

Lead Adult Care Worker

Level 3

QUALIFICATION OBJECTIVES

Lead Adult Care Workers support individuals facing physical, social, emotional, or intellectual challenges, helping them maintain independence, dignity and control.

They provide leadership and guidance in care delivery, improving the health and well-being of those they support. In some cases, they supervise other care workers and take responsibility for ensuring care meets expected standards.



Entry requirements

Participants will be employed in the Care Sector and be able to achieve all components in the Apprenticeship Standard.

Industry-specific requirements:

1) Undertake the Enhanced Disclosure and Barring Service process and provide the result before starting employment.

2) The Care Certificate must be achieved as part of the Apprenticeship Standard.

Duration

The minimum duration for this Apprenticeship Standard is 13 months plus 3 months for the Apprenticeship Assessment.

Progression

Learners can progress to the City & Guilds Level 4 Diploma in Care. Opportunities may also be available to progress to an Apprenticeship for Lead Practitioner in Adult Care, Leader in Care or to Higher Education programmes, providing all entry requirements are met.

Functional Skills

Apprentices aged 16-18 are still required to work towards and achieve Functional Skills in English and Maths (unless exempt). Apprentices aged 19+ without these qualifications are not required to achieve them to complete the apprenticeship. However, employers may still set their own requirements based on the needs of the sector.

Qualification: Level 3 Diploma in Adult Care

This qualification, promoted and valued by employers, is achieved by a combination of direct teaching and self-directed learning. This diploma consists of mandatory units covering core knowledge and skills competencies with optional specialisms which can be combined in flexible ways to reflect the real working context of different learners.

The content of the mandatory units covers person-centred approaches, communication, personal development, equality and inclusion, handling information, the duty of care, responsibilities of the role, safeguarding, health, safety and well-being.

The optional units are designed to meet the requirements of a range of Healthcare and Care services and to support the delivery of both the Adult Care Worker and Healthcare Support Worker Apprenticeship Standards.

Qualification Opportunities

This qualification allows candidates to learn, develop and demonstrate the skills and knowledge required for employment and career progression in Healthcare and Adult Care settings.

Employers involved in the development of this Apprenticeship Standard include:

• Woodford Homecare • Anchor • Barchester Healthcare • CareTech • Central Bedfordshire Council • Creative Support • Hand in Hands • Hendra Healthcare (Ludlow) Limited • Hertfordshire County Council • Surrey County Council • London Borough of Tower Hamlets • West of England Centre for Inclusive Living (WECIL)

Off the Job Training

Off-the-job training logged by the apprentice must meet the following definition:

- It is training which is received by the apprentice within their practical period, during the apprentice's normal working hours, for the purpose of achieving the knowledge, skills, and behaviours of the apprenticeship they are undertaking. By normal working hours we mean the hours for which the apprentice would normally be paid and excludes overtime.
- It is not on-the-job training, which is training received by the apprentice for the sole purpose of enabling the apprentice to perform the work for which they have been employed. By this we mean training that does not specifically link to the knowledge, skills and behaviours set out in the apprenticeship will not be accepted.

The minimum volume of off-the-job training for all apprentices (full-time, part-time, term-time), will vary depending on each apprenticeship standard.

Further information can be found on GOV.UK

https://www.gov.uk/government/publications/apprenticeships-off-the-job-training

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What is covered

- Main tasks and responsibilities in the job
- The importance of having the right values and behaviours and treating people with respect and dignity
- The importance of communication and communicating clearly and responsibly
- How to support individuals to remain safe from harm (Safeguarding)
- How to promote health and well-being for the individuals they support and work colleagues
- How to work professionally and seeking to develop their professional development and that of work colleagues

Behaviours

Treating people with dignity, respecting individual's diversity, beliefs, culture, needs, values, privacy and preferences, show respect and empathy for those you work with, have the courage to challenge areas of concern and work to best practice, be adaptable, reliable and consistent, show discretion, show resilience and self-awareness and show supervisory leadership.

Apprenticeship Assessment

Apprentices access the Apprenticeship Assessment following a gateway discussion with their employer and Regional Trainer where entry requirements are discussed, checked and recorded including functional skills at the required level (if the apprentice is aged 16-18).

The Lead Adult Care Worker Level 3 Apprenticeship Assessment will include the following types of assessment:

- Situational Judgement Test
- Professional Discussion