

LEAD ADULT CARE WORKER APPRENTICESHIP LEVEL 3

For new or existing staff

This occupation is found in settings where adults require support and care to live as independently as possible, often involving complex needs, rehabilitation, or long-term care. These include residential or nursing homes, domiciliary care, supported living services, rehabilitation and reablement services, hospices or palliative care settings, NHS and community health services, adult day and respite services.

The broad purpose of the occupation is hands-on and supervisory, combining direct care with leadership role modelling and directing junior staff to foster a caring, safe, nurturing, and empowering environment for individuals and team members alike, and promoting best practices amongst colleagues. The lead adult care worker may support and supervise junior staff, ensuring adherence to care plans and health and safety standards.

Lead adult care workers may work on their own or as part of a team. The twenty-four-hour nature of the adult care sector often demands overnight, flexible or shift working patterns. They may work weekends or public holidays and may be on call to respond to emergencies or staffing shortages. They may be a supervisor or shift team leader and will usually report to a team leader or care manager.

Delivery model and duration:

Workplace delivery with a structured scheme of work

Duration: 18 months

Ideal for:

- Care Supervisor
- Lead Adult Care Worker
- Senior Care Worker
- Care Team Leader

The apprenticeship will cover the following core areas:

- Professional development and leadership
- Person-centred care
- Duty of care and safeguarding
- Digital health and sustainability

Benefits to business:

- Fill skills gaps in your organisation
- Keep the business up to date with the latest industry knowledge and innovative practice
- Develop new talent or existing employees looking to progress in their careers
- Benefit from full support from GC

Qualification

Lead Adult Care Worker Standard

Completers may want to progress to:
Higher level care qualifications

Entry Criteria:

GCSEs in English and maths grade 9 - 4 or A* - C
(or Level 2 Functional Skills equivalent)

Benefits for learners:

- Combine on-the-job training with academic study to gain the latest technical knowledge and practical industry experience at no cost
- Gain a valuable, nationally recognised qualification

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GC
Gloucestershire College

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Components

English and Mathematics qualifications completed in line with the apprenticeship funding rules.

Assessment Plan

Apprentices may be assessed at any appropriate point during their apprenticeship programme. Assessment organisations must design apprenticeship assessments to include at least **one professional discussion**. Any additional assessment(s) must be selected from the following list of methods to ensure the assessment outcomes are met in full:

- Observation
- Question and answer
- Portfolio
- Presentation
- Case study
- Additional professional discussion

Occupation Duties:

Work as part of a team of care workers to deliver high-quality care, person-centred care, providing supervision and feedback where appropriate, while promoting effective teamwork.

Anticipate challenges and address them constructively and collaboratively within the care team, contributing to a supportive and positive working environment.

Contribute to the development and review of individualised care or support plans, ensuring they reflect person-centred care principles.

Support individuals to maintain independence and control over their lives, ensuring their dignity, rights, choices and mental capacity are respected.

Foster and support others to maintain professional relationships with external stakeholders, individuals, and those important to them, ensuring effective communication and collaboration with families and healthcare professionals.

Monitor and support individual's physical, emotional, and mental wellbeing, taking appropriate action based on their conditions, and advocate on their behalf to ensure their needs are met.

Co-ordinate and support individual's access to health services, such as therapy or medical appointments.

Implement safeguarding practices to ensure the safety and protection of individuals in care, including reporting concerns and following organisational procedures.

Apply and follow organisational procedures related to health and safety, infection control, and risk assessments to ensure compliance and maintain a safe care environment.

Document and maintain accurate care plans, progress reports, and incident records, ensuring that all care provided and any incidents or concerns are recorded appropriately.

Follow current regulatory standards, ethical guidelines, and legal requirements, ensuring care practices protect individual's rights, safety, and wellbeing.

Maintain personal continuous professional development and reflect on own practices, ensuring up to date knowledge of social care legislation and policies.

Adopt an inclusive working environment in the team. Assist in providing team members with appropriate training, mentoring and development opportunities.

Apply person centred and strength based approaches to ensure individual's care plan needs and aspirations are delivered to a high standard, monitoring and reviewing with the individual and appropriate others.