

eLearning mapped to Welsh Adult Social Care

Learning & Regulatory Expectations

CareTutor provides a growing range of eLearning designed to support safe, effective and well-governed adult social care practice in Wales. This guide shows how relevant CareTutor courses support learning and workforce expectations reflected in the All Wales Induction Framework for Health and Social Care (AWIF), the 2026 Social Care Wales Codes of Professional Practice, Care Inspectorate Wales requirements, national safeguarding and infection-prevention frameworks, and Welsh statutory provider guidance.

It is designed to help Welsh care providers identify where CareTutor can support staff knowledge and development, alongside the practical competence, local induction, supervision, policies, risk controls and service-specific arrangements that remain the responsibility of each provider.

Wales combines statutory provider requirements with national workforce frameworks rather than relying on one single mandatory-training list for every role. Learning must be appropriate to the worker, service and people being supported. Where an authoritative Welsh source specifies a timeframe or refresher expectation, this guide states it; otherwise no fixed frequency is implied.

Important: This is a training-content mapping, not Care Inspectorate Wales or Social Care Wales approval/accreditation, legal advice or a guarantee of regulatory compliance. Providers remain responsible for meeting the legislation, registration conditions, professional standards, guidance and local requirements that apply to their service and workforce.

How to use this mapping

CareTutor can support the learning element. Welsh regulation and professional standards also expect providers to demonstrate that learning is translated into competent practice, effective supervision, role-appropriate development and documented assurance.

1. eLearning knowledge Courses support staff understanding of key risks, expected practice, rights, role boundaries and Welsh/national guidance.	2. Local implementation Providers remain responsible for induction, policies, practical competence, risk assessment, supervision and service-specific arrangements.	3. Evidence & development Providers and workers must maintain appropriate learning records, competence evidence, supervision, CPD and regulatory assurance.
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Welsh learning and workforce expectations at a glance

Welsh expectation / framework	What this means for learning and development
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Induction / AWIF	Workers who are new to the sector, organisation or role should complete the relevant AWIF learning and practice. Social Care Wales frames the induction period around the first six months, alongside service-specific induction.
2026 Codes & ongoing development	The revised Social Care Wales Codes took effect on 1 July 2026. Employers must support induction, ongoing learning and regular supervision; workers must maintain safe, accountable and developing practice.
Safeguarding	National standards use practitioner Groups A-F. Organisations must identify the correct group for each role. Group A learning is before starting/as induction; Group B is within the first six months; the framework specifies refresher learning at least every three years for Groups A and B.
Welsh language / Active Offer	Providers must actively offer Welsh-language services rather than wait for people to request them. Social Care Wales provides a dedicated Welsh Language Awareness module.
Infection prevention & control	The All Wales IPC framework sets Levels 00, 01 and 02 according to role and direct-care responsibility. Providers must identify the level required for each worker.
Fire safety	Providers must comply with fire-safety law, maintain fire risk/emergency arrangements and ensure staff receive appropriate information, instruction and training. Fire evacuation and drills must be implemented and recorded.
Moving & handling	Manual handling is identified as core training within Welsh statutory provider guidance. Practical competence, person-specific assessments and safe equipment use remain essential.
First aid	Workplace first-aid arrangements must be based on the employer needs assessment, with appropriate people, equipment and practical competence for the service.
Health, safety & food safety	Providers must maintain safe premises, risk controls, food safety, environmental health, infection-control and other health-and-safety arrangements relevant to the service.
Medicines management	Staff must receive training and be competent before managing or administering medicines or supporting people to self-manage. Policies, records and auditing remain provider responsibilities.
Supervision & appraisal	Welsh statutory guidance expects one-to-one supervision no less than quarterly and an annual appraisal, with training/development needs reviewed and recorded.

Review basis: Social Care Wales AWIF and 2026 Codes of Professional Practice; national safeguarding training, learning and development standards; the All Wales Infection Prevention and Control Training, Learning and Development Framework; Welsh Government statutory guidance for regulated care home and domiciliary support services; Care Inspectorate Wales regulations guidance; and current CareTutor catalogue, Wales sector page and Learning & Development 2026 course evidence. Checked 23 September 2026.

Welsh expectations to CareTutor mapping

The final column identifies the practical, organisational and governance evidence that remains with the provider. Status labels distinguish Wales-specific matches, strong UK-wide support, supporting-only coverage and areas where provider-led or external Welsh learning is still required beyond the current CareTutor mapping.

