



The Care Workforce Pathway

Presented by: Mike Bailey

Sussex Skills for Care Locality Manager

Mike.bailey@skillsforcare.org.uk



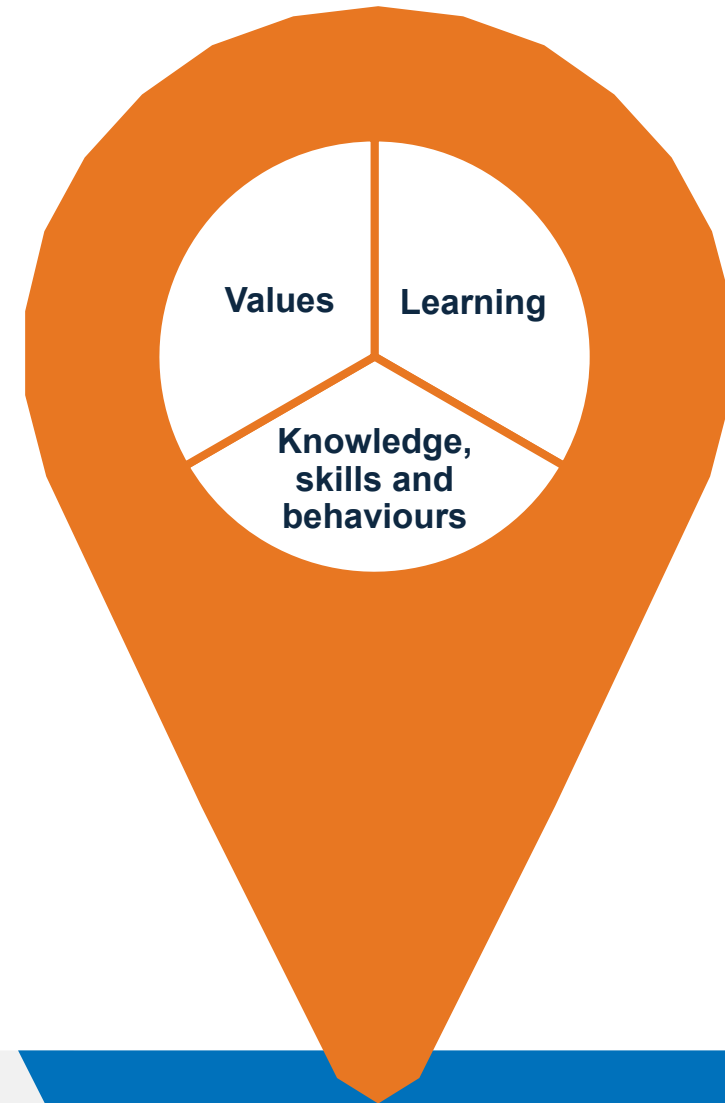
What the Pathway is

The Pathway is a **career framework** for frontline care, covering roles in care providers and council-run care teams.

It features **role categories** for those who deliver, coordinate, and manage care, and as new roles are published it will recognise the vital support of ancillary staff who help make care possible.

It uses **clear and consistent language** to describe what types of knowledge, skills, behaviours and values are needed for different types of roles in care. It also shows the type of qualifications and learning needed at different stages of a career in care.

The Pathway is not '**mandatory**', but it's strategically important, because transforming adult social care starts with investing in the people who deliver it.



More than a framework



The Care Workforce Pathway is more than a career structure. Using it can help providers think about the roles they have, but it also does much more.



It's a starting point for bigger, creative conversations about how providers attract, support and develop people whose values make care special.



It can help providers think about how to build a confident, competent and satisfied workforce that can deliver high-quality care for individuals and support them to live fulfilling lives on their own terms.

