

# CARE CERTIFICATE CELEBRATION DAY



**The Care Certificate Celebration Day is taking place on 5th December 2022. As part of this event we are looking back at how far the Care Certificate has come since its creation.**

**We caught up with Angelo Varetto who was part of working group developing the Care Certificate. Keep reading reading to find out more.**

It's hard to believe that it's been nearly seven years since the Care Certificate was launched, and almost impossible to summarise the changes that we have seen in health and care services over that time. Despite the pace of change and the added impact of the pandemic the standards that were launched in 2015 remain the benchmark for support worker training in health and adult social care.



Angelo Varetto  
Head of NOS, Qualifications &  
Apprenticeships

In 2013, Camilla Cavendish (now Baroness Cavendish) completed a workforce review, in response to the issues at Mid Staffordshire Hospital, and recommended that there should be a Certificate of Fundamental Care for health and social care support workers. In doing so, she opened up a new focus on the support workforce and started off a programme of work that has continued to this day.

Health Education England, Skills for Care and Skills for Health were commissioned to work together in consulting key stakeholders to set out the core content for this certificate, that would be applicable in both the social care and health sectors. It was to be called the National Care Certificate.

Because of my background as a registered nurse and my understanding of vocational education and training I took the lead from Skills for Health. We had just completed another piece of work with Skills for Care to develop the National Minimum Training Standards and the Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England. What became known as the Care Certificate was in some ways an evolution of this work.

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In early 2014 the work to develop the standards started in earnest. While there was a lot of stakeholders and a very large governance system which reported up to Jeremy Hunt, who was then Secretary of State for Health, the detailed work was carried out by a small team from Health Education England, Skills for Care and Skills for Health. Looking back, I can honestly say that working with Kay Fawcett and Fazeela Hafejee to draft the standards was one of the most rewarding things I've been involved with. We were working on something we felt really mattered. We wanted to produce something that would not only set out the skills and knowledge staff new to care should have on completion of their induction but also how these should be assessed. One of my jobs was to give the Care Certificate the look and feel of a qualification as much as possible without it actually being one.

It's easy to forget how many resources were produced at the time to support the Care Certificate and how much time went into developing them. The guidance for assessors, the workbooks, the workbook presentations, the self-assessment form and eventually the e-learning. I don't think any of us thought that the Care Certificate would still be going strong all these years later. The Care Certificate continues to provide a first step in learning for so many people, who can then progress into apprenticeships and in some cases have already gone on to become registered nurses.



Clare Fowler  
Chelsea and Westminster  
NHS Foundation Trust

**[Click here](#) to read about Clare Fowler from Chelsea and Westminster NHS Foundation Trust. We spoke with Clare Fowler in February 2021. She had just completed her Higher Development Award (HDA) and Care Certificate. Clare is now a Registered Nurse Degree Apprentice (RNDA) and is in her final year.**

It has also provided opportunities for support workers to move into training and development roles to support the delivery of the care certificate. Maybe one day we'll have a Chief Nurse, a Head of Therapies or a Training Department Manager that started their career in health or care with the Care Certificate.

And yes, seven years on and I am still involved in maintaining and reviewing the standards and the supporting documents. We continue to listen to feedback, and regularly review material to make sure it's kept up to date and reflects changes in legislation or practice.

I will always be very proud of the part I've played in the care certificate and what it has achieved.

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**Would you like to know about the Care Certificate Celebration Day, [click here](#) to discover what events are taking place. Follow HASO on Twitter, [@HASOEngland](#), we will be sharing fantastic case studies throughout the week.**