Welsh expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Adult Safeguarding Wales uses national safeguarding training, learning and development standards organised into practitioner Groups A-F. Organisations must identify the group appropriate to each role and make sure workers follow the Wales Safeguarding Procedures.	CareTutor course(s) • Adult Safeguarding in Wales	DIRECT WALES-SPECIFIC MATCH • Purpose-built for the Welsh safeguarding framework and live in the CareTutor catalogue. • Covers the Welsh definition of an adult at risk, recognising abuse/exploitation/neglect, responding to concerns, reporting routes and factual recording. • Can contribute strongly to adult safeguarding knowledge within role-appropriate Welsh learning.	PROVIDER RESPONSIBILITY • Identify the correct national safeguarding group for each worker and provide the depth of learning required by that group. • Maintain local safeguarding procedures, referral/escalation routes and Regional Safeguarding Board arrangements. • Apply the national refresher requirements and additional learning triggered by role, legislation or organisational need. • Provide additional child/young-person safeguarding learning where the worker's role or practitioner group requires it.
Induction / All Wales Induction Framework Social Care Wales AWIF sets the knowledge, understanding and practice expected of workers new to the sector, organisation or role. It is designed to be evidenced over the induction period and must be combined with local service induction.	CareTutor course(s) • Role of the Care Worker • Develop as a Worker • Principles of Person Centred Care • Care Planning • plus role-relevant courses across this mapping	STRONG AWIF SUPPORT – NOT A REPLACEMENT • CareTutor already maps a broad range of courses to AWIF themes across principles and values, health and wellbeing, professional practice, safeguarding and health and safety. • The portfolio can provide structured underpinning knowledge while workers build workplace evidence and competence.	PROVIDER RESPONSIBILITY • Plan and record a service-specific induction and support completion of the relevant AWIF outcomes, normally across the first six months. • Assess workplace practice rather than treating eLearning completion as proof of competence. • Cover local policies, premises, emergency arrangements, people supported, reporting lines and role-specific procedures. • Retain progress logs/evidence and confirm who is competent to assess/sign off practice.
Welsh Language & the Active Offer Social Care Wales describes the Active Offer as providing Welsh-language services without people	CareTutor course(s) • Welsh Language Awareness – Social Care Wales module	EXTERNAL WALES-SPECIFIC LEARNING • CareTutor signposts the dedicated Welsh Language Awareness learning owned and delivered by Social Care Wales.	PROVIDER RESPONSIBILITY • Enable staff to access the Social Care Wales Welsh Language Awareness module where appropriate.

Welsh expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
having to ask. Welsh-language needs should be considered as part of person-centred care, communication and workforce planning.	(signposted by CareTutor)	CareTutor person-centred communication and care-planning learning can reinforce the importance of individual language preference and communication needs.	- Assess and record Welsh-language skills across the workforce and actively offer Welsh-language support. - Record each person's language and communication needs and make practical arrangements to meet them. - Do not present the Social Care Wales module as a CareTutor-owned course.
Mental Capacity & Deprivation of Liberty Safeguards The Mental Capacity Act 2005 applies in Wales. Social Care Wales expects workers to understand the MCA and current Deprivation of Liberty Safeguards (DoLS) where relevant to their role and the people they support.	CareTutor course(s) Mental Capacity Act – In Practice	STRONG WALES-APPLICABLE SUPPORT - Covers the five statutory MCA principles, capacity assessment, best interests, least-restrictive practice and DoLS awareness. - The legal framework applies to both England and Wales, making the core learning directly relevant to Welsh adult social care.	PROVIDER RESPONSIBILITY - Apply current Welsh/local DoLS authorisation and escalation procedures and identify when specialist advice is required. - Maintain decision-specific capacity assessments, best-interest records and lawful-authority documentation. - Provide role-specific depth and competence beyond awareness where workers make or contribute to complex decisions.