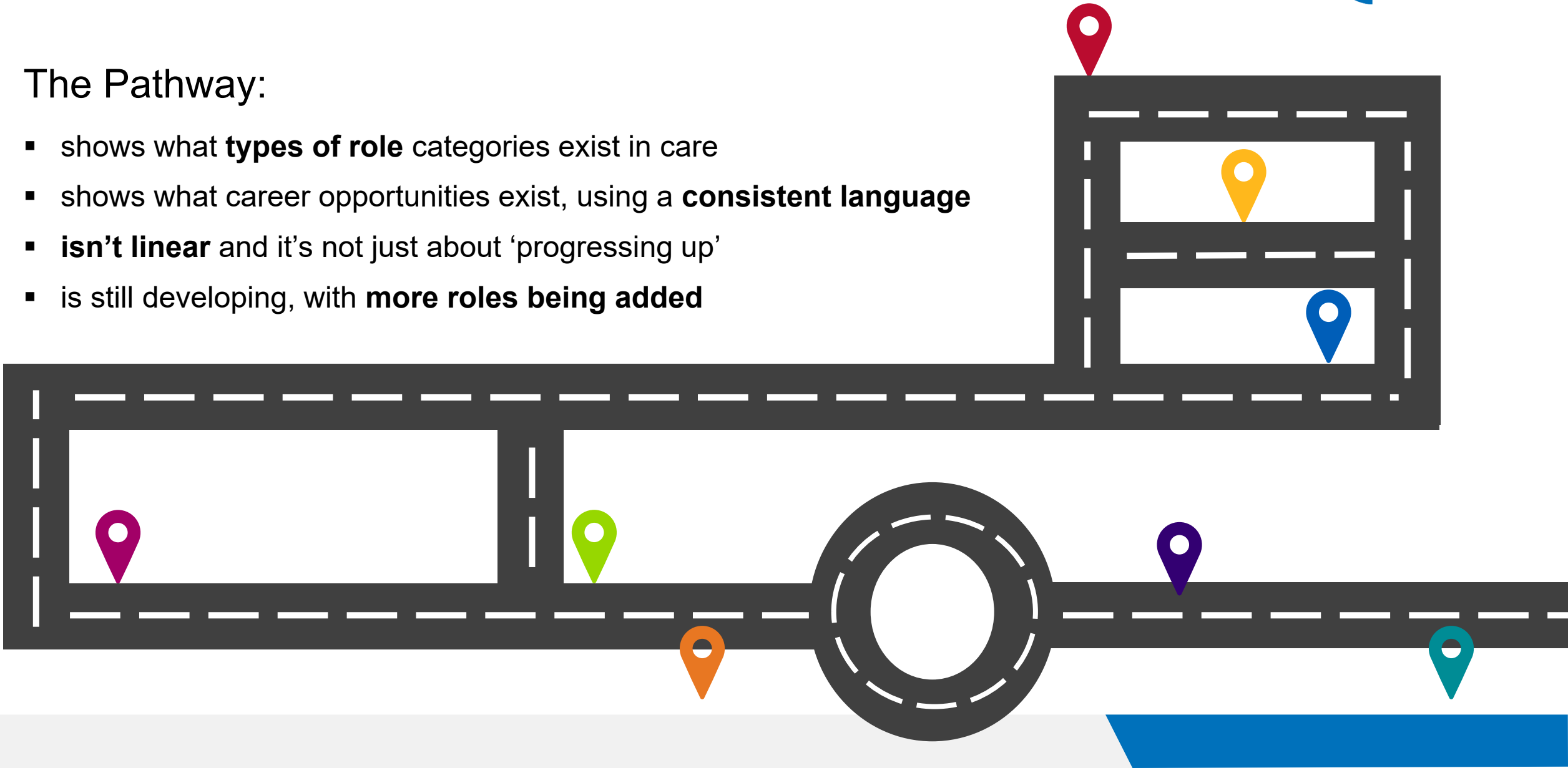


It encourages providers to understand what their staff need to do their best work, and how this shapes the culture of the whole organisation.

Creating career destinations and journeys

The Pathway:

- shows what **types of role** categories exist in care
- shows what career opportunities exist, using a **consistent language**
- **isn't linear** and it's not just about 'progressing up'
- is still developing, with **more roles being added**



What the Pathway aims to do



Set clear, consistent expectations for **training, development and competence**



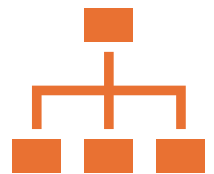
Improve recruitment and retention of the adult social care workforce



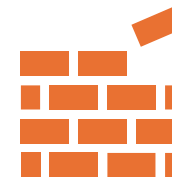
Professionalise non-regulated adult social care roles



Enhance the quality and standards of care provided through a skilled, confident and competent workforce

