



## APPRENTICESHIP TRAINING:

### Lead Adult Care Worker Level 3

Develop your employees to  
become the next lead adult care  
workers in your organisation



**NTG**  
TRAINING

# Course Overview

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.

This Apprenticeship is ideal for employees who already provide healthcare support to adults in a range of settings and are ready to take the next step in their healthcare career. These employees deliver high quality, compassionate care to every person whether they work in a person's own home, residential or nursing home, or a clinical setting.

## Course highlights:

- Contribute to the development and ongoing review of care/support plans for the individuals they support
- Demonstrate dignity in their working role with individuals they support, their families, carers and other professionals
- Demonstrate and promote to other workers excellent communication skills, including confirmation of understanding to individuals, their families, carers and professionals
- Lead and support others to address conflicts or dilemmas that may arise between an individual's rights and duty of care
- Lead and mentor others where appropriate to promote the wellbeing of the individuals they support

This is a 12-month apprenticeship programme that gives care workers the responsibility to provide supervision, frontline leadership, guidance and direction to others, whilst applying good judgement and accountability.

The programme is delivered during normal working hours and training can be flexible to meet the needs of your organisation. We use a blend of online, webinar and practical sessions, and the apprentice will receive regular 1-1 sessions and support from their tutor.

## Apprentix – flexible e-learning software

Apprentix is a collaborative e-learning and e-portfolio management system for apprenticeship training. It offers a user-friendly "Netflix-style" interface for apprentices, giving over 200 hours of high quality online learning for each standard.

Apprentices have access to all the e-learning courses on the system free of charge in addition to the courses built into the apprenticeship package. These can be accessed online anytime, from anywhere, to meet your business needs and saving you time and money.



# What does the Apprenticeship cover?

During this course, learners will complete training and activities to cover the modules below.

## Treat people with respect and dignity and honour their human rights

- Demonstrate dignity in their working role with individuals they support, their families, carers and other professionals
- Support others to understand the importance of equality, diversity and inclusion in social care
- Exhibit empathy for individuals they support, i.e. understanding and compassion
- Exhibit courage in supporting individuals in ways that may challenge their own cultural and belief systems

## Communicate clearly and responsibly

- Demonstrate and promote to other workers excellent communication skills including confirmation of understanding to individuals, their families, carers and professionals
- Use and facilitate methods of communication preferred by the individual they support according to the individual's language, cultural and sensory needs, wishes and preferences
- Take the initiative and reduce environmental barriers to communication
- Demonstrate and ensure that records and reports are written clearly and concisely

- Lead and support others to keep information safe, preserve confidentiality in accordance with agreed ways of working

## Support individuals to remain safe from harm (Safeguarding)

- Support others, to recognise and respond to potential signs of abuse according to agreed ways of working
- Work in partnership with external agencies to respond to concerns of abuse
- Lead and support others to address conflicts or dilemmas that may arise between an individual's rights and duty of care
- Recognise, report, respond to and record unsafe practices and encourage others to do so

## Champion health and wellbeing for the individuals they support

- Lead and mentor others where appropriate to promote the wellbeing of the individuals they support
- Demonstrate the management of the reduction of infection, including use of best practice in hand hygiene
- Promote healthy eating and wellbeing by supporting individuals to have access to fluids, food and nutrition

- Carry out fire safety procedures and manage others to do so
- Develop risk assessments and use in a person centred way to support individuals safely including moving and assisting people and objects
- Manage, monitor, report and respond to changes in the health and wellbeing of the individuals they support

## Work professionally and seek to develop their own professional development

- Take the initiative to identify and form professional relationships with other people and organisations
- Demonstrate, manage and support self and others to work within safe, clear professional boundaries
- Take the initiative to evaluate and improve own skills and knowledge through reflective practice, supervision, feedback and learning opportunities
- Demonstrate continuous professional development
- Carry out research relevant to individuals' support needs and share with others
- Demonstrate where necessary mentoring and supervision to others in the workplace
- Demonstrate good team/ partnership working skills
- Demonstrate their contribution to robust recruitment and induction processes

# Entry requirements

Undertake the Enhanced Disclosure and Barring Service process and provide the result prior to starting.

The individual must meet the 15 standards as set out in the Care Certificate. The Care Quality Commission expect that providers who employ healthcare assistants and social care support workers follow these standards to make sure new staff are supported, skilled and assessed as competent to carry out their roles.

## What qualifications will you get?

- Level 3 Diploma in Adult Care

## End Point Assessment

### Self-assessment

In the last month of their apprenticeship, they will undertake a self-assessment to enable them to see if they are confident that they have taken on board all aspects of the occupation. This self-assessment must be submitted to the independent end point assessor as a source of evidence to prepare for the professional discussion.

In the last three months of the apprenticeship following the completion of the Diploma, we will collate testimonies from people who use services. This must be submitted to the end point assessor to support the professional discussion assessment.

### Situational Judgement Test

The situational judgement test will present the candidate with a range of real-life scenarios about which the learner will have to answer questions in a multiple-choice format (60 Questions). The assessment will normally be undertaken online, under controlled conditions with a time limit applied. Questions will draw from the stated knowledge and skills elements of the standard and focus on the higher order competencies. Material may be drawn from any part of the apprenticeship standard.

### Professional Discussion

A professional discussion of no more than 45 minutes will be undertaken with an independent assessor. This will draw questions from prior learning and experience, including the candidate's self-assessment and supporting evidence. This discussion is focused on Continuing Professional Development (CPD). The apprentice will provide evidence of any additional learning/CPD undertaken during the apprenticeship and reflect on the outcomes.

We offer a complimentary consultancy service to ensure we find the best qualification for you and your business. Contact us to discuss this opportunity further.

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