

A black and white photograph of a woman with long dark hair, wearing a dark top and a patterned collar, smiling. In the background, other people are seated at tables in what appears to be a classroom or meeting room.

What is an

# apprenticeship?

Apprenticeships are a way of developing new staff and providing new skills for existing staff by studying and learning through work. Apprenticeships must:



run for a minimum of 12 months



provide opportunity to learn whilst at work and time to learn away from work



be independently assessed at the end

A black and white photograph of a woman and a man sitting at a table, facing each other and talking. The woman is on the left, and the man is on the right.

recruit  
develop  
lead

## What benefits can an apprentice offer my organisation?

- Increased skills, confidence, knowledge and behaviours that support the overall delivery of care. This can help to reduce your time in managing staff performance.
- Investing in your staff by developing them means they are likely to stay longer, this can mean you can save money by reducing the costs of recruitment.
- Apprenticeships have been designed so that you can develop career pathways and anticipate your needs in the future. Staff will know and understand opportunities to progress and are more likely to see a future with you and your organisation.

## What social care apprenticeships are available?

- Adult Care Worker (level 2), suitable for job roles such as care assistant, care worker, support worker or personal assistant. [Find out more.](#)
- Lead Adult Care Worker (level 3), suitable for the following job roles such as senior care worker, senior support worker, relief team leader or social work assistant. [Find out more.](#)
- Lead Practitioner in Adult Care (level 4), currently in development. This will be suitable for job roles such as dementia lead, re-ablement worker or physiotherapy assistant. [Find out more.](#)
- Care Leadership and Management (level 5) suitable for the following job roles: registered, assistant, deputy, unit or service manager. This will be replaced by Leader in Adult Care. [Find out more.](#)
- Social Worker (level 6). [Find out more.](#)

There are many other apprenticeships unspecific to social care that staff can do for example: Nursing Associate or Business Administrator. You can find a full list of available apprenticeships [here](#).

### How are apprentices assessed?

Both you and your learning provider will be assessing the apprentices' progress as they develop. Once they've reached the end of the apprenticeship programme, another organisation called the End Point Assessment organisation will assess the apprentice, using two tests, and provide a final grade.

## How can I find out more?

Visit [www.skillsforcare.org.uk/apprenticeships](http://www.skillsforcare.org.uk/apprenticeships) to find out more.

If you need any specific support for your organisation on apprenticeships email [slqa@skillsforcare.org.uk](mailto:slqa@skillsforcare.org.uk) to find out how we can help.

