

Children Residential Home Apprenticeship Programmes Level 4 & 5

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Service



Why use apprenticeships in Residential Care?

At present there is a shortage of skilled workers within the Residential Childcare sector and it's common knowledge the sector is feeling the pinch when trying to attract new candidates into operationally critical roles.

Apprenticeships are a great way to attract, retain and upskill your team members within your settings.

Welcome fresh talent into your setting and develop them into skilled team members that can support your service users using their skills, knowledge, and behaviours. All of this can be gained from the Apprenticeship Training Programmes.

You may also use the Apprenticeship Training Programmes to upskill your current team members and create a succession plan or a career pathway within Residential Childcare.

Apprenticeship Training Programmes are also 95% funded by the Government, which means all you have to contribute is £300 per team member enrolled, however, there are funding options available.

The Government will also give you as an employer, £3000 per team member you enrol on to an Apprenticeship Training Programme if they have joined you between 1 October 2021 and 30 January 2022.

ICHA
Independent Children's Homes Association

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Children, Young People & Families Practitioner (Residential)

Duration: 24 months + 3 months for EPA

Level: 4

EPA awarding organisation: TQUK

Awarding organisation: City & Guilds

Qualification: Level 3 Diploma for Residential Childcare

Who is the apprenticeship for?

A practitioner in this field works with children, young people and families, including carers to help them achieve positive and sustainable change in their lives. They will work with other professionals and organisations to share the responsibility for improving outcomes and exercise judgement on a range of evidence-based approaches to inform their practice.

Learners will take the lead in developing and delivering placement plans and will work with those in their care to support their health, education, social and day to day needs, playing a significant role in helping them to thrive and fulfil their potential.

Who will this apprenticeship support?

- Anyone new to working in residential care within a children's home, a residential special school or a secure children's home
- Residential workers with the Level 3 Diploma, who want to upskill to Level 4



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The learning outcomes



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Knowledge

- Communicate the voice of the child and/or family • Equality, rights, diversity & cultural differences • Safeguarding risk factors & legislation • Child development
- The principles of effective assessment • Evidence based interventions • Theories underpinning sound practice in residential care • Group living & group dynamics
- Legislation and the code of practice for special educational needs & disability



Skills

- Effective communication enabling the voice of the child to be heard • Promote respect, equality & diversity • Work with children, young people & families to manage the risk & promote ownership • Address barriers to accessing resources
- Leads on the development & recording of holistic plans • Manage evidence based approaches & evaluate their effectiveness • Model a professional approach to decision making • Support traumatised children & young people to live together and make progress



