

# DEVELOPING CAREERS IN ADULT CARE



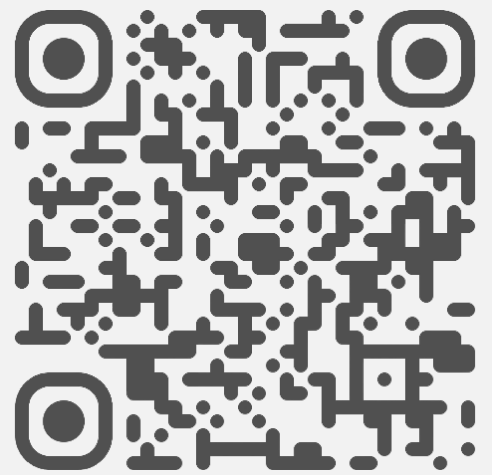
**Apprenticeships & Qualifications  
for the Adult Social Care  
Workforce**

# WHO IS DYNAMIC TRAINING?

Dynamic Training is an inclusive workforce development partner, working in collaboration with adult social care employers to develop capable, confident teams and drive quality improvement across services. Our practical and flexible training solutions deliver measurable impact, supporting regulatory compliance, service performance, and long-term workforce sustainability. We provide a complete workforce development offer, combining apprenticeships, accredited qualifications, and flexible e-learning programmes, including Anatomy and Physiology.

All programmes are designed to be accessible and inclusive, while remaining aligned to regulatory standards and employer priorities, enabling organisations to build in-house capability, strengthen inspection readiness, and support staff progression and retention.

Our mission is to deliver high-quality, inclusive education that equips healthcare professionals with the skills, behaviours, and confidence to work with integrity, accountability, and effective teamwork. Through our programmes, employers are supported to deliver safe, compassionate, and person-centred care across an evolving adult social care landscape.



**Contact us today to  
discuss how we can  
support you.**

**020 8607 7850  
[ask@dynamictraining.org.uk](mailto:ask@dynamictraining.org.uk)**



# WHY CHOOSE DYNAMIC AS YOUR TRAINING PROVIDER?

Training Designed For Real Services, Real Pressures & Real Outcomes.

## Dynamic's Approach

- Work-embedded, practice-based learning that delivers measurable impact.
- Flexible delivery models designed to fit operational demands.
- Clear progression pathways across adult social care roles.
- Named tutors and Skills & Development Coaches providing consistent, expert support.
- Scenario-based learning aligned to real regulatory and practice challenges.

## Our Provision

- Apprenticeships (Levels 2–5)
- Accredited diplomas, certificates, and awards
- Specialist short courses
- Virtual Learning Environment (VLE) enabling scalable, cost effective delivery





# HEALTH AND SOCIAL CARE: CARE CERTIFICATE DIGITAL PROGRAMME

Our programme is a knowledge-based digital course that fully covers the knowledge requirements of the Care Certificate standards, and is aligned to the knowledge expectations of the Highfield Level 2 Adult Social Care Certificate.

Designed to support individuals at the start of their career in health and social care, the course provides a strong foundation across the core areas required for safe, effective and person-centred practice.

Learners will develop knowledge in key areas including:

- Understanding own role and responsibilities
- Personal development in adult social care
- Duty of care
- Equality, diversity, inclusion and human rights
- Person-centred practice
- Effective communication
- Privacy and dignity
- Nutrition and hydration
- Mental health and dementia awareness
- Adult and children's safeguarding
- Health, safety and basic life support
- Handling information, data protection and digital safety
- Infection prevention and control
- Learning disability and autism awareness



The programme is designed to fully deliver the underpinning knowledge of the Care Certificate, supporting employers to provide a structured and consistent induction experience. Learning is delivered through a flexible digital platform, incorporating real-life scenarios, reflective activities, knowledge checks and practical examples relevant to health and social care settings.

This enables employers to prepare staff quickly and confidently, ensuring they have the knowledge required before, or alongside, entering a care environment.

Importantly, this programme also forms part of a wider progression pathway. Learners who complete the digital course are well positioned to progress onto the Highfield Level 2 Adult Social Care Certificate, where they will demonstrate competence in the workplace and achieve a fully accredited qualification.

Together, this creates a complete journey from Care Certificate knowledge and induction through to recognised, standards-based certification, supporting both immediate workforce needs and longer-term staff development.



# APPRENTICESHIP PATHWAYS



Flexible pathways enable employers to develop specialist skills and future leaders from within their existing workforce, supporting succession planning and long-term workforce sustainability.

**Clear Progression Routes Across Adult Social Care Roles (Level 2 - 5)**

Our apprenticeships are structured as a career pathway, helping employers grow talent from entry-level through to senior leadership.