Welsh expectations to CareTutor mapping

Welsh expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Infection Prevention & Control Wales has an All Wales IPC Training, Learning and Development Framework with role-based Levels 00, 01 and 02. Statutory provider guidance also expects effective IPC policies, equipment, hand hygiene, cleaning/decontamination and safe practice.	CareTutor course(s) Infection Prevention & Control in the Care Home	STRONG UK-FRIENDLY SUPPORT - Covers hand hygiene, PPE, spills, sharps, cleaning/decontamination, laundry, specimens, waste and outbreak management. - Provides substantial underpinning knowledge for care-home staff and supports the themes within the All Wales IPC framework.	PROVIDER RESPONSIBILITY - Map each role to the appropriate All Wales IPC level and supplement where the national framework requires content or practice beyond the CareTutor course. - Maintain current IPC policies, outbreak/escalation routes, PPE and hand-hygiene/decontamination arrangements. - Audit practice and assess competence for role-specific procedures.

Welsh expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Fire Safety Welsh statutory provider guidance expects compliance with fire-safety requirements, fire evacuation/drills, safe premises and risk controls. Staff learning must reflect the premises, fire risk assessment and emergency plan.	CareTutor course(s) • Fire Safety 1 – Hazards and Prevention • Fire Safety 2 – Drills and Evacuation • Fire Safety 3 – Risk Assessment	STRONG UK-FRIENDLY PORTFOLIO • The Fire 1-3 portfolio covers hazards/prevention, alarms, extinguisher principles, emergency plans, evacuation, individual evacuation needs, fire doors, risk assessment, recording and review. • Current mapped wording uses UK-wide principles suitable for application alongside Welsh fire-safety law and local arrangements.	PROVIDER RESPONSIBILITY • Maintain a suitable fire risk assessment, premises-specific emergency plan, alarms/firefighting equipment, escape routes and individual evacuation arrangements. • Deliver local fire instruction and practical drills/evacuation exercises, retaining records and learning from them. • Set refresher frequency according to applicable fire guidance, risk assessment and organisational requirements; do not rely on course availability alone.
Moving & Assisting Manual handling is identified as core training within Welsh statutory provider guidance. Safe practice also depends on person-specific assessment, equipment and staff competence.	CareTutor course(s) • Moving and Assisting: Theory • Moving and Assisting: Practical • Moving and Assisting: Assessments	STRONG UK-WIDE PORTFOLIO • Covers legal/risk principles, safe moving principles, mobility and manual-handling risk assessment, person-centred assistance and common moving equipment. • The practical and assessment components add visual/worked examples to the underpinning theory.	PROVIDER RESPONSIBILITY • Undertake hands-on workplace competence assessment; eLearning demonstration alone is not sufficient. • Maintain person-specific moving/handling assessments and care plans. • Provide local instruction on the exact equipment used and retain inspection, servicing and LOLER records where applicable.
First Aid Providers must ensure adequate and appropriate first-aid arrangements for their workplace and service. The level of practical first-aid provision should follow the employer needs assessment and staff responsibilities.	CareTutor course(s) • Emergency First Aid for Care Workers	STRONG KNOWLEDGE SUPPORT • Covers primary survey, emergency calls, CPR/AED, choking, severe bleeding, shock, heart attack, seizures, burns, anaphylaxis and other common emergencies. • Supports emergency-response knowledge for care workers while recognising local arrangements and role boundaries.	PROVIDER RESPONSIBILITY • Complete and review a first-aid needs assessment and provide adequate equipment, facilities and people. • Ensure enough appropriately trained first aiders/appointed people are available. • Provide practical/certificated competence where required; knowledge-only eLearning does not replace a practical qualification.