Behaviours

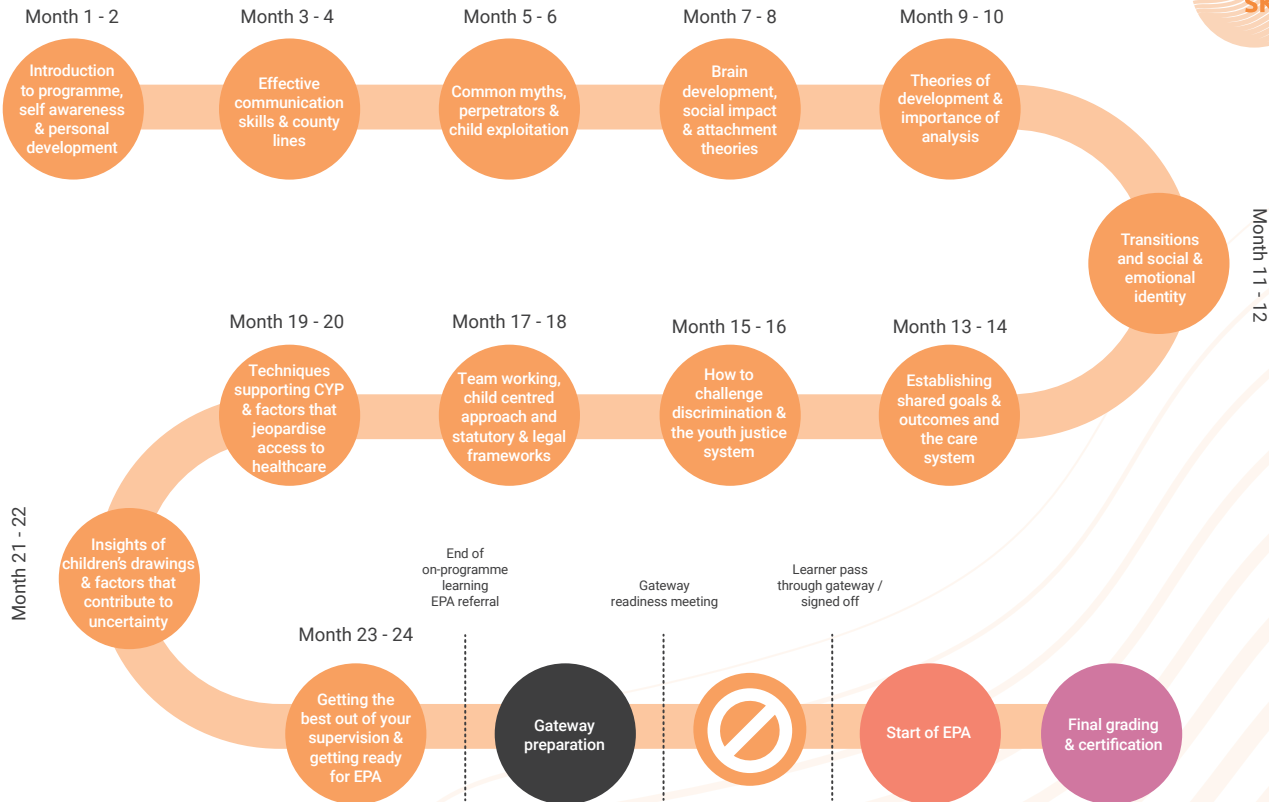
- Care & compassion • Courage • Communication • Competence • Commitment

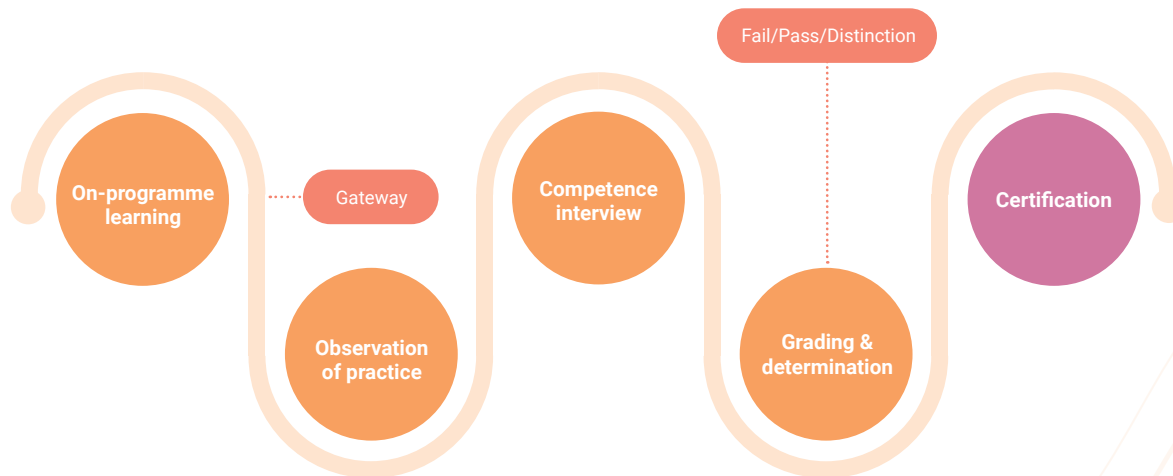
Learner Roadmap

Children, Young People & Families Practitioner Level 4



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Children, Young People & Families Practitioner

All end-point assessments are formal assessments that conclude the apprenticeship programme. The Children, Young People & Families Practitioner apprenticeship is assessed in a number of ways to provide an understanding of the learner's knowledge and skills. For this apprenticeship, the following assessment methods need to be achieved:

- Observation of practice
- Competence interview (informed by submission of a portfolio)

The end-point assessment organisation (EPAO) for this Standard is TQUK.

