

LIVE CPD WEBINAR

From Training to Practice – Embedding Learning in Adult Social Care

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 11:00 AM BST

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Who are we?



- ✓ CareTutor is a social care training provider delivering the following:
 - Pathway our video-based eLearning platform with over 100 video-based courses
 - Leadership training programme - SfC designed, instructor led, fully funded, delivered by webinar
 - TeamTalk our team learning toolkit
- ✓ Courses are Peer reviewed by organisations such as the Social Care Institute of Excellence.
- ✓ We are a Quality Assured Care Learning Service
- ✓ Great for induction, refresher and Care Certificate Training
- ✓ Feature-Packed Learning Management System - Track Your Team Learning Progress

Training records alone do not prove learning is embedded.

Providers need to know:

- ✓ Staff understand the learning.
- ✓ Staff can apply it in practice.
- ✓ Managers follow up after training.
- ✓ Gaps are identified and acted on.
- ✓ Evidence shows learning has changed day-to-day care.



From training completion to practice

Training completion is only the starting point

To make learning count, staff need to:

- ✓ Understand it.
- ✓ Apply it.
- ✓ Revisit it.
- ✓ Discuss it.
- ✓ Evidence it in practice.



Why learning does not always stick

Learning can fade when:

- ✓ Staff complete too much training at once.
- ✓ Training is not linked to the real role.
- ✓ Managers do not follow up.
- ✓ Staff do not have time to reflect.
- ✓ Learning is not revisited after incidents, audits or changes.

What effective training looks like

Effective training should be:

- ✓ Relevant to the care setting.
- ✓ Clear and practical.
- ✓ Linked to real situations.
- ✓ Supported by local policy.
- ✓ Reinforced by managers.
- ✓ Refreshed when practice or risk changes.



The embedding learning cycle



Learn



Apply



Discuss



Evidence



Improve

The manager's role after training

Managers can help embed learning by:

- ✓ Asking staff what they learned.
- ✓ Linking learning to local procedures.
- ✓ Checking confidence in supervision.
- ✓ Observing practice where needed.
- ✓ Recording actions and support needs.

Supervision, reflection and refreshers

Learning can be reinforced through:

- ✓ Supervision.
- ✓ Team meetings.
- ✓ Short reflective discussions.
- ✓ Refresher learning.
- ✓ Competency checks.
- ✓ Learning after incidents or audits.



Evidence that learning has landed

Useful evidence may include:

- ✓ LMS completion records.
- ✓ Supervision notes.
- ✓ Competency observations.
- ✓ Team meeting records.
- ✓ Reflective learning logs.
- ✓ Audit findings and actions.
- ✓ Refresher completion.

Example: turning lessons learned into action

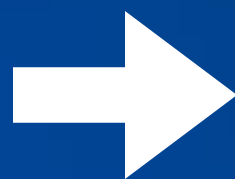
Slide wording

After an incident, audit or concern, a manager can:

- ✓ Identify the learning gap.
- ✓ Revisit the relevant policy or procedure.
- ✓ Discuss the issue in supervision or a team meeting.
- ✓ Check staff confidence and understanding.
- ✓ Record actions and follow-up learning.

How systems can support embedded learning

Good systems help providers



✓ See who has completed learning.

✓ Identify gaps quickly.

✓ Plan refreshers.

✓ Track evidence.

✓ Support managers.

✓ Build learning pathways.

From training activity to learning culture

A learning culture means:

- ✓ Learning is discussed, not just completed.
- ✓ Managers follow up.
- ✓ Staff feel safe to ask questions.
- ✓ Incidents become learning opportunities.
- ✓ Evidence is used to improve practice.

Practical actions providers can take now

Start with one important training topic.

Ask:

- ✓ What do staff need to do differently?
- ✓ How will managers follow up?
- ✓ What evidence will show learning was applied?
- ✓ When should this be refreshed?
- ✓ What gaps are audits or incidents showing?



How CareTutor can support embedded learning

CareTutor supports embedded learning through:

- ✓ Interactive eLearning.
- ✓ LMS oversight and reporting.
- ✓ Leadership programmes.
- ✓ TeamTalk reflective sessions.
- ✓ Bespoke digital learning.
- ✓ Practical adult social care content.

Key takeaways

Training completion is not the same as embedded learning.

- ✓ Providers need evidence of follow-up, reflection and oversight.
- ✓ Managers play a vital role in turning learning into practice.
- ✓ Digital systems can strengthen visibility and assurance.
- ✓ Learning is strongest when it becomes part of everyday care.

TeamTalk
By CareTutor

- ✓ Ready-made and easy for managers to use.
- ✓ More practical than assigning another course.
- ✓ More structured than an informal conversation.
- ✓ Focused on real issues staff recognise from care practice.
- ✓ Easier to connect learning to what staff should do next.



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Q&A

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