
Overview

This standard identifies the requirements when promoting learning and development or employment opportunities for individuals. This includes working in partnership with individuals to identify their preferences and needs about learning and development or employment and supporting them to access opportunities. It also includes supporting individuals with preparation, undertaking and evaluating the opportunities.

Performance criteria

You must be able to:

1. identify and agree the roles and responsibilities for yourself and others when accessing opportunities for learning and development or employment for individuals
2. gain consent and access information on learning and development or employment opportunities
3. work in partnership with individuals and others to identify learning and development or employment outcomes that meet preferences and needs
4. support individuals to review available options and choose which meets their preferences and needs
5. review or complete risk assessments and support positive risk taking for learning and development or employment opportunities
6. encourage and support the independence of individuals to meet the people involved in learning and development or employment opportunities and ask questions
7. empower individuals to access and complete applications for learning and development or employment opportunities
8. work in partnership with individuals and others to prepare for and plan for learning and development or employment opportunities in line with preferences and needs
9. support individuals to feedback on how learning and development or employment opportunities met the identified outcomes
10. provide your feedback on how learning and development or employment opportunities met identified outcomes
11. support individuals to identify and address changes required to learning and development or employment opportunities
12. complete records and reports required for learning and development or employment opportunities
13. reflect on how you carried out your roles and responsibilities to promote learning and development or employment opportunities for individuals

Knowledge and understanding

You need to know and understand:

1. the different types of learning and development or employment opportunities and the positive impact they can have for individuals
2. the importance of dignity, kindness and compassion when supporting individuals with learning and development or employment opportunities
3. how to access and review information on individuals and learning and development or employment opportunities
4. how to encourage and support the independence of individuals to choose, plan and participate in learning and development or employment opportunities
5. how to support neurodivergence and additional needs through learning and development or employment opportunities
6. the influence of culture and background on selection and participation in learning and development or employment opportunities
7. types of information, resources and support that may assist individuals to select and participate in learning and development or employment opportunities and how to access them
8. how to use digital tools and devices for learning and development or employment opportunities for individuals
9. the role of risk assessments and positive risk taking in learning and development or employment opportunities
10. how to work in partnership with individuals and others to feedback on learning and development or employment opportunities
11. how to apply trauma informed principles to promote learning and development or employment opportunities for individuals
12. changes to preferences and needs that impact access and participation in learning and development or employment opportunities, and how to support these
13. how to support emotional regulation during learning and development or employment opportunities
14. the records and reports required for promoting learning and development or employment opportunities
15. theories relevant to promoting learning and development or employment opportunities for individuals
16. the relevant legal requirements, standards of practice, frameworks and guidance for promoting learning and development or employment opportunities for

individuals

17. the workplace requirements on equality, diversity, inclusion, and rights when promoting learning and development or employment opportunities for individuals

18. how to work in partnership with others when promoting learning and development or employment opportunities for individuals

19. how to respond to issues and concerns that may occur when promoting learning and development or employment opportunities for individuals

20. how your personal experiences and unconscious bias may impact when promoting learning and development or employment opportunities for individuals, and how to address this

21. the role of supervision, reflective practice and learning and development when promoting learning and development or employment opportunities for individuals

HSCCLD317

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Glossary

The glossary for this National Occupational Standard is available on the Skills for Care and Development website.

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