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## Learner Feedback

*[The training] has made me better understand the difference between management and leadership models in practice. I am likely to pursue a career in coaching/mentorship*

## **Level 2 Health & Social Care Foundation Apprenticeship**

Entry route into adult social care

### **Who It's For**

- New entrants to care
- Young people and learners needing a supported introduction
- Employers seeking a lower-risk recruitment pathway

### **What It Develops**

- Core values, behaviours and work readiness
- Foundations of person-centred care and safeguarding

### **Why It Matters**

- Builds confidence and early competence
- Improves retention and progression into Level 2 Adult Care Worker

## **Level 2 Adult Care Worker Apprenticeship**

Frontline competence and confidence

### **Who It's For**

- Staff working in adult care roles at any stage of life

### **What It Develops**

- Care Certificate standards
- Safe, effective and person-centred practice

### **Why It Matters**

- Embeds consistent standards across frontline teams
- Creates a strong base for progression into senior roles



## **Level 3 Lead Adult Care Worker Apprenticeship**

Supervision and Frontline Leadership

### **Who It's For**

- Senior care workers, supervisors, and team leaders

### **What It Develops**

- Confident leadership, professional judgement, and accountability
- Effective supervision, staff support, and care coordination

### **Why It Matters**

- Strengthens leadership capability at the point of care
- Improves quality, consistency, and service performance
- Supports inspection readiness and regulatory compliance

## **Level 3 Safeguarding Support Officer**

Strengthening Safeguarding Leadership Across Your Organisation

### **Who It's For**

- Experienced care workers, senior support workers, team leads or Deputy managers

### **What It Develops**

- Confident risk assessment and proportionate decision-making
- Effective escalation and strong multi-agency working

### **Why It Matters**

Strengthens safeguarding culture, supports CQC compliance, and builds internal expertise while reducing reliance on external training.

# **Integrated Health and Social Care Leadership Programme**

Delivered through the Leader in Adult Care Level 5 Apprenticeship Standard

## **Who It's For**

- Registered Managers, Deputies and aspiring leaders
- NHS patient facing managers, ward and team managers, community service managers

## **What It Develops**

- Governance, regulatory confidence and service leadership
- Strategic decision-making and quality improvement

## **Why It Matters**

- Strengthens CQC readiness and succession planning
- Builds confident, resilient leaders from within

# **Level 4 Quality Practitioner**

## **Who It's For**

- For professionals in healthcare and adult social care who are responsible for monitoring quality, compliance, audits, governance, risk management, and service improvement activities.

## **What It Develops**

- It develops the knowledge, skills, and behaviours needed to drive quality assurance, analyse performance data, manage risks, conduct audits, and lead continuous improvement initiatives.

## **Why It Matters**

- It helps organisations deliver safer, more effective, and compliant services by embedding a culture of quality, accountability, and continuous improvement



# ACCREDITED QUALIFICATIONS OFFER

**Flexible, Employer-Led Training  
Beyond Apprenticeships**

**Our Accredited qualifications offer  
stands alongside apprenticeships,  
giving employers fast, practical  
solutions for upskilling, compliance  
and progression.**

## **Level 2: Foundation Knowledge & Confidence**

- Level 2 Adult Social Care Certificate
- Level 2 Award in Awareness of Dementia
- Level 2 Award in Awareness of End-of-Life Care
- Level 2 Certificate in Medication Handling & Administration
- Level 2 Certificate in Working with Individuals with Learning Disabilities

## **Level 3: Skilled Practice & Team Responsibility**

- Level 3 Diploma in Adult Care

## **Level 5: Strategic Leadership & System Influence**

- Level 5 Award in Digital Leadership in Adult Social Care
- Level 5 Certificate in Principles of Commissioning for Wellbeing
- Level 5 Diploma in Leadership & Management for Adult Care for registered managers, service leads, commissioners, and senior leaders

## **Progression To Higher Education UCAS Points**

- Level 3 Bridging Programme
- Level 3 Bridging Plus Programme (with science pathway  
Progression to nursing, allied health, management, and leadership degrees)



## **Level 2 Adult Social Care Certificate**

**Length: 6 - 8 months**

Is a nationally recognised qualification, replacing the non-regulated Care Certificate with a portable standard recognised across adult care settings. It develops essential knowledge in personcentred care, safeguarding, equality and inclusion, health and safety, and professional values, with assessment based on real workplace practice. The qualification supports employers to develop staff to a consistent national standard, improve quality and compliance, reduce induction duplication, and create clear progression routes into Level 3 training or apprenticeships

## **Level 2 Award In Awareness Of Dementia**

**Length: 3 months**

A nationally recognised knowledge-based qualification that builds understanding and confidence in supporting people affected by dementia.

## **Level 2 Award In Awareness Of End-Of-Life Care**

**Length: 1 - 3 months (depending on experience)**

A knowledge-based qualification that strengthens confidence, empathy, and communication when supporting individuals and families at the end of life .

## **Level 2 Certificate In Principles of Medication Handing & Administration For Care Setting**

**Length: 3 months**

A nationally recognised qualification that builds safe, compliant medicines practice across health and social care. Learners gain essential knowledge of legislation, administration, record-keeping, safeguarding, and risk management



## Learner Feedback

*[My tutor] has been incredibly supportive, patient, and thorough in her teaching, and I've already learned so much from her. Her Approach makes it feel clear and manageable...She's an amazing tutor and a real asset to Dynamic Training.*

## **Level 2 Certificate In Principles Of Working With Individuals With Learning Disabilities**

**Length: Flexible (Typically 3 - 6 months)**

This Level 2 certificate provides essential knowledge for supporting individuals with learning disabilities, covering safeguarding, rights, inclusion, autism, and positive risk-taking through a portfolio-based assessment.

