

Background information CC4CHA Study and Common Training Frameworks

Thank you again for your willingness to participate in this study. In this document we provide some background information on the main goals of our study '*Support for the definition of core competences for healthcare assistants*' (CC4HCA) and on Common Training Frameworks.

What is the aim of the CC4HCA Study?

The study '*Support for the definition of core competences for healthcare assistants*' (CC4HCA) is funded by the European Union in the frame of the Third Health Programme 2014-2020. The objective of the CC4HCA study is to study the *level* of consensus among all 28 EU countries concerning the desirability and potential content of a CTF for healthcare assistants, *not* to reach a definitive conclusion on whether or not there should be a CTF for healthcare assistants.

What is a Common Training Framework?

A common training framework (CTF) is a legal tool that introduces a new way of automatic professional qualification recognition across EU countries. With a CTF, EU Member States can expand the system of automatic recognition to new professions. In Directive 2013/55/EU¹, a CTF is described as: "*a common set of minimum knowledge, skills and competences necessary for the pursuit of a specific profession*".

A CTF aims to define a benchmark in terms of what a person should know, understand and be able to do in order to practice a given profession. Hence, a potential CTF for healthcare assistants (HCAs) would form a benchmark for the HCA profession that EU Member States would have to adhere to when developing their own HCA training programmes. The Box below lists the conditions that every CTF should meet.

Conditions which a Common Training Framework should meet

A common training framework must meet the following conditions, as set out in the Directive 2013/55/EU (Article 49a, paragraph 2)¹:

- The CTF shall facilitate mobility across Member States
- The profession or the education and training leading to the professions should be regulated in at least 1/3 of Member States
- The CTF combines knowledge, skills and competences required in at least 1/3 of the Member States
- The CTF is based on European Qualification Framework levels
- The profession concerned does not benefit from automatic recognition under another system
- Preparation of the CTF following a "transparent due process", including the relevant stakeholders from Member States where the profession is not regulated
- The CTF permits nationals from any Member State to acquire the professional qualification under such framework without being required to be a member of- or registered with any professional organisation.

¹ Directive 2013/55/EU of the European Parliament and of the Council of 20 November 2013, amending Directive 2005/36/EC.

Suggestions for a CTF may be submitted to the European Commission by representative professional organisations at Union level, as well as national professional organisations or competent authorities from at least one third of the Member States. If all conditions described in the Box above are met, the Commission will be empowered to adopt a delegated act to establish a CTF for a given profession. This means that the CTF would become legally binding for all EU Member States. However, Member States can be exempted from the obligation of introducing the CTF on their territory if they fulfil one of the following exemption conditions²:

- There are no education or training institutions available in its territory to offer such training for the profession concerned;
- The introduction of the CTF would adversely affect the organisation of its system of education and professional training;
- There are substantial differences between the CTF and the training required in its territory, which entail serious risks.

Directive 2013/55/EU specifies all legal conditions for a CTF and can be found [here](#).

What has the CC4HCA Study Consortium done so far and what are the next steps?

To explore the feasibility and prepare for a future suggestion for the establishment of a Common Training Framework (CTF) for healthcare assistants in the European Union, the CC4HCA study Consortium so far has:

1. Established a factual overview of the skills, knowledge and competences of HCAs in each EU Member State (April – August 2015)
2. Identified the competent authorities and/or representative national professional organisations for HCA regulation and/or education in each of the 28 EU Member States (June – August 2015)
3. Expert Consultation Round among European organisations on Delphi study (September 2015)

The next steps of the CC4HCA study are:

4. This Delphi Study among national representatives (October – December 2015)
5. CC4HCA Study Workshop to discuss the findings from the previous steps and the possibilities and options for a CTF for HCAs (March 2016, date to be confirmed)

For more information on the CC4HCA Study, the Newsletter and updates, please visit the CC4HCA Study Website: www.nivel.nl/en/cc4hca

² See for a full explanation of the CTF and all conditions: Directive 2013/55/EU of the European Parliament and of the Council of 20 November 2013, amending Directive 2005/36/EC.