Gateway

The learner must have achieved Level 2 Maths & English functional skills, have completed their portfolio of evidence, achieved the mandatory Level 3 Diploma for Residential Childcare and hold a current DBS certificate to proceed to end-point assessment.

Observation of practice

The learner will participate in 80-90 minute observation in their workplace, which includes a 10 minute initial briefing, 55-60 minutes for the observation period and a 15-20 minute clarification Q&A session to ask the learner to reflect on the work undertaken during the observation. The observation gives the learner an opportunity to showcase competency in the workplace and their understanding of the knowledge, skills and behaviours learnt on-programme.

Competence interview (informed by submission of a portfolio)

The learner will participate in a structured discussion with an independent end-point assessor focusing on the work presented in their portfolio. They will be looking at the strengths, and considering any gaps or weaknesses in the application of the core knowledge, skills and behaviours. The portfolio itself will not be assessed, but used as a tool by the EPAO to inform the questions of the interview. The interview will take approximately 55-60 minutes.

Children, Young People & Families Manager

Duration: 24 months + 3 months for EPA

Level: 5

EPA awarding organisation: TQUK

Awarding organisation: City & Guilds

Qualification: Level 5 Diploma in Leadership & Management
for Residential Childcare

Who is the apprenticeship for?

This apprenticeship is ideal for any employees who work either as a manager in children's residential care or as a Children, Young People & Families Manager in the community. They might work in a range of settings including local authorities.

Your employees will be comfortable managing a team or service, confident working with professionals at all levels and effectively delivering on a wide range of outcomes.

What will they learn?

This apprenticeship will provide your employees with a full range of skills, techniques and methods to manage people, develop relationships and deliver results. It will equip your employees to build teams, manage resources and lead new approaches to working practices across their team, your organisation and wider partnerships that deliver improved outcomes whilst ensuring that the child, young person or family is at the centre of the service you and your team provide.



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The learning outcomes



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Knowledge

- Good quality supervision practice & decision making
- Effective up-to-date research & theories
- Monitor, evaluate & improve the working environment to ensure it is safe
- Quality assurance of H&SC in line with Ofsted, CQC & other regulatory bodies
- The principles & practice of statutory frameworks, standards, guidance & codes of practice
- Identifies & manages risk

Skills

- Manages the application of professional judgement, standards & codes of practice
- Manages the quality, assurance of the service provided & proposes improvements
- Practice & principles of resource management
- Working practices that deliver improved outcomes
- Manage & deploy total resource (e.g. people, finance & IT property) to maximise outcomes

