

New qualification for senior care workers and aspiring managers

Well defined career progression is a key element in retaining and growing a high quality workforce for adult social care in England. This includes the leaders of the future.

Progression into management roles is particularly important and the different starting points must be taken into account to maximise potential.

Workers with excellent care and support skills may find themselves unprepared for the very different knowledge and skills required as a manager. While welcoming the Level 4 Diploma in Adult Care (2015) for senior practice roles, employers have continued to call for a direct route from Level 3 into management. The Level 4 Certificate in Principles in Leadership and Management for Adult Care (Level 4 Certificate) addresses this progression need.

The Level 4 Certificate maps closely to Skills for Care's revised Manager Induction Standards (late 2016) and both align with the new Level 5 Diploma in Leadership and Management for Adult Care (expected January 2017). As such the Level 4 Certificate can also be used by managers new in post as an accredited route to the Manager Induction Standards.

Content

The Level 4 Certificate is structured under 11 headings. These headings are also used in the Manager Induction Standards and the new Level 5 Diploma in Leadership and Management for Adult Care, providing clear read-across and progression.

- 1. Leadership and management**
- 2. Governance and regulatory processes**
- 3. Communication**
- 4. Relationships and partnership working**
- 5. Person centred practice for positive outcomes**
- 6. Professional development, supervision and performance management**
- 7. Resources**
- 8. Safeguarding, protection and risk**
- 9. Manage self**

10. Decision-making

11. Entrepreneurial skills and innovation

Under each of these headings, learning outcomes will be specified to detail the knowledge that learners will gain through completing the qualification. Examples of areas of include:

- Team leadership
- Regulatory processes
- Equality and diversity
- Continuous improvement
- Professional development
- Risk management
- Innovation and change

Learning and Assessment

The Level 4 Certificate is a knowledge-based qualification which is best studied through a 'blended learning' approach which may include: Online workbooks, guided study, action learning sets, personal reflection and preparation for workplace application.

Three awarding organisations are developing the Level 4 Certificate. Learning providers wishing to offer it will need to register with either:

- Future Qualifications
- Highfield Award Body for Compliance
- Innovate Awarding

Quality and Consistency

Skills for Care, along with employers, now develop 'qualification specifications'. Awarding organisations use these specifications to develop their qualifications to ensure consistency in the mandatory learning outcomes.

Look out for our logo on the new L4 Certificate. This means the qualification has been approved against the qualification specification and that the awarding organisation is committed to high quality learning that meets the needs of learners and people receiving care and support.

Availability

The Level 4 Certificate will be available for delivery Autumn 2016.

Further details

Learning providers, local authorities and potential learners wishing to find out more about the Level 4 Certificate can contact slqa@skillsforcare.org.uk for further details.