tend®



Level 3 Lead Adult Care Worker

Programme Overview (Learning Disabilities Pathway)

tendtraining.co.uk

Career Builder®

Course Overview

Level 3 Lead Adult Care Worker

Entry Requirements

To join this programme, learners need to have lived in the UK, EEA or EU for the past three years, and be able to complete the full course as part of their role. Learners must undertake an enhanced DBS check and meet the 15 Care Certificate standards before starting.

Learners aged 16–18 who do not already hold Level 2 Maths and English (GCSE Grade 4/C or equivalent) will work towards these qualifications alongside their apprenticeship.

For learners aged 19+, Maths and English (Functional Skills) is optional and agreed with their employer.

Who is it for?

This apprenticeship is designed for those stepping into—or already working in—a lead role within adult care, such as care officers, supervisors, senior care workers or team leaders.

It's ideal for those looking to develop recognised skills in supporting people with learning disabilities, promoting dignity, choice and independence. Learners gain confidence, practical knowledge and leadership behaviours while exploring key areas such as safeguarding, person-centred practice and communication.

End Point Assessment

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

Presentation and questioning.

Professional discussion underpinned by a portfolio of evidence.



Course at a Glance

Level: 3

Duration: 18 Months

Funding: Up to 100% Funded

Delivery Method: Blended

Course Modules

1–5 MONTHS

- Continuous development and personal well-being
- Agreed ways of working
- Duty of care and safeguarding
- Communication and handling information
- Equality, diversity, inclusion and human rights

6–9 MONTHS

- Health and safety
- Mental capacity and restrictive practice/Awareness of the Mental Capacity Act 2005
- Person centred practice
- Choice and independence/ importance of health and well-being

10–15 MONTHS

- Infection prevention and control
- Understand the context of supporting individuals with Learning Disabilities
- Support individuals with multiple conditions and/or disabilities
- Supporting individuals with specific communication needs
- Understand how to support positive decisions and risk take
- Behaviours

16–18 MONTHS

- Preparation for End Point Assessment (EPA)
- Progression IAG Session

EPA

This is the final stage of an apprenticeship, usually lasting around three months, and typically involves a portfolio review, professional discussion and a practical or presentation-based assessment by an independent assessor, after which successful completion of the apprenticeship is awarded.

Key Modules

1. Agreed Ways of Working in Care Settings

Supports learners to understand and apply the policies, procedures, legislation, and regulations of their role, helping them integrate these into everyday duties and responsibilities.

2. Duty of Care/Safeguarding & Protection

Covers legal duty of care, safeguarding, and protection, teaching learners to manage and report concerns, support others, and mentor colleagues effectively.

3. Mental Capacity Act/Restrictive Practice

Teaches learners to apply the Mental Capacity Act 2005, support person-centred care, conduct capacity assessments, follow the Code of Practice, and guide colleagues in consistent practice.

4. Context of Supporting Individuals with Learning Disabilities

Helps care workers understand the diverse needs and rights of individuals with learning disabilities, promoting respectful, inclusive, person-centred care that supports independence, choice, and participation.

5. Supporting Individuals with Specific Communication Needs

Supports care workers to meet specific communication needs, using alternative methods to build trust, reduce distress, and deliver high-quality, person-centred care.

NEW – 2 FREE CPD e-Learning Courses

Enhance your Level 3 Lead Adult Care Worker Apprenticeship with **two online CPD modules** from our sister company, **Caring For Care**:

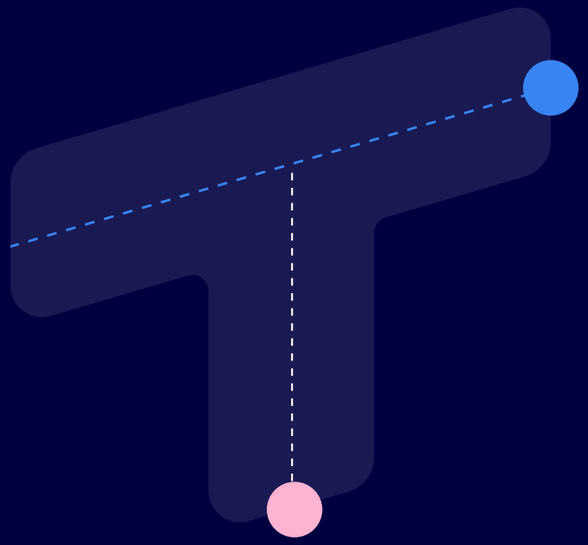
Conflict Resolution

Diet & Nutrition

Designed to **support CQC-aligned best practice**, strengthen professional development, and develop the knowledge and confidence of your care team. (These online courses can be taken anytime throughout the apprenticeship).

