



## 200% increase in the number of Common Induction Standard Certificates of Successful Completion awarded at Warwickshire County Council

Feedback indicates that managers and staff are enthusiastic about the online assessment as they save time, reduce costs and are easy to use. This is supported by the fact that Warwickshire County Council Workforce Development Service have seen a 200% increase in the number of certificates awarded for the completion of the Common Induction Standards.

### Achievements

- **Positive feedback from an Inspector** on how the online assessments provided evidence of knowledge against the Common Induction Standards and for the management reporting and statistical information that is available.
- **CIS assessment has enabled managers to improve the recruitment process** by providing a more accurate picture of an applicant's knowledge and training needs.
- **Managers are now able to effectively plan inductions and arrange appropriate courses** before staff commence employment which has increased the likelihood of a successful induction training program and has an impact on staff retention.
- **Post assessment questions provoke thought** and discussion with line managers generate reflection and further evidence of learning and boosted staff's confidence.
- **Saves time and money** by quickly identifying knowledge gaps, not paying for unnecessary training, travel, rota cover, time away from the job and workbook production.



### Background and Context

Warwickshire County Council previously used workbooks, and feedback from managers showed these were unpopular with staff, time consuming, subjective, with feedback being delivered to learners sometime after the workbooks had been completed.

Workbooks are expensive in terms of staff time to complete; producing, storing and delivering workbooks; administration (order and despatch); regular standardisation meetings for markers; time out of the office and travel costs. **By introducing online assessments we have reduced these costs considerably.**



## Partnership

Warwickshire County Council Workforce Development Service and Warwickshire Quality Partnership have been part of a partnership with CIS Assessment to develop a range of online assessments for the Skills for Care - Common Induction Standards.

Our experience of working with CIS Assessment has been extremely positive. They have consistently maintained high standards of development and delivery, to the extent that we have moved on to the next stage of our strategy to develop online assessments for the Skills for Care Knowledge Sets, with Dementia, Safeguarding and Medication already being used across Warwickshire County Council Workforce Development Service and Warwickshire Quality Partnership.



## How we use the assessments

The online assessments support existing learning and are straight-forward, equitable, user friendly and only take minutes to complete. The individual's results are available immediately in the form of a report providing information on the individual's learning needs.

The online assessments are used to support induction, enabling managers to ensure that any gaps in knowledge can be addressed within the 12 week induction period for people working with Adults, as well as to support the annual appraisal, CPD and team development.

The assessments are used for in-tray exercises for interviews, induction benchmarking, as part of evaluation (post training discussions), to build up evidence for annual performance review (doing an assessment each month) and for CPD. They quickly identify knowledge gaps so that learning and development can be targeted where needed, saving not only money in paying for unnecessary training but also in travel, rota cover and in time away from the job. They also prove to be confidence boosters for staff when they see how much they do know!

**To find out how online assessments can save you money  
and increase your evidence of workers' competence:**

Email: [info@cis-assessment.co.uk](mailto:info@cis-assessment.co.uk) or call: 0845 873 0373

**Visit our website: [www.cis-assessment.co.uk](http://www.cis-assessment.co.uk)**