

# Proud to Care

DONCASTER



## Adult Social Care Apprenticeships

A real job where you learn, gain experience and get paid.



## What is an Apprenticeship?

**An apprenticeship is a real job where you can learn, gain experience and are paid. You are an employee with a contract of employment and by the end of an apprenticeship you will have the right skills and knowledge needed for your chosen career.**

### **As an apprentice, you will:**

- Work alongside experienced staff
- Gain job-specific skills
- Get time for study related to your role
- Be paid a salary
- Have a contract of employment, paid holiday and sick leave – just like any other member of staff
- Learn from industry experts
- Conduct 20% of your paid time undertaking off-the-job learning
- Get free training

All apprenticeships last for a minimum of 12 months. Most apprenticeships take between 1 - 4 years to complete, however it will depend on the level and delivery model of the apprenticeship.

## Who can become an Apprentice?

You can apply for an apprenticeship if you're:

- Over 16 years of age
- Living in England
- Not in full-time education

You can apply for an apprenticeship while you're still at school as long as you're 16 by the end of the summer holidays.





## What are the benefits of becoming an **Apprentice?**

- Gain vital skills and knowledge you need to succeed in your chosen career
- Gain a nationally recognised qualification
- Earn while you learn
- Pay no learning costs, debt or student finance
- Work in a supportive environment
- Be part of a team
- Can lead to permanent employment
- Supported to undertake further qualifications
- Receive all employee benefits
- Develop your support network
- Make new contacts
- Progress your career

## What roles can I do an **Apprenticeship in?**

There are lots of different opportunities to work in adult social care. Apprenticeships are widely available for most of these roles.

There are opportunities to work in the community, in care homes, or in people's homes.

Some of the most popular social care apprenticeship roles are:

- Care Worker
- Health Care Worker
- Personal Assistant
- Support Worker
- Senior Carer
- Community Worker
- Deputy Manager
- Social Worker



In adult social care you could be working with a range of people, e.g. with learning disabilities and/or autism, physical disabilities, ex-offenders or older people.

There are also different levels of apprenticeships depending on your skills and experience. If you're new to social care, an intermediate level 2 apprenticeship is a good place to start. When you're ready to progress you could do an advance level 3 and higher level apprenticeships.

There are now degree level apprenticeships e.g. social worker or occupational therapist.

## What social care Apprenticeships are available?

- **Adult Care Worker** (level 2), job roles such as care assistant, care worker, support worker or personal assistant.
- **Lead Adult Care Worker** (level 3), job roles such as senior care worker, senior support worker, relief team leader or social work assistant.
- **Lead Practitioner in Adult Care** (level 4), job roles such as dementia lead, re-ablement worker or physiotherapy assistant.
- **Leader in Adult Care** (level 5), job roles: registered manager, assistant or deputy manager, unit or service manager.
- **Nursing Associate** (level 5), a job role for individuals working within a nursing home environment
- **Social Worker** (level 6), a job role for individuals working within Outreach, Adults and Children's settings
- **Occupational Therapy** (level 6), a job role for individuals working within health, community and re enablement/ rehabilitation settings
- **Physiotherapist** (level 6), a job role for individuals working within health, community and re enablement/ rehabilitation settings
- **Registered Nurse** (level 6)

There are many other apprenticeships unspecific to social care that staff can do for example: **Healthcare Cleaning Operative, Commis Chef or Business Administrator.**





## How do Apprenticeships work?

### Apprentices will spend:

- 20% of their time off-the-job - Gaining skills and qualifications, often at a college, university, in the workplace or with an independent training provider.
- 80% of their time on-the-job - Working with colleagues to learn new skills and gain experience of the workplace.

## What support will I get on my Apprenticeship?

### A Training Provider

You will conduct your apprenticeship with an Approved Training Provider. They will maintain regular contact with you and ensure that you are on-track with your apprenticeship. You will have regular progress reviews with them and they will encourage you to share any concerns or questions that you might have, so they can fully support you.

If you require any additional learning support during your apprenticeship, your training provider will ensure that this is in place. They may undertake some

additional assessments with you to help to understand the types of support that would be best suited to you. They will then put a plan of support in place which will be reviewed monthly.

The training provider's role is not only to provide the off-the job training, they also have a key role in assessing your progress towards achieving your apprenticeship and ensuring that you feel supported. They will work with you to help you to complete the apprenticeship and will be a crucial link between you and your employer.

### Your Employer

The employer's role is to train and develop you to be competent in your role and to support you as they would any other employee. Employers recognise that many apprentices will be entering work for the first time and so will work with you to make sure you feel comfortable and confident in the workplace. Your employer may assign you a mentor. This individual will usually not be your line manager, but will be someone within the workplace who is there to help answer any questions that you may have, and will guide and support you.

Other support that your employer might put in place could include joining staff groups or networks and providing you with other opportunities to develop your skills.

## How will I be assessed?

All apprentices go through a process called End Point Assessment (EPA), which is taken at the end of the apprenticeship. This is designed for the apprentice to demonstrate that they have met the required competency standards of the apprenticeship and job role. Each apprenticeship is different. The assessment could include a presentation, an interview, a written and/or multiple choice test, a practical observation, an online assessment or a combination of different methods. Your training provider and employer will work with you to ensure that you are ready for the EPA before you are put forward to complete it.

If you require additional support to complete your EPA, your training provider will be able to make appropriate arrangements for you.

## Other useful resources

**National Apprenticeship Service**  
[www.apprenticeships.gov.uk/](http://www.apprenticeships.gov.uk/)

**Find an Apprenticeship**  
[www.gov.uk/apply-apprenticeship](http://www.gov.uk/apply-apprenticeship)

**National Careers Service**  
[www.nationalcareers.service.gov.uk/](http://www.nationalcareers.service.gov.uk/)

**UCAS**  
[www.ucas.com/understanding-apprenticeships](http://www.ucas.com/understanding-apprenticeships)



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**If you want more information then please speak to one of the team on:**

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