Did you know?

At tend, we group our training into two helpful pathways. Career Builders® are apprenticeships that grow lasting skills and career progression. Skill Builders® are shorter diplomas and courses that add focused expertise where it's needed. Together, they give learners and employers the flexibility to build strong careers while topping up knowledge along the way.



tend®-trained professionals make resilient leaders.

Career Builders®

You can associate these programmes as ones that will have a lasting impact on a learner's career, think long term commitments, such as apprenticeships and diplomas.

Skill Builders®

Shorter courses, designed to compliment tailored learning pathways. These programmes are fast-tracked, extra skills that learners can pick up along their journey.

tend-trained means quality as well as qualified.

A byword for quality in health and social care training, tend-trained professionals offer much more than just practical skills and knowledge.

That's the easy part. Instead, they also offer the rest of the package – things like teamwork, people skills and how to think creatively and strategically. In other words, how to really excel in the real world of care: the world their trainer has come from.



What sets tend® apart is its people-first approach and understanding of the care sector.

It helps us connect with the right people, empowering our teams to make a difference every day and supporting our mission to create a great place to live and work.

Elishah at Caring Homes

LEARNING & DEVELOPMENT TRAINING SPECIALIST

End Point Assessment

WHAT
IS EPA?

End-Point Assessment is the final stage of an apprenticeship and it evaluates whether learners have developed the skills, knowledge and behaviours outlined in the apprenticeship standard.

This course has a requirement for an End Point Assessment (EPA). Once every course module has been completed, learners then start the EPA process.



Here's a brief overview of the EPA process:

1. Finish all course aims, functional skills (if needed), portfolio evidence, and off-the-job hours.
2. A learner's portfolio and certificates are internally verified, then uploaded to the End Point Assessment (EPA) organisation.
3. An EPA assessor is assigned, and a planning meeting with the learner, employer and assessor sets out the assessment dates.
4. Learners complete their presentation, professional discussion and Q&A. Their EPA grade (Pass/Fail/Distinction) is then confirmed, with the chance to resit if needed.

Off the Job Training

TOP
TIP

A good way to build up their required minimum of 6 hours per week is by discussing and evidencing any learning and development activities undertaken within their current role. For part time apprentices, the requirement remains 20% of their working hours.

Although it's called off the job training, learners don't need to take time away from their day-to-day job role. They can actually focus on learning new skills and undertaking new duties within their existing role.

Off-the-job training must be completed in work time and recorded on Aptem. Maths/English activities can't be included.



Example activities counting towards off-the-job training:

- Attending Team Meetings
- Attending Work Events
- Note Writing
- Sector Relevant Research
- Handovers
- Teaching Sessions
- Shadow Team Members
- Swapping Departments
- Learning a New Skill
- Care Plans
- Mandatory Training and E-Learning
- Reflection Time
- Coaching a Team Member
- Role-play
- 1:1 with Line Manager
- Team Training

Career Builder®

tend®

Level 3 Lead Adult Care Worker

Looking to enhance leadership in learning disability care?

Ideal for those stepping into a lead care role, this course builds the skills and knowledge to support individuals with learning disabilities to live with dignity, choice and independence, while leading teams to deliver person-centred care.

Register your interest now



Limited Spaces Available

Speak to a tend advisor today.
01753 596 004 | info@tendtraining.co.uk

tendtraining.co.uk

Get in touch today!

Ofsted Good Provider · matrix · Apprenticeships · disability confident COMMITTED · Youth Friendly Employer · ISEP · CPD CERTIFIED The CPD Certification Service · Association of Apprentices · Armed Forces Covenant · Leaders in Safeguarding Accredited Gold Standard · Outstanding to work for 2025