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**IMPACT
FUTURES**

Level 3 Lead Adult Care Worker

Leading the provision of adult care



Lead Adult Care Worker apprenticeship standard

This level 3 apprenticeship training programme develops the knowledge, skills and behaviours required to lead on the provision of care for adults, enabling them to have control and choice in their lives.

It is suitable for care officers, care supervisors, senior care workers and other associated job titles.

At the end of this training programme, you will also be awarded a Level 3 TQUK Diploma in Adult Care.

Entry requirements

You must have been a UK, EEA, or EU resident for at least the past three years to undertake this training programme.

In addition, you must be able to commit to the full length of the programme, and be able to meet the programme modules through your job role.

If you do not have a level 2 or equivalent in Maths and English, you will be required to work towards achieving these qualifications as part of your apprenticeship.

What is the duration and how will you learn?

Over the duration of 18 months, you will receive a combination of face-to-face and online training and support.

You will undertake an online assessment that will help us to understand your learning style and needs, then we will tailor your learning experience accordingly.

We ensure that you stay on track to complete your programme on time by managing your progress through our state-of-the-art e-portfolio system, Aptem.

Off the job training

As part of the apprenticeship, alongside your job role, a **minimum of 6 hours per week** of your time in work must be dedicated to improving new skills, knowledge and behaviours.

This can be any time devoted to learning and improving new skills, knowledge and behaviours without interruption, and can include:



Online teaching



Digital learning resources



One to one tuition



Workplace assessment

End-point assessment

Learnt knowledge, skills and behaviours will be assessed by an independent assessor in your end-point assessment (EPA). This typically involves elements such as:



