tend®



Level 3 Lead Adult Care Worker

Programme Overview (Mental Health Pathway)

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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 also 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 ideal for those stepping into—or already in—a lead care role in mental health settings, such as care officers, support supervisors, senior care workers or team leads.

It's perfect for people keen to gain recognised skills in supporting adults with mental health needs, while promoting independence, choice, person-centred practice, wellbeing, and inclusion, and who want to grow their confidence, practical knowledge and career progression alongside their day-to-day role.

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

- Learning Foundations Session/ The importance of continuous development and personal wellbeing
- Agreed ways of working in Care Settings/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
- Understand mental health/ Person centred practice

10–15 MONTHS

- Importance of choice and independence/Importance of health and wellbeing
- Infection prevention and control
- Promote active support
- Support individuals with multiple conditions and/or disabilities
- Understand how to support positive decisions and risk taking for individuals
- 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

Helps learners understand and apply policies, procedures, legislation, and regulations, integrating them into their everyday duties and responsibilities.

2. Duty of Care/Safeguarding & Protection

Explores the meaning of the learner's legal duty of care to be responsible for their acts and omissions, and develops their knowledge to be able to mentor others, how to manage reports of concerns around harm and abuse of the individuals and how to support others to report concerns.

3. Mental Capacity Act/Restrictive Practice

Supports learners to apply the Mental Capacity Act 2005, assess decision-making, provide person-centred care, and guide colleagues in consistent, compliant practice.

4. Understand Mental Health

Supports understanding of mental health conditions, enabling empathetic, person-centred care that promotes wellbeing, manages risks, and encourages independence.

5. Support Positive Decisions & Risk Taking

Helps care workers support positive risk-taking, balancing safety with autonomy to promote confidence, independence, person-centred decisions, recovery, and wellbeing.

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**:

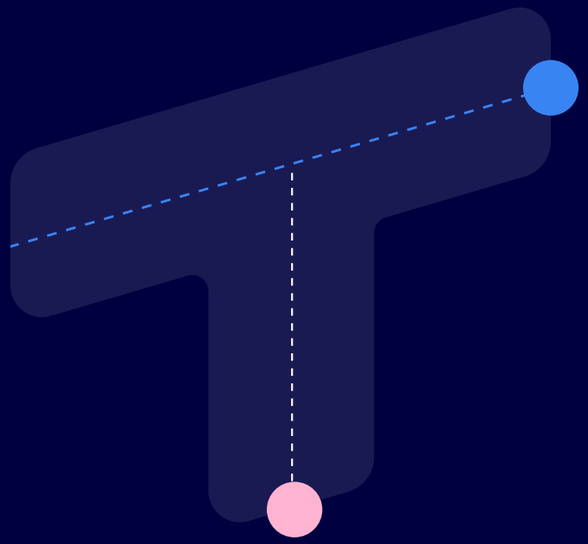
Conflict Resolution

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.

tend
trained professional



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

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Looking to enhance mental health care leadership?

Ideal for those in lead care roles, our Mental Health Pathway equips learners with the skills and knowledge to support individuals with mental ill health, promote wellbeing, and 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!

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