public Health into Clinical Services](https://www.e-lfh.org.uk/programmes/embedding-public-health-into-clinical-services/)

[Workforce-wide](https://www.e-lfh.org.uk/programmes/?order_by_cat=workforce-wide-or-generic), including:

* [Immunisation](https://www.e-lfh.org.uk/programmes/immunisation/)

# Functional Skills

Functional Skills can be studied through a local provider or through self-directed study. There is much learning support for Functional Skills freely available online for all staff working in healthcare and for any level of learner:

## basic key skills builder

The basic key skills builder (bksb) platform offers help for employees who are undertaking self-study prepare for the Functional Skills exam. It also can be used by employers to view progress of leaner cohorts. Sign-up is easy: [follow the link to find out more about Functional Skills on bksb](https://www.bksb.co.uk/bksb-for-nhs/).

## Healthcare Apprenticeship Standards Online

[Healthcare Apprenticeship Standards Online have several resources](https://haso.skillsforhealth.org.uk/free-online-learning-tools/) listed online to access extra help for numeracy, literacy, and digital skills, among other advice.

## Health Education England

[HEE has also published a list of resources](https://www.hee.nhs.uk/our-work/healthcare-support-worker-learning-development-roadmap/skills-life-functional-skills) to help develop Functional Skills.

## Open Awards

The HEE Functional Skills project makes Functional Skills assessments available to any health or social care employer whose employees or apprentices:

* need to access an assessment to progress; and,
* are ready to sit an assessment.

The project is funded by HEE, so there will be no direct costs for learners or employers if approved as a delivery site. [Employers can visit Open Awards to find more about the HEE Functional Skills assessment project](https://openawards.org.uk/what-we-offer/health-education-england-functional-skills/).

# Maternity Support Worker Networks

There are several regional MSW networks that employers can take part in to share best practice. Employers should contact their HEE Regional Maternity Lead to find out about arrangements in their region.