

Lead Adult Care Worker v1.3

☆ Level 3 £ £4,000 🗓 18 months

1. What the role entails

Lead adult care workers make a positive difference to someone's life when they are faced with physical, practical, social, emotional or intellectual challenges, by exercising judgement and taking appropriate action to support individuals to maintain their independence, dignity and control. Lead adult care workers have responsibility for providing supervision, frontline leadership, guidance and direction for others, or working autonomously, exercising judgement and accountability.

2. On-programme

Apprentices will typically spend 18 months on-programme and undertake the minimum required off-the-job training as per the apprenticeship funding rules. Apprentices must spend at least 8 months on-programme. Before entering Gateway, the apprentice must complete the following on-programme requirements:

- English and maths qualifications, if required (see DfE apprenticeship funding rules for full details)
- the standards as set out in the Care Certificate
- Level 3 Diploma in Adult Care approved by Skills for Care from August 2025
- ongoing assessment by the employer and provider; for example, meetings with apprentice, employer and learning provider, observations of workplace, gathering evidence
- completion of the Self-Assessment exercise.

3. Gateway requirements

The decision to take an apprentice through Gateway is made between the employer, Independent Training Provider (ITP) and the apprentice. The apprentice should only enter Gateway once the employer is content that the apprentice is working at or above the level of the occupational standard.

The apprentice must also have completed all the on-programme elements before they enter Gateway, including submitting supporting evidence which **must** include a self-assessment from the last month of their apprenticeship; this self-assessment must be submitted as a source of evidence to prepare for the Professional Discussion.

4. End-point assessment

The EPA for Lead Adult Care Worker contains two methods of assessment:

The Situational Judgement Test (50% weighting)

Apprentices will be presented with a range of real-life scenarios and will have to answer 60 multiple-choice questions. The assessment will be undertaken online, under controlled conditions with a time limit applied. Questions will draw from the stated knowledge and skills elements of the standard and focus on the higher order competencies.

Pass – 40+ correct answers

Merit – 50+ correct answers

Distinction – 55+ correct answers

Professional Discussion (50% weighting)

Apprentices will undertake a 45-minute discussion led by an IEPA (Independent End-Point Assessor). Apprentices can only apply to undertake the discussion component once the Situational Judgement Test has been achieved.

The Professional Discussion will draw questions and amplifications from previous learning and experience including, where applicable, the apprentice's self-assessment.

Grading: the Professional Discussion is graded fail, merit, pass or distinction by the IEPA.

5. Grade aggregation table

		Professional Discussion*		
		Pass	Merit	Distinction
Situational Judgement Test	Pass	Pass	Merit	Merit
	Merit	Pass	Merit	Distinction
	Distinction	Merit	Merit	Distinction

A fail in any assessment method will result in a fail overall.

*The Professional Discussion will carry the grade determining outcome.

6. Completion and certification

Once the IEPA verifies the apprentice has successfully completed all EPA methods, NCFE will activate certification. Working with the apprenticeship certificate issuing authority, we will ensure the apprentice receives their certificate.

7. What next?

On completion of the Level 3 Lead Adult Care Worker apprenticeship, apprentices can move into more senior roles such as senior care worker or team leader. They may also progress to higher-level apprenticeships, including the Level 4 Lead Practitioner in Adult Care or the Level 5 Leader in Adult Care, to develop specialist or managerial skills within the sector.

Why NCFE?

We are an approved Assessment Organisation (AO) specialising in EPA delivery across health, education, social care, business, active leisure, and digital apprenticeship standards. NCFE offers flexible and reliable EPA solutions supported by sector expertise, guidance documents and proactive service and support.