Multiple choice situational judgement test

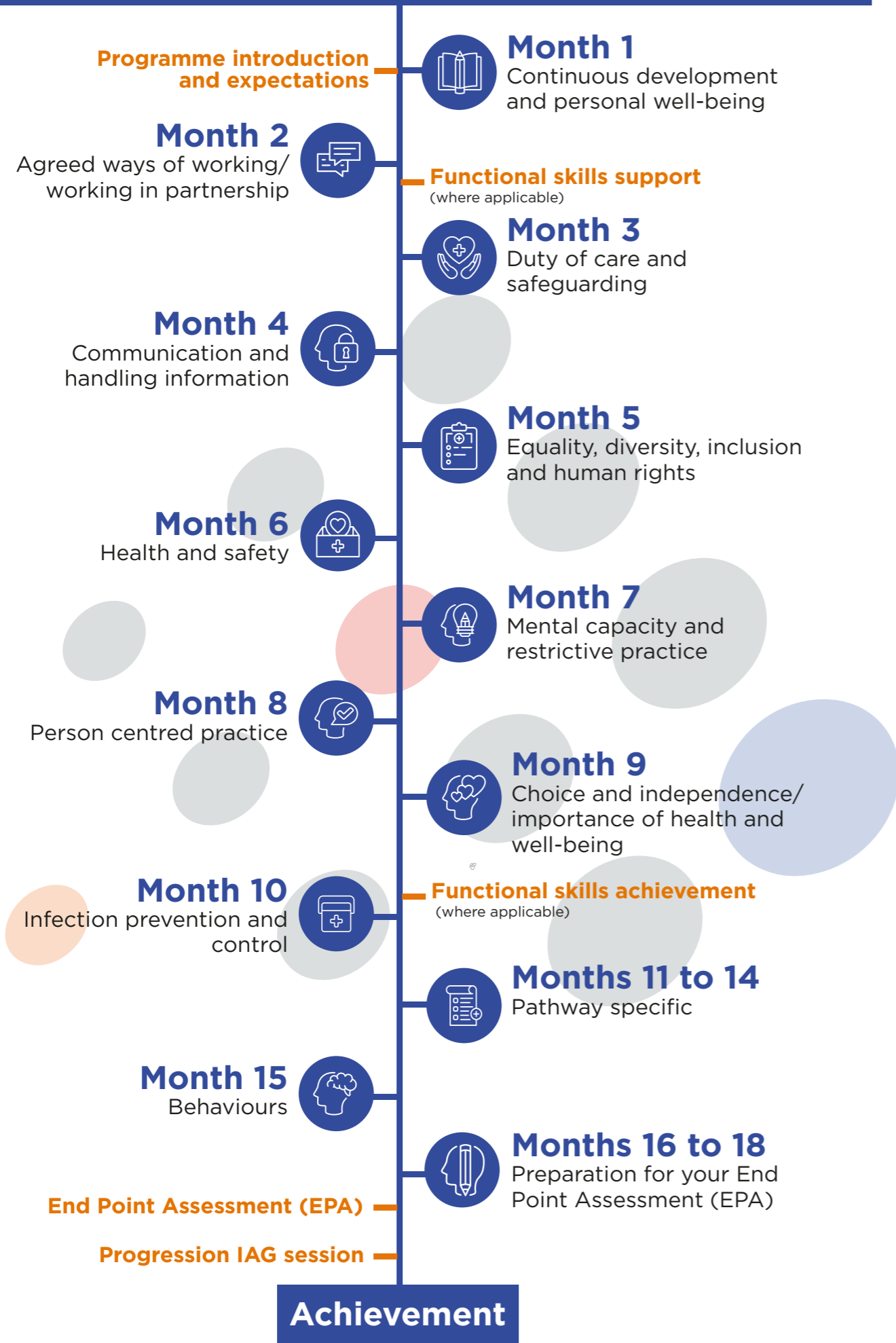


Professional discussion



Portfolio building

Your apprenticeship journey



You will learn how to:



Support the provision of care

- ✓ Ensure that both yourself and other employees achieve the tasks and responsibilities of your job roles
- ✓ Support with individuals' social activities
- ✓ Ensure that both yourself and other employees monitor health
- ✓ Assist with eating, mobility and personal care, according to the individual's personal care/support plan, and support other team members in doing so
- ✓ Access, follow and be compliant with regulations and organisational policies and procedures, and ensure that your team also do so



Manage capability

- ✓ Understand your teams' professional boundaries and limits of their training and expertise
- ✓ Encourage others to ask for help from an appropriate person when not confident or skilled in any aspect of their role



Implement person-centred care plans

- ✓ Provide individuals with information to enable them to have choices about the way they are supported, ensuring compliance with the relevant statutory standards and codes of practice for your role
- ✓ Understand the 'duty of care' in practice
- ✓ Undertake service user assessments of care needs
- ✓ Contribute towards the development and creation of care plans which are underpinned by the individual's support preferences
- ✓ Identify, respond to and escalate changes to physical, social, and emotional needs of individuals, contributing to the ongoing development of care/support plans and support with cognitive, physical or Sensory impairments

Additional Pathways

- ✓ General pathway
- ✓ Dementia pathway
- ✓ Learning disabilities pathway
- ✓ Mental health pathway
- ✓ Supported living

The 5 pillars of wider learning

Sustainability



Sustainability is about protecting the future of our environment.

Why do we need to learn about sustainability within an apprenticeship?

Through learning about the world and how to best keep it sustainable, you can be encouraged to safeguard and enhance our natural resources.

Developing your attitudes and behaviours to be more environmentally conscious, you can protect the future of our environment.

CIAG



CIAG provides us with careers information, advice, and guidance.

Why is the support of CIAG important within an apprenticeship?

To be inspired, as a learner, to be proactive and to believe in your ability to achieve your aspirations.

This support will help you learn about career pathways available to you, and will:

- Increase your knowledge about the world of work
- Inspire you to succeed
- Improve your social mobility and life chances
- Help you make informed decisions

Cultural capital & personal development



Cultural capital and personal development is about boosting your employability and work and life skills.

Why do we need to understand cultural capital and personal development within an apprenticeship?

Learning about real-life situations and navigating through them will provide you with essential knowledge, that you may need to ensure future success.

This can include: resilience, confidence, time management, finance management, and much more- all important work, behaviour, attitude, and life skills.

British values, safeguarding & prevent duty



We have a responsibility to keep learners safe during their learning, but we are also responsible for what happens beyond that, too.

British values:

As our learner, you should understand: your right to make safe choices; the rule of law is there to protect you; you should be respected for who you are (regardless of age, race, gender and background); and you live in a democracy allowing you to be involved in decisions that protect you.

Safeguarding:

We can ensure that you are supported by the right people at the right time.

Prevent duty:

We can recognise when targets are preyed upon by extremists and we act, report and get help to stop their recruitment.

Equality, diversity & inclusion



Promoting equality, diversity and inclusion entails fair treatment and equal opportunities for all learners.

The impact of embedding these integral areas into your learning programme means that you will be more aware of your social responsibility to protect the vulnerable in our wider society. This will enable an inclusive mindset in your work and home life, as you develop and grow in your career.

Understanding how to protect those in our society from abuse and extreme idealisms, will further enable our future living and working lives becoming safer and fairer.

