

Apprenticeship Standards



Laura Anthony, Locality
Manager – SW London



Standards



Occupations in Adult Care

Adult Care Worker (L2)

Lead Adult Care Worker (L3)

Lead Practitioner in Adult Care (L4)

Leader/Manager in Adult Care (L5)



Job role	Adult Care Worker	Lead Adult Care Worker	Lead Practitioner in Adult Care	Leader in Adult Care	
Training and testing needed	The Care Certificate	The Care Certificate	The Care Certificate	The Care Certificate	
	Diploma in Health and Social Care (adult pathway only) level 2	Diploma in Health and Social Care (adult pathway only) level 3	Diploma in Adult Care at level 4	Diploma in Leadership in Health and Social Care (adult pathway only)	
	Maths qualification at level 1	Maths qualification at level 2	Maths qualification at level 2	Maths qualification at level 2	
	English qualification at level 1	English qualification at level 2	English qualification at level 2	English qualification at level 2	
	End point tests				
	Situational judgement (multiple choice)	Situational judgement (multiple choice)	Situational judgement (multiple choice)	Situational judgement (multiple choice)	
	Professional discussion	Professional discussion	Professional discussion	Professional discussion	
			Action research project	Action research project	

Where are we now?



- All four standards approved (<https://www.gov.uk/government/collections/apprenticeship-standards#adult-care-standards>)
- Assessment plans for ACW and LACW approved and published
- Assessment plans for L4 and L5 awaiting imminent approval decision by DfE
- External QA process overseen by employer board and run by SfC
- Detailed specification for end-point tests published

Degree Apprenticeships



- Social worker: draft standard drawn up by Trailblazer group and published for public consultation
- Level 6
- Typical duration is 36 months

Integrated Degree Apprenticeship Standard for Social Worker v5.1 10-05-17

Area of work	Skills - Must be able to:	Knowledge - Must know and understand:
	<ul style="list-style-type: none"> • ensure the highest standard of person centred approach, so that people are treated with dignity and their rights, values and autonomy are respected • practise in a non-discriminatory manner 	<ul style="list-style-type: none"> • how to develop relationships appropriately • the impact of different cultures and communities and how this affects social work • current legal and ethical frameworks
Views of the users of services and their families	<ul style="list-style-type: none"> • hear the views of individuals, their families and carers, recognise their expertise, and allow their views and expertise to have influence • promote the best interests of users of services and carers • work with people to enable them to assess and make informed decisions and exercise their rights • work to promote individual growth, development and independence 	<ul style="list-style-type: none"> • the concepts of participation, advocacy, co-production, involvement and empowerment • the contribution that peoples' own resources and strengths can bring to social work
Evidence-based decision making and analysis	<ul style="list-style-type: none"> • undertake assessments of need/capacity, initiate resolution of issues and use initiative • gather, analyse, critically evaluate and use information and knowledge in your practice • make and receive referrals appropriately • use social work methods, theories and models to identify actions to achieve change and improve life opportunities • manage and weigh up competing/conflicting values or interests to make reasoned professional judgement 	<ul style="list-style-type: none"> • the content and purpose of the Knowledge and Skills Statements for approved Child and Family Practitioners Nov 2014 and for adults (publication date to be confirmed); the Professional Capabilities Framework (2015) • the impact of different societies' views on human behaviour • the value of research and analysis and be able to evaluate evidence to inform practice • that experiences and feelings affect behaviour in interactions

Degree Apprenticeships



- Occupational therapist: standard under development
- Commissioner: discussions ongoing

The levy – from April 2017



- 0.5% of payroll over £3m
- This means only 2% of employers affected
- Applies to all employers – public and private
- Levy pot topped up by 10% by government
- System for the 98% to be “co-financing” with employers paying 10%, SFA paying 90%
- Incentive payment of £1k for recruiting 16-18s
- Small employers (<50 staff) exempt from paying for 16-18s
- Only usable for apprenticeship training using 15 price bands as announced in August 2016
- Levy-payers can transfer up to 10% to other employers including ATAs – subject to state aid rules

Number	Band limit
1	£1,500
2	£2,000
3	£2,500
4	£3,000
5	£3,500
6	£4,000
7	£5,000
8	£6,000
9	£9,000
10	£12,000
11	£15,000
12	£18,000
13	£21,000
14	£24,000
15	£27,000

The 9+1 model – from May 2017



- Maximum price of employer and SFA contributions combined
- Only for the non-levy payers
- Adult Care Worker and Lead ACW at band 3
- Lead Practitioner and Leader band being contested
- Any remaining frameworks also placed in one of these bands
- Bands also govern max price for levy-payers

Workforce Development Funding



- It will be possible to claim WDF alongside the levy – but it can't be used for training delivery or assessment costs
- Associated costs of training such as backfill and room hire can be funded
- Non-levy employers can claim WDF for any money they have directly paid towards training delivery (as well as associated costs)
- www.skillsforcare.org.uk/wdf

Contact details



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www.skillsforcare.org.uk/apprenticeships

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