



**Lead Adult Care  
Worker**  
Level 3

**Apprenticeship duration:**  
This programme is  
delivered over 15 months



# Who is the programme for?

Lead Adult Care Workers are the frontline staff who help adults with care and support needs to achieve their personal goals and live as independently and safely as possible, enabling them to have control and choice in their lives. In addition, Lead Adult Care Workers have responsibility for providing supervision, frontline leadership, guidance and direction for others, or working autonomously, exercising judgement and accountability.



## Programme Impact

As a Lead Adult Care Worker you will make a positive difference to someone's life when they are faced with physical, practical, social, emotional or intellectual challenges. You will be expected to exercise judgement and take appropriate action to support individuals to maintain their independence, dignity and control. By providing leadership, guidance and direction at the frontline of care delivery you will be instrumental in improving the health and wellbeing of those receiving care and support.

# What will your employees learn?

## Knowledge

- Job roles relevant to the context of the service
- Relevant statutory Standards and Codes of Practice
- What the 'Duty of Care' is in practice
- Create and develop a care plan based on the person's preferences
- Support others to ensure compliance with regulations and organisational policies and procedures
- The role of advocates

- Treat people with respect and dignity and honour their human rights
- Communicate clearly and responsibly
- Support individuals to remain safe from harm
- Champion health and wellbeing for their clients
- Work professionally and seek to develop their own professional development

## Skills

## Behaviours

- Demonstrate continuous professional development
- Communicate clearly both verbally and non-verbally
- Respecting diversity, the principles of inclusion and treating everyone fairly
- Resolve any dilemmas they may face between a person's rights and their safety
- Risk assessments to enable a person centred approach to delivering care

# Apprenticeship delivery

This programme is delivered typically over 15 months. It incorporates the Apprenticeship Standard Level 3 Diploma in Adult Care.

Individuals without Level 2 English and Maths will need to achieve this level prior to taking the end-point assessment.

Apprentices are required to complete 20% off the job training. Commitment is important as the programme is tightly structured as part of the individual learning process to ensure the learning criteria and programme milestones are achieved.

## The following activities can be expected:

- Attending virtual classrooms
- Contributing to forums
- Completing assignments
- Guided Reading
- Reflective diaries
- Shadowing other members of the team
- Participating in audits Meetings
- Feedback/learning sessions with some of the people the learner supports



Apprentices will meet with their assessors once a month to review progress and support the learning journey. In addition, we incorporate 'Action Learning Sets' to bring together peers with the aim of improving practice through active reflection around key day-to-day challenges. This best practice model for Care Practitioners uses CQC fundamental standards as a guide to discuss real issues and consider social work theories to support and create change.

# End point assessment (EPA):

There will be an external assessment at the end of the programme once the apprentice has achieved the 'gateway' requirements. This includes achieving the Level 3 Diploma in Adult Care.



## End-point Assessment Methods, Timescales & Location

- Situational judgement test
- Professional Discussion

The end-point assessment must be completed over a maximum total assessment time of two days, within an EPA period lasting typically for three months after the apprentice has met the EPA.

## What the apprentice will achieve:

- Level 3 Diploma in Adult Care
- Level 2 English and Maths (If not completed prior to starting the programme)



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