## **Level 3 Diploma In Adult Care**

**Length: 9 months**

Designed for experienced care workers moving into leadership roles, this diploma develops skills in person-centred care, safeguarding, mental capacity, and supervision, with learning directly applied to real workplace practice.

## **Level 5 Award In Understanding Digital Leadership In Adult Social Care**

**Length: 5 months**

A strategic programme for care managers and leaders, enabling them to lead digital transformation in adult social care. Learners develop the knowledge and confidence to implement technology, manage data governance, and foster a culture of digital innovation.



## **Level 5 Certificate In Principles Of Commissioning For Wellbeing**

**Length: 6 months**

A strategic Level 5 qualification for professionals working in or alongside commissioning. Learners develop the skills to design, commission, and evaluate services that improve community wellbeing within integrated care systems, translating policy into sustainable, outcomes-focused practice.

## **Level 5 Diploma In Leadership And Management For Adult Care**

**Length: 15 months**

The flagship qualification for registered and aspiring care managers. This diploma develops strategic leadership, governance, and quality improvement skills required to lead regulated adult care services and meet CQC standards with confidence.

## **The Bridging Programme (Level 3 UCAS Points)**

**Length: 10 weeks**

A focused academic skills programme designed to prepare experienced health and social care professionals for degree apprenticeships. Learners gain Level 3 credits and UCAS points while building confidence in academic writing, research, and study skills.

## **The Bridging Plus Programme (Level 3 UCAS Points With Science Units)**

**Length: 12 weeks**

An extended version of the Bridging Programme, including accredited science modules. Ideal for learners progressing into specialist degree pathways such as nursing or physiotherapy, combining academic skills with applied human biology knowledge.



# OLIVER MCGOWAN MANDATORY TRAINING

## Oliver McGowan Tier 1 Training (Online)

Length: 1 hour

A foundational awareness session for all staff, introducing learning disability and autism, effective communication, reasonable adjustments, and person-centred care. Co-delivered by accredited trainers and experts with lived experience.

### Learner Feedback:

*This training was exceptional!!*

*I gained such a lot of information and knowledge from this training that has enabled a much greater understanding of challenges some people face. This enables me to think about certain situations and also consider a persons needs with a greater awareness. very valuable training.*



## Oliver McGowan Tier 2 Training

Length: 1 full day

A mandatory, in-depth programme for staff providing direct care or support. Covers legislation, LeDeR, STOMP/STAMP, the Mental Capacity Act, and practical strategies for making reasonable adjustments, delivered face-to-face with expert co-trainers with lived experience.

## Train the Facilitating Trainer: Oliver McGowan Tier 2

Length: 2 full days

An advanced programme qualifying experienced professionals to become licensed facilitators of Oliver McGowan Tier 2 training. Focuses on content mastery, co-facilitation skills, delivery confidence, and assessment for certification.

# E-LEARNING

Fast Flexible Learning For Induction, Compliance & Refresher Training. Dynamic offers access to e-learning courses, providing high-quality, on demand training that fits around shift patterns and service pressures.



## Online Anatomy and Physiology Modules

### Including:

Cells

Tissues & Integumentary System

Musculoskeletal System

Nervous System

Endocrine System

Cardiovascular System

Lymphatic System & Immunity

Respiratory System

Urinary System & Fluid Balance

Gastrointestinal System

Reproductive System

- **100% online, on-demand access**
- **Immediate rollout for individuals or teams**
- **Certificates for audit, CPD and inspection evidence**





# QUALITY, FUNDING & EMPLOYER CONFIDENCE

- Our diplomas are Quality Assured Care Learning Service (QACLS) marked

## **All Dynamic programmes are:**

- Aligned to the Adult Care Workforce Pathway
- Designed to support safe, effective and well-led practice

Where appropriate, we support employers to understand and access Learning and Development Support Scheme (LDSS) funding, providing clear guidance and practical advice.

Our training provides structured, assessable evidence of competence, supporting confidence during inspection and quality reviews.

# WORKING WITH DYNAMIC



**Scan to find out more!**

Whether you are:

- Onboarding new staff
- Strengthening safeguarding practice
- Developing supervisors and leaders
- Preparing for inspection

Dynamic delivers responsive, flexible solutions tailored to your service, workforce and priorities. We work with care homes, domiciliary care providers, supported living services and wider adult social care organisations.

## Our Values

- Integrity
- Transparency
- Accountability
- Teamwork
- Inclusivity

## Our Mission

To deliver high-quality, inclusive education that develops confident healthcare professionals who act with integrity, accountability, and effective teamwork. Our programmes support the delivery of compassionate, safe, and effective care across a diverse and evolving healthcare landscape.



## Ready to Get Started?

Build A Workforce That Is Confident, Capable & Recognised.

With Apprenticeships, Awards/certificates, Diploma accredited courses and E-learning. Dynamic offers a joined-up approach to workforce development that delivers impact now and builds strength for the future.



 **Dynamic Training**

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