Behaviours

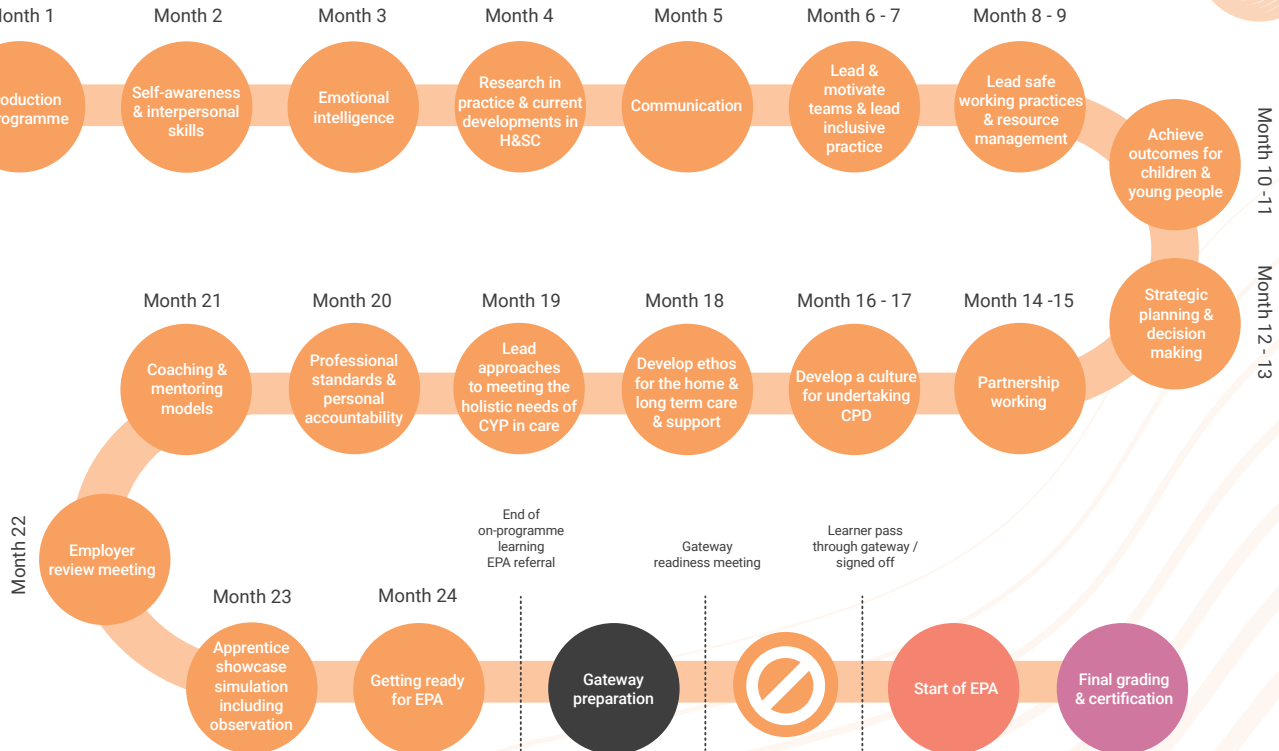
- Care, respecting & valuing practitioners and encourage & enable them to deliver excellent practice
- Courage & having honest conversations
- Encouraging practitioners to offer solutions to improving practices
- Compassion, consideration & support

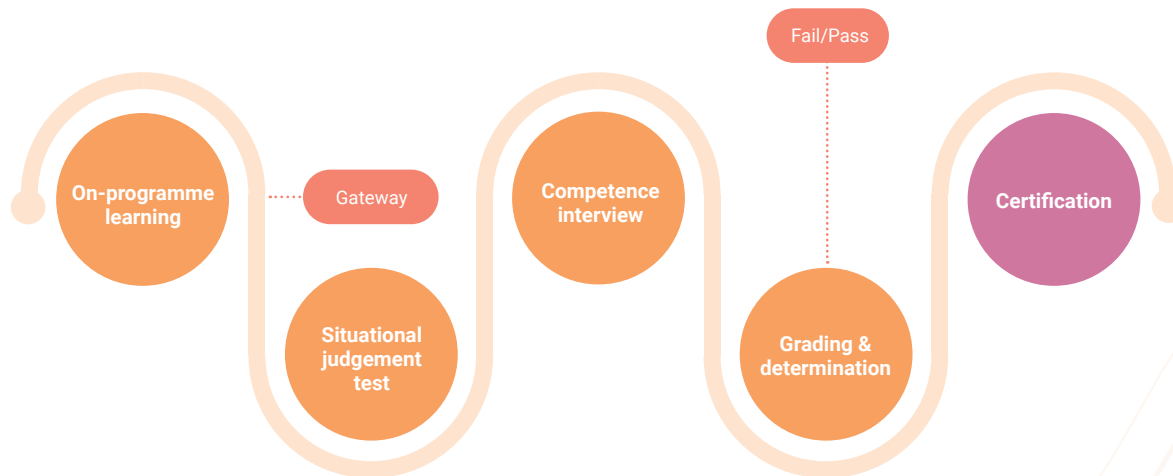
Learner Roadmap

Children, Young People & Families Manager Level 5



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Children, Young People & Families Manager

All end-point assessments are formal assessments that conclude the apprenticeship programme. The Children, Young People & Families Manager apprenticeship is assessed in a number of ways to provide an understanding of the learner's knowledge and skills. For this apprenticeship, the following assessment methods need to be achieved:

- Situational judgement test
- Competence interview (with portfolio of evidence)

The end-point assessment organisation (EPAO) for this Standard is TQUK.

Gateway

The learner must have achieved Level 2 Maths & English functional skills (if required) and have completed the mandatory qualification specified in the Standard to proceed to end-point assessment.

