



Closing the gap between **performance and potential**



**SENIOR HEALTHCARE  
SUPPORT WORKER  
APPRENTICESHIP STANDARD**

**LEVEL 3**

[www.t2group.co.uk](http://www.t2group.co.uk)



## STANDARD OVERVIEW

This Standard is suitable for experienced healthcare support workers, carrying out clinical, non-clinical or therapeutic healthcare tasks under the supervision of a registered healthcare practitioner.

They will be providing high quality, compassionate healthcare following standards, policies or protocols in a variety of settings including: hospitals, health or day care units, midwifery led units, residential homes, operating theatres, nursing homes, assessment centres, hospices, schools, prisons, GP surgeries, charities or voluntary organisations.

Working in partnership with individuals, families, carers and other service providers, duties are delegated in line with care plans; not all duties are routine and will require knowledge, experience and understanding to make decisions.

Apprentices are accountable for the work and for reviewing effectiveness. The role is undertaken following a period of experience in healthcare to demonstrate best practice and act as a role model. They may supervise or guide less experienced staff and must follow the code of conduct for healthcare support workers and adult social care workers.



## HOW WE DELIVER

Whilst the programme overview identifies the plan for the delivery of the Apprenticeship we appreciate that individual learners and their employers have individual needs, learning requirements and business objectives. To ensure that we can support you appropriately, we will complete an in depth initial skills analysis to ensure that we can tailor our delivery to meet these unique requirements. We will then use the most relevant delivery methods to support learners to achieve including:

- One to one coaching from a dedicated, professional tutor allocated to the learner for the duration of the programme
- Work based assignments and projects
- eLearning and webinar delivery
- Case studies and desktop simulations
- Job shadowing and mentoring
- Employer led technical training
- Independent learning and research

During the first part of this Apprenticeship you will be supported to achieve the Care Certificate 4 which forms part of your induction and covers the fundamental skills needed to provide quality care.



## KEY FACTS

DURATION:

STANDARD GUIDELINE: UP TO 18 MONTHS

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Although the expected duration of this programme is 18 months, we recognise that some learners will be able to achieve their qualifications more quickly, however, this must remain in line with funding expectations.

ENTRY REQUIREMENTS:

LEVEL 2 MATHS AND ENGLISH

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Apprentices who have not achieved Level 2 English and maths prior to enrolling on programme are required to achieve English and maths at Level 2 in order to meet the requirements for Gateway.



## WHAT YOU WILL LEARN

KNOWLEDGE AND SKILLS

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- Health and wellbeing
- Duty of care and candour, safeguarding, equality and diversity
- Person centred care, treatment and support
- Communication
- Personal, people and quality improvement

If the Apprentice has not already successfully completed the Care Certificate, they will need to complete it in order to meet the Gateway requirements.

BEHAVIOURS:

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Treat people with dignity, respecting individuals' diversity, beliefs, culture, values, needs, privacy and preferences; show respect and empathy, have the courage to challenge areas of concern and work to best practice; be adaptable, reliable and consistent; show discretion; show resilience self-awareness and show supervisory leadership.



## COURSE DETAILS

### STANDARD HEALTHCARE SUPPORT WORKER LEVEL 3

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This qualification, promoted and valued by employers, is achieved by a combination of direct teaching and self-directed learning.



## END POINT ASSESSMENT

**Before going forward for End Point Assessment the Apprentice must have completed:**

- 15 standards as set out in the Care Certificate from the Care Quality Commission expecting that providers follow to make sure new staff are supported, skilled and assessed as competent to carry out their roles
- A learning journal. The Apprentice documents and reflects on their development as well as their approach to the workplace (the values and behaviours). The learning journal is completed during the 3 months leading up to the planned date of the End Point Assessment
- A specified regulated level 3 occupational competence qualification
- Level 2 English and maths

### **Multiple choice test**

Multiple choice/short answer test (60 minutes)

### **Practical observation**

A 90 minute observation of the Apprentice during the course of their normal work in their usual place of work

### **Professional discussion**

An interview at the end of the assessment (minimum of 30 to maximum of 45 minutes)



## PROGRESSION

This Apprenticeship provides progression opportunities within the sector to Apprenticeship Level 5 Assistant Practitioner or Apprenticeship Level 5 Nursing Associate providing the learner meets the entry requirements of the Level 5 Apprenticeship. It may also be possible to progress onto a university course and become a registered healthcare practitioner.



## BUSINESS BENEFITS

- ✓ Employer led: Industry leaders have helped to design the Apprenticeship Standards to ensure that the needs of the sector have been met
- ✓ Relevant: Knowledge, skills and behaviours ensure that the Standard is relevant to the occupation
- ✓ Widening participation: Apprenticeship Standards provide fresh opportunities to a wider pool of employees, engaging those who may not previously have been eligible
- ✓ Development tools: A cost effective way to train your employees to undertake specific roles within your business

# GET IN TOUCH

If you would like to talk to us about your workforce development plans, call us on 02920 799 133 or email [info@t2group.co.uk](mailto:info@t2group.co.uk)



**European Union**  
European  
Social Fund