Welsh expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Food Safety & Hygiene Welsh provider guidance requires premises and practice to meet food-safety and environmental-health requirements, with safe food storage, preparation and service.	CareTutor course(s) • Food Safety and Hygiene in the Care Home	STRONG CONTENT MATCH • Covers personal hygiene, staff health, food handling/preparation, cooking, storage and temperature control, cleaning/disinfection, refuse/pest control, HACCP and allergen/cross-contact awareness. • Supports AWIF health-and-safety and wellbeing themes relevant to food handling in care.	PROVIDER RESPONSIBILITY • Operate and maintain the service food-safety management/HACCP arrangements. • Maintain allergen, temperature, cleaning and other food-safety records. • Provide role-specific supervision/practical instruction and meet Food Standards Agency/local environmental-health requirements.
Health & Safety / Risk Management Welsh statutory guidance expects safe premises and equipment, health-and-safety risk assessment, environmental controls and staff training appropriate to the work they perform.	CareTutor course(s) • Care Home Health and Safety • Risk Assessment for Health & Safety in the Care Home • COSHH Awareness in Health and Social Care • Legionella Awareness • plus the specialist Fire, IPC, Food and Moving & Assisting courses	BROAD UK-FRIENDLY SUPPORT • Together the portfolio covers responsibilities, risk assessment, COSHH, water safety/Legionella, environmental/electrical hazards, incidents, fire, IPC, food safety and moving/handling. • The newer specialist courses allow providers to assign focused learning alongside the broader care-home course.	PROVIDER RESPONSIBILITY • Maintain local H&S policy, risk assessments and safe systems of work. • Complete COSHH, water, premises, equipment and other service-specific risk controls and action findings. • Investigate/report incidents as required, maintain equipment and retain maintenance/statutory records. • Assess practical competence for tasks where knowledge-only learning is insufficient.
Medicines Management Welsh statutory guidance requires staff to receive training and be competent before managing or administering medicines or supporting people to self-manage. Services must	CareTutor course(s) • Medication Awareness in the Care Home	SUPPORTING / AWARENESS MATCH • Provides underpinning awareness of medicines management, role boundaries, storage/disposal and supporting people with medicines. • Useful for awareness and induction, but it should not be treated as proof of competence to administer medicines.	PROVIDER RESPONSIBILITY • Maintain Wales-appropriate medicines policies, MAR/eMAR, storage, disposal, PRN/time-critical and incident/error systems. • Provide role-specific administration training and observed competence before staff administer or manage medicines.

Welsh expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
maintain safe medication systems and records.			• Audit medication practice and reassess competence when required. • No dedicated Wales-specific CareTutor medication-administration course is mapped here.
Positive Behaviour Support / Distress Welsh social care guidance promotes rights-based, person-centred and least-restrictive approaches, including positive approaches to behaviour support and reducing restrictive practices.	CareTutor course(s) • Positive Behaviour Support (PBS) Awareness • Managing Distressed Behaviour	STRONG UK-FRIENDLY SUPPORT • PBS Awareness covers behaviour as communication, triggers, proactive/reactive support, rights and least-restrictive approaches. • Managing Distressed Behaviour adds recognition, prevention, communication and safer responses to distress.	PROVIDER RESPONSIBILITY • Maintain person-specific behaviour/PBS plans and review them with the person and relevant professionals. • Provide practical de-escalation/restrictive-practice competence where relevant to the role. • Record, audit and learn from incidents/restrictive practices and ensure local policy reflects current Welsh guidance.
Supervision & Appraisal Welsh statutory provider guidance expects one-to-one supervision no less than quarterly and an annual appraisal, with learning and development needs identified, reviewed and recorded.	CareTutor course(s) • Supervision and Appraisal Skills in Health and Social Care	STRONG MANAGER-SKILLS SUPPORT • Supports managers with purposeful supervision, wellbeing, performance, development, objectives, feedback, appraisal and recording/follow-up. • Helps build supervisory capability but does not itself fulfil the provider requirement to supervise and appraise staff.	PROVIDER RESPONSIBILITY • Conduct and record one-to-one supervision at least quarterly and an annual appraisal. • Identify additional training/development needs, review progress and maintain written records. • Ensure supervisors/managers are competent and follow organisational policy.

Additional Welsh practice and assurance areas

These areas are relevant to Social Care Wales professional expectations and Care Inspectorate Wales assurance. They show where CareTutor can support learning and where provider-led systems or further Wales-specific provision remain necessary.