Situational judgement test

The learner will participate in a situational judgement test which is an opportunity for the learner to showcase their understanding and how they have demonstrated the knowledge, skills and behaviours within the Standard. It is a written test with one question per theme (there are seven core themes and two themes in each option). Approximately 2 hours.

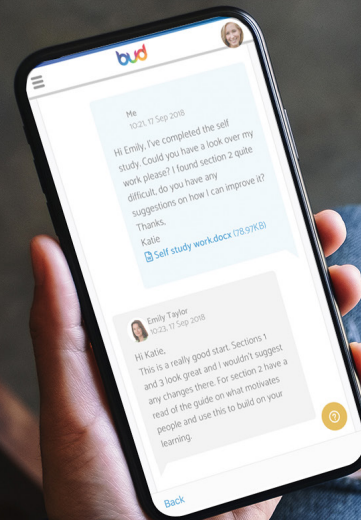
Competence interview (with portfolio of evidence)

The competence interview is a structured discussion between the learner and assessor and gives the chance for the learner to present their portfolio of evidence and explain the contents of it and how they have met the core behaviours in the Standard. The portfolio will not be assessed but will be used to inform the questions within the competence interview. The learner will need to submit the portfolio at least 3 weeks before the competence interview. The interview will take approximately 55-60 minutes.

Delivery

Your employees will have their own Personal Tutor who will meet with the employee via remote 1 to 1 sessions, at your place of work or at our academy where appropriate. The Personal Tutor will be available throughout the course to teach, monitor progress and prepare learners for their end-point assessment (EPA). Our Personal Tutor approach to training is flexible, allowing us to work with the learner in the way that is most suitable for them.

- **1 to 1 sessions:** These sessions can take place either via remote or face-to-face sessions depending on your place of work, style of working & schedule.
- **Self-study:** Learners expected to carry out self-study using Paragon Skills' social learning platform, Bud.
- **Contact:** Learners have access to their Personal Tutors via email, learner portal, telephone and Bud.





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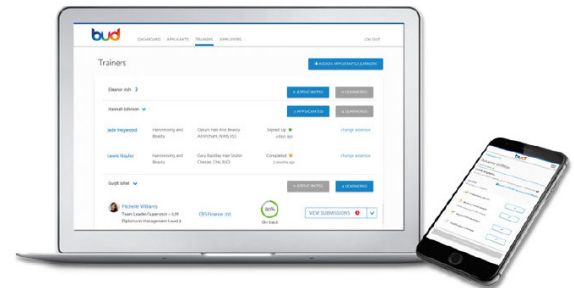


Specialist learning portal

Our learning portal, Bud, is a perfect balance of performance and usability. Designed in partnership with Paragon Skills, it has our learner's needs at the heart of it, allowing flexibility across multiple platforms, with simplicity being key. The hard work of managing apprenticeships is done for you. Bud guides you through the process step-by-step, from enrolment and collecting evidence to preparing for audit, end-point assessment and funding.

Functional skills

As a requirement of the apprenticeship, your employees will be asked to provide evidence that they have achieved a grade A – C in English and maths at GCSE level (or equivalent higher level). If they are unable to provide evidence, or evidence of an exemption, they will need to undertake functional skills training alongside their apprenticeship. Functional skills delivery is embedded intuitively within their programme to enable them to work towards their qualification whilst also learning these necessary skills. There is an assessment at the end of their functional skills training in the form of online tests or a professional discussion.





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Ongoing support

You will receive full support from our experienced Client Services and Operations teams before, during and after each apprenticeship takes place. Our team will help you measure the impact of your apprenticeship programme, provide regular progress updates, invite you to exclusive events and ensure you are supported to maximise the benefits of apprenticeship for your business.

Our training expands on the job role by offering pastoral support to all our learners as well as offering advice and guidance. With an emphasis on care and social responsibility, our learners progress through our programmes confident enough to face any challenges.



Why Paragon Skills?

Paragon Skills is a leading national training provider delivering first class apprenticeship programmes across a variety of sectors since 1998. Our dedicated Personal Tutors will integrate seamlessly with your business and be on hand to support your employees every step of the way.

We're passionate about learning and are committed to providing an outstanding experience for all our learners and employers.

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