

Higher Development Award - Frequently Asked Questions

The answers herein provide general information. Please bear in mind that individual colleges may each do things slightly differently and we would always advise that you check information with the individual College of your choice.

What is the difference between the levels?

The different levels provide an opportunity for each learner to join at the level which meets their needs in terms of current knowledge, qualification and need for functional skills. It is currently based on assessment of functional skills. Those who are assessed at entry level or level one will join a level one course providing an opportunity to complete their level one qualification in functional skills together with the Level 1 Higher development Award. Those who are assessed at level two will join a level two course and complete their level two qualifications in functional skills together with the Level 2 Higher Development Award. Those who already have acceptable qualifications for level 2 functional skills will join the Level 3 Higher Development Award.

Are there any entry requirements to the Level 1 Higher Development Award

No, however please note that a basic level of English writing and reading skills will be required to complete the course. It is also advisable to have a basic level of knowledge of Microsoft Word and PowerPoint skills as well as some idea of how to use Zoom or Microsoft Teams in case of distance learning.

Can I go directly onto level three?

Yes, if you have certificates to show you have level 2 functional skills.

What topics will I cover?

The topics depend on the level. As the levels increase, the depth studied is greater.

- Level One – self-development, assertiveness, time management, stress management, emotional intelligence, perception management, personality differences, team working
- Level two – planning and monitoring work, developing as a team leader, improving performance of the team, problem solving, understanding and planning change, coaching
- Level three – leadership and management, team dynamics, problem solving, understanding and planning change, training and coaching, developing self and others, communication in the workplace and giving briefings and presentations. There is also one day on motivational interviewing

How many assignments are there and how much work will I be expected to do on top of the sessions?

This could vary slightly from College to College but generally the Level 1 work will be completed within the sessions. At Level 2 and Level 3 there will be assignments to be completed. Time taken varies for each learner, however an average of 2-3 hours for each assignment is expected. You may also have some homework from the functional skills.

Do I have to do additional research / self-guided learning?

You are not expected to do any additional research as all information will be provided for you. If you want to do additional research you can do so and you will be provided with useful pointers to signpost you.

How many days is the programme?

This will vary from College to College and you need to check this with the Colleges individually. On average, the level one programme is five days. Level 2 averages around 6 days and the Level 3 may be up to 12 days. Please check with the individual college.

Do I need to take additional study leave?

No – you only need to take the workshop days

Is there any cost to the programmes?

No, there is no cost to you individually. Depending on the level you are undertaking and your individual circumstances your study will either be Government funded or funded by LSCFT.

What can I do with my qualification?

There are many opportunities with the qualification. You can transition from level one directly to level two and level three. Participation in the Higher Development Award programmes may provide opportunities to apply for apprenticeship programmes. Should you wish to be consider a Nursing Associate programme in the future, please check with the college that the Level 3 provide will provide sufficient credits/UCAS points. For administrators, there may be additional workplace opportunities

Do I have to attend every workshop?

Yes, we recommend you attend every study day. Each study day is intensive and will help you to understand the material and complete the assignments. We do not recommend as a self-directed programme. Some colleges will be offering a remote or hybrid approach and you may wish to explore these as an option.

How will the backfill for social care employers be funded?

A separate allocation of funds has been provided to support the backfill of staff in social care settings. This funding will allow four colleges to offer five funded places each. The participating colleges are Blackburn College, Blackpool & Fylde College, Lancashire Adult Learning, and Lancaster Morecambe College. Each enrolled individual will receive £250 to support the backfill costs. The process to allocate this money fairly will be centralised through the Social Care Project Lead – Lancashire and South Cumbria Social Care Training Hub.