Additional expectation	Welsh/provider position	CareTutor mapping / remaining action
Professional practice, 2026 Codes & CPD	The revised Social Care Wales Codes took effect on 1 July 2026. Employers must support induction, learning, supervision and safe professional practice; workers are expected to work to the Code and maintain their development.	CareTutor Role of the Care Worker, Develop as a Worker, Professional Boundaries, Equality/Diversity/Inclusion and communication courses can support professional-practice learning. Providers must still ensure current Code awareness, role-specific CPD, registration where required and reflective supervision.
Care planning & person-centred practice	Welsh regulation and professional practice place the person, voice, control, outcomes and accurate care/support planning at the centre of service delivery.	CareTutor Care Planning (UK) explicitly includes the Social Services and Well-being (Wales) Act 2014 and Mental Capacity Act 2005 (England and Wales), alongside person-centred planning, goals, risks, review and digital record keeping. Providers remain responsible for person-specific assessment, co-production, review and record quality.
Complaints, concerns & whistleblowing	Providers must have effective complaints arrangements; staff should understand how to receive and respond to complaints, and services must use records/themes for learning. Staff also need clear routes for raising concerns.	CareTutor Raising Concerns & Whistleblowing supports speaking-up knowledge. No dedicated live CareTutor complaints-handling course is currently mapped. Providers should maintain local complaints learning, procedures, escalation/signposting, records and audit of themes.
Professional duty of candour	The 2026 Social Care Wales professional framework expects workers and employers to be open and honest when things go wrong. This is distinct from the statutory NHS organisational Duty of Candour in Wales.	CareTutor's current Duty of Candour course is England/CQC-specific and should not be presented as Wales-specific coverage. Providers should use Social Care Wales candour guidance, local incident processes and reflective learning until a verified Wales-specific CareTutor match is available.
Managers, registration & qualifications	Social care managers and workers in roles requiring registration must meet current Social Care Wales registration, qualification and professional-development requirements. Managers new to role can also use the All Wales induction framework for social care managers.	CareTutor's 2026 management suite – including Supervision and Appraisal, Managing Performance and Conduct, Grievances/Difficult Conversations and Disciplinary Investigations – provides useful CPD support. It does not replace Social Care Wales registration, qualification or employer induction requirements.

What a complete provider evidence picture looks like

CareTutor can support knowledge and workforce development. A regulated Welsh care organisation should also be able to show that its local systems turn that learning into safe, competent, person-centred and accountable practice.

Training & AWIF records Course completion, role-appropriate learning, safeguarding group requirements and AWIF/induction evidence are current and auditable. Course completion, role-appropriate learning, mandatory trauma/protection learning and SSSC CPL records are current and auditable.	Policies & procedures Local documents reflect Welsh law/guidance, Wales Safeguarding Procedures and organisational arrangements, and are accessible to staff. Local documents reflect Scottish law/guidance, are accessible to staff and are reviewed when requirements or risks change.
Risk assessments Fire, IPC, COSHH, moving/handling, Legionella, medicines and person-specific risk assessments are current and actions are tracked. Fire, IPC, COSHH, moving/handling, Legionella and person-specific risk assessments are current and actions are tracked.	Practical competence Staff can demonstrate safe practice for tasks that cannot be assured through knowledge-only eLearning, including medicines and moving/handling. Staff can demonstrate safe practice for tasks that cannot be assured through knowledge-only eLearning.
Drills & local exercises Fire evacuation/drills and other practical emergency arrangements are completed, evaluated and recorded. Required fire drills and other practical emergency arrangements are completed, evaluated and recorded.	Equipment & environment Fire, first-aid, lifting, electrical, IPC and premises equipment/controls are available, maintained and checked. Fire, first-aid, lifting, electrical, IPC and premises equipment/controls are available, maintained and checked.
Supervision & development Quarterly one-to-one supervision, annual appraisal, induction support, CPD and identified development needs are recorded and followed up. Managers provide effective regular supervision, induction support, reflective learning and follow-up of identified development needs.	Audit, incidents & registration Providers monitor practice, complaints, medicines, incidents and IPC, and retain Social Care Wales registration/qualification and other regulatory evidence where required. Providers monitor practice, incidents, falls, IPC, medicines and complaints, and retain SSSC registration/qualification and other regulatory evidence.

How CareTutor supports your Welsh training framework

CareTutor provides a broad portfolio of eLearning that supports many of the knowledge and development needs identified across Welsh adult social care. This includes a dedicated Adult Safeguarding in Wales course, alongside strong UK-wide/core learning across fire safety, infection prevention and control, first aid, moving and assisting, food safety, health and safety, mental capacity, medicines awareness, behaviour support, care planning and supervision. CareTutor eLearning should be used as part of a wider provider framework that includes the All Wales Induction Framework, local induction, supervision, practical competence assessment, policies, risk controls, Welsh-language arrangements and role-specific registration/qualification requirements. Where a verified Wales-specific CareTutor match is not currently available, this mapping identifies the additional provider action required.

Regulatory note: This document supports training planning and client conversations. It does not constitute legal advice, Care Inspectorate Wales or Social Care Wales endorsement, accreditation or a compliance certificate. Providers remain responsible for interpreting and meeting the legislation, regulations, professional standards, registration conditions and guidance applicable to their service and workforce. Review checked 23 September 2026.