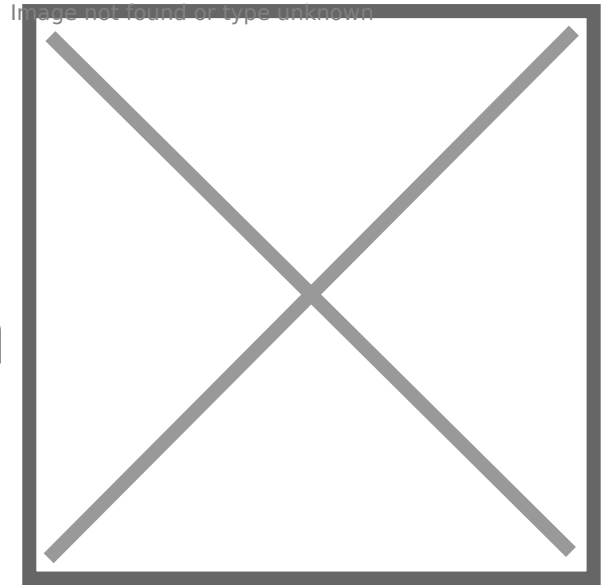


**Qualification  
equivalence  
assessment**



**(QEA) process for  
health and social  
care and early years  
and childcare (UK and  
International)**

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Go to <https://socialcare.wales/qualifications-funding/qualification-framework/qualification-equivalence-assessment-gea-process-for-health-and-social-care-and-early-years-and-childcare-uk-and-international> for the latest version.

## Introduction

Social Care Wales aims to make a positive difference to social care and early years and childcare in Wales and recognises the importance of a skilled and qualified workforce in providing quality care and support.

We also know that more people are moving to Wales to provide vital care and support to the people who live here.

We have a qualification framework for all job roles in health and social care, and early years and childcare. The framework, which has been in place since 2005, is a comprehensive list of the current qualifications recognised in Wales. You can find out more about the qualification framework using the [qualification finder](#) on our website.

The framework isn't an exhaustive list. There are so many qualifications available worldwide that it wouldn't be possible to include them all, and we don't want to create barriers for anyone outside of Wales who would like to work here.

We've developed the qualification equivalence assessment process for people who wish to work in Wales but hold qualifications that **are not** specified in our [qualification framework](#) as **recommended or** required for practice and/or registration.

We've designed the process so that there is a robust, consistent, transparent and fair process in place to review applications individually.

We check each qualification equivalency application by looking at:

- competency – to work out whether competency has been assessed.
- content – to make sure that the relevant Welsh qualification requirements have been met.
- level and credit value – to make sure the qualification aligns with the level and size of current accepted Welsh qualifications.

We record decisions about the equivalency of qualifications on a document called the [precedence list](#).

**New applicants should check that their qualification isn't already listed on either the qualification framework or precedence list before they submit a Qualification Equivalency Assessment (QEA) application.**

There is a separate process for [social work applications](#).

Let us know if you need any reasonable adjustments to access the process and we'll try our best to support you. Please contact us on:

[QualificationEquivalency@socialcare.wales](mailto:QualificationEquivalency@socialcare.wales)

## **The qualification equivalence assessment (QEA) process**

This flowchart shows the process we use to review UK and international qualifications:

### **Complete the QEA application form**

## **Frequently asked questions**

### **1. What is a qualification equivalence assessment (QEA)?**

Show

The **qualification equivalence assessment** (QEA) is a process that has been developed for people who wish to work in Wales as a social care or childcare worker in roles where **qualifications are recommended or required** for practice and/or registration.

The QEA process is the way we assess qualifications that have been completed outside of Wales, that are either:

- not already listed on the qualification framework, or
- not listed on the precedence list.

We check that each qualification equivalency application by looking at:

- competency – to work out whether competency has been assessed.
- content – to make sure that the relevant Welsh qualification requirements have been met.
- level and credit value – to make sure the qualification aligns with the level and size of current accepted Welsh qualifications.

We use these criteria to make sure anyone working in social care or childcare and early years in Wales has the right knowledge, skills and competence for their role, and can apply to register with us (where relevant).

The QEA process **only assesses the qualification equivalence**. If you have to register with us to practice in the role, you'll also need to apply through the [registration process](#) to confirm eligibility to register.

The assessment decision will be based on the information you provide so it's important that it's as accurate as possible. Providing false or misleading information is a breach of the Code of Professional Practice and could mean we refuse to register you or remove you from the Register.

## **2. Who can apply for a qualification equivalence assessment (QEA)?**

Show

You can apply for a qualification equivalence assessment (QEA) if you:

- would like to work as a social care worker or manager, or childcare and early years practitioner or manager in Wales, and
- have a relevant qualification (from the UK or overseas) that isn't listed on the qualification framework or the precedence list.

We don't use this process to assess qualifications for social workers. For social work qualifications please read the [social work equivalency assessment process](#)

## **3. Can I have more than one qualification assessed?**

Show

Yes, but you'll need to do a new QEA application for each qualification.

## **4. What information about my qualification will I need to provide as part of the application?**

Show

You must provide:

- the full name of your qualification as it appears on the certificate
- the name and address of your course provider or assessment centre
- the name of the awarding body

- a list of the modules or units you completed as part of the qualification, including the results (pass, fail or any grade)
- the level and credit value
- confirmation that your competence was assessed in the workplace (for example through observations) and / or the number of hours you worked in the setting while you were completing the qualification.

