

I care...

A Skills for Care guide to creating:

higher
apprenticeships
in adult
social care

Introduction

Adult social care is facing future challenges due to demographic changes and more personalised service delivery. The success of every business depends on its people. Dynamic and well trained leaders, managers and senior staff will be the catalysts for the changes your business will need to make. These staff will help you to innovate and respond to changes in the market place.

Skills for Care has created Care Leadership and Management (England), a level 5 Apprenticeship that will support your organisation to recruit, develop and retain high quality leaders and managers. The Higher Apprenticeship is based on the level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services and has been designed following extensive consultation with employers. It contains competence and knowledge based qualifications that are recognised across the sector.

Care Leadership and Management (England) gives staff the opportunity to develop higher level skills whilst working alongside skilled peers in the workplace so that their development is linked to the needs of your business. It is a way of growing your own future leaders and managers, making sure you remain competitive and able to meet the challenges and opportunities ahead. The framework can be used for existing staff and new recruits.



How will this help my organisation?

- Care Leadership and Management (England) combines work based learning with academic study. This allows your employees to link their learning to practice, developing and improving their performance.
- The level 5 diploma is designed to be flexible enough to meet your organisation's needs. The diploma has a range of units available for you to choose from to tailor learning to specific roles or develop staff into new roles. The ability to customise the diploma will help to embed and reinforce the practice and behaviours you want to develop to strengthen your business.
- It can be used to enhance the knowledge and skills of existing employees tailored to meet their individual learning needs.
- The Higher Apprenticeship is a clear progression route for employees working at supervisory levels and those progressing from the Advanced/Intermediate Level Apprenticeship in Social Care with an increase in their job responsibilities.
- The Care Leadership and Management (England) provides quality high level learning at a lower cost than some other routes.
- Funding is available via Skills for Care's Workforce Development Fund, so you can claim up to £1,470 to offset the costs of supporting an employee to undertake the Higher Apprenticeship.
- A skilled workforce with up to date training means employees are better placed to contribute to increased business productivity and competitiveness and provide high quality care.



Who can do the Higher Apprenticeship?

The Higher Apprenticeship is open to anyone employed in an appropriate job role. They can be an existing or a newly recruited employee. It is a natural progression for those that have completed the Advanced Level Apprenticeship or for those currently working in supervisory roles.

Care Leadership and Management (England) is aimed at:

- adults' registered managers (including roles within residential services) – assistant managers, deputy managers, unit or service managers
- adults' managers (including roles involving day to day provision in a non-residential setting, i.e. day care or domiciliary care) – assistant managers, deputy managers or service managers
- adults' advanced practitioners (roles that require a high level of knowledge of care provision activity or a specific specialism). These individuals may not necessarily have management responsibility of staff but have some responsibility for assessment of individuals' needs. Specialisms can include areas such as dementia, assistive technology, learning disability and end of life.

What is Care Leadership and Management (England)?

The Higher Apprenticeship framework is made up of:

- the Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services – a combined competence and knowledge qualification to equip you to be a competent and effective manager and leader of social care services
- Functional Skills in English and Maths at level 2
- Functional Skills in information and communications technology (ICT) at level 2
- an award in Employment Responsibilities and Rights in Health Social Care, Children's and Young Peoples setting (ERR) – provides the knowledge to equip learners with an understanding of the health and social care sector and their role within it
- Personal Learning and Thinking Skills - these are identified as essential to successful life learning and work that will provide apprentices with a solid foundation and the ability to transfer skills to other areas.

Further pathways are currently being developed which will include credits from Higher Education in specialist knowledge, skills and enterprise.

What will it cost me?

The National Apprenticeship Service has approved Care Leadership and Management (England) for funding. This will be available to training providers from 5 December 2012. The specific funding attached to it is currently being considered by the Skills Funding Agency.

Employers can access Skills for Care's Workforce Development Fund and claim up to £1,470 to help pay for costs associated with supporting Higher Apprenticeships in your organisation.

For more information visit:

www.skillsforcare.org.uk/wdf



Next steps

If you are interested in providing Higher Apprenticeship opportunities in your workplace, for further information please email:

higherapp@skillsforcare.org.uk

This document is part of Skills for Care's comprehensive range of resources that includes case studies and guides aimed at those potential apprentices and employers considering adult social care apprenticeships.

For more information about social care apprenticeships and to access further resources, please visit:

www.skillsforcare.org.uk/apprenticeships

You can also see us online or get in touch via:

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