

## AfC Training Competency Framework - quick guide

### Achieving for Children's three fostering tiers and their competency descriptions.

AfC have created a three tier fee structure for carers which is based around the following competencies. Foster carers desiring to progress to the next level will need to already be demonstrating the competencies in the tier above. Your supervising social worker will help you identify any competencies that still need to be developed or evidenced.

#### Overview of the process (relevant to all carers)

Preparation training prior to approval	Successfully complete skills to foster course	Pre approval
Tier 1	<ul style="list-style-type: none"> <li>• Attend Fostering Induction within 6 months of approval</li> <li>• Complete mandatory/ core learning and development activities; Complete TSDS qualification within 12 for mainstream and 18 months for connected carers from approval</li> <li>• Meet and maintain foster care competencies for tier 1</li> <li>• Foster for at least 2 years</li> </ul>	Level 1 carer fee at point of approval, and to maintain this level.

	<ul style="list-style-type: none"> <li>• Fostering experience;</li> <li>• Begin to demonstrate competencies for tier 2, if appropriate</li> <li>• Attendance to 1 forums and 1 support groups a year</li> </ul>	
Annual review	<p>Update personal development plan. Amend learning &amp; development portfolio for progression to tier 2 or remain at tier 1, as appropriate</p> <p>Progression sign-off by Branch Manager or the Head of Service.</p>	Review competencies at this point.
Tier 2	<ul style="list-style-type: none"> <li>• Complete ongoing mandatory/core training</li> <li>• Complete refresher training (where appropriate)</li> <li>• Complete agreed learning and development activities in the personal development plan</li> </ul>	Level 2 carer fee

	<ul style="list-style-type: none"> <li>• Meet and maintain foster care competencies for tiers 1 &amp; 2</li> <li>• Begin to demonstrate competencies for tier 3, if appropriate</li> <li>• Fostering experience of at least 3 years</li> <li>• Demonstration of attendance of 6 training programs</li> <li>• Demonstrated knowledge and implementation of learning</li> <li>• Attendance to 2 forums and 2 support groups a year</li> </ul>	
Annual review	<p>Update personal development plan Amend learning &amp; development portfolio for progression to tier 3 or remain at tier 2, as appropriate Progression sign-off by Branch Manager or the Head of Service.</p>	Review competencies at this point.
Tier 3	<ul style="list-style-type: none"> <li>• Complete further mandatory/core training and any refreshers</li> </ul>	Level 3 carer fee

	<ul style="list-style-type: none"> <li>• Complete agreed learning and development activities in the personal development plan, including specialised/ specific skills learning &amp; development activities relevant to the child or carer</li> <li>• Meet and maintain foster care competencies for tiers 1, 2 &amp; 3</li> <li>• Fostering experience of at least 5 years.</li> <li>• Demonstration of attendance of 6 training programs</li> <li>• Demonstrated knowledge and implementation of learning</li> <li>• Attendance to 3 forums and 3 support groups a year</li> </ul>	
Annual review	<p>Update personal development plan Proposals for any specialist skills training as required.</p> <p>Continued approval at tier 3 sign-off by Branch Manager or the Head of Service.</p>	Review competencies at this point.

	Panel Review every three years	
--	--------------------------------	--

## Learning & development activities

There are a wide range of activities that can be tailored for every foster carer's learning and development needs. Even if you have progressed beyond induction and the core training courses, there are opportunities for refresher courses and the chance to acquire some specialist skills. Your supervising social worker (SSW) will help you prepare a personal development plan (PDP) that will set out your targets for training and increasing your skills and knowledge. Keeping a learning and development portfolio (L&DP) will help you record and collect evidence as you progress. This will be reviewed and updated every year with your SSW. Your supervising social worker should discuss which of the following areas need addressing in your monthly supervisions and as part of your annual review.

Preparation training leading to initial approval	
Induction (completed in the first six months after approval)	Refresher of the skills to foster course, explanation of our mentoring scheme, AfC organogram, record keeping, familiarisation with the content of the fostering handbook, an outline of mandatory training in year 1, "what to expect in your first placement" safeguarding, first aid.

Mandatory learning & development (completed between six - 24 months after approval) (list below)	TSDS completed within 12-18 months of approval Within 6-24 months (list below)
Refresher learning & development	Any refresher induction training that might be required will be covered in your PDP and L&DP
Further skills learning & development	For example: introduction to computing; using the internet; using social media; counselling skills, specialist learning & development