

Career Pathways: Apprenticeships in Social Care









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Apprenticeships for Social Care

Apprenticeship Standards are continuously in development. There are currently **659** available standards as of January 2023. View all Apprenticeship Standards on the Institute for Apprenticeships and Technical Education webpages:

https://www.instituteforapprenticeships.org/apprenticeship-standards/

The next few pages will map out career pathways within Social Care.

Apprenticeships are mapped out from unskilled/entry level posts at Level 2 or 3 and progression routes detailed from Level 3 up to Degree Level

apprenticeships (Level 6 and 7) where relevant.

Each box will detail the following:

Suitable job titles – these are just suggestions but they do map to the apprenticeship standard.

The duration of the apprenticeship based on a 30 hour a week contract. The cost is the total cost of the apprenticeship against the maximum funding band.

The green arrow shows the route of progression

Care Assistant/Home Care
Worker/Recovery
Worker/Day Service Worker

Adult Care Worker Level 2

Duration: 15 months

Cost: £3,000

Salary (approx.)

Grade 5 - £21,968pa.

The Apprenticeship Standard

– this includes a hyperlink so
you can review the standard
in more detail.

A proposed salary for this level of apprenticeship/post. As long as you are paying the national minimum wage for the age of the learner that is suitable but you may want to consider industry standards for salary in your recruitment to be competitive in the market and retain staff you have invested in. The salary is based on NJC for Local Authority. Based on 37 hours a week, 52 weeks per annum.



Social Care Career Map – Care Worker to Manager Developing Leaders in Social Care

Care Assistant/Home
Care
Worker/Recovery
Worker/Day Service
Worker

Adult Care Worker Level 2

Duration: 15 months Cost: £3,000

Salary (approx.) Grade 5 - £21,968pa.

Care Leader/Assistant
Social Worker/Early
Intervention
Worker/Team Leader

Lead Adult Care Worker Level 3

Duration: 21 months **Cost:** £3,000

Salary (approx.) Grade 6 - £22,369 – 24,054pa. Care Assistant/Home
Care
Worker/Recovery
Worker

Healthcare Support
Worker Level 2

Duration: 15 months **Cost:** £3,000

Salary (approx.) Grade 5 - £21,968pa.

Care Leader/Early Intervention Worker/Team Leader

Senior Healthcare
Support Worker Level
3

Duration: 21 months **Cost:** £3,000

Salary (approx.) Grade 6 - £22,369 – 24,054pa. Community Mental
Health
Officer/Community
Care Officer/Mental
Health Housing
Officer/Occupational
Therapist Assistant
/Care Services or
Sheltered Housing
Manager or Lead

Lead Practitioner in Adult Care Level 4

Duration: 21 months **Cost:** £7,000

Or

Early Intervention

Practitioner Level 4

Duration: 21 months **Cost**: £3,500

Salary (approx.) Grade 7 - £24,496 – 26,845pa. Care Leader/Community Care
Officer or Lead/Occupational
Therapist Assistant/Assistant
Practitioner in Mental Health,
Social Care, Physiotherapy,
Community Services

Healthcare Assistant
Practitioner Level 5

Duration: 21 months **Cost:** £12,000

Salary (approx.)
Grade 6 - £22,369 - 24,054pa.
To Grade 7 £24, 496 p
£36,854pa.

Assistant Service
Manager/Service
Lead/Review
Manager/Head of
Service Operations

<u>Leader in Adult Care</u> <u>Level 5</u>

Duration: 21 months **Cost:** £7,000

Salary (approx.)
Grade 8 - £22,369 –
24,054pa. To Grade 12
£40,478 - £44,539
depending on level of
responsibility

Further Management or Leadership Development

Team Leader/Supervisor Level 3

Duration: 15 months

Cost: £4500

Operations/Departmental

Manager Level 5

Duration: 30 months

Cost: £7000

Chartered Manager Level 6
Duration: 48 months
Cost: £22,000

Senior Leader Level 7 Duration: 24 months Cost: £14,000

Salary (approx.)
No change unless promotion.
Can be implemented from Level
3 if already skilled to support
career progression.