You must make sure any information you send us is translated into English or Welsh. You must pay any translation costs.

You'll need to send us the information required **before** we can review your application. We can't assess your application without this information.

You'll need to complete the application form in one go. You won't be able to save your progress or come back to it later. It will be helpful to have all your documents available before you start completing the application.

You don't need to send us your certificate to have your qualification assessed but, if your information is unclear or incomplete, we may ask for more information to help us decide.

Let us know if you need any reasonable adjustments to access the process and we'll try our best to support you. Please contact us on:

[QualificationEquivalency@socialcare.wales](mailto:QualificationEquivalency@socialcare.wales)

## **5. What will happen if I don't have the certificate to provide the information?**

Show

We understand and recognise that certificates can sometimes get lost or go missing, which may mean you won't be able to give us the information we

need.

But we can only begin to review your application once we have **all** the information we need. This means we could refuse your application if you are unable to provide the information.

You can get replacement certificates by asking an education provider, assessment centre or awarding body to provide you with a new certificate and transcript.

You must pay any replacement costs for certificates.

In some situations, we understand that issues such as conflict, natural disasters or being a refugee in the UK, can mean it isn't possible to get a replacement certificate. In these instances, we'll work with you to find a solution.

You don't need to send us your certificate to have your qualification assessed. But you will need to provide evidence of your qualification certificate if you need to apply to register with Social Care Wales.

## **6. What are the timescales for checking qualifications?**

Show

Once we've received all the information we need, we'll review your application and respond to you with a decision within **28 days**.

The timescale only starts once we have received **all the information** we need.

## **7. Who will assess my application?**

Show

Your application will be assessed by:



- a minimum of two Social Care Wales Officers from the Qualification and Standards Team, and
- a panel member with relevant sector knowledge, skills and experience to make the equivalency assessment decisions.

To make sure panel decisions are as fair possible:

- all applications will be given a unique identifier, and any personal information from the application will be removed, before being passed to the panel for assessment
- all panel members will have completed unconscious bias training before they can take part in an equivalency assessment panel.

## 8. What are the possible outcomes from a review of my qualification?

Show

There are three possible outcomes from the review of your qualification. These are:

1. we decide that your qualification is **equivalent**, and you won't need to do anything else.
2. we decide that your qualification isn't equivalent, but we agree you do something called a **compensation measure** to meet our requirements such as placement time, or doing the All Wales induction framework.
3. we decide that your qualification **isn't equivalent** and you'll need to do a full Welsh qualification.

When we share our decision with you, we'll let you know what you need to do next.

The QEA process **only assesses the qualification equivalence**. If you have to register with us to practice in the role, you'll also need to apply through the

[registration process](#) to confirm eligibility to register.

## 9. How will the QEA decision affect my eligibility to register to work in Wales?

Show

If we decide your qualification is **equivalent**, you'll be able to use your confirmation of equivalence **with your original qualification certificate** as supporting evidence that you have a relevant and full qualification.

If we ask you to do **compensation measures**, we'll let you know what you will need to do. When you've completed this, you'll need to send us:

- the confirmation of equivalence statement
- your qualification
- evidence of additional learning.

This will demonstrate that you have a qualification plus supporting evidence which satisfy equivalency assessment requirements to either practice and/or register to work in Wales.

If your qualification **isn't equivalent**, you will be given a full explanation of where the qualification does not meet the criteria. We'll also let you know what you should do to be able to register or practise in Wales.

Qualifications are only one part of the [registration process](#).

## 10. What happens if I'm not happy with the QEA decision?

Show

You can appeal the outcome of the qualification assessment if you believe:

- you have more relevant information which you haven't shared with us

- we haven't followed the correct process
- we've made an error in the assessment.

You have 28 days to appeal a decision. We won't consider any appeals after 28 days.

You'll need to write to us to explain why you think our assessment decision was incorrect and provide any other information in support of your appeal.

Your appeal will be assessed by a new panel, who weren't involved in the original assessment decision, and will include:

- a minimum of two Social Care Wales Officers from the Qualification and Standards Team, and
- a panel member with relevant sector knowledge, skills and experience to make the equivalency assessment decisions.

The new panel will look at your request within **28 days** of receiving your appeal information.

There are two possible outcomes to this process:

- **original decision is upheld:** the new panel looked at the information and agrees with our original decision. If this happens, we'll explain how we reached our decision.
- **original decision reversed:** the new panel looked at the information and reversed the decision we made, including any compensation measures you need to do.

To make sure appeals decisions are as fair possible:

- all appeals will refer to the unique identifier allocated in the application process, and any personal information on the information submitted will be removed, before being passed to the appeals panel

- all panel members will have completed unconscious bias training before they can take part in an appeal.

## **11. What if I'm not happy with the service I've received?**

Show

If you're unhappy with the service you receive during the process it's important that you tell us using the Social Care Wales complaints procedure.

You can find more information in the [complaints policy](#) or make a complaint using our [online form](#).

If you have any further questions, email:

[QualificationEquivalency@socialcare.wales](mailto:QualificationEquivalency@socialcare.wales)