



Draft Preview

DRAFT APPRENTICESHIP ASSESSMENT PLAN FOR THE LEADER IN ADULT CARE APPRENTICESHIP

ST0008/V2

APPRENTICESHIP REFERENCE NUMBER	LEVEL OF THIS APPRENTICESHIP	INTEGRATION
ST0008	5	Mandatory qualification with apprenticeship assessment

Assessment Plan

Introduction

This apprenticeship assessment plan (AAP) sets out the requirements for the assessment of the level 5 Leader in adult care apprenticeship. It should be read in conjunction with the Requirements for Apprenticeship Assessment. Where there is conflict between this AAP and the Requirements for Apprenticeship Assessment, this AAP takes precedence. Assessment organisations must also comply with the relevant regulatory framework for apprenticeship assessment.

It is important that the assessment of apprentices is proportionate, valid, and provides reliable evidence of an apprentice's attainment of the relevant knowledge and skills. As such, assessment organisations must design assessments to ensure:

- employers have confidence that the apprentice has reached the expected performance standard
- apprentices are sufficiently secure in their knowledge and skills, so that they could demonstrate their competence in different contexts, for example, a different workplace

Assessment Outcomes

The assessment outcomes group and summarise the knowledge and skills that must be demonstrated in assessments. All assessment outcomes must be assessed.

The assessment outcomes are created to summarise the content that is not fully assessed by the qualification or qualifications mandated in the occupational standard. The qualification or

qualifications assess the knowledge and skills statements that are not mapped here.

Knowledge and skills statements in **bold** are mandatory and must be assessed in every version of the assessment that is made available.

Assessment Outcome	Mapping
AO1: Leadership and professional practice Applies leadership and management approaches to lead teams and deliver organisational objectives. Promotes ethical practice and uses advocacy approaches to support engagement, accountability, and positive outcomes.	K1 , K3, K9 S1, S2, S3, S9
AO2: Planning, development and organisational change Plans, develops, and supports the workforce to maintain capability, service quality, and organisational effectiveness. Applies workforce development, workforce planning, staffing models and change management approaches to respond to current and future organisational needs and support continuous improvement.	K4, K5 , K19 S4, S5 , S6, S19
AO3: Quality, performance and sustainability Monitors and evaluates service delivery, including trauma-informed care and Positive Behaviour Support, to support compliance, quality and positive outcomes. Applies financial monitoring, procurement and sustainable resource management approaches to ensure effective and responsible service delivery.	K10 , K17 S10 , S16, S17

Assessment requirements

Assessment organisations must set apprenticeship assessments. Assessment organisations should consider how technology and digital tools can support innovation and efficiency.

Assessment organisations must design apprenticeship assessments to include at least one **professional discussion**.

Any additional assessment, or assessments, must be selected from the following list of methods, to ensure the assessment outcomes are met in full. Assessments available in the list may be used more than once.

- **observation**
- **question and answer**
- **journal**
- **portfolio**
- **additional professional discussion**

Apprentices may be assessed at any appropriate point during their apprenticeship programme.

Assessments may be designed to allow a centre or training provider to mark assessments. The assessment organisation is responsible for ensuring all assessments are sufficiently reliable and valid, and for the accuracy of any centre or training provider marking.

Performance descriptors

Performance descriptors describe the level of performance required to achieve a pass or distinction grade. Assessment organisations must design assessments that align with these descriptions.

Performance Category	Pass	Distinction
Applied Knowledge	Applies insightful application of theoretical and or technological adult care leadership knowledge across a wide and often unpredictable variety of contexts.	Applies refined and insightful application of theoretical and or technological adult care leadership knowledge across a wide and often unpredictable variety of contexts.
Applied Skills	Selects and applies adult care leadership practical methods consistently across a wide and often unpredictable variety of contexts. Solves broadly defined, complex problems with effective and defensible judgements.	Adapts adult care leadership practical methods, refining methods to optimise outcomes across a wide and often unpredictable variety of contexts. Solves broadly defined, complex problems with highly developed and insightful judgements.
Regulatory and Procedural Awareness	Analyses, interprets and evaluates adult care legislation, regulation, safeguarding requirements, and organisational procedures relevant to the role, adapting nuanced issues in practice.	Applies evaluation of adult care legislation, regulation, safeguarding requirements, and organisational procedures relevant to the role adapting approaches effectively.
Communication and Collaboration	Communicates confidently and collaborates effectively with a range of colleagues and stakeholders, adapting communication approaches to meet different contexts, priorities and perspectives. Applies	Applies advanced communication skills to influence and engage with a range of colleagues and stakeholders, adapting communication approaches to meet different contexts, priorities and perspectives. Applies insight and judgement to build alignment, contributing to

	well-judged communication to resolve issues and inform decision making, contributing to effective team or service outcomes.	improved team or service outcomes.
Information Use and Decision Making	Analyses, interprets and evaluates competing or conflicting information relevant to adult care leadership, offering well-justified reasoning to draw conclusions.	Applies evaluation of competing or conflicting information relevant to adult care leadership, offering balanced, well-justified, nuanced reasoning and awareness of different perspectives to draw conclusions.
Responsibility and Autonomy	Takes responsibility for planning and developing courses of action in adult care services including, where relevant, taking responsibility for the work of others and allocation of resources. Exercises responsibility, autonomy and judgement within broad parameters. Takes accountability for the analysis and diagnosis, design, planning, execution and evaluation.	Exercises strategic responsibility for planning and developing courses of action in adult care services with impact, confident autonomy, accountability and well-developed judgement within broad parameters.

Additional qualification

The qualification detailed in the occupational standard must be completed before the end of the apprenticeship.

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