

LEAD ADULT CARE WORKER

This training programme has been designed for those working in the health and social care sector. 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.

Is this training programme for your business?

This programme is ideal for new and talented employees who want to learn and progress, or for your existing employees who are looking to retrain or upskill. It is ideal for those looking to develop their skills within the industry.

The programme in brief

- Level 3
- Duration - 16 months
- Blended approach to delivery which could include webinars, face-to-face, Skype, telephone and online learning
- Development of the learner's knowledge, skills and behaviour relevant to the job role
- Learners aged 16–18 must achieve maths and English at Level 1 or 2, depending on the standard, unless exempt
- Adults can complete Functional Skills alongside their apprenticeship, as individually agreed on a case-by-case basis
- End-Point Assessment



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The learner journey

1. 16 months on-programme – This is when the individual will learn the skills, knowledge and behaviours which will support them for their End-Point Assessment. The learner could partake in a combination of activities, such as classroom-based sessions, mentoring, shadowing, bespoke resources and off-site visits in order to support their learning and development.

From 1 August 2025, apprentices must complete at least 187 hours of off-the-job (OTJ) training over a minimum of 8 months, with some standards requiring more for those without prior learning. Learn more about [OTJ training hours](#).

2. Gateway – After the 16 months teaching and learning, you, your training provider and the learner will review the learners journey and decide whether it is the right time for the on-programme assessment.

3. End-Point Assessment – This is when your learner will need to demonstrate they have learnt the required knowledge, skills and behaviours, through an on demand knowledge test, a professional discussion, practical observation and business project.

How your employees will learn

Support is available to help your employees get the most from their training programme. Therefore we will provide them with the support and guidance they need through a mixture of face-to-face and online learning. Learners will have a dedicated Vocational Skills Coach who is there to guide them through their training programme. As well as their Vocational Skills Coach, learners have unlimited access to learning and support materials online. All of this will help the learners to meet the standards set, resulting in them becoming competent and fully qualified.

The learners End-Point Assessment will be facilitated through an approved Assessment Organisation registered on the Register of Apprentice Assessment Organisations.

Take a look at our full [Apprenticeship Offer](#)

What your employees will learn

Knowledge:

Their role and other worker roles relevant to the context of the service; relevant statutory Standards and Codes of Practice; what the 'Duty of Care' is; developing a care plan; compliance with regulations; ensure that dignity is at the centre of all work; respecting diversity; barriers to communication; advocacy; confidential information; what abuse is; comments and complaints; unsafe practices; whistleblowing; health and wellbeing; health and safety; risk assessments; professional development; working with other people; personal development plans; core skills in writing, numbers and information technology; positive attitude; carrying out research; good practice; knowledge when needed to support performance.

Skills:

Tasks and responsibilities according to their job role; supporting individuals; accessing help; specialist assessments; care and support plans; informed consent; development of colleagues; demonstrate dignity in their working role; equality, diversity and inclusion; empathy and supporting individuals; communication skills; recognise and respond to potential signs of abuse; unsafe practices; lead and mentor others; promote healthy eating; fire safety procedures; risk assessments; health and wellbeing; evaluate and improve own skills and knowledge; professional development; carry out research relevant to individuals' support needs; mentoring and supervision; team and partnership working skills; recruitment and induction processes.

Behaviours:

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

For more information visit: [Skills England](#)