



★ Level 3

£ £3,000

📅 12-18 months

Lead Adult Care Worker

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.

! Entry: apprentices must undertake the Disclosure and Barring Service process and provide the result.

2. On-programme assessment

It is recommended that apprentices are supported through their on-programme learning by their employer and or Independent Training Provider (ITP) in the following elements:

- The 15 standards as set out in the Care Certificate
- Level 3 Diploma in Adult Care
- Ongoing assessment by the employer and provider
- Completion of the Self-Assessment exercise
- Achieve Level 2 English and maths

3. Gateway requirements

The decision to take an apprentice through Gateway is made between the employer, ITP and apprentice. The apprentice must have achieved all the required on-programme elements before they enter Gateway, including the following:

- In the last 3 months of the apprenticeship following the completion of the Diploma, collate testimonies from service users to support the Professional Discussion.



[View the full IfATE Lead Adult Care Worker standard](#)

4. End-point assessment

The EPA for Lead Adult Care Worker contains 2 methods of assessment as outlined below:

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 Independent End-Point Assessor (IEPA). Apprentices can only apply to undertake the discussion component once the multiple-choice assessment has been achieved. The discussion will draw questions and amplifications from prior learning and experience including, where applicable, the apprentice's self-assessment and supporting evidence including testimony from service users.

5. Grade aggregation table

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

If any assessment method is failed, the overall grade will be deemed a Fail.

6. Completion and certification

We'll activate certification once the apprentice has successfully completed all EPAs, and the IEPA has verified this. Working with the apprenticeship certificate issuing authority, we'll ensure the apprentice receives their certificate.

7. What next?

Once the level 3 Lead Adult care Worker Apprenticeship is complete, the learning doesn't stop. A suggested pathway is illustrated here:

Level 5 Leader in Adult Care

Level 4 Lead Practitioner in Adult Care

Level 3 Lead Adult Care Worker

Why choose NCFE?

We're an approved End-Point Assessment Organisation (EPAO) specialising in EPA delivery across health, education and care, and business apprenticeship standards. We offer flexible and reliable EPA solutions supported by sector expertise, guidance documents and proactive service and support.