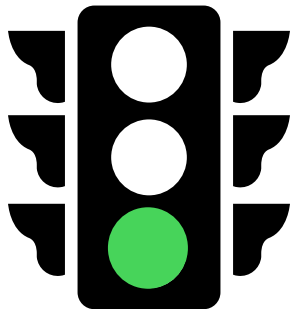


Promote adult social care as a **viable and rewarding long-term career** option

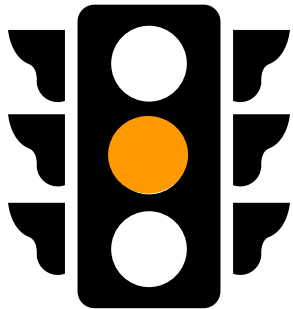


Support workforce planning now, and for the future

The Pathway's role categories



Published Roles							
New to Care	Care / Support Worker	Personal Assistant	Enhanced Care Worker	Supervisor / Leader	Practice Leader	Deputy Manager	Registered Manager



Roles currently in development		
Nominated Individual	Care/Digital Technologist	Activities Co-Ordinator

Role categories summary

New to Care	Care/Support Worker	Personal Assistant	Enhanced Care Worker	Supervisor/ Leader	Practice Leader	Deputy Manager	Registered Manager
Entry point for individuals with no prior experience in social care.	Provides direct care and support to individuals	Provides support and is directly employed by the person being supported or their representative.	Delivers more complex care, including delegated healthcare tasks.	Leads a team and supports care delivery.	Leads on specialist practice and supports others to improve.	Supports the Registered Manager in running the service.	Leads the service and ensures regulatory and legal compliance.
Key duties: ▪ Focused on learning and induction ▪ Shadowing and basic support tasks ▪ No independent responsibilities ▪ Ideal for probation or onboarding phase	Key duties: ▪ Personal care (washing, dressing, toileting) ▪ Assistance with eating and mobility ▪ Supporting access to activities and community ▪ Promoting independence and wellbeing ▪ May require clinical oversight depending on duties	Key duties: ▪ One-to-one, person-directed support across daily living, social, employment and health-related tasks ▪ Flexible, personalised care based on individual preferences and routines ▪ No formal leadership responsibilities; ▪ Works independently under the direction of the person drawing on care	Key duties: ▪ Condition-specific or specialist support ▪ Delegated healthcare tasks from professionals (e.g. Nurses, OTs) ▪ Requires additional, auditable training ▪ Requires ongoing competency assessments ▪ No leadership responsibilities	Key duties: ▪ Supervises care staff ▪ Supports staff development ▪ May manage rotas or shift planning ▪ Acts as a point of escalation ▪ Explores career progression into practice or management	Key duties: ▪ Develops and maintains a specialism ▪ Coaches and mentors others ▪ Leads on best practice in a specific area ▪ Stays up to date with sector developments ▪ Drives quality improvement in practice	Key duties: ▪ People management and staff development ▪ Supports decision-making and service delivery ▪ Acts as manager in the registered managers absence ▪ Helps ensure regulatory compliance ▪ May be preparing for a registered manager role	Key duties: ▪ Strategic and operational leadership ▪ Ensures safe, person-centred care ▪ Staff training, recognition, and support ▪ Regulatory compliance and inspections ▪ Makes informed decisions about service delivery

Making the Pathway bite-sized in 1, 2, 3

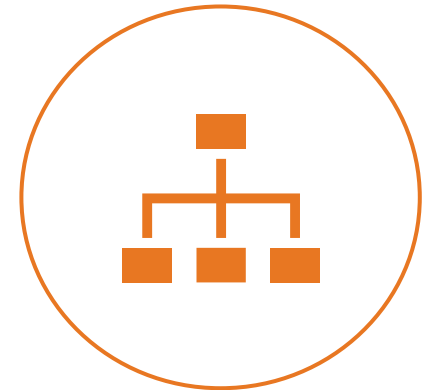
- 1. Try it out:** Look at how the Pathway could support your organisation's goals. Introduce it to teams and start open conversations about roles, skills and careers in care.
- 2. Put it into practice:** Use more of the Pathway's language and role values and begin to weave it into existing processes and plans.
- 3. Make it how you work:** Use it to underpin policies, processes, systems and structures right across the organisation. Develop a culture that actively supports people to develop and excel in their careers.



Level 1 – Light



Level 2 - Medium



Level 3 – Full

Thank you for your time today

Role categories and overview of the Pathway | [GOV.UK Care workforce pathway for adult social care - GOV.UK](#)

Supporting resources | [Skills for Care The Care Workforce Pathway](#) (please note all resources are currently under review and will be republished in 2026 based on sector insight and feedback).