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Modules of learning

The importance of continuous development / personal well-being

- What is required to be competent in own role, the value of reflective practice and continuous development.
- Introduction - SA, assessments and structure of apprenticeship. Expectations to be discussed.
- Own well-being and the importance of maintaining and improving own well-being.

Agreed ways of working and working in partnership

- Agreed ways of working and understand working relationships in care settings.
- Understand own and other workers professional boundaries and limits, training and expertise.
- What a professional relationship is.

Mental capacity and Restrictive practice

- The principles and application of mental capacity and consent.
- Restrictive practices in care settings.
- The importance and key elements of the Mental Capacity Act 2005.
- The importance of complying with the Mental Capacity Act 2005 Code of Practice when working with individuals who lack capacity.

Behaviours

- You will treat people with dignity, respecting individual's diversity, beliefs, culture, values, needs, 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 and show discretion; show resilience and self-awareness.

Duty of care & Safeguarding

- How duty of care contributes to safe practice.
- How to address conflicts or dilemmas that may arise.
- How to recognise and respond to adverse events, incidents, errors and near misses.
- The national and local context of safeguarding and protection from abuse and neglect.
- How to recognise signs of abuse and neglect.
- Ways to reduce the likelihood of abuse or neglect occurring.
- The principles of online safety.

Communication, handling information

- Why effective communication is important in the work setting and the variety in peoples' communication needs and preferences.
- The role of independent advocacy services in supporting individuals' to communicate their wishes, needs and preferences and understand confidentiality.
- Requirements for handling information and how to implement good practice in handling information.

Additional Pathways

Learning Disabilities Pathway

- Awareness of MCA 2005.
- The context of supporting individuals with learning disabilities.
- Support individuals with specific communication needs.
- Support individuals with multiple conditions and/or disabilities.
- How to support positive decisions and risk taking for individuals.

Mental Health Pathway

- Awareness of MCA 2005.
- Understand MH.
- Support physical needs of individuals with mental health needs.
- Support individuals with multiple conditions and/or disabilities.
- How to support positive decisions and risk taking for individuals.

Equality, Diversity, Inclusion and Human Rights

- Understand influencers on working practices to promote equality, diversity, inclusion and human right.
- The importance of equality, diversity, inclusion and human rights within your work setting.
- How to promote equality, diversity, inclusion, and human rights in own setting and work in an inclusive way.

Health and Safety

- Own responsibilities, and the responsibilities of others, relating to health and safety.
- Procedures for responding to accidents and sudden illness.
- How to move and handle equipment and other objects safely.
- How to handle hazardous substances and materials.
- How to promote fire safety in the work setting.

Dementia Pathway

- Awareness of MCA 2005.
- Support individuals with dementia.
- The process and experience of dementia.
- The role of communication and interactions with individuals with dementia.
- The administration of medication to individuals with dementia using a person-centred approach.
- How to support positive decisions and risk taking for individuals.

General Pathway

- Awareness of MCA 2005.
- Support individuals with multiple conditions and/or disabilities.
- Understand end of life.
- Administer medication to individuals and monitor the effects.
- Lead a team.

Person centred practice/Infection prevention and control

- The application of person-centred practices.
- Be able work in a person centred way and understand the importance of individuals' relationships.
- How to prevent and control the spread of infection.

Choice & independence /importance of health & well-being

- How to promote individuals' rights to make choices and independence.
- The role of risk assessments in promoting a person-centred approaches, choice and independence.
- Individuals' well-being and how to monitor their health.

Supported Living Pathway

- How to support positive decisions and risk taking for individuals.
- Support individuals to live at home.
- Support individuals with multiple conditions and/or disabilities.
- Introduction to personalisation in social care.
- Promote positive behaviour.



Making an impact, now and in the future

Your career is a path, not a programme. We want to understand your career goals for the future now, so that we're best placed to assist, guide and inform you on your options.

Where do I see myself in my career in 12 months?

What support do I need to get there?

What targets and milestones can I set now to aid me in achieving this?



The next level

If you want to up-skill further upon completing this programme, consider our level 4 Lead Practitioner in adult care apprenticeship.



Integrity



Fun



Diversity



Connecting



Committed



Make an impact

We're all about making an impact, be that individuals making an impact through their day-to-day work, or by organisations making their impact on our economy.

As a national training provider, we make this impact throughout the UK, with expertise in childcare, healthcare, clinical and business skills apprenticeships.

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Quality Mark