Changing lives through learning

Qualification Unit

This unit forms part of a regulated qualification.

Unit Title: Team Learning and Development in Adult Care

Unit Reference Number: R/652/0812

Level: Five (5)

Credit Value: Three (3)

Minimum Guided Learning Hours: 20

Learning Outcome (The Learner will):	Assessment Criterion (The Learner can):
1. Understand principles of learning and professional development in adult care	1.1 Assess the range of required and recommended learning and development in adult care
	1.2 Evaluate the differences between **learning requirements** and continuous professional development
	1.3 Evaluate the purpose and benefits of **workforce planning and development**
	1.4 Examine the importance of literacy, numeracy and digital skills in adult care and how to develop these skills of the workforce
	1.5 Evaluate the benefits of: a) a robust and supportive induction process b) continually improving own and team's knowledge and practice and ways to achieve this.
	1.6 Evaluate the **factors** to consider when identifying, planning, selecting and commissioning activities for learning and professional development
	1.7 Assess the importance of reflective practice in improving own and team's performance and different models that support this.

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2.	Be able to lead learning and professional development practices	2.1 Evaluate **available mechanisms and resources** that can support learning and professional development in adult care
		2.2 Promote a **learning culture** within own team
		2.3 Support team members to plan for, achieve and review, their professional development goals
		2.4 Facilitate the development of others to enable effective delegation.

Assessment Requirements

This unit must be assessed in accordance with Skills for Care & Development assessment principles guidance.

This is a knowledge and skill-based unit.

Knowledge evidence may be generated outside of the work environment, but the final assessment and decision must show application of knowledge within the real work environment.

Learning Outcome 2 is skill based, and primary evidence throughout the qualification should include observation of direct practice in the workplace in actual person.

It is acknowledged that remote observations could be used in appropriate circumstances, as an approach to enrich, enhance and triangulate main direct observations which have been carried out. Remote observations should not be planned and used as the primary approach. Safe and reliable approaches to use of remote technologies in the assessment process must be agreed with Open Awards prior to use. This should include how the privacy, dignity and confidentiality of any individual will be protected and robust evidence recording protocols.

Indicative Content

LO1	**AC1.2** **Learning requirements:** may include but are not limited to induction, statutory, mandatory and service specific specialist learning. **AC1.3** **Workforce planning and development:** workforce planning is an essential part of ensuring that you have the right people with the right attitudes, skills, values and experience providing the care and support your business offers. **AC1.6** **Factors:** should include potential barriers and constraints.
LO2	**AC2.1** **Available mechanisms and resources:** this will include traditional methods used for learning and development and should include advanced approaches with technology within learning and development e.g. remote learning, platforms, e-learning, electronic portfolios.

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	AC2.2 **Learning culture:** leading practice which embraces, provides opportunity, and recognises the benefits of learning and professional development.

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