

ADULT CARE WORKER APPRENTICESHIP STANDARD

Standard Code ST0005
Course Level 2
Work Based
Funding Level £3000
Duration 18mths including EPA

Course Description

To work in Care is to make a positive difference to someone's life when they are faced with challenges. Adult Care Workers need to have the types of values and behaviours to enable them to develop competencies in delivering high quality compassionate care and support. They are the frontline staff who support adults in a person-centred way to achieve their personal goals and live as independently and safely as possible. Enabling individuals to have control and choice in their lives is at the heart of personal care. Job roles are varied and will depend on the type of service being provided and how the person wants to be supported.

Adult Care Workers may work in residential or nursing homes, domiciliary care, day centres, a person's own home or some clinical healthcare settings. This standard covers both adult care workers and personal assistants. Working with people, being passionate about supporting and enabling them to live a more independent and fulfilling life is a rewarding and worthwhile job that provides excellent career opportunities.

Off the Job Training

A key requirement of an Apprenticeship is Off-the-job training. This must make up at least 20% of the apprentice's contracted hours, over the total duration of the apprentice's planned training period. Off-the-job training must be directly relevant to the apprenticeship standard and must take place within the apprentice's normal working hours.

The new learning must be documented and reflected on through the Learner Journal on their e-portfolio (OneFile).

Entry Requirements

The Apprentice will need to be in a relevant role and show a willingness to undertake the knowledge, skills and behaviours required. They will need to undertake the Enhanced Disclosure and Barring Service process and provide the result prior to starting. They will also need to have Level 2 Maths and English (GCSE at Grade 4/C or above or equivalent) or be prepared to attend a block study period for Maths and English if this is required.

Apprentices may be required to attend an interview and undertake relevant skills assessments. Once they have been accepted on to the programme all apprentices will be required to attend a Lincoln College Induction. Apprentices will require access to a tablet/computer to access their e-portfolio (OneFile).

Knowledge, Skills and Behaviours

KNOWLEDGE

- Understand the job, their main tasks and responsibilities.
- The importance of having the right values and behaviours.
- The importance of communication.
- How to support individuals to remain safe from harm (safeguarding).
- How to promote health and wellbeing for the individuals they support and work colleagues.
- How to work professionally, including their own professional development.

SKILLS

- Undertake the main tasks and responsibilities according to their job role.
- Treat people with respect and dignity and honouring their human rights.
- Communicate clearly and responsibly.
- Support individuals to remain safe from harm (safeguarding).
- Champion health and wellbeing for the individuals they support and for work colleagues.
- Work professionally and seek to develop their own professional development.
- ICT for business.

BEHAVIOURS

- Care: caring consistently about individuals to make a positive difference to their lives.
- Compassion: delivering care and support with kindness, consideration, dignity and respect.
- Courage: doing the right thing for people and speaking up if the individual they support is at risk.
- Communication: good communication is central to successful caring relationships and effective team working.
- Competence: applying knowledge and skills to provide high quality care and support.
- Commitment: to improving the experience of people who need care and support ensuring it is person centred.

Assessment

Assessment is done through a combination of practical tasks, written assignments, oral discussions and online tests throughout the programme. To ensure that we can support you to meet these, we will complete an in-depth initial skills analysis to ensure that we can tailor our delivery to meet these unique requirements. We will then use the most relevant delivery methods to support your learners which include:

- One to one coaching from a dedicated, professional assessor/instructor allocated to the learner for the duration of the programme.
- Work based assignments and projects to be completed in an e-portfolio (OneFile).
- Knowledge – Skills & Behaviours.
- Job shadowing and mentoring.
- Review of progress every 4 – 10 weeks.
- Employer led in house training.
- Independent learning and research as directed by the assessor/instructor.

End Point Assessment

There will be an End Point Assessment (EPA) as the final stage of an Apprenticeship. The Apprentice must demonstrate their learning to an independent end point assessor and the overall grade available is distinction, Merit, pass or fail.

End-Point Assessment includes:

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. There is an option for a pass, merit or distinction and it is our aim to enable the apprentice to develop the necessary skills to achieve a merit or distinction.

Professional discussion

A professional discussion will be undertaken with an independent assessor. The discussion will be of no more than 45 minutes duration. Candidates can only apply to undertake the discussion component once the multiple-choice assessment has been achieved.

Qualifications

Level 2 Diploma in Care

Progression

This apprenticeship provides an ideal entry into the occupation and supports progression within the sector and to Level 3 Lead Adult Care Worker.

Fees

As an Apprentice, you will pay no course fees. However, your employer may have to pay towards your training as well as providing you with a wage. All Apprentices must receive a minimum wage of £4.15 per hour within their first year of training from their employer, although they can, and often do, pay more. In the second and subsequent years of an Apprenticeship programme, the national minimum wage for your age would apply.

If you are an employer and want to find out more information regarding employer contributions and any further costs related to the Apprenticeship programme, please contact our dedicated Apprenticeship team at employers@lincolncollege.ac.uk

Business Benefits

Employers have designed the Apprenticeship Standards to meet the needs of the sector and industry. Ensuring they include:

- Relevant Knowledge, skills and behaviours ensure that the Standard is relevant to the occupation.
- Widening participation Apprenticeship standards provide opportunities to employees that may not previously have been available.
- Development tools A cost effective way to train your employees to undertake specific roles in your business.
- Return on Investment On average, an apprentice who has completed their course will increase business productivity by £214 per week (CEBR, 2015).