Social Care Career Map – Back Office Functions Developing Leaders in Social Care

Care Assistant/Home Care Worker/Recovery Worker/Day Service Worker

Adult Care Worker Level 2

Duration: 15 months **Cost**: £3,000

Salary (approx.) Grade 5 - £21,968pa.

Admin Assistant/Office
Administrator

Business Administrator Level 3

Duration: 21 months **Cost**: £5,000

Salary (approx.) Grade 4 - £21,189pa. Care Leader/Assistant Social Worker/Early Intervention Worker/Team Leader

<u>Lead Adult Care Worker Level</u>

Duration: 21 months **Cost:** £3,000

Salary (approx.) Grade 6 - £22,369 - 24,054pa.

Office Manager

Team Leader/Supervisor Level 3

Duration: 15 months **Cost**: £4,500

Salary (approx.) Grade 5- £21,575 - £21,968pa.

Project Assistant/Project Support Assistant/Project Development Assistant

Associate Project Manager Level 4

Duration: 27 months **Cost**: £6,000

Salary (approx.) Grade 6 - £22,369 - £24,054pa.

Data Technician/Data
Specialist/Performance and
Governance Officer/Data
Analyst/Data Officer

1. Data Technician Level 3 or 2. Data
Analyst Level 4

Cost: £12,000
 Cost: £15000

Salary (approx.) Grade 7- £24,469 - £26,845pa.

Programme Manager/Project
Implementation/Programme
Manager/Programme or Project
Lead

Project Manager Integrated

Degree Level 6

Duration: 51 months **Cost**: £22,000

Salary (approx.)

Grade 7 - £24,469pa. to Grade 10 £34,723pa. depending on experience

Further Management or Leadership Development

Team Leader/Supervisor Level 3

Duration: 15 months

Cost: £4500

Operations/Departmental
Manager Level 5
Duration: 30 months
Cost: £7000

Chartered Manager Level 6
Duration: 48 months
Cost: £22,000

Senior Leader Level 7 Duration: 24 months Cost: £14,000

Salary (approx.)
No change unless promotion.
Can be implemented from Level
3 if already skilled to support
career progression.



Social Care Career Map – Routes into Specialist Roles

Care Assistant/Home

Care

Worker/Recovery Worker/Day Service

Worker

Adult Care Worker Level 2

Duration: 15 months

Cost: £3,000

Salary (approx.)

Grade 5 - £21,968pa.

Care Leader/Assistant
Social Worker/Early
Intervention
Worker/Team Leader

<u>Lead Adult Care</u> Worker Level 3

Duration: 21 months **Cost:** £3,000

Salary (approx.)

Grade 6 - £22,369 – 24,054pa.

Trainee Nurse Duration: 24 Months

Nursing Associate Level 5

Duration: 24 months **Cost:** £15,000

Salary (approx.)

Grade 7 - £24,496 - 26,845pa.

Community Mental Health
Officer/Community Care Officer/Mental
Health Housing Officer/Occupational
Therapist Assistant
/Care Services or Sheltered Housing
Manager or Lead

Lead Practitioner in Adult Care Level 4

Duration: 21 months **Cost:** £7,000

Or

Early Intervention Practitioner Level 4

Duration: 21 months **Cost**: £3,500

Salary (approx.)

Grade 7 - £24,496 - 26,845pa.

Degree Apprenticeships Level 6

Social Worker

Duration: 30 months **Cost:** £24,000

Occupational Therapist

Duration: 48 months **Cost:** £24,000

Registered Nurse

Duration: 48 months **Cost:** £26.000

Physiotherapist

Duration: 48 months **Cost:** 24,000

Salary (approx.)

Starting Salary: £22,369 – 24,054pa.

Further Management or Leadership Development

Team Leader/Supervisor Level 3

Duration: 15 months **Cost:** £4500

Operations/Departmental

Manager Level 5
Duration: 30 months
Cost: £7000

Chartered Manager Level 6

Duration: 48 months Cost: £22,000

Senior Leader Level 7
Duration: 24 months

Cost: £14,000

Salary (approx.)
No change unless promotion.
Can be implemented from Level
3 if